

# 2024 Women in Intellectual Property (IP) Symposium

**Global Advancement of Women in the Innovation Economy:**  
Accelerating the achievement of women and girls in Intellectual Property (IP), and Science, Technology, Engineering, Arts and Mathematics (STEAM) education and in bringing ideas to impact.



March 6–8, 2024

UNITED STATES  
PATENT AND TRADEMARK OFFICE



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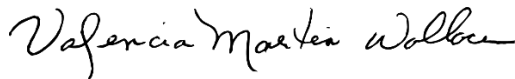
Welcome!

*In light of the success of our first Women in Intellectual Property (IP) Symposium, I am excited to welcome you to this year's event. I anticipate that this will be another successful three-day global exchange of diverse ideas, thoughts, and strategies. Inspired by the collaboration during last year's symposium, we launched [the Global Mentoring Pilot](#) in January 2024 for intellectual property offices and organizations (IPOs) around the world. It is my sincere hope that we continue to grow and strengthen our relationships as we work together to demonstrate our commitment to supporting and empowering women and girls in the global IP ecosystem.*

*This year, our event culminates on March 8<sup>th</sup>, which is International Women's Day (IWD). The United Nations IWD theme for this year is "Invest in Women: Accelerate Progress." Building upon that, the theme for this year's symposium is "Global Advancement of Women in the Innovation Economy: Accelerating the achievement of women and girls in STEAM and in IP Education to bring ideas to impact."*

*I look forward to working with each of you to develop strategies and best practices that will help eliminate the disparities of underrepresented people in the IP system. Your continued participation and engagement is vital to our future success!*

Best,  
Valencia



Valencia Martin Wallace  
Deputy Commissioner for Patents  
United States Patent and Trademark Office



[www.uspto.gov/ExpandingInnovation](http://www.uspto.gov/ExpandingInnovation)

# Heads of Agency Welcome Messages

Koichi Hamano -Commissioner of the Japan Patent Office

<https://rev-vbrick.uspto.gov/#/videos/3363b046-780b-42ae-8d9e-d5d57fefaf8d>

Vivienne Katjiuongua - CEO, Business and Intellectual Property Authority (BIPA) Namibia

<https://rev-vbrick.uspto.gov/#/videos/0bdc57c7-e950-4ea7-8fc2-fb1938ea64da>

Mr. Eugeniu Rusu - Director General at State Agency on Intellectual Property (AGEPI) Moldova

<https://rev-vbrick.uspto.gov/#/videos/be1f1b11-e49b-4794-b05f-dcaeb302c646>

João Negrão – Executive Director European Intellectual Property Office

<https://rev-vbrick.uspto.gov/#/videos/47b7bcc1-c732-4133-8842-9d2b9ce27175>

Loreto Bresky – Director General of the Industrial Property of CHILE INAPI

<https://rev-vbrick.uspto.gov/#/videos/0380690b-e388-4f89-a686-1effdc8806e>

Lisa Jorgenson – Deputy Director General Patents and Technology Sector WIPO

<https://rev-vbrick.uspto.gov/#/videos/cc92c8d8-ba5f-4ff4-915b-6edce35b7636>





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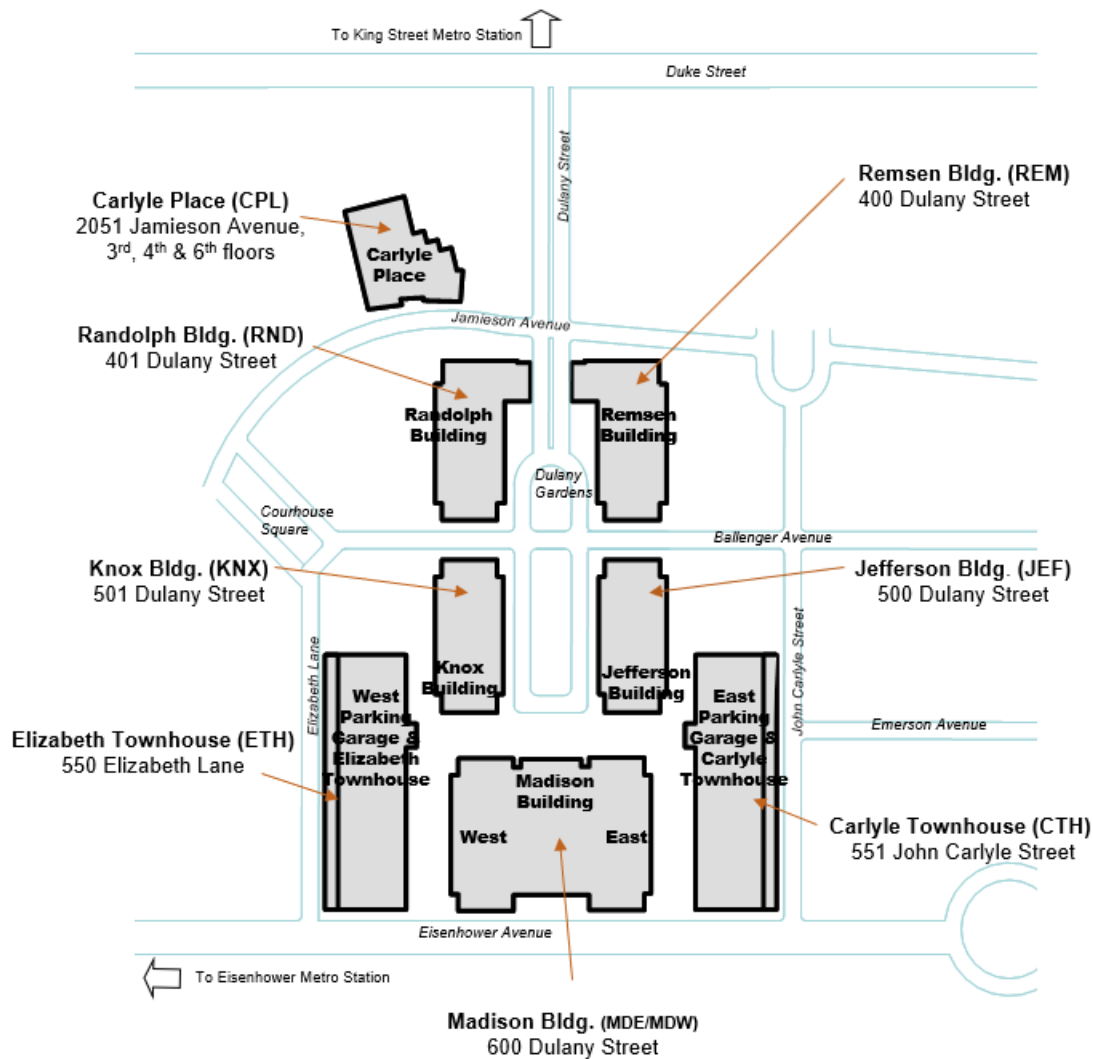
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# Office of Administrative Services Space and Facilities Management Division

## USPTO Alexandria Campus Map



### Mailing Address:

U.S. Patent & Trademark Office  
Office Name  
P.O. Box 1450  
Alexandria, VA 22313-1450

**Randolph Square (RSQ)**  
2800 S. Randolph Street  
Arlington, VA 22206

July 2016

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# Women in IP: Global Advancement of Women in the Innovation Economy

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Restaurants in the immediate area of USPTO

A list of recommended restaurants that are located in the immediate area, if you choose not to obtain lunch from the USPTO Cafeteria (Concourse Level of the Madison Building).

Fosters' Grille American Restaurant - 2004 Eisenhower Avenue, Alexandria, VA

**When leaving the auditorium, head towards the doors that lead out to Eisenhower Avenue and walk across the street.**

Samurai Hibachi Sushi & Bar Japanese Restaurant – 2016 Eisenhower Avenue, Alexandria, VA.

**When leaving the auditorium, head towards the doors that lead out to Eisenhower Avenue and walk across the street.**

Hunan Café Chinese Restaurant – 2010 Eisenhower Avenue, Alexandria, VA

**When leaving the auditorium, head towards the doors that lead out to Eisenhower Avenue and walk across the street.**

Tequila and Taco Mexican Restaurant – 540 John Carlyle Street, Alexandria, VA.

**When leaving the auditorium go upstairs one level (Main Atrium) and leave from the main atrium doors and make a right. Head towards the Madison East Garage and go straight through the garage. The restaurant is across the street on John Carlyle Street.**

Sweet Fire Donna's, Barbecue Restaurant - 510 John Carlyle Street, Alexandria, VA.

**When leaving the auditorium go upstairs one level (Main Atrium) and leave from the main atrium doors and make a right. Head towards the Madison East Garage and go straight through the garage. The restaurant is across the street on John Carlyle Street.**

Panera Bread Restaurant – 350 Dulaney Street, Alexandria, VA.

**When leaving the auditorium go upstairs one level (Main Atrium) and leave from the main atrium doors and walk straight ahead. Panera Bread is on the right side of the road, approximately 3 blocks on Dulaney Street. NOTE - If you decide to call in your order, you can pick up your order or if requested they will also deliver to the USPTO building if you would like to call in your order at an extra cost.**

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- I. **Parking Guidance**
  - i. **East Parking Garage:** 551 John Carlyle Street, Alexandria, VA
    - a. The East Parking Garage is most convenient to the Madison Building.
    - b. The USPTO parking garages are \$10 a day (*4 hours or more is considered a day*).  
Parking validation is available for a \$2 discount off the \$10 daily maximum rate.  
Parking ticket validations can be obtained by a USPTO security guard, and at parking ticket validation machines located at the Madison building near the security guard's station.
    - c. The garage parking can be paid for in the garage's lobby at the kiosk.
    - d. Metered street parking is available in blocks of two hours. My suggestion is for visitors to park in the garage to avoid having to leave the training to add funds to their metered parking.
- II. Guidance from the East parking garage to the Clara Barton Auditorium
- III. The **Global Intellectual Property Academy (GIPA)** is located on the lobby level of the **Madison East Building:** 600 Dulany Street, Alexandria, VA

# Women in Intellectual Property (IP) Symposium – USPTO Contacts

Country Code for United States: +1

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UNITED STATES  
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## DAY ONE — Wednesday, March 6, 2024

Themes for Wednesday: demonstrate and share ideas on diversity, equity, inclusion and accessibility (DEIA) training and awareness, and strategize on working together.

7:30 – 8:30 a.m.	<b>Timed entry/ check-in / arrival and security check-points for attendees</b>
8:30 – 9:10	<b>[In person only] Rise and shine: morning mixer with USPTO leadership</b> Welcome to the 2024 Women in IP Symposium! In-person attendees will have an opportunity to network with USPTO leadership prior to the official start of the three-day event. <ul style="list-style-type: none"><li>Event hosts: Karin Ferriter, Senior Advisor, Office of International Patent Cooperation (OIPC), USPTO and Errica Miller, Director, International Outreach Administration, OIPC, USPTO</li></ul> Location: GIPA café and common areas
9:10 – 9:30	<b>Session 1.1   Welcome</b> Official kick-off of the three-day symposium. Attendees will see video addresses from IPO leadership. <ul style="list-style-type: none"><li>Event host: Errica Miller, Director, International Outreach Administration, OIPC, USPTO</li></ul> Location: Paris/Berne room, GIPA
9:30 – 9:50	<b>Session 1.2   Opening remarks: USPTO leadership from OPIA and Trademarks</b> USPTO leadership discusses the importance of collaboration, investing in women and how inclusion and diversity uplifts the global IP ecosystem. <ul style="list-style-type: none"><li>9:30 – 9:40   Sharon Israel, Chief Policy Officer and Director for International Affairs, Office of Policy and International Affairs, USPTO</li><li>9:40 - 9:50   Angela Wilson, Group Director, Office of the Commissioner for Trademarks, USPTO</li></ul> Location: Paris/Berne room, GIPA
9:50 - 10:05	<i>Transition to Singapore/Venice room, GIPA</i>

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10:05 – 10:45	<p><b>Session 1.3   Diversity Download podcast: Gender gap in IP - increasing access to jobs and innovation</b></p> <p>This live, recorded episode will focus on the gender gap in intellectual property, how CIPO and the USPTO are helping more women thrive in the IP field through targeted programs that support women entrepreneurs and inventors.</p> <ul style="list-style-type: none"> <li>• Host: Bismarck Myrick, Director of the Office of Equal Employment Opportunity and Diversity, USPTO</li> <li>• Guests: <ul style="list-style-type: none"> <li>◦ Konstantinos Georgaras, CEO, Canadian IP Office (CIPO)</li> <li>◦ Valencia Martin Wallace, Deputy Commissioner for Patents, USPTO</li> </ul> </li> </ul> <p>Location: Singapore/Venice room, GIPA</p>
10:45 – 11:00	<i>Break</i>
11:00 – 11:45	<p><b>Session 1.4   Panel: Education and outreach to youth and underrepresented communities</b></p> <p>Establishing IP programs targeted to youth creates opportunities for people across occupations and for innovation. IP offices and organizations (IPO) will discuss their initiatives to increase participation in the global IP system among youth and underrepresented communities, including indigenous peoples.</p> <ul style="list-style-type: none"> <li>• Moderator: Margaret Dressel, Education Programs Specialist, Office of Education, USPTO</li> <li>• Panelists: <ul style="list-style-type: none"> <li>◦ Michael Schwager, Director General, IP Australia</li> <li>◦ Emmelina Masanque, Youth IP Advocate Focal Documentation and Technology, IP Office of the Philippines (IPOP HL)</li> </ul> </li> </ul> <p>Location: Paris/Berne room, GIPA</p>
11:45 – 1:30 p.m.	<p><b>Session 1.5   [In person only] Facilitated conversations and working lunch</b></p> <p>Attendees will participate in open dialogue about the themes and topics featured in the morning sessions including (but not limited to): the gender gap in IP, DEIA, and youth outreach.</p> <ul style="list-style-type: none"> <li>• Facilitator: Sharon Watson, International Program Specialist in OIPC, USPTO</li> </ul> <p>Location: GIPA Café</p>

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1:30 – 1:45	<i>Transition to Clara Barton auditorium (south)</i>
1:45 – 2:30	<p><b>Session 1.6   Women’s Entrepreneurship (WE): Global initiatives and opportunities for women</b></p> <p>In the only public session of the symposium, Commissioner for Patents Vaishali Udupa will moderate a discussion about initiatives and opportunities in IP offices and organizations around the world to help women use intellectual property (IP) to take their ideas into the marketplace.</p> <ul style="list-style-type: none"> <li>• Moderator: Vaishali Udupa, Commissioner for Patents, USPTO</li> <li>• Panelists: <ul style="list-style-type: none"> <li>○ Vivienne Katjiuongua, CEO, Business and Intellectual Property Authority (BIPA) of Namibia</li> <li>○ Claudia Franco, National Director, National Directorate of Intellectual Property (DINAPI) of Paraguay</li> <li>○ Clyphendie Pierre-Louis, Acting Director General, Services to Business, CIPO</li> <li>○ Felicita Aguilar, Chief Administrative Officer, IP Office of the Philippines (IPOP HL)</li> </ul> </li> </ul> <p>Location: Clara Barton auditorium (south)</p> <p><b>Virtual Location:</b> <a href="#">Online attendees are required to register separately for this event</a></p>
2:30 – 2:45	<i>Transition to Clara Barton auditorium (north)</i>
2:45 – 3:30	<p><b>Session 1.7   Workshop: Building an IP mindset among K-20 STEAM students internationally</b></p> <p>Attendees will participate in small group discussions, exchanging best practices focused on the systems and policies that support youth outreach in their respective countries.</p> <ul style="list-style-type: none"> <li>• Facilitator: Joyce Ward, Director, Office of Education, USPTO</li> </ul> <p>Location: Clara Barton auditorium (north)</p>
3:30 – 3:45	<i>Break</i>

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3:45 – 4:45	<p><b>Session 1.8   Panel: Investing in the future of IPO leadership to support DEIA</b></p> <p>Mentors and mentees from the Global Mentoring Pilot discuss the impact of mentorship. Additionally, success stories of IPO programs and gender policies that break down barriers to recruitment and career advancement for women pursuing leadership positions will be shared.</p> <ul style="list-style-type: none"><li>• 3:45 – 4:15   <b>Global Mentoring Pilot</b><ul style="list-style-type: none"><li>○ Moderator: Achantee Powell, International Program Specialist, OIPC, USPTO</li><li>○ Panelists:<ul style="list-style-type: none"><li>▪ Clyphendie Pierre-Louis, Acting Director General, Services to Business, CIPO (<i>mentee</i>)</li><li>▪ Alvaro González López, Head of Business Intelligence, National Institute of Industrial Property (INAPI) of Chile (<i>mentor</i>) and Fatima Zahra Belafkih, Head of Management Control and PMO service, The Moroccan Office of Industrial and Commercial Property (OMPIC) (<i>mentee</i>)</li></ul></li></ul></li><li>• 4:15 – 4:45   <b>Success stories from the field</b><ul style="list-style-type: none"><li>○ Presenter: Denisse Pérez Fierro, Head of the international and cooperation unit, INAPI of Chile</li><li>○ Presenter: Sara Callegari, Gender and diversity specialist, World IP Organization (WIPO) (virtual)</li></ul></li></ul> <p>Location: Clara Barton auditorium (north)</p>
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4:45 – 5:00	<b>Session 1.9   IPO presentation: From inclusion to belonging</b>  In this session, IP Australia will share how they foster innovation, creativity, and collaboration by unlocking the full potential of its diverse workforce and shape a workplace where everyone feels they truly belong. <ul style="list-style-type: none"><li>• Speaker: Jennifer Hutchinson, General Manager, Governance, IP Australia (virtual)</li></ul> Location: Clara Barton auditorium (north)
5:00 – 5:15	<b>Session 1.10   Day one wrap-up</b>  Discuss the theme of the day: demonstrating and sharing ideas on DEIA training and awareness; and strategizing on working together. <ul style="list-style-type: none"><li>• Event host: Errica Miller, Director, International Outreach Administration, OIPC, USPTO</li></ul> Location: Clara Barton auditorium (north)

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## DAY TWO — Thursday, March 7, 2024

Theme for Thursday: public-private partnerships (PPP), share ideas on resources to support diversity and inclusion in inventorship, creativity and entrepreneurship, collecting and sharing data to demonstrate the importance of DEIA and discuss working together.

8:30 – 8:45 a.m.	<p><b>Day two welcome and outlook</b></p> <p>The start of day two provides a recap what was learned on day one and sets the course for the day. Attendees will see video addresses from IPO leadership.</p> <ul style="list-style-type: none"><li>• Event Host Errica Miller, Director, International Outreach Administration, OIPC, USPTO</li></ul> <p>Location: Paris/Berne room, GIPA</p>
8:45 – 9:45	<p><b>Session 2.1   Panel: Private sector initiatives and public-private partnerships (PPP) in the innovation economy</b></p> <p>How does the private sector support women in the innovation economy? What are some examples of what works, and what doesn't, when forming potentially long-term public-private partnerships? In this panel, best practices from the private sector will be discussed.</p> <ul style="list-style-type: none"><li>• Moderator: Maria Fernanda Hurtado, Executive Director, Global IP Alliance (GLIPA)</li><li>• Panelists:<ul style="list-style-type: none"><li>○ Jenny Simmons, Director of Government Relations, International Trademark Association (INTA)</li><li>○ Kelly Anderson, Executive Director, U.S. Chamber of Commerce, Global Innovation Policy Center (GIPC)</li><li>○ Debra Hughes, Asst. General Counsel, Brand and Policy, Blue Cross Blue Shield Association / International Trademark Association (INTA) Foundation</li><li>○ Joana De Mattos Siqueira, Partner, Montaury Pimenta, Machado &amp; Vieira de Mello / International Trademark Association (INTA) Foundation (virtual)</li></ul></li></ul> <p>Location: Paris/Berne room, GIPA</p>

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9:45 – 10:30	<p><b>Session 2.2   Workshop: Lessons learned from private sector initiatives and PPP and how to improve them</b></p> <p>In-person and online attendees will join many private sector representatives in small group discussions about the impact of partnerships and explore how non-governmental organizations can support women innovators.</p> <ul style="list-style-type: none"> <li>Facilitators in addition to USPTO staff: <ul style="list-style-type: none"> <li>Joan Toth, Executive Director, Chiefs in IP (ChIPs) Network</li> <li>Ricardo Fischer, Treasurer, Interamerican Association of Intellectual Property (ASIPI)</li> <li>Kelly Anderson, Executive Director, U.S. Chamber of Commerce, Global Innovation Policy Center (GIPC)</li> <li>Zoe Dean-Smith, Sr. Vice President, Leadership and Impact, Vital Voices</li> <li>Debra Hughes, Asst. General Counsel, Brand and Policy, Blue Cross Blue Shield Association / International Trademark Association (INTA) Foundation</li> <li>Joana De Mattos Siqueira, Partner, Montauray Pimenta, Machado &amp; Vieira de Mello / International Trademark Association (INTA) Foundation (virtual)</li> </ul> </li> </ul> <p>Location: Paris/Berne room, GIPA</p>
10:30 – 11:00	<p><i>Break and transition to the Clara Barton auditorium</i></p>
11:00 – 11:45	<p><b>Session 2.3   Panel: Best practices in DEIA within the innovation economy</b></p> <p>USPTO's Deputy Director Brent will lead a discussion of DEIA initiatives in both the private and public sectors, such as those that create leadership pathways.</p> <ul style="list-style-type: none"> <li>Moderator: Derrick Brent, Deputy Under Secretary of Commerce for Intellectual Property and Deputy Director of the United States Patent and Trademark Office</li> <li>Panelists: <ul style="list-style-type: none"> <li>Joan Toth, Executive Director, ChIPs Network</li> <li>Vankita Brown, Sr. Advisor for Equity, National Oceanic and Atmospheric Administration (NOAA)</li> <li>Suzanne Harrison, IP Gathering, Diversity and Inclusion Co-Chair, US Intellectual Property Alliance (virtual)</li> <li>Zoe Dean-Smith, Sr. Vice President, Leadership and Impact, Vital Voices</li> <li>Ricardo Fischer, Treasurer, Interamerican Association of Intellectual Property (ASIPI)</li> </ul> </li> </ul> <p>Location: Clara Barton auditorium (south)</p>

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11:45-1:30 p.m.	<p><b>Session 2.4   [In person only] Photo session / facilitated conversations and working lunch /diversity showcase and fair</b></p> <p>Diversity showcase: USPTO affinity groups and voluntary employee organizations (VEOs) share information about the various communities and missions.</p> <p>Facilitator: Cassandra Downs, International Program Specialist, OIPC, USPTO</p> <ul style="list-style-type: none"><li>• 11:45 – 12:00   Photo session</li><li>• 12:00 – 1:30   Diversity showcase and fair / facilitated conversations and working lunch</li></ul> <p>Location: Madison building, lower atrium</p>
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## 1:30 – 3:00 PM: SUMMARY OF PRESENTATIONS ON DATA

### Collecting and sharing data to demonstrate the importance of diversity, equity, inclusion and accessibility (DEIA)

Leading economists, thought leaders, and subject matter experts will share information on the current state of diversity and inclusion in the IP ecosystem data and offer data-driven analysis that provides clarity on progress made and current challenges.

