

IP Inclusive: LEO's report 2Q 2025



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1 General

This was an exciting quarter. It got off to a fabulous start with our 2025 annual meeting – a special tenth anniversary edition – and finished on a high note with our 2025 Impact Report. The Impact Report, again to mark the anniversary, was structured around “Ten years, ten impacts”.

In between, our various networks held plenty of events and planned yet more. Fundraising picked up and despite anti-EDI movements elsewhere, the UK’s IP professions appeared to rally round in support of IP Inclusive and its objectives.

We have begun working on the 2025-27 business plan and a budget for the next twelve months. The underlying theme for the business plan will be “community”, which we see as key to IP Inclusive’s previous and ongoing success.

2 Allyship

The “allyship” theme continued to play a role in our work this quarter, and will culminate in an event on “active allyship” which was originally scheduled for 2 May but had to be postponed to 9 July to avoid a clash with the 2025 INTA conference. This will include a panel discussion involving representatives from all six communities and will be chaired by Helen Smith from the executive team, who created our 2024 allyship guidelines. It will review the guidelines and aim to identify (ideally ten) practical steps for their day-to-day implementation. Outcomes from the discussion will help us update the guidelines later in the year and potentially establish a new ally’s pledge.

In August 2025 we will enter a new business planning period, for which the main focus will be “community” (see 9.6 below). Allyship will still, however, be a key part of much of our activities, in particular for our six communities whose work will continue to inform and empower allies. All actively encourage involvement from allies as well as the under-represented groups they support, whilst our “intersectional” approach to diversity and inclusion means they also collaborate across the different diversity strands, to be allies for one another.

3 Careers in Ideas

3.1 General

- No major activity from the Careers in Ideas task force in 2Q 2025.

3.2 Summer of IP

Although *Summer of IP* has become a biennial campaign, with the next one planned for 2026, many IP sector employers are running their own taster events over the summer of 2025. We continue to help promote these, when asked, via the Careers in Ideas comms. Our Scotland Network’s planned August event, a collaboration between several local employers (see 6 below), will be listed on the Careers in Ideas website events page.

Planning will likely begin in 4Q 2025 for *Summer of IP 2026*.

3.3 Mentoring Hub

- Registered participant numbers at the end of 2Q 2025: 46 mentors; 144 mentees.
- “Mentoring quality score” currently 4.5 out of 5 (Mentorloop benchmark is 4.2).
- Mentorloop subscription renewed in May.
 - Special donation from Mewburn Ellis covered the renewal fee and was appropriately acknowledged in associated comms.
 - Another pledged by Kilburn & Strobe for the November renewal.
 - Hope to source similar donations to fund subsequent six-month “seasons”.
- Jane Wainwright (IPause committee lead, former patent attorney and now executive coach) is helping Carol Nyahasha run the scheme and recruit and train new mentors. She has begun work on updated mentor and mentee resources, which we hope to roll out in the early autumn alongside a mentor recruitment drive.

3.4 Website & comms

- No new posts on the Careers in Ideas website during 2Q 2025.
- Helping to promote IP sector employers’ insight and careers events where appropriate, in particular via the Careers in Ideas LinkedIn page: see 3.2 above.
- LinkedIn page had 926 followers at the end of 2Q 2025 (905 on 1 April 2025).

4 The EDI Charter

- Signatory changes during 2Q 2025:
 - No new sign-ups.
 - 1 signatory (Purposive Step - IP Business & Career Consulting) removed since no longer trading.
 - Leading to a total of 154 signatories.
- During the quarter, 10 signatories contributed to our 2024-25 fundraising campaign.

5 The six communities

5.1 General

- July allyship event (see 2 above) will include representatives from all six communities.
- “Community” will be the over-arching theme for our 2025-27 business plan, with an emphasis on supporting the six communities’ activities and collaborations. See 9.6 below.
- Work being done by a group of volunteers on a potential community for men in IP.
 - Linked with the men’s mental health projects (7.2 below) and involves Rich Wells who leads those projects.

- Also currently involves members of the IP Inclusive Advisory Board and representatives from Jonathan’s Voice and CIPA.
- Subject to more detailed plans and consultations, new community may be established in 3Q 2025.
- Will be supported by, and share ideas with, the IPO’s men’s network.

