

IP Inclusive Annual Report 2024



2024: (Nearly) ten years on... **Foreword by Andrea Brewster OBE**

In the spring of 2025, IP Inclusive will have been on the scene for ten years. Much has changed during that time; we've grown in size, capabilities and influence, and importantly, our understanding of EDI issues has evolved. That said, our initial focus on inclusivity rather than quantitative diversity stats, and on the intersections between different diversity strands, has stood the test of time. IP Inclusive is now firmly embedded in the UK's IP sector, valued for its ability both to focus and to amplify EDI-related efforts. We hope to celebrate the anniversary – and the achievements along the way – with all our supporters next year.

Looking back over the last twelve months, we've completed several big projects and launched important new resources. We've also seen plenty of events, with an increasing focus on bringing people together in person again. The theme of "allyship" has underpinned all this work, which well suits IP Inclusive's collaborative and intersectional approach to EDI.

Our Careers in Ideas team ran their second successful *Summer of IP* campaign in 2024, with high levels of engagement from both employers and student participants. A pre-launch event for university careers advisers helped us spread the word more widely this time, and new events targeted at students in particular disciplines brought greater focus to our outreach. We also launched a new, improved Careers in Ideas website later in the year – something which had been on our wish-list for some time – and we've been delighted by the positive feedback it's received.

In other news, IP Inclusive gained a new community, IPause, in the first quarter of 2024. What was previously a (peri)menopause working group has adopted a more formal role in recognition of its increasing importance and the level of engagement with its work.

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 EDI data gathering toolkit, our EDI starter pack and our allyship guidelines. The vast majority of IP Inclusive's financial resources are dedicated to the support provided by the executive staff at IP Inclusive "HQ", without whom none of this would be possible. IP Inclusive's strength lies in its ability to encourage and

support collaborations; that can only happen if you have a brilliant team of people coordinating and in Anne Burgato and Helen Smith we have just that.

August saw the start of our new budgeting year and we are now trying to raise the funds we need to continue with our plans. If you're reading this and can help in any way, I'd love to hear from you. We believe we have a fair and inclusive funding model, but it does rely on our stakeholders being both generous and committed to EDI.

We will move into 2025 – and our next decade – with an open mind about whether and how IP Inclusive should evolve and how it should be funded. We'll begin with a survey of stakeholders (both Charter signatories and individual IP professionals) to find out more about the value we bring to the sector, the importance of specific parts of that, and what people would like to see us do more of or do better. Everyone who works in the UK's IP professions will be welcome to feed in ideas. We'll create a fresh impact report, as well as our next two-year business plan, based on the results of this consultation. We're also aiming to recruit new members to our Advisory Board in early 2025, to broaden the range of perspectives we have access to when planning IP Inclusive's work. Understanding how the wider IP and EDI landscapes might change over the next ten years will of course be key to our own development.

We look forward to hearing your feedback, and hopefully to seeing you at our 2025 annual meeting and ten-year "birthday party" on 2 April.

I always enjoy writing the forewords to our annual reports. Reflecting on the previous year is a terrific reminder of how much has been achieved, by so many people working together for a common cause. That in turn kindles enthusiasm for, and belief in, the journey ahead. I feel proud to be part of it. We all should.

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IP Inclusive