



From Progress to Potential to Piloting

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Where it all began....



Figure 1: Upward trend in women participation in international patenting

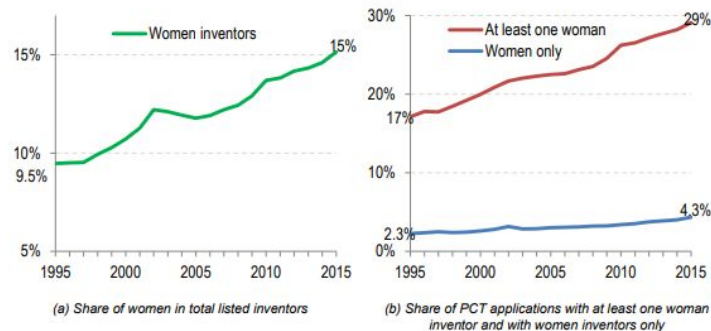
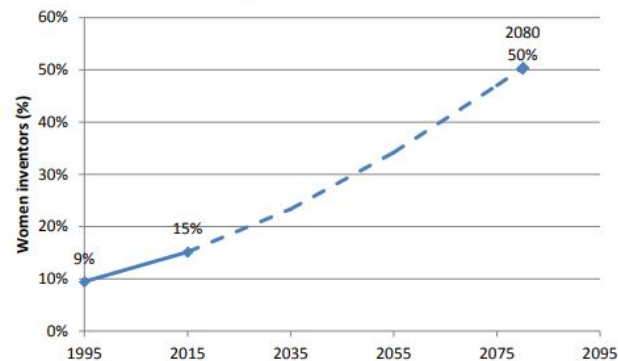


Figure 9: When will we achieve gender balance?



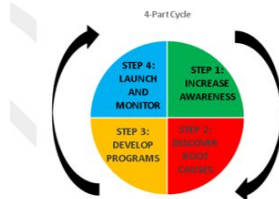
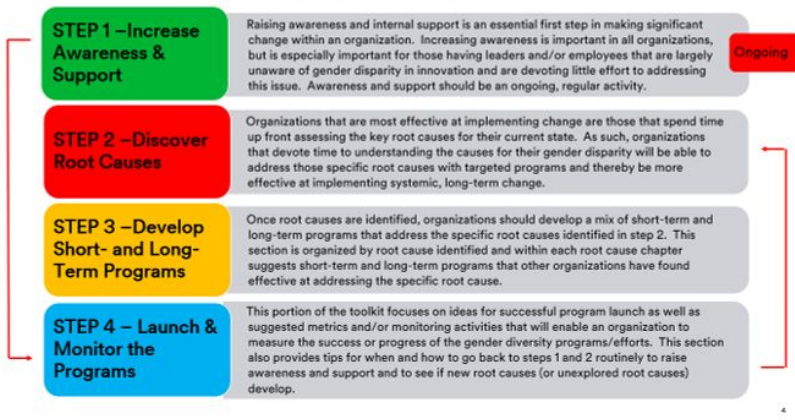
Available at: https://www.wipo.int/edocs/pubdocs/en/wipo_pub_econstat_wp_33.pdf

