

# *IP Inclusive*



**IPINCLUSIVE**

Working for diversity and inclusion in IP

*IP Inclusive* is an initiative set up by CIPA, ITMA, FICPI-UK, the IP Federation and the UK Intellectual Property Office, devoted to promoting equality, diversity and inclusivity throughout the IP professions.

It has established an Equality, Diversity and Inclusivity (EDI) Charter (<http://www.ipinclusive.org.uk/charter.html>), which it encourages professionals and their organisations to sign so as to demonstrate their awareness of and support for the diversity agenda. Current signatories include patent and trade mark attorney practices; law firms; barristers' chambers; membership bodies such as CIPA and ITMA; and other professionals involved in IP, for example IP recruitment specialists, database providers and journalists.

The Charter requires six commitments:

- appointment of an EDI Officer;
- adoption of an organisational EDI policy;
- promoting openness, transparency and equality in recruitment and career progression processes;
- acknowledging and tackling unconscious bias;
- internally monitoring and reporting progress, in a manner appropriate for the size and nature of the organisation; and
- sharing best practices with others in the community.

*IP Inclusive* provides access to information and resources on diversity-related issues. It organises events and training activities. It is also building support networks for both women in IP and, through its subsidiary arm *IP Out*, the LGBTQI+ community and straight allies. Other support groups are planned, dependent on levels of interest.

Involvement in *IP Inclusive* is open to all professionals working in intellectual property, including patent attorneys; trade mark attorneys; IP barristers and solicitors; staff within IP registering offices; IP administrators, secretaries and paralegals; IP managers; and information scientists, searchers, translators and any other professionals working in IP or with other IP professionals. You can get in touch via the website, [www.ipinclusive.org.ok](http://www.ipinclusive.org.ok); Twitter® (@IPInclusive) or the *IP Inclusive* LinkedIn® discussion group. The website also allows you to sign up to the Charter, and carries occasional diversity-related blog posts.

IPReg encourages regulated patent and trade mark attorneys to engage with this project and to sign up to the *IP Inclusive* Charter.