

Smarter technology for all

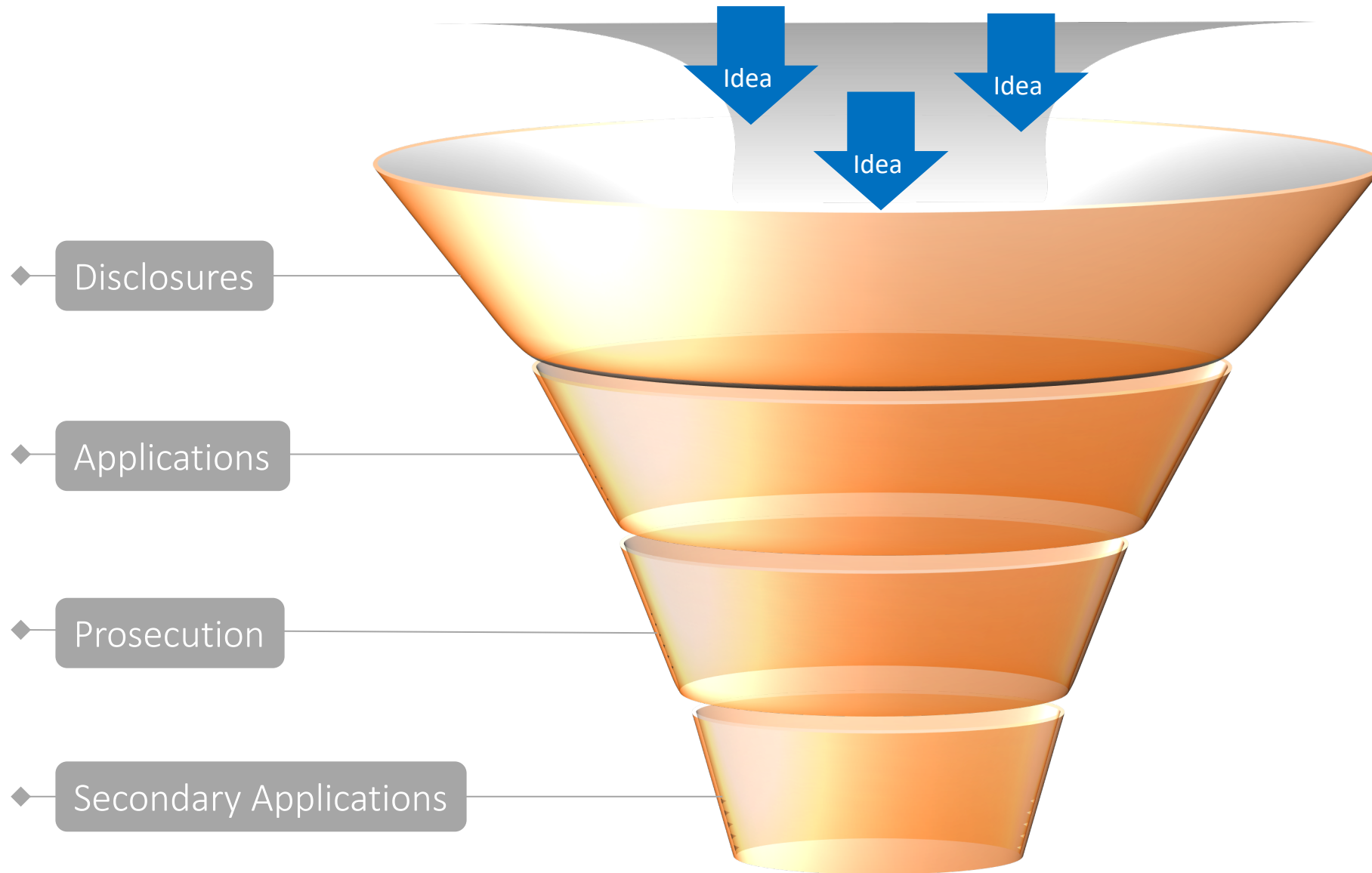
Diversity & Inclusion in Lenovo's Patent Process

