

IP Inclusive: LEO's report 2Q 2026



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1 General

Highlights this quarter included our 2026 annual meeting, the launch of our *Summer of IP* outreach campaign by Careers in Ideas, and consultations and surveys for the Charter review. There have also been plenty of events from our communities, including the two potential new ones for business support professionals and men in IP.

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 during 2Q 2026 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 5.8 below on our newer 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, and 5 below on strengthening engagement among the groups represented by our communities.
- 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 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

- Most of 2Q 2026 devoted to planning and launching the 2026 *Summer of IP* campaign.
- April news posts on the IP Inclusive and Careers in Ideas websites showcased the new directory of Careers in outreach resources for IP professionals, prepared by Helen Smith (executive team) during late 2025 and 1Q 2026.

- Changes to task force membership:
 - Hetavi Bari (LLM student at Queen Mary University of London) joined in May and has been handling *Summer of IP* comms on Instagram (3.2.5 below).

3.2 *Summer of IP 2026*¹

3.2.1 *General*

We officially launched this programme of awareness-raising events and work experience/taster opportunities on 1 June. “Part I” events and resources are provided by Careers in Ideas (3.2.3 below) and the “Part II” opportunities (3.2.4 below) by individual IP sector employers, whose contributions are promoted centrally through Careers in Ideas.

Summer of IP is one of our most important outreach activities, and is both popular and effective. It will run throughout June, July and August, and likely into September depending on employer contributions.

The pre-launch event, providing a taste of things to come, had taken place in May (3.2.2 below). We had already started posting employer opportunities in the first part of 2Q 2026 and have continued to add to them since. The executive team and Careers in Ideas task force worked hard throughout the quarter creating the introductory events and resources for Part I.

Coordination of *Summer of IP* activities and comms is shared between all three members of the executive team. They are assisted by members of the Careers in Ideas task force, and in particular by Hetavi Bari, Carys Bello and Taylor Wise who help with the social media comms (3.2.5 below).

3.2.2 *(Pre-)launch event*

Although billed as a “launch event”, the online event we ran on the afternoon of 13 May was in fact an introduction to what was to come when *Summer of IP* got properly underway.

It was targeted at university careers advisers and relevant charities, and attracted a good number of registrations, in particular from universities (around the UK) that have historically been less closely linked with the IP professions.

The event was hosted online by Marks & Clerk, members of which had organised the logistics and coordinated speaker contributions. Its format was similar to that for *Summer of IP 2024*, including (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. Speakers included IP professionals in a range of roles, as well as Anne Burgato and Helen Smith from the executive team, and myself as chair.

A recording of the main presentation was circulated to delegates afterwards, along with the speaker slides. These resources were also added to the Careers in Ideas website.

¹ See <https://careersinideas.org.uk/summer-of-ip-2026/>

3.2.3 *Part I events & resources*

- Part I officially launched on 1 June, when basic introductory resources were made available on the *Summer of IP* webpages.
- Resources published in 2Q 2026 included pre-recorded events and talks:
 - General information about IP, Careers in Ideas, its Mentoring Hub and *Summer of IP*.
 - The presentations from the pre-launch event (video recording and slide set).
 - An overview of the range of IP careers and their respective roles in the overall IP system.
 - A Mentoring Hub success story, featuring an interview with a former mentor-mentee pair.
 - A series of four short video interviews about building an IP career outside the UK, the global opportunities available, and associated practical aspects of career planning.
 - Created by task force member Pete Fellows.
 - Interviewees represented leading international firms FB Rice (Australia and New Zealand), Innotrack (China), Integrated IP (Australia and New Zealand) and Spruson & Ferguson (Asia Pacific).
- Two live events in June:
 - IPO webinar on “Routes to becoming a Patent Examiner”.
 - Recording awaited.
 - Webinar on “IP Careers for Students of Chemical and Biological Sciences”, led by task force members Julie Browne and Sheila Wallace.
 - Recording posted on the website shortly afterwards.
- More live events – some online or hybrid, some in person – planned for July, including:
 - “Meet the IP Professionals” event with panel discussion and networking, hosted by Kilburn & Strode (in person, but main presentations to be recorded).
 - “Life as an IP Solicitor/Barrister” and “Introduction to the Different Forms of IP”, both hybrid events hosted by Powell Gilbert.
 - “Routes to Qualification as an IP Solicitor or Barrister”, an online panel discussion hosted by Mishcon de Reya.
 - In-person networking event run by IP Futures and hosted by Freshfields.
 - Webinar about CIPA’s new apprenticeship schemes.
 - Online coffee date run by Women in IP, targeted for people who identify as women.
 - In-person careers-focused networking event run by IP Out and IP Futures in Manchester (hosted by Appleyard Lees).
- A Careers in Ideas-run “coffee date” scheme, as in 2024, will launch in July. This will allow individual would-be recruits to speak informally, online, with a matched volunteer from the IP professions.

3.2.4 *Part II opportunities*

- Part II involves IP sector employers offering taster sessions, work experience and other similar opportunities. Employers register to take part via a webform on the Careers in Ideas site.
 - Continued accepting contributions throughout 2Q 2026 and adding them to the *Summer of IP* webpages.
 - April “Pledge Prattle” session discussed *Summer of IP* opportunities with Senior Leaders’ Pledge signatories and their colleagues (10.2 below), helping to spread the word and encourage participation.
- By the end of 2Q 2026 we had advertised sixteen opportunities with IP sector employers; we expect to add more during July.
- Three of the employer activities/events were on offer in June; eight were scheduled for July, four for August and one for September.
 - Included taster days and insight events, presentations, work experience placements, webinars, podcasts and informal coffee dates.
 - In-person venues included Cambridge, Guildford, London, Manchester, Southampton and West Sussex.
 - Embraced a range of IP sector roles but with a high proportion focused on patent and trade mark attorney careers.