5.2 IP & ME

- May: joint event with IP Out, “Catch-up with DJ Ritu MBE” (see 5.6 below).
- June: website News and Features post, co-written by the new committee members, about the history and implications of “Juneteenth”.
- Also in the planning, for July:
 - Online “Coffee Club” get-together on “Religion and the workplace”.
 - Intended to be part of an ongoing series, ideally monthly, each having a theme to kick-start conversations but also providing a chance for general chat and networking.
 - Lunch-&-learn webinar with CIPA President Bobby Mukherjee.
- Riddhi Patel stepped down as committee co-lead at the start of 2Q 2025.
- Mary Iyi (MVF), Electra Valentine (Mathys & Squire) and Joshua Watt (W P Thompson) joined the committee in May.

5.3 IP Ability

- April: “Stress management for the stress rich, time poor”: coffee date to mark Stress Awareness Month, looking at practical methods to manage stress more effectively in the busy world of work.
 - Included a short presentation from Nicky Ellis (Phillips Medisize) on the mental health benefits of spending time in nature, followed by breakout discussions about personal experiences of coping with stress.
- May: “Mental health and the Equality Act”: webinar about the practical implications of employers’ obligations not to discriminate against, and to make reasonable adjustments for, people with mental health problems. I was a panellist.
- June:
 - Webinar on “Juggling caring and working in the IP profession”: joint event with Women in IP looking at the mental and physical toll of being a carer and how best to support colleagues with caring responsibilities.
 - Included an overview, from LawCare’s Niamh Warnock, of their 2024 “Mind the Caring Gap” report.
 - “Knowing Me, Knowing You? Part II: ASD and the IP Profession”: webinar with CIPA about inclusivity and support for autistic people.
 - Followed on from a similar, highly popular, webinar in 2024 about ADHD.
- Also planning a September webinar on marketing tips for IP professionals with caring responsibilities and neurodivergent IP professionals.
- See also the IPause work on (peri)menopause support (5.4 below).

5.4 IPause

- May:
 - Coffee Pause (informal online coffee date) on the theme of “Mental health and menopause”.
 - Published a short video presentation on mental health and menopause by committee lead Jane Wainwright.
- Committee meeting held 2 June to discuss future events, including:
 - Early July webinar about coaching, mentoring and their value in addressing mid-life challenges and opportunities.
 - Mid-July “Coffee Pause” online discussion forum.
 - Men’s webinar, with a male menopause champion sharing ideas on supporting relatives, friends and colleagues experiencing (peri)menopause symptoms.
 - Potential event with Women in IP on women’s health issues.
- Helen Mason (D Young & Co) joined the committee in April and Dawn Goff (UCB) in May.
- WhatsApp group continues to generate supportive and enlightening conversations between IP professionals on issues relating to (peri)menopause.

5.5 IP Futures

- June: in-person social and networking event hosted by Abel + Imray in London.
 - I was there and met some of the newer committee members.
 - Event very popular and well attended.
- Tom Hailes (Kilburn & Strode; one of the founding members of IP Futures) had stepped down from the committee in late March.

5.6 IP Out

- April: email sent to IP Out mailing list subscribers expressing support for the trans community.
- May:
 - Joint event with IP & ME, “Catch-up with DJ Ritu MBE”.
 - Webinar discussion with the international turntablist reflecting on her career as a female, Asian and gay person in the music industry; chaired by IP Out’s Triona Desmond.
 - Published an updated version of the trans inclusivity toolkit launched in March, following a review in light of the April 2025 Supreme Court judgment in *For Women Scotland Ltd v The Scottish Ministers*.
 - Available on the website IP Out and resources pages.
- June:
 - £500 donation from Triona Desmond, which the committee will use for example to cover external speaker fees at its events, first drinks at social gatherings and donations to relevant charities.

- Webinar on trans inclusivity with guest speaker Robin White (employment law barrister, Old Square Chambers), considering the implications for employers of the April Supreme Court judgment.
- Other events (both educational and social) being lined up for later in the year, including:
 - August evening social at Freight Island in Manchester.
 - Later in the year, in collaboration with other communities, a hybrid event with award-winning diversity activist and speaker Tate Smith.
- Fran Di Lallo (Barker Brettell) joined the committee in June.

