

A Data-Driven Approach to Tackling Patent Gender Diversity

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Agenda



What problems are we trying to address?

How can we get data?

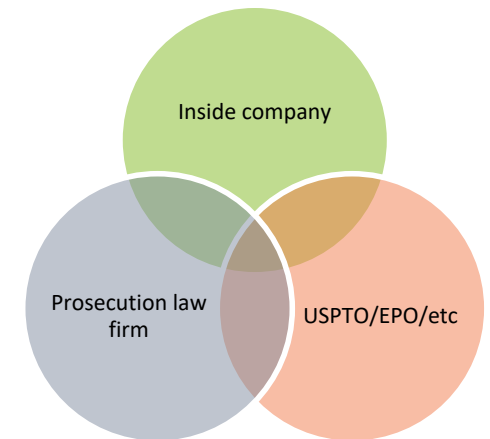
What can we do?



Photo by [fauxels](#) from [Pexels](#)

Focused on trying to improve participation of women in the patenting process

Where's the problem?



What path to fix?



Paper



People

Challenge #1: Getting Data



Collaborating across teams to retrieve data

Personally identifiable information (PII)

Accuracy of data

Leveraging existing internal resources/tools

Free Excel Tool

Tested on 23K patents with 65K inventors

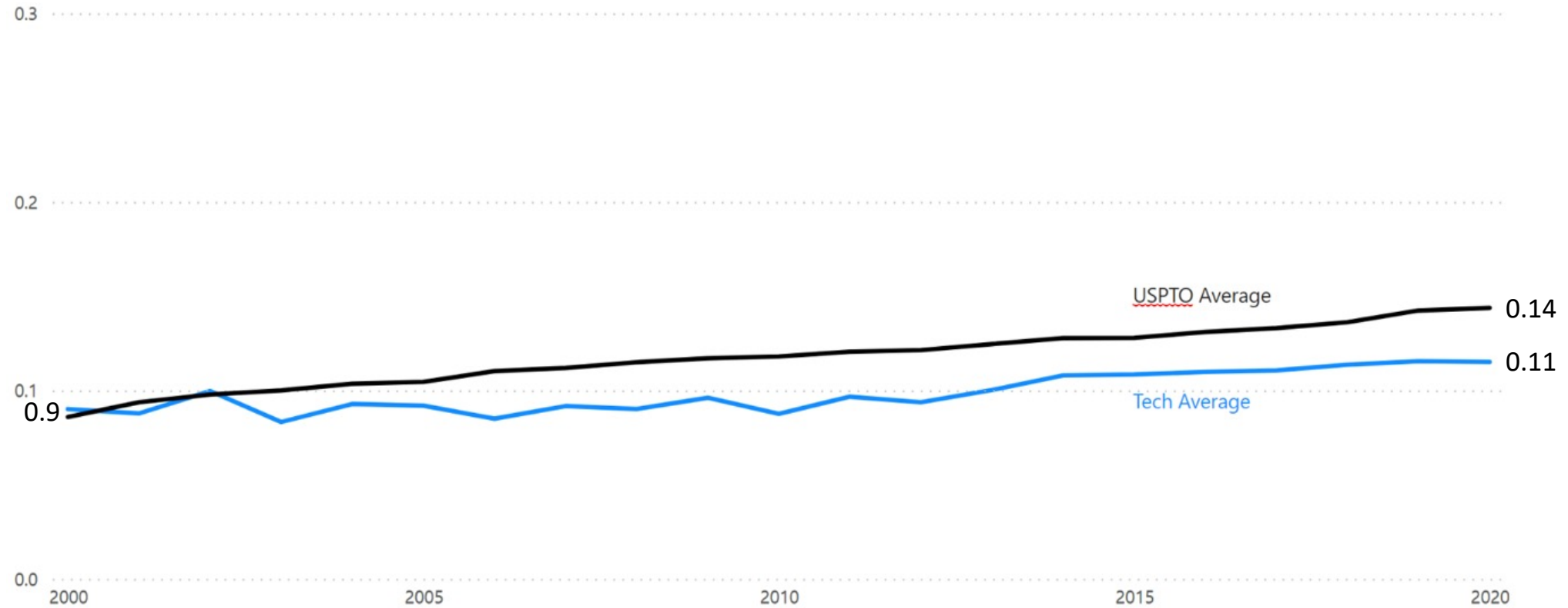
Basic Excel skills and an export of your docket = answers

