



Joint approaches to
diversity & inclusion
at the highest levels of the
IP ecosystem

- > IP Inclusive
- > WIPO
- > USPTO
- > EPO

Kilburn & Strode



Agenda

IP Inclusive Andrea Brewster	01
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USPTO Valencia Martin Wallace	03
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D&I in the IP ecosystem: IP Inclusive's role

Andrea Brewster OBE
Lead Executive Officer, IP Inclusive

6 December 2023

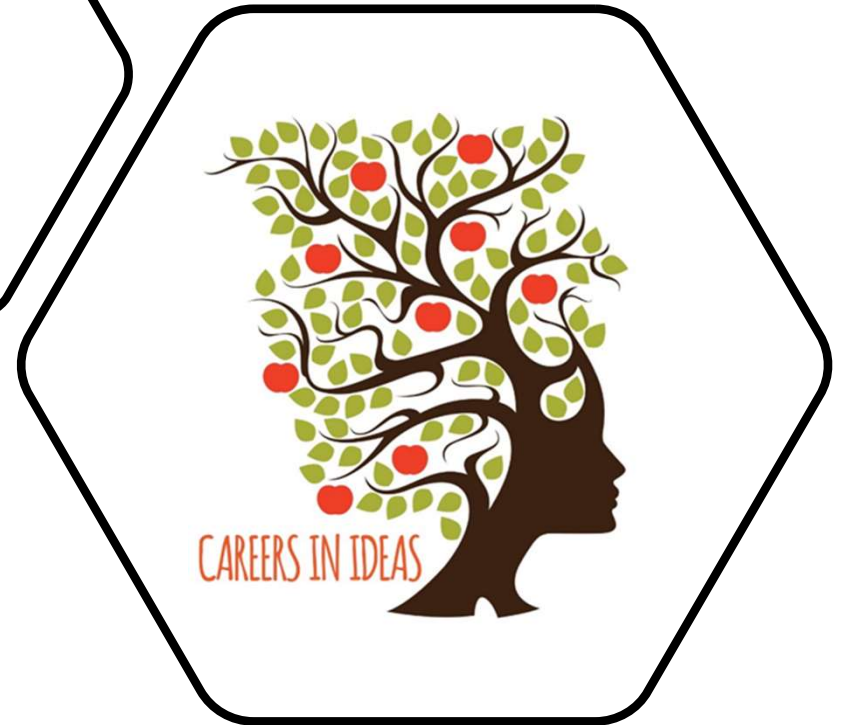
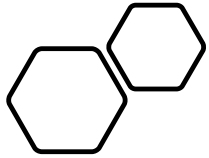
Working for diversity and inclusion in IP



What is IP Inclusive?

- A banner under which UK-based IP professionals work together for a common cause:
- ...to improve equality, diversity, inclusivity and wellbeing in their sector





Careers in Ideas

- Raising awareness of IP-related careers
- Improving access
- Diversifying the pool that the IP professions recruit from
 - *Summer of IP* campaign
 - Mentoring hub

What do we do?

- Improving understanding, tolerance and allyship within the UK's IP professions:
 - Training and awareness-raising events
 - Guidance and resources
 - Networking and support communities for under-represented groups and allies
 - Nurturing conversations
 - Encouraging, sharing and celebrating best practices, in particular through our EDI Charter and Senior Leaders' Pledge



Who is IP Inclusive?

