

IP Inclusive: LEO's report 3Q 2024



IP INCLUSIVE

Working for diversity and inclusion in IP

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1 General

This quarter was quieter on the events front, as is usual during the summer holidays. However, our *Summer of IP* campaign has kept us active, with introductory events in July and employer activities throughout.

Additional help from two summer interns, plus an increase in executive team hours, has given us the chance to catch up on bigger projects from the current business plan, including our proposed data gathering toolkit, allyship guidelines and (just about ready for launch) EDI starter pack. We have also made good progress on content for the new Careers in Ideas website.

August saw the start of a new budgeting year and we are now busy raising the funds we need to continue with our plans.

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 3Q 2024 include:

- July: event on allyship for the LGBTQ+ community (see 5.6 below).
- September: my allyship-focused talk at CIPA’s Manchester meeting (10.2 below).
- September: workshop on allyship and preventing sexual harassment (5.7 below).
- Helen continued to work on our intended allyship guidelines, with 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, ideally in combination with a “joint allies” event involving panellists from all six communities, potentially in early 2025.
- EDI starter pack (8.2 below) also includes a section on effective allyship and why it matters.
- New ally pin badges distributed to in-person attendees at September events.
 - Intend to order new ones in 4Q 2024 as demand seems to be high.
- Also in the planning:
 - November event on allyship for senior IP professionals, led by our senior leaders’ diversity think tank (10.1 below).
 - Regional events, including 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

We officially launched this programme of awareness-raising events and work experience/taster opportunities on 1 July and it occupied most of 3Q 2024 for the Careers in Ideas team. The campaign has now largely drawn to a close.

Feedback from both student and employer participants has been, as for the 2023 version, very positive. Events were generally well subscribed, and employers talked of a high calibre and diversity of participants, good levels of engagement and a rewarding experience all round.

The campaign also saw good engagement on social media, in particular LinkedIn. As in 2023, it brought new contacts for Careers in Ideas and built on existing ones, in particular among universities, outreach charities and careers advisers.

Our two interns, Jessica Anderson and Sara Belazregue (see 9.3.3 below), contributed a great deal to its promotion and administration.

- July:
 - 9 pre-recorded introductory events/talks made available to participants, including:
 - General information about IP, IP careers, Careers in Ideas and *Summer of IP*.
 - Webinars relating to specific roles and working environments (eg working in-house, public sector careers, the role of an IP paralegal).
 - A recording of the June 2024 pre-launch event.
 - 10 live introductory events (mostly online, some hybrid) provided more information about the sector, the careers available here and how to access them.
 - Some – new for 2024 – covered roles suitable for people with specific technical backgrounds (computer science; physics and engineering; chemical and biological sciences).
 - Run by the Careers in Ideas task force and/or supporting organisations (CITMA, Kilburn & Strode, Mishcon de Reya and Powell Gilbert); one was a collaboration with IP Futures (5.5 below).
 - Recordings now available from all the live events.
 - 15 employer activities and events, including “taster” events and open days/evenings, webinars, workshops and work experience placements.
 - Venues included Birmingham, Brentford, Cambridge, Cardiff, Liverpool, London and online.
 - One London taster day also run in late June.
- August:

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

- 8 employer activities and events, including taster days and insight events, work experience placements and an online CV/cover letter clinic which ran throughout the month.
 - Venues included Bath, Bristol, Glasgow, London, Manchester and online.
 - The Glasgow insight event was a collaboration between several local organisations, organised through our Scotland Network (6.1 below).
- In-person networking event organised by IP Futures (5.5 below).
- September:
 - 13 employer activities and events, including in-person and virtual insight events, webinars, and work experience and work shadowing placements; venues included Birmingham, Bristol, Cardiff, London, Manchester, Marlow and online.
 - One event related specifically to IP business support, administration and paralegal careers.
 - The Bristol insight event was a collaboration between several local organisations, organised through our South West Network: see 6.1 below.
- During July and August we offered one-to-one online “coffee date” chats for 24 would-be recruits, with IP professionals in a range of roles.
 - A follow-up survey yielded positive feedback from these participants, who felt the scheme had generally worked well and been useful and that they had been well treated by the coffee date “hosts”.
- Employer opportunities were provided by individual organisations but promoted centrally through Careers in Ideas.
 - They embraced a range of IP sector roles including patent attorney, trade mark attorney, IP solicitor and business support professional.
 - Participating employers included in-house IP departments as well as private practice firms.

