



Pitch – Diversity and Inclusion Initiatives at AUTM

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(Cornell University and AUTM)**

AUTM Equity, Diversity and Inclusion

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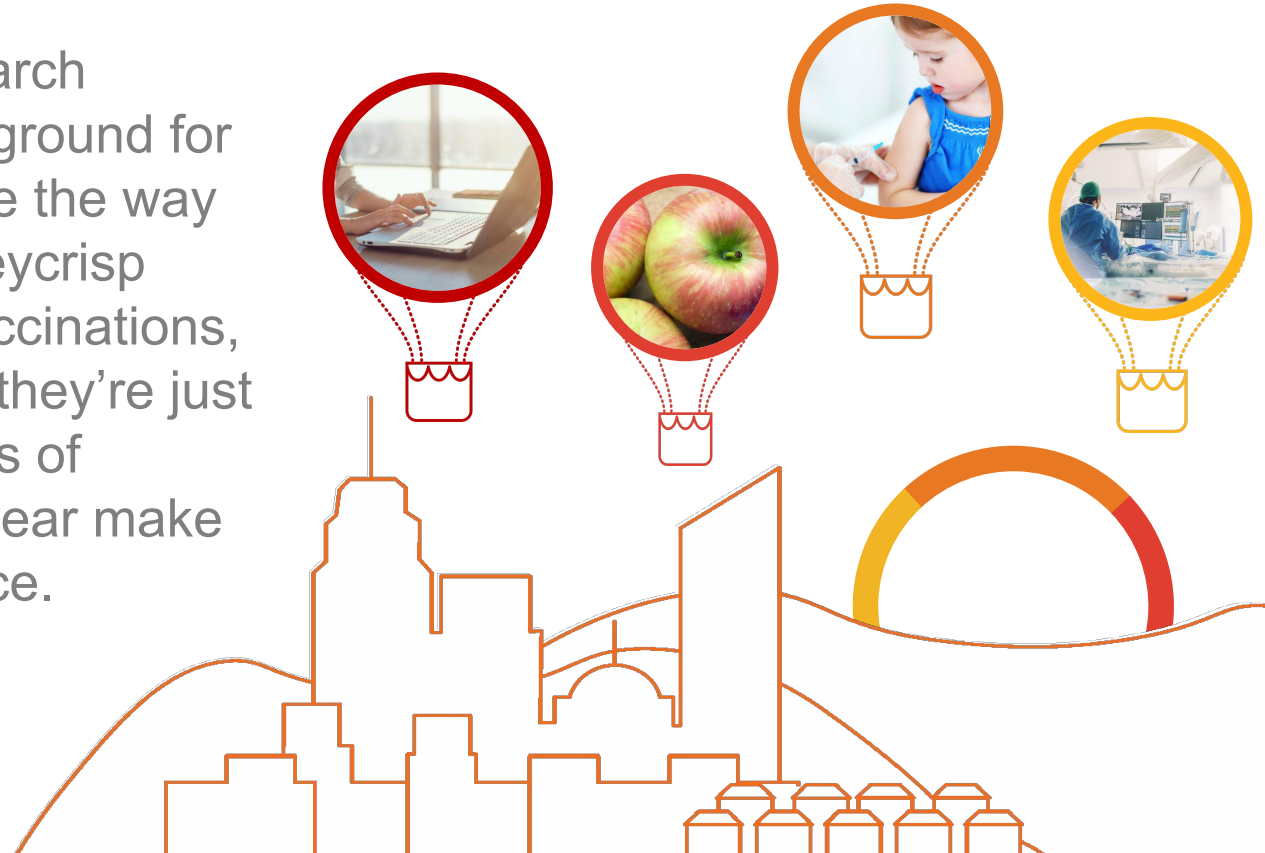
AUTM is a nonprofit leader in **educating, promoting** and **connecting** technology transfer practitioners to make the world a better place through the commercialization of academic research.

AUTM's global community of **3,000** members represents businesses and government organizations, and more than **800** research centers, hospitals, businesses and government organizations around the globe.



What Is Tech Transfer?

Universities and research institutions are fertile ground for inventions that change the way we live. Google, Honeycrisp Apples, life-saving vaccinations, cancer treatments — they're just a few of the thousands of inventions that each year make the world a better place.



Driving the Innovation Economy

From 1996 to 2017, up to...

\$1.7 trillion

contributed to
U.S. gross
industrial
output



\$865 billion

contributed to
U.S. gross
domestic
product



5.9 million

jobs supported



480,000+

inventions disclosed...

117,000+

U.S. patents issued...