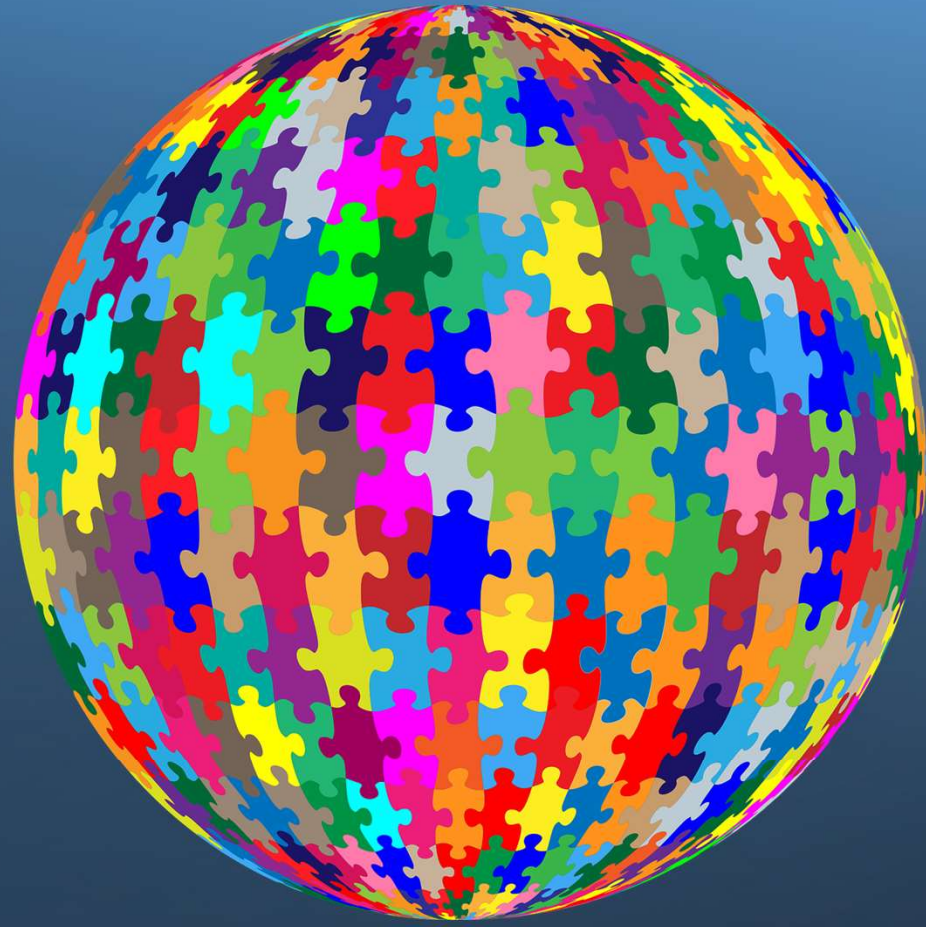
- All types of UK-based IP professionals, whatever their role or career level
 - eg patent and trade mark attorneys; IP solicitors and barristers; IPO staff; IP secretaries and paralegals; licensing and tech transfer executives; searchers; IP specialist recruiters; membership bodies; regulators; *any other professionals working in the UK's IP sector*



What's driving us?

- Ethics
- It makes us better at what we do
 - Supporting IP owners on their journey through the system
- It helps us bring more good people into the IP system
 - On both sides of the owner-adviser relationship





How to find out more



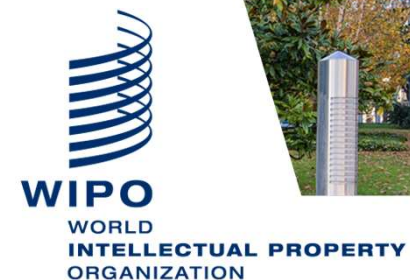
- <https://ipinclusive.org.uk/>
 - /events
 - /resources
 - /communities
 - /careers-in-ideas
 - /mental-health-and-wellbeing
 - /stay-in-touch/ (for our mailing list)
- <https://careersinideas.org.uk/>
- contact@ipinclusive.org.uk

Developing an IP Ecosystem Where Innovation and Creativity by Women Anywhere is Supported by IP, for the Good of Everyone