3.2.5 *Summer of IP comms*

- The Careers in Ideas website carries a main landing page, and separate pages tailored for student participants and IP sector employers.
 - Individual pages summarise all Part I events and resources, all Part II opportunities, and the Careers in Ideas coffee date scheme (3.2.3 above).
 - Events and activities also included on the main website events page.
 - In due course the Part I resources will also be posted on the main website resources page.
 - Hope soon to start posting event reports and recruitment success stories on the news page.
 - Helen Smith in the executive team curating all the website content for *Summer of IP*.
- Hetavi Bari creating and posting content on the Careers in Ideas Instagram account to promote *Summer of IP* and IP careers more generally.
 - Managed and supported by Anne Burgato in the executive team.
- Careers in Ideas TikTok account (careers.in.ideas) set up in May by Taylor Wise.
 - With assistance from Carys Bello, Taylor has created and posted video content to promote *Summer of IP* and Careers in Ideas more generally, helping to widen the audiences we’re able to reach.
 - Intending to create more videos from 2026 *Summer of IP* events and recordings.
- Part I events and Part II opportunities have thus far been well subscribed, sometimes reaching capacity before their sign-up deadlines. They have also generated positive exchanges on LinkedIn.

- See 3.4 below for social media and event stats for 2Q 2026.

3.3 Mentoring Hub

- New cohort of mentors given online training by Jane Wainwright on 11 June, widening the pool of available mentors in preparation for *Summer of IP*.
 - Jane also provided bespoke training for a further cohort based at Marks & Clerk, in two in-person sessions in June.
 - Next mentor recruitment and training drive, in particular focussing on less well-represented careers, likely to be towards the end of 2026/early 2027.
- Anne Burgato and Jane continue to handle all mentee and mentor correspondence via the Mentorloop platform.
 - Anne spoke about the Hub at the *Summer of IP* pre-launch event.
- Mentorloop subscription renewed for April/May; next due for renewal in October/November.
 - Special donations from the IP Federation and Mishcon de Reya covered the renewal fee and are being appropriately acknowledged in associated comms.
 - Another was provided by Marks & Clerk towards the November renewal, in recognition of the mentor training provided for their staff through the Hub.
 - Hope to continue to source similar, “sponsorship”-like donations to fund subsequent six-month seasons.
- Stats at end of 2Q 2026:
 - 153 registered participants, of which 65 mentors, 87 mentees and one “either”.
 - These figures were 153, 55 mentors, 97 mentees and one respectively at 4 April.
 - 79 participants currently in 1:1 mentoring loops (47 at 4 April).
 - “Mentoring quality score” currently 4.62 out of 5 (up from 4.28 at 4 April); Mentorloop benchmark is 4.2.

3.4 Website & comms

- April: post on the website news page about the new directory of Careers in Ideas outreach resources (3.1 above).
- June:
 - Four new case studies posted on the website “People in IP” page, from patent and trade mark examiners.
 - One new post on the resources page (a short slide set about careers as a patent attorney).
- Minor updates made to the website in June to facilitate event posting and *Summer of IP* comms.
- Also see 3.2.5 above regarding content and comms specific to *Summer of IP*.
- Stats at end of 2Q 2026:
 - Careers in Ideas LinkedIn page: 1,170 followers (1,032 at 4 April).
 - LinkedIn group (primarily for IP professionals): 134 members (133 at 4 April).

- Instagram account: 134 followers.
- TikTok account (new in 2Q 2026): 10 followers.
- Event registrations (*Summer of IP*): 97 for May pre-launch event; 48 for chemistry/biology webinar.

4 The EDI Charter

4.1 General

- Signatory changes during 2Q 2026:
 - NXIP Ltd added in May.
 - Current total 157 signatories.
- During the quarter, donations received from ten signatories.

4.2 Charter scheme review

4.2.1 General

This review – which embraces both the EDI Charter and the Senior Leaders’ Pledge schemes – is turning out to be more interesting and complicated than expected. I see this as a sign of a healthy review process and am reluctant to rush it. So far we have seen good levels of engagement and assistance from relevant stakeholders, the review itself providing an opportunity to strengthen these relationships and valuable information about our other activities.

Thus, whilst the 2025-27 business plan envisaged the review being completed by the end of 2Q 2026, it is likely to overrun by a few months and potentially to the end of this year.

The ultimate aim of the review is to improve the impact of the two schemes on the strength and depth of IP Inclusive’s engagement with IP professionals and businesses. At the same time we would like to reduce unnecessary administrative burdens in areas that yield less impact. We hope, at the end of the review, to publish some recommendations and plans for doing this.

The 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.

4.2.2 Consultation surveys

During 2Q 2026 we created two similar surveys, one targeted at IP professionals in Charter signatory organisations and the other for any individual IP Inclusive supporter to complete anonymously. These were launched in early June and publicised through our mailing lists (including specifically to Charter signatory contacts), LinkedIn and a website News and Features post.

We have had a reasonable number of responses so far; we will keep the surveys open for another month or so and issue reminders at appropriate points.

Input is also specifically being sought (via the survey and through informal correspondence) from IPIM, our Advisory Board and the IP Inclusive communities and networks.