Moderator: Nicholas Rada, Deputy Chief Economist, OPIA, USPTO

Series of 10-minute data presentations from:

1. Canadian IP Office (CIPO)
2. Companies and IP Commission (CIPC) South Africa
3. Japan Patent Office (JPO)
4. Chile's National Institute of Industrial Property (INAPI Chile)
5. Global IP Alliance (GLIPA)
6. European Patent Office (EPO)
7. European Union IP Office (EUIPO)

Location: Clara Barton auditorium (north)

1:30 – 1:40	<b>Session 2.5   CIPO's research on equality, diversity and inclusion (EDI)</b>  Hear the latest research from the Canadian IP Office on equality, diversity, and inclusion for Women in Intellectual Property. <ul style="list-style-type: none"><li>• Speaker: Elias Collette, Director General, CIPO</li></ul>
1:40 – 1:50	<b>Session 2.6   CIPC South Africa: Using studies and demographic data in patent applications</b>  Discover how CIPC South Africa leverages studies and data to gain valuable insights into the demographics of patent applicants, shedding light on diversity and inclusion trends in the field. <ul style="list-style-type: none"><li>• Speaker: Amanda Lotheringen, Senior Manager, Copyright and Intellectual Property Enforcement, CIPC (virtual)</li></ul>
1:50 - 2:00	<b>Session 2.7   Japan's current situation on DEIA and JPO's initiatives</b>  Hear the latest data from JPO on the gender gap in IP, corporate attitude shifts, and their efforts in youth education and support for startups. <ul style="list-style-type: none"><li>• Speaker: Mai Miyaoka, Deputy Director for Global Issues Cooperation, Team Leader of D&amp;I, JPO</li></ul>



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2:00 – 2:10	<b>Session 2.8   INAPI Chile’s studies on IP data: A gender perspective</b> Hear analysis of IP data with a focus on gender, revealing insights into the representation, challenges, and opportunities for women in intellectual property. <ul style="list-style-type: none"> <li>Speaker: Alvaro González López, Head of Business Intelligence, INAPI</li> </ul>
2:10 - 2:30	<i>Break</i>
2:30- 2:40	<b>Session 2.9   Retrospective study of women patenting in Latin American (LATAM) countries</b> Learn about a study by think tank, the Centro de Análisis para la Investigación en Innovación, A.C. (CAIINNO) and GLIPA, revealing women's patenting numbers in Mexico, Colombia, Chile, and Brazil from 2017 to 2022. This research shapes public policies supporting women inventors. <ul style="list-style-type: none"> <li>Speaker: Esteban Santamaria, Executive Director at CAIINNO and GLIPA Board Member</li> </ul>
2:40 – 2:50	<b>Session 2.10   Empowering women: Fueling inventive activity</b> Discussion on the nexus of innovation and creativity as accelerants to achieving a smarter, safer and more sustainable world. <ul style="list-style-type: none"> <li>Speaker: Roberta Romano-Götsch, Chief Sustainability Officer, EPO (virtual)</li> </ul>
2:50 – 3:00	<b>Session 2.11   Women in design: A study from the European Union IP Office</b> Discussion on a recent study which explores gender disparities among designers by examining the role of women designers in the Registered Community Design filings at EUIPO. <ul style="list-style-type: none"> <li>Speaker: Carolina Arias Burgo, Economist and Research Expert, EUIPO (virtual)</li> </ul>
3:00 - 3:15	<i>Break</i>
3:15- 4:00	<b>Session 2.12   Workshop: Discussion on collecting and sharing data to demonstrate the importance of DEIA</b> Attendees will participate in small group discussions highlighting the importance of collecting and sharing DEIA data and best practices. <ul style="list-style-type: none"> <li>Facilitator in addition to USPTO staff: <ul style="list-style-type: none"> <li>Adriana Fleitas, Director of General Consulting and Institutional Strategy, Paraguay’s National Directorate of Intellectual Property (DINAPI)</li> </ul> </li> </ul> Location: Clara Barton auditorium (north)

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4:00 – 4:15	<p><b>Session 2.13   Demo of WIPO's IP and Gender initiatives database</b></p> <p>Demonstration of WIPO's new database featuring global policies and initiatives supporting women in innovation, entrepreneurship, and IP. With 201 entries from around the world, attendees will learn how this resource can inspire tailored approaches in their own contexts.</p> <ul style="list-style-type: none"><li>• Speaker: Aikaterini "Katerina" Kanellia, IP and Gender Fellow, World IP Organization (WIPO)</li></ul> <p>Location: Clara Barton auditorium (north)</p>
4:15 – 4:30	<p><b>Session 2.14   Promoting Women's Invention in Korea</b></p> <p>KIPO will share information about achievements and contributions of women in the world of inventions that inspire the next generation of creative minds.</p> <ul style="list-style-type: none"><li>• Speaker: Sun Ah Choi, Deputy Director, Idea Innovation Division, KIPO</li></ul> <p>Location: Clara Barton auditorium (north)</p>
4:30 – 4:45	<p><b>Session 2.15   IPO Presentation: U.S. Copyright Office</b></p> <p>The U.S. Copyright Office (USCO) will provide an overview of their outreach programs targeting underserved communities.</p> <ul style="list-style-type: none"><li>• Speaker: Maria Strong, Associate Register of Copyrights and Director of Policy and International Affairs, USCO</li></ul> <p>Location: Clara Barton auditorium (north)</p>
4:45 – 5:00	<p><b>Session 2.16   Recap of AIPLA's 2024 DEIA Colloquium</b></p> <p>The American Intellectual Property Law Association (AIPLA) provides a brief overview of their recent DEIA Colloquium focused on "Incentivizing Innovation, Entrepreneurship and Creativity Through Diversity, Equity, Inclusion and Accessibility."</p> <ul style="list-style-type: none"><li>• Speakers:<ul style="list-style-type: none"><li>○ Ann Mueting, Ph.D., President, American IP Law Association (AIPLA) AIPLA (virtual)</li><li>○ Meghan Donohoe, Chief Operating Officer, AIPLA</li></ul></li></ul> <p>Location: Clara Barton auditorium (north)</p>

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5:00 – 5:15	<b>Session 2.17   Day two wrap-up</b> Discuss the theme of the day: best practices and resources to support diversity and inclusion in inventorship, partnerships and data collection that informs policies focused on DEIA. <ul style="list-style-type: none"><li>• Event host: Errica Miller, Director, International Outreach Administration, OIPC, USPTO</li></ul> Location: Clara Barton auditorium (north)
5:15 – 5:30	<i>Transition to the National Inventors Hall of Fame (NIHF) Museum</i>
5:30 – 7:30	<b>Session 2.18   [In person only] Reception in honor of International Women's Day</b> Location: National Inventors Hall of Fame (NIHF) Museum

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## DAY THREE — Friday, March 8, 2024

### INTERNATIONAL WOMEN’S DAY (IWD)

Theme for Friday: celebrate and recognize IWD, leverage leadership, uncover new paths to creativity and entrepreneurship, and bring together specific recommendations of working together.

9:00 – 9:10 a.m.	<p><b>Day three welcome and outlook</b></p> <p>The start of day three provides a recap what was learned on day two and sets the course for the day. Attendees will view video addresses from IPO leadership.</p> <ul style="list-style-type: none"><li>• Event Host: Errica Miller, Director, International Outreach Administration, OIPC, USPTO</li></ul> <p>Location: Singapore/Venice room, GIPA</p>
9:10 – 9:25	<p><b>Session 3.1   2024 International Women’s Day Recognition</b></p> <p>Ms. Kanellia will read the official 2024 IWD Joint Statement and lead a short discussion on the meaning of this year’s theme: “Invest in Women: Accelerate Progress.”</p> <ul style="list-style-type: none"><li>• Speaker: Aikaterini “Katerina” Kanellia, IP and Gender Fellow, World IP Organization (WIPO)</li></ul> <p>Location: Singapore/Venice room, GIPA</p>

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9:25 – 10:05	<p><b>Session 3.2   Closing day remarks and global IPO leaders panel</b></p> <p>Global IPO Leaders will discuss their respective initiatives to help achieve parity in the global IP system for women and share their vision for future collaborative efforts within the IPO community.</p> <ul style="list-style-type: none"> <li>• 9:25 – 9:30   <b>Introduction of Kathi Vidal, Under Secretary of Commerce for Intellectual Property and Director of the USPTO</b> <ul style="list-style-type: none"> <li>◦ Speaker: Valencia Martin Wallace, Deputy Commissioner for Patents, USPTO</li> </ul> </li> <li>• 9:30 – 9:35   <b>Closing Day Remarks</b> <ul style="list-style-type: none"> <li>◦ Speaker: Kathi Vidal, Under Secretary of Commerce for Intellectual Property and Director of the USPTO</li> </ul> </li> <li>• 9:35 – 10:05   <b>Global IPO Leaders panel, “Collectively bringing ideas to impact”</b> <ul style="list-style-type: none"> <li>◦ Moderator: Kathi Vidal, Under Secretary of Commerce for Intellectual Property and Director of the USPTO</li> <li>◦ Panelists: <ul style="list-style-type: none"> <li>▪ Rowel Barba, Director General, IP Office of the Philippines (IPOPHL)</li> <li>▪ Claudia Franco, National Director, National Directorate of Intellectual Property (DINAPI) of Paraguay</li> <li>▪ Vivienne Katjiuongua, CEO, Business and Intellectual Property Authority (BIPA) of Namibia</li> <li>▪ Rakhat Kerimbaeva, Director, The State Intellectual Property Service of the Kyrgyz Republic (Kyrgyzpatent)</li> <li>▪ Michael Schwager, Director General, IP Australia</li> </ul> </li> </ul> </li> </ul> <p>Location: Singapore/Venice room</p>
10:05 – 10:30	Break



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10:30 – 11:00	<p><b>Session 3.3   Demo of USPTO’s Diversity Information Platform (DI platform)</b></p> <p>This session features a demonstration of the USPTO’s Diversity Information Platform (DI platform), which provides the latest available data on demographic trends by industry and U.S. state. This tool facilitates the sharing of information and best practices, and offers transparency into USPTO’s geographic and workforce diversity.</p> <ul style="list-style-type: none"> <li>• Presenter: Stephen Koziol, Managing Assistant Regional Director, USPTO’s Silicon Valley Regional Office (virtual)</li> </ul> <p>Location: Paris/Berne room, GIPA</p>
11:00 – 11:45	<p><b>Session 3.4   Panel: Supporting women in IP enforcement</b></p> <p>This session will feature women who currently work in the field of IP Enforcement worldwide, and will share both criminal and civil enforcement perspectives.</p> <ul style="list-style-type: none"> <li>• Moderator: Cam Le, International Computer Hacking &amp; Intellectual Property (ICHIP), Internet Fraud and Public Health Attorney Advisor, Department of Justice</li> <li>• Panelists: <ul style="list-style-type: none"> <li>○ Amanda Lotheringen, Senior Manager Copyright and Intellectual Property Enforcement, CIPC South Africa (virtual)</li> <li>○ Michelle Sara King, Intellectual Property Team Lead and Senior International Trade Specialist, International Trade Administration (ITA)</li> <li>○ Molly Ply, Special Agent, General Services Administration (GSA)</li> <li>○ Miranda Richardson, Program Manager/ Special Agent, Department of Defense, Defense Criminal Investigative Service (DCIS)</li> </ul> </li> </ul> <p>Location: Paris/Berne room, GIPA</p>
11:45 – 1:15 p.m.	<p><b>Session 3.5   [In person only] Workshop and Working Lunch</b></p> <p>In this in-person workshop on International Women’s Day, the importance of investing in women will be highlighted and collaboration tools that will allow for continued knowledge sharing beyond the Women in IP Symposium will be discussed.</p> <p>Location: GIPA Café</p>

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1:15 – 2:45	<p><b>Session 3.6   Panel: Creativity and entrepreneurship</b></p> <p>The interconnectivity of creativity, ownership, access and education will be explored in the final panel discussion and presentations.</p> <ul style="list-style-type: none"><li>• 1:15 – 2:00   <b>Panel discussion</b><ul style="list-style-type: none"><li>○ Moderator: Joyce Ward, Director, Office of Education, USPTO</li><li>○ Panelists:<ul style="list-style-type: none"><li>▪ Stephanie Leparmentier, Regional IP Counselor for USA, Canada, Mexico, INFPI France</li><li>▪ George Thuronyi, Deputy Director of Public Information and Education, U.S. Copyright Office</li><li>▪ Patricia Bianco, Patents Technology Center Director, USPTO</li><li>▪ Carlos Gutierrez, Innovation Outreach Specialist, National Programs, Office of Innovation Outreach, USPTO</li></ul></li></ul></li><li>• 2:15 – 2:45   <b>Presentations</b><ul style="list-style-type: none"><li>○ Colleen Chien, Professor, Berkeley Law School / Diversity Pilots Initiative (virtual)</li><li>○ Holly Fechner, Executive Director, Invent Together (virtual)</li></ul></li></ul> <p>Location: Paris/Berne room, GIPA</p>
2:45 – 3:00	<i>Break</i>

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## Session 3.7 | Taking our work forward: Day three wrap-up event closing and workshop

This three-day event draws to a close with remarks from Deputy Commissioner for Patents Valencia Martin Wallace. Immediately following, there will be a recap of all three days and a guided discussion on how IPOs can continue to collaborate to empower women and girls in IP.

- Event host: Karin Ferriter, Senior Advisor, Office of International Patent Cooperation (OIPC), USPTO
  - **DAY ONE:** Demonstrate and share ideas on DEIA training and awareness, and strategize on how we can work together.
  - **DAY TWO:** Resources to support diversity and inclusion in inventorship, creativity and entrepreneurship, collecting and sharing data to demonstrate the importance of DEIA.
  - **DAY THREE:** Celebrate and recognize IWD, leverage leadership, uncover new paths to creativity and entrepreneurship, and bring together specific recommendations for future collaborations.
  - **GLOBAL IPO CALL TO ACTION:**
    - The next “Women in IP Symposium” host for March 2025
    - Explore opportunities for public-private partnerships with IPO/ industry association stakeholders on DEIA initiatives (e.g., Diversity pledge)
    - Joint IPO initiatives:
      - How to collaborate as a global IPO community
      - Explore opportunities to create international youth programs

Location: Paris/Berne room, GIPA

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## **Kathi Vidal**

### **Under Secretary of Commerce for Intellectual Property and Director of the United States Patent and Trademark Office**

Kathi Vidal serves as the Under Secretary of Commerce for Intellectual Property and Director of the United States Patent and Trademark Office (USPTO) – America’s Innovation Agency.

As the chief executive of the USPTO, she leads one of the largest intellectual property (IP) offices in the world, with more than 13,000 public servants and an annual budget of more than \$4 billion. She is the principal IP advisor to the President and the

Administration, through the Secretary of Commerce, and is focused on incentivizing and protecting U.S. innovation, entrepreneurship, and creativity. Named one of Managing IP’s top 50 most influential people in IP in 2022, she leads an agency whose mission is to help American workers and businesses compete and collaborate, especially in ground-breaking technologies and across all demographics. As Director of the USPTO, Vidal is working to expand American innovation for and from all, and to bring more ideas to impact, including serving as the Vice Chair of the Council for Inclusive Innovation (CI2), alongside Secretary of Commerce Gina M. Raimondo and the Council members, a Co-Chair of the National Advisory Council on Innovation and Entrepreneurship (NACIE), and the Co-Founder, with the Secretary, of the Women’s Entrepreneurship (WE) initiative.

Director Vidal grew up in a career military family and spent her childhood on military bases in the United States, Panama, Germany, and the Azorean Islands (Portugal). She learned the value of hard work, financial security, and education from her parents, who often held multiple jobs and attended classes at night and on weekends to earn their bachelor’s and master’s degrees.

Her interest in science led her to attend Binghamton University at the age of 16, where she received her bachelor’s in electrical engineering. Before graduating, she started her career at General Electric (GE) Aerospace (later Lockheed Martin). She was selected into the Edison Engineering Program and pursued her master’s in electrical engineering in Syracuse University’s night program. During her time at GE, she designed one of the first artificial intelligence systems for aircraft, as well as aircraft and engine-control systems that continue to keep our military safe today.

Recognizing the value of innovation, Director Vidal pursued a career in IP. She put herself through law school and obtained a Juris Doctor from the University of Pennsylvania, where she was Editor-in-Chief of the University of Pennsylvania Law Review. After clerking for Judge Alvin Anthony Schall on the U.S. Court of Appeals for the Federal Circuit, Director Vidal joined Fish & Richardson P.C., where she became a recognized expert on IP law, led a litigation group of 270 attorneys in 11 global offices, and served on the firm’s Management Committee. She later joined Winston & Strawn LLP, where she served on the firm’s Executive Committee and was Managing Partner of its Silicon Valley office. Throughout her career, Director Vidal has represented new innovators and startup companies with limited resources. She has also represented many of our country’s most successful and well-known companies.

Director Vidal has helped harness and protect innovation at all levels. Prior to joining the USPTO, she represented both patent holders and defendants in U.S. district courts and the International Trade Commission. She has also been deeply involved in practice before the Patent Trial and Appeal Board (PTAB), argued numerous Federal Circuit appeals, and led amicus efforts on important cases before the Federal Circuit and the Supreme Court. She has received many awards as a top litigator and was inducted into the Litigation Counsel of America, a society of the leading American trial lawyers.

Director Vidal has spent her career championing the importance of mentoring and expanding opportunities to include more individuals from underserved communities. She has played an active role on the advisory board of Chiefs in Intellectual Property (ChIPs), a network of women leaders in technology, law, and policy, and on other boards and committees focused on diversity and inclusion, and has mentored diverse women across the globe as part of the Fortune-U.S. Department of State Global Women’s Mentoring Partnership program. She builds on that work today.

Director Vidal lives with her family and rescue dogs Oliver and Jack.



## Derrick Brent

### Deputy Under Secretary of Commerce for Intellectual Property and Deputy Director of the United States Patent and Trademark Office

Derrick Brent is the Deputy Under Secretary of Commerce for Intellectual Property and Deputy Director of the United States Patent and Trademark Office (USPTO). As the Deputy Director, he serves as the principal advisor to Kathi Vidal, Under Secretary of Commerce for Intellectual Property and Director of the USPTO, managing a wide portfolio of programs and operations for one of the largest intellectual property (IP) offices in the world, with more than 13,000 employees and an annual budget of more than \$4 billion. His responsibilities include working with Director Vidal to lead the USPTO; advance IP policy and procedures for the benefit of the country; expand the USPTO's outreach efforts to incentivize and support more innovation and entrepreneurship nationwide; and execute the agency's policies, priorities, and programs.

Deputy Director Brent's career includes vast public service and private sector work, including significant experience in IP law and work to assist startups as well as those who are underrepresented. He served for six years as Chief Counsel for Senator Barbara Boxer, where he was responsible for a broad portfolio that included IP and constitutional issues, civil rights, telecommunications, and judicial nominations. During his time in the Senate, Deputy Director Brent was recognized as one of the most knowledgeable counsels on IP and a respected authority on 2011's America Invents Act and other impactful legislative initiatives. He worked closely with the IP community in the Senator's home state of California and across the country, including with prior USPTO directors and experts, forging consensus where possible, bringing important issues to the attention of the lead committee staff, researching and drafting proposals, and counseling and briefing constituents.

Deputy Director Brent has served in all three branches of the federal government: executive, legislative, and judicial. In addition to his work as a Chief Counsel in the U.S. Senate, he clerked for the Hon. Algenon L. Marbley, Chief Judge of the U.S. District Court for the Southern District of Ohio. After litigating at the law firm of Vorys, Sater, Seymour and Pease LLP in Ohio, he served six years as a Senior Trial Attorney at the U.S. Department of Justice, Civil Rights Division, where he received a Special Achievement Award for his trial work.

Deputy Director Brent has served in the private sector as Vice President/Associate General Counsel for the multinational medical technology company Masimo. As a Vice President at Masimo, Deputy Director Brent advanced IP policy, interfacing with and advising federal legislative and agency leaders. He also managed the employment law portfolio, litigation matters, internal investigations, and compliance. Deputy Director Brent also led efforts related to new federally funded cancer and malaria research programs. He interacted with the National Institutes of Health, helping to secure awards/funding and coordinating accounting, compliance, and procurement efforts.

Most recently, Deputy Director Brent worked as a consultant, advising startups on a variety of IP, operations, strategy, analytics, and risk mitigation issues in many functional areas. Prior to joining the USPTO, he served on the leadership team of Cut Golf, an early-stage golf equipment and apparel company. He provided critical counsel, analysis, and project management to the founders on a variety of matters, including IP, contracts, marketing/advertising, business development, design/performance analysis, and supply chain management, resulting in continuous sales and customer base growth for award-winning products.

Prior to becoming a lawyer, Deputy Director Brent worked for General Motors as an engineer with the Powertrain Division. There, he managed the engineering and business activities for multiple subcontracted manufacturing facilities across the country. He was responsible for product design, new product validation, production processes and improvements, testing, inventory, and budgets. He designed and implemented a warranty tracking system that helped significantly improve quality and production.

Deputy Director Brent has been actively involved in academic and nonprofit work, teaching an American government class in the Department of Political Studies and International Studies at Georgia Southern University and playing leadership roles in the African American Chefs Hall of Fame and in Pooler Paws, an organization helping the feral cat community in Pooler, Georgia, and surrounding communities.

Deputy Director Brent received a Bachelor of Science degree in mechanical engineering from The Ohio State University and a Juris Doctor degree from the Northwestern University School of Law (now the Northwestern University Pritzker School of Law).



## African Regional Intellectual Property Organization (ARIPO)



**Nkgare Cookie Phirinyane** is the Director of Business Transformation and Development for the African Regional Intellectual Property Organisation (ARIPO). A strategist, change and project management leader with over 20 years of experience, having worked in several industries, namely innovation, Banking, Developmental financing, mining and youth Lobbying. She is a firm believer in inspirational leadership that rallies the troops towards a common vision through inspiration and motivation while advocating for inclusion and diversity in the work environment.

She serves on two Boards as a non-executive Director, Masiela Trust fund and Sesiro Insurance Company as a Bord Designate.

## Berkeley Law School -- Diversity Pilots Initiative (United States)



**Colleen Chien** is a Croak Distinguished Scholar, under the renamed Croak Visiting Scholars Program (formerly known as an Edison Distinguished Scholar under the Edison Visiting Scholars Program) and an expert consultant at the United States Patent and Trademark Office (USPTO). Her research topics are related to patents and patent law, and advising agency leaders on policy matters.

Professor Chien is a faculty member at Berkeley Law School, where she teaches, mentors students, and conducts empirical research on innovation, intellectual property, and the criminal justice system. She is a co-Director of the Berkeley Center for Law and Technology, and she was recently a part-time Senior Counselor to the Department of Commerce's Office of General Counsel. From 2013-2015, she endured a cross-

country commute to serve in the Obama White House as a Senior Advisor, Intellectual Property and Innovation, working on a broad range of patent, copyright, technology transfer, open innovation, and other issues. The privilege of public service was worth it.

Professor Chien is nationally known for her research and publications on domestic and international patent law and policy issues. She has testified on multiple occasions before Congress, the Department of Justice, the Federal Trade Commission, and the USPTO on patent issues. She frequently lectures at national law conferences and has published several in-depth empirical studies, including on patent litigation, patent-assertion entities (PAEs) (a term she coined), the secondary market for patents, and, in the criminal justice realm, "paper prisons" and the second chance gap between those eligible for and receiving second chances. Professor Chien also served on the Biden-Harris Transition team.

Professor Chien's work has been featured in the Wall Street Journal, the New York Times, NPR's Marketplace, and numerous other venues, and she is among the top 20-cited intellectual property and cyberlaw scholars in the United States. Prior to entering academia, Professor Chien did stints as an investigative journalist, strategy consultant, and practicing lawyer (as an associate, then Special Counsel at Fenwick & West LLP in San Francisco). In 2017, Professor Chien was awarded the prestigious American Law Institute's Early Career Medal. She has also received the Intellectual Property Vanguard Award and has been named an Eric Yamamoto Emerging Scholar, a National Law Journal Tech Trailblazer, a Tech Law Leader, one of Silicon Valley's "Women of Influence," and one of the 50 Most Influential People in Intellectual Property in the world.

Professor Chien graduated from Stanford University (Engineering) and Berkeley Law School and is a proud Oakland resident along with her husband and their two sons.

## Business and Intellectual Property Authority (BIPA) – Namibia



**Ms. Vivienne Katjiuongua** is the Chief Executive Officer for the Business and Intellectual Property Authority (BIPA) in Namibia. She holds a Master of Laws (LLM), Cum Laude, in International Trade, Investment and Business Law. She also holds a Postgraduate Diploma in Economics for Competition Law, Baccalaureus Juris Degree (B Juris) and a Bachelor of Laws Degree (LLB). Ms. Katjiuongua is an admitted Legal Practitioner in High Court in the Republic of Namibia and has right to appear in the Namibian Supreme Court.

Ms. Katjiuongua has over 18 years of leadership experience across international, regional, and national organisations in both the public and private sectors. In 2015 as a Mo Ibrahim Fellow, Ms Katjiuongua served as a Senior Advisor to the Executive Director of the International Trade Centre in Geneva. She also served as a Director for Businesses Practices at the Namibia Competition Commission between 2010-2015, Trade Advisor at the Agricultural Trade Forum between 2009-2010 and served as a Principle Legal Officer at the Government Attorneys Office between 2001-2009.

Ms. Katjiuongua served on various Boards, including President of WIPO, Vice Chairperson at the Communications Regulatory Authority of Namibia, Trustee of the Namibia Mid Cap Fund, Member of FIFA Normalization Committee, Chairperson of the Namibia Sports Commission, Regional Anti-doping Organization Zone VI as Board member and Vice Chairperson of the Regional Anti-doping Organization (2011-2015), and Board Member of the Executive Committee of the African Union Regional Sports Council.

In 2021, Katjiuongua was appointed as part of a 11-member committee, to the Business Rescue Task Force by His Excellency, Dr. Hage G. Geingob, President of the Republic of Namibia.

## Canadian Intellectual Property Office (CIPO)



**Clyphendie Pierre-Louis** has held the role of acting Director General for the Services to Business Branch at the Canadian Intellectual Property Office (CIPO) since May 2023. She has more than 20 years of experience in the field of business services, information technology and information management. She began her journey with CIPO back in 2006, gaining expertise in implementing strategic initiatives focused on improving client satisfaction. Before her current position, she was the Director of the Service Excellence team, responsible for providing overall leadership for CIPO's service strategy, including service excellence culture, client service experience and the client feedback framework.

With her new role, Clyphendie focuses on increasing intellectual property literacy and the strategic use of IP among Canadian businesses, entrepreneurs and innovators by fostering a culture of innovation and IP-driven business growth. She is also passionate about promoting the value and benefits of IP in a competitive marketplace.

Clyphendie's educational background is in sciences and she also holds a university certificate in quality management from the University of Manitoba.





**Elias Collette** is the Director General of the Corporate Strategies and Services Branch at the Canadian Intellectual Property Office (CIPO). As a leader Elias combines a people-first and data driven approach to CIPO's mandate to ensure that Canadians unlock the benefits of intellectual property. Prior to coming to CIPO Elias worked in the Chief Information Office Branch at the Treasury Board Secretariat, and the Real Property Branch at Public Service and Procurement Canada.