Lisa Jorgenson

Deputy Director General, Patents and
Technology Sector

WIPO Intellectual Property and Gender Champion



Gender Gap in Innovation



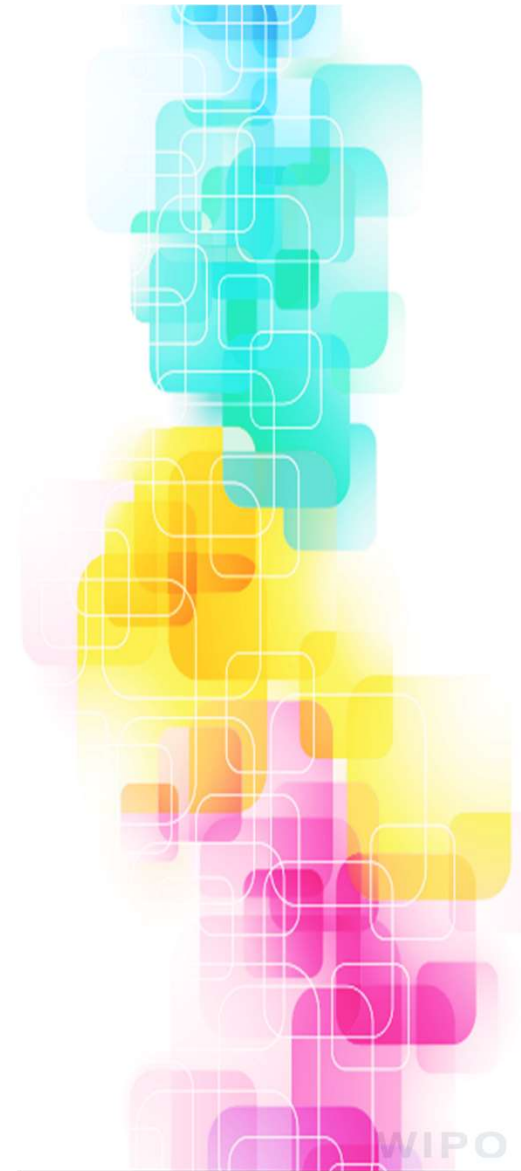
Women represent only about 16% of inventors named in PCT applications.



Addressing gender inequality can lead to a 35% increase in GDP.



How is WIPO bringing IP closer to women creators, innovators and entrepreneurs?



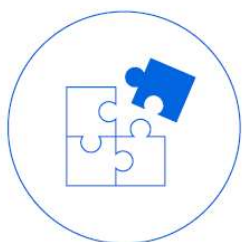
WIPO is Bringing IP Closer to Women Creators, Innovators, and Entrepreneurs

The IP and Gender Action Plan (IPGAP)

IPGAP initiatives and foundations

Initiative 1

Strategic advice for member states



IP and gender integration

Initiative 2

Data collection and analysis



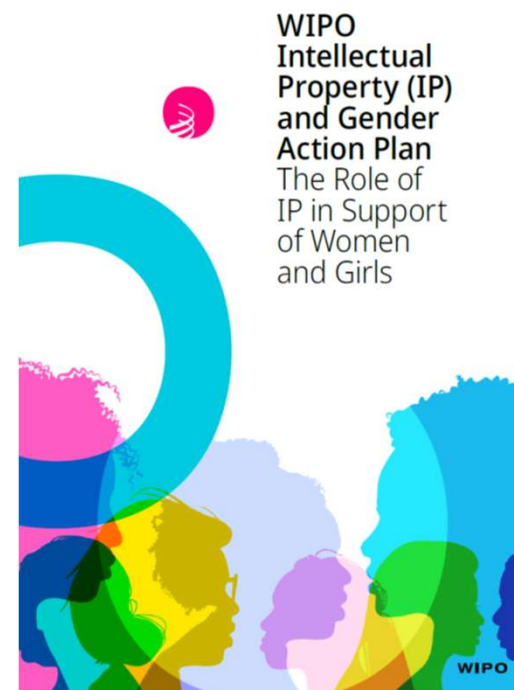
Identifying the scope and nature of the IP and gender gap

Initiative 3

Creating opportunities



Piloting projects, building capacity, networking



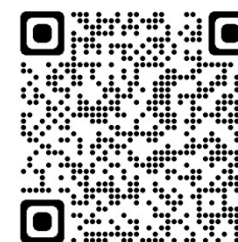
Collaboration (internal and external)