A	B	C	D
Add your data in row 3 only in columns A-D			
DisclosureId or Patent N	Employee Email or Id	First Name	Country Code
2020-HQ-1	joram@mycompany	Joram	US
2020-HQ-1	madeupname@mycompany	MadeUpName	US
2020-HQ-2	rachel@mycompany	Rachel	US
2020-HQ-2	joram@mycompany	Joram	US
2020-HQ-3	grantley@mycompany	Grantley	US

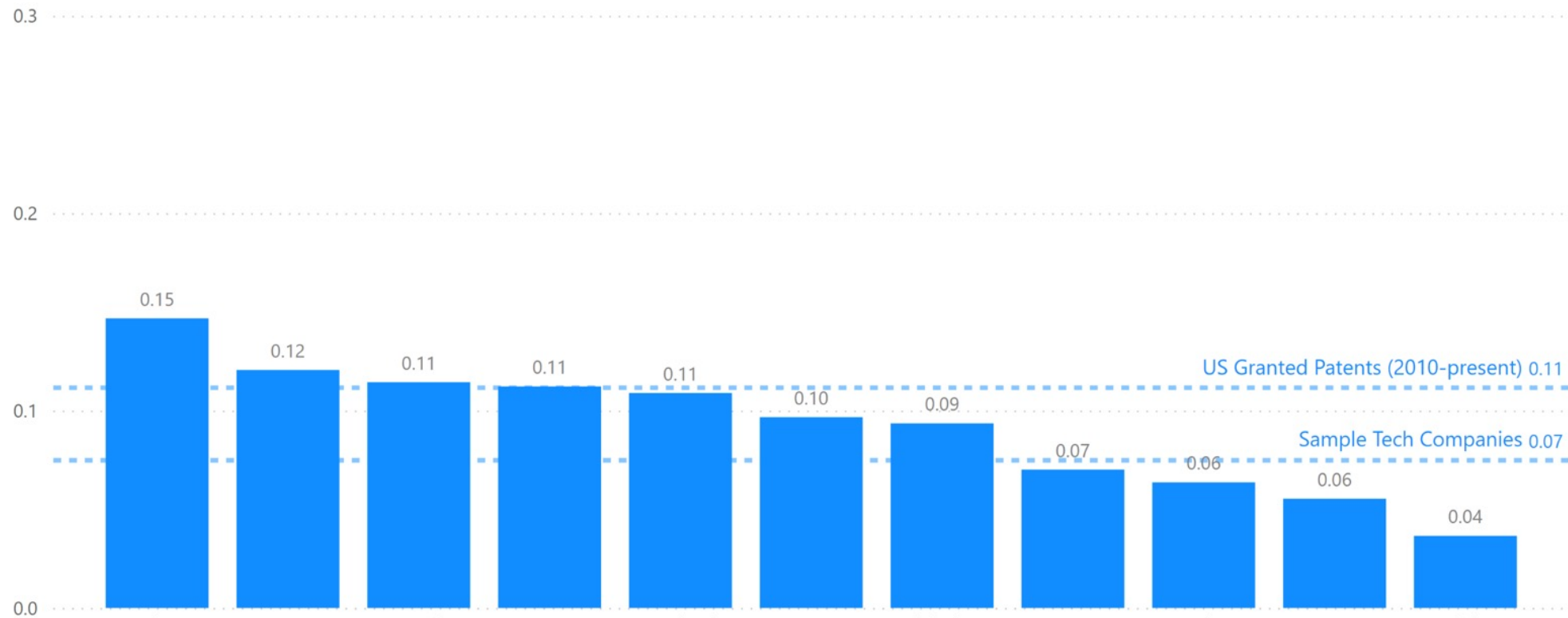


www.richardsonoliver.com/diversity

Data Examples



Sample Companies



Prosecution



	All female	Majority Female	Majority Male	All Male
Office Action Count	1.08	1.29	1.38	1.37
RCE Count	0.20	0.27	0.30	0.29
Interviews	0.32	0.39	0.41	0.40
Prosecution Cost	\$16,692	\$17,386	\$17,664	\$17,604

Claim Breadth Across Gender



	All female	Majority Female	Majority Male	All Male
Claim Score change between start and final	14.2	13.56	13.55	13.75

Abandonment



	All female	Majority Female	Majority Male	All Male
Abandon Before Issue	35%	34%	25%	25%

Challenge #2: Resistance



If you do not get the data others can and will

USPTO has published two reports with company names

Anyone can use the Excel tool, or similar, to figure out the answer

Afraid your company may look bad — not looking won't fix the problem

Resources — how do I get the resources to do anything?

The problem is too big for the Patent Department to handle

Challenge #3: Solutions



Understanding company's stats on inventorship diversity

Improve patent program by targeting potential pain points

Additional data gathering — surveys

Thanks for Attending

Reach out with Questions



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