Elias holds a Ph.D. in Economics. His dissertation, *Essays on Intellectual Property: Innovation, Growth and Strategies*, included chapters that looked at: large- and small-scale innovation; patents as a measure of innovation; and, using trademark oppositions as a tool for entry-deterrence. Elias is a believer of life-long learning and of the importance of evidence-based decision making. He believes that the integration of data and context allows for a richer understanding of the opportunities and challenges around us.



**Konstantinos Georgaras** was appointed as the Commissioner of Patents, Registrar of Trademarks and Chief Executive Officer at the Canadian Intellectual Property Office (CIPO) in 2022, a position in which he held on an interim capacity since 2020.

In this role, Mr. Georgaras provides strategic direction and leadership to CIPO and ensures the provision of world-class intellectual property (IP) services by granting IP rights and providing IP awareness and information. He also represents CIPO and Canada's interests, both nationally and internationally.

Mr. Georgaras joined CIPO in an executive capacity in 2010. He began his career in the public service in 1985 and has held executive positions within the departments of Innovation, Science and Economic Development Canada, Human Resources and Skills Development Canada, and the Science, Technology and Innovation Council.

Mr. Georgaras holds a Master of Arts in Public Administration from Carleton University and an Executive Certificate in Public Leadership from the John F. Kennedy School of Government at Harvard University.



**Saida Aouididi** joined the federal public service in November 2000 and has been working at the Canadian Intellectual Property Office (CIPO) since 2011. Ms. Aouididi is the Chief of International Affairs at CIPO. On a daily basis, she provides political analysis and advice to senior management on all of CIPO's international interactions. In addition to this, Ms. Aouididi represents Canada at the Committee on Development and Intellectual Property and at the World Intellectual Property Organization (WIPO). Ms. Aouididi holds a master's degree in economics from the University of Ottawa. She also has considerable experience organizing and coordinating international events at CIPO.

Department of Defense (DoD) (United States)



**Miranda Richardson**

Special Agent (SA) Miranda Richardson serves as the Product Substitution & Financial Crimes Program Manager where she is responsible for monitoring and supporting all Defense Criminal Investigative Service (DCIS) investigations related to Department of Defense (DoD) programs and operations, focusing on product substitution and financial crimes. She represents DCIS HQ at the multi-agency deconfliction and planning working group with the Government Supply Chain Investigations Unit (GSCIU) sponsored by the National Intellectual Property Rights Coordination Center (IPRC). SA Richardson provides coordination, input and oversight in the processing of safety alerts ensuring notification requirements to appropriate suspension and debarment officials to

ensure the integrity of the DoD supply chain.

Department of Justice (DOJ) (United States)



**ICHIP for Internet Fraud and Public Health  
U.S. Department of Justice**

Cam T. Le is the International Computer Hacking and Intellectual Property Attorney Advisor for Internet Fraud and Public Health (ICHIP IFPH) for the U.S. Department of Justice. As the ICHIP IFPH, Cam works to assist law enforcement, prosecutorial, and judicial authorities with training and technical assistance for criminal enforcement of intellectual property rights, with particular focus on countering counterfeit pharmaceuticals and digital piracy.

Cam joined the U.S. Department of Justice in 2010, first in the U.S. Attorney’s Office for the Middle District of Louisiana. She is currently on detail from the U.S. Attorney’s Office for the District of New Hampshire. Over the course of her federal career, she has prosecuted a wide variety of cases including counterfeit pharmaceuticals, drug trafficking, child sexual exploitation, international money laundering, fraud, cybercrimes, export control, and public corruption.

Prior to joining the U.S. Department of Justice, Cam was an Assistant District Attorney in Norfolk County, Massachusetts, where she served for five years and gained invaluable trial experience.

Cam holds a Bachelor of Arts from Tulane University, and a Juris Doctor from Tulane University Law School, where she served as a managing editor of the Tulane Journal of Technology and Intellectual Property. She is admitted to the Massachusetts bar, and she is also a registered U.S. Patent Attorney.

Ecuador -- National Intellectual Rights Service (SENADI)

**Maria E. Ochoa Castaneda**

Maria Elisa Ochoa Castañeda, lawyer from the Central University of Ecuador, in the city of Quito. With a diploma in Constitutional Law and Forensic Sciences at the Indomaérica University of Ecuador.

I have worked in both the public and private spheres, now I'm currently holding the position of Technical Director of Registry Modifications at the National Intellectual Rights Service SENADI.

## General Services Administration (GSA) (United States)



**Molly Ply** is a Special Agent (SA) with the General Services Administration (GSA), Office of Inspector General, Mid-Atlantic Division, located in Washington, D.C. SA Ply has served with GSA Office of Inspector General (OIG) since August 2018. As a Criminal Investigator she is charged with conducting felony level criminal investigations with a focus on fraud, waste, and abuse involving GSA programs and operations. Investigative allegations include but are not limited to, major procurement fraud, frauds against the government, wire fraud, money laundering, violations of interstate commerce, counterfeiting, and the sale of non-compliant products. SA Ply served approximately 14 years with the Department of Defense as both an investigator and all-source intelligence analyst where she specialized in Supply Chain Risk Management and Counterintelligence Support to Research, Development, and

Acquisition. SA Ply holds a BA in Sociology from American Military University and a Master's Degree in Legal Studies from Arizona State University Sandra Day O'Connor College of Law.

## Global Intellectual Property Alliance (GLIPA) (United States)



**Esteban Santamaría Hernández.**

He has worked in the private, public, academic, and international sectors. He has served as a consultant specializing in intellectual property, innovation, and creative economy for the InterAmerican Development Bank (IDB), where he published studies such as the book “intellectual property rights and public policies for the creative economy: recommendations for Latin America and the Caribbean”. He has also been a consultant for the Development Bank of Latin America and the Caribbean. He is the director and founder of the Mexican think tank, The Centro de Análisis para la Investigación en Innovación, A.C. (CAIINNO), as well as international IP consultant. Finally, he is also GLIPA board member.

He earned a master's degree in Intellectual Property Law at George Washington University, for which he was awarded with the prestigious Fulbright scholarship. He holds a Law degree and a master's degree in Economic Law from the Benemérita Universidad Autónoma de Puebla, graduating with the highest distinction Cum Laude. He is currently a PhD candidate in the Doctorate in Government and Politics. He holds a Diploma in Artificial Intelligence and Intellectual Property from the Center for International Intellectual Property Studies of the University of Strasbourg.

He has represented both Mexico and Latin America in activities organized by institutions such as the World Intellectual Property Office (WIPO), the United States Patent and Trademark Office (USPTO), The International Union for the Protection of New Varieties of Plants (UPOV), among others. He is the only Mexican member of the Creative Economy Working Group of the United Nations Conference on Trade and Development (UNCTAD).

He has participated as a speaker in forums such as the World Bank. In the field of education, he works as a professor or undergraduate and postgraduate degrees in institutions such as the WIPO master's degree in Intellectual Property and Innovation, administered by the University of San Andrés





### **Maria Fernanda Hurtado, Executive Director – Global Intellectual Property Alliance (GLIPA)**

A lawyer from Universidad de los Andes in Colombia with a Master's Degree in International Business and Intellectual Property from the London School of Economics and the University of Turin, respectively. She has built a very diverse professional profile, having the possibility of developing her career in important positions in the public and private sectors, which allows her to have a unique, comprehensive and deep vision of the challenges and opportunities of innovative ecosystems around the world. María Fernanda started her career at Baker & McKenzie in Colombia supporting the regulatory agenda of the firm with the national regulatory authority. Later on joined the

Colombian Ministry of Commerce, Industry and Tourism, leading the closing of the negotiations of the intellectual property chapter on the Colombia Free Trade Agreement with the United States. Also worked for Novartis as Director of Corporate Affairs for Colombia, Ecuador and Peru. She also served as the Director of International Policy and Operations for the Federation of Pharmaceutical Industries in the Latin American Federation of the Pharmaceutical Industry (LATAM – FIFARMA). She is convinced about the impact of intellectual property in people's lives and its capacity for making of this the world a better place, inspiring, and creating a future of thrilling possibilities.

## **Intellectual Property Office of the Philippines (IPOP HL)**



### **Ma. Lea (Aizel) Criselda SJ Anolin**

Aizel serves as Director III of IPOP HL's Financial, Management, and Administrative Service (FMAS) while also holding the position of Alternate Chairperson to Director General Rowel S. Barba within the Gender and Development (GAD) Focal Point System at IPOP HL, among others. As the FMAS Assistant Director, she works closely with the Director to ensure the efficient functioning of critical areas including general administration, human resource management, strategy and knowledge management, and financial management. Aizel's esteemed role as the GAD Alternate Chairperson underscores her unwavering dedication to promoting gender equality, empowerment, diversity, inclusivity, equity, and belongingness within IPOP HL and her commitment to fostering an inclusive and supportive environment for its stakeholders.



### **Rowel Barba**

Rowel Barba is the Director General of the Intellectual Property Office of the Philippines (IPOP HL).

Prior to his appointment in IPOP HL he served as an Undersecretary of the Department of Trade and Industry (DTI) where he supervised several offices and attached agencies of the DTI such as the Foreign Trade Service Corps (FTSC), Legal Service (LS), the Construction Industry Authority of the Philippines (CIAP), and the Philippine Economic Zone Authority (PEZA), among others.

His steadfast leadership is also known in the Association of Southeast Asian Nations (ASEAN) and Asia Pacific regions for he served as the Chairperson of the ASEAN Working Group on Intellectual Property Cooperation (AWGIPC) from 2021 to 2023 and currently, the APEC IP Experts Group.

Barba was recently hailed as one of the 50 Most Influential People in IP in 2023 by *Managing IP*.



**Ms. Emmelina C. Masanque**  
**Assistant Division Chief/Information Officer IV**  
**IP Marketing and Communications Division**  
**IPOPHL**

Ms. Masanque's Division is in charge of the Intellectual Property (IP) Awareness Programs of the IPOPHL. Under this, she conceptualizes programs and projects that promote the importance of IP creation, protection and utilization to various sectors.

Three major programs that she handles are:

the Young IP Advocates (YIPA) program targeting Secondary Schools that aims to help build respect for IP and increase IP awareness among the young;

the regularized online seminar for the general public and MSMEs entitled "iLEAP (Learn, be Empowered Adopt, and Profit from your IP) Plus" held weekly from February to November every year. The iLEAP IP sessions aim to make the intellectual property (IP) system easier to understand and provide useful information on IP registration and maintenance;

and the REAP IP (Raise the Economy by Acquiring Protection of the IP of the Community), which is a collaboration with the Local Government Units (LGUs) to capacitate them on the importance of IP, provide an IP-conducive atmosphere for their constituents by enabling them to correctly identify and take stock of their own and their community's intellectual property creations, provide guidelines for their protection, and even opportunities for commercialization, and capacity for enforcement.

Ms. Masanque has more than 20 years of experience in IP awareness, education, and promotion.



**Felicita Macenas – Aguilar**  
**Chief Administrative Officer**  
**Human Resource Management and Development Division**  
**Intellectual Property Office of the Philippines**

Ms. Aguilar is the Chief Administrative Officer of the Human Resource Management and Development Division of Intellectual Property Office of the Philippines (IPOPHL).

She is primarily responsible for the overall supervision and management of the Human Resource and Organizational Development policies, programs and activities of the company, working with the HR team with 11 members. She worked on the formulation and updating of HR policies and programs, learning and development interventions; institutionalization of pre-employment psychological assessment; pre-retirement and wellness programs, and counseling of employees who are in difficult circumstances. Her recent accomplishment as Head of the HRMD is the Level II Accreditation of IPOPHL under the Civil Service Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM), which earned a Bronze Award.

She is also a member of the Gender and Development Focal Point System of the IPOPHL. As Head of HRMDD she ensures that the policies and programs for Women employees are implemented as prescribed by the Philippine Commission on Women (PCW).

The HRMDD under her leadership is in the process of developing the Enterprise Human Resource Information System (E-HRIS) which integrates all HR systems; and working towards Level III Accreditation for PRIME HRM.

# International Trademark Association (INTA) (United States)



**Jennifer Simmons** Director, Government Relations, Washington, D.C., International Trademark Association (Inta)

As Director of Government Relations, Ms. Simmons is INTA’s liaison with federal government officials and contributes to the development of INTA’s positions on national and global intellectual property (IP) issues. Prior to joining INTA in 2019, Ms. Simmons served as Assistant General Counsel, Office of the General Counsel, at the United States Trade Representative (USTR). She was the lead IP attorney for the U.S.-Mexico-Canada Agreement and engaged with Congress and industry stakeholders. Ms. Simmons also served as Pro Bono Coordinator in the Office of the Under Secretary and Director, and as Associate Counsel in the Office of the General Counsel, at the United States Patent and Trademark Office (USPTO).

# Invent Together (United States)



**Holly Fechner** is a Partner at Covington & Burling LLP and a co-chair of the firm’s technology industry group. She advises clients on complex public policy matters.

Fechner is Executive Director of Invent Together, an alliance supported by organizations, universities, companies, and other stakeholders dedicated to understanding the gender, race, income, and other diversity gaps in invention and patenting and supporting public policies to close them. She serves on the board of directors of the American Constitution Society and has taught at the Harvard Kennedy School, the University of Maryland Law School and George Washington University.

Prior to Covington, Fechner was Policy Director for Senator Edward M. Kennedy and Chief Labor and Pensions Counsel for the Senate Health, Education, Labor & Pensions Committee. She graduated from Oberlin College and received her law and women’s studies graduate degrees from the University of Michigan.

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## IP Australia



### Michael Schwager

As Director General since 2018, Michael has led IP Australia on a customer-focused, digital-first strategy. As well as seeing unprecedented growth in IP rights during the pandemic, IP Australia has been a test bed of public sector innovation and digital transformation.

Prior to his appointment, Michael spent three years as Chief Operating Officer at the Department of Industry, Innovation and Science. He also spent time as acting Chief Operating Officer at CSIRO.

Michael's career across industry, innovation and science policy has included responsibility for implementing innovation programs including the \$3B R&D tax incentive; developing med-tech, pharma-bio, small business and industry policy; attracting foreign investment into Australian high-tech industries; leading trade and multilateral negotiations in food, agriculture and energy.

From 2012 to 2015, Michael was Minister-Counsellor (Industry, Science and Education) at the Australian Embassy in Washington DC. He also spent five years in Parliament House as a researcher and speechwriter, and two years as an auditor for a large multinational accounting firm.

Michael has a Bachelor of Economics and is a Graduate of the Australian Institute of Company Directors.

## Japan Patent Office (JPO)



**Mai Miyaoka** is the Deputy Director of International Policy Division at the Japan Patent Office (JPO) where she leads the diversity and Inclusion (D&I) team of the JPO, which was organized last year to improve diversity, particularly in regard to the gender gap. Mai is also engaged in multilateral negotiations mainly at the World Intellectual Property Organization and World Trade Organization.

Prior to her current position, Mai served as a JPO senior patent examiner and administrative judge in the fields of biotechnologies, food sciences and medicines for about 10 years. Taking advantage of her deep understandings for those technologies and their examination practices, Mai contributed to the capacity building of patent examiners in developing countries and formation of the global Intellectual Property (IP) network among IP offices via JPO training programs. She worked as an international training instructor to give lectures to IP offices in developing countries including Viet Nam, Malaysia and Philippines.

Mai has a bachelor's degree in Department of Biophysics and Biochemistry, Faculty of Science from the University of Tokyo and a master's degree in Department of Medical Sciences, Graduate School of Frontier Sciences from the University of Tokyo.



## Korean Intellectual Property Office (KIPO)



**Sun Ah Choi**

Working as a deputy director at the Korean Intellectual Property Office, responsible for promoting policies aimed at encouraging women's invention and women's IP education.

## Moldova

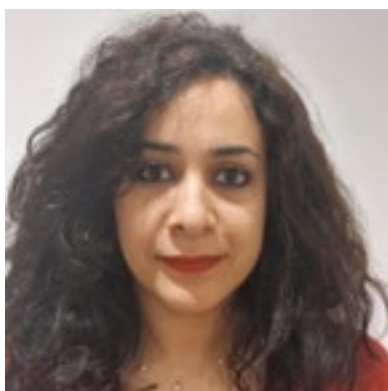


**Dr. Natalia Mogol** has been working within the State Agency on Intellectual Property for more than 20 years, since June 18, 2020 as deputy general director.

Responsible for the development and strengthening of the industrial property system in the Republic of Moldova through legislative adjustments, procedure's improvement and continuous promotion of knowledge on industrial property among the citizens of the Republic of Moldova, but also for the implementation of internal managerial control and ISO 9001:2008 standard in Agentia De Stat Pentru Proprietatea Intelectuala (AGEPI) procedures.

Passionate about digital transformation, institutional management, IP and Economics, with a focus on trademarks and Geographical Indications protection.

## Moroccan Office of Industrial and Commercial Property (OMPIC)



**Fatima Zahra Belafkih**  
**Head of Management Control and PMO service**

In her current role, at Moroccan Office of Industrial and Commercial Property in Casablanca, Ms. Belafkih leads the process of strategic planning, objectives setting and development of annual action plans and advises operational staff on the various aspects of budget planning and management.

She also works to develop partnerships between universities, companies and research centers to enhance the results of research and the strategic use of the patent system by innovators. She has past experience as a Patent Examiner in the areas of Networks, IT and Telecommunications. Ms. Belafkih speaks Arabic, French, and English.



# National Directorate of Intellectual Property (DINAPI) Paraguay



**Adriana Fleitas** is an attorney at law from Paraguay, specialized in intellectual property, with more than twenty years of experience in advising local and international companies and individuals on the protection of their intellectual rights. As of August 2023, has been appointed as General Advisor to the Director of the National Directorate of Intellectual Property (DINAPI) in Paraguay.

Adriana Fleitas is a graduate of the Universidad Nacional de Asunción (National University of Asunción) (2004), has obtained a master's degree in Management of Science and Innovation from the Universitat Politecnica de Valencia (2014) as a scholarship recipient from Fundación Parque Tecnológico Itaipu. She participated in the Professional Development Program: “Promoting Innovation: Licensing Academy in Intellectual Property and Technology Commercialization” at the University of

California at Davis in 2013, through a scholarship granted by Organization of American States.

Before taking her role as a public official, she was part of prestigious Paraguayan law firms, managing the intellectual property portfolio of various national and international companies. As a sole practitioner, has rendered legal advice on technology transfer, licensing, confidentiality, contracts, private data protection and other aspects related to technology, innovation, intellectual property policies and management of intellectual assets.

Speaks Spanish (native language), English and Portuguese.

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**Claudia Franco** is a Paraguayan attorney at law, specialized in intellectual property, with more than twenty years of experience in the field, advising authors, local and international companies on the protection and defense of their intellectual rights. As of August 2023, has been appointed as National Director of the National Directorate of Intellectual Property (DINAPI) in Paraguay.

Claudia Franco is a graduate of the *Universidad Nacional de Asunción* (National University of Asunción) (2003), has obtained a master's degree intellectual property from the *Universidad de Alicante* (University of Alicante) (2006) and, as a scholarship recipient from *Fundación Carolina* from the Spanish Government, has completed a master's degree in Publicity Rights and Sports and Artists Management, from *Universidad Rey Juan Carlos* (University Rey Juan Carlos) (2016) in Madrid, Spain.

She has worked as an intern at the collective management entity *AIE Sociedad de Artistas Intérpretes y Ejecutantes* in Madrid, Spain.

She has been part of prestigious Paraguayan law firms, daily managing the trademark portfolio of various national and international companies, with considerable experience in prosecution and litigation in matters of trademarks, patents, copyrights and other distinctive signs, as well as advising and drafting of contracts and legal opinions. As a private practitioner, has advised audiovisual creators on several audiovisual productions and on the formation of a collective management entity.

Speaks and writes in Spanish (native language) and English (fluent).

Additional information: Active Member of Lions Club International since 2005; Founding member of the *Asociación Paraguaya de Orientación Deportiva* (Orienteering Paraguayan Association); Member of *Colegio de Abogados del Paraguay* (Paraguayan Bar Association); Member of *Asociación Paraguaya de Agentes de Propiedad Intelectual* (APAPI); Member of *Asociación Interamericana de Propiedad Intelectual* (ASIPI).

## National Institute of Intellectual Property, Ministry of Justice, Republic of Kazakhstan (Qazpatent)



My name is **Aruzhan Ulkanova**, and I hail from Astana, Kazakhstan. I hold a Master's degree in Legal Studies and have been working at the Patent Office of Kazakhstan since 2020. Last year, I was entrusted with leading the Intellectual Property Rights Center (IPR Center). My dedication to self-improvement and self-actualization is evident in my participation in distance learning courses offered by the World Intellectual Property Organization (WIPO), through which I have earned 6 certificates. I take pride in my contributions to the field of intellectual property protection and am committed to furthering my professional development, as well as fostering innovation both within Kazakhstan and beyond its borders.

## Companies and Intellectual Property Commission (CIPC) – South Africa

**Amanda Lotheringen** is a Senior Manager for Copyright and intellectual property (IP) Enforcement and the Companies and Intellectual Property Commission (CIPC) in Johannesburg, South Africa. Ms. Lotheringen is responsible for the implementation of the Counterfeit Goods Act, No. 37 of 1997, and oversee the declaration of counterfeit goods depots. She was also involved in the training of law enforcement officials across government departments to implement the Act. She holds a degree from the Rand Afrikaans University in Development Economics and an Honors degree in Economics.

## Spanish Patent Office

**Elisa Rodriguez** is Senior Adviser to the Director of the Spanish Patent and Trademark Office since January 2023. She is responsible for the areas of communication and dissemination, statistics and strategic planning. She also serves as Chief of Staff to the Director.

She has been a civil servant at the Spanish Administration since 2010. During her career, she has worked at the Spanish Film Institute as Deputy Director of Promotion and International Relations and held various positions in the Ministries of Industry and Energy, among others.

Elisa holds degrees from University of Granada (Spain); EHESS (Paris, France) and an Executive Master of Public Administration from the Maxwell School of Citizenship and Public Affairs at Syracuse University (NY).

## State Agency of Intellectual Property and Innovation under the Cabinet of Ministers of the Kyrgyz Republic (Kyrgyzpatent)



**Rakhat Kerimbaeva**

Rakhat Kerimbaeva is the Director of Kyrgyzpatent, the State Agency of Intellectual Property and innovation under the Cabinet of Ministers since 2022 and in 2012 was the Executive Director of State Intellectual Property Fund under Kyrgyzpatent. Kyrgyzpatent is an authorized state executive body that ensures a unified state intellectual property policy and promotes innovation.

As Director of Kyrgyzpatent, Kerimbaeva takes the agency to a new level and pays great attention to developing and exchanging experience, expertise, and talents. In 2022 Ms. Kerimbaeva initiated the concurs project “40 regions – 40 initiatives” aimed to develop rural areas, and at the beginning of 2023 the final of these concurs was held

and 8 innovative projects were granted for financial support. Prior to this she worked in the lighting industry for many years.

Kerimbaeva has a Master of Jurisprudence, from Kyrgyz State Law Academy under the Government of the Kyrgyz Republic and was nominated for Zhogorku Kenesh (parliament) as people's representative a few times. In 1998-2005 she managed the Public foundation "Kyrstal" to help the poor and sick people.

## United States Chamber of Commerce – Global Innovation Policy Center (GIPC)

**Kelly Anderson**

**Executive Director, International Policy**

Kelly Anderson serves as executive director of international policy at the U.S. Chamber's Global Innovation Policy Center (GIPC). Anderson oversees the GIPC's global advocacy efforts and leads the GIPC's policy engagement in the multilateral organizations and developed economies.

Anderson is also the lead of the production and marketing of the U.S. Chamber's International Intellectual Property Index. Anderson discusses the report's findings with U.S. and foreign government officials, industry stakeholders, and international third party groups. In her eleven years at the Chamber, Anderson has presented the U.S. Chamber's IP Index at events in over a dozen global markets.

Prior to joining the Chamber, Anderson handled congressional affairs at the Embassy of Gabon in Washington, D.C. During her time at the Embassy, she worked with congressional staff to raise the profile of Gabon both on the Hill and throughout Washington, D.C. Prior to this, Anderson worked at the lobbying firm American Continental Group after previously interning on the Hill.

Anderson received an Executive Masters of Public Administration at the London School of Economics and Political Science. She earned her B.A. in Political Science from Drew University in Madison, NJ.

## United States Copyright Office (USCO)



**George Thuronyi**

**Deputy Director of Public Information and Education**

George Thuronyi is the deputy director of the Office of Public Information and Education (PIE) at the United States Copyright Office. He was appointed to the position effective April 29, 2018.

Thuronyi assists the Associate Register of Copyrights and Director of PIE in providing authoritative information about copyright law to the public. PIE implements the Office's communications plan, publishes comprehensive written and audiovisual materials, develops education and outreach programs, and responds to public inquiries about Office policies and practices.