5.7 Women in IP

- April: collaborated with AIPLA for their Women in IP global networking events.
 - In-person gatherings took place in Leeds, London and Manchester, hosted with the help of Women in IP committee members.
 - This year's theme was "Innovation and Collaboration".
- June: webinar with IP Ability, "Juggling caring and working in the IP profession" (see 5.3 above).
- Plans progressing for annual event:
 - Wednesday 1 October, after work, hosted by Kilburn & Strode in London and online.
 - Similar structure to last year, with multiple gatherings around the UK live-streaming the online event followed by in-person networking (eight regional hosts confirmed so far, in Belfast, Brighton, Cambridge, Edinburgh, Liverpool, Manchester, Oxford and Southampton).
 - Panel discussion, with participants representing a range of roles and career paths and ideally other IP Inclusive communities.
 - Theme likely to tie in with our tenth anniversary, looking back over the past ten years of challenges and how they've been addressed, and forward to the next ten years and how we can improve things further.
- Other events in the planning include a September coffee date; a November webinar on organisational approaches to the gender pay gap; a joint event with IP Futures featuring female IP professionals in senior roles; a potential event with IPause on women's health issues; and another "Connected Bubbles" series in early 2026.
- Mentoring focus group:
 - Survey open till mid-May and results now analysed.
 - Working on establishing a pilot scheme, of about 20-30 mentor/mentee pairs, based on respondents' input.
 - Volunteer participants will be sought soon, with a view to launching the pilot this autumn.
- Career guidance focus group:
 - Survey results currently being analysed, with help from a statistician.
 - Should provide insight into how different organisations support their employees' career development.

- Hope to use the responses to produce guidance about “best practice”, and to organise a follow-up event providing guidance on career development for both employees and employers.
- Socials focus group:
 - Working with social media expert Carys Bello (Fellows and Associates) on a two-to-three minute video to promote Women in IP.
 - To be filmed in London in September, with representatives from different focus groups and the main committee.
 - LinkedIn page had 297 followers at 1 July 2025.
 - Now regularly reposts event listings and other updates sent to IP Inclusive mailing list subscribers.
- Committee continued to meet monthly to discuss ongoing and future projects and comms.
- Natasza Shilling (Vodafone) stepped down from the committee in April.
- See also the IPause work on (peri)menopause support (5.4 above).

6 Regional activities

- Scotland Network:
 - Committee met 11 April – discussed 2025 events including one for careers outreach (see below) and others to mark the tenth anniversary, also ways to support the IP Inclusive communities in particular through creation of a potential “allyship map” and by helping with Women in IP’s mentoring scheme (see 5.7 above).
 - June: in-person event on “Advancing social mobility in the IP industry”, hosted in person by HGF in Glasgow and sharing general insights and strategies to promote diversity and inclusion in our field.
 - Also planning an August “Careers in IP” insight event, hosted by Murgitroyd in Glasgow with involvement from five other IP sector employers.
 - Interactive event showcasing a range of roles (including in business support).
 - Will be promoted through the Careers in Ideas website and comms.
- South West Network:
 - June in-person panel and networking event, “Neurodiversity in the workplace”, sadly had to be cancelled due to insufficient take-up.
 - Hoping to reschedule for later in the year.
 - Will be hosted by Mewburn Ellis in Bristol.
- Both networks hoping to hold events to mark our tenth anniversary; Scotland Network particularly closely involved in the anniversary working group.
- Other:
 - Sally Bannan talk at CIPA Midlands event in June (10.5 below).
 - Women in IP’s 2025 annual event will also be broadcast to regional gatherings: eight hosts confirmed already in Belfast, Brighton, Cambridge, Edinburgh, Liverpool, Manchester, Oxford and Southampton (5.7 above).