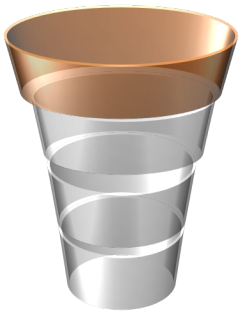
Jason Friday, Senior IP Counsel



July 27, 2021

Patent Pipeline

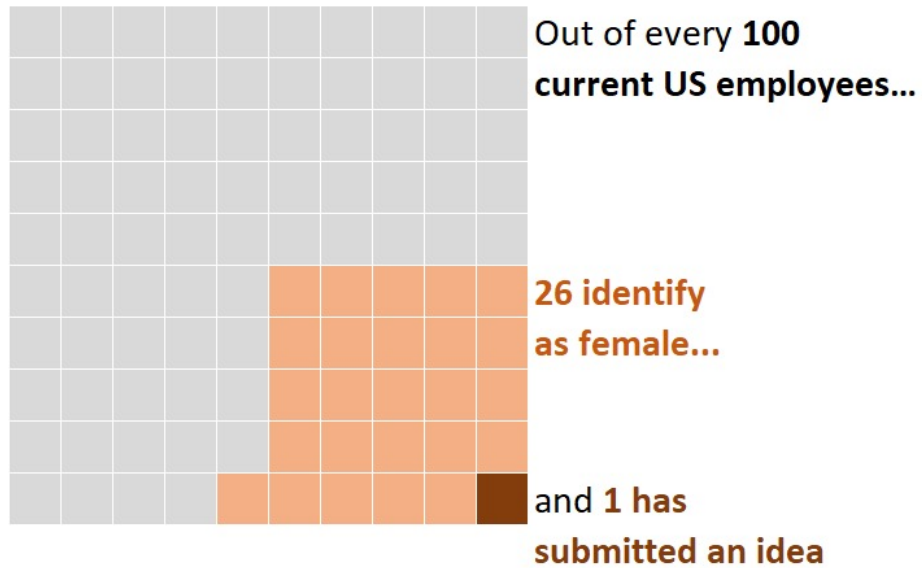




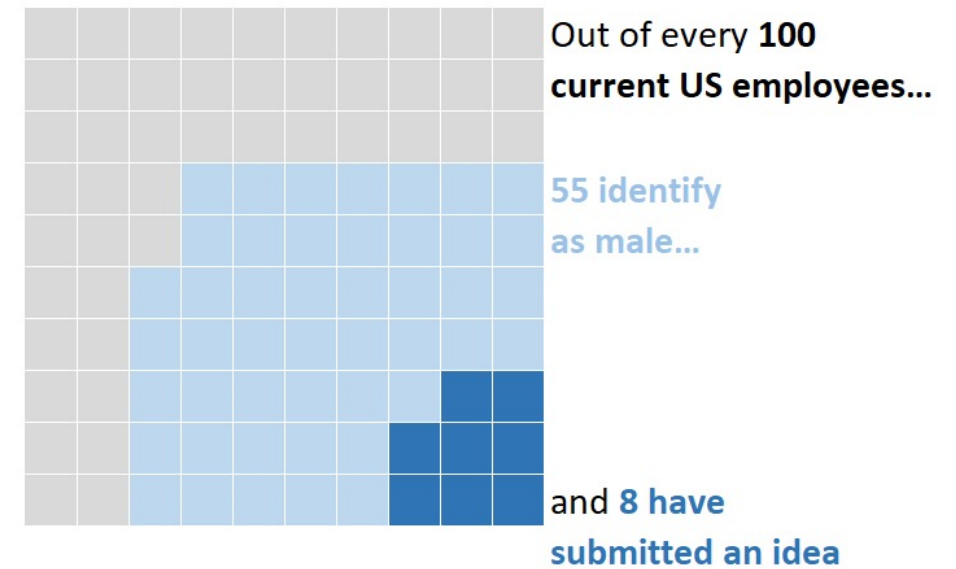
Disclosure Stage Metrics

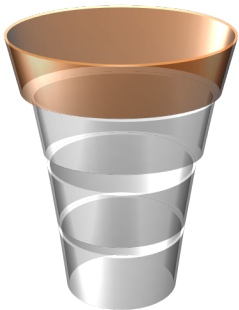
US Submission Rates (by Gender)