Work on *Summer of IP* was led by Helen Smith, Sara Belazregue and me, with help from members of the Careers in Ideas task force. During June and August our intern Jessica Anderson helped us promote the campaign. Sara helped prepare employer event posts and ran the coffee date scheme.

3.2 Mentoring Hub

- Registered participant numbers at end of 3Q 2024: 45 mentors; 111 mentees.
- 98 participants matched since the scheme began in autumn 2021.
- “Mentoring quality score” currently 4.31 out of 5 (Mentorloop benchmark is 4.2).

3.3 Website rebuild

- Struggled to find the time to progress this project during the *Summer of IP* campaign.
- However, summer interns Jessica Anderson and Sara Belazregue devoted much of their time with us to creating, collating and uploading content, in particular the “Ideas People” case studies.
 - Some of the case studies have been taken from the existing site and updated.

- We also have a large number of new ones, allowing us to showcase a greater diversity of roles, and of people, when we relaunch.
- Sara also created video content for the site based on the *Summer of IP* campaign.
- In October, Anne, Helen and I will focus on finishing uploading and checking the new site content, with the aim of launching well before the end of the year.
 - All three of us will be able to edit the site.

3.4 Other activities

- August & September: website News and Features posts:
 - Updating on the work of the social mobility charity In2scienceUK (an IP Inclusive partner) and its collaborations with IP sector organisations.
 - Reporting on a *Summer of IP* taster day run by Secerna.
 - From intern Jessica Anderson about her work with IP Inclusive, in particular on *Summer of IP* and other Careers in Ideas projects.
- Intern Sara Belazregue worked on updates to our directory of charities and outreach organisations; hoping to publish the new version early in 4Q 2024.
- Careers in Ideas LinkedIn page very active with posts to promote *Summer of IP*; had 801 followers at the end of 3Q 2024 (602 at the end of 2Q 2024).
- Jessica continued to keep the Instagram account active during July and August, to promote *Summer of IP*.
- Careers in Ideas has not been posting on X since 7 August: see 9.4 below.
- Looking into ordering Careers in Ideas pin badges for IP professionals to wear, and distribute, at careers fairs and other outreach events.

4 The EDI Charter

- Signatory changes during 3Q 2024:
 - Renewals Desk stepped down as a signatory in August.
 - Armstrong Teasdale ceased to be a signatory in September due to closure of its London office.
 - Current total, after database clean-up = 155 signatories.
- During the quarter, 9 signatories contributed to our 2024-25 fundraising campaign launched in August (see 9.5 below).

5 The six communities

5.1 General

- During 3Q 2024, all communities contributed to:
 - The EDI starter pack (see 8.2 below), in particular with video clips from their committee members.

- The allyship guidelines (2 above).

5.2 IP & ME

- July: “Through a different lens” online lunch-&-learn event with guest speaker Vandita Chandrani, about improving understanding of the EDI issues that affect other people.
 - Organised and run by IP & ME, in collaboration with IP Ability and Women in IP.
- July: committee co-leads Lianne Da Cunha, Beatrice Malacart and Riddhi Patel were guests on CIPA’s “Two IPs In A Pod” podcast.
- August: book club-style event to mark South Asian Heritage Month.
 - Informal discussions in small groups, based on the book *Chai Time at Cinnamon Gardens* by Shankari Chandran.
 - Two simultaneous in-person events hosted by Forresters in Birmingham and London.
- August: welcome and introductory video added to the IP & ME webpage.
- Also in the planning: January lunch-&-learn with guest speaker Adjoa Anim.

5.3 IP Ability

- July: joint “lunch-&-learn” event with IP & ME and Women in IP (5.2 above).
- August: committee co-leads Chris Clarke and Marianne Privett were guests on CIPA’s “Two IPs In A Pod” podcast.
- August: committee provided input into IP Inclusive’s response to the PEB consultation on the final diploma exams (10.3 below).
- September: IP Ability webpages updated, with more streamlined structure and addition of a new page summarising the community’s resources, articles and events.
- During 2Q and 3Q 2024 the committee continued to provide support for individual IP professionals with concerns about access and reasonable adjustments in qualifying exams. It is often able to signpost sources of guidance and broker helpful connections. It uses information gathered from this work to inform its own lobbying activities, for instance its contributions to the PEB consultation response.
- IP Ability also involved in the digital accessibility training project referred to at 8.4 below.
- See also the IPause work on (peri)menopause support (5.4 below), in particular IP Ability’s collaboration on the planned World Menopause Day webinar.