to research institutions since 1996

15,000+

startups formed



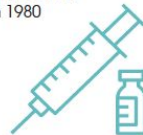
68%

of university
licenses are to
startups and
small companies



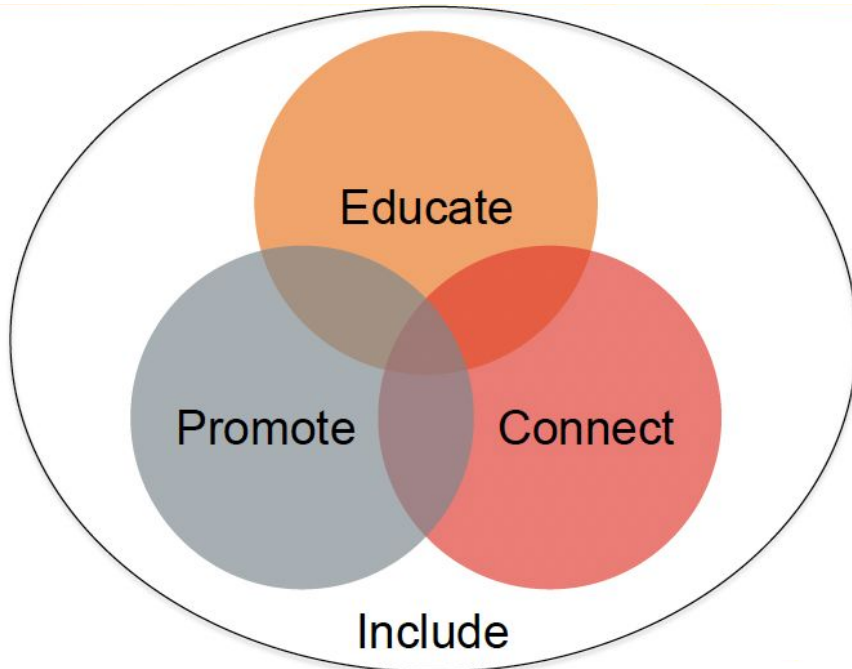
200+

drugs and vaccines
developed through
public-private partnerships
since **Bayh-Dole Act**
enacted in 1980



- 5.9 million jobs supported
- \$1.7 trillion contributed to economy

EQUITY, DIVERSITY AND INCLUSION (EDI) STRATEGY



- Established Equity, Diversity, and Inclusion (EDI) Committee
- Reports directly into the AUTM Office of the Chair

Board identifies the goals for EDI strategy

- Diversity of technology transfer professionals
- Diversity of the innovation ecosystem

EDI across the breadth of AUTM

EDI COMMITTEE DELIVERABLES

- Develop Diversity and Inclusion Statement based on the Core Values
- Develop Baseline Metrics for EDI for AUTM
- Release of the EDI Member Survey
- Develop a Toolkit for EDI for the TT Offices
- Inventors Insight Column in the newsletter for regular communication and ideas to enhance the ecosystem
- Continuing Development of EDI strategies for AUTM speakers and meetings
- Providing and Building EDI education and information to raise awareness among membership

Diversity and Inclusion Tools



Equity, Diversity and Inclusion Toolkit

Guidance and Resources to Establish
Best Practices in the Technology Transfer Field

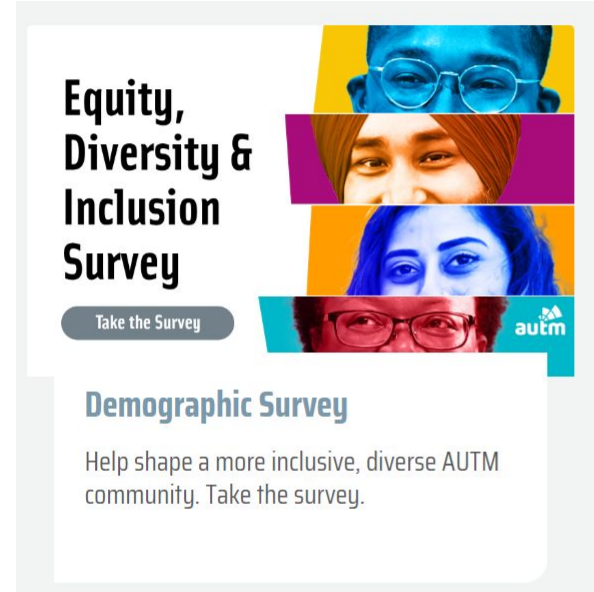
Ask 1:

- **Institutions: Incorporate Innovator EDI Data into Metrics for Innovation**
- **Establish Best Practice and SOP**



AUTM Biennial Demographic Survey

The aim of this survey is to gain an understanding of the demographic makeup of the technology transfer / knowledge exchange community and implement improvements



**Equity,
Diversity &
Inclusion
Survey**

Take the Survey

Demographic Survey

Help shape a more inclusive, diverse AUTM community. Take the survey.

The banner features three horizontal strips of diverse individuals' faces: a man with glasses, a woman with a turban, and a woman with glasses. The AUTM logo is visible in the bottom right corner of the banner.

Ask 2: Encourage Participation

Development of Emerging Research Institutions

The AUTM EDI Committee developed a pilot program with University and Minority Serving Institutions (MSI). This program was designed to help support the growth and careers of university professionals interested in commercialization and technology transfer at Emerging Research Institutions.

AUTM provides access to the AUTM community, mentorship and Association benefits. AUTM provided complimentary membership for up to five individuals in the TTO, an eGroup that was facilitated by the EDI committee members with information sharing and mentoring, discounts or comps to some programming.

The institutions chosen were those that:

- have a need exposure and education
- look at output of their research as something of value

2021 Pilot Program

- Approached 31 identified Universities
- 12 active institutions in the program
- Qualitative Interviews by the EDI Committee
- 2022-2023 Improvements



Support Programs in the Tech Transfer Community

Examples:



*National Pitch Competition and Mentor Program
to empower academic women entrepreneurs*

Ask 3:

- Support & Mentor



*Cornell gap funding for entrepreneur scientists
and engineers*

Ask 4:

- Reach out to diverse candidates

Pitch

Ask 1:

Who: Universities, Agencies

What:

- Incorporate **Innovator EDI Data** into Metrics for Innovation
- Use SOP and establish best practice

Karen Maples: kmaples@myutiq.com

Ask 2:

Who: Tech Transfer Professionals

What:

- Participate in **AUTM demographic survey**

Colleen Loeffler cloeffler@autm.net

Ask 3:

Who: Women Innovators and Entrepreneurs

What:

- Join the **Equalize** competition and mentor program

Kirsten Leute Kirsten.Equalize@gmail.com

Nichole Mercier Nichole.Equalize@gmail.com

Ask 4:

Who: Institutions and Organizations

What:

- Help reach out to **diversity candidates** for entrepreneur scientists and engineers to apply for Ignite gap funding Fellow positions

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