4.2.3 Consultation meetings

In the meantime, I met with key stakeholders in May to gather more qualitative feedback through informal discussions. Participants included representatives of CITMA, the IP Federation, the IPO and IPReg. FICPI-UK were also invited to take part but have not yet responded; CIPA were scheduled to attend the meeting with CITMA and the IP Federation but had to cancel last-minute, although I had already received informal feedback from their Chief Executive Lee Davies.

Meetings have also been scheduled for July with members of the Senior Leaders' Diversity Think Tank and signatories to the Senior Leaders' Pledge (10.2 below). Again, these will be informal discussions about the value of the two schemes and how they might develop.

4.2.4 Initial results

Initial anecdotal feedback suggests the Charter scheme is still valued and requires relatively few fundamental changes, but that it could be used to greater effect in bringing both signatories and would-be signatories together.

The Senior Leaders' Pledge is emerging as less meaningful but again could be made more so by focusing on its value as a resource, particularly for internal use by Charter signatories. A modified version, for which publication would be optional and no longer monitored by IP Inclusive, ideally with a slimmed-down and higher-level version of the commitments, seems a popular concept.

Feedback has also referred to the need for more frequent communications with, and potentially meetings of, signatories to the two schemes. These could be used to remind people of their commitments, support their efforts to comply, encourage the sharing of best practices, and incite others to sign up.

5 The six communities

5.1 General

- (Most) community leads met with the executive team on 12 May.
 - Shared ideas and updates on 2026 plans, intended and potential collaborations, involvement in other IP Inclusive activities, and executive team support.
 - Included representatives of the two potential new communities (5.8 below).
- Joint projects in 2Q 2026: IP Ability and IP Out event in June; also planning for IP Futures and IP Out event in August, IPause and Men in IP event in September, and intended IP Ability collaborations with both the Business Support Professionals and the Men in IP groups.
- IP Futures, IP Out and Women in IP also contributing events to *Summer of IP*.
- All communities provided 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-September.

5.2 IP & ME

- April: online Ramadan-inspired book club discussion on *Sofia Khan Is Not Obligated* by Ayisha Malik.
- Stats at end of 2Q 2026:
 - LinkedIn page: 911 followers (907 at 4 April).
 - LinkedIn group: 164 members (164 at 4 April).
 - Mailing list: 584 subscribers (580 at 4 April).
 - Event registrations: < 10 for April book club discussion.

5.3 IP Ability

- April: website News and Features post reporting on the March event with CIPA and Women in IP, about neurodivergent women in IP roles and the impact of masking.
- May:
 - Sourced News and Features posts on (a) supporting people with chronic illness at work and (b) burnout after conferences (published shortly after the INTA conference).
 - News and Features post reporting on the February webinar with IPause on (peri)menopause and neurodiversity.
 - IP Ability "Resources and Articles" webpage updated to include its 2025 guidance (with template letter) for requesting reasonable adjustments for the patent attorneys' European Qualifying Examinations.
- June: joint event with IP Out (5.6 below), featuring guest speaker Cai Cherry and moderated by IP Ability co-lead Marianne Privett.
- Also in the planning:
 - Joint webinar with CIPA (scheduled for July), on "IP BD for the Neurodivergent".
 - Collaborations with the Business Support Professionals working group on various topics (5.8.1 below).
 - Collaboration with the Men in IP working group (5.8.2 below) on an event relating to neuroinclusion for men.
- Stats at end of 2Q 2026:
 - LinkedIn group: 158 members (156 at 4 April).
 - Mailing list: 288 subscribers (279 at 4 April).
 - Facebook group: 19 members (19 at 4 April).
 - Event registrations: 44 for Cai Cherry event with IP Out (24 in-person, 20 online).

5.4 IPause

- Peer support group sessions continued throughout 2Q 2026 and have been well received.
 - Initial pilot finishes in July; participant feedback will inform the decision about whether and how to continue this pilot and/or repeat for a new cohort.

- May: website News and Features post reporting on the February webinar with IP Ability on (peri)menopause and neurodiversity.
- June:
 - Personal menopause stories from IPause chair Jane Wainwright, originally posted on the IPause and News and Features pages in April 2024, republished as a standalone item on the website resources page.
 - Updated “Menopause Inclusivity” document published on the website resources page.
 - This is a downloadable compilation of sources of menopause-related information, support and ideas, which IPause curates.
 - New version includes mention of forthcoming changes under the Employment Rights Act 2025.
- June committee meeting discussed other plans, including:
 - Publishing a list of things organisations could provide in a “menopause support box” for their team members and visitors.
 - Work now ongoing to create this list and associated guidance.
 - Users will be encouraged to adopt IP Inclusive/IPause branding and potentially to include a QR code for IP Inclusive donations.
 - New content and resources for those affected by (peri)menopause and their allies, for example news posts on relevant developments, best practices and practical guidance for supporting colleagues with (peri)menopause symptoms, as well as personal menopause stories.
 - September webinar for men, in collaboration with the Men in IP working group (5.8.2 below) and returning guest speaker Dr Fiona Donoghue, to provide advice on supporting others who experience (peri)menopause symptoms.
 - Other future events, including a panel discussion with IP Ability and Women in IP on women’s health issues and a webinar to help employers prepare for menopause-related aspects of the new employment legislation.
- Helen Mason and Laura Newby stepped down from the committee in June.
- Stats at end of 2Q 2026:
 - LinkedIn group: 78 members (77 at 4 April).
 - Mailing list: 115 subscribers (110 at 4 April).
 - WhatsApp group: 18 members (18 at 4 April).
 - Event registrations: N/A.