5.4 IPause

- August: committee lead Jane Wainwright was a guest on CIPA’s “Two IPs In A Pod” podcast.
- September: informal “Menopause Matters” online coffee date, discussing the impact and management of hot flushes.
- Also organised / in the planning:
 - Webinar on legal aspects of menopause inclusivity in the workplace, “reasonable adjustments” and employers’ obligations (in collaboration with IP Ability and Women in IP), scheduled for World Menopause Day on 18 October.
 - November coffee date, theme TBD.

- IPause also informally involved in plans for an event on men’s mid-life health (7 below).

5.5 IP Futures

- July: co-organised a “Meet the IP professionals” event as part of the *Summer of IP* programme (3.1 above).
 - Included two panel discussions, one with patent attorneys and the other with trade mark attorneys, plus refreshments and networking at the end.
 - Hosted in London by Kilburn & Strode, with a recording available afterwards.
- August: in-person *Summer of IP* drinks reception and networking event.
 - Brought together both established and would-be IP professionals.
 - Hosted by Finnegan Europe in London.

5.6 IP Out

- July: hybrid event, “Beyond the lanyard: how can allies do more?”, about allyship for the LGBTQ+ community.
 - Hosted online and in Birmingham by Gowling WLG, with refreshments and networking for in-person attendees.
 - Fran Di Lallo (Barker Brettell) and I took part in the panel discussion representing IP Out and IP Inclusive.
- September: hybrid event, “Fireside chat with Helen Jones and ‘back to school’ social”.
 - Hosted online and in London by Gill Jennings & Every, of which Helen Jones is a former partner.
 - Helen shared her experiences as a female patent attorney and a lesbian over the course of her career since 1982.
 - Discussion followed by refreshments and networking for in-person attendees.

5.7 Women in IP

- July: informal online “coffee date”, with breakout room discussions on the theme “Empathy – extending it to others and ourselves”.
- July: joint “lunch-&-learn” event with IP & ME and IP Ability (5.2 above).
- September: workshop led by IP Inclusive partners Focal Point on “Allyship and preventing sexual harassment”.
 - Follow-up to the June 2024 webinar on the basics about tackling sexual and other forms of harassment at work, in particular through effective allyship, as well as the impact of the forthcoming Worker Protection Act.
 - Events focus group member Laura Cassels co-presented with Stella Chandler of Focal Point.
 - Hosted in-person by Keltie in London.
- Plans for 2 October annual event, hosted by Lewis Silkin in London and online, almost complete.
 - In-person London event fully booked.

- Additional gatherings organised in Edinburgh, Leeds, Manchester, Nottingham and Oxford for local supporters to watch the online broadcast together.
- Next online coffee date scheduled for mid-October, on the theme of “Navigating holidays – deadlines, time-off, relaxation, childcare”.
- Career guidance focus group planning a survey to learn about current career progression processes and support in IP sector organisations.
- Committee changes:
 - Lucy Samuels stepped down from the main committee in August.
 - Laura Carney (Mewburn Ellis) stepped down from the mentoring focus group and Eleanor Pilott (Abel + Imray) from the events focus group during 3Q 2024.
- 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), in particular Women in IP’s collaboration on the planned World Menopause Day webinar.

6 Regional activities

6.1 Regional networks

- Scotland:
 - August: *Summer of IP* insight event on IP careers, co-organised by several organisations from the network and hosted by Marks & Clerk in Glasgow.
 - September: in-person breakfast event, "Mental wellness: out of summer, into winter", hosted by Thorntons in Glasgow to discuss mental wellbeing through the transition into autumn and winter.
- South West:
 - September: *Summer of IP* panel discussion and group sessions on IP careers, co-organised by several organisations from the network and hosted by Things in Bristol.

6.2 Regional events “roadshow”

- July: event on allyship for the LGBTQ+ community (5.6 above), in Birmingham and online.
- No further progress on the programme of regional allyship-focused events during 3Q 2024, largely due to our focus on *Summer of IP* events (3.1 above).
- I did however speak about allyship at CIPA’s September Manchester meeting (10.2 below).

7 Mental health and wellbeing

- July: 2 website News and Features posts featuring guest blogs from Jonathan’s Voice, about (a) how to talk to people who have been recently bereaved and (b) the importance of taking a break for mental wellbeing.