IPO was Spurred into Action



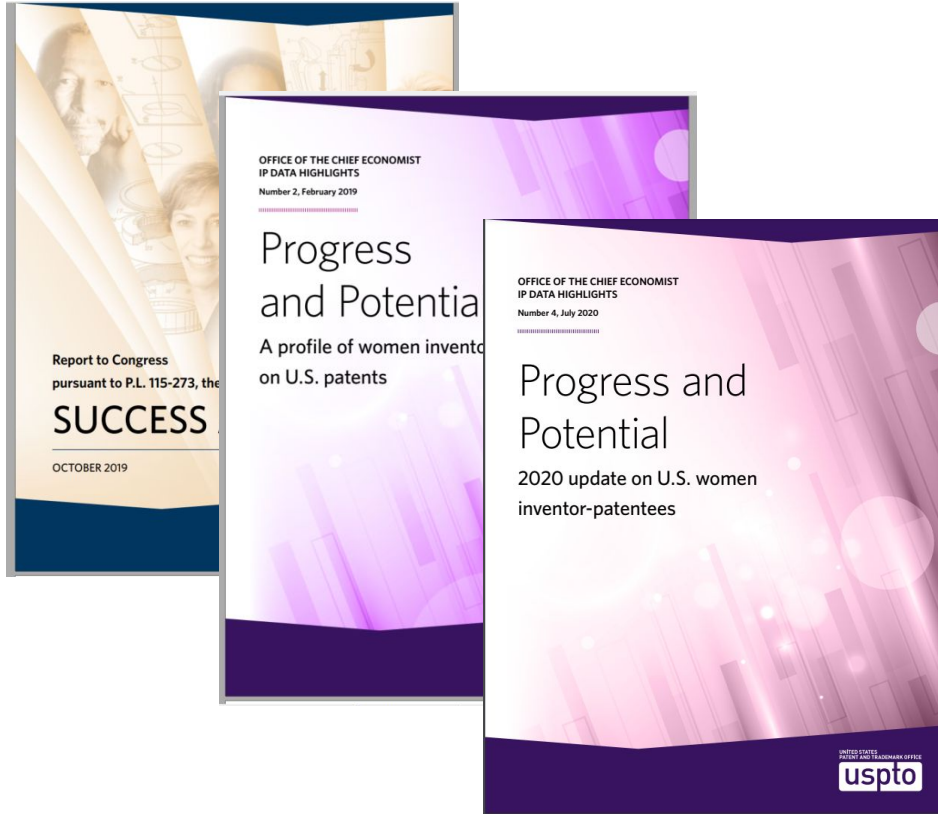
Gender Parity in Innovation 4-Part Cycle

Gender Parity in Innovation Process



Available at: <https://ipo.org/index.php/diversity-in-innovation-toolkit/>

2016- Now: Awareness & Action Explosion



WIPO
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Gender Equality and Intellectual Property

Men and women are equally creative and innovative. Yet, women remain under-represented in many areas.

WIPO is committed to promoting gender equality and women's empowerment both within the Organization and in the wider world of [intellectual property \(IP\)](#).

WIPO's Policy on Gender Equality [PDF](#), adopted in 2014, aims to provide a general framework for how the Organization aims to integrate a gender perspective in its policies and programs.

COMMITTEE on the JUDICIARY

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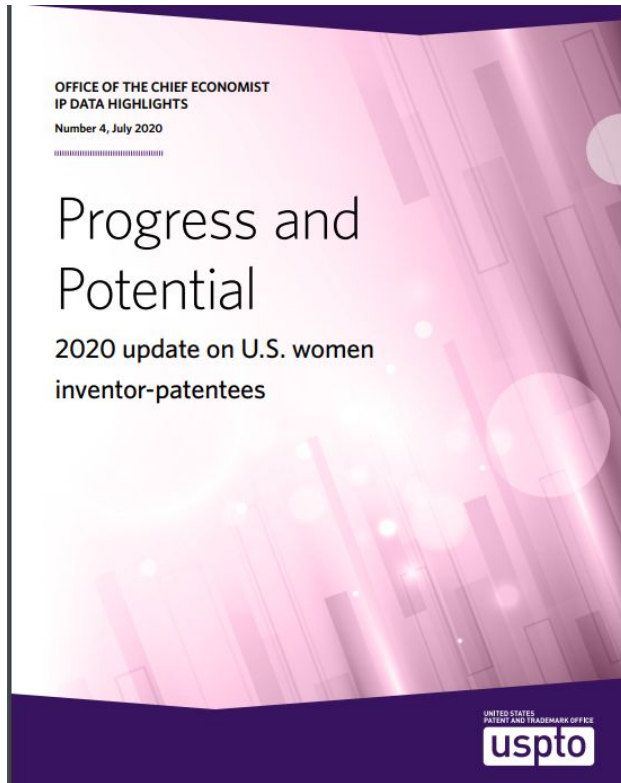
Trailblazers and Lost Einsteins: Women Inventors and the Future of American Innovation