7 Mental health & wellbeing

7.1 With Jonathan's Voice

- May:
 - Website News and Features post reporting on the March webinar on emotional labour, with an infographic summarising the key take-home points.
 - Webinar, "Mindfulness: practising human connection", to mark Mental Health Awareness Week, with psychotherapist Dr Sally Rose.
 - Website News and Features post reporting on the mindfulness webinar.
- June: webinar on "The power of kindness in an unkind world", looking at the benefits of being kind, ideas for introducing kindness into the workplace, and the value of self-compassion.
- Penelope Aspinall retired from Jonathan's Voice at the end of May.
 - Our executive team contributed comments to her leaving card and thanked her personally for her work with us over the past few years.
 - Anne and I meeting with her successor, Donna Smith, in early July to plan joint projects for the following months.

7.2 Men's mental health

- May: "Great ideas for men's networks", a webinar with guest speakers from the IPO's men's network, who shared insights about ways to support men and their mental wellbeing.
- June: website News and Features post reporting highlights from the May webinar.
- Rich Wells, who leads the men's mental health work, also involved in conversations about a more general IP Inclusive community for men in IP: see 5.1 above.
- All being done in collaboration with Jonathan's Voice.

7.3 With LawCare

- May:
 - Website News and Features post contributed by LawCare to mark Mental Health Awareness Week and its "Community" theme, focussing on the power of community to support and connect.
- June: LawCare representative involved in an IP Ability and Women in IP webinar about the mental health impact of caring responsibilities (5.3 above).

7.4 Other

- April: IP Ability coffee date for Stress Awareness Month (5.3 above).
- May:
 - IPause coffee date on mental health and menopause (5.4 above).
 - I was involved in a CITMA webinar for Mental Health Awareness Week (10.5 below).
 - IP Ability webinar on mental health and the Equality Act (5.3 above).

- We continue to promote activities and content from both Jonathan’s Voice and LawCare in our e-newsletters.

8 Resources

- Published 14 new resources during 2Q 2025, including:
 - Ten event recordings (some with associated materials such as speaker slides).
 - Preview of highlights of the 2025 impact survey results (as presented at the April annual meeting).
 - Infographic about emotional labour based on our March webinar with Jonathan’s Voice (7.1 above).
 - 2025 Impact Report (10.3 below) and also the previous impact report from 2022.
- In early June, updated the IP Out toolkit for trans and non-binary inclusivity (5.6 above).
- Also published three website News and Features posts featuring practical tips and supporting resources from IP Inclusive events, in particular about men’s support networks and mental wellbeing-related topics, as well as articles providing:
 - Suggestions from LawCare on building a community to support mental wellbeing, with signposts to relevant sources of help.
 - The results of a sector-wide salary survey with comment on EDI implications.
 - Ideas about the meaning of, and ways to mark, “Juneteenth”.
 - Access to the 2025 Impact Report and associated content.

9 Operational

9.1 IPIM

- AGM incorporated into the annual meeting on 2 April 2025: see 10.1 below.
 - 2024 Annual Report (including the 2024 Financial Report) formally accepted.
 - Officers elected for 2025-26: James St Ville as Chair, Gordon Harris as Treasurer, Clair Curran as Secretary.
- Other meetings held on 7 May and 24 June:
 - May meeting included an initial joint session with the Advisory Board (see 9.2.2 below). IPIM then discussed the Advisory Board’s input and appropriate follow-up, and the procedure for creating the 2025-27 business plan.
 - June meeting discussed a first draft business plan, employee salary reviews and plans for the September strategy meeting.
- Meetings also scheduled for September and November 2025 (the September one a longer in-person meeting to address higher-level strategic issues, the November one including a joint session with the Advisory Board).

- Updated Register of Interests published 25 June¹.

9.2 Advisory Board

9.2.1 Membership

- April: new Board members Vicki Barker (Finnegan Europe), Iona Berkeley (8 New Square), Erich Hou-Richards (IPO), Sherena Masharani (Centrica), Doyinsola Oreagba (Vodafone), Ellie Pilott (Abel + Imray), Anna Smith (Stratagem IPM) and Paul Sweeden (CMS-CMNO) formally appointed at the 2 April annual meeting.
 - Announced in a website News and Features post the following day.
- June: met with most of the new members, along with Carol Arnold and Sally Bannan (Advisory Board Chair and Secretary) and Lesley Evans (Advisory Board-IPIM link), in a series of informal online meetings.
- Total Board membership now 27.