- September: webinar with Susie Bennett to mark World Suicide Prevention Day.
- September: provided input into new mental health training videos being trialled by Jonathan’s Voice.
- September: involved in an EDI-focused virtual book club organised by Advisory Board Chair Sally Bannan; first get-together scheduled for late October.
- Throughout 3Q 2024: creating a new mental health “hub” for the IP Inclusive website, based on content created by Jonathan’s Voice.
 - Hoping to launch the new page early in 4Q 2024.
- Events organised for 4Q 2024:
 - October: webinar with CIPA, CITMA and Jonathan’s Voice, about organisational support for staff wellbeing, with particular emphasis on work-life balance and on the use of hybrid working models.
 - November: webinar with Jonathan’s Voice with advice on how to talk to friends, family and colleagues about their emotional wellbeing whilst maintaining appropriate boundaries.
 - November: hybrid “Movember” event with Jonathan’s Voice and hosts Keltie, alongside guest speaker Dr Susie Bennett, about men’s mental health in the modern world and in particular male suicide awareness and prevention.
- Also in the planning, focused on men’s mental wellbeing:
 - February 2025: webinar on the role of testosterone in mental wellbeing, with guest speaker Ryan Parke.
 - Early 2Q 2025: webinar with Jonathan’s Voice and representatives of the IPO’s men’s network, focusing on men’s mental wellbeing.
 - Webinar on wellbeing issues affecting “mid-life” men, in collaboration with Jonathan’s Voice, CIPA and CITMA and co-branded with IPause.
- Other 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 6 new resources during 3Q 2024: 4 event recordings (one with the associated speaker slides); a collection of podcasts and videos from the IP Inclusive communities; and a summary of the *Summer of IP* introductory events and recordings.
- Also published 2 website News and Features posts featuring guidance on mental health-related issues: see 7 above.
- Draft allyship guidelines continue to progress: see 2 above.
- Also working with Jonathan’s Voice on new content for the mental wellbeing section of the IP Inclusive website: see 7 above.

8.2 EDI “starter pack”

- Feedback on initial draft gathered during 3Q 2024 from the IP Inclusive communities and Advisory Board, the CIPA Informals, and other stakeholders including HR professionals, practice directors and law firms.
- Parts 1 and 2 of the pack now completed.
 - Part 1 contains general information on EDI and IP Inclusive, plus links to useful EDI-related information and resources.
 - Also includes a short video produced by our summer intern Jessica Anderson (see 9.3.3 below), with a montage of quotes from IP Inclusive volunteers about the initiative’s value in the IP professions and the advantages of being involved.
 - Part 2 provides guidance on allyship and its importance.
- Small file size, plain text version also created, to widen accessibility.
- Intended for new recruits to the IP professions and their managers; designed for inclusion in employers’ induction programmes, posting on company intranets, etc.
- Hope to launch early in 4Q 2024 and showcase at the CIPA student induction day in November.
 - 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.
 - Intended as a “living document”, to be updated in response to ongoing user feedback.

8.3 EDI data gathering toolkit

I’ve been working for several months on a “toolkit” to help our Charter signatories in the patent and trade mark sector gather EDI data. This is a collaboration with CIPA, CITMA, the IP Federation, IPReg and the IPO. We hope to obtain their endorsement before we launch.

The kit is intended to be used by signatories to the IP Inclusive EDI Charter and other IP sector employers, in particular private practices. It will include:

- A template diversity survey.
 - Based on standards developed elsewhere (eg the SRA’s 2023 Diversity Questionnaire and the current Civil Service standard (which itself follows guidance from the Office for National Statistics), as well as previous IP Inclusive and IPReg surveys).
 - Also aligns with CIPA and IPReg surveys conducted earlier this year.
 - Intended as a voluntary standard.
 - By encouraging its use throughout the sector we hope to increase confidence in EDI data gathering, align approaches, create better benchmarks and reassure clients that we are all following consistent good practices.
- Basic guidance on data protection and employment law aspects of EDI data handling.

- Currently being prepared by IP Inclusive Charter signatories Burley Law, who specialise in both IP and employment law.
- Practical tips for optimising survey design and response rates.
- A collection of relevant resources (eg templates, guidance, benchmarking data) available elsewhere.

I'm hoping to circulate an almost-final draft, of at least the template survey, for our supporters to provide feedback before we finalise and launch the toolkit. The latest draft of the template takes account of feedback provided by our senior leaders' think tank following a March meeting on the subject, as well as from the five organisations mentioned above. The think tank also provided positive feedback on the general concept of the toolkit and its intended constituents.

