



IP INCLUSIVE

Working for diversity and inclusion in IP

IPIM meeting 18 March 2025: Action minutes

Meeting convened via Zoom

Present: Ese Akpogheneta, Robert Andrews, Andrea Brewster (Lead Executive Officer), Alicia Chantrey, Clair Curran (IPIM Secretary), Julie Dunnett, Lesley Evans, Gordon Harris (IPIM Treasurer), Michael Silverleaf, James St Ville (IPIM Chair)

Register of interests (standing agenda item)

- No updates needed.

Actions: - ALL to keep under review and inform of new updates when necessary

Review of matters arising & actions outstanding from 14 January 2025 meeting

Actions progressed:

- Andrea and Ese had met to discuss the potential event for early-career IP professionals, which they will progress separately from here on.
- The bank did not after all need notifying of the change of IPIM Chair, since neither Michael nor James is one of the three authorised signatories on the account.
- Clair and Lesley had held informal one-to-one (online) meetings with Anne and Helen respectively in late January.
- Andrea had written to the Advisory Board on 29 January to thank them for their recent input, explain how it was being used, and outline the new points on which their advice was sought.
- Plans for the annual meeting and 10th anniversary celebrations were progressing well: see separate item below.

Outstanding actions:

- **James to investigate with Counter Culture whether and how they could help IP Inclusive restructure as a charity or CIO, as well as the feasibility of a charitable “arm” of IP Inclusive to handle selected aspects of our activities**

HR update (standing agenda item)

- All going well.
- Andrea had conducted six-month reviews with both Helen and Anne that week; nothing significant to report.

- Lesley and Clair's meetings with Helen and Anne had also not yielded any issues.
- Anne and Helen will both be attending the annual meeting.

Financial update (standing agenda item)

- Cash-flow comfortable; c £33,500 in the bank.
- A number of significant donations have been pledged recently, including from CITMA, FICPI-UK and the IP Federation (all founding organisations).
- Anne and Andrea continue to chase organisations who donated last year but have not yet done so this year.

Actions:

- **ALL to keep reaching out to IP contacts to encourage donations**
- **Andrea and Anne to continue reminding Charter signatories and previous donors**

The Careers in Ideas *Summer of IP* campaign

- It was agreed that *Summer of IP* should become a biennial event, next running in 2026.
- Supportive employers would still be able to promote their 2025 insight events and opportunities via the Careers in Ideas LinkedIn page.

Actions:

- **Andrea to draft an announcement on this, for approval by IPIM prior to wider publication**

Advisory Board update (standing agenda item)

- 35 applications had been received in response to the early 2025 recruitment drive, including a good proportion from business support professionals as hoped. All were high quality candidates and it had been difficult to choose just 8 to appoint.
- IPIM approved appointment of those recommended by the selection panel.
- Andrea had attended an Advisory Board meeting on 10 March to provide an update on the recruitment process. Board members at that meeting had also supported the proposed appointments and no objections had been raised by other members since.
- Andrea thanked the selection panel for their help in reviewing and deciding on the applications.
- Due to lack of time, Andrea proposed updating IPIM on other key outcomes from the 10 March meeting by email. She would include suggestions for responding to the Board's latest input and for issues on which we should seek their further guidance.

Actions:

- **Andrea to invite the 8 recommended appointees to join the Advisory Board**
- **Andrea to invite the unsuccessful candidates to get involved in alternative aspects of IP Inclusive's work and offer the opportunity to be notified of future Advisory Board vacancies**

- Andrea to provide an update on other Advisory Board matters, as above

Annual meeting plans & 10th anniversary celebrations

- Clair outlined her working group's plans for celebrating the anniversary throughout the year.
 - A new logo has been created for the anniversary year and CIPA have offered to buy us a banner to display it.
 - The "10 years, 10 impacts" idea remains popular as a theme for the 2025 impact report and will help shape other activities throughout the year. Triona Desmond is collating contributions on this from our communities and other networks.
- Andrea reported that annual meeting plans were progressing well. The panel discussion had 5 excellent panellists and a professional journalist (Max Walters from *Managing IP*) as chair, so promised to be a highlight. James would now be able to attend in person.
- Clair had suggested we provide cupcakes, carrying the new logo, at the annual meeting. IPIM members agreed to make personal contributions to cover the cost, as a thank you to IP Inclusive volunteers.
- The meeting discussed the importance of "community" in IP Inclusive's past and future activities. Community and inclusivity will be emphasised at the annual meeting and in future comms.

Action:

- Andrea to continue coordinating the annual meeting plans and to ensure all goes well on the day
- Clair to organise the anniversary cupcakes for the annual meeting; Andrea to coordinate collection of IPIM members' donations

Date of next meeting

7 May 2025, online:

- 3.30 – 4.15 pm jointly with the Advisory Board
- 4.15 – 5 pm IPIM only