9.2.2 Meetings

- Meetings held on 7 May and 30 June:
 - May meeting held jointly with IPIM. Welcomed new members; heard updates on the anniversary celebrations and an outline of this year's business planning procedure; and discussed fundraising ideas.
 - June meeting discussed in particular the draft 2025-27 business plan, future priorities, and further ideas for fundraising and for increasing engagement.
 - Lesley Evans and I from IPIM, having worked on the draft plan together, attended the first part of the meeting to answer questions and gather initial feedback.
- Hybrid meeting also scheduled for late September, to be hosted by Finnegan Europe in London and online.

9.3 Executive staff

9.3.1 Lead Executive Officer (LEO)

- June: LEO contract updated and signed for the period 1 July 2025 to 30 June 2026.
 - No increase in LEO's fees this year; they remain at £3,025 per calendar month for 20 hours' work a week.
- April and June quieter months: fewer hours, due to personal commitments and holidays, so lower invoices.
- Work done during 2Q 2025 included in particular:
 - Running the 2 April annual meeting and organising follow-up.
 - Overseeing the creation and publication of (a) reports of the early 2025 impact survey responses and (b) the 2025 Impact Report (see 10.3 below).
 - Initial work on the 2025-27 business plan and 2025-26 budget, in consultation with IPIM, the Advisory Board and the executive team.

¹ See <https://ipinclusive.org.uk/ip-inclusive-management/> and <https://ipinclusive.org.uk/the-ip-inclusive-management-team/>

- Working with Clair Curran, Anne Burgato and others on activities to celebrate IP Inclusive's tenth anniversary.
- Helping to onboard, and meeting with, new Advisory Board members.
- Preparing for and delivering talks and writing content for various IP sector organisations (10.5 below).
- Overseeing and supporting the creation of new events.
- Taking part in some of these events, and in third party events (10.5 below).
- Overseeing the IPIM finances and fundraising activities, including sourcing funding for the Mentorloop subscription renewal (3.3 above).
- Managing and supporting our employees.
- With help from Anne and Helen, general administrative issues for IPIM, the Advisory Board and IP Inclusive more generally, including ongoing maintenance of the websites and social media accounts.

9.3.2 *Employees*

- Anne Burgato and Helen Smith continue to provide valuable assistance to the LEO and to many other parts of the IP Inclusive community.
- A significant portion of their time during 2Q 2025 was devoted to analysing and reporting the results of the impact survey and creating the Impact Report (see 10.3 below).
 - The Impact Report itself was created primarily by Helen, with accompanying visuals for social media generated by Anne.
- Anne has been leading preparations for the July "Active Allyship" event (see 2 above), at which Helen – having created the 2024 allyship guidelines – will chair the panel discussion. Both will attend the event in person.
- Helen continues to run our regular newsletter and event listings, while Anne handles mailing list updates on specific activities and events.
- Anne has also been updating website content (9.4 below) and formal documents (9.7 below).
- Both have created reports and associated resources based on our events.
- Anne continues to handle most of IP Inclusive's administrative and financial issues, including fundraising comms and credit control. She also handles day-to-day correspondence with Charter signatories, event organisers and event attendees.
- All three of us attended the April annual meeting in person.
 - Helen also spoke at the meeting, with a preview of the impact survey results.
 - Anne, Helen, Clair Curran and I had lunch together beforehand.
- Salary reviews will be completed for both by early July, to take effect from 1 August 2025 (the start of the next budgeting year).

9.3.3 *Other support*

- Additional voluntary support provided to the executive team during 2Q 2025 by Vanessa Stainthorpe and Jane Wainwright.

- Vanessa helped Anne and Helen analyse, interpret and report the impact survey results; provided input into the draft business plan; helped update our privacy notice; and liaised with IP Futures regarding potential future events.
- Jane now helping Carol Nyahasha to administer the Careers in Ideas Mentoring Hub and with mentor onboarding processes (3.3 above), and also organising a tenth anniversary podcast series (10.2 below).

