



**IP INCLUSIVE**

Working for diversity and inclusion in IP

# Minutes of IP Inclusive Management Meeting 11 July 2018

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Time: 11.00 – 14:00

Location: Newton Room, CIPA  
Halton House, 2<sup>nd</sup> Floor, 20-23 Holborn, London EC1N 2JD

Chair: Carol Arnold

Minutes: Liz Dawson

Present: Lee Davies, Keven Bader, Andrea Brewster, Stephen Jones (CIPA President),  
Richard Goddard, Ben Buchanan.

## 1. Apologies

Apologies were received from Michael Silverleaf.

Thanks were received from Stephen Jones for being allowed to attend as the CIPA representative.

## 2. What is next for IP Inclusive – a reflective from all and with input from the founder organisations:

Carol read the statement of intent from the constitution and asked for views on where IP Inclusive has got to. Generally everyone felt very positive about what has been achieved so far, although we have no metrics to gauge this. The anti-ageism was particularly noted and has been the expressed concern of some individual members of the IP Federation. Stephen mentioned that we might also address those with learning difficulties and it was noted that some organisations including the IPO and BP have measures in place to recruit and support high functioning individuals – Richard mentioned that BP has a scheme for encouraging individuals with high functioning autism.

The IP Federation has commented favourably on the contribution of IP Inclusive to training in D&I, since a lot of what they might otherwise have is too generic and not necessarily suitable for the IP community.

IP inclusive now feels part of the establishment, it will be expected to continue and needs to do so.

It may not have penetrated smaller firms sufficiently yet.

There are a few negative voices from the professions, including those who feel threatened by the possibility of positive discrimination and some who feel that it is wrong to have networks for particular minority groups, especially since those not in such groups may feel left out.

There is a misapprehension among some that IP Inclusive is only for attorneys, and going forward it needs to reach out to e.g. administrators, partly by asking firms to free them as well as attorneys to come to events.

Some firms rely on their support of IP Inclusive as fulfilling their need to show commitment to D&I.

The general feeling is that IP Inclusive has come a long way and achieved a lot but still has a lot of work to do, and a stage where it no longer has a role to play is not in the foreseeable future.

Other areas discussed included:

- the need for IP Inclusive to be seen as clearly independent and not e.g. a branch of CIPA
- the possibility of focussing on areas where value can be added over and above generic offerings
- the role of IP Inclusive to challenge its members (including the management organisations) to live up to their commitments and sanction them by removing them from the list of signatories.

3. **What manpower/support should be required for those futures? What time is Andrea currently putting in? Is Andrea Goldilocks? (doing too much, too little, or just the right amount?)**
4. **What position should Andrea hold: CEO; Secretary; Consultant; other; and with what (if any) remuneration: salary or hourly rate?**
5. **How to fund?**
6. **CIPA representation to release Andrea from her current conflict.**

Andrea explained that she is not able to commit any more unpaid hours to IP Inclusive. IP Inclusive cannot stand still. There have been offers of help from various quarters that Andrea has not been able to follow up, and if this continues the offers will not keep coming and IP Inclusive is in danger of shrivelling to nothing. Andrea is also concerned that IP Inclusive relies too much on her which is not healthy for the organisation for various reasons including continuity and transparency. She is also concerned that her role has no end date in contrast for example to the CIPA and CITMA presidential roles.

Andrea confirmed that she would be willing to commit more hours to IP Inclusive if paid.

She left the meeting while the others considered this further.

All expressed their high regard for Andrea and the work she has been doing and the desire to support her in continuing this. There were concerns that a salaried role with no end date might not be acceptable to the organisations that make up the management committee and therefore other possibilities were discussed.

After a lengthy and wide ranging discussion which also considered the long term future of IP Inclusive, Lee proposed that Andrea's role could be defined as a project to transform IP Inclusive into an organisation with a sustainable future. This may for example involve transforming IP Inclusive from a voluntary organisation into something else. The project could have a defined timescale, e.g. two years, with set milestones, following which there may be a defined paid role for which Andrea and others would be eligible. After more discussion all were in favour of this but noted that the scoping of the project would take some time and would not therefore solve the immediate problem of Andrea doing more unpaid work than she is prepared to do. It was agreed that the project would not be on such a scale that it would need to be put out to tender, and therefore Andrea could be paid to do the work of scoping the project, with input from the rest of the management committee. Lee and Stephen confirmed that CIPA would be able to fund this initial scoping work.

Andrea returned to the room and the idea was put to her. Initially she was concerned that the project might be overly concerned with formal structure and lose sight of the D&I work which she most enjoys. However after further discussion she agreed that this might be a way forward, subject to discussion of the amount of remuneration.

It was agreed that Stephen would become the CIPA representative on the IP Inclusive management committee in the short term to replace Andrea and avoid her being conflicted.

- 7. Normal business item: IP Inclusive Week, also input from organisations requested here.**  
This was shelved until the next meeting.
- 8. Next meeting: 19 July 2018 11.00 to 11.30 by telecon/Webex.**