



## IP Inclusive

Throughout the 2018/2019 period, IP Inclusive has gone from strength to strength, with increased awareness and recognition across the IP Professions, the establishment of a number of new Communities and the introduction of regional networks.

The IP Federation is a member of IP Inclusive Management (IPIM), the governing body that oversees everything done under the IP Inclusive banner, with Carol Arnold from the IP Federation in the role of Secretary. In January 2019 Richard Goddard, President of CITMA, became Chairman of IPIM.

Through 2019, there has been significant growth in activities, with numerous events - in London and across the regions, and as a consequence there has been an increase in the IP Inclusive profile across all IP jobs and professions.

Joining the existing communities, Women in IP, IP Out and IP and ME, two new networking and support communities have been launched - IP Ability and IP Futures.



IP Ability is the IP Inclusive community for disabled people, carers and allies working within the IP professions. It aims to provide a supportive and informative network focussing on the issues relating to disability and long-term health conditions of all kinds, whether mental or physical, visible or invisible, permanent or temporary, sudden onset or progressive. This new community is developing a series of initiatives which will be launched throughout 2020.

IP Futures, launched on 12 September 2019, is a community for early career stage IP professionals. It aims to offer networking and support to not yet fully qualified and up to three-years-qualified IP professionals, including paralegals and secretaries, searchers, IP managers, IP Solicitors, Barristers and Patent and Trade Mark Attorneys. In their launch event they discussed social mobility and inclusivity.

Several regional networks have also been launched through the year and more are being established, including in the North of England and South West and Midlands. These networks are running their own events, meaning that events are not all London-centric. This is particularly important for the IP Federation, since a significant number of our members are based outside London.

Initiatives this year have been focussed on Mental Health - IP Inclusive joined with Jonathan's Voice, the charity set up after the sad death of a CIPA Member, to provide support to IP professionals suffering from mental health issues and guidance and support for their colleagues and employers to guide them on how best to support those who might otherwise continue to suffer in silence.

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IP Inclusive has just launched a new Diversity and Inclusion survey - we expect the results will make interesting reading and provide guidance on our direction for the future.

IP Inclusive week is becoming an established event in the IP calendar. In 2018, the IP Federation celebrated by hosting a discussion on the issues relating to in-house environment. In 2019 we focussed on Social Mobility - discussing with Andrea Brewster OBE the different Social Mobility Charities and how we could work with one or more of them to foster social mobility throughout the professions. Historically, in-house departments have offered different routes to entry into IP, and a number of our members' departments include employees who do not have the usual qualifications and experience often demanded by private practice. It is for this reason that the IP Federation is ideally placed to make a difference in Social Mobility in the IP Professions in 2020.

In the background to all this activity, there have been various changes in the management structure of IP Inclusive, as is totally appropriate for such a dynamic and fast-growing organisation.

In July 2019, IPIM introduced a new position of Lead Executive Officer (LEO) to manage the next stage of the initiative's development. It has appointed Andrea Brewster OBE to the role, whose background in establishing IP Inclusive leaves her well placed to lead the next stage of the initiative's evolution. The aim is that during this next stage the governance structure will be reviewed, allowing the role, and the organisation, to evolve as necessary to suit the IP Inclusive of the future.

The LEO will lead IP Inclusive's activities and day-to-day operations, co-ordinating and supporting the work of its volunteers in pursuit of the initiative's objectives. In addition, the LEO will explore options for future development, including potential new structures and funding mechanisms, and assist IPIM in putting appropriate plans in place.

This new arrangement is designed to facilitate and support IP Inclusive's growth, whilst safeguarding the goodwill and confidence of its stakeholders. IPIM will continue to be responsible for IP Inclusive's governance and legal obligations, for ensuring that its activities align with its objectives, and for overseeing the work of the LEO. IPIM and the LEO will work closely together to agree IP Inclusive's strategic aims, in consultation with volunteers, sponsors and other key stakeholders.

In a new Governance Memorandum drafted alongside the LEO job specification, IPIM recognises that IP Inclusive is an organisation in transition. The LEO position ensures that IP Inclusive continues to have the leadership needed for the organisation to thrive and allows IPIM to step back from direct involvement in the operational planning and delivery of its activities.

The IP Federation continues to be heavily involved in the direction of IP Inclusive, ensuring that the views of in-house counsel and the requirements of in-house IP professionals are represented in their activities.

Carol Arnold, who has served as the IP Federation representative of IPIM since formation, will retire from these responsibilities with effect from the end of 2019, with Julie Dunnnett replacing her in 2020. IPIM will appoint a new secretary to replace Carol. Many thanks to Carol for her hard work and commitment over this crucial period of launch and establishment of this important initiative.

Julie Dunnnett, 14 November 2019