Thuronyi also served as interim head of PIE from July 27, 2021, to May 7, 2022, and as acting director of PIE from December 1, 2017, to March 31, 2018. He has been with the Copyright Office since 1999, always working to educate and communicate with the public and creative community. He has served in various roles as acting chief, assistant chief, and Recordation Section head. Thuronyi was one of the agency's early webmasters, when the internet was a new way of reaching people. He designed the first web-based copyright catalog search system that gave users easy access to millions of copyright records.

Thuronyi started his career at the National Library Service for the Blind and Physically Handicapped (NLS). There, he was a writer-editor, publishing a book review magazine. He also wrote a book on the history of a volunteer equipment-repair program. He set up the NLS web presence and worked on WebBraille, the world's first full-text digital Braille distribution system.

Thuronyi is a graduate of the Library's Leadership Development Program. He has a bachelor of science in journalism from the University of Maryland, focusing on public relations and minoring in German.



### **Maria Strong**

#### **Associate Register of Copyrights and Director of Policy and International Affairs**

Maria Strong is the Associate Register of Copyrights and Director of Policy and International Affairs for the United States Copyright Office. She was appointed to this position effective April 23, 2019.

Strong advises the Register on the policy functions of the Copyright Office, including domestic and international copyright analyses, legislative support, and trade and treaty discussions. She directs the Office of Policy and International Affairs (PIA), which provides support and technical advice to Congress and represents the Copyright Office at meetings of government officials concerned with the international aspects of

copyright protection and enforcement.

Strong also served as the Acting Register of Copyrights from January 5, 2020, through October 24, 2020, having been appointed by Librarian of Congress Carla Hayden. During that time, Strong led a 440-person workforce to administer the many aspects of the Copyright Act and continue office IT modernization efforts, all during pandemic operations. She also served as Acting Assistant Register and Director of Operations from November 7, 2021, to March 26, 2022. Prior to her April 2019 appointment as director of Office of Policy and International Affairs (PIA), Strong served as its deputy director since January 2015. She also served as acting general counsel from April to July 2013. She joined the Copyright Office as senior counsel for policy and international affairs in 2010.

Before joining the Office, Strong spent nineteen years in private practice in Washington, DC, where she represented clients in the media, technology, and entertainment sectors and provided analyses and advocacy on global and domestic issues involving copyright law, enforcement, trade policy, and e-commerce. She began her legal career as a staff attorney at the Federal Communications Commission



### **Shira Perlmutter**

#### **Register of Copyrights and Director**

Appointed to the position effective October 25, 2020, Perlmutter leads a workforce of approximately 450 employees at the United States Copyright Office (USCO). She also advises Congress on copyright policy, and directs the administration of important provisions of the U.S. Copyright Act, Title 17 of the United States Code.

Prior to her appointment as Register, Perlmutter served since 2012 as Chief Policy Officer and Director for International Affairs at the United States Patent and Trademark Office (USPTO). In that position, Perlmutter was a policy advisor to the Under

Secretary of Commerce for Intellectual Property and oversaw the USPTO's domestic and international IP policy activities; legislative engagement, through the Office of Governmental Affairs; education and training, through the Global Intellectual Property Academy (GIPA); global advocacy, through the IP Attaché Program; and economic analysis, through the Office of the Chief Economist.

Perlmutter previously worked at the World Intellectual Property Organization (WIPO) in Geneva as a consultant on copyright and electronic commerce. She was the copyright consultant to the Clinton Administration's Advisory Council on the National Information Infrastructure in 1994 and 1995.

Previously, she practiced law in New York City, specializing in copyright and trademark counseling and litigation. She is a co-author of a leading casebook on international intellectual property law and policy and has published numerous articles on copyright issues. She is also a research fellow at the Oxford Intellectual Property Research Centre at Oxford University.

Perlmutter received an AB from Harvard University and a JD from the University of Pennsylvania.

[Director Perlmutter's full bio](#) is available on the USCO website.



**United States Patent and Trademark Office (USPTO), *other than Under Secretary Kathi Vidal, and Deputy Under Secretary Derrick Brent, who are both shown at the beginning of the Biography section.***



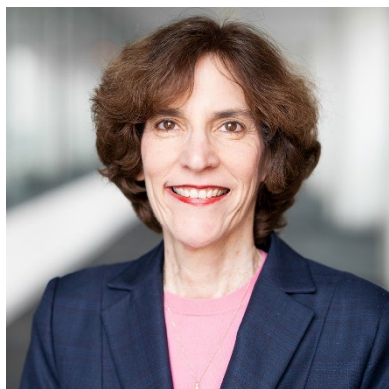
**Vaishali Udupa**  
**Commissioner for Patents**

Vaishali Udupa is the Commissioner for Patents of the United States Patent and Trademark Office (USPTO). As Commissioner for Patents, Ms. Udupa manages and leads the Patents organization as its chief operating officer. She oversees the agency's 10,000 Patents employees, including more than 9,000 patent examiners responsible for fostering the country's innovation system by providing patent protections to inventors as stated in Article I, Section 8 of the U.S. Constitution

Prior to joining the USPTO, Ms. Udupa was already a nationally recognized leader in intellectual property (IP), with over twenty years of experience in strategic IP advisement and complex litigation. She has a wealth of experience in patent prosecution and litigation, global IP policy, and diversity, equity, inclusion, and accessibility. In the private sector, Ms. Udupa secured multiple IP trial wins and managed numerous IP cases to favorable resolutions in the United States and abroad. She assisted in the development of patent and trademark portfolios and counseled internal clients regarding licensing deals, asset acquisitions, and agreements involving IP rights. Her technological experience includes, among others, electronic devices, networking and telecommunication systems, computer software, electronic commerce, consumer products, sporting goods, and medical devices.

Throughout her career, Ms. Udupa has achieved a proven track record of addressing diversity issues in the science, technology, and legal professions. She has sought to promote diversity and inclusion through pro-bono work and bar association involvement, including by serving as Honor Roll Committee Co-Chair of ChIPs, a non-profit organization that advances and connects women in technology, law, and policy; volunteering with the Girl Scouts Nation's Capital to provide young girls with their inventor patch; and teaching basic IP topics to Washington, D.C., high schoolers through the Street Law Program. Her efforts have received accolades, including the National Bar Association's 2020 Diversity in Tech and IP Law award. She also maintains a keen interest in increasing entrepreneurship and the number of patents applied for and obtained by all inventors, including women, minorities, veterans, and those from rural and economically disadvantaged areas.

Prior to joining the USPTO, Ms. Udupa was the Vice President, Associate General Counsel for Litigation at Hewlett Packard Enterprise (HPE). Prior to HPE, she was an IP litigation manager at HP and an associate at Jones Day and Pennie & Edmonds. Ms. Udupa earned her Juris Doctor from American University's Washington College of Law and her Bachelor of Science in Civil Engineering from the University of Virginia.



**Sharon Israel**  
**Chief Policy Officer and Director for International Affairs**

Sharon Israel is the Chief Policy Officer and Director for International Affairs at the United States Patent and Trademark Office (USPTO). In this position, she serves as a policy advisor to the Under Secretary of Commerce for Intellectual Property and Director of the USPTO and Deputy Under Secretary of Commerce for IP and Deputy Director of the USPTO. She oversees the USPTO's domestic and international policy matters related to intellectual property (IP) protection and enforcement and on IP-related trade issues, including proposed legislation and international activities of the U.S. She also oversees the Office of Policy and International Affairs' (OPIA) education and training programs through the Global Intellectual Property Academy (GIPA); global advocacy initiatives through the IP Attaché Program; and economic analyses through the Office of the Chief Economist, among her many duties.

Prior to joining the USPTO, Ms. Israel was a partner at Shook, Hardy & Bacon L.L.P., specializing in intellectual property law with an emphasis in patent litigation. During her career, she has litigated patents related to a variety of industries and technologies, including wireless communications, oil field equipment, consumer electronics, chemicals, and medical devices.

Ms. Israel has served in leadership roles such as the President of the American Intellectual Property Law Association; Chair of the State Bar of Texas Intellectual Property Law Section; President of the Houston Intellectual Property Law Association; President of The Honorable Nancy F. Atlas Intellectual Property American Inn of Court; President of the Foundation for Advancement of Diversity in IP Law; Membership Officer of the American Bar Association's Section of Intellectual Property Law; and on the Board of Governors for the Federal Circuit Bar Association.

Ms. Israel received her law degree and Masters of Business Administration from Emory University. She received a Bachelor of Science degree in electrical engineering from the Massachusetts Institute of Technology.



**Bismarck Myrick**  
**Director of the Office of Equal Employment Opportunity and Diversity**

Bismarck Myrick became the Director of the Office of Equal Employment Opportunity and Diversity (formerly: the Office Civil Rights) at the U.S. Patent and Trademark Office in July 2008. From 2003 to 2008, Mr. Myrick was the Deputy Director of that Office. Prior to joining the USPTO, Mr. Myrick worked as an appellate review attorney in Office of Federal Operations at the U.S. Equal Employment Opportunity Commission from 1999-2003. Prior to working at the EEOC, Mr. Myrick worked as a trial attorney for the Baltimore City Department of Social Services. Mr. Myrick received a bachelor's degree in Communication Studies from Florida State University and a Juris Doctorate from the University of Missouri-Columbia. Mr. Myrick is licensed to practice law in the District of Columbia and State of Maryland.



**Valencia Martin Wallace**  
**Deputy Commissioner for Patents**

As Deputy Commissioner for Patents at the United States Patent and Trademark Office (USPTO), Ms. Martin Wallace manages and leads the Patent organization's efforts related to international intellectual property (IP) harmonization and oversees patent examining functions in Technology Centers that examine the technologies of communication, mechanical engineering, manufacturing and medical devices and processes and design. Regarding international IP harmonization, she specifically provides executive leadership on international patent legal issues and various work sharing efforts with international partners.

Ms. Martin Wallace is currently the Executive Lead for the USPTO's initiative the Council for Inclusive Innovation (CI2). The CI2, comprised of representatives from industry, academia, and government, will help guide the USPTO in developing a comprehensive national strategy to build a more diverse and inclusive innovation ecosystem by encouraging participation demographically, geographically, and economically.

As part of her twenty-eight year career at the USPTO, she recently served as Deputy Commissioner for Patent Quality where she was responsible for sustaining the high quality of the USPTO's patent examination processes and products. She also served as Assistant Deputy Commissioner for Patent Operations, where Ms. Martin Wallace oversaw operations in the software technology centers, served as executive co-lead on the implementation of the AIA First-Inventor-to-File statutory framework, and led the implementation of the Office of Patent Examination Support Services.

Ms. Martin Wallace is a graduate of Howard University, where she earned a Bachelor of Science in Electrical Engineering, and The George Washington University School of Law, where she earned a Juris Doctorate. She has also received a certificate in Advanced Public Administration from Syracuse University's Maxwell School of Public Administration.



**Patricia Bianco**  
**Technology Center Director**

Patricia (Tricia) Bianco is a Director of Technology Center (TC) 2800, Semiconductors/Memory, Optics, Electrical Circuits & Systems and Printing/Measuring & Testing. She joined the USPTO in 1998 as a patent examiner in TC 3700, working in the medical technology art.

Through her career at the USPTO, Tricia has served as a supervisory patent examiner (SPE) and a management quality assurance specialist (MQAS); a resource SPE in the Rocky Mountain Regional Office; Acting Director of the Office of Patent Quality Assurance; and as Senior Advisor to the Deputy Commissioner for Patents, where she

served an advisory role in a variety of ways.

Tricia helped to establish the Council for Inclusive Innovation (CI2), a USPTO initiative. CI2, comprised of representatives from industry, academia, and government, will help guide the USPTO in developing a comprehensive national strategy to build a more diverse and inclusive innovation ecosystem by encouraging participation across all demographic groups, geographic locations, and economic levels. Tricia currently leads the CI<sup>2</sup> Innovation Internship program. Tricia is a graduate of Virginia Tech, where she earned a B.S. in Biochemistry.





**Karin Ferriter**  
**Global Diversity, Equity and Inclusion Advisor**

As the Global Diversity, Equity and Inclusion Advisor, Ms. Ferriter advises the Commissioner and Deputy Commissioners on the development of current and future patent initiatives to advance diversity and inclusion efforts in the global intellectual property (IP) ecosystem.

Previously, Ms. Ferriter served as the Deputy Chief Policy Officer of the Office of Policy and International Affairs (OIPA), supervising the China, Copyright, Trademark, and Enforcement teams, as well as the Patent Team for the first few years.

Ms. Ferriter began her career as a patent examiner in 1985, and became a Primary Patent Examiner. Ms. Ferriter then served as a Senior Legal Advisor in the Office of Patent Legal Administration, as Patent Attorney in OPIA, and detailee to the Office of the United States Trade Representative, U.S. Mission to the World Trade Organization (WTO), in Geneva, Switzerland.

Ms. Ferriter has a Bachelor of Science in Mechanical Engineering from the University of Massachusetts Lowell and Juris Doctor (JD) from the Antonin Scalia Law School at George Mason. She is a member of the Virginia Bar, the American Intellectual Property Law Association, the Patent and Trademark Office Society (for which she previously served as Assistant Editor), Women in Science and Engineering, and the Network of Executive Women.



**Carlos Gutierrez**  
**Innovation Outreach Specialist**

Carlos Gutierrez is an Innovation Outreach Specialist – National Programs within the Office of Innovation Outreach at the USPTO.

He started his career with service in the United States Marine Corps, working in the field of logistics; he completed two tours overseas, one of which was in support of Operation Iraqi Freedom in the Persian Gulf. Subsequently, Gutierrez held roles in the private sector, including several years as an Executive Team Leader with Target retail stores and as an Adjunct Professor of Entrepreneurship at The University of Texas – Rio Grande Valley. Additionally, Gutierrez holds a U.S. patent, was the founder of

several companies, has served as an advisor for several nascent-stage tech startups, and has written and managed grants that have awarded a total of \$1.73 million.

Carlos has a background in business development and program management in the private sector, state government, federal government, academia, and non-profit spaces. He holds a Bachelor of Business Administration in management from The University of Texas – Rio Grande Valley, a Master of Business Administration from the University of Phoenix, and a Master of Science in technology commercialization from The University of Texas at Austin.



**Steve Koziol**  
**Managing Regional Assistant Director for the Silicon Valley Regional Office**

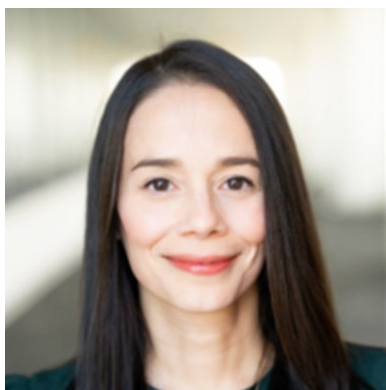
Mr. Koziol serves as the Managing Regional Assistant Director for the United States Patent and Trademark Office (USPTO) Silicon Valley Regional Office. In this role, he leads the coordination of stakeholder outreach efforts at the Silicon Valley Regional Office, ensuring the equitable distribution of USPTO services and resources across the western region.

Mr. Koziol has served the USPTO for nearly 15 years, starting as a patent examiner and working through various management roles as a supervisory patent examiner at headquarters, the Rocky Mountain Regional Office, and the Silicon Valley Regional

Office.

While at the USPTO, Mr. Koziol has led or contributed to numerous projects impacting patent operations, including the AIA Post Grant Outcomes program, America Invents Act (AIA), First Inventor to File implementation, American Intellectual Property Law Association Partnering in Patents, and patent operations cost and fee modeling. As a supervisory patent examiner, he has managed teams of patent examiners in the computer graphics and digital imaging fields. He has received two distinct Department of Commerce Bronze Medal Awards.

Mr. Koziol received his Bachelor of Science degree in Electrical Engineering from Bradley University.



**Glorimar Maldonado**  
**Diversity Officer**

Glorimar Maldonado is the Diversity Officer for the U.S. Patent and Trademark Office, a bureau of the U.S. Department of Commerce, located in Alexandria, VA. In this role, the first of its kind for the Agency, she provides policy review, technical guidance, data-driven analyses, and strategic leadership for Diversity, Equity, Inclusion and Accessibility (DEIA) programs and initiatives to recruit, retain, engage and develop a prepared, diverse and sustainable workforce. Further, as an instructor, she conducts employment and professional/leadership development workshops for federal and national stakeholders and K-12 activities that promote careers in mathematics and the

sciences.

From 2021-2023, Ms. Maldonado was the chair of the National Council of Hispanic Employment Program Managers (NCHEPM), an organization that, for more than 25 years, has worked to empower and assist Hispanic Employment Program Managers and other DEIA practitioners in building coalitions and networks to enhance the recruitment, development and retention of Hispanics in the federal workforce. In this role she led programs and initiatives to inform the work of these practitioners, thereby improving the sustainability and overall success of the work they undertake.

Previously, Ms. Maldonado was the Interim Deputy Director for Talent Acquisition and the first-ever and first Latina Chief Recruitment Officer for the U.S. Department of Health and Human Services. In this role, she developed, reviewed and implemented policies, programs and initiatives to streamline and improve federal hiring and retention practices, implement robust diversity recruitment practices, and promote DEIA in the workforce.



**Errica Miller**  
**Director and International Outreach Program Administrator**

As the International Outreach and Program Administrator, Ms. Miller oversees the coordination and implementation of key initiatives and outreach in support of the Office of International Patent Cooperation.

Ms. Miller joined the United States Patent and Trademark Office in 1989 as a part-time employee while finishing her senior year of high school. She returned full-time to the USPTO and held several technical and administrative positions within the Patents organization including Clerk Typist, Legal Instruments Examiner, Supervisory Legal Instruments Examiner, Program Analyst, Strategic Planning Project Manager and more

recently Management Support and Operations Specialist supporting the Office of the Deputy Commissioner for Patents.

Ms. Miller received her undergraduate degree in Human Resource Management from the University of Maryland in 2006 and a MS in Management and Information Systems and Services in 2014.



**Achantee Powell**  
**International Program Specialist**

Meet Achantee, our brilliant International Program Specialist who recently embarked on an exciting new journey with the United States Patent and Trademark Office and International Outreach and Administration (IOA) in May 2023. With the spirit of adventure flowing through her veins, she carries the distinguished badge of an Air Force Veteran, having served 8 incredible years on active duty and another 12 in the Reserves as a Weather Forecaster. She is deeply rooted in military service, with her dad also serving in the Air Force for over 27 years. Thanks to her military upbringing, and her own military service, Achantee has lived in over 4 countries, and 8 states. Achantee

gracefully bid farewell to her military service from the Air Force Reserves in April 2022. Alongside her military service, she passionately pursued education, and while on active duty, she earned her BS in HR Management from Park University. As a dedicated lifelong learner, she also achieved her MBA from DeVry University during her time in the Reserves, and completed a year-long Fitness Training & Nutrition Certification Program. She also took courses towards her Health & Wellness Coaching Certification. She has diverse career and government experience in Budget & Finance, Contract Management, Training & Development, HR & Performance Management, and Program Management. Achantee is a devoted wife and the proud mother of a beautifully large family that radiates love and laughter. Together, they have 4 lively boys, ages 16, 14, 11, and a bundle of joy, their adorable 2-year-old baby girl. Achantee's exuberance extends beyond her professional and family life. As a certified personal trainer, she exudes boundless enthusiasm for health and fitness. From invigorating workouts that push boundaries to preparing wholesome and flavorsome meals in her kitchen, she embraces a vibrant and balanced lifestyle. She enjoys traveling and exploring diverse cultures and cuisines, and has traveled to over 8 countries. Achantee takes pride in being the Program Manager for the Global Mentoring Program, and supporting women in Intellectual Property, and Global Diversity and Inclusion.





**Joyce Ward**  
**Director, Education & Outreach**

Joyce is the Director of the Office of Education and Outreach for the United States Patent and Trademark Office (USPTO). She is tasked with expanding the reach of the USPTO's outreach offerings to provide educators and students with unique USPTO learning experiences and resources designed to integrate knowledge of invention, innovation, entrepreneurship, and science, technology, engineering, and mathematics (STEM). Her office encourages both the creation as well as the protection of intellectual property. Under Joyce's leadership the USPTO has launched several projects for educators and students such as the Science of Innovation series, a

collaboration between the USPTO, the National Science Foundation, and NBC Learn; a national summer institute for teachers with a focus on intellectual property and the resources of the USPTO; intellectual property and STEM/STEAM professional development workshops for K-12 educators, an Intellectual Property patch with the Girl Scouts organization, and the first USPTO Inventor Trading/Collectible Card series. Prior to her current position Joyce served as the Director of Program Support and Intellectual Property for the National Inventors Hall of Fame. From 1994 to 2002, she worked for the USPTO as a Trademark Examining Attorney and later as an Education Specialist in the Office of Public Affairs. She received her undergraduate degree from the University of North Carolina at Chapel Hill and her law degree from the Georgetown University Law Center in Washington, DC.



**Sharon C. Watson**  
**International Program Specialist**

Sharon Watson is an International Program Specialist who loves traveling to new countries and creating meaningful impact at the intersection of mission, vision, and purpose. With a remarkable two-decade journey spanning both the United States and the United Kingdom, she's been a maestro in the kind of integrated marketing and strategic communications that build brands and convert the uncommitted into embracing new experiences and purpose-driven careers.

Sharon has orchestrated cutting-edge marketing campaigns, breathed fresh life into old challenges, launched multifaceted programs targeting underserved communities, and

led dynamic, high-performing teams. In her current role, she splits her time as the architect of Office of International Patent Cooperation's (OIPC) strategic outreach plan, and as a key contributor who advances agency-wide initiatives that celebrate global diversity and foster inclusive innovation.

Throughout her career, Sharon has consistently delivered results through targeted marketing and outreach strategies leveraging in-person, print and digital communications channels – with an emphasis on innovative social media strategies – to reach underrepresented audiences around the globe. She has been lauded for her use of storytelling as a catalyst for organizational impact and as a way to break down cultural barriers while celebrating the shared human experience.

In her previous role as Principal Strategist for Human Capital Marketing and Recruitment within the USPTO's Office of Human Resources, Sharon received the Department of Commerce 2017 Bronze Award for Superior Public Service for developing and promoting real-life employee success stories through the #PeopleofPTO campaign which celebrates equity, inclusion and belonging. Sharon also wrote a success playbook for the USPTO's "All in STEM" initiative to encourage women to explore STEM careers, which garnered recognition as a "gold standard" from the White House.

Beyond her professional accomplishments, her greatest achievements by far are family-focused while at home with her husband and daughter in Alexandria, VA.



**Angela Wilson**  
**Trademark Group Director**

She provides oversight and supervision to Trademark Law Offices. She began her career with USPTO in 1994 as a trademark examining attorney. She entered the management ranks in 2000, first as a senior attorney and then as a managing attorney. She entered the Senior Executive Service in 2018. Wilson also provides executive leadership in the areas of telework, leadership development, recruitment, and diversity and inclusion.

Wilson received her Juris Doctor from the College of William and Mary, Marshall-Wythe School of Law. She earned her bachelor's degree in English Arts from Hampton

University.



**Maggie Dressel,**  
**Education Program Specialist**

Maggie Dressel joined the United States Patent and Trademark Office (USPTO) in 2022 as an Education Program Specialist in the Office of Education. In this role, she designs and delivers IP and invention-focused educational programming and resources for young people and educators on local and national levels. She currently leads the USPTO's IP Skills Work-Based Learning Program for 35 high school students based out of Headquarters in Alexandria, Virginia and the Elijah J. McCoy Midwest Regional Office in Detroit, Michigan.

Prior to joining the USPTO, Maggie spent 15 years in the nonprofit sector, including roles at Conservation International, the Center for Health, Environment, and Justice, and the Boys & Girls Clubs of Greater Washington. She also directed the Future City Competition, a global Science, technology, engineering and math education program for middle school students and educators, for eight years.

Maggie earned a Bachelor's degree in Urban Studies, Education, and Environmental Science from Barnard College in New York City and lives in Alexandria, Virginia.

# World Intellectual Property Organization (WIPO)

## Aikaterini “Katerina” Kanellia IP and Gender Fellow

Katerina works at the World Intellectual Property Organization in the Patents and Technology Sector. She is part of the IP and Gender Team, and she is responsible for supporting WIPO’s strategic goals to promote and encourage female engagement in IP. She holds a Master's in Intellectual Property Law from Tongji University in Shanghai. As an active member of the European Law Students’ Association, she participated in committees at the United Nations in New York and Geneva. She believes that innovation and education are the most powerful tools we can use to improve the world.



## Sara Callegari

With more than 15 years of global experience in DEI, Sara Callegari is the Gender and Diversity Specialist at the World Intellectual Property Organization (WIPO), where she leads WIPO’s gender equality, diversity and inclusion work. Prior to joining WIPO, Sara worked for the UN Department of Safety and Security, UN Women, UNESCO and the UN Development Program in multiple Diversity, equity and inclusion (DEI) and strategic planning roles at the global and country level. Before the UN, Sara worked for both non-governmental and governmental organizations on international development issues.