Females



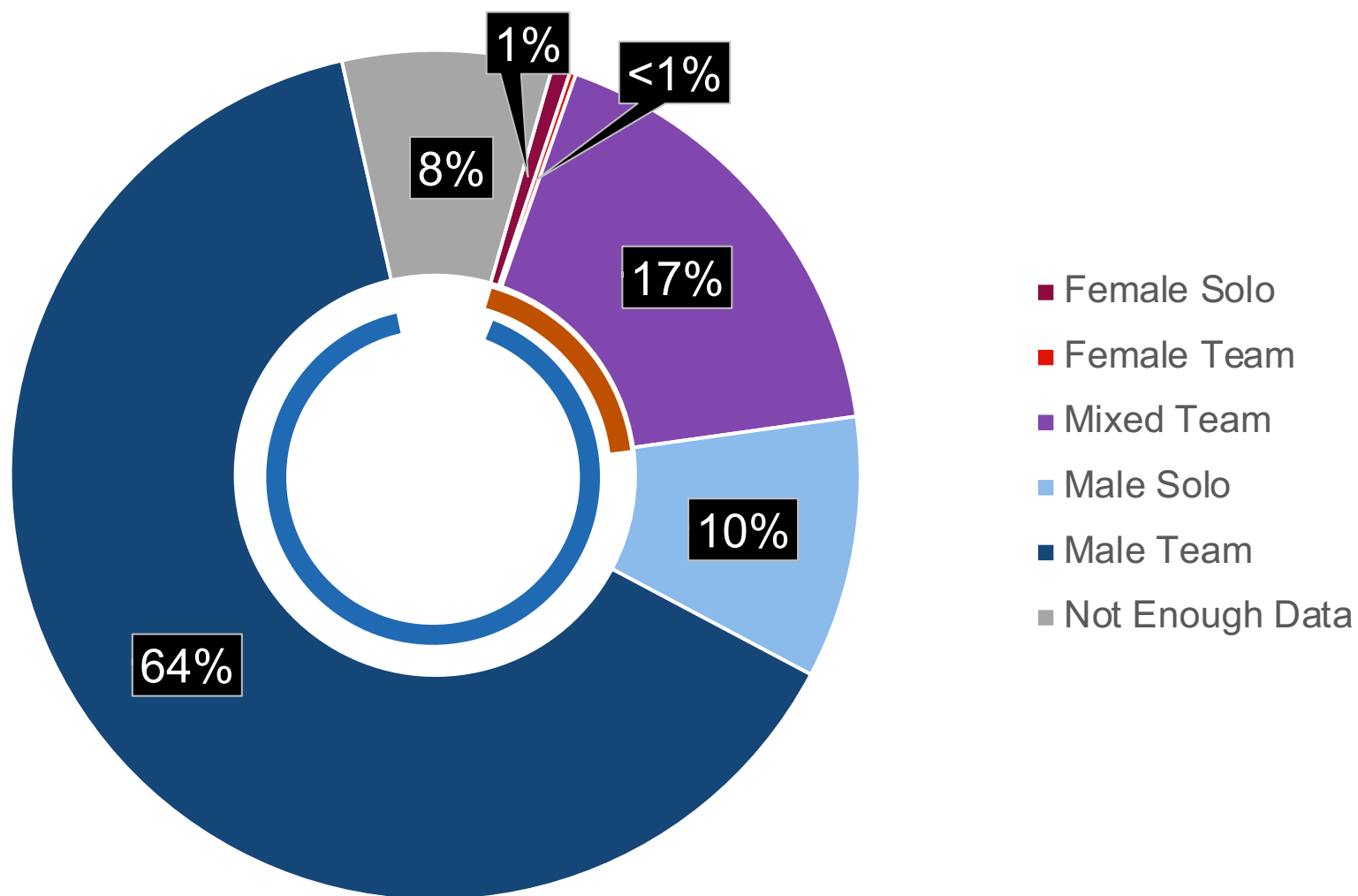
Males

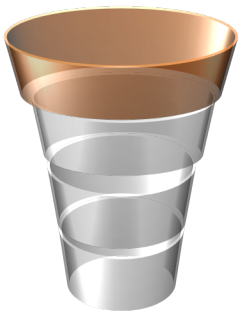