8.4 Digital accessibility training package

- Working with digital accessibility specialists Bnode (who have provided a webinar, blog posts and internal training for us in the past), to create an online training package for IP Inclusive Charter signatories.
- Product will include two sessions on the basics about simple, low-budget ways to improve accessibility for online content and activities.
- Similar to the training that Bnode provided for the IP Inclusive executive team in 1Q 2024.
- Will be co-branded with IP Ability when launched in 4Q 2024.

9 Operational

9.1 IPIM

- Meeting held on 17 September.
 - Appointed James St Ville to succeed Michael Silverleaf as Chair from 1 January 2025.
 - In accordance with the Advisory Board's recommendations, approved the re-appointment, for a term of up to three years as appropriate, of Board members who had indicated their willingness to remain beyond their initial three-year term.
 - Clarified the terms under which the LEO is authorised to make payments – including staff salaries – on IPIM's behalf.
 - Also discussed enhancing future interactions with the Advisory Board, fundraising activities (see 9.5 below), and the 2025 annual meeting (9.6 below).
- Final meeting of 2024 scheduled for 19 November, online.
 - Will include an initial joint session with the Advisory Board.

9.2 Advisory Board

- Personnel changes:
 - Total membership now 21.
 - Re-appointment of these 21 approved by IPIM at its September meeting (9.1 above).

- IPIM currently consulting with the Advisory Board on the procedure for recruiting new members during 4Q 2024.
 - Will aim to replace some of the skills and experience lost through this year's resignations, and generally to increase the diversity of roles, career levels and other demographics represented on the Board.
- Over the summer, Board members provided feedback on the draft EDI starter pack (8.2 above).
- Meeting held on 25 September.
 - Hybrid, hosted by Marks & Clerk in Birmingham and online.
 - Discussed, inter alia, the proposed autumn recruitment campaign and the Board's success in fulfilling its terms of reference.
- Joint online meeting planned with IPIM on 19 November.

9.3 Executive staff

9.3.1 Lead Executive Officer (LEO)

- Work done during 3Q 2024 included in particular:
 - Managing and supporting our employees (9.3.2 and 9.3.3 below).
 - In particular, onboarding and supervising two part-time summer interns.
 - Overseeing the IPIM finances and accounting, in particular:
 - Writing and publishing the 2024-25 budget, in consultation with IPIM.
 - Launching and overseeing the 2024-25 fundraising campaign.
 - With help from Sara Belazregue, continuing to coordinate and promote the Careers in Ideas *Summer of IP* campaign (3.1 above), including associated website and social media comms and follow-up activities.
 - Responding to consultations on IPReg's 2025/26 business plan and budget and PEB updates to the patent attorney qualifying exams (10.3 below).
 - Overseeing updates to the Careers in Ideas website (3.3 above) and the creation of new and updated content, including supervising the interns' work on the project.
 - Working on the EDI data gathering toolkit (8.3 above).
 - Allyship work with Anne Burgato, Helen Smith and the communities (2 above).
 - Overseeing work on the EDI starter pack (8.2 above) and allyship guidelines (2 above).
 - Taking part in and/or managing miscellaneous events, including for the *Summer of IP* campaign, the IP Inclusive communities, the senior leaders' think tank and allyship- and mental wellbeing-related projects.
 - Attended the July event on LGBTQ+ allyship (2 above) and the September workshop on allyship and sexual harassment (5.7 above).
 - 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.

- Helen’s hours increased from 8 to 12 a week with effect from 1 August 2024.
 - She will now have more capacity for bigger projects such as completing the EDI starter pack and allyship guidelines, and organising a stakeholder survey with a view to creating a 2025 impact report.
 - Her usual working hours will be 11 am to 3 pm on Tuesday and Wednesday, with the remaining hours made up on Monday and/or Friday to suit. As currently, there will be a reasonable amount of flexibility on both sides.
- Agreed an updated role specification with Anne in early July, to take account of significant increases in her workload and responsibilities over the past 12 months.
- Salary increases agreed for both employees, taking effect with the new budgeting year from 1 August 2024.
- Anne’s 2024 annual review held in mid-September.
 - Yielded positive feedback on both sides and enthusiasm for the future development of her role.
 - Small changes now being made to her workload – which has become increasingly admin-intensive in recent months – to focus more on event reporting and new content creation, so as to make the most of her skills and enthusiasm.
 - Anne will also work with Helen on the stakeholder survey and impact report.
 - Time spent on maintaining the LinkedIn pages (shared between Anne and me) also being rationalised so as to focus on other, higher priority, projects.
- Helen’s annual review scheduled for 1 October.

