

# IP Inclusive: LEO's report 1Q 2026

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**IPINCLUSIVE**

Working for diversity and inclusion in IP

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## 1 General

Early on this quarter was relatively quiet, but the events calendar filled up in February and particularly March, and there is much more planned for the rest of the year. In line with our focus on community, more collaborations are emerging between the six existing communities and the two potential new ones. The latter have both been active, growing their networks and setting up events.

Plans for this year's *Summer of IP* campaign are progressing well, as is our review of the EDI Charter and Senior Leaders' Pledge schemes and their impact on engagement levels. Women in IP's mentoring scheme pilot is up and running, whilst the Careers in Ideas Mentoring Hub has been expanding its mentor base and streamlining its administration in preparation for *Summer of IP*.

We are gradually redistributing workloads within the executive team, with Anne's and Helen's hours increasing slightly and mine correspondingly reducing. The new arrangements are working well and will leave IP Inclusive in a stronger position than in its early days when it relied heavily on the availability of its founder for key projects and decisions.

## 2 Business plan theme: community

The over-arching theme for our work over the two years from August 2025 is "community". In line with the 2025-27 business plan, our work to strengthen and support the IP Inclusive community, and to increase its impact in the IP professions, has fallen under four headings:

- Supporting our volunteers
  - See 3, 5 and 6 below for work with our Careers in Ideas task force, communities and regional networks, which are the main routes through which we interact with volunteers.
  - For more specific community-focused commitments, see 5.7.4 below on supporting Women in IP's mentoring scheme and 5.8 below on the creation of new networks for business support professionals and men in IP.
- Strengthening engagement
  - See 4.2 below for our review of the Charter and Senior Leaders' Pledge schemes; 5.1 regarding work with the communities to strengthen engagement among the groups they represent; and 9.4.3 on improvements to our comms.
- Keeping equity, diversity and inclusion (EDI) and wellbeing on the agenda
  - Our events and other resources (8 below), including those from the communities (5 below), have helped keep EDI-related conversations live and relevant; see also 7 below for activities designed to promote positive conversations about wellbeing.
- Developing the pipeline
  - Our work to raise awareness of and improve access to IP sector careers – in particular for disadvantaged and under-represented groups – is being done through our Careers in Ideas outreach arm: see 3 below.

- For work specifically on Careers in Ideas resources and on the *Summer of IP* campaign, see 3.1 and 3.2.

## 3 Careers in Ideas

### 3.1 General

- Careers in Ideas task force met 22 January to continue planning for the 2026 *Summer of IP* campaign (3.2 below); individual projects subsequently progressing through separate, smaller working groups.
- Helen Smith has created a directory of collated Careers in Ideas resources, to support IP professionals in their outreach activities.
  - Published in March, on both the Careers in Ideas and IP Inclusive websites, and being flagged in supporting materials for *Summer of IP* participants.
- Helen also continued to develop relationships with the outreach charities featured in our latest (December 2025) directory update, some of whom contributed guest posts for our website news pages (3.4 and 9.4.1 below) and some of whom we introduced to the IP Federation DEI Committee (10.4.3 below).
- Changes to task force membership:
  - Jane Wainwright (Starry-Eyed Pragmatics) joined in January; she co-leads the Mentoring Hub (3.3 below) and will contribute content about it for *Summer of IP*.
  - Edward Rose (UK IPO) also joined in January, replacing his colleague Philip Lawrence as the IPO's new contact for patent examiner outreach work.

### 3.2 *Summer of IP*

#### 3.2.1 *Launch event*

- Launch event (targeted at careers advisers and relevant charities) scheduled for afternoon of 13 May.
  - To be hosted online by Marks & Clerk; their team are organising the logistics and coordinating speaker contributions.
  - Format similar to the 2024 launch event: (i) general introductions to Careers in Ideas, *Summer of IP* and the Mentoring Hub, (ii) outlines of different IP careers and (iii) breakout sessions for attendees to chat with the speakers in more depth.
  - Posted on Careers in Ideas website and invites sent out in March to charity contacts and to university careers departments identified by intern Jessica Anderson in 2024.

#### 3.2.2 *Part I events & resources*

- Part I events and resources (run by Careers in Ideas) likely to begin in June and to include:
  - Updated recordings with general information about Careers in Ideas and *Summer of IP*, plus an overview of different IP sector careers.
  - Recorded videos about the Careers in Ideas Mentoring Hub, including interviews with former mentors and mentees.

- Repeats of successful events from *Summer of IP 2024*, including:
  - In-person “Meet the IP professionals” event with panel discussion and networking, hosted by Kilburn & Strode.
  - Online panel discussion on routes into legal careers, hosted by Mishcon de Reya.
  - Webinar about IP careers for students of chemical and biological sciences.
- Events in collaboration with IP Inclusive communities and networks (see 5 and 6 below).
- Webinar on business support roles from the new working group (5.8.1 below).
- Recorded interviews about job opportunities for UK IP professionals abroad.
- General guidance for graduates on obtaining a job in IP, including strategic planning and less conventional routes in.
- Webinar about CIPA’s new apprenticeship schemes.
- IP Federation event showcasing IP careers to social mobility and outreach charities (10.4.3 below).
- “Coffee date” scheme, as in 2024, allowing individual would-be recruits to speak informally, online, with a matched volunteer from the IP professions.

### 3.2.3 *Part II opportunities*

- Part II will involve IP sector employers offering taster sessions, work experience and other similar opportunities.
  - Began seeking employer opportunities in late March; first one (work experience with Schlich) posted at end of March.
  - April “Pledge Prattle” session will discuss *Summer of IP* opportunities with Senior Leaders’ Pledge signatories and their colleagues (10.3 below).