Disclosure Stage Metrics

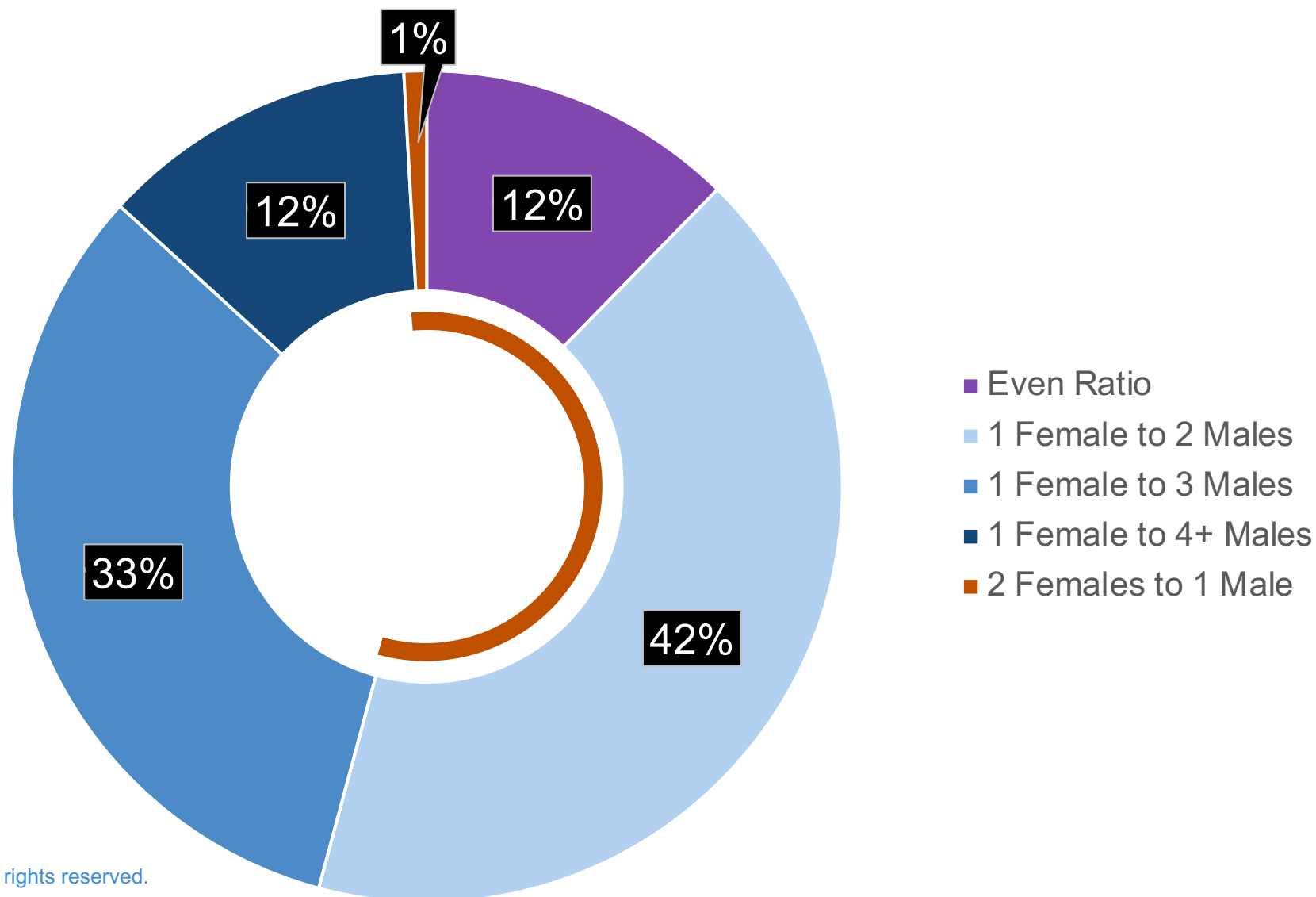
Data: Inventor Team Breakdown by Gender (US)





