



IPINCLUSIVE

Working for diversity and inclusion in IP

IP Inclusive and the gender gap

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About IP Inclusive

- A group of UK-based IP professionals, working together for a common cause:
- ...to improve equality, diversity, inclusion and wellbeing in their sector
- Set up *by* IP professionals, *for* IP professionals
- Powered largely by volunteers
- Open to anyone who works in IP
 - Regardless of role, seniority or career background



1. The problems IP Inclusive is trying to address, within the broader umbrella of “Bridging the gender gap in IP”
2. Which solutions IP Inclusive is putting in place to address those issues



The problems (i)

- There isn't yet a level playing field:
 - We don't have 50% women, particularly in patents
 - Women are less well represented at senior levels
 - Working arrangements are not always ideal for women



The problems (ii)

- Some men don't think there *is* a problem
- Women think it's *their* job to solve it
- We're hampered by biases, stereotypes and assumptions
- People are bored and/or scared of “feminism”



Our solutions: a broader approach

- Yes, we have a “Women in IP” group
- But:
 - We cover *all* aspects of diversity
 - We focus more on inclusivity than diversity
 - We’re open to allies



Why?

- More people! 😊
- Less risk of being sidelined; better chance of being heard
- Helps us address “intersectionality”
 - People from different minority groups can support one another
 - Many people’s identities are a mixture of minority group and ally



Why?

- The focus on inclusivity means *everyone* can get involved
 - We encourage acceptance of everyone, whatever group(s) they belong to
 - We try to celebrate differences, not overcome them
- Allies are vital to help us recognise, articulate and solve the problems
 - We're more powerful working with them than excluding them



Some examples

- Parenting provisions
- Gender neutral language
- The drive to make women better at things
 - (eg networking, public speaking, selling themselves, negotiating)



Some things IP
Inclusive does
(that help women)



IP Inclusive's Women in IP

- A networking and support “community”
- Around 1,000 members
 - From in-house and private sector
 - From all IP backgrounds and roles
- <https://ipinclusive.org.uk/community/women-in-ip/>



IP Inclusive's Women in IP

- Open to all genders
- Exists to address issues that affect *people who identify as women*
 - Including trans and non-binary people
- Male allies can be part of the solutions to those issues



What **Women in IP** do

- A safe space
- Sharing ideas and experiences
- Events
 - Some training, some social, all highly popular
- Resources
- Support
 - Eg a proposed mentoring scheme
- Lobbying



What **Women in IP** do

- Work with our other five communities
 - To understand and support one another
 - (eg joint events, resources for allies)



Our Senior Leaders' Pledge

- Complements our EDI Charter
- For individual leaders and managers
- A personal commitment to champion diversity and inclusion
- A great way to bring male allies on board
- <https://ipinclusive.org.uk/the-ip-inclusive-senior-leaders-pledge/>





The benefits for women

- Developing networks
 - Professional and personal
- Role modelling; mutual support
- Starting up new conversations
 - Including with allies
 - And with other minority groups
 - Some on difficult topics
- A strong sense of community, ownership and engagement
 - (...and not just for straight, white, non-disabled women)

To summarise...

We're tackling the gender gap at IP Inclusive:

by focussing less on the **symptoms**

(low numbers, pay gaps, barriers to progression, etc)

and more on the underlying **causes**

(lack of inclusivity, bias, insufficient allies)

Because the issues that women face have a much wider context



How to find out more



- www.ipinclusive.org.uk
- www.ipinclusive.org.uk/community/women-in-ip/
- contactipinclusive@gmail.com
- @IPInclusive
- @WomeninIPI
- LinkedIn



Thank you for
listening!

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