WELCOME
LOGISTICS
AGENDA
SPEAKER BIO'S
DAY 1 (March 6) PRESENTATIONS
DAY 2 (March 7) PRESENTATIONS
DAY 3 (March 8) PRESENTATIONS
MISCELLANEOUS
APPENDIX

# PRESENTATIONS DAY ONE

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Women in IP: **Global Advancement of Women in the Innovation Economy**

UNITED STATES  
PATENT AND TRADEMARK OFFICE



# Global Mentoring Pilot (GMP) Update

March 6, 2024



UNITED STATES  
PATENT AND TRADEMARK OFFICE ®













# Global Mentoring Pilot (GMP)

Provide an opportunity for knowledge exchange, sharing of best practices, and strengthening the cooperation and harmonization between the participating Intellectual Property (IP) offices



3

## Participating Intellectual Property Offices/Organizations

	<a href="#">African Regional Intellectual Property Organization (ARIPO)</a>		<a href="#">Intellectual Property Office of the Philippines (IPOPHL)</a>
	<a href="#">Canadian Intellectual Property Office (CIPO)</a>		<a href="#">IP Australia</a>
	<a href="#">Companies and Intellectual Property Commission, South Africa (CIPC)</a>		<a href="#">Japan Patent Office (JPO)</a>
	<a href="#">European Union Intellectual Property Office (EUIPO)</a>		<a href="#">Kyrgyzpatent</a>
	<a href="#">French Patent and Trademark Office (INPI)</a>		<a href="#">Moroccan Office of Industrial and Commercial Property (OMPIC)</a>
	<a href="#">National Institute of Industrial Property, Chile (INAPI)</a>		<a href="#">National Institute of Intellectual Property-Kazakhstan (QazPatent)</a>
	<a href="#">Intellectual Property Office, United Kingdom (IPO UK)</a>		<a href="#">United States Patent and Trademark Office (USPTO)</a>
			<a href="#">World Intellectual Property Organization (WIPO)</a>

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## Look back / look ahead

- The initial paired session, Dynamic Mentoring Connections, was held January 9, 2024
- Upcoming mentoring forums
  - Emotionally Intelligent Leadership will be held April 4, 2024
  - An additional forum will be in early summer 2024
- Mid-point Energizer will be May 7, 2024
- End of Program Webinar is on August 14, 2024

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## Partnership check-in evaluation

- 41 out of 56 completed the evaluation
- Two questions which noted if there was a red-flag were:
- **How suitable is your mentoring match so far?**

	Mentee	Mentor	Total
Respondents	20	21	41
Favorable	95%	90%	93%
Neutral	5%	10%	7%
Unfavorable	0%	0%	0%

- **Are you satisfied with the amount of time you are meeting with your partner?**

	Mentee	Mentor	Total
Respondents	19	21	40
Yes	89%	86%	88%
No	11%	14%	13%

uspto®

6

# QUESTIONS???



7

## Participant Q & A and testimonials



8

## 1<sup>st</sup> Mentoring partnership



**Mentor:** Alvaro González López, Head of Business Intelligence, National Institute of Industrial Property (INAPI) Chile



**Mentee:** Fatima Zahra Belafkih, Head of Management Control and Property Management Office service, The Moroccan Office of Industrial and Commercial Property (OMPIC)



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## 2<sup>nd</sup> Mentoring partnership



**Mentor:** Tashiana Adams, Technology Center Director, United States Patent and Trademark Office



**Mentee:** Clyphendie Pierre-Louis, Acting Director General, Services to Business, Canadian Intellectual Property Office



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## Partnership questions

- What drew you to this opportunity?
- What do you hope to achieve through your partnership?
- How do you see the experience you've gained or what you've learned so far in the pilot, reflected in your current job?



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# THE GENDER AGENDA OF THE NATIONAL INSTITUTE OF INDUSTRIAL PROPERTY OF CHILE

## CLOSING THE **GENDER GAP**

Work together as a **society**



Improve the use of disaggregated data.



Encourage greater entry of women into STEM fields and careers.



Increase access to funds that may finance projects.



Address socio-cultural issues in order to improve the potential of innovation.



Support networking, collaboration, and learning.



Reduce the complexity of the patenting process and strengthen national capacities to serve inventors and innovators.

INAPI.CL





## IP GENDER STRATEGIC COMMITTEE

A long term vision



INAPI.CL



## REPORTS FROM DATABASE

Information is power



INAPI.CL



## GENDER NETWORK

The power of collaboration

[INAPI.CL](https://inapi.cl)

## LEADING WOMEN

Breaking down the barriers

[INAPI.CL](https://inapi.cl)

Thanks!



INAPI

Ministerio de  
Economía, Fomento  
y Turismo

Gobierno de Chile

dperez@inapi.cl

INAPI.CL

# D&I at WIPO – some initiatives

Sara Callegari

Gender and Diversity Specialist

Guidelines on  
inclusive  
language

Inclusivity  
assessment of HR  
policies

Outreach webpage  
revamp

Policy on Gender Equality

Recruitment  
process review



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PRESENTATIONS

DAY 2 (March 7)  
PRESENTATIONS

DAY 3 (March 8)  
PRESENTATIONS

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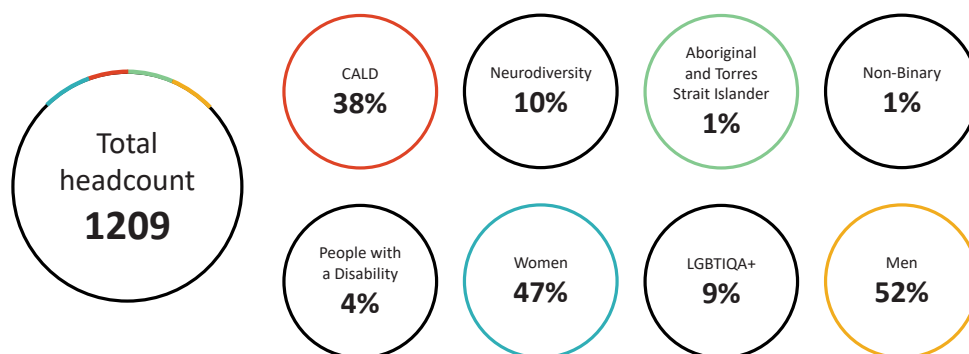


# FROM INCLUSION TO BELONGING

DELIVERING IMPACT, CUSTOMER SERVICE,  
CAPABILITY AND INNOVATION



## IP Australia's Diversity Profile

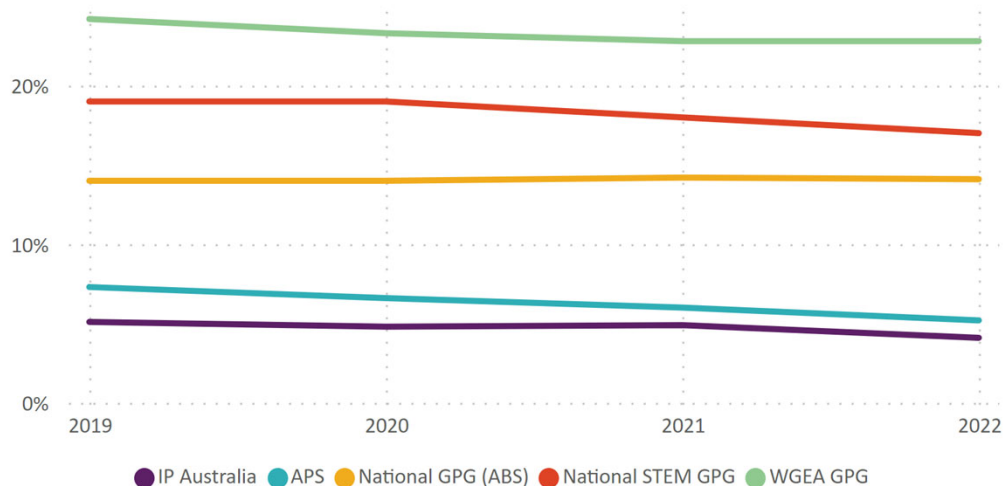


Data as of 30 June 2023



Demographic data collected from Aurion, except LGBTIQ+, Neurodiversity and Non-Binary representation.  
Data from 2023 APS Employee Census with a completion rate of 86%.

## Comparison of IP Australia gender pay gap to APS and National figures.



## Our strategic vision: from **inclusion** to **belonging**

Our 4 focus areas are an intersectional approach to support our Diversity and Inclusion Strategy 2023-26. This supports our strategic vision to move from an inclusive workplace to one in which everyone feels that they belong.

### Attraction



### Employee Experience



### Inclusive Leadership



### Celebration & Connection





## Focus Area One: **Attraction**

Our goal is to build a diverse workforce through increasing the representation of different diversity groups at every level of our Agency.



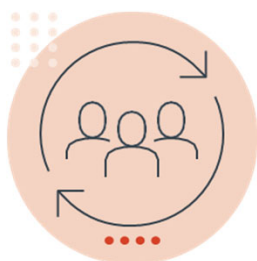
## Focus area two: **Employee experience**

Our goal is to move the experience of employees in the workplace to feeling a sense of belonging at IP Australia. It is our goal to provide a workplace where difference is welcomed and everyone feels safe, included, valued, respected, empowered and accepted at work.



## Focus area three: **Inclusive leadership**

Our goal is visible leadership, engagement and accountability in our workplace. It is only with active and engaged leaders that we can move our workplace culture from inclusion to belonging.



## Focus area four: **Celebration and connection**

Our goal is to build a connected workplace with shared values and a respectful and inclusive culture where everyone feels like they belong.



“DIVERSITY IS HAVING A SEAT AT THE TABLE. INCLUSION IS HAVING A VOICE AND BELONGING IS HAVING THAT VOICE HEARD”

Liz Fosslien



## Contact us

- 1300 65 1010 (9am-5pm)
- [ipaustalia.gov.au](http://ipaustalia.gov.au)
- [facebook.com/ipaustalia.gov.au](https://facebook.com/ipaustalia.gov.au)
- [twitter.com/IPAustralia](https://twitter.com/IPAustralia)
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- [youtube.com/user/ipaustalia](https://youtube.com/user/ipaustalia)
- [instagram.com/ipaustaliaofficial/](https://instagram.com/ipaustaliaofficial/)



# PRESENTATIONS DAY TWO

WELCOME

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DAY 1 (March 6)  
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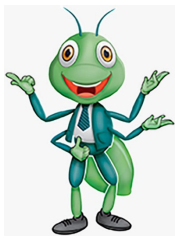
DAY 3 (March 8)  
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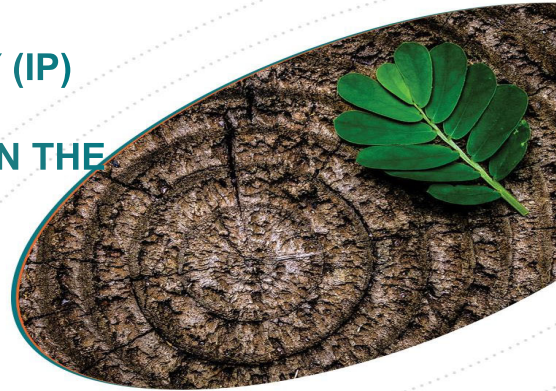






## **WOMEN IN INTELLECTUAL PROPERTY (IP) SYMPOSIUM GLOBAL ADVANCEMENT OF WOMEN IN THE INNOVATION ECONOMY**

**AMANDA LOTHERINGEN  
6-8 MARCH 2024**



### **ABOUT THE CIPC**

- The Companies and Intellectual Property Commission (CIPC) in essence is the IP Office for South Africa.
- In IP the main functions entail the registration of Patents Trade Marks and Designs. Copyright is not registered.
- We also create awareness educate target groups such as Women and SMME's and build capacity to enable the effective utilisation IP.

## SESSION 2.6 | SOUTH AFRICA: USING STUDIES AND DEMOGRAPHIC DATA IN PATENT APPLICATIONS

- **The South African landscape:** To practice as a patent attorney in South Africa, an individual must have a minimum of a three-year or suitable technical or scientific qualification to enroll for the required patent examinations, in addition to being suitably qualified to practice as an attorney.
- In the South African context, only 13% of graduates in STEM fields are women, compared with 30% of STEM students in higher education globally.
- It can be argued that this creates a gender disparity in the IP profession from the outset, as there are fewer women with the requisite technical or scientific background eligible to become patent attorneys.
- According to information from the South African Institute for Intellectual Property law (SAIIPL), a voluntary membership institute of IP professionals, approximately 45% of its practising members are female IP attorneys, practising across the fields of patents, trademarks and copyright. However, only about 22% of its practising patent attorney membership is made up of women. This is not a problem particular to South Africa.
- The under-representation of women in intellectual property is also evident in the innovation context, where only 11.4% of inventors cited on international patent applications filed by South Africans between 2019 and 2021 were women, according to the World Intellectual Property Organization (WIPO).
- Thus, it appears that South Africa still has some way to go in promoting gender equality in both STEM and intellectual property.
- **Source: Chyreene Truluck at Spoor & Fisher (Lexology)**

## CIPC AND STATISTICS

- We know that there has been a global trend towards increasing participation of women in the field of intellectual property law and related activities.
- Specific statistics on the gender breakdown of individuals filing intellectual property (IP) is not readily available.
- The CIPC has detailed stats on filings but only recently started to look at the gender breakdown in this area.
- In South Africa, as in many other countries, efforts have been made to encourage diversity and inclusion in various professional fields, including law and entrepreneurship, which are closely related to IP filing.
- Women have been increasingly recognized for their contributions in these areas. Department of Science and Innovation (Utilise publicly funded IP to empower women and black entrepreneurs during commercialization)
- However, the extent to which women are prominent in filing intellectual property in South Africa may vary depending on various factors:
  - such as access to education,
  - socio-economic status, and cultural norms.



## SUCCESS STORIES

JETANE CHARLESLEY HEAD: NIPMO  
NATIONAL INTELLECTUAL PROPERTY MANAGEMENT OFFICE (NIPMO)

### Publicly Funded Spinout companies and products: International recognition and impact



**Lexie**

UP

TIME 100 MOST INFLUENTIAL COMPANIES 2022

Lexie Hearing, honored for expanding access to **affordable hearing care**.



**MAXHOSA** to open first international store in the Big Apple

NMU

MAXHOSA AFRICA

COMING SOON

Opening Feb. 2024

www.maxhosa.africa



**Shark Safe BARRIER**

SUN

Internationally supported by SHARKPROJECT (Austria) and the Humane Society International of Australia.

Recognised by the World Economic Forum's digital platform UpLink as one of its top ocean innovators




**e ELEMENTAL NUMERICS**

UCT


Airbus: Best Innovation in Flight Physics (2017/18)  
Silver Medal: Royal Aeronautical Society 2020

## COLLABORATION WITHIN GOVERNMENT STRUCTURES


NIPMO OTT SUPPORT FUND




**64+%**  
of TT staff are female



**82%**  
of HEIs TT staff are Black (African/ Coloured/ Indian)




**68%**  
of SCs TT staff are Black (African/ Coloured/ Indian)



**40%**  
of TT staff appointed on contract basis

- 2019 White Paper on Science, Technology and Innovation (STI) sets the long-term policy direction for the South African government to ensure a growing role for STI in a more prosperous and inclusive society.

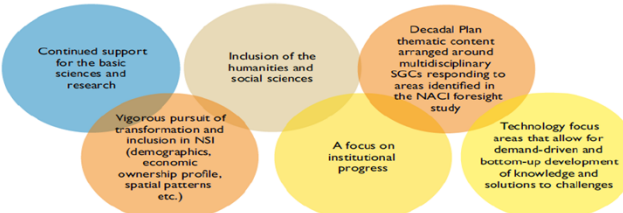


SCIENCE TECHNOLOGY AND INNOVATION DECADAL PLAN 2022-2032

Science, technology and innovation enabling inclusive and sustainable South African development in a changing world

science & innovation  
REPUBLIC OF SOUTH AFRICA

NDP



Continued support for the basic sciences and research

Inclusion of the humanities and social sciences

Decadal Plan thematic content arranged around multidisciplinary SGCs responding to areas identified in the NACI foresight study

Vigorous pursuit of transformation and inclusion in NSI (demographics, economic ownership profile, spatial patterns etc.)

A focus on institutional progress

Technology focus areas that allow for demand-driven and bottom-up development of knowledge and solutions to challenges

## PROGRAMMES FOR PROMOTING GENDER DIVERSITY IN STEM AND INTELLECTUAL PROPERTY

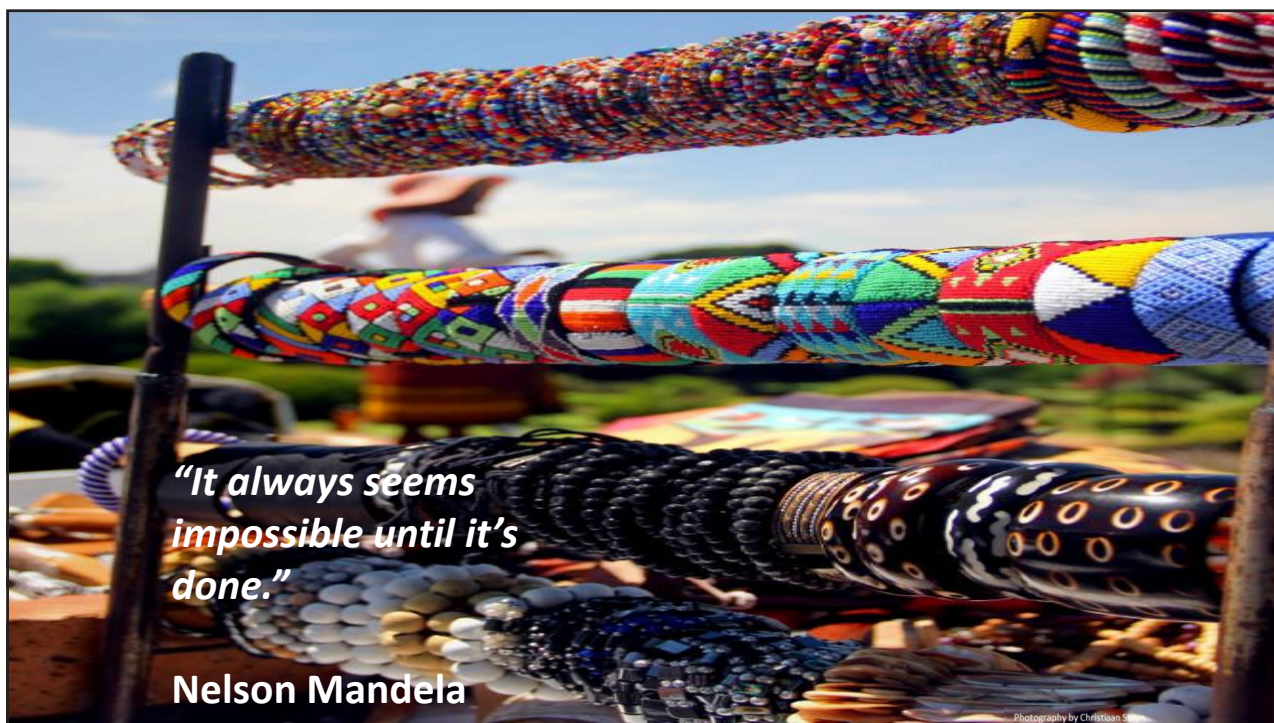
- The South African government and the private sector are committed to promoting gender equality in STEM and intellectual property.
  - Department of Science and Innovation has established the South African Women in Science Awards. These awards also provide a platform to inspire and motivate young women to pursue careers in these fields.
  - The private sector is also playing a significant role in promoting gender equality. The Siemens STEM programme, for instance, has partnered with schools and universities to offer training and mentorship opportunities for young women pursuing STEM careers.
- CIPC promote gender equality in intellectual property, by initiating various women focused programmes on Women and IP in the small and medium-sized enterprises sector. The programme aims to make intellectual property more accessible to women in small businesses and ensure greater inclusivity in the IP system.
- IP practitioners, through SAIPL recently announced the creation of a diversity and inclusion committee. The committee aims to improve representation among professionals in the IP field. It will particularly focus on providing mentorship to junior professionals and cultivating an enabling environment for equality within the IP profession.

## CONCLUSION

- In South Africa, women are increasingly playing a vital role in the field of intellectual property. Women are becoming more prominent in IP-related professions – for example, IP attorneys – and female researchers are increasingly being cited as inventors on patent applications.
- In addition, the government and private sector are actively promoting gender equality in the science, technology, engineering and maths (STEM) fields, paving the way for increased female representation.

## INDUSTRY SUPPORT AND COLLABORATION

- *This is a joint effort that all must be invested in to promote success and progress*
- “ *The field of intellectual property is undeniably essential to South Africa's economic growth, and women have a crucial role to play in this area. However, despite the progress made in promoting gender equality, more needs to be done to encourage women to pursue careers in STEM and intellectual property.*”





**THANK YOU**  
**082 497 4605**  
**[Alotheringen@cipc.co.za](mailto:Alotheringen@cipc.co.za)**



## Japan's Current Situation on DEIA and JPO's initiatives

March 2024

JAPAN PATENT OFFICE  
Deputy Director for Global Issues Cooperation  
Team Leader of Diversity and Inclusion

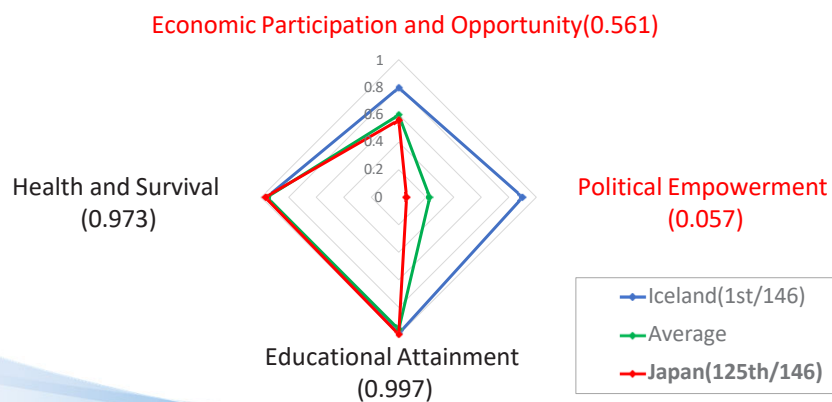
Mai MIYAOKA



## Japan's Current Gender Gap Status

Japan ranks 125<sup>th</sup> out of 146 countries on the Global Gender Gap Index 2023 of the World Economic Forum \*1.

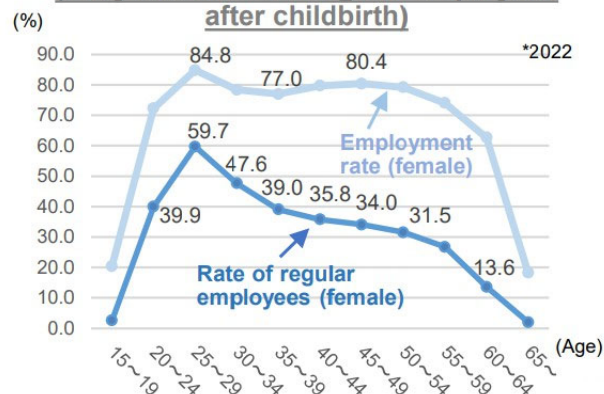
\*1source: Global Gender Gap Report 2023 published by World Economic Forum



## Japan's Current Gender Gap Status

### L-shaped curve

The rate of female regular employees declines when they reach their 30s. (They become non-regular employees after childbirth)



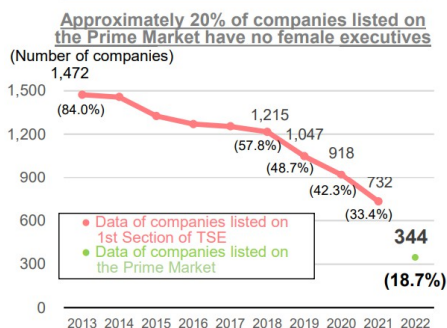
Overview of The Basic Policy on Gender Equality and Empowerment of Women 2023  
[https://www.gender.go.jp/policy/sokushin/pdf/sokushin/iyuten2023\\_setsumei\\_en.pdf](https://www.gender.go.jp/policy/sokushin/pdf/sokushin/iyuten2023_setsumei_en.pdf)

2

## The Basic Policy on Gender Equality and Empowerment of Women 2023

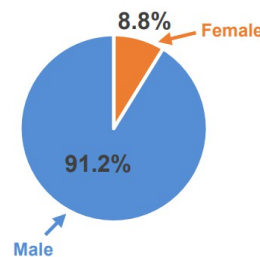
### Acceleration of appointment of women by companies

#### Number and Ratio of companies without Female executives



#### Percentage of female top management at J-Startup companies<sup>Note</sup>

Ratio of female top management: 8.8%



#### Targets

- Each company listed on the Prime Market shall aim to raise the ratio of female executives to 30% or more by 2030.
- Increase the percentage of female entrepreneurs to 20% or more in the J-Startup program.