### 3.2.4 *Summer of IP comms*

- *Summer of IP* documents, including guidelines and supporting resources for participating employers, updated for 2026.
- This year’s campaign (including all Part I events and Part II opportunities) to be hosted on the Careers in Ideas website.
  - Previous campaigns ran from the IP Inclusive site as the old Careers in Ideas site was insufficiently versatile to carry a living programme.
  - Main website landing page created, with separate pages tailored for student participants and IP sector employers.
  - Employers now register their Part II opportunities via a webform.
- Began trailing the 2026 campaign in early March:
  - News posts and calls for participants on the Careers in Ideas and IP Inclusive websites, followed up on LinkedIn and in our newsletters.
  - Article in *CITMA Review* in early March called for IP professionals and businesses to get involved; associated LinkedIn comms.

- In March, also published a call via the Riipen platform for a free intern to support with promotional comms, in particular via social media (eg Instagram and potentially TikTok).
  - Sadly, no applicants received for this project by end of 1Q 2026.
- Task force member Carys Bello hopes to capture video footage from the May launch event for use in promoting the campaign.
- Helen Smith responsible for most *Summer of IP*-related comms; Anne Burgato has designed a new logo to accompany them.

### 3.3 Mentoring Hub

- Anne Burgato and Jane Wainwright now handle all mentee and mentor correspondence via the Mentorloop platform.
  - Terrific progress made tidying up the participant database, removing inactive entries so as to free up space for more mentees, upgrading our communications and streamlining the functioning of the hub.
- New cohort of mentors given online training on 18 March, widening the pool of available mentors in preparation for *Summer of IP*.
  - A further cohort to undergo training in early June.
- New introductory and information videos created to help with mentee correspondence and also to promote the hub during *Summer of IP*.
- Stats at the end of 1Q 2026:
  - 153 registered participants, of which 55 mentors, 97 mentees and one “either”.
    - Current subscription allows for 250 participants.
  - 47 participants currently in 1:1 mentoring loops.
  - “Mentoring quality score” currently 4.28 out of 5 (Mentorloop benchmark is 4.2).
- Mentorloop subscription next due for renewal in April/May 2026.
  - Current “season” (December 2025 to May 2026) supported by bespoke donation from Kilburn & Strode.
  - Trying to secure similar “sponsorship”-style donations for future renewals. IP Federation have already contributed towards the next one.

### 3.4 Website & comms

- February and March: three guests posts published on the Careers in Ideas website news page, from individual charities featured in the December 2025 directory update: Envision, In2scienceUK and Martingale.
  - Mirror posts on IP Inclusive website, to attract support from IP professionals and their businesses.
- March: new directory of Careers in Ideas outreach materials published on the resources page (3.1 above).
- Also see 3.2.4 above regarding content and comms specific to *Summer of IP*.
- Minor updates made to the site during 1Q 2026, to improve the resource and event posts and prepare for hosting the *Summer of IP* programme.
- Stats at end of 1Q 2026:

- Careers in Ideas LinkedIn page: 1,032 followers (983 at 2 January).
- LinkedIn group (primarily for IP professionals): 133 members (134 at 2 January).

## 4 The EDI Charter

### 4.1 General

- Signatory changes during 1Q 2026:
  - Lean IP removed in January as had ceased trading.
  - Lewis Silkin added in February.
  - Dummett Copp Services Limited added in March.
  - Current total 156 signatories.
- During the quarter, donations received from seven signatories; three others pledged and invoiced.

### 4.2 Charter scheme review

As foreseen in the 2025-27 business plan, we embarked in January on a review of the Charter and associated Senior Leaders' Pledge schemes. Our aim is to improve their impact on the strength and depth of IP Inclusive's engagement with IP professionals and businesses.

- Review working group includes Anne, Helen and me from the executive team; Vanessa Stainthorpe (9.3.3 below) and IPIM member Lesley Evans, who established the original Charter scheme.
- Meetings held in January, February and March to decide the review scope, objectives and process.
- Initial data collated on current Charter and Senior Leaders' Pledge signatories and engagement levels, as well as engagement from those unconnected with the two schemes.
- Plans made as to which stakeholders to consult for further – especially qualitative – input.
  - All supporters will be able to contribute, with feedback being sought specifically from Charter signatories, IPIM and the Advisory Board, our communities and regional networks, our Senior Leaders' Diversity Think Tank, our founding organisations, the IPO, IPReg and annual meeting attendees.
  - Hope to conduct surveys and face-to-face meetings during 2Q 2026; working group currently discussing survey questions.
- Ultimately will yield (published) suggestions for enhancing the two schemes so as to improve stakeholder engagement, and potentially for other associated forms of engagement.
  - Business plan envisaged review completion by the end of 2Q 2026; likely however to overrun by a few months due to other demands on executive team capacity.

## 5 The six communities

### 5.1 General

- Community leads met with executive team 21 January.
  - Shared ideas and updates on 2026 plans; also discussed potential collaborations, executive team support and other aspects of the 2025-27 business plan.
  - Very positive focus on collaborations and intersections, for events and for access to networks.
  - Included representatives of the two potential new communities (5.8 below).
- Joint projects in 1Q 2026: IP Ability and IPause event on neurodiversity and (peri)menopause; IP Ability and Women in IP event with CIPA on neurodivergent women in the profession; IP Futures and Women in IP coffee date on building connections.
  - Several other joint events being planned for later this year.
- Some communities offered contributions to *Summer of IP* (3.2 above), including welcome events from IP & ME, IP Futures and Women in IP.
- All had the opportunity to contribute to our response to a diversity-related LSB consultation and to join a workshop on EDI-related aspects of IPReg’s Education Review (10.5 below).
- All will provide updates at the April annual meeting (10.1 below).
- All will be asked for input into the Charter scheme review (4.2 above).
- Next community leads’ catch-up scheduled for mid-May.