5.5 IP Futures

- April: “From Junior to Expert: Building a Career in IP” panel discussion and networking event.
 - Hosted (in person) by Taylor Wessing in London.
 - Panellists from a range of IP roles shared stories about their different career routes and experiences.
 - Very popular event, generating positive feedback on LinkedIn afterwards.
- Also now scheduled:

- Informal in-person networking event in July, as part of *Summer of IP*.
 - To be hosted by Freshfields in London.
 - Will bring together existing IP professionals and people seeking a future career in IP.
- August event in Manchester with IP Out (5.6 below), also part of *Summer of IP*.
- Committee members have been providing input into IPReg's Education Review (10.4 below).
- Stats at end of 2Q 2026:
 - LinkedIn page: 834 followers (794 at 4 April).
 - LinkedIn group: 229 members (229 at 4 April).
 - Mailing list: 471 subscribers (442 at 4 April).
 - Event registrations: 97 for April event in London.

5.6 IP Out

- April: new IP Out LinkedIn page launched.
- April: "Tash Walker on The Log Books: Talk and Q&A", hybrid event with speaker Tash Walker (writer, podcast producer, community organiser and former Switchboard board member).
 - Hosted by Taylor Wessing in London and online, in collaboration with their EqualITW network.
 - Tash signed copies of their new book at the in-person event.
 - Great success, despite tube strikes affecting London that day.
- June: "IP Out and IP Ability Present a Fireside Chat with Cai Cherry", hybrid event exploring Cai's lived experience of intersectionality as a queer and disabled legal professional.
 - Hosted by Haseltine Lake Kempner in London and online.
 - Joint event with IP Ability; moderated by IP Ability co-lead Marianne Privett.
- Also in the planning:
 - August event with IP Futures as part of *Summer of IP*.
 - Panel discussion about building a career in IP, including through an LGBTQ+ lens, followed by informal networking.
 - To be hosted by Appleyard Lees in Manchester.
 - Other 2026 plans evolving; likely to involve an autumn celebration of IP Out's tenth anniversary.
 - As a follow-up to its inaugural event, this will explore how the issue of "How out can I be at work?" has changed since 2016.
- Stats at end of 2Q 2026:
 - LinkedIn page: 37 followers (new at 4 April).
 - LinkedIn group: 262 members (261 at 4 April).
 - Mailing list: 650 subscribers (655 at 4 April).
 - Event registrations: 39 for Tash Walker event (32 in-person, 7 online); 44 for Cai Cherry event with IP Ability (24 in-person, 20 online).

5.7 Women in IP

5.7.1 Main committee

- Continued to meet monthly (focus groups meet separately as needed).
- Committee co-lead Lucy Coe on maternity leave from late June; co-lead Amy McSkimming acting as lead until her return (likely to be in 1Q 2027) and will stay on as co-lead thereafter.
- Agne Zazinaite (Dentons) joined the committee in April, providing a continued link to the Events Focus Group during Lucy's absence.

5.7.2 Events (Events and Coffee Dates Focus Groups)

- April:
 - London event for the 2026 "Connected Bubbles" programme, hosted in person by Finnegan.
 - Had been postponed from March (when other Connected Bubbles events took place), due to threatened tube strikes.
 - Promoted in collaboration with CIPA's EDI Committee.
 - Collaborated with AIPLA for their Women in IP global networking events.
 - In-person gatherings took place in Cambridge, Leeds, London and Manchester, hosted by Stobbs, Page White Farrer, Keltie and Mewburn Ellis respectively.
 - Organised and promoted with the help of Women in IP committee members.
 - This year's theme: "Rooted in Real: Women in IP Redefining the Narrative".
 - Webinar on "Burnout in the Legal Profession: Why Women May Be at Higher Risk — and What We Can Do About It", with guest speaker Rachel Austin (Chartered Occupational Psychologist).
 - Rachel subsequently provided a "Preventing Burnout Toolkit" for delegates and for the wider IP Inclusive community.
- May: informal online coffee date on "Gender Imbalance Amongst Patent Inventors".
- June: breakfast event on "Professional Identity Across Jurisdictions: Insights from the UK, Australia and New Zealand" with speakers from an Australian and New Zealand research group sharing their data and insights.
 - Hybrid event, hosted by Finnegan in London and online.
- Webinar on "Addressing Pay Inequality in the IP Profession", with the IPO's Head of Employee Experience Nicola Smith, postponed from June to early July to accommodate changes in speaker availability.
- Currently seeking hosts for the intended annual event in the autumn, both for the main event in London and for regional viewings. Event plans ongoing; will be a chance to celebrate Women in IP's tenth anniversary.
- Further coffee dates being planned (i) for would-be recruits to the IP professions, as part of *Summer of IP* and (ii) on self-promotion (repeating a popular theme from a few years back).

5.7.3 *Career Guidance Focus Group*

- Group currently planning follow-up to its February event on “Is there a Secret to Climbing the Ladder?” and the survey that inspired it.
 - Aims to produce “best practice” guidance on criteria for, and support with, career development.
- Will also assist with other Women in IP events on related topics, in particular on returning to work after time out (a potential theme for the annual event).

5.7.4 *Mentoring Focus Group*

- Survey sent to current mentors and mentees during 2Q 2026, for their thoughts on how the pilot scheme is working; responses still coming in.
- Hoping to run a social event for participants at some point soon.