Note: J-Startup companies are start-ups selected in accordance with recommendations by external experts, based on the support program launched by the Ministry of Economy, Trade and Industry in 2018

Overview of The Basic Policy on Gender Equality and Empowerment of Women 2023  
[https://www.gender.go.jp/policy/sokushin/pdf/sokushin/iyuten2023\\_setsumei\\_en.pdf](https://www.gender.go.jp/policy/sokushin/pdf/sokushin/iyuten2023_setsumei_en.pdf)

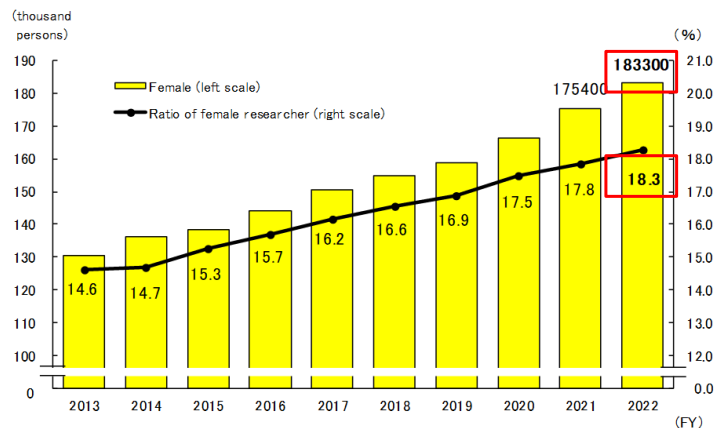
3



## Japan's Current Gender Gap Status

### Number of Female Researchers (Head Count)

Chart 4 Number of Female Researchers (Head Count)



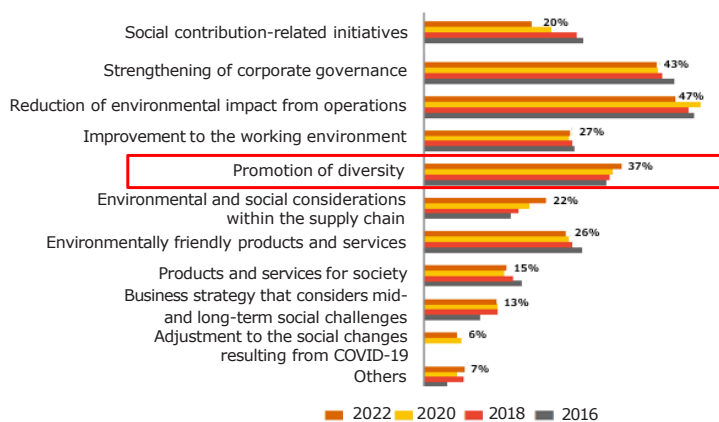
Note: The number of female researchers (Head count) is the value as of the end of each fiscal year.

Results of the Survey of Research and Development, Statistics Bureau of Japan  
<https://www.stat.go.jp/english/data/kagaku/1550.html>

4

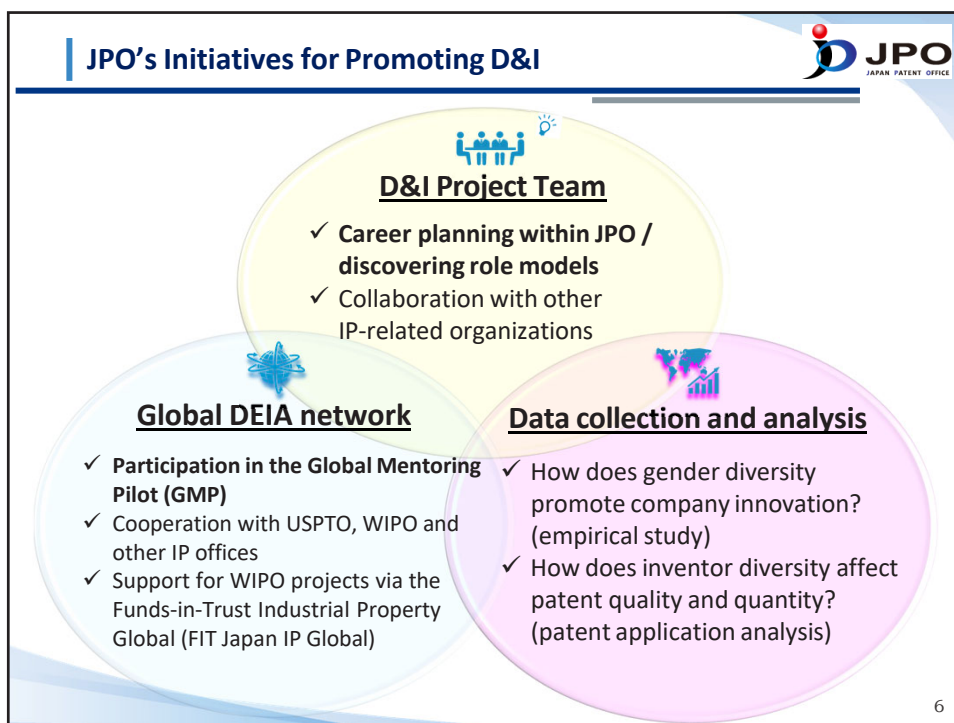
## Japanese Companies' Perceptions of Corporate Sustainability

Survey: Initiatives that should be implemented for corporate sustainability  
 (Each company selected up to three options)



(Source) Created by the JPO based on PwC "Corporate Sustainability Survey 2022"  
<https://www.pwc.com/jp/ja/knowledge/thoughtleadership/2022/assets/pdf/corporate-sustainability2022.pdf>

5



## Diversity and Inclusion Team in the JPO

- ✓ Started in August 2023 with the aim of making our organization more innovative
- ✓ Consists mostly of young women JPO staff members
- ✓ Undertakes activities to encourage its members to develop proactive career visions
- ✓ Participates in international initiatives among IP offices to improve DEIA situation

- Conducted interviews with IP professionals inside and outside the JPO about their own career visions
  - discover role models
  - recognize their own skills and strengths
  - create tools to design their own career visions
- Participating in the Global Mentoring Pilot led by the USPTO
  - establishing a new type of network with other IP offices
  - expanding participants' skills and cultivating future leaders




7

## Seminar for Women in the IP Eco-system

- ✓ Organized by the JPO to enhance public awareness of DEIA in the IP eco-system
- ✓ Profound data shared and analyzed by keynote speakers about the current gender gap situation in Japan
- ✓ Active panel discussion among IP professionals from academia and private sectors
- ✓ Delivered an encouraging message about "Diversity is innovation"

### Keynote Speech

"Worst in the developed countries? Japan's gender gap in STEM fields and its factors"



### Panel Discussion

"Directions for women's advancement in the IP eco-system."



"I was strongly motivated by the message that "Diversity is innovation." (audience comments)

<https://www.seminar-ipgender.go.jp/>

8

## I-OPEN Project (Social Issues x Intellectual Property)

### Solving Social Problems

1. 2. 3.

Decide yourself which mountains to climb, and how

- Passion Driven
- Democratization of IP
- IP for Social Impact

#### STEP 3

Co-creation of Social Value

~ Learn how to master your IP rights ~

#### STEP 2

Putting Ideas into Practice

~ Consider the value of the future ~

#### STEP 1

Shaping Ideas

~ Reflect on yourself ~

#### STEP 0

Organizing Your Thoughts

~ Envision what you would like to be ~



#### SUPPORTER

- Reaffirming motivation
- Confirming social significance
- Establishing a mission/vision

#### SUPPORTER

- Organizing current/future resources
- Developing strategies to solve problems
- Generating ideas
- Preparing IP rights prosecution

#### SUPPORTER

- Implementing and reviewing strategies
- Prototyping
- User testing
- IP rights prosecution

#### SUPPORTER

- Prospecting Partners
- Public relations/branding
- Formatting for deployment
- Licensing IP rights

9

## I-OPEN Project (Social Issues x Intellectual Property)

- ✓ A team of experts provides continuous support through mentoring for those who work on various social issues including start-ups, NGOs, and individuals.
- ✓ IP rights are interpreted as tools for gaining problem-solving partners.

*Solving social issues by leveraging intellectual property and gaining friends, starting from an individual's "desire".*

### I. OPENER

*Embodying and expanding the values of new elderly care services which fuse nursing and beauty concepts with their trademark*

- Incorporate make-up and cosmetic therapy into nursing care, providing value that "makes patients feel that their very existence is precious."
- Through multiple mentoring sessions with business and IP experts, business concepts have been clarified and sophisticated.
- By incorporating the value of their business into their trademark "Rings Care"™



CEO of Rings Care Co., Ltd.

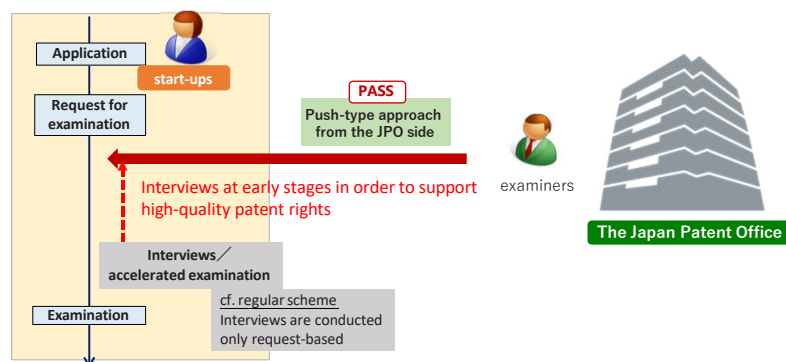
Source: <https://www.i-open.go.jp/>  
[IP x Social Problem Solving] I-OPEN Project Concept Video:  
<https://www.youtube.com/watch?v=WTB8bFU6Fxy>

10

## Push-type Assistance Service for Startups (PASS\*)

\* pilot initiative

- ✓ **Push-type approach to start-up applicants from the JPO side**
- ✓ Promoting start-ups to utilize **accelerated examination including interviews with examiners**
- ✓ Introducing the JPO initiatives to support start-ups, depending on their needs and interests



cf. Grand Design and Action Plan for a New Form of Capitalism 2023 Revised Version

To promote the creation of innovation by startups, push-type support from examiners in the phase of patent examination will be implemented soon.

[https://www.cas.go.jp/jp/seisaku/atarashii\\_sihonsyugi/pdf/ap2023en.pdf](https://www.cas.go.jp/jp/seisaku/atarashii_sihonsyugi/pdf/ap2023en.pdf)

11

## Junior Innovation Festival in Summer

### Junior Innovation Festival 2023: Space Innovation School

- ✓ Held in summer as part of the “Children’s Kasumigaseki Study Day”, with the goal of stimulating creativity among future leaders
- ✓ Provided multiple contents including rocket crafting, planetarium, space riddles, trademark registration experience etc. in order to stimulate spontaneous creativity and enhance imagination
- ✓ Enjoyed the opportunity to interact with the JPO staff, who are IP experts



*“Crafting and riddle solving were so much fun!!”*

*“It was so interesting to learn how to register trademarks!!” (audience comments)*

<https://www.ipo.go.jp/news/koho/kidsday/jif2023.html>

12

## Thank you for your attention!


[miyaoka-mai@ipo.go.jp](mailto:miyaoka-mai@ipo.go.jp)

Mai MIYAOKA





# Women in IP Symposium



Alvaro González López  
National Institute of Industrial Property INAPI  
March 6-8, 2024, Alexandria, Virginia.

## AGENDA

Analysis of Chilean women entrepreneurs using trademark data.

Analysis of Chilean women inventors.

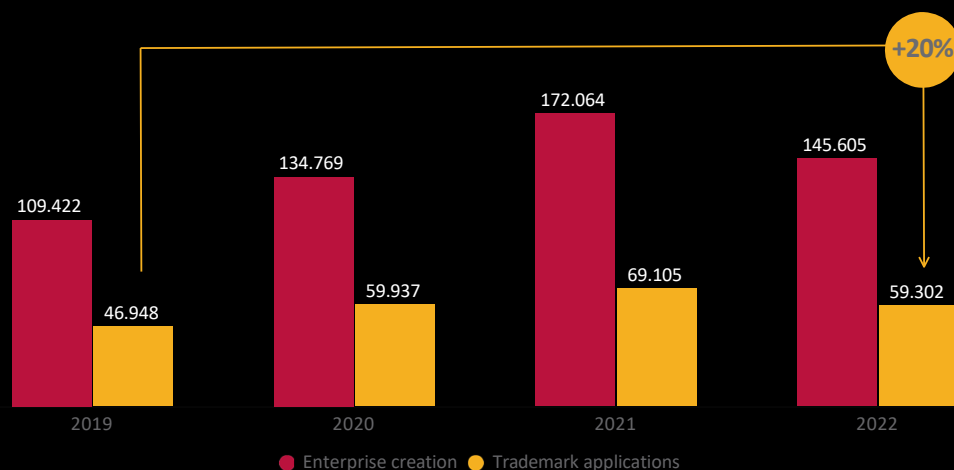
Using Artificial Intelligence to improve gender reports (Pilot).



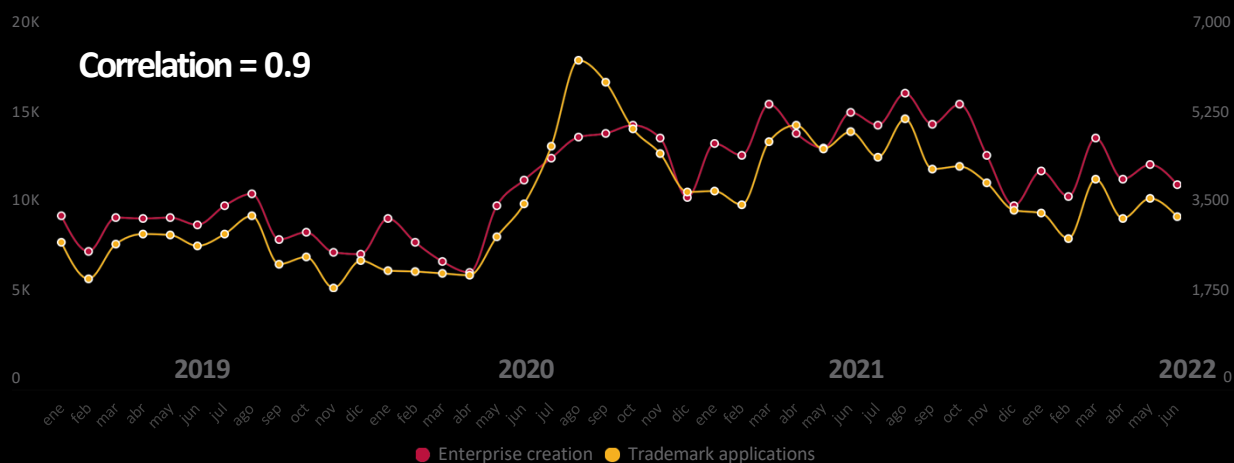
# Chile

- Chile ranks in 10th place worldwide in relation to the number of trademark applications adjusted to GDP. ( Global Innovation Index GII 2023; indicator n° 7.1.2)
- Chile ranks in 10th place worldwide in relation to new business (enterprise creation) adjusted to population.  
Global Innovation Index GII 2022, (indicator n°6.2.2, this indicator was eliminated in the GII 2023).

## Enterprise creation vs trademarks applications

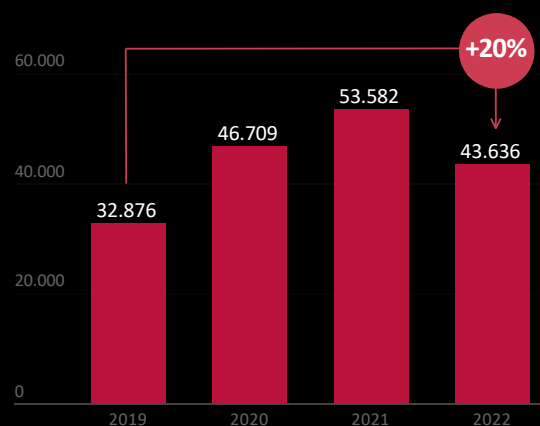
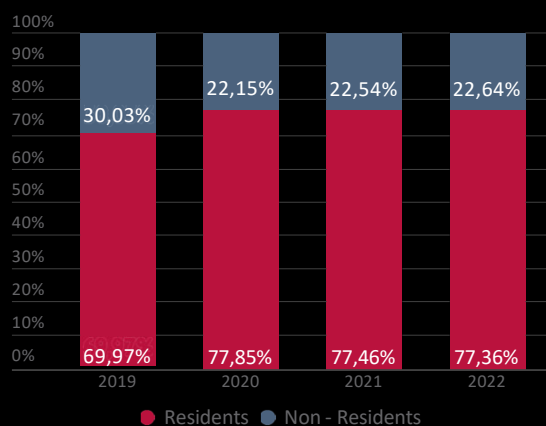


## Enterprise creation vs Trademarks applications



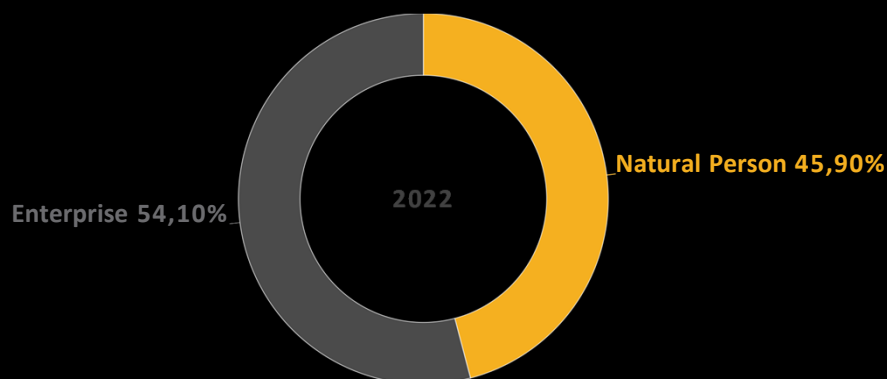
[https://www.inapi.cl/docs/default-source/2022/centro-documentacion/estudios/solicitud-de-marca/estudio\\_empresas\\_marcas\\_2022\\_inapi.pdf?sfvrsn=9b292bc9\\_2](https://www.inapi.cl/docs/default-source/2022/centro-documentacion/estudios/solicitud-de-marca/estudio_empresas_marcas_2022_inapi.pdf?sfvrsn=9b292bc9_2)

## Trademarks applications



[https://www.inapi.cl/docs/default-source/2023/centro-de-documentacion/estudios/reporte-de-genero-sobre-marcas-comerciales-en-chile/reporte\\_genero\\_marcas\\_2023\\_inapi.pdf?sfvrsn=4c41a026\\_2](https://www.inapi.cl/docs/default-source/2023/centro-de-documentacion/estudios/reporte-de-genero-sobre-marcas-comerciales-en-chile/reporte_genero_marcas_2023_inapi.pdf?sfvrsn=4c41a026_2)

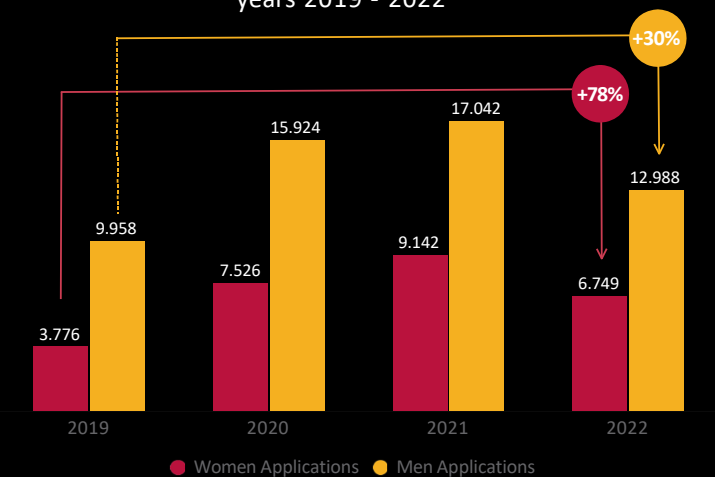
## Types of trademarks owners year 2022



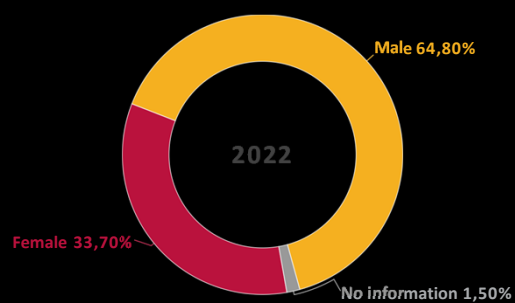
[https://www.inapi.cl/docs/default-source/2023/centro-de-documentacion/estudios/reporte-de-genero-sobre-marcas-comerciales-en-chile/reporte\\_genero\\_marcas\\_2023\\_inapi.pdf?sfvrsn=4c41a026\\_2](https://www.inapi.cl/docs/default-source/2023/centro-de-documentacion/estudios/reporte-de-genero-sobre-marcas-comerciales-en-chile/reporte_genero_marcas_2023_inapi.pdf?sfvrsn=4c41a026_2)

## Gender analysis

Resident trademark application female and male owners  
years 2019 - 2022



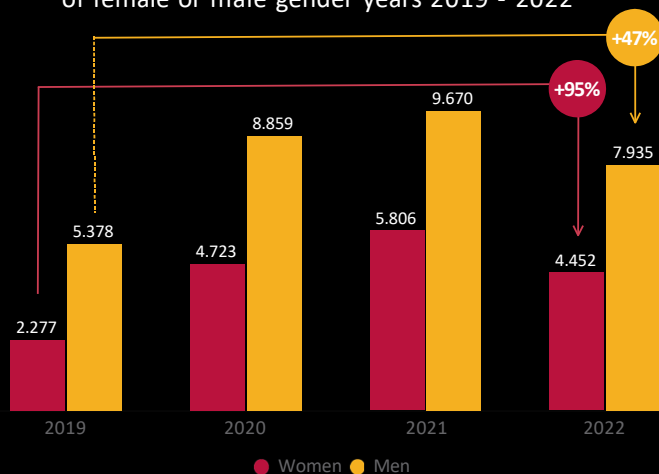
Proportion of applications with female or male owner year 2022



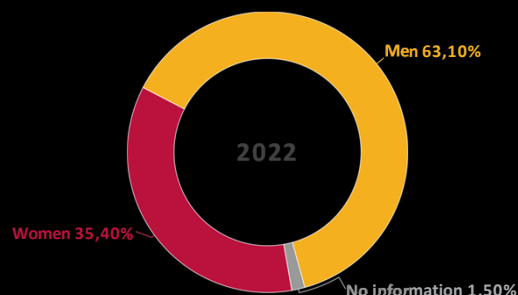
[https://www.inapi.cl/docs/default-source/2023/centro-de-documentacion/estudios/reporte-de-genero-sobre-marcas-comerciales-en-chile/reporte\\_genero\\_marcas\\_2023\\_inapi.pdf?sfvrsn=4c41a026\\_2](https://www.inapi.cl/docs/default-source/2023/centro-de-documentacion/estudios/reporte-de-genero-sobre-marcas-comerciales-en-chile/reporte_genero_marcas_2023_inapi.pdf?sfvrsn=4c41a026_2)

## Gender analysis

Number of (single) resident trademark owners of female or male gender years 2019 - 2022



Proportion of owners with female or male gender year 2022



[https://www.inapi.cl/docs/default-source/2023/centro-de-documentacion/estudios/reporte-de-genero-sobre-marcas-comerciales-en-chile/reporte\\_genero\\_marcas\\_2023\\_inapi.pdf?sfvrsn=4c41a026\\_2](https://www.inapi.cl/docs/default-source/2023/centro-de-documentacion/estudios/reporte-de-genero-sobre-marcas-comerciales-en-chile/reporte_genero_marcas_2023_inapi.pdf?sfvrsn=4c41a026_2)

## AGENDA

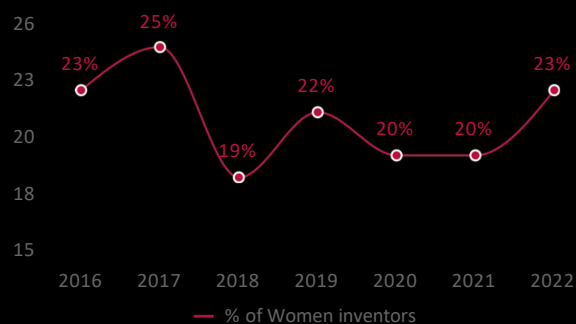
Analysis of Chilean women entrepreneurs using trademark data.

Analysis of Chilean women inventors.

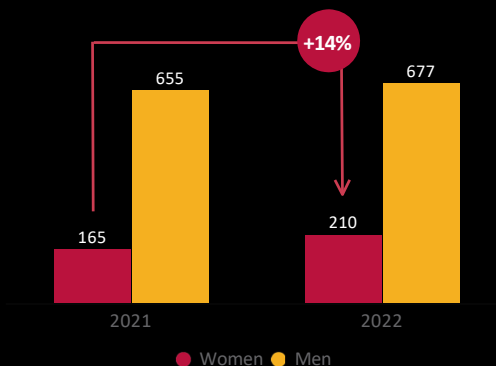
Using Artificial Intelligence to improve gender reports (Pilot).

