

IP Inclusive annual meeting 2 April 2025

Agenda



- 1400-1405 **Welcome, introductions and housekeeping**
Andrea Brewster OBE, IP Inclusive Lead Executive Officer (meeting chair)
- 1405-1500 **2024 review (see below for contributors)**
Updates on IP Inclusive’s work last year (see also our 2024 Annual Report¹)
– plus a sneak preview of 2025 Impact Report
- 1500-1510 **IPIM AGM (chaired by James St Ville KC, IPIM Chair)**
The formal AGM of IP Inclusive Management (IPIM), including approval of 2024 Annual Report and Financial Report² and election of officers
- 1510-1520 Comfort break
- 1520-1620 **Panel discussion: *Why do diversity & inclusion still matter?***
See below for panellist details
- 1620-1640 **Informal group discussions: plans for 2025-26**
We already have a business plan in place for the two-year period 2023-25³. This is a chance to exchange ideas about where to focus in the next two years, and identify practical action points to follow up on the impacts we’ve had so far.
There will be breakout rooms for those attending online.
- 1640-1655 **Plenary: collating and agreeing outcomes**
Sharing and capturing ideas from the group discussions
- 1655-1700 **Chair’s summing up**
- 1700-1800 **Networking reception for in-person attendees**

¹ See <https://ipinclusive.org.uk/wp-content/uploads/2025/01/250124-ip-inclusive-2024-annual-report.pdf>

² See <https://ipinclusive.org.uk/wp-content/uploads/2025/01/250124-ipim-financial-report-2024.pdf>

³ <https://ipinclusive.org.uk/newsandfeatures/guiding-us-through-the-next-twelve-months/>



The logistical stuff

- Venue: (a) [A & O Shearman LLP](#), One Bishops Square, London E1 6AD
(b) Online
- Timing: 2 – 5 pm
Arrival and registration from 1.45 pm for in-person attendees

If you're attending in-person, please bring some form of photo ID with you and allow time to get through security on reception.

Access details for online attendees will be available through Eventbrite shortly before the meeting.

Our hosts are kindly providing drinks and nibbles during the networking reception at the end. Tea, coffee and water will also be available on arrival and throughout the meeting.

If you have any specific access and/or dietary requirements, please let us know using the Eventbrite form when you register or email events@ipinclusive.org.uk. We'll do what we can to help.



Panel discussion participants

Chair

- [Max Walters](#), Editor, *Managing IP*

Max has worked in journalism since 2012. His first job was for a local newspaper in London before he branched out into trade journalism. He spent three years at *World IP Review* before moving on to cover other legal disciplines for the *Law Society Gazette*. He joined *Managing IP* as a senior reporter in 2019, later becoming deputy editor and then editor in 2023.

Panellists

- [Jonathan Andrews](#), Entertainment & Media Associate, Reed Smith and Ambassador for Ambitious about Autism

Jonathan Andrews is an Associate Solicitor at Reed Smith, specialising in Entertainment and Media law (with a large IP practice), and is a strong advocate for driving inclusion for disabled and neurodivergent people in the workplace and wider society. A former member of IP Ability, Jonathan has served (among many other roles) on the Diversity Council of the International Trademark Association, UK government advisory boards for disability employment, the Westminster Autism Commission and the UK Law Society's Council and Equality, Diversity and Inclusion Committee, and has supported charities such as the UK's national charity for young autistic people, Ambitious about Autism. Jonathan is recognised as one of the UK's most influential disabled/neurodivergent individuals and has received national and international recognition, including as the European Diversity Awards' Campaigner of the Year 2016, a 2017 Queen's Young Leader, an honorary graduate of the Open University in 2018, the Law Society's Junior Lawyer of the Year 2019, and the UK's fourth-most influential disabled person in 2020 (by the Shaw Trust Power List, which he now judges). He was named Top Role Model for Neurodiversity by the worldwide Enable List in 2024.

- [Sian-Nia Davies](#), Chief Digital, Data and Technology Officer, UK Intellectual Property Office

Sian-Nia joined the IPO in June 2021 as Head of Platforms. She became Interim Chief Technology Officer in October 2021 and was confirmed as Chief Digital, Data & Technology Officer in July 2022.

Prior to joining the IPO, Sian-Nia enjoyed a long and varied career at BT, latterly leading on the delivery of complex, multi-£million digital programmes. This is also where she built the experience in leading large and cross-skilled technical teams across a broad spectrum of platforms and technologies, covering the entire IT life cycle.

