

IP Inclusive

Following a proposal from Andrea Brewster in early 2015, IP Inclusive was officially launched at the end of November 2015 with the support of the Founding Organisations - CIPA, CITMA, IP Federation and FICPI-UK - and of the UK IPO, and 12 Charter signatories. Now IP Inclusive stands at 125 Charter signatories coming from all areas of the IP world, who thereby make a public commitment to the IP Inclusive principles of equality, diversity and inclusion.

IP Inclusive has recently won the 2018 memcom membership excellence award for "Best Equality or Diversity Campaign" to add to the 2017 Managing IP award for Corporate Social Responsibility and to the OBE awarded to Andrea Brewster from last year. The memcom judges were looking for "evidence of a clear strategy / defined target audience" and "a practical and uncompromising campaign delivering lasting impact". We very much hope the latter will be fulfilled.

One of IP Inclusive's initiatives for the future is Careers in Ideas. On 10 April 2018 the Careers in Ideas outreach initiative was launched at an event showcasing its website and careers resources to an audience of education and career professionals, and university representatives as well as members of the IP profession. The outreach targets school and university students, their advisers and other relevant organisations, to raise awareness of IP-related careers and widen the pool from which we recruit, be it for attorneys, examiners or support staff. It supports the IP Inclusive aims of improving access to the intellectual property professions, regardless of age; gender; sexual orientation; disability; social, economic, or cultural background; race; religion and belief. It is an initiative which IP Federation wholeheartedly supports and IP Federation has contributed funds for the establishment of the website and for exhibition banners.

IP Inclusive has established a number of networks since its start: Women in IP, IP Out and IP & ME. Each of the networks holds events during the year, some training, some social, which are generally well supported. On 26 February 2018, the newest support network, IP & ME (for BAME professionals and their allies) held its first major event: celebrating the start of

the Chinese New Year.

IP Inclusive aims during 2018 to establish



The IP Inclusive year now includes projects to support Mental Health Awareness Week in the first half of the year (14 to 20 May for 2018) and a proposed IP Inclusive Week in the second half (12 to 18 November for 2018), which we aim to be annual events. In the past year, IP Inclusive has also lobbied on D&I-related issues which impact on the IP professions, through submissions to IPReg (September 2017) about remotely-accessed CPD, and to EPO in respect of the language used in the proposed amendments to the Rules of Procedure of the Boards of Appeal (April 2018).

A full list of the numerous trainings, webcasts, events etc. organised by IP Inclusive during 2017 can be found on the IP Inclusive website:

 $\underline{\text{http://www.ipinclusive.org.uk/uploads/2/5/2/6/25268365/180109_ip_inclusive_annual_report_2017.pdf}$

The website also carries resources for Charter signatories (e.g. toolkits on unconscious bias and the business case for diversity; template EDI policy) and a blog regularly updated with reports and comment (including guest posts) on D&I issues.

All of this requires organisation and planning. IP Inclusive Management (IPIM) is a small unincorporated association established in 2017 to oversee activities carried on under the IP Inclusive banner, including their financial and legal aspects. The IP Federation is a member of IPIM, and is represented at its monthly meetings by the association's Secretary, Carol Arnold. All of the work put into IP Inclusive is carried out on a voluntary basis by its dedicated supporters (for which we are all very thankful). For the future, IPIM will need to contemplate how IP Inclusive should move forward, what it should look like in the coming years and whether paid position(s) are necessary for what is now becoming a large and very active organisation.

Carol Arnold, 6 July 2018