## Analysis of women inventors

Rate of women inventors  
Resident applications years 2016 - 2022



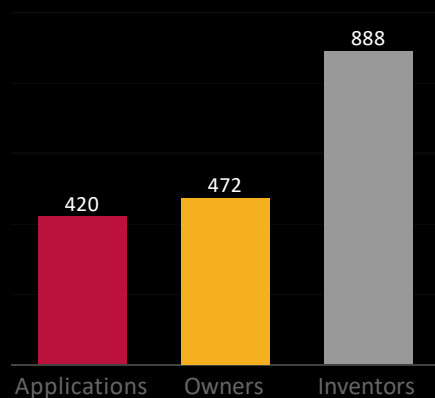
Number of women and men inventors  
Resident applications years 2021 - 2022



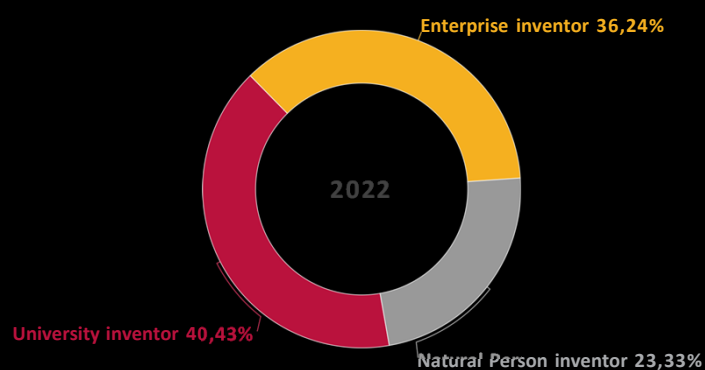
[https://www.inapi.cl/docs/default-source/2023/centro-de-documentacion/estudios/reporte-de-genero-sobre-solicitudes-de-patentes-en-chile/analisis\\_de\\_las\\_mujeres\\_inventoras\\_ano\\_2023\\_inapi.pdf?sfvrsn=7a187460\\_2](https://www.inapi.cl/docs/default-source/2023/centro-de-documentacion/estudios/reporte-de-genero-sobre-solicitudes-de-patentes-en-chile/analisis_de_las_mujeres_inventoras_ano_2023_inapi.pdf?sfvrsn=7a187460_2)

## Analysis of women inventors

Number of Applications, Owners and  
inventors in year 2022



Distribution of inventors related to  
type owner year 2022

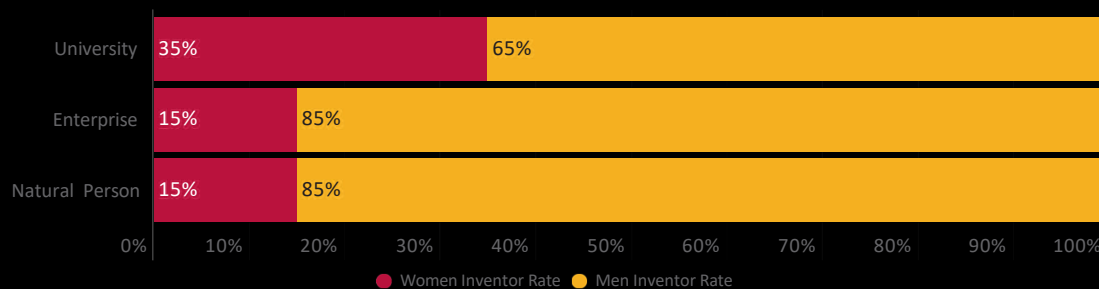


[https://www.inapi.cl/docs/default-source/2023/centro-de-documentacion/estudios/reporte-de-genero-sobre-solicitudes-de-patentes-en-chile/analisis\\_de\\_las\\_mujeres\\_inventoras\\_ano\\_2023\\_inapi.pdf?sfvrsn=7a187460\\_2](https://www.inapi.cl/docs/default-source/2023/centro-de-documentacion/estudios/reporte-de-genero-sobre-solicitudes-de-patentes-en-chile/analisis_de_las_mujeres_inventoras_ano_2023_inapi.pdf?sfvrsn=7a187460_2)



# Analysis of women inventors

Rate of Women inventors and Men inventor  
by owner year 2022



[https://www.inapi.cl/docs/default-source/2023/centro-de-documentacion/estudios/reporte-de-genero-sobre-solicitudes-de-patentes-en-chile/analisis\\_de\\_las\\_mujeres\\_inventoras\\_ano\\_2023\\_inapi.pdf?sfvrsn=7a187460\\_2](https://www.inapi.cl/docs/default-source/2023/centro-de-documentacion/estudios/reporte-de-genero-sobre-solicitudes-de-patentes-en-chile/analisis_de_las_mujeres_inventoras_ano_2023_inapi.pdf?sfvrsn=7a187460_2)

## AGENDA

Analysis of Chilean women entrepreneurs using trademark data.

Analysis of Chilean women inventors.

Using Artificial Intelligence to improve gender reports (Pilot).

## How do we obtain the gender of an inventor?

INAPI of Chile



Patent
Application Number
Application Date
Application IPC Class

Patent Inventors
Application Number
Inventor ID
Inventor Name

Civil Registry of Chile



National ID Number
Names
Gender

Artificial Intelligence



Name
Gender

30%

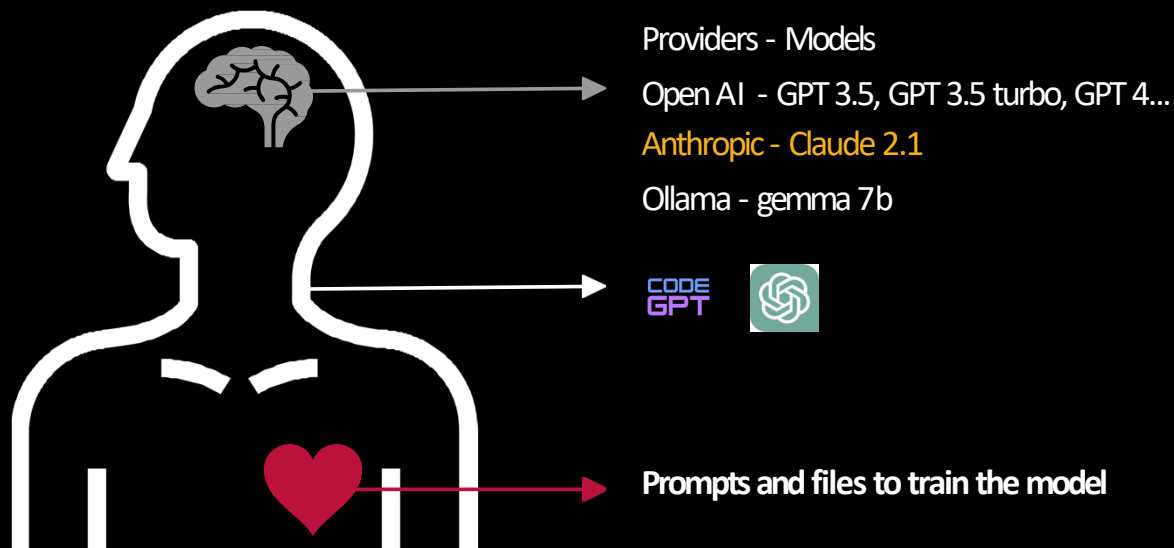
70%

## Using IA to improve the analysis

Typical problems to detect the gender of an inventor using the name:


- Non-standardized names and surnames
  - Names in upper or lower case
  - Names at the beginning or surnames at the beginning
- Ambiguous names
  - Andreas, Alex, Ariel, etc.

## Using IA to improve the analysis



## Using IA to improve the analysis


Clasificador de género ▾



**Clasificador de género**

Ingrese el listado de nombres (máximo 100 por vez)

© Instituto Nacional de Propiedad Industrial · claude-2.1

Enter your message 

<https://app.codegpt.co/es/chat/share/34a0a5a0-5e10-4865-95a4-f15f042a95b2?pincode=f6vph1>


Thanks  
[alvaro.gonzalez@inapi.cl](mailto:alvaro.gonzalez@inapi.cl)



**CAIINNO**  
CENTRO DE ANÁLISIS PARA LA INVESTIGACIÓN EN INNOVACIÓN

**Esteban Santamaria – Director**  
Women inventors in Latin America  
Washington, DC - USPTO. March, 2024

 [www.caiinno.org](http://www.caiinno.org)  [@caiinno](https://twitter.com/caiinno)  [CAIINNO](https://www.facebook.com/CAIINNO)  [CAIINNO](https://www.linkedin.com/company/caiinno)  [@caiinno](https://www.instagram.com/caiinno)

<p><b>Women inventors:</b></p> <p>Latin America</p> <p><b>Building the future</b> (Brazil, Colombia, Chile and Mexico)</p>	<p><b>Why?</b></p> <p>The main motivation was the lack of statistical information in the literature to identify the number of patents invented by women residents of Brazil, Chile, Colombia and Mexico, at the subnational level.</p>
	



## Why does it matter?



This information is fundamental to promote and justify changes that will allow these countries to increase the participation of women in research and developmental activities, leading to patentable inventions



These data allow decision-makers to know what the current situation is and design better policies and interventions.



Also aims to give voice to the many women who have overcome the different paradigms and challenges, that have appeared in their lives in order to become inventors.

## Summary

1. For this research, an *ad hoc* code was designed in the R programming language that allowed the data to be identified by gender.
2. The database of names of the “World Dictionary of Gender Names” designed by the WIPO was used, and it was complemented with names that were identified during the research process.
3. The data for Brazil was obtained through the Brazilian Licks Attorneys firm (It was also useful for training the new gender code). For Chile, Colombia, and Mexico, it was possible to obtain them through official channels.

The classification of the results was done by dividing the data into three groups that allowed to identify the role of women as inventors.



**Women only – Patents where only women participate as inventors of an invention.**



**Mixed teams – Patents where only at least one woman and one man participate as inventors of the same invention.**



**Only men – Patents where only men participate as inventors of an invention.**

The total number of women and men was then identified.

Note - As it was not possible to verify whether the same inventor appears in more than one invention, it may be the case where it is counted more than once.



**Total women – Total number of women who appear as inventors of the invention patent.**



**Total men – Total number of men who appear as inventors of the invention patent.**

# Example of results of women inventors patenting in Latin America: Mexico.



[www.caiinno.org](http://www.caiinno.org)   Caiinno

## Mexico

2,825 patents were granted to residents from 2017 to 2022.

In the case of patents for women only, they went from 5.3 percent in 2017 to 5.4 percent in 2022.

In the case of patents granted to men only, they went from 56.6 percent in 2017 to 44.9 percent in 2022.

The most meaningful change was for mixed-type granted patents, since collaboration between women and men increased from 38.1 percent in 2017 to 49.7 percent in 2022, surpassing those of the men-only type.

State	Women Only	Mixed	Men Only
Aguascalientes	2	9	20
Baja California	3	17	26
Baja California Sur	0	1	5
Campeche	0	1	3
Chiapas	1	6	4
Chihuahua	1	9	19
Mexico City	51	541	519
Coahuila	7	71	22
Colima	0	2	1
Durango	0	4	4
Estado do México	10	48	103
Guanajuato	4	39	63
Guerrero	0	0	1
Hidalgo	1	22	22
Jalisco	25	109	158
Michoacán	0	9	10
Morelos	0	37	48
Nayarit	0	1	1
Nuevo León	18	149	159
Oaxaca	0	3	11
Puebla	13	72	80
Querétaro	2	23	59
Quintana Roo	0	1	0
San Luis Potosí	0	9	22
Sinaloa	1	2	7
Sonora	1	20	24
Tabasco	0	2	4
Tamaulipas	1	3	14
Tlaxcala	1	0	1
Veracruz	5	20	17
Yucatán	1	8	12
Zacatecas	0	0	0

Source: Source: Own elaboration with data obtained by applying the filters designed with the R programming language, designed for this research

## Some conclusions.

1. In the four countries analyzed, it was found that women are not the population group that most takes advantage of the patent system. However, it is observed that the participation of women has been increasing during the years of study.
2. The most significant increase in women's participation is observed in mixed type patents, which shows that joint work between men and women is important.
3. The indicators of the countries studied, show that there is a significant gap at the subnational or subregional level in all, not only of women inventors, but also of men inventors.

[www.caiinno.org](http://www.caiinno.org)



Caiinno



Esteban Santamaria Hernández

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[www.caiinno.org](http://www.caiinno.org)



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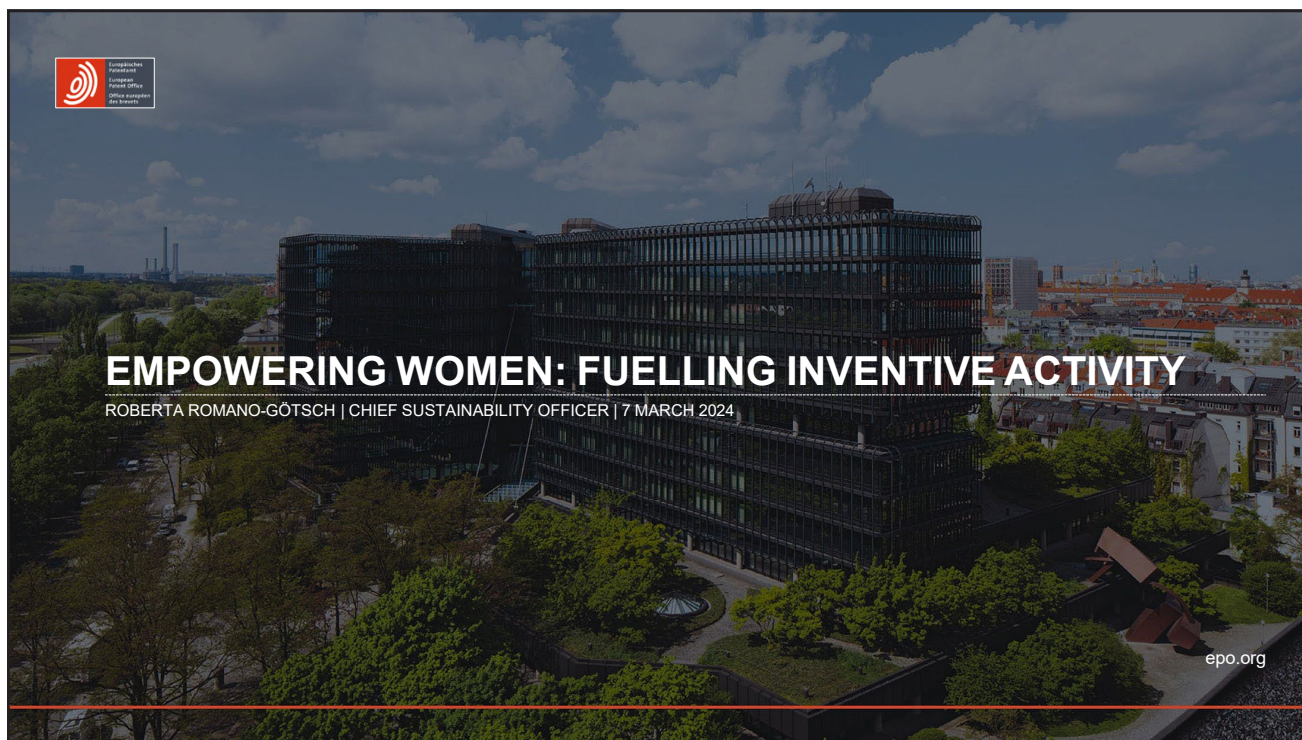


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**SOCIETAL IMPACT**  
WOMEN'S PARTICIPATION IN INVENTIVE ACTIVITY

epo.org

**Societal Impact**

5 GENDER EQUALITY

10 REDUCED INEQUALITIES

Women's participation in inventive activity

BREAKING BARRIERS AND BRIDGING THE GAP IN INVENTIVE ACTIVITIES

The percentage of women named as inventors on patent applications at the EPO has risen from

2% In the late 1970s to 5% in 2019

2





## SOCIETAL IMPACT

epo.org

### WOMEN'S PARTICIPATION IN INVENTIVE ACTIVITY

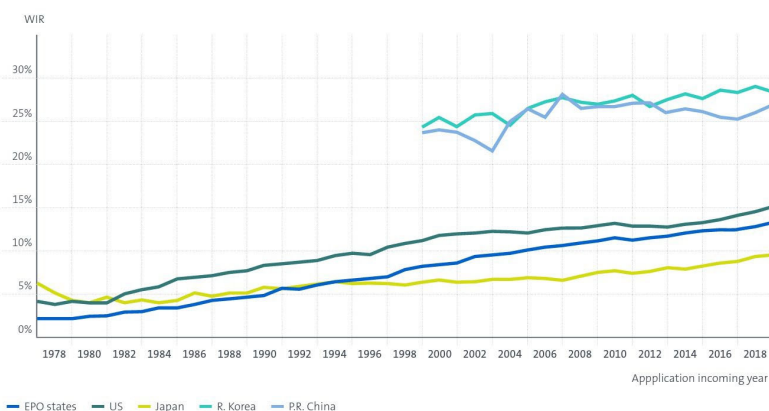
**Societal Impact**

Women's participation in inventive activity

5 GENDER EQUALITY

10 REDUCED INEQUALITIES

WIR, 1978–2019



3



## SOCIETAL IMPACT

epo.org

### WOMEN'S PARTICIPATION IN INVENTIVE ACTIVITY

**Societal Impact**

Women's participation in inventive activity

5 GENDER EQUALITY

10 REDUCED INEQUALITIES

BREAKING BARRIERS AND BRIDGING THE GAP IN INVENTIVE ACTIVITIES

**Chemistry** is the technology sector with the **highest share of women inventors** while **Mechanical engineering** has the **lowest share**.

over **22%** vs **5.2%**

(2010-19)

5 GENDER EQUALITY

4





epo.org

## SOCIETAL IMPACT

### WOMEN'S PARTICIPATION IN INVENTIVE ACTIVITY



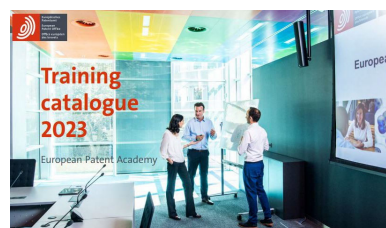
5



epo.org

## SOCIETAL IMPACT

### COMMITTED TO SHARING KNOWLEDGE



**2131 courses and 2 230 hours**  
**23 000 learners from 189 countries**

6



epo.org

## EPO SMART SEARCH PLATFORMS & STUDIES

Technologies combatting cancer

As medical science reduces mortality from many other diseases, the incidence of cancer is expected to increase rapidly because of ageing populations, unhealthy lifestyles and unfavourable environmental conditions. Innovation in technologies for fighting cancer is essential to address this challenge.

Subsections

- Prevention and early detection
- Diagnostics
- Therapies
- Wellbeing and aftercare
- Inventors against cancer



7



## KATALIN KARIKÓ (HU/US)

Winner of the European  
Inventor Award 2022  
Lifetime Achievement Award

Modified mRNA for life-saving  
vaccines and therapies



8





## LAURA VAN'T VEER (NL)

Winner of the European Inventor  
Award 2015  
SMEs category

Gene-based breast cancer test  
diagnoses low risk of tumour recurrence



9



## GORDANA VUNJAK- NOVAKOVIC (RS/US)

Winner of the European Inventor  
Award 2021  
Popular Prize category

Advances in tissue engineering for safer  
and more precise medicine



10







## ESTHER SANS TAKEUCHI (US)

Winner of the European Inventor  
Award 2018  
Non-EPO countries category

Battery electrodes, batteries for  
implantable defibrillators



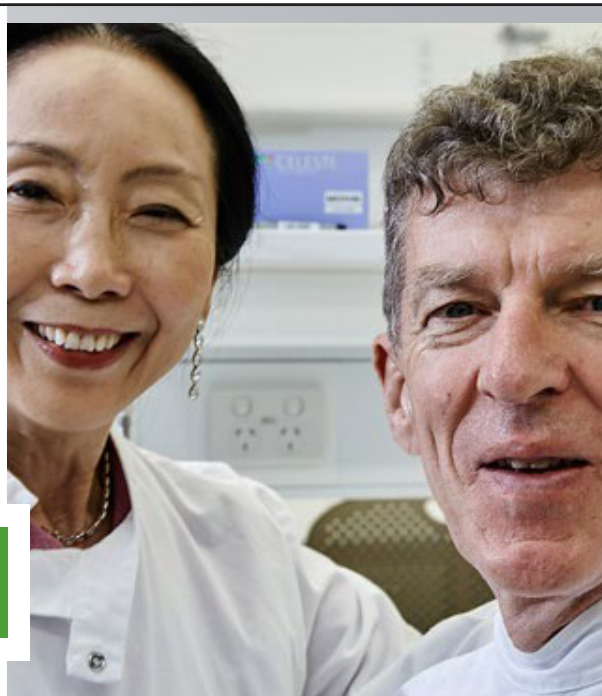
11



## IAN FRAZER, JIAN ZHOU, XIAO YI SUN (AT/CN)

Winners of the European Inventor Award 2015  
Non-EPO countries

Vaccine against human papillomavirus (HPV)



12



## ERIN SMITH (US)

Winner  
Young Inventors Prize 2022

AI powered tool to detect Parkinson's  
from facial expressions



13



## RAFAELLA DE BONA GONÇALVES (BR)

Runner-up  
Young Inventors Prize 2022

Biodegradable pads and tampons  
to combat period poverty



14





*"I raise up my voice – not so I can shout but so that those without a voice can be heard (...) we cannot succeed when half of us are held back".*

**- Malala Yousafzai**







**2024**  
**Women in IP**  
**Symposium**  
 A Global Diversity Initiative

**Women in Design**

Carolina Arias Burgos

## Women in design: gender gap

**Gender gap:** gap in any area between women and men in terms of their levels of participation, access, rights, remuneration or benefits, EIGE.

- **Gender employment gap:** under-representation of women in designer occupation, average characteristics of women designers (LFS microdata from 23 MS).
- **Gender pay gap:** lower earnings of women designers, different characteristics of women and men designers explaining partially the GPG between designers (SES microdata from 14 MS).
- **Gender gap in the registration of RCDs:** lower participation of women as designers in the registration of RCDs (EUIPO database, 27 MS).

## Women in design: gender employment gap (LFS)

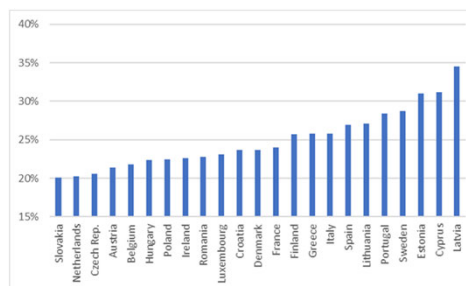
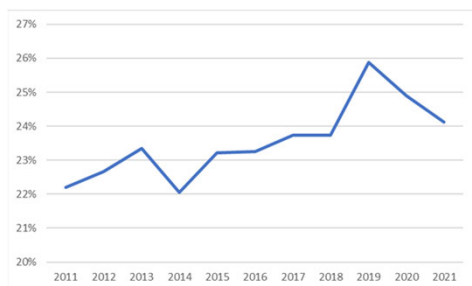
Based on LFS microdata provided by Eurostat: Annual survey addressed to households, carried out by NSI, following EU regulations (same methods, controls, etc) to understand labour market characteristics. Medium-term trend, 10 years, 23 MS (2M obs per year).

**DESIGNER:** SPECIALISED WORKER THAT DESIGNS, CREATE PRODUCTS OR PARTS OF PRODUCTS . Designers are classified in 5 selected ISCO occupations, minor groups, based on tasks (not contracts)

- physics, chemistry, geology ...
- engineering professionals (structures, machines ..)
- electrotechnology engineers (electronic, electrical, telecommunications, power stations ...)
- architects, interior designs, visual and audiovisual content
- software and applications developers (IT)

## Women in design: gender employment gap (results)

- 24 % of women designers in 2021
- Impact of COVID19
- MS share ranges from 20 % in Slovakia to 35 % in Latvia



## Women in design: gender employment gap (results)

- More temporary and part-time contracts but less over-represented than the average workers.
- Sectoral segregation: women designers represent 40 % of designers in the public administration, arts and entertainment.
- Occupational segregation: women designers represent 40 % of designers in the occupations 'Physical and earth science professionals' and 'Architects, planners, surveyors and designers' and only 10 % in 'Software and applications developers and analysts'.
- Women designers are younger (39 years old in average compared with 41 for men designers) and have shorter working experience (14 months less than men).

## Women in design: gender pay gap (SES)

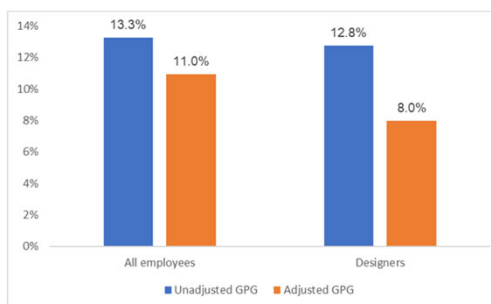
Based on SES microdata provided by Eurostat: surveys addressed to employees, every 4-2 years carried out by NSI, following EU regulations (same methods, controls, etc) to analyze hourly earnings of employees. Results presented for 2018, 14 MS (10.7M obs).

Average designers' earnings by ISCO occupations, gender, education, etc: UNEQUAL PAY FOR EQUAL JOB?

Women and men designers have different labour characteristics, explaining (partially) different earnings: adjusted GPG.