5.7.5 *Socials Focus Group*

- April: series of LinkedIn posts to mark World IP Day and its theme of “IP and Sports: Ready, Set, Innovate”.
 - Content showcased Women in IP supporters having a link to sport and IP, sharing their journeys, insights and experiences.
- LinkedIn posts throughout 2Q 2026 to promote Women in IP and wider IP Inclusive activities, to share photos and feedback from events, and to recirculate updates and event listings sent to IP Inclusive mailing list subscribers.

5.7.6 *Other*

- Committee co-lead Amy McSkimming attended a Men in IP working group meeting in June.
 - Women in IP continue to support the group with its comms and event promotion, and will provide representatives for its meetings on a rota basis.
 - Potential collaboration later in the year on an event about parental leave.
- Stats at end of 2Q 2026:
 - LinkedIn page: 1,344 followers (1,126 at 4 April).
 - LinkedIn group: 2,002 members (1,990 at 4 April).
 - Mailing list: 1,191 subscribers (1,178 at 4 April).
 - Event registrations: 35 for April London event with AIPLA; 75 for April burnout webinar; 40 for May coffee date; 54 for June breakfast event (8 in-person, 46 online). Figures not known for Connected Bubbles London event or regional events with AIPLA, as registrations managed by third parties.

5.8 **Potential new networks**

5.8.1 *Business Support Professionals*

- Working group continued to meet roughly once a month, led by Anne Burgato (IP Inclusive executive team) and Jodie Bates (Withers, also IP Inclusive Advisory Board Chair).
 - June meeting progressed creation of a new IP Inclusive community and of a committee to lead it; Anne and Jodie hope to step back once that is working.

- Meanwhile Anne represents the group at community leads' meetings, and spoke about its work at our annual meeting.
- May: webinar on “Building Inclusion through Confident Conversations”, with Focal Point.
- June: breakfast networking event, “Networking: The Theory and The Practice: For Business Support Professionals”.
 - Hosted in person by Mewburn Ellis in London.
 - Included advice on networking skills from Michael Evans (BD for IP) and Meera Taank (Taank IP), plus practical networking opportunities.
- Both events proved popular, with lower than average no-show rates and positive feedback which has been used to promote the group on LinkedIn.
- Anne Burgato mentioned the group and its activities in her IP Inclusive update for the April *CIPA Journal*; group member Jo Reeves-Smith contributed another article about it for the May *CIPA Journal*.
- In the planning:
 - Recorded panel discussion for *Summer of IP*, with speakers from a range of business support roles discussing their work and career paths.
 - The group was also represented at the *Summer of IP* pre-launch event and will help with the coffee dates: see 3.2 above.
 - September webinar on imposter syndrome and the “just” a support role mindset.
- Other potential events being explored include:
 - Providing effective feedback (with Focal Point).
 - Managing stress and workloads for business support professionals.
 - Collaborations with IP Ability on a range of topics, including chronic illness and disability and in particular asking for reasonable adjustments at work.
 - Collaboration with the Men in IP working group on men in support roles, looking at engagement and inclusion levels.
 - Collaboration with IPause on experiences of perimenopause and workplace support and adjustments.
 - Collaboration with IP Futures on early-stage careers in support roles.
 - A social/networking event to celebrate results from relevant exams, and/or to launch the new community.
- Stats at end of 2Q 2026:
 - LinkedIn page: 161 followers (125 at 4 April).
 - Mailing list: 36 subscribers (13 at 4 April).
 - Event registrations: 73 for May webinar with Focal Point; 31 (capacity) for June networking event.

5.8.2 *Men in IP*

- April: Adam Hirst (Withers & Rogers) joined the working group; he went on to help organise, and chair, its May webinar.
- May: webinar on “Holding It All Together: Balancing Work, Being Present at Home, and Looking After Yourself”, with CBT therapist and coach Ted Bradshaw.

- Popular event, with a better-than-usual proportion of men attending.
- Report published on the website News and Features page in June.
- September webinars scheduled:
 - With Jonathan's Voice and speaker Dr Susie Bennett, to mark World Suicide Prevention Day.
 - With IPause on (peri)menopause-related issues for men (5.4 above).
- Collaborations ongoing with:
 - Jonathan's Voice, for a webinar on men's mental health (postponed from June to November so as to mark "Movember").
 - IP Ability on neurodiversity, Women in IP on shared parenting, and the Business Support Professionals group on men in non-attorney roles.
 - IPO networks for men and for neurodivergent people.
 - A Scotland-based network for men in legal careers.
- Working group continues to develop gradually, seeking feedback from the wider IP Inclusive community about the role of, and support for, a men's network.
 - The update it provided at our annual meeting met with a positive response, as did its May webinar.
- Women in IP committee continues to support; one of their members (on a rota basis) attends each working group meeting to provide a link between the two communities.
- Helen Smith (executive team) represents the group at community leads' meetings (5.1 above).
- Event registrations: 80 for May webinar with Ted Bradshaw.

6 Regional activities

- Scotland Network:
 - May: webinar on "AI in IP: Curious, Cautious or Confident?" with panellists from Scotland-based IP firms.
 - Recording and speaker slides published afterwards, with a June News and Features post reporting outcomes from breakout discussions at the event.
 - Plans progressing for August 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 2Q 2026.
- Other: AIPLA Women in IP events, in collaboration with our Women in IP community, took place in Cambridge, Leeds and Manchester as well as London (5.7.2 above).
- Stats at end of 2Q 2026:
 - Scotland Network LinkedIn group: 90 members (90 at 4 April).
 - Scotland Network mailing list: 134 subscribers (132 at 4 April).
 - South West Network mailing list: 190 subscribers (186 at 4 April).

