



FÉDÉRATION INTERNATIONALE DES CONSEILS
EN PROPRIÉTÉ INTELLECTUELLE

INTERNATIONAL FEDERATION OF
INTELLECTUAL PROPERTY ATTORNEYS

INTERNATIONALE FÖDERATION
VON PATENTANWÄLTEN

Resolution of the Executive Committee 15 December 2021

“Diversity, Equality and Inclusion”

FICPI, the International Federation of Intellectual Property Attorneys, broadly representative of the free profession throughout the world, assembled electronically for a meeting of its Executive Committee held on 15 December 2021, passed the following resolution:

RECOGNISING that with more than 5500 members in over 80 countries and regions, FICPI’s membership represents diverse backgrounds,

UNDERSTANDING that:

Diversity is the representation of different kinds of people in an organization – this includes, but is not limited to, representation across gender, race, nationality, age, sexual orientation, cultural background and physical and mental attributes.

Equity is the process of ensuring that processes and programs are impartial, fair and provide equal possible outcomes for every individual.

Inclusion means instilling a sense of belonging to the organization by ensuring that every person has an opportunity to contribute at any level and feels safe in doing so.

OBSERVING that FICPI’s structure and organisation in principle affords numerous opportunities for input and leadership by members with a diverse range of qualifications and the FICPI leadership has always strived to follow these principles,

PROPOSING HOWEVER that FICPI should now formally embrace and promote its engagement in Diversity, Equity & Inclusion (DEI) for the benefit of the organisation and all of its members,

RESOLVES that FICPI should forthwith launch a project to study ways for FICPI to define and secure its engagement with DEI within its own organisation and promote DEI engagement amongst its membership at large and its members’ firms.