9.4 Websites & social media

- Nine News and Features posts published on the IP Inclusive website during 2Q 2025, including IP Inclusive news, formal documents such as reports and meeting minutes, event reports, guest blogs and comment.
- No news posts on the Careers in Ideas website this quarter.
- Fourteen items added to our website resources page in 2Q 2025: see 8 above.
- IP Inclusive company page on LinkedIn (<https://www.linkedin.com/company/98183780/>) now has 2,164 followers (1,956 on 1 April 2025).
- May and June: Anne reviewed and updated content on the “What we’re doing” and Careers in Ideas-related website pages, to reflect our current activities.

9.5 Financial

- Bank account balance at 30 June 2025 = £29,808.90
 - £17,000 of this is a ring-fenced contingency fund.
- Progress on 2024-25 fundraising campaign:
 - Continued in 2Q 2025 to send targeted reminders to Charter signatories who had donated last year but not this; yielded a fair bit of extra funding.
 - Also continued to include reminders in website event posts and at live events, in newsletters and in our monthly *CIPA Journal* updates.
 - Delegate donations at events gradually increasing; it seems to help that we now specify a suggested donation amount (£5 for an online event, £10 for an in-person).
 - Total donated in 2Q 2025 = £21,915.23
 - £284.69 of this was individual donations via the JustGiving page; a further £200.00 of donations (gross of JustGiving fees) remains to be claimed from there.
 - £200.54 of it was donated on registration by event attendees.
 - Included a £5,000 donation specifically to cover the Mentorloop subscription renewal for the Careers in Ideas Mentoring Hub (see 3.3 above) and a £500 donation to IP Out (5.6 above).
 - Further pledge received to cover the next Mentorloop renewal in November; hope to encourage more of these seasonal “sponsorships” for the future.
 - In total, £80,856.81 of the year’s £96,000 target raised by the end of 2Q 2025.
 - “We’ve donated!” logos continue to be circulated to donors for use in social media and other corporate comms.

- Key expenditure during 2Q 2025 included:
 - Salaries (including PAYE tax, NI and pension contributions): £8,622.78
 - Lead Executive Officer fees: £8,318.00 (lower than budgeted due to reduced LEO hours in April: see 9.3.1 above)
 - Executive team travel and office expenses: £458.71
 - Renewal of Mentorloop subscription for the Careers in Ideas Mentoring Hub: £4,456.80
 - Accountants' fees for ongoing payroll and Xero subscriptions: £570
 - Other operational items (monthly Mailchimp subscriptions and domain name registrations): £175.29
 - Speaker fee for IP Out webinar: £500 (covered by donation from Triona Desmond: see 5.6 above)
- Working on a new budget for August 2025 to July 2026 (see also 9.6 below).
 - Will be published towards the end of July, once approved by IPIM.
 - Next fundraising campaign to begin in August.

9.6 Business planning

- Worked on our 2025-27 business plan during May and June, based on stakeholder input from the February impact survey (see 10.3 below) and April annual meeting (10.1 below), along with input from IPIM, the Advisory Board and the executive team.
- First draft shared with IPIM and the Advisory Board in late May; discussed their feedback at the 24 June IPIM meeting and 30 June Advisory Board meeting.
- Final draft, taking account of that feedback, should be ready for sign-off by mid-July.
- Intended publication towards the end of July; the plan will run from August 2025 to July 2027.
- “Community” will be the over-arching theme, with strategic priorities likely focused on supporting our volunteers; strengthening engagement; keeping EDI and wellbeing on the agenda; and developing the pipeline.
- The two-year business planning cycle, adopted in 2023, has proved successful and is being retained. It provides a good balance between on the one hand space to plan our resources and activities ahead, and on the other the flexibility to respond to (currently fast-moving) changes both in our own sector and the wider world.
- We will, however, continue to budget annually: see 9.5 above.

9.7 Other

- February impact survey (see 10.3 below) included questions about preferred options for funding IP Inclusive and specifically about the value of charitable incorporation.
 - Responses from Charter signatory organisations (our primary donors) suggested that for most, charitable status would not make them more likely to donate to IP Inclusive.
 - This intelligence has been incorporated into the draft 2025-27 business plan (9.6 above), which – in view of the resources required to restructure as a charity

compared to the likely benefits – proposes not to consider restructuring IP Inclusive during the next two years.