Working groups, partnerships and advisory board



Customer-oriented communications

Inspiring and educational web and social media presence



Thematic and Regional Activities

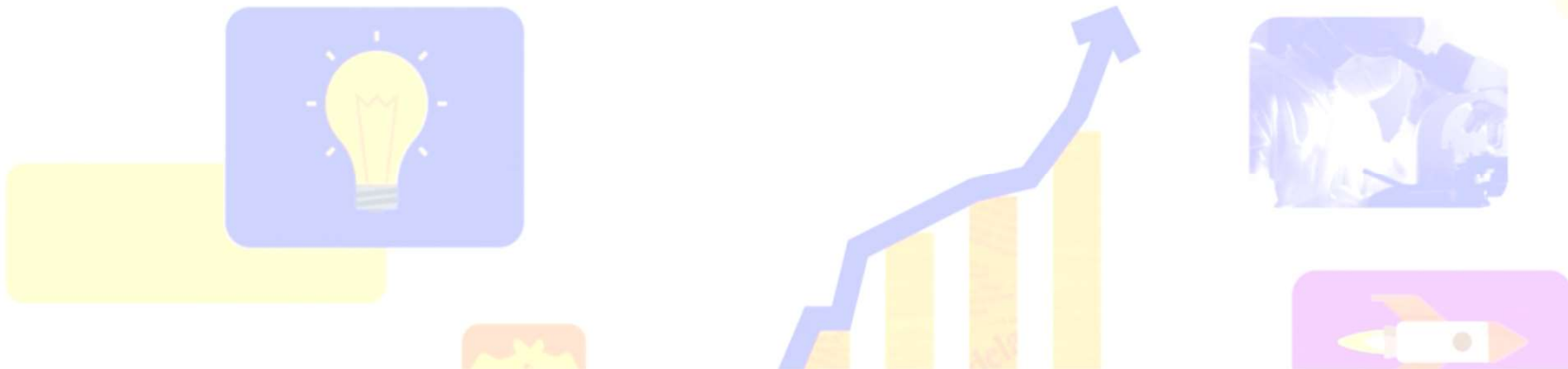


WIPO has delivered a wide range of IP and gender-focused activities reaching around the world, for example:

- ✓ Women in Science
- ✓ IP Management Training Project for the Women in STEM Careers Program in Latin America
- ✓ Mentoring and matchmaking for women entrepreneurs from indigenous and local communities
- ✓ Building knowledge and networks between IPOs to support gender mainstreaming efforts
- ✓ World IP Day 2023 – Women and IP: Accelerating innovation and creativity. 2024 SDGs.

The Way Forward

- Expanding customized impact-focused regional and sectoral projects for women entrepreneurs
- Expanding programs to support IPOs in their own gender mainstreaming efforts
- Launching new external partnerships to optimize IP knowledge and resources for women entrepreneurs
- Enhancing communications to most effectively engage with diverse audiences
- Further driving new research, analysis, and methodologies to explore the IP gender and diversity gap
- Introducing IP and gender considerations through an IP and Gender Integration Toolkit for member states



How We Can Work Together

- ✓ Share how you're improving diversity in your internal innovation work streams/teams
- ✓ Share the network of IP expertise within your membership as mentors or resources
- ✓ Be an ambassador for women and IP efforts → amplify
- ✓ Participate as pro bono or volunteer with clinics for women inventors and entrepreneurs



WIPO: Working for Women and IP

Thank you

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Photo credits:



A hand is shown at the bottom center, holding a large, glowing sphere. The sphere is composed of a complex network of white lines connecting numerous small, glowing blue and white nodes, creating a digital or molecular structure. The background is a dark blue gradient.

**DIVERSITY & INCLUSION WITH
THE IP OFFICES: A HOLISTIC
APPROACH**

Valencia Martin Wallace, Inclusive Innovation Administrator and Deputy Commissioner for Patents



December 6, 2023

Council for Inclusive Innovation (CI²)

- Innovation strategy to increase participation in our ecosystem by encouraging, empowering and supporting all future innovators; including increasing the involvement of women and other underrepresented groups.
 - First-time Filer Expedited Examination Pilot
 - Innovation Internship Program
 - Community Outreach Program
 - Cross-governmental Action Plans



Women Entrepreneurs (WE)

- A community-focused program that lifts women up and taps their potential to increase equity, job creation and economic prosperity through their ideas, insights and innovations



Women in Intellectual Property (IP)

- March 2023, hosted 1st global diversity, equity and inclusion summit- *Women's entrepreneurship symposium (WES)*
 - Initiative: support greater diversity, equity and inclusion in intellectual property offices (IPOs) and in the creative, innovative and entrepreneurial community for underrepresented groups and women
 - Outcome: Global Mentoring Pilot (GMP)
 - Designed to build strategic relationships, foster greater diversity and inclusion, create greater harmonization and help participants gain broader view of intellectual property offices and organizations worldwide
- *Next Event: Women in IP 3-day Symposium March 2024*

USPTO innovation & diversity, equity and inclusion (DEI) resources

- [Inventor and entrepreneur resources](#)
 - Learn about IP protection
 - Find resources and expert help
 - Learn how to apply for a patent or trademark
 - Learn how to avoid scams and protect your IP
- [Inclusive Innovation webpage](#)







Europäisches
Patentamt
European
Patent Office
Office européen
des brevets



EUROPEAN
PATENT
CONVENTION

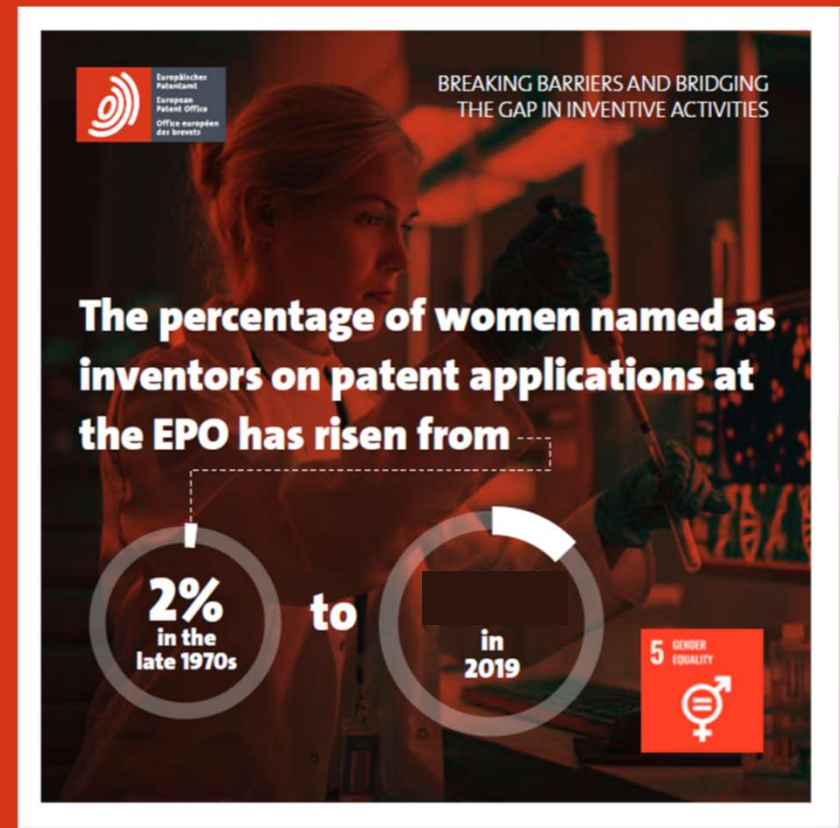
THE POWER OF INCLUSIVE IP

ROBERTA ROMANO-GÖTSCH | CHIEF SUSTAINABILITY OFFICER | 6 DECEMBER 2023

OUR VISION: A SAFER, SMARTER AND MORE SUSTAINABLE WORLD



THE GLASS CEILING



BREAKING BARRIERS, BRIDGING THE GAP IN INVENTIVE ACTIVITIES



BREAKING BARRIERS, BRIDGING THE GAP IN INVENTIVE ACTIVITIES

Europäisches
Patentamt
European
Patent Office
Office européen
des brevets

BREAKING BARRIERS AND BRIDGING
THE GAP IN INVENTIVE ACTIVITIES

Within the Chemistry sector,
the fields of **Biotechnology** and
Pharmaceuticals have **rates of**
over **women inventors.**



5 GENDER
EQUALITY

The infographic features a circular progress indicator with a white segment and a grey segment. To the left of the circle is a white leaf icon. To the right is a white padlock icon with a diagonal slash through it. Below the padlock icon is a red square containing the number '5', the text 'GENDER EQUALITY', and a white female symbol with an equals sign inside.

BREAKING BARRIERS, BRIDGING THE GAP IN INVENTIVE ACTIVITIES



WHO INSPIRES US?





KATALIN KARIKÓ (HU/US)

**Winner of the European
Inventor Award 2022
Lifetime Achievement Award**

Nobel prize winner 2023

Modified mRNA for life-saving
vaccines and therapies





CHRISTOFER TOUMAZOU (UK)

**Winner of the European Inventor
Award 2014
Research category**

A USB stick that decodes a patient's DNA within minutes, allows unravelling the complexities of the human genome



HUGH HERR (US)

Finalist of the European
Inventor Award 2016

Biomechatronic leg joints





FILIPA DE SOUSA ROCHA (PT)

Runner-up
Young Inventors Prize 2023

Accessible programming for
visually impaired children





HOW WE HELP



SOCIETAL IMPACT COMMITTED TO SHARING KNOWLEDGE



10 228 807 total visits



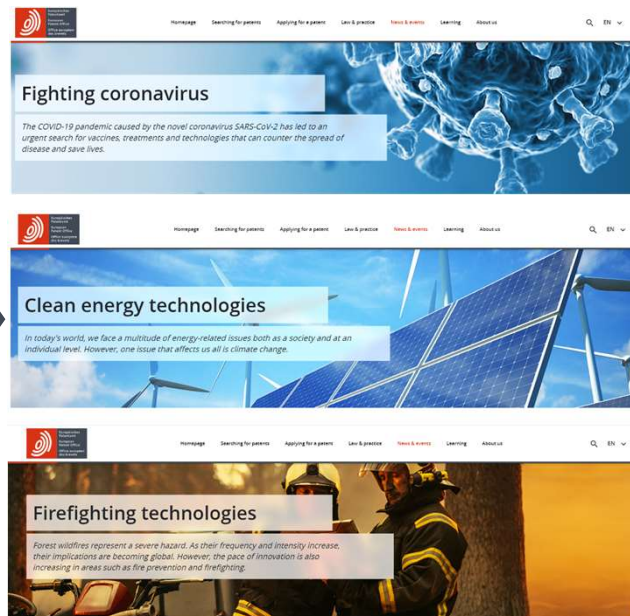
37 263 350 total visits



2131 courses and 2 230 hours

23 000 learners from 189 countries

SOCIETAL IMPACT COMMITTED TO SHARING KNOWLEDGE



SOCIETAL IMPACT

D&I@THE EPO: OTHER INITIATIVES

Societal Impact



5 GENDER EQUALITY



10 REDUCED INEQUALITIES



8 DECENT WORK AND ECONOMIC GROWTH



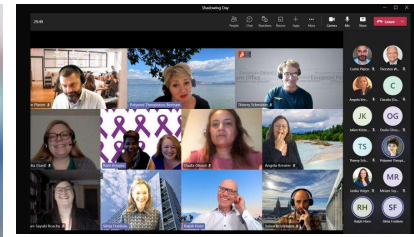
↑ gender equality

International Women's Day



↑ diversity in recruitment

Shadowing Day



↑ diversity among staff

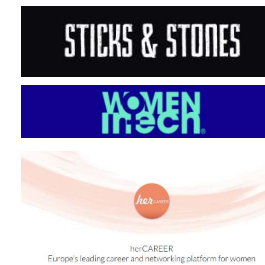
International Pride Days



Girls Day



Targeted job fairs



Other important days







Intellectual
Property
Office

Inclusion & Diversity in the UKIPO

Penny Phillpotts

IPO | Making life better through IP

Intellectual Property Office is an operating name of the Patent Office

Driven from the top

- Pillar in the Corporate Strategy- “Making the IPO a Brilliant Place to Work”
 - Civil Service Diversity & Inclusion Strategy
 - Civil Service Declaration on Government Reform
- New Inclusion & Diversity Strategy key focus on:
 - Creating a sense of belonging for our people
 - Improved Data (people and customer)
 - Accessibility- One of the most accessible employers and service providers in the UK
 - Improved representation throughout the whole IP Eco System

Tactical

- Evidence-based decision making- what's our data telling us?
 - People Survey
 - People Stats
 - Pay Gaps
- Outside of data- what are our people telling us?
 - Staff Networks
 - Ask the Board
- Staff led change
 - Empowering Women programme
 - Global Mentoring programme
 - Men's Support Mondays
 - Disability & Neurodiversity Toolkit
 - STEM Returner Programme
 - Schools and STEM outreach
- Improved links with IP Inclusive


Outcomes


- Increasing levels of diversity through recruitment
- Second Government Dept. to become a Carer Confident Level 3
- Bucking the trend for our Gender Pay Gap
- Improving engagement from under represented groups
- Diversity being driven throughout the IPO- not just a HR “thing”



Thank you

Contact us at:

 www.kilburnstrode.com

 London HQ | Hilversum | Rotterdam
Eindhoven | Munich
San Francisco Liaison Office



Kilburn & Strode