### 5.2 IP & ME

- February: IP Inclusive newsletter included a call for volunteers to write content or speak at events for IP & ME, or to get involved more generally with the committee.
- March: planning Ramadan-inspired book club discussions on *Sofia Khan Is Not Obligated* by Ayisha Malik.
  - Hosts sought for in-person discussions across the UK to mark the end of Ramadan. No definite plans by end of 1Q 2026; likely to be rearranged online in April.
- During 2026, IP & ME hope to:
  - Reach more people from under-represented groups such as South East Asians, the Jewish community and Moslems.
  - Run more informal and in-person events, some in the regions, potentially to celebrate events such as Hannukah and Diwali.
- Stats at end of 1Q 2026:
  - LinkedIn page: 907 followers (877 at 2 January).
  - LinkedIn group: 164 members (155 at 2 January).
  - Mailing list: 580 subscribers (568 at 2 January).

### 5.3 IP Ability

- February:
  - Joint event with IPause on “Neurodiversity and (Peri)menopause”; hosted in London and online by CMS.

- Website News and Features posts:
  - Reporting on November 2025 webinar with Helen Burness, by Kay Swalis from Springbird IP.
  - “We’re all different... but sometimes we don’t have to talk about it” by committee member Megan Rannard, about treating differences and disabilities sensitively.
- March:
  - “Behind the Mask: Neurodivergent Women in IP”, joint event with Women in IP and CIPA (10.4 below).
  - Sally Bannan’s EDI book club (8.3 below) discussed *Unlearning Ableism* by Jamie Shields and Celia Chartres-Aris.
- IP Ability represented at two workshops for IPReg’s Education Review (10.5 below), one on EDI-related aspects of the review and one on a proposed new competency framework and the accreditation of training and assessment providers; the latter is likely to have particular relevance to accessibility.
- Stats at end of 1Q 2026:
  - LinkedIn group: 156 members (155 at 2 January).
  - Mailing list: 279 subscribers (262 at 2 January).
  - Facebook group: 19 members (16 at 2 January).
  - Event registrations: 61 for February event on neurodiversity and (peri)menopause (mainly online); figures for March event not known as handled by CIPA.

## 5.4 IPause

- January: Jill Wilson (Venner Shipley) joined the committee.
- February:
  - Joint event with IP Ability on “Neurodiversity and (Peri)menopause” (5.3 above).
  - Initiated pilot peer support scheme.
    - Small groups meeting monthly, online, from February to July.
    - Discussions on (peri)menopause-related issues facilitated by committee chair Jane Wainwright, alongside qualified counsellor Helen Smith (IPause committee and IP Inclusive executive team).
    - Pilot running with nine participants; more have expressed an interest and a further cohort may be introduced later in the year.
- February committee meeting discussed other plans, including:
  - New content and resources for those affected by (peri)menopause and their allies, for example news posts on relevant developments and to share best practices and practical guidance for supporting colleagues with (peri)menopause symptoms.
  - Future events, including a panel discussion with IP Ability and Women in IP on women’s health issues; a webinar to help employers prepare for menopause-related aspects of new employment legislation; and a webinar for men with ideas on supporting others who experience (peri)menopause symptoms.

- Expert speaker already secured for the men’s event, which will be supported by the Men in IP working group (5.8.2 below).
- WhatsApp group continues to generate supportive and enlightening conversations between IP professionals on issues relating to (peri)menopause.
- Stats at end of 1Q 2026:
  - LinkedIn group: 77 members (77 at 2 January).
  - Mailing list: 110 subscribers (91 at 2 January).
  - WhatsApp group: 18 members (18 at 2 January).
  - Event registrations: 61 for February event on neurodiversity and (peri)menopause (mainly online); 9 for peer support group pilot.

## 5.5 IP Futures

- March: “Building Connections and Growing your Network”, informal online coffee date with Women in IP about growing your professional network and different forms of self-promotion (5.7.2 below).
- Also planning an in-person panel discussion and networking event in early April, to be hosted by Taylor Wessing in London.
- Stats at end of 1Q 2026:
  - LinkedIn page: 794 followers (697 at 2 January).
  - LinkedIn group: 229 members (231 at 2 January).
  - Mailing list: 442 subscribers (408 at 2 January).
  - Event registrations: 60 for coffee date with Women in IP.

## 5.6 IP Out

- No events in 1Q 2026.
- Scheduled for April: “Tash Walker on The Log Books: Talk and Q&A”, a hybrid event with speaker Tash Walker (writer, podcast producer, community organiser and former Switchboard board member).
  - To be hosted by Taylor Wessing in London and online, in collaboration with their EqualITW network.
  - Tash will sign copies of their new book at the in-person event.
- Other 2026 plans evolving; likely to involve an autumn celebration of IP Out’s tenth anniversary.
- Stats at end of 1Q 2026:
  - LinkedIn group: 261 members (253 at 2 January).
  - Mailing list: 655 subscribers (650 at 2 January).

## 5.7 Women in IP

### 5.7.1 Main committee

- Continued to meet monthly (focus groups meet separately as needed).
- Finalised its 2026 business plan.