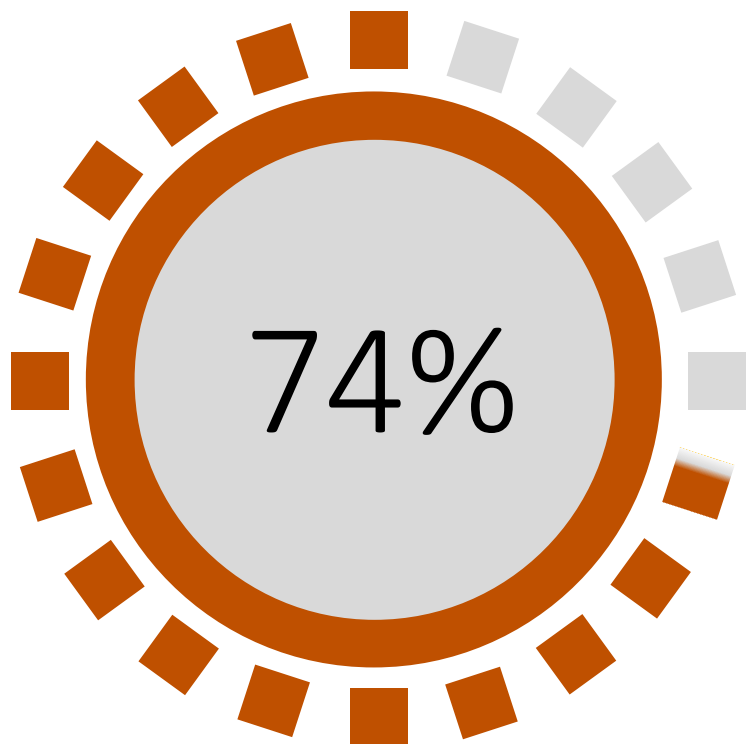
Disclosure Stage Metrics

Mixed-Gender Team Breakdown

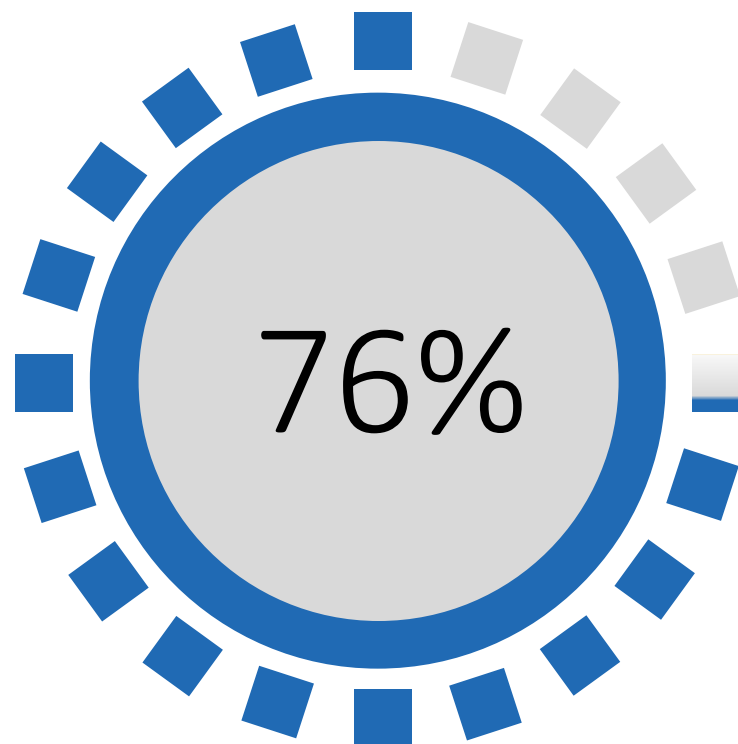




Application Stage Metrics

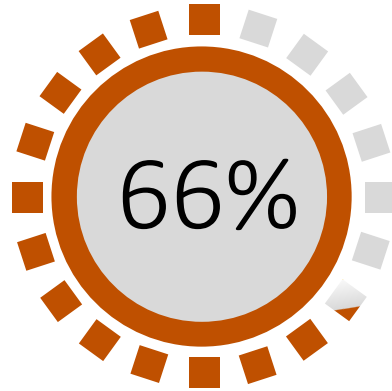


% of Females
on disclosures receiving file decision

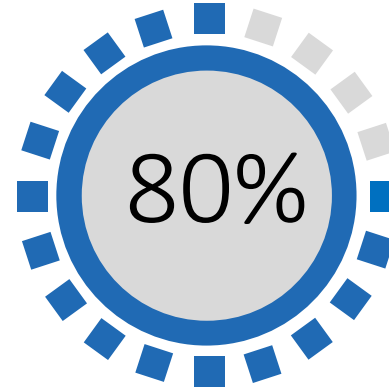


% of Males
on disclosures receiving file decision

Prosecution Stage Metrics