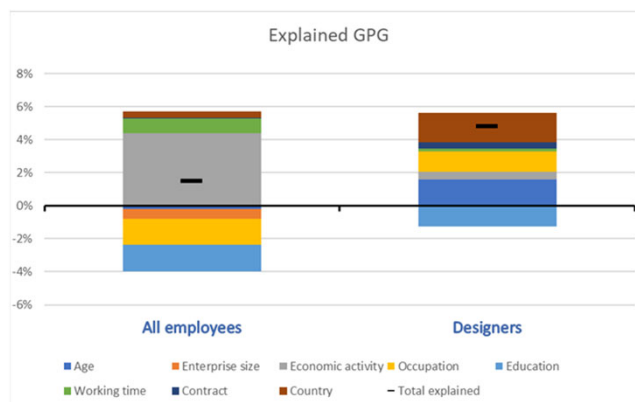
## Women in design: gender pay gap (results)

- Gender Pay Gap (GPG) between designers: **women designers earnt 12.8 % less than men designers**, on average in 14 EU MS.
- Women designers are expected to earn 4.8 % less than men designers due to their different personal, job and employer characteristics, so that **the unexplained part of the GPG for designers is still 8 %**.

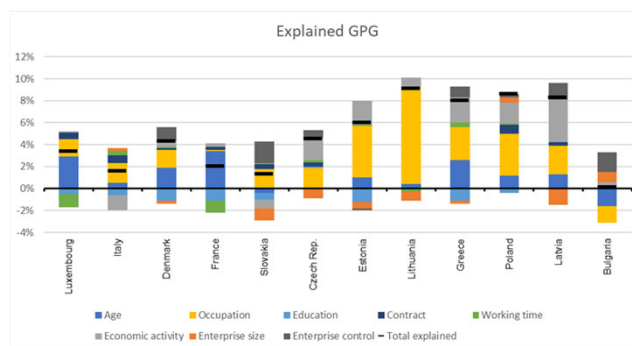
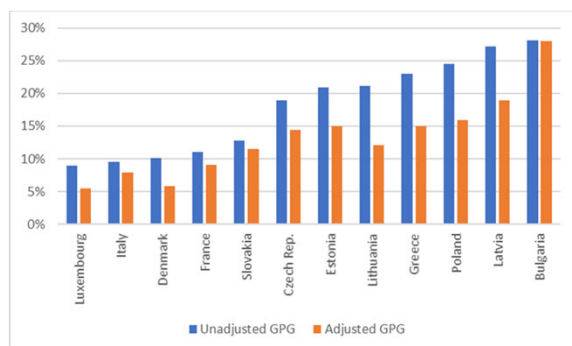


## Women in design: gender pay gap (results)

- Country 1.8 %
- Age 1.6 %
- Occupation 1.2 %
- Economic activity 0.5 %
- Temporary contracts 0.4 %
- Part-time 0.2 %
- Education -1.2 %**



## Women in design: gender pay gap (results by MS)



## Women in design: gender gap in RCD (EUIPO DB)

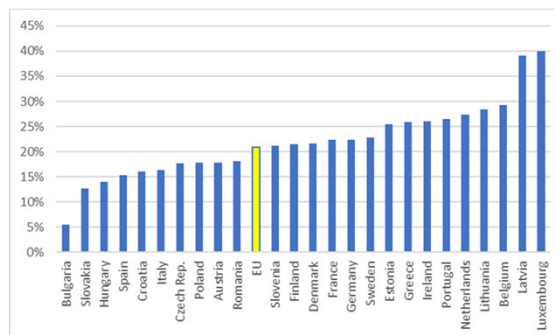
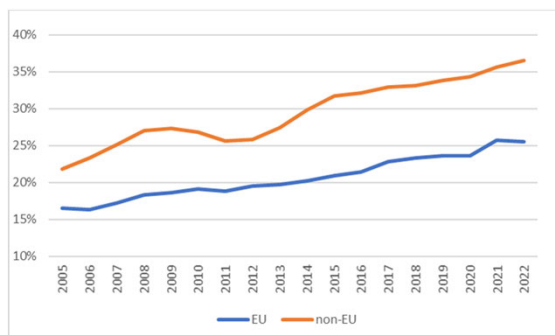
Based on EUIPO databases: participation of women in the registration of European designs (RCD): **share of RCD applications with at least one female designer.**

40 % of all RCD filings “voluntarily” designate the name of the designer(s), 700K designs of which assigned gender to 90 % based on WGND (WIPO algorithm). Sample of more than 600K designs for gender analysis.

RCD gender gap trend, by MS and Locarno classes.

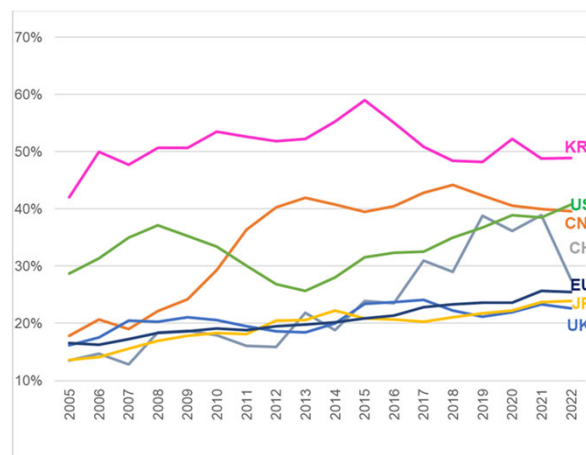


## Women in design: gender gap in RCD (results)



At the current trend, it would take more than 50 years to close the RCD gender gap

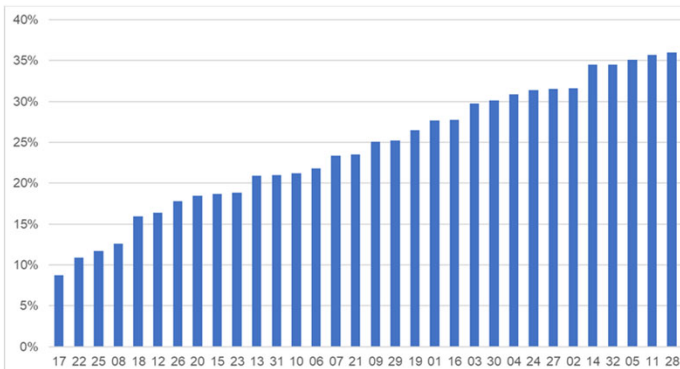
## Women in design: gender gap in RCD (results)





## Women in design: gender gap in RCD (results)

17: Musical instruments  
22: Arms, hunting and fishing  
25: Building units, construction  
08: Tools and hardware



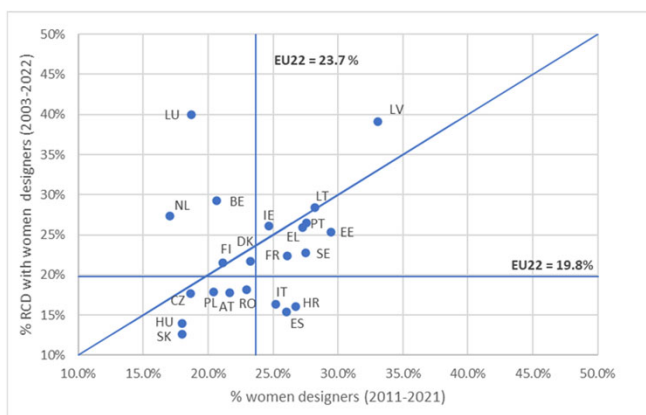
28: Pharmaceutical and cosmetics  
11: Adornment  
05: Textiles  
32: Graphic symbols and logos  
14: Recoding, TC or data processing equipment



## Women in design: employment and RCD registration

Main findings:

- Comparison of the participation of women in designer occupation and RCD system





[www.euipo.europa.eu](http://www.euipo.europa.eu)

[@EU\\_IPO](https://twitter.com/EU_IPO)

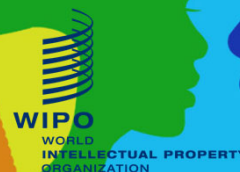
[in EUIPO](https://www.linkedin.com/company/euipo)

[f EUIPO.EU](https://www.facebook.com/EUIPO.EU)

**THANK YOU**

<https://www.euipo.europa.eu/en/publications/women-in-design>

# Demonstration: IPGAP Database of Global Policies and Initiatives Supporting Women and IP



## Overview

1. Motivation for constructing the IPGAP database
2. Design and methodology
3. Access and dissemination phase



## Motivation for Creating the Database

- Inspire and assist governments in tailored policy formulation
- Support women inventors, innovators, and entrepreneurs by facilitating access to relevant national-level programs and initiatives

## Design and Methodology

Tool :	Zotero database tool
Purpose:	Efficient cataloguing and sorting
Entries:	201 (currently)
Categories:	policies initiatives
Tagging System:	continent, country, type (policy or initiative)
Number of Countries:	56 (currently)
Sources:	governmental agencies and IPOs

Sum of Number of items by Continent



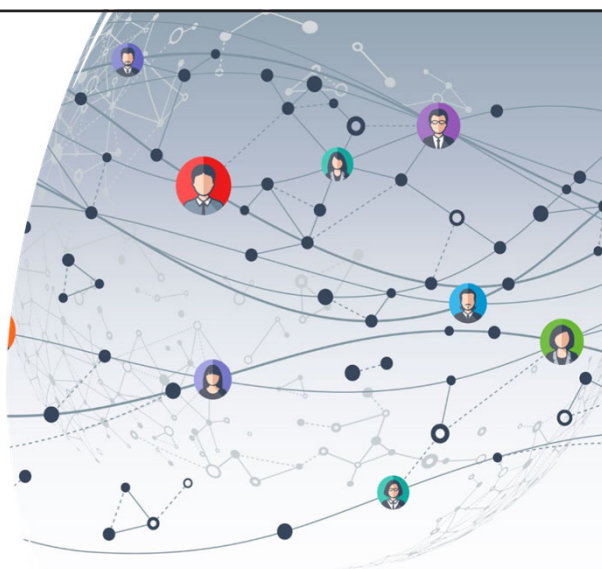
## Examples of Policies and Initiatives in the Database

- Free legal assistance, fee reduction, and financial support
- The establishment of committees and observatory groups for gender equality
- External mentoring programs for inventors and entrepreneurs
- Internal mentoring programs for IP office staff
- Recognition through awards
- Gender-disaggregated data collection practices for analyzing participation in IP systems



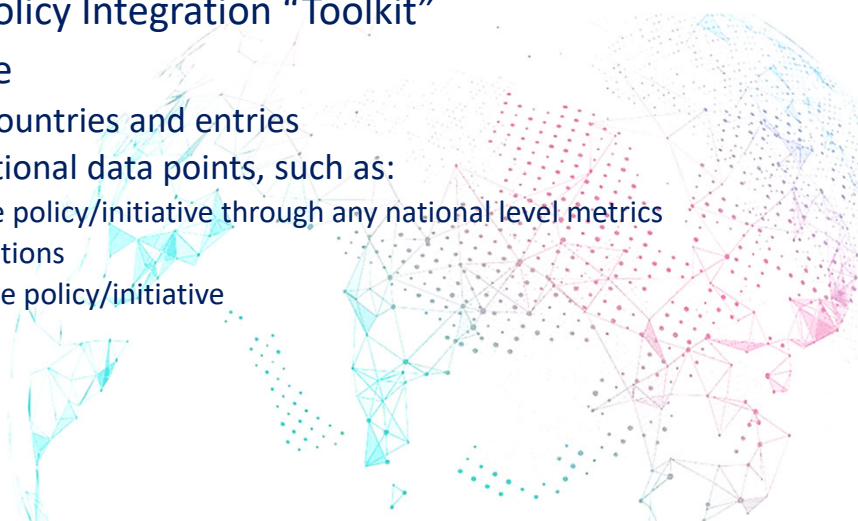
## Access and Dissemination

- Database regularly updated for accuracy
- IPOs and member states to review and contribute data
- Engage in a collaborative data review process
- Publish on Chief Economist's web-based research library
- Feature on WIPO's IP and Gender webpage



## Looking Ahead

- IP and Gender Policy Integration “Toolkit”
- Expand Database
  - Include more countries and entries
  - Introduce additional data points, such as:
    - Progress of the policy/initiative through any national level metrics
    - Studies/evaluations
    - Evolution of the policy/initiative
- Enrich WIPO Lex



Internally, please find the database here:

[Zotero | Groups > WIPO-IPGAP](#)  
[www.zotero.org/groups/5283574/wipo-ipgap](http://www.zotero.org/groups/5283574/wipo-ipgap)



[Kristine.Schlegelmilch@wipo.int](mailto:Kristine.Schlegelmilch@wipo.int)  
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WELCOME

LOGISTICS

AGENDA

SPEAKER BIO'S

DAY 1 (March 6)  
PRESENTATIONS

DAY 2 (March 7)  
PRESENTATIONS

DAY 3 (March 8)  
PRESENTATIONS

MISCELLANEOUS

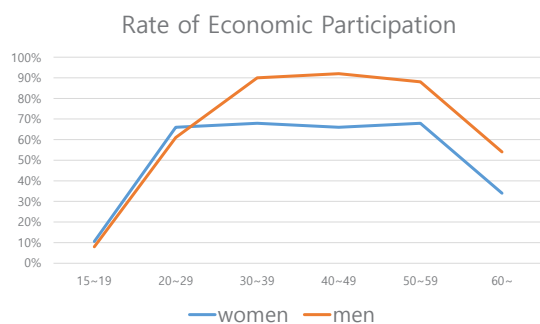
APPENDIX

# Promoting Women Invention in Korea

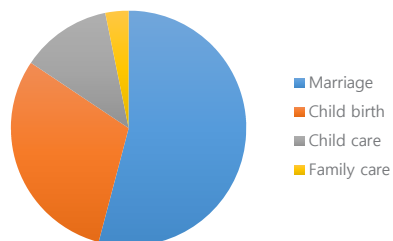
Women in IP Symposium | March 7, 2024



## Women's Economic Participation



Reasons for Women's Career Discontinuation



➡ 4 out of 10 women in Korea is suffering from career discontinuation because of marriage and childbirth & childcare

## Solution : Let's Encourage Women's Idea



 Korean Intellectual Property Office

## KIPO : A Bridge for Women



 Korean Intellectual Property Office

# Programs for Women

## 1 Women Idea in Everywhere



## 2 International Women's Invention Expo



2023  
**여성발명왕EXPO**  
Korea International  
Women's Invention Exposition  
대한민국 세계여성발명대회 · 여성발명품박람회

Korean Intellectual Property Office

# Women Idea in Everywhere



2014 ~ 2023 (10 years)

Ideas  
Submitted

17,568

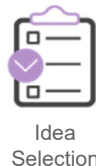
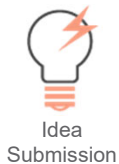
Ideas  
Supported

384

Ideas  
Commercialized

248

### ➔ Process



Support Programs

(IP application filing, Design and  
prototype-manufacturing, etc.)



Evaluation



Follow-up  
Support

# Women Idea in Everywhere



2014 ~ 2023 (10 years)

Ideas Submitted

17,568

Ideas Supported

384

Ideas Commercialized

248

## Process



6

Korean Intellectual Property Office

# Women Idea in Everywhere



2014 ~ 2023 (10 years)

Ideas Submitted

17,568

Ideas Commercialized

248

## Process



7

Korean Intellectual Property Office



# Women Idea in Everywhere



2014 ~ 2023 (10 years)

Ideas  
Submitted

17,568

Ideas  
Supported

384

Ideas  
Commercialized

248

## Process



8

Korean Intellectual Property Office

# Women Idea in Everywhere

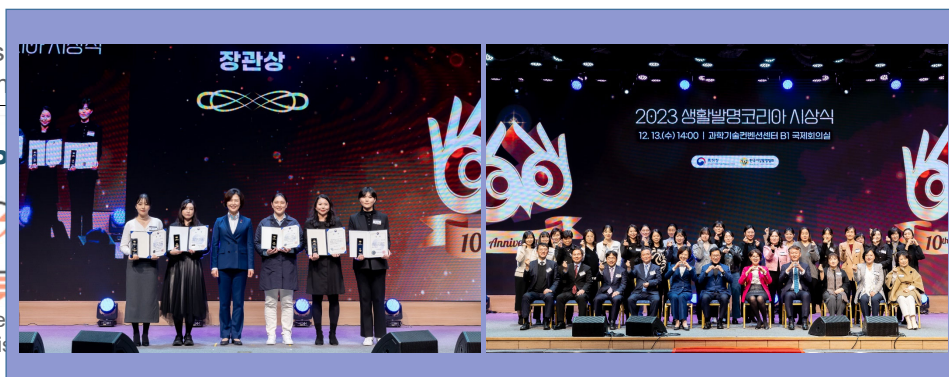


2014 ~ 2023 (10 years)

Ideas  
Submitted

## Process

Idea  
Submission



(IP application filing, Design and prototype-manufacturing, etc.)

9

Korean Intellectual Property Office

# Women Idea in Everywhere



2014 ~ 2023 (10 years)

Ideas  
Submitted

17,568

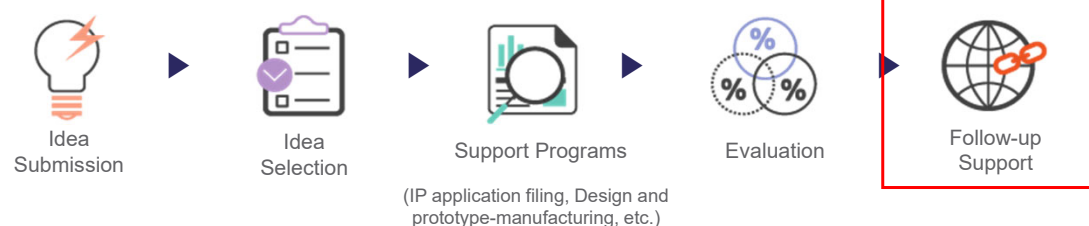
Ideas  
Supported

384

Ideas  
Commercialized

248

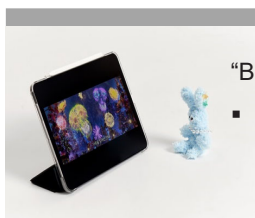
## Process



10

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# The Winners



## "Bidirectional Tablet PC Case"

- Provides a flexible 12.5° writing angle, regardless of orientation.



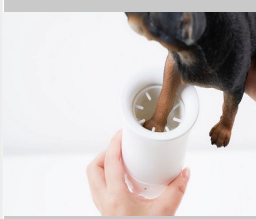
## "Medicine Storage Box"

- Helps to track medication intake



## "Spoon for babies"

- Prevents spoons from dropping

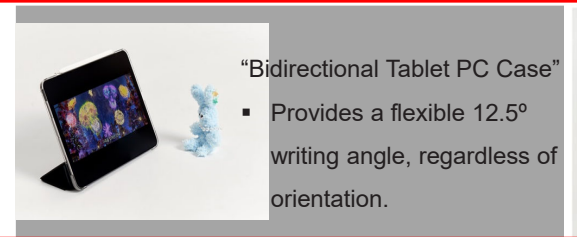


## "Foot care kit for pets"

- Washes, dries, and hydrates animal paws

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## The Winners



생활발명  
코리아  
woman idea in everywhere

Korean Intellectual Property Office

## Korea International Women's Invention Exposition

2001 ~ 2023 (23 years)

Inventions Submitted	354	Companies	354	Member Countries	19	Visitors	12,052
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2023  
여성발명왕EXPO  
Korea International Women's Invention Exposition

대한민국 세계여성발명대회 · 여성발명품박람회

- Combines the "International Women's Invention Competition" and "Korea Women's Invention Exhibition"
- From 2008, WIPO became official sponsor
- Support global promotion and sales via online & offline platform
- Host a Women IP Forum to provide opportunities for global networking and IP knowledge exchange



*Encourage women to get involved in business by their invention and promote the excellence of women's invention.*

# Korea International Women's Invention Exposition

## 1 International Women's Invention Competition

- Competing for the world's best women invention



대한민국 세계여성발명대회 · 여성발명품박람회



Expert panel of IP attorneys, academics and marketing professionals evaluate inventions. The winner gets the opportunity to promote and sell their inventions. Prizes from WIPO, KIPO, and global invention associations are awarded.

 Korean Intellectual Property Office

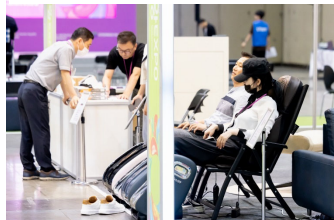
# Korea International Women's Invention Exposition

## 2 Interactive exhibition

- Feeling the greatness of women's ideas



대한민국 세계여성발명대회 · 여성발명품박람회



- 9 invention zones : Sports, Health, Digital, Interior, Food, Beauty, Baby, Safety, Interactive zone
- Events are held for visitors to use, eat, make inventions.
- ➔ Visitors can fully enjoy women's ideas all over the world.

 Korean Intellectual Property Office



## Korea International Women's Invention Exposition

# 3

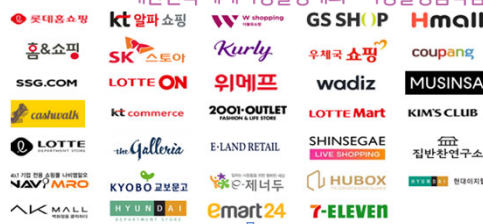
### Expanding channels for women

- Support online and offline promotion



2023  
여성발명왕EXPO  
Korea International  
Women's Invention Exposition

대한민국 세계여성발명대회 · 여성발명품박람회



- By using one of the biggest online shopping platform in Korea, we support women to promote their invention in online show. Last year, 109,345 people watched it.
- Also we provide retail consultation by merchandisers to expand offline channel. Last year, 49 merchandise companies gave 96 women companies consulting.

Korean Intellectual Property Office

## Korea International Women's Invention Exposition

# And more...

2023  
여성발명왕EXPO  
Korea International  
Women's Invention Exposition

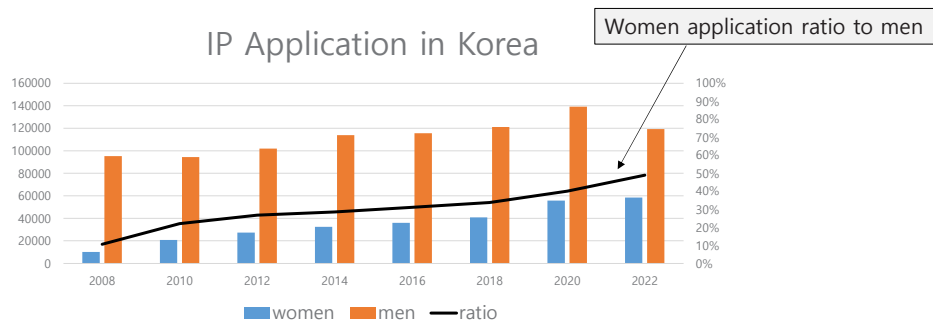
대한민국 세계여성발명대회 · 여성발명품박람회



Global Women IP Forum featuring lectures by KIPO, WIPO and ventures is being held. Last year, experts from WIPO, KIPO and Coupang shared their programs and knowledge about women IP.

Korean Intellectual Property Office

## Increase in Women IP in Korea



- Since 2008, number of women's application has grown steadily (10,145('08) → 58,473('22))
- Also women IP application ratio compared to men is increasing (11%('08) → 49%('22))

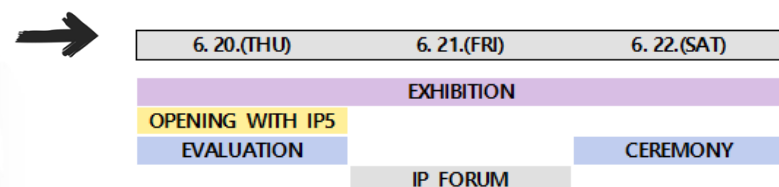
Korean Intellectual Property Office

## 2024 Korea International Women's Invention Expo

➔ '24. 6. 20(FRI) ~ '24. 6. 22(SAT)

➔ KINTEX Exhibition Hall, Korea

➔ In conjunction with the IP5 Heads of Office Meeting, there will be a wider range of inventions from various countries.



2023  
여성발명왕EXPO  
Korea International  
Women's Invention Exposition  
대한민국 세계여성발명대회 · 여성발명품박람회

Korean Intellectual Property Office



*Thank you!*

CHOI Sun Ah  
Deputy Director, KIPO  
bestah@korea.kr



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WELCOME
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DAY 1 (March 6) PRESENTATIONS
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MISCELLANEOUS
APPENDIX



WELCOME
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MISCELLANEOUS
APPENDIX





# Ann Mueeting

*Founding Shareholder,  
Mueeting, Raasch Group  
President, AIPLA*

Ann M. Mueeting, Ph.D., J.D., is a founding shareholder of the firm Mueeting Raasch Group in Minneapolis, Minnesota, which began in 1995 and represents Fortune 500 companies, biomedical firms, universities, various mid-size and startup companies, as well as individual entrepreneurs. Ann is a patent attorney practicing in the areas of patent prosecution, due diligence, and related opinion work with emphasis in chemical and biotechnology patent law. .

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## 2024 DEIA Colloquium Planning Committee



Sharon Crane  
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## Background and Preliminary Results

The Colloquium was held to consider fairness for those involved in all aspects of the IP environment, with a focus on government IP-related, IP Professionals-related, and inventors-