- Responses from both Charter signatories and individual IP professionals will however help inform our fundraising strategies over the next two years, and will both incentivise and shape a review of the Charter scheme as proposed in the draft business plan.
- With help from Anne and Vanessa, working on a review and update of IP Inclusive’s formal documents (eg privacy notice, volunteers’ code of conduct, communications policy).
 - Hope to upload new versions to the website in the first half of 3Q 2025.

10 Other activities during 2Q 2025

10.1 Annual meeting

- Held 2 April 2025, as a hybrid event hosted by A&O Shearman in London and online.
- Included, as usual, (a) updates from the IP Inclusive communities and networks and (b) the formal IPIM AGM.
- Updates featured a preview of the key impact survey outcomes (see 10.3 below), presented by executive team member Helen Smith.
- To mark the tenth anniversary, the meeting was longer than usual (2 – 5 pm) and incorporated a panel discussion on “Why do diversity and inclusion still matter?”, with five high-level panellists and *Managing IP* Editor Max Walters in the chair.
- An impromptu “snowball shareback” yielded useful input from in-person attendees about what IP Inclusive should prioritise in the next year or so.
- New anniversary logo, created for us by Carys Bello of Fellows and Associates, featured on an exhibition banner purchased and brought to the event for us by CIPA.
- Cupcakes bearing the new logo were provided for attendees, funded by individual IPIM members as a thank you to IP Inclusive’s volunteers.
- A&O Shearman provided refreshments on arrival and for a networking reception afterwards.

Although not everything went to plan on the IT and timings fronts, the meeting overall was a success. There was a very positive, celebratory feel to the occasion (helped by wonderful weather and a gorgeous venue with rooftop terrace) and we finished on an upbeat note despite having tackled some difficult topical issues through the panel discussion.

As usual, the meeting was open to all UK-based IP professionals. Its special format and celebratory aspects made it particularly popular this year: 166 Eventbrite registrations spread over the in-person and online sessions.

10.2 Tenth anniversary celebrations

- April:
 - Anniversary-related aspects of the annual meeting (see 10.1 above).

- IP Inclusive-focused episode of CIPA’s “Two IPs in a Pod” podcast series (10.5 below).
- Article in EDI-focused issue of the *CIPA Journal* (10.5 below).
- May:
 - CIPA managing partners’ meeting (10.5 below).
 - April *CIPA Journal* article reproduced on our website News and Features page.
- June:
 - Publication of 2025 Impact Report, structured around “10 years, 10 impacts”: see 10.3 below.
- Also being organised by the anniversary working group led by IPIM Secretary Clair Curran:
 - Series of ten podcasts focusing on different aspects of IP Inclusive’s work and achievements (project lead Jane Wainwright).
 - “Coffee roulette” event for online networking across the IP Inclusive community (project leads Laurence Cheney and David Blair from the IP Inclusive Scotland Network).
- Other anniversary-related developments during 2Q 2025:
 - Invitations to speak at CIPA Congress-related events (10.5 below), to mark the anniversary and promote IP Inclusive more generally.
 - Women in IP planning their annual event around a “ten years” theme (5.7 above).

10.3 Impact survey & Impact Report

- 2025 Impact Report, “10 years, 10 impacts”, prepared by Helen Smith with input from others in the executive team and IPIM.
- To mark our tenth anniversary, report structured around ten areas where we believe IP Inclusive has made an impact on the UK’s IP professions since its inception: bringing people together; starting conversations; broadening perspectives; providing safe spaces; keeping EDI on the agenda; diversifying the pipeline; supporting mental wellbeing; empowering individuals; facilitating collaboration; and generally leading the way on EDI issues in the IP professions.
- Content based on responses to the February stakeholder survey (from which it incorporates quotes and response stats), also input from Advisory Board and anniversary working group members.
- Covers IP Inclusive’s achievements during 2024 and over the past decade more generally.
- Includes a mention of our intended theme for the 2025-27 business plan (see 9.6 above), since “community” emerged as a factor underpinning many of the celebrated achievements.
- Published on 30 June, with an accompanying website News and Features post and visual content (poster, carousel and video) created by Anne for use on social media.
 - Also announced in an update newsletter the following day.
- Formal report of February survey responses prepared by Helen with assistance from others in the executive team; to be published in early July.