- Theme is “Broadening your community”, to align with wider IP Inclusive focus on community.
- Includes seven high-level objectives focused on supporting women, collaborating with other IP Inclusive and external groups, increasing reach and engagement, and encouraging and empowering allies.
- Individual focus groups will help deliver on those, with support from the main committee; each has included its own aims for 2026.
- Catherine Haworth (British Cycling) stepped down from the main committee in January.

#### 5.7.2 *Events (Events and Coffee Dates Focus Groups)*

- February: event by the Career Guidance Focus Group (5.7.3 below).
- March:
  - “Behind the Mask: Neurodivergent Women in IP”, joint event with IP Ability and CIPA (10.4 below).
  - “Building Connections and Growing your Network”: informal online coffee date with IP Futures.
    - Held the week before “Connected Bubbles” to encourage coffee date guests to attend and put their new-found networking skills into practice.
    - Hosted by Carpmaels & Ransford.
  - Now-annual “Connected Bubbles” social events for women in IP and their allies.
    - Seven events held on the same day, in Bristol, Cambridge, Edinburgh, Glasgow, Leeds, Liverpool and Manchester.
    - Individual hosts (Appleyard Lees, Birketts, Brabners, Burness Paull, HGF, Hindles and Stobbs) organised and paid for their respective events.
    - Additional London event, hosted by Finnegan, to be held mid-April to avoid threatened tube strikes.
    - Organised and promoted in collaboration with CIPA’s EDI Committee.
- Other events in the planning:
  - Collaborating with AIPLA on their annual Women in IP Global Networking Event in April; UK events currently planned in Leeds, London and Manchester.
  - April webinar on burnout in the legal profession and its impact on women.
  - Further coffee dates: (i) with in-house attorneys, focused on gender and inventorship/IP ownership and (ii) on self-promotion (repeating a popular theme from a few years back).
  - Webinar with IP professionals and academics researching the experiences of female IP professionals in Australia and New Zealand (likely to be a breakfast event in June).
  - Webinar with the IPO on addressing the gender pay gap.
  - Coffee date for would-be recruits to the IP professions, as part of the *Summer of IP* programme (3.2 above).
  - Annual event in early autumn, with a theme to mark Women in IP’s tenth anniversary.
  - Potential event with IP Ability about returning to work after time out.

- New Events Focus Group members in January: Becky Field (HGF), Clare Matheson (Brodies), Denise McFarland (Three New Square IP), Susannah Slevin (IAM Stobbs) and Phoebe Whitlock (Lamb Chambers).

### 5.7.3 *Career Guidance Focus Group*

- January: website News and Features post reporting the results of the group’s 2025 career development survey.
- February: “Is there a Secret to Climbing the Ladder?”, follow-up event to the survey.
  - Hosted by Mewburn Ellis in London and online.
  - Interactive discussion of the survey results followed by networking for in-person attendees.
  - Based on the outcomes, group aims to produce “best practice” guidance on criteria for, and support with, career development.

### 5.7.4 *Mentoring Focus Group*

- January:
  - Pilot mentoring scheme launched with 23 matched mentee-mentor pairs, to run throughout 2026.
  - Online mentor training session on both formal and practical aspects of the mentoring relationship.
  - In-person event, hosted by Mishcon de Reya in London, with panel discussion and a chance for participants to meet one another.
- Aim to survey participants during the year to gauge the success of the pilot so far, also potentially to run a social event for them in the summer.
- Group has been liaising with Jane Wainwright regarding the Careers in Ideas Mentoring Hub and potential future pooling of resources.
- Gosia Evans (Harper James) joined the focus group in March.

### 5.7.5 *Socials Focus Group*

- March: series of LinkedIn posts to mark International Women’s Day, highlighting the work of the Mentoring Focus Group.
- LinkedIn posts throughout 1Q 2026 to promote other Women in IP events and activities.
- LinkedIn page regularly reposts event listings and other updates sent to IP Inclusive mailing list subscribers.
- Also planning posts to mark World IP Day in April and Women’s Health Month in May.

### 5.7.6 *Other*

- Committee members Susi Fish and Amy McSkimming attended February and March meetings respectively of the Men in IP working group (5.8.2 below).
  - Women in IP committed to help the group with its comms and event promotion.
  - Potential collaboration later in the year on an event about parental leave.
  - Women in IP representatives will continue to attend working group meetings on a rota basis.

- Stats at end of 1Q 2026:
  - LinkedIn page: 1,126 followers (505 at 2 January).
  - LinkedIn group: 1,990 members (1,962 at 2 January).
  - Mailing list: 1,178 subscribers (1,158 at 2 January).
  - Event registrations: 127 for February Career Guidance Group event (36 in-person + 91 online); 60 for March coffee date; figures not known for March event with CIPA or Connected Bubbles events as registrations managed by third parties.

## 5.8 Potential new networks

### 5.8.1 Business support professionals

- Working group met monthly, led by Anne Burgato (IP Inclusive executive team) and Jodie Bates (Boult Wade Tennant, also IP Inclusive Advisory Board Chair).
- Anne represents the group at community leads' meetings (5.1 above).
- Planning events on a range of topics, including:
  - May webinar with Focal Point on "Building Inclusion through Confident Communication".
  - June breakfast event, hosted by Mewburn Ellis in London, with advice on networking skills from BD expert Michael Evans and practical networking opportunities.
  - Online panel event as part of *Summer of IP*, with speakers from a range of business support roles.
    - Group will also be represented in the *Summer of IP* launch event and in the coffee dates: see 3.2 above.
  - September webinar on imposter syndrome and the "just" a support role mindset.
- Also considering ways to promote the group's activities and widen engagement, creation of useful resources, engagement of senior-level "champions" and collaboration with other communities, with a view to creating a potential new community later in 2026.
- LinkedIn page set up for the group in late February, also a bespoke section of the IP Inclusive mailing list.
- Stats at end of 1Q 2026:
  - LinkedIn page: 125 followers.
  - Mailing list: 13 subscribers.