9.3.3 Interns

- Jessica Anderson and Sara Belazregue joined us for eight 12-hour weeks each over the summer, to help progress Careers in Ideas projects (especially *Summer of IP* and the new website).
 - Jessica worked from 15 July to 6 September; her main roles were:
 - To source and curate “Ideas People” case studies for the new website, by updating existing posts and creating new ones.
 - To create video content for the EDI starter pack.
 - Sara worked from 22 July to 13 September; her main roles were:
 - To load the case studies and other content to the new website.
 - To create video content for the *Summer of IP* page of the site.
 - To continue administering the *Summer of IP* coffee date scheme and gather participant feedback.
- Both worked virtually, from their own homes, with flexible hours. This arrangement required some managing but on the whole worked well for us.
- Jessica had already completed a three-week internship with us during June, under the Clifford Chance “LIFT” internship scheme.
- Sara had been providing voluntary help with the *Summer of IP* campaign since March 2024, prior to commencing her paid internship with us in July.

- Both posted very positive reports on LinkedIn about the time they spent with IP Inclusive and what they learned and enjoyed from it about the IP professions; Jessica also contributed a guest blog post for the website News and Features page in September.

9.4 Websites and social media

- Progress on the new Careers in Ideas website: see 3.3 above.
- 8 News and Features posts published on the IP Inclusive website during 3Q 2024, including IP Inclusive news, formal documents (eg budget and consultation responses), guest blogs and comment.
- No news posts on the Careers in Ideas website during the same period, due to the pending site rebuild.
- 6 items added to our website resources page in 3Q 2024 (8.1 above).
- IP Inclusive company page on LinkedIn (<https://www.linkedin.com/company/98183780/>), established in July 2023, now has 1,471 followers (1,174 at end of 2Q 2024).
 - 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.
 - It also saw increased traffic during the *Summer of IP* campaign (3.1 above), in particular from IP sector employers who provided opportunities such as taster days and work experience.
- Careers in Ideas LinkedIn page (<https://www.linkedin.com/company/82198927/>) also thriving (3.4 above).
- IP Inclusive and Careers in Ideas suspended their activities on X (formerly Twitter) on 7 August, due to its involvement in the civil unrest sparked by the late July Southport stabbings and the way the platform is currently being managed.
 - IP Out and Women in IP, the only two of our communities currently active on X, followed suit; they were consulted prior to making the decision.

9.5 Financial

- Bank account balance at 30 September 2024 = £30,992.92.
 - £17,000 of this is a ring-fenced contingency fund.
- Lloyds bank account closed in August; all IPIM’s funds are now held in its RBS “community” account opened in March.
 - This marks an end to bank charges; the RBS account carries free banking for organisations with less than £100,00 annual turnover.
 - In 4Q 2024 we will apply to the RBS to add Anne Burgato to the list of authorised signatories, so that she can help administer the account and arrange transactions as instructed by the LEO and/or IPIM. This has been approved by IPIM and terms of reference agreed with its Treasurer Gordon Harris.
- Budget for August 2024 to July 2025 published 30 July 2024².

² See <https://ipinclusive.org.uk/newsandfeatures/our-2024-25-budget/>

- Fundraising campaign, to cover our 2024-25 activities, launched in August:
 - Requests sent via Mailchimp to Charter signatory contacts and also mentioned in our regular newsletters and on the LinkedIn page.
 - Follow-up emails, targeted to individual signatory contacts, sent during September.
 - Further calls for donations at events where appropriate.
 - £12,200 of the £96,000 target raised by the end of 3Q 2024, with further pledges invoiced but not yet received.
 - JustGiving page also created for individual donations; had raised £270 by the end of 3Q 2024.
 - Steps also being trialled to facilitate individual donations from event attendees, including “Donate Now” buttons on website event posts; a Square point of sale phone app at in-person events; and an optional ticket-with-donation button on Eventbrite booking pages.
 - During 4Q 2024, IPIM members will help contact Charter signatories who have not yet donated.
- Key expenditure during 3Q 2024 included:
 - Salaries (including pension contributions): £10,769.85
 - Note this also includes salaries for our summer interns (9.3.3 above)
 - LEO fees: £8,800
 - Executive team travel and office expenses: £126.44
 - Operational items (Mailchimp subscriptions, domain name registrations, Eventbrite charges, bank charges): £471.75
- Fundraising discussed at May and September IPIM meetings and June Advisory Board meeting (9.1 and 9.2 above).
 - Various steps agreed to help us raise funds more effectively during the 2024-25 budgeting year, including from individuals such as event attendees.