SUBCOMMITTEE HEARING

Subcommittee on Intellectual Property

DATE: Wednesday, April 3, 2019
TIME: 02:45 PM
LOCATION: Dirksen Senate Office Building 226
PRESIDING: Chairman Tillis
STATUS: TIME CHANGE

Recent Recognition for 3M



“Among the leading patent filers, the 3M Company showed the largest improvement in the participation of women inventor-patentees: Their average increased from 15.2% over 2007- 2016 to 16.6% for 2007-2019”

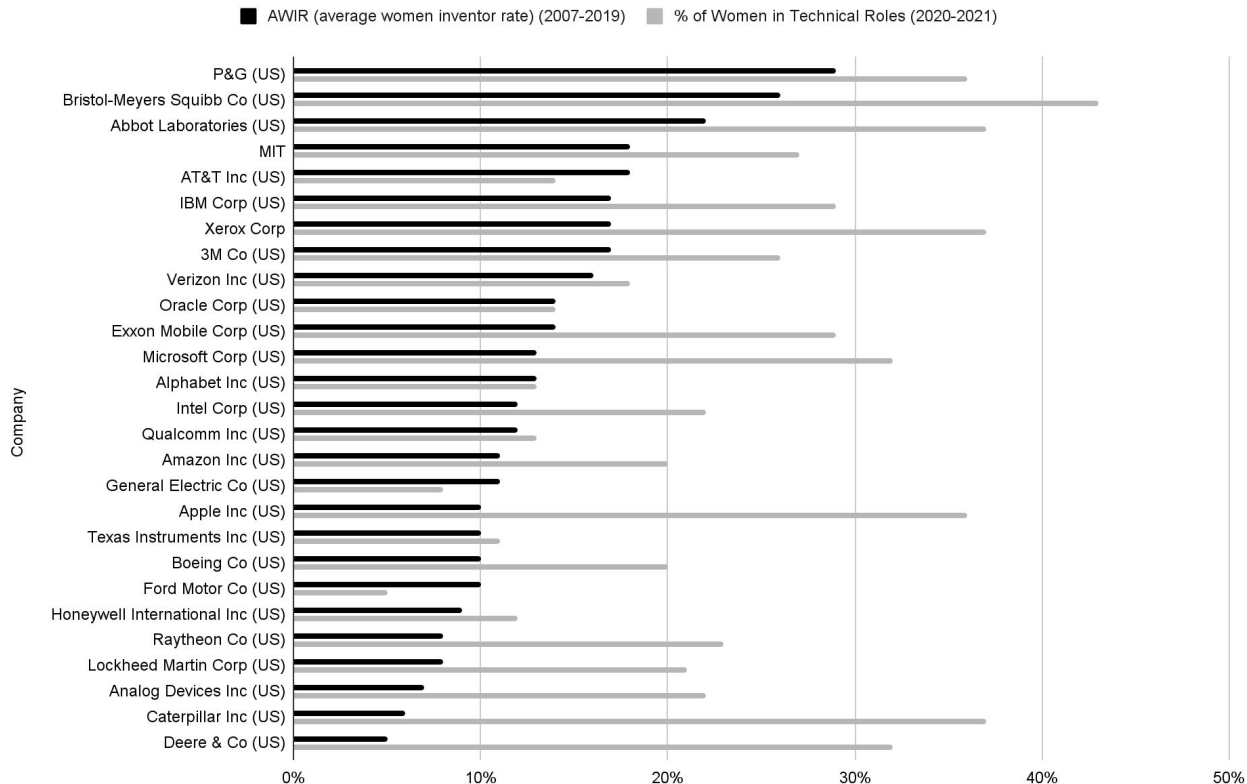
So Much More to be Done....
Excited to Discuss What's Next





The Gender Innovator- Inventor Gap

% of Women Inventors vs. % of Women in Technical Roles at Top Patent Filers



*C. Chien,
Redefining
Progress and the
Case for Diversity
in Innovation*

Diversity and Inclusion Study - In-House Invention Process

• Inspiration

- Prof. Colleen Chien (Gender Innovator-Inventor Gap)
- USPTO (Progress and Potential Report, Director of Silicon Valley Office)

• Purpose

- Uncover best practices
- Create practical manual and resources
- “Bottoms-up” approach

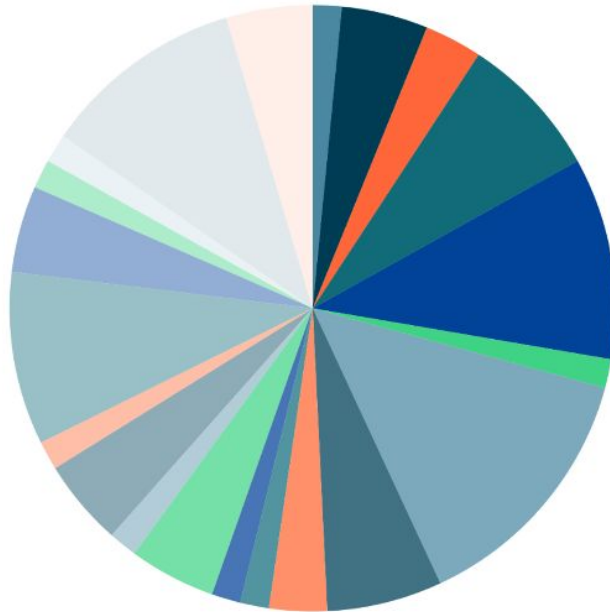
• Methodology

- Roundtables with innovative companies facilitated by USPTO
- Conversations with IP managers
- Confidential Survey



Who Participated?

Industries of Participating Companies

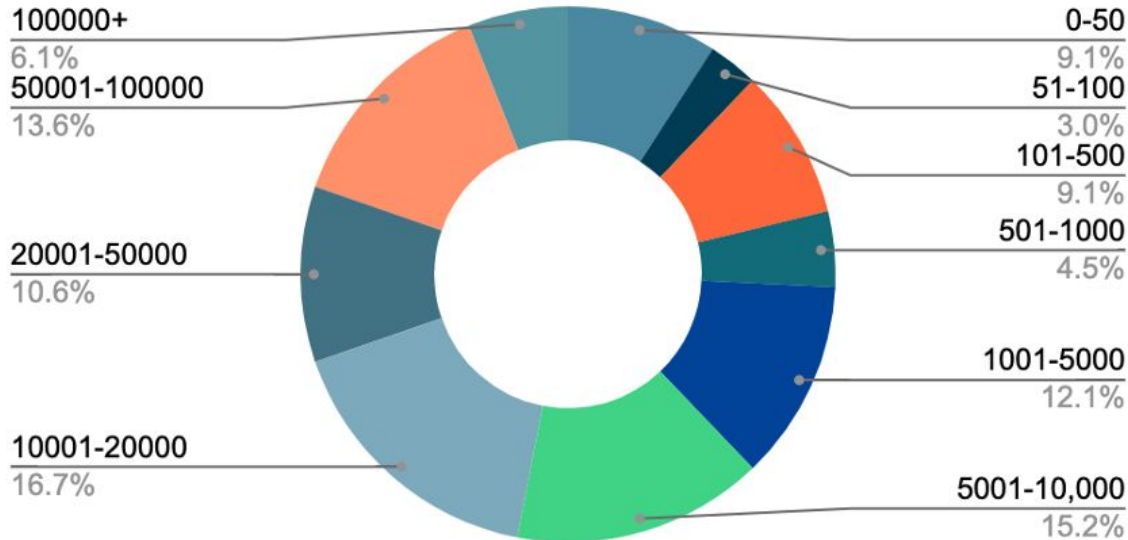


- Roundtable Participants: 35
 - Survey Respondents: 32
 - Individual Conversations: 6
- Total Participants: 73

