

# Timeline of IPIC's Accomplishments In Equity, Diversity, and Inclusion (EDI)

**This timeline showcases IPIC's dedicated efforts and initiatives in advancing Equity, Diversity, and Inclusion within the intellectual property sector.**

## **January 2021: Introduction of 2021-2023 Strategic Plan**

IPIC announces its strategic plan with Equity, Diversity, and Inclusion as a key goal area.

## **March 2021: Launch of EDI Project**

IPIC secures funding from Women and Gender Equality (WAGE) to launch the EDI project - "Building Back Through Innovation & Increasing Diversity in Canada's IP Sector."

## **April 2021: Recognition of Funding from WAGE**

IPIC acknowledges receiving funding from Women and Gender Equality Canada under the Feminist Response and Recovery Fund.

## **May 2021: Identification of EDI as a Key Goal**

IPIC gathers its members, essential stakeholders, and partners for a roundtable discussion with the aim of facilitating the adoption of EDI best practices within the IP profession and industry.

## **July 2021: Launch of EDI Survey**

IPIC conducts an EDI Survey on Diversity Demographic and Inclusion, providing a baseline understanding of its membership's makeup.

## **September 2021: Creation of Programming for Underrepresented Groups**

IPIC creates programming to advance IP awareness and Careers in IP, with a focus on diversifying its membership.

## **October 2021: Indigenous IP Initiatives**

Acknowledgment of National Indigenous History Month and National Indigenous Peoples Day.

IPIC's Indigenous IP Committee raises awareness of issues such as the protection of Indigenous knowledge and Cultural Expressions.

## **November 2021: Mental Health Awareness Initiatives**

IPIC offers a complimentary webinar for Mental Health Awareness Month.

## **January 2022: EDI Webinar Series**

IPIC conducts a series of EDI-related webinars, addressing topics such as Microaggressions, Mentoring, and Workplace Culture.

## **May 2022: EDI Roundtable 2022: Collaborative Discussions with Stakeholders**

IPIC organized a roundtable on EDI, bringing together government stakeholders, IP associations, and other participants to engage in discussions and collaborative efforts regarding EDI issues, strategic planning objectives, programming, and involvement with equity-seeking groups.

#### **June 2022: Mentorship Program Impact**

IPIC's Mentorship Program pairs experienced professionals with individuals from equity deserving groups, contributing to career progression.

#### **July 2022:**

IPIC members attended a Listening Session offering a safe space to discuss various EDI-related topics. Facilitated by EDI experts with lived experiences, the session was respectful, inclusive, and confidential.

#### **September 2022: Blueprint for Inclusion & Action Plan**

IPIC unveils the "Blueprint for Inclusion," featuring an Equity, Diversity, & Inclusion Action Plan alongside complementary initiatives.

#### **October 2022 & 2023: Participation in Career Fairs**

IPIC participates and speaks at Queens University & RXN career fairs, engaging with over 200 students on the importance of IP.

#### **March 2023: Collaboration with Junior Achievement (JA) Manitoba**

IPIC participates in a Junior Achievement (JA) Manitoba IP awareness session, discussing the value of IP to entrepreneurs and Careers in IP to students.

#### **April 2023: IPIC Participates in Career Fairs and Hosts Focus Group**

IPIC attends a Pathways to Education Career Fair in Spryfield, Halifax to support young people with career exploration and career readiness as well as engage with Pathways Alumni.

IPIC actively engages in the Soaring Indigenous Youth Empowerment Gathering, a crucial event for Indigenous high school students seeking insights into career and post-secondary education opportunities.

IPIC hosted a focus group using the firm that conducted the 2022 survey on its behalf. The focus group provided members interested with an opportunity to learn more about the EDI survey results.

#### **May 2023: PTIEF Partnership with Indspire**

IPIC's Charitable Foundation, PTIEF, partners with Indspire to provide financial support to Indigenous students pursuing education in IP.

#### **October 2023: Establishment of IPIC EDI Committee**

The creation of the IPIC EDI Committee reinforces the organization's dedication to promoting a more diverse and inclusive landscape in the field of intellectual property.

#### **November 2023: Achieving Excellence**

IPIC received CSAE Association Centre of Excellence Awards / Excellence in Equity, Diversity & Inclusion.

IPIC received runners up Charity Village Awards for Best Non-profit Employer category in EDI.

#### **December 2023: Compensation Survey and Report**

IPIC conducts a Compensation survey and produces the Benefits & Compensation Report, highlighting gender disparities and key drivers of compensation.

#### **January-February 2024: AIPLA DEIA Colloquium**

IPIC is invited to present and be a moderator at the American Intellectual Property Law Association (AIPLA) DEIA Colloquium, contributing to discussions on incentivizing innovation, entrepreneurship, and creativity through diversity, equity, inclusion, and accessibility.