9.6 Events

- August: upgraded to a “Pro” Eventbrite payment plan.
 - Allows us to publish an unlimited number of events a year, with unlimited ticket numbers, at a cost of £182 for the first twelve months.
 - At our current event posting rate, this will be more cost-effective than our earlier pay-per-event plan and facilitate annual budgeting.
 - Other free event registration platforms have been investigated but none provide all the benefits of the Eventbrite package.
- Initial plans made for the 2025 annual meeting, to be hosted on 2 April 2025 by Allen & Overy (who successfully hosted the 2024 event), in London and online.
 - This time the event will be held in the afternoon, to make it easier for people to attend from outside London.
 - As well as the usual IP Inclusive updates, discussions on future plans and formal IPIM AGM, we hope to include a higher-profile discussion – with guest speakers/panellists – on some key EDI issue.

- Also a chance to celebrate ten years of IP Inclusive.

10 Other activities during 3Q 2024

10.1 Senior leaders' diversity think tank

- July: eighth "Pledge Prattle" meeting (an informal online drop-in forum for Senior Leaders' Pledge signatories and their senior HR and management colleagues).
 - The theme was "mentoring schemes", discussing the types of scheme that participants' firms have in place; their ease of introduction and administration; and their impact on inclusivity, wellbeing and staff development and retention.
- Next "Pledge Prattle" scheduled for early October, on the theme of hybrid working.
- Think tank event being planned for November, looking at allyship for senior IP professionals.
 - Speakers to include Lord Justice Birss and former IP Federation President Suzanne Oliver.
 - Hybrid in format, hosted by Kilburn & Strode in London and online.
 - All IP Inclusive supporters will be welcome.

10.2 External publications and events

- July: met with InterLaw Diversity Forum to discuss joint approaches to EDI data gathering.
- July: IP & ME, IP Ability and IPause guest appearances on CIPA's "Two IPs In A Pod" podcast: see 5.2, 5.3 and 5.4 above.
- August: meeting with Erich Hou-Richards, the IPO's new IP Inclusive liaison.
 - He has helped us forge closer links with the IPO's men's group, with whom we'll work on mental wellbeing-related projects (7 above) and has offered to help us reach more IP academics from within his networks.
 - We will meet quarterly from now on.
- September: CIPA's Manchester meeting, where I gave a talk on allyship, its importance and how to put it into practice, using a set of allyship "patent claims".
- I continue to contribute regular IP Inclusive articles for the *CIPA Journal* and *CITMA Review*.
- See also our work around mental wellbeing with Jonathan's Voice (7 above).

10.3 Lobbying and influence

- August: responded to IPReg's July 2024 consultation on its 2025/26 business plan, budget and practising fees.
 - IPReg largely plans to continue with work proposed in its last plan, so mostly we referred back to our August 2023 submissions.
 - Applauded the conducting of a 2024 diversity survey, earlier than anticipated in the last plan; this aligned with recommendations in our 2023 submissions.
 - Repeated our 2023 recommendation to update registrant diversity data annually, alongside collection of the practising fees.

- Also pleased to see the inclusion, in the proposed budget, of an increased allowance of £12,500 for supporting diversity initiatives.
- August: responded to the Patent Examination Board (PEB)'s July 2024 consultation on proposed changes to the final diploma examinations for UK patent attorneys.
 - Response prepared with input from the communities, in particular IP Ability.
 - Supported changes that we believe should make the exams more accessible for disabled (including neurodivergent) candidates and carers.
 - Added some suggestions for making the changes more widely useful.
 - Stressed the importance of an objective, fair, transparent and easy to use procedure for requesting and granting reasonable adjustments.
 - Also recommended:
 - An independent EDI impact assessment before finalising changes to the exams.
 - Training for examiners and question setters to include an understanding of the unconscious biases that can affect question setting and marking.

Andrea Brewster
IP Inclusive Lead Executive Officer
4 October 2024