- Event registrations: 90 for Scotland Network AI webinar.

7 Mental health & wellbeing

7.1 With Jonathan's Voice

- April:
 - Webinar on "Mindfulness: Beginning with Being", with psychotherapist and mindfulness teacher Dr Sally Rose.
 - Website News and Features post reporting on the March webinar about dealing with the mental impact of mistakes.
- May: News and Features post reproducing an article from the Jonathan's Voice website (which in turn linked to an article in *CITMA Review*), following up on our earlier post on conference burnout (5.3 above) with further professional advice from psychotherapist and workplace counsellor Nicola Neath.
- Jonathan's Voice involved more generally with the Men in IP working group (5.8.2 above) through its trustee Ed Belknap.
 - Collaborations in the pipeline include a September webinar to mark World Suicide Prevention Day and a November one to mark "Movember".

7.2 With LawCare

- Currently working with LawCare and Focal Point on a September webinar about the 2025 *Life in the Law* survey results and their practical implications for leaders and managers.

7.3 Other

- May: website News and Features post, sourced by IP Ability, about conference burnout (5.3 above).
- 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 and resources also likely to have value in improving mental wellbeing in the IP professions, including IP Ability's neurodiversity-related projects (5.3 above), Women in IP's April webinar on burnout (5.7.2 above) and the Men in IP group's May webinar on "Holding It All Together" (5.8.2 above).
- Event registrations in 2Q 2026: 33 for April mindfulness webinar.

8 Resources

8.1 General

- Published eight new resources during 2Q 2026, including:
 - Recordings – and where applicable speaker slides – from the March Women in IP and CIPA event on neurodivergent women in IP; the April Women in IP webinar on

burnout; the April webinar on mindfulness with Jonathan's Voice; our annual meeting; the Men in IP network's May webinar with Ted Bradshaw; the Business Support Professionals group May webinar with Focal Point; and the May Scotland Network webinar on AI in IP (5.7.2, 5.8, 6 and 7.1 above and 10.1 below).

- A toolkit for preventing burnout, provided by guest speaker Rachel Austin for Women in IP's April webinar (posted with the event recording).
- A collection of menopause-related blog posts from IPause chair Jane Wainwright (5.4 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

- Fifteen events run during 2Q 2026.
 - Of these, twelve were organised by one or more of the communities (including the potential new communities for business support professionals and men in IP): see 5 above.
 - Included the April annual meeting (10.1 below).
- Eventbrite stats at end of 2Q 2026:
 - Number of followers: 370
 - Total events so far: 211
 - Total attendees so far: 13,500
- 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 more popular and/or higher-profile events (eg the annual meeting and the Business Support Professionals June networking event).
 - Also typically higher for *Summer of IP* events (3.2 above).
 - Threatened tube strikes have affected – and may continue to affect – plans for some London events (see especially 5.7.2 above). Encouragingly, they did not impact too badly on our annual meeting, which was well attended both online and in person.
 - Heatwave-related travel disruption may also affect events later this summer.

8.3 Other

- June: online EDI book club run by Advisory Board Secretary Sally Bannan discussed *Sofia Khan Is Not Obligated* by Ayisha Malik, which was also the subject of an April IP & ME event (5.2 above).
 - Its next book is *Far from the Tree* by Andrew Solomon; discussion likely to be held in September.

9 Operational

9.1 IPIM

- AGM incorporated into the annual meeting on 22 April: see 10.1 below.
 - 2025 Annual Report (including the 2025 Financial Report) formally accepted.
 - Officers appointed for 2026-27: James St Ville as Chair, Clair Curran as Secretary, Gordon Harris as Treasurer.
- Meeting held on 11 May:
 - Included an initial joint session with the Advisory Board (9.2.2 below).
 - IPIM then discussed the Advisory Board's input and appropriate follow-up, renewal of the LEO's contract, finances, IPIM membership term and succession planning, and initial plans for its September strategy meeting.
- During May and June, all IPIM members provided an indication of their membership intentions, to aid succession planning.
- Meetings also scheduled for July (originally planned for 30 June), September and November 2026.
 - September meeting will be a longer in-person discussion to address higher-level strategic issues; Anne and Helen from the executive team will attend.
 - November meeting will be joint with the Advisory Board.

9.2 Advisory Board

9.2.1 Membership

- No changes during 2Q 2026; total Board membership currently 25.

9.2.2 Meetings

- Meetings held on 11 May and 9 June:
 - May meeting held jointly with IPIM and chaired by IPIM member Lesley Evans.
 - Took the form of a Q&A session, with pre-circulated questions from the Advisory Board to IPIM and vice versa. I took the lead on answering the Board's questions on behalf of IPIM and the executive team.
 - Issues covered included the Men in IP working group; the Charter review; the outcomes from our 2025 impact survey; engagement metrics (including for *Summer of IP*); and emerging EDI best practices and trends.
 - June meeting chaired by Ben Buchanan in Jodie Bates's absence.
 - Discussed general follow-up to the May meeting with IPIM; "horizon scanning" for emerging trends, initiatives, opportunities and challenges on the EDI front; potential topics for IPIM to address at its September strategy meeting; and how to improve the Board's impact.
 - Lesley Evans attended the first part as an IPIM rapporteur, providing an update on and seeking input for the Charter review (4.2 above).
- Next meetings scheduled for September (as a hybrid event) and November (joint meeting with IPIM, online).

9.2.3 *Other work*

- Board members Sally Bannan, Ben Buchanan and Saiful Khan involved in the Men in IP working group (5.8.2 above).
- Sally also runs an EDI-focused online book club (8.3 above).
- Erich Hou-Richards attended a May workshop about workforce supply and demand, as part of IPReg's Education Review (10.4 below), providing EDI-related input where appropriate.
 - Erich also leads on liaison between the IPO and IP Inclusive.
- Board members have been providing feedback on the IP Inclusive website, for use if an upgrade becomes feasible (9.4.1 below).

9.3 **Executive staff**

9.3.1 *Lead Executive Officer (LEO)*

- June: LEO contract updated and signed for the period 1 July 2026 to 30 June 2027.
 - Currently requires sixteen hours' work a week; further reductions likely during the 2026-27 contract term as I gradually reduce my involvement.
 - IPIM agreed that fees will increase, as of 1 August 2026, from £2,420 to £2,541 pcm for the current sixteen hours a week.
- Work done during 2Q 2026 included in particular:
 - Running the annual meeting (10.1 below) and organising follow-up.
 - Running and contributing to the Charter scheme review (4.2 above); meeting with relevant stakeholders.
 - With help from Anne Burgato and Helen Smith, preparing for and coordinating the Careers in Ideas *Summer of IP* campaign (3.2 above); recording introductory talks.
 - Reviewing progress towards the 2025-27 business plan objectives, initial preparations for the 2026-27 budget and associated HR planning.
 - Helping IPReg with EDI-related aspects of their education review (10.4 below).
 - Overseeing the IPIM finances, accounting and fundraising, in particular securing financial support for the Careers in Ideas Mentoring Hub.
 - 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 (10.2 below).
 - Overseeing and supporting the creation of new events.
 - Taking part in and/or contributing to some of those events.
 - Preparing agendas and other papers for May and July 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.
- With their recently increased hours, I have been able to delegate more of my workload.
 - I can also now take more frequent and/or longer holidays, knowing that IP Inclusive's executive team will function perfectly well without me.
 - In turn, this has been developing their skill sets and their relationships with IP Inclusive stakeholders.
- As of June, Helen now usually works mid-morning to mid-afternoon on Tuesdays, Wednesdays and Thursdays, although with flexibility on both sides when needed.
- No significant changes this quarter in the allocation of roles and responsibilities.
 - *Summer of IP* and the Charter scheme review have inevitably consumed a large part of their time, as have the two potential new communities (in Anne's case for Business Support Professionals and in Helen's for Men in IP).
 - Anne has also dedicated time to the Careers in Ideas Mentoring Hub and associated fundraising efforts.
- All three of us attended the April annual meeting in person.
 - Both Anne and Helen spoke at the meeting, Helen about Careers in Ideas and *Summer of IP* and Anne about the Business Support Professionals working group.
 - We had lunch beforehand with additional team members Vanessa Stainthorpe and Jane Wainwright (9.3.3 below).
- We meet as a full executive team at least quarterly, most recently in early June, to discuss delivery of projects in the 2025-27 business plan.
- Salary reviews will be conducted for both employees in July, to take effect from 1 August 2026 (the start of the next budgeting year).

9.3.3 *Other support*

- Vanessa Stainthorpe and Jane Wainwright continued to provide additional voluntary support to the executive team during 2Q 2026, Vanessa as part of the Charter review group and Jane with management of the Careers in Ideas Mentoring Hub and associated mentor training.
- We are generally now receiving more offers to volunteer with us from people looking to join the IP professions.
 - Offers are evaluated on the basis of information (CVs, etc) supplied and opportunities available.
 - If appropriate we ask the volunteers to help with specific tasks and/or join specific groups; they are not involved in general IP Inclusive operations.
 - Would-be IP professionals are typically asked to help with Careers in Ideas and/or *Summer of IP*, for example by providing event reports for the website news page.

9.4 Websites & comms

9.4.1 Websites

- Eleven News and Features posts published on the IP Inclusive website during 2Q 2026, including IP Inclusive news, formal documents such as reports and meeting minutes, one event report, guest blogs and comment.
 - Formal documents included IPIM and Advisory Board meeting minutes and Lead Executive Officer's quarterly reports for 2026 so far.
 - IP Inclusive news posts included an introduction to the new directory of Careers in Ideas outreach resources (3.1 above) and a call for survey responses for the Charter review (4.2 above).
 - Event reports were for the February IP Ability and IPause webinar on neurodiversity and (peri)menopause; the March webinar with Jonathan's Voice about coping with and learning from mistakes; the March IP Ability, Women in IP and CIPA event on neurodivergent women in IP; the May Scotland Network event on AI in IP; and the Men in IP network's webinar with Ted Bradshaw.
 - Also published were two posts from IP Ability: one on chronic conditions and one on conference burnout (5.3 above), with a follow-up guest post on burnout from Jonathan's Voice (7.1 above).
- Eight items added to our website resources page during the quarter (8.1 above).
- Wider website update included in 2025-26 budget but funds not yet achieved to go ahead with this; input meanwhile being provided by the Advisory Board to assist with improvements to the user experience.
- See 3.4 above regarding updates to the Careers in Ideas website.

9.4.2 LinkedIn & mailing lists

- Stats at end of 2Q 2026:
 - IP Inclusive LinkedIn page: 2,815 followers (2,663 at 4 April).
 - IP Inclusive LinkedIn group: 747 members (742 at 4 April).
 - IP Inclusive mailing list:
 - Total subscribers: 1,772 (1,754 at 4 April).
 - 1,205 for "IP Inclusive Updates" (1,184 at 4 April).
 - 877 for notifications of News and Features posts (858 at 4 April).
 - Careers in Ideas LinkedIn page and group: see 3.4 above.

9.5 Financial

- Bank account balance at 30 June 2026 = £26,543.66
 - £19,000 of this is a ring-fenced contingency fund.
 - It should cover us for all expected costs to the end of this budgeting year (31 July), leaving the contingency fund untouched.
- Progress on 2025-26 fundraising campaign:
 - Total donated in 2Q 2026 = £18,612.77
 - £276.52 of this was from event registrants.

- £436.25 was individual donations via the JustGiving page (net of JustGiving charges).
 - Included £5,500 in donations specifically to support the Careers in Ideas Mentoring Hub Mentorloop subscription renewal (3.3 above).
 - A further £2,000 invoiced and awaiting payment.
 - Targeted reminders continually being sent to those who donated a year ago.
- Key expenditure during 2Q 2026 included:
 - Salaries (including PAYE tax, NI and pension contributions): £10,459.53
 - Lead Executive Officer (LEO) fees: £7,260.00
 - Executive team travel and office expenses: £382.17
 - Renewal of Mentorloop subscription for the Careers in Ideas Mentoring Hub: £4,456.80
 - Accountants' fees for ongoing payroll and Xero subscriptions: £536.40
 - Other operational items (Mailchimp subscriptions; domain name registrations; webmail services): £184.59

9.6 Other

- June: @careersinideas.org.uk domain name registration renewed (with Ionos).

10 Other activities during 2Q 2026

10.1 Annual meeting, 22 April

- Hybrid format; hosted by Bird & Bird in London and online.
- Main event from 2 to 4 pm; hosts provided refreshments on arrival and for a networking reception afterwards.
- Included, as usual, updates from the IP Inclusive communities and networks, breakout discussions on IP Inclusive's future priorities, and the formal IPIM AGM.
- Also as usual, open to all UK-based IP professionals.
- Despite tube strikes taking place in London that day, in-person attendance was good and the atmosphere extremely positive and friendly.
- Total registrations: 154 (93 in-person, 61 online).
 - Likely to include duplicates as some people registered both online and in person to allow for travel problems.

10.2 Senior Leaders' Diversity Think Tank & Senior Leaders' Pledge

- April: fourteenth "Pledge Prattle" meeting, online, about *Summer of IP* and how to get involved.
- In the planning:
 - Early July Pledge Prattle reviewing the impact of the Senior Leaders' Pledge five years from its inception.

- Late July round-table, online, to seek input from think tank members and Senior Leaders' Pledge signatories into the Charter review (4.2 above).
- Large (hybrid) November event to bring together senior leaders, Charter signatories and the wider IP Inclusive community.
 - Will likely focus on the business case for the IP Inclusive Charter commitments and for EDI more generally.
- Number of Senior Leaders' Pledge signatories at end of 2Q 2026: 107 (of which 4 signed the in-house version launched in 2025).

10.3 External publications & events

10.3.1 Founding organisations

- May: met with representatives of CITMA, the IP Federation, the IPO and IPReg as part of the Charter review.
 - FICPI-UK also invited to take part in these consultations but no meeting date set yet; CIPA were scheduled to attend the meeting with CITMA and the IP Federation but had to cancel last-minute.
- Anne Burgato contributed IP Inclusive updates for the April, May and June issues of the *CIPA Journal*.
- Jo Reeves-Smith from the Business Support Professionals working group (5.8.1 above) contributed an article about its activities for the May *CIPA Journal*.
- The IP Federation donated towards maintenance of the Careers in Ideas Mentoring Hub for the six-month period from May 2026 (3.3 above).
- Joint event between IP Ability and CIPA scheduled for July (5.3 above).
- IP Inclusive has been invited to speak at the pre-CIPA Congress drinks reception in September.

10.3.2 Other

- April: met with IPReg's new Chief Executive, Jay Parmar; subsequently introduced him to my contacts at the IP Federation and FICPI-UK, as he sought to get to know his new stakeholders.
 - He attended – and seemed impressed by – our annual meeting.
- May: quarterly meeting with Erich Hou-Richards, the IPO representative for IP Inclusive liaison (also a member of our Advisory Board).
 - IPO currently assisting with *Summer of IP* (3.2 above) and the Men in IP network (5.8.2 above).
 - Their Head of Employee Experience Nicola Smith also taking part in a Women in IP webinar on the gender pay gap (5.7.2 above).
- See also:
 - Mental wellbeing-related activities with Jonathan's Voice and LawCare (7 above).
 - Work with IPReg on its Education Review and on improving access to the patent and trade mark professions (10.4 below).
 - Work with social mobility and outreach charities, through Careers in Ideas (3 above).

10.4 Lobbying & influence

- Continued to provide input into EDI-related aspects of IPReg’s Education Review, to introduce the review team to relevant parts of the IP Inclusive community, and to be involved with the associated Expert Advisory Group.
 - The review is relevant to accessibility and inclusivity in the recruitment, training and development of patent and trade mark attorneys.
 - IP Futures committee members in particular have provided input on issues affecting trainees and early career attorneys.
- Also had discussions with their Chief Executive regarding collaborations on outreach activities and improving access to the patent and trade mark professions.

11 Notes

Statistics such as numbers of EDI Charter signatories, mailing list subscribers, social media followers and event registrations were recorded on 1 July 2026.

Andrea Brewster
IP Inclusive Lead Executive Officer
14 July 2026