Sian-Nia holds a BSc in Applied Biology from Cardiff University and is a fluent Welsh speaker.

- [Adrian Howes](#), Head of IP and Standards, IP Policy, Nokia and President of The IP Federation

Adrian Howes is Head of IP and Standards in Nokia's IP Policy team and the current President of the IP Federation.

Prior to joining Nokia, Adrian worked as a senior litigation counsel at Mylan/Viatris, a legal consultant for Sony Computer Entertainment and an associate in the intellectual property department of the law firm Bird & Bird. He is an English qualified lawyer, and studied chemistry and law at the Universities of Durham and Cambridge, respectively.

Adrian's work at Nokia presently encompasses policy and regulation on issues relating to IPR. This includes active involvement in cross-industry and government-level discussions on Standard Essential Patents and software licensing and their place in the next generation of communication and video standards.



- [Joan Scott](#), Legal Counsel, Nissan Motor Corporation and Director, the Black Solicitors Network

Joan Scott is an award winning In-House Corporate-Commercial Legal Counsel currently at Nissan UK. She has a particular interest in IP and brand protection having obtained a Masters (LL.M) in IP Law from King's College London. Previously appointed as an Advisory Board member of EUROPOL's Intellectual Property Crime Coordinated Coalition ("IPC3") based in The Hague, she has also participated extensively as part of the EUIPO's Observatory Expert Groups in Alicante, Spain, while also advocating on behalf of European clients at the European Commission and European Parliament.

A passionate advocate for diversity, equity and inclusion, Joan leads on a number of initiatives supporting greater accessibility and diversity of the legal profession. In her capacity as Board Director of the Black Solicitor Network ("BSN") and Chair of BSN's City division, Joan has been instrumental in creating working partnerships with a number of organisations to support in the creation of a Junior Legal Fellowship. A mentor and proponent of social mobility, Joan was most recently awarded DE&I Champion of the Year: In-House Lawyer (2025 Women & Diversity in Law Awards), recognised as a leading O-Shape Lawyer (O-List Award 2025), ranked in the Top 10 of the 2024 Empower Global Top 100 Future Leader Role Model List, and was shortlisted as a Law Society Legal Hero for her work in DEI and Mentorship. Joan continues to use her voice, experiences and position to champion greater inclusivity across the profession.

- [Justine Thompson](#), Culture and Inclusion Consultant and Executive Director at InterLaw Diversity Forum

Justine Thompson is an Inclusion and Culture specialist, with over 20 years' experience in talent and EDI in the legal sector. She is currently the Executive Director of the InterLaw Diversity Forum and the Head of Market Intelligence for culture specialists Inclusive Group.

Justine has a strong focus on workplace culture, psychological safety, and the impacts of micro-behaviours. In addition to training firms on these topics, she regularly leads culture audits and process reviews aimed at identifying, and addressing barriers and awareness gaps. Justine has played an active role shaping cross-sector and legal-sector initiatives, ranging from the Lord Mayor's Appeal's Green Ribbon Campaign and Rare Recruitment's UK Race Fairness Commitment through to the InterLaw Diversity Forum's UK Model Diversity Survey.

Contributors to the 2024 review

Careers in Ideas

- Andrea Brewster (IP Inclusive), *Summer of IP* coordinator
- Carol Nyahasha (Kilburn & Strode), project lead for the Careers in Ideas Mentoring Hub

The regional networks

- Scotland: Laurence Cheney (Murgitroyd), committee co-lead
- South West: Megan Jefferies (Thrings), committee lead [attending online]

The communities

- IP & ME: TBC
- IP Ability: Marianne Privett (Venner Shipley), committee co-lead
- IPause: Jane Wainwright, committee lead
- IP Futures: Fionnuala Richardson (Taylor Wessing), committee lead
- IP Out: Isobel Barry (Carpmaels and Ransford), committee co-chair
- Women in IP: Lucy Coe (Mewburn Ellis), committee lead

IP Inclusive Management (IPIM)

- James St Ville KC, IPIM chair

The IP Inclusive Advisory Board

- Carol Arnold, Advisory Board chair

Other 2024 activities

Updates on other IP Inclusive activities – including our work to support mental wellbeing, that of the senior leaders' diversity think tank, and our fundraising efforts – will be provided by Andrea Brewster.

Our 2025 impact survey

- Helen Smith (IP Inclusive)