- See 9.6 and 9.7 above regarding the influence of the survey responses on IP Inclusive's future plans.
- "Sneak preview" of the survey responses presented at our April annual meeting: see 10.1 above.
- We hope the Impact Report, and the underlying survey results, will help us encourage both existing and new donors. They provide an extremely upbeat perspective on our achievements to date and likely future value.

10.4 Senior leaders' diversity think tank

- May: eleventh "Pledge Prattle" meeting, on "Transatlantic EDI".
 - IP professionals with US clients and contacts shared ideas for managing EDI-related conversations and practices in transatlantic interactions, and what if any changes they had experienced in 2025.
- June: twelfth Pledge Prattle, "INTA EDI debrief".
 - Following up on the previous meeting, attendees shared information, about the US position on EDI, gleaned from the recent INTA conference.
 - Also discussed the impact of the Supreme Court decision in *For Women Scotland Ltd v The Scottish Ministers*, available IP Inclusive resources, and our longer-term focus on community.
- Think tank meeting organised for July to discuss current EDI challenges – both in the UK and further afield – in more depth.
 - Informal virtual round-table, with breakout discussions to stimulate conversation and exchange ideas and concerns under Chatham House rules.
 - Outcomes will help shape a bigger event on the topic being planned for November, with speakers from the UK, US and elsewhere looking at changes to perceptions of, and responses to, EDI; several speakers and a venue already confirmed for this.
- One new signatory to the Senior Leaders' Pledge during 2Q 2025; no new signatories to the in-house version of the pledge.

10.5 External publications & events

- April:
 - Named in the "Diversity Champions" section of *World IP Review's* Diversity & Inclusion Top 100 2025 list.
 - Guest on an episode of CIPA's "Two IPs in a Pod" podcast series.
 - Spoke about IP Inclusive's first ten years, its response to EDI-related challenges around the world in 2025, and its plans for celebrating the anniversary and for the future ahead.
 - Awaiting a publication date, hopefully in 3Q 2025.
- May:
 - Took part as a panellist in a CITMA webinar, "Stronger together: how community drives mental wellbeing", to mark Mental Health Awareness Week.

- Also on the panel were the CIPA and CITMA Chief Executives, Lee Davies and Keven Bader, and (in the chair) LawCare Chief Executive Elizabeth Rimmer.
 - Webinar free to all IP Inclusive supporters, whether or not CITMA members.
- Spoke at a CIPA managing partners' meeting for an agenda item about IP Inclusive and its tenth anniversary.
 - Mentioned the forthcoming business plan and Impact Report, and our commitment to continue in the face of global EDI challenges.
- June:
 - Joint CIPA and IP Ability webinar about inclusivity and support for autistic people (see 5.3 above).
 - Advisory Board Secretary Sally Bannan spoke at CIPA's Midlands meeting in Birmingham, on "Allyship: feel the fear and do it anyway", also referencing "Juneteenth" which was marked on the same day.
- Contributed IP Inclusive updates for the April and June issues of the *CIPA Journal*.
 - April issue was EDI-themed; my longer article reflected on IP Inclusive's first ten years and the reasons for its success, and included quotes from volunteers in our communities and regional networks. It was reproduced on the IP Inclusive website News and Features page in May.
 - Invited to speak at the CIPA Congress pre-event in October, and at the dinner following the main event the following day, to mark IP Inclusive's anniversary.
- Invited to contribute to INTA's 2026 annual conference, in London.
 - Gwilym Roberts acting as our international liaison person in discussions about this.
 - May be able to link it with our intended senior leaders' think tank event in November 2025 (10.4 above).
 - Also hoping it will align with our new business plan focus on "community", extending the concept to the international IP community and to the UK's support for IP professionals working under more difficult conditions elsewhere.
- See also our work around mental wellbeing with Jonathan's Voice and LawCare (7 above).

Andrea Brewster
IP Inclusive Lead Executive Officer
10 July 2025