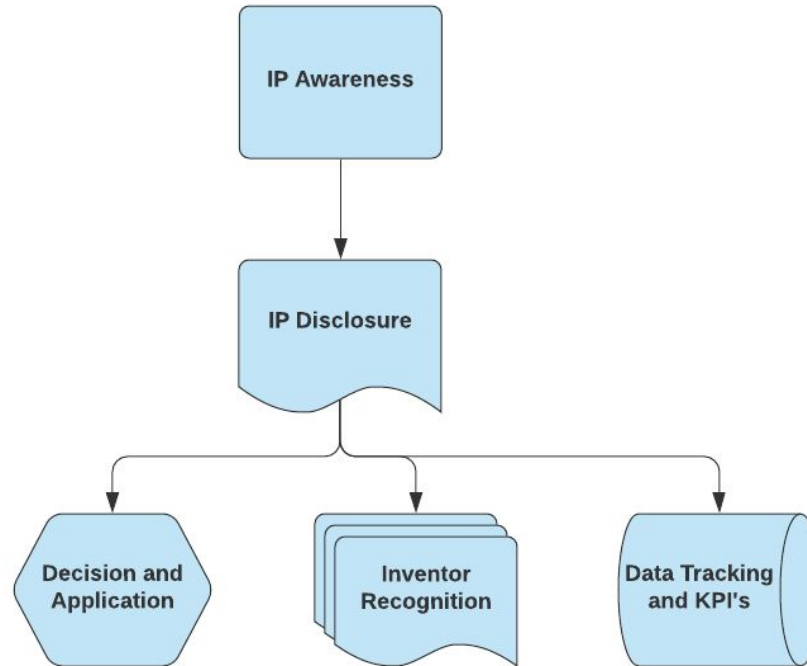


Who Participated?

Size of Participating Companies by Number of Employees



Processes Examined in Study



Results - Over 90 Best Practices

Do it Now	Practices that are likely to be budget-neutral, easily implemented, and within the authority of an in-house attorney or IP manager without the buy-in at the highest levels of the company.
Do it This Year	Practices that may require 3-9 months of planning, e.g., because they require coordination with other groups or departments, or creation of content, tools or systems.
Do it Next Year	Practices that will likely take 6-12 months of planning to implement, e.g. because they need to be coordinated with different departments, require significant budgetary planning, or require buy-in from high level management.

Examples:

Do it Now: change name on invention disclosure form to “product” disclosure form

Do it This Year: implement “anti-bias” training for patent review committee

Do it Next Year: create a “design challenge” competition to encourage innovation at all levels



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Diversity in Innovation Best Practices Guide

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Abstract

In 2020, the USPTO collaborated with the HTLI to propose a study designed to increase diversity in the patenting process, specifically targeted to in-house legal / IP department and their practices. The goal of the study was simple - harvesting the collective knowledge of nationwide IP professionals and producing an "insanely practical" guide to expand inventorship to a more diverse inventor population. By "diverse" we mean

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What's Next

Move From Ideas to Action

Create Rigorous Pilots

Measure Efficacy of Diversity Efforts



Takeaways - Progress to Potential to Piloting Intro

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Gender Diversity in Innovation Toolkit:

<https://ipo.org/index.php/gender-diversity-in-innovation-toolkit/>

Diversity in Innovation Best Practices Guide: <https://digitalcommons.law.scu.edu/facpubs/989/>

USPTO's 2020 Progress and Potential Report:

<https://www.uspto.gov/sites/default/files/documents/OCE-DH-Progress-Potential-2020.pdf>

C. Chien, Redefining Progress and the Case For Diversity in Innovation and Inventing:

https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4213799