### 5.8.2 Men in IP

- Rich Wells had stepped down from the working group in late 2025; it continues with Sally Bannan, Ed Belknap, Ben Buchanan and Saiful Khan, plus Helen Smith as executive team rep.
- Met monthly during 1Q 2026; aim is to organise a few events this year, and perhaps a survey, to get a feel for where support comes from and what people want from the network.
- Women in IP committee continues to support; one of its members (on a rota basis) attends each working group meeting to provide a link between the two communities.
- Helen represents the group at community leads' meetings.
- March: IPO Men's Network hybrid event on living with diabetes; online part opened to men in the IP Inclusive community.

- IP Inclusive registrations not high for this, although promotion time was short.
- Also in the planning:
  - May webinar with mental health and parenting specialist Ted Bradshaw, on “Holding it all together: balancing work, being present at home, and looking after yourself.”
  - June webinar with Jonathan’s Voice to mark Men’s Health Week, with IP professional panellists discussing men’s mental health.
  - September webinar with Jonathan’s Voice and speaker Dr Susie Bennett, to mark World Suicide Prevention Day.
  - Potential collaborations with the IPO’s Men’s Network and IP Ability on neurodiversity, IPause on (peri)menopause-related issues for men, and Women in IP on shared parenting.

## 6 Regional activities

- Scotland Network:
  - Committee met in March to discuss 2026 events, including:
    - Lunchtime event in May on the use of AI in the IP professions.
    - Joint careers insight event for *Summer of IP*; this would repeat a successful format used by the network in 2024 and 2025, involving several IP sector employers in the region.
- South West Network:
  - No activity during 1Q 2026.
- Other: Women in IP’s Connected Bubbles events took place in seven UK locations outside London (5.7.2 above).
- Stats at end of 1Q 2026:
  - Scotland Network LinkedIn group: 90 members.
  - Scotland Network mailing list: 132 subscribers.
  - South West Network mailing list: 186 subscribers.

## 7 Mental health & wellbeing

### 7.1 With Jonathan’s Voice

- February: website News and Features post contributed by Jonathan’s Voice co-founder Val McCartney about the meaning of Time to Talk Day.
- March: “Mistakes... and I’m still here!” webinar about perfectionism and responding positively to mistakes, chaired by Donna Smith (Jonathan’s Voice Training & Development Lead).
- Webinars also scheduled for April (on mindfulness, to mark Stress Awareness Month) and June (in collaboration with our Men in IP network (5.8.2 above); others planned for September and November.

- Jonathan’s Voice involved more generally in the work of the Men in IP network through its trustee Ed Belknap.

## 7.2 With LawCare

- Working with LawCare and Focal Point on a webinar about the 2025 *Life in the Law* survey results and practical implications for leaders and managers; likely to be held in June.

## 7.3 Other

- We continue to promote activities, resources and content from external mental health specialists, in particular Jonathan’s Voice and LawCare, in our newsletters and on LinkedIn.
- Various community activities (5 above) also likely to have value in improving mental wellbeing in the IP professions; much of the Men in IP group’s work relates to men’s mental wellbeing.
- Event registrations in 1Q 2026: 120 for March webinar with Jonathan’s Voice.

# 8 Resources

## 8.1 General

- Published six new resources during 1Q 2026, including:
  - Slides from the December 2025 event about grief, signposting sources of support.
  - Recordings – and where applicable speaker slides – from the February neurodiversity and (peri)menopause webinar, February Focal Point webinar and March Jonathan’s Voice webinar (5.3 above, 10.2 below and 7.1 above).
  - Directory of Careers in Ideas outreach resources (3.1 above).
  - Introductory video for the Careers in Ideas Mentoring Hub (3.3 above).
- Many of our website News and Features posts featured practical tips and supporting resources, some as follow-up to IP Inclusive events: see 9.4.1 below.

## 8.2 Events

- Attendance still running at about 50% of registrations, which seems fairly typical for free events on “non-core” topics at the moment.
  - Greater though for certain higher-profile events and those about career progression organised by Women in IP and/or IP Futures (5.5 and 5.7 above).
  - Threatened underground strikes have affected – and may continue to affect – plans for some London events (see especially 5.7.2 above).
- Trialled posting events on LinkedIn, to allow supporters to see who else might be attending and to share event updates through their own networks.
  - Used for the Business Support Professionals’ Network and some wider IP Inclusive events.
  - Not a success due to confusing overlap with our Eventbrite registration systems; now discontinued.

### 8.3 Other

- March: online EDI book club run by Advisory Board Secretary Sally Bannan discussed *Unlearning Ableism* by Jamie Shields and Celia Chartres-Aris.
  - Its next book is *Sofia Khan Is Not Obligated* by Ayisha Malik, which will also be the subject of an April IP & ME event (5.2 above).

## 9 Operational

### 9.1 IPIM

- 2025 Annual Report and Financial Report published on 21 January<sup>1</sup>.
- Meetings held on 29 January and 4 March:
  - January meeting discussed changes to executive team hours; IPIM membership term and succession planning; interactions with the Advisory Board; obtaining advice about charitable incorporation and a potential change of accountants; and IP Inclusive’s response to an EDI-related LSB consultation (10.5 below).
  - March meeting discussed interactions with the Advisory Board and their input on a potential central comms task force (9.4.3 below), the IP Inclusive website and general horizon scanning; preparations for the 2026 annual meeting (10.1 below); and progress towards the 2025-27 business plan objectives.
- 2026 IPIM AGM to take place during the annual meeting.
- Meetings also scheduled for May, June, September and November 2026 (May and November ones jointly with the Advisory Board; the September one a longer in-person meeting to address higher-level strategic issues).
- Updated Registers of Interests published 3 February and 10 March<sup>2</sup>.

### 9.2 Advisory Board

#### 9.2.1 Membership

- January: Jodie Bates succeeded Carol Arnold as chair from 1 January 2026; Carol remains as an ordinary Board member.
- No further changes during 1Q 2026; total Board membership currently 25.

#### 9.2.2 Meetings

- Meetings held on 25 February and 25 March:
  - February meeting discussed priorities under Jodie’s term as chair, Advisory Board-IPIM interactions, ideas for a central comms working group, user feedback on the IP Inclusive website and miscellaneous “horizon scanning” developments.
    - IPIM member Lesley Evans attended the first part to share updates on the business plan, IPIM follow-up on previous Board input, further areas where

<sup>1</sup> See <https://ipinclusive.org.uk/newsandfeatures/our-2025-annual-report/>

<sup>2</sup> See <https://ipinclusive.org.uk/ip-inclusive-management/> and <https://ipinclusive.org.uk/the-ip-inclusive-management-team/>

input was needed and general thoughts on Advisory Board-IPIM interactions.

- March meeting minutes awaited.
- Next meeting scheduled for May (joint meeting with IPIM, online).

### 9.2.3 *Other work*

- Some Board members provided input into our response to the LSB's consultation on encouraging diversity.
- Board members Sally Bannan, Ben Buchanan and Saiful Khan are involved in the Men in IP working group (5.8.2 above).
- Sally also runs an EDI-focused online book club (8.3 above).

## 9.3 **Executive staff**

### 9.3.1 *Lead Executive Officer (LEO)*

- Hours reduced yet further, to 16 per week, as of 1 February.
  - Fees reduced pro rata to £2,420 pcm.
- Work done during 1Q 2026 included in particular:
  - Completing and publishing the 2025 Annual Report.
  - Preparing for the 2026 annual meeting.
  - Running and contributing to the Charter scheme review (4.2 above).
  - Coordinating plans for *Summer of IP 2026* (3.2 above).
  - Responding to the LSB's diversity consultation.
  - Helping IPReg with EDI-related aspects of their education review (10.5 below).
  - Overseeing the IPIM finances, accounting and fundraising.
  - Managing and supporting our employees and other executive support personnel (9.3.2 and 9.3.3 below); planning projects, roles and responsibilities for delivering on the business plan.
  - Helping to develop and support the wider IP Inclusive community and engagement levels, with Anne, Helen, the communities, the regional networks and the Senior Leaders' Diversity Think Tank.
  - Overseeing and supporting the creation of new events.
  - Taking part in and/or contributing to some of those events.
  - Preparation for and involvement in external publications and events, including by delivering talks and writing content (10.4 below).
  - Preparing agendas and other papers for the January and March IPIM meetings.
  - 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 me and to other parts of the IP Inclusive community. As their hours increase and their roles and responsibilities expand, I can now delegate increasing amounts of my workload to them.
- Helen’s hours increased from 12 to 14 per week, as of 1 February, with a pro rata increase in salary.
  - Now usually works mid-morning to mid-afternoon on Mondays, Tuesdays and Wednesdays.
  - Has taken charge of several Careers in Ideas projects (in particular relating to our relationships with charities and to *Summer of IP* events and comms).
  - Continues to produce our newsletters and event listings; support development of the Men in IP network; contribute to IPause activities (in particular the new peer support group: see 5.4 above); and write occasional event reports.
- Anne (now working 18 hours a week):
  - Runs the Business Support Professionals’ network (5.8.1 above).
  - Does a large amount of the administration and comms for the Careers in Ideas Mentoring Hub (3.3 above).
  - Set up a Riipen account and intern project scope for *Summer of IP* (3.2.4 above).
  - Writes our monthly updates for the *CIPA Journal* as well as occasional event reports.
  - Is the main point of contact for Charter and Senior Leaders’ Pledge signatories.
  - Continues to handle many administrative issues, including to do with our finances, event organisation, database maintenance, IT systems, social media comms and IPIM meeting preparations.
- Both involved in the quarterly community leads’ catch-ups (5.1 above) and the Charter scheme review (4.2 above).
- The full executive team meets quarterly, most recently in February, to discuss delivery of projects in the 2025-27 business plan.
  - Where feasible, all three of us are involved – at least at the overview level – in significant projects, so we can cover for one another when necessary and so as to develop our respective skill sets and our relationships with IP Inclusive stakeholders.
  - All three of us will attend the April annual meeting in person, and meet beforehand for a general catch-up.
- 6-month reviews held for both employees in mid-March; yielded useful and positive feedback on all sides and enthusiasm for the development of their roles.

### 9.3.3 *Other support*

- Additional voluntary support provided to the executive team during 1Q 2026 by patent attorney Vanessa Stainthorpe and by former patent attorney and now executive coach Jane Wainwright.
  - Vanessa is part of the Charter review group (4.2 above) and has helped in particular with data collation and analysis and with survey creation.

- Jane has helped run, and provided training and resources for, the Careers in Ideas Mentoring Hub. She also chairs the IPause committee.

## 9.4 Websites & comms

### 9.4.1 Websites

- Sixteen News and Features posts published on the IP Inclusive website during 1Q 2026, including IP Inclusive news, formal documents such as reports and meeting minutes, one event report, guest blogs and comment.
  - IP Inclusive news posts included a welcome for the new Advisory Board Chair, a call for Careers in Ideas Mentoring Hub sponsors, the 2025 annual report, IPIM and Advisory Board 2026 meeting minutes, our response to the LSB diversity consultation, a collation of our previous consultation responses, the results of Women in IP's 2025 career guidance survey, and a trailer for *Summer of IP 2026* with a call for employer participants.
  - The event report covered IP Ability's November 2025 webinar with Helen Burness.
  - Guest posts were from Careers in Ideas charity links (Envision, In2scienceUK and Martingale) regarding their outreach work and opportunities for IP professionals to support; Jonathan's Voice to mark Time to Talk Day; and Charter signatories Caselton Clark on EDI- and wellbeing-related aspects of their latest salary survey.
  - Also published was a post from IP Ability committee member Megan Rannard (5.3 above).
- Six items added to our website resources page during the quarter (8.1 above).
- See 3.4 above regarding updates to the Careers in Ideas website.

### 9.4.2 LinkedIn & mailing lists

- Stats at end of 1Q 2026:
  - IP Inclusive LinkedIn page: 2,663 followers (2,492 at 2 January).
  - IP Inclusive LinkedIn group: 742 members (743 at 2 January).
  - IP Inclusive mailing list:
    - Total subscribers: 1,754.
    - 1,184 for "IP Inclusive Updates" (1,168 at 2 January).
    - 858 for notifications of News and Features posts (843 at 2 January).
  - Careers in Ideas LinkedIn page and group: see 3.4 above.

### 9.4.3 Other

- Advisory Board providing suggestions for a possible central IP Inclusive comms working group, to assist all the communities and networks and coordinate comms efforts.
  - Would combine volunteers and expertise from across our support base.
  - Idea received broad support from the community leads.
  - More thought will be given to how this would work before progressing.

- Executive team have been obtaining guidance and ideas from comms experts at the IPO, to help us with general IP Inclusive comms and improving engagement; several of their suggestions now being implemented.
- IPO staff have also offered to help with some basic stakeholder mapping; initial meeting with the executive team likely to be set up in 2Q 2026.

## 9.5 Financial

- Bank account balance at 31 March 2026 = £31,228.38
  - £19,000 of this is a ring-fenced contingency fund.
- Progress on 2025-26 fundraising campaign:
  - Total donated in 1Q 2026 = £11,112.72
    - £112.72 of this was from event registrants.
    - Included a £2,000 donation specifically for the May Mentorloop subscription renewal (3.3 above).
    - Significant further amounts pledged and invoiced but not yet received.
  - Targeted reminders continually being sent to those who donated a year ago.
  - More general plea sent to all Charter signatories in March, yielding significant further donations.
  - Supporters also being invited to provide more “sponsorship”-like donations to support six-month seasons of the Careers in Ideas Mentoring Hub.
  - Donation requests usually included in our newsletters and *CIPA Journal* updates, as well as occasional LinkedIn posts.
  - Further calls for donations in event posts and at live events where appropriate; attendees also given the option to donate on registration.
  - JustGiving page did not collect any individual donations in 1Q 2026, but individual donations through events continue to increase.
- Key expenditure during 1Q 2026 included:
  - Salaries (including PAYE tax, NI and pension contributions): £10,355.78
  - Lead Executive Officer (LEO) fees: £7,865.00
  - Executive team travel and office expenses: £122.24
  - Accountants’ fees for payroll handling April – Dec 2025: £432.00
  - Insurance renewal: £301.84
  - Other operational items (Mailchimp and SurveyMonkey subscriptions; domain name registrations; data protection registration): £600.37
- Note overall HR expenditure lower than budgeted due to reductions in LEO working hours from December 2025 and again from February 2026 (9.3.1 above).

## 9.6 Other

- February:
  - ICO data protection fee paid for 2026.
  - Liability insurance renewed; no change to level of cover.
- March:

- SurveyMonkey account renewed.
- Zoom Pro account renewed.
  - I pay for this account but make it available for IP Inclusive business as well as my own.
  - We also now have an account in Anne’s name, exclusively for IP Inclusive business and paid for by IPIM.
- March: Ionos webmail account upgraded to include five “Mail Business” email addresses, providing extra storage for executive team and other key email addresses.

## 10 Other activities during 1Q 2026

### 10.1 Preparations for annual meeting, 22 April 2026

- Plans progressed throughout the quarter.
- Key features:
  - Hybrid event, hosted in London and online by Bird & Bird.
  - Will include, as usual, updates from the IP Inclusive communities and networks, breakout discussions on IP Inclusive’s future priorities, and the formal IPIM AGM.
  - Updates and breakout discussions will also solicit input for the Charter scheme review (4.2 above).
  - Main event from 2 to 4 pm; hosts will provide refreshments on arrival and for a networking reception afterwards.
- Meeting open to all UK-based IP professionals; invites sent during January and February to key IP sector organisations and IP Inclusive supporters and partners, as well as via our regular newsletter and LinkedIn comms.

### 10.2 Other events

- February: webinar with Focal Point, “Do you hear all the voices in your team?”, looking at inclusive approaches to problem solving, decision-making and managing change, in particular using de Bono’s “Six Thinking Hats” technique.
  - Attracted 77 registrations.
  - Recording and speaker slides published on the website afterwards and circulated to registered delegates.

### 10.3 Senior Leaders’ Diversity Think Tank & Senior Leaders’ Pledge

- Next “Pledge Prattle” meeting scheduled for April, focussing on employer participation in *Summer of IP*.
  - Meeting set for early March, on outreach work more generally, had to be cancelled due to host availability issues.
- Charter scheme review (4.2 above) will seek input from think tank members and Senior Leaders’ Pledge signatories, ideally through an online round-table in 2Q 2026.
- Larger autumn event, on the business case for EDI, likely to be organised soon.

## 10.4 External publications & events

### 10.4.1 CIPA

- January: spoke at a CIPA student induction day for new recruits to the patent profession, providing an introduction to IP Inclusive and to EDI in the IP sector.
- March: “Behind the Mask: Neurodivergent Women in IP”: joint event by IP Ability, Women in IP and CIPA, to mark International Women’s Day and Neurodiversity Celebration Week.
  - Covered the experiences and contributions of neurodiverse women in the IP professions, the impact of masking, and improving workplaces so neurodivergent women can work authentically.
  - Panel discussion featured IP Ability and Women in IP committee member Cassandra Hill (Mishcon de Reya), and Caelia Bryn-Jacobsen (Kilburn & Strode) from IP Ability and the IP Inclusive Advisory Board.
  - Hybrid event, hosted by Kilburn & Strode in London and online.
  - Free to all IP Inclusive supporters, whether or not CIPA members.
- March: collaboration with CIPA on Women in IP’s “Connected Bubbles” (5.7.2 above); co-branded and promoted the events with them.
- Anne Burgato contributed IP Inclusive updates for the January-February and March issues of the *CIPA Journal*.

### 10.4.2 CITMA

- January: *CITMA Review* published my December interview about the impact of EDI challenges elsewhere and IP Inclusive’s plans and priorities in response.
- Helen Smith wrote the twice-yearly “Letter from IP Inclusive” for the spring issue of *CITMA Review*, promoting this year’s *Summer of IP* campaign.

### 10.4.3 IP Federation

- January: met with Alex Driver and Julie Dunnett from the IP Federation’s DEI Committee, to discuss collaboration on a proposed careers outreach event.
  - Shared contacts with them from the outreach charities known to Careers in Ideas, who we hope will help promote the event among relevant students.
  - Event likely to form part of the 2026 *Summer of IP* programme.
- February: 2025 *IP Federation Review* published, containing my article about changing tides on the DEI coastline; some associated LinkedIn activity.

### 10.4.4 Other

- January: AIPPI’s newsletter featured an article by Cyra Nargolwalla about our November 2025 event on “The Case for EDI”, for which I had provided a quote.
- March: attended a retirement reception for IPReg Chief Executive Fran Gillon.
  - Briefly met her successor Jay Parmar; had also been introduced to him by email by IPReg Chair Bill Matthews and will set up a full meeting with him soon to discuss his approach to EDI and areas for collaboration.

- INTA invited us to take part in a panel discussion during their 2026 annual conference in London in May, without (after some negotiation) a speaker registration fee. Women in IP committee member Michelle Montgomery (Carpmaels & Ransford) volunteered to represent IP Inclusive but the invitation was subsequently retracted.
- See also:
  - Mental wellbeing-related activities with Jonathan’s Voice and LawCare (7 above).
  - Work with IPReg on projects relevant to accessibility and inclusivity in the recruitment, training and development of patent attorneys (10.5 below).
  - IPO assistance with the Men in IP network (5.8.2 above) and with general IP Inclusive comms (9.4.3 above).
  - Work with social mobility and outreach charities, through Careers in Ideas (3 above).

## 10.5 Lobbying & influence

- January: IP Inclusive commented briefly on LinkedIn following the announcement that AIPPI intended to go ahead with its 2026 conference in Dubai, despite concerns expressed by some national organisations (including CIPA) about the lack of safety for LGBTQ+ attendees.
  - Expressed our disappointment in the decision and invited anyone concerned about the conference to reach out to IP Out for support and guidance.
- February: responded to the Legal Services Board (LSB)’s November 2025 consultation on a proposed statement of policy for encouraging a diverse legal profession.
  - Key points of our response (prepared with input from our communities, Advisory Board and IPIM):
    - Applauded the LSB’s continuing focus on EDI in the sector.
    - Supported its four proposed high-level outcomes.
    - Expressed concerns about the mandatory nature of its proposed “core” expectations as to how regulators should pursue the outcomes.
    - Urged greater flexibility for individual regulators to collaborate with their respective communities so as to implement tailored, proportionate and cost-effective responses to EDI-related issues.
    - Cited the success of the IP Inclusive model of collaboration and inclusivity-focused change, driven from the ground up rather than imposed from above, in support of a less prescriptive approach to the expectations.
    - Noted the need for particular care in the current global climate and its anti-EDI movements, warning that too heavy-handed an approach at this point could be counter-productive.
  - We had been invited to contribute by the LSB’s EDI Policy Lead Gavin Doyle, with whom I met in March for informal discussions about their approach to EDI and how IP Inclusive could help.
  - Also sought informal input from IPReg before completing our submissions.
  - Published our response in a website News and Features post.

- March: alongside IPReg staff Sally Gosling and Katie Flett, and inclusivity specialist Professor Laura Serrant CBE PhD, helped facilitate an EDI-focused workshop as part of IPReg's Education Review consultation.
  - Representatives of the IP Inclusive communities also took part.
  - Had been providing input into EDI-related aspects of the review since 4Q 2025; am also involved with the associated Expert Advisory Group.

## 11 Notes

Statistics such as numbers of EDI Charter signatories, mailing list subscribers, social media followers and event registrations were recorded on 4 April 2026.

Andrea Brewster  
IP Inclusive Lead Executive Officer  
13 April 2026