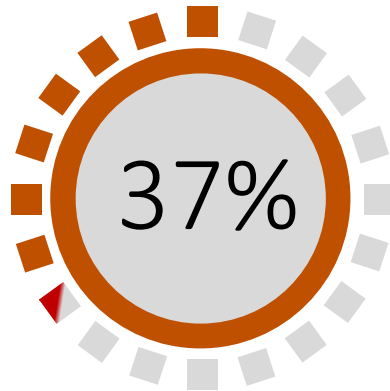


% of Females
granted a patent

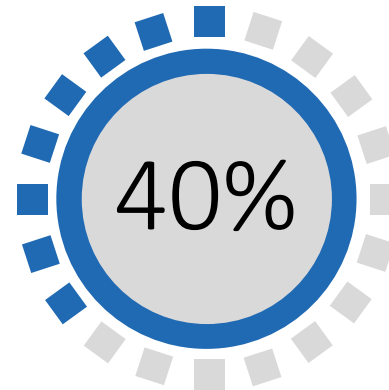


% of Males
granted a patent

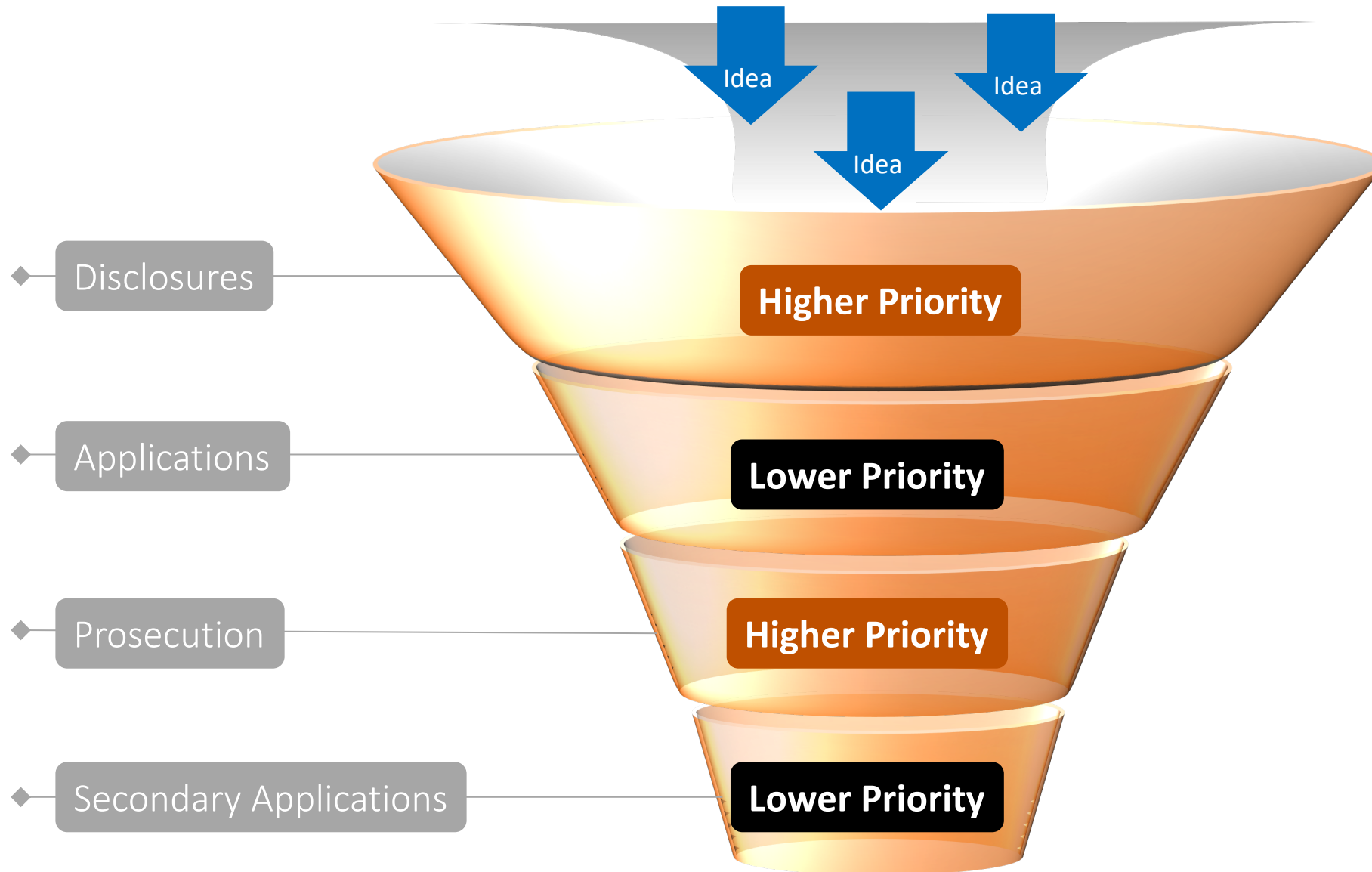
Secondary Stage Metrics



% of Females
on continuing applications



% of Males
on continuing application



LOW OVERALL PARTICIPATION

01

Communicate and promote participation in patent process to all Lenovo employees in technical roles.

LOW FEMALE PARTICIPATION

02

Targeted communication and training for female employees in technical roles; recognition of female innovators

INVENTOR TEAMS LACK DIVERSITY

03

Initiate trainings and mentorship programs to encourage master inventors to create, adjust, or expand inventor teams

KEY TAKEAWAYS

@ DISCLOSURE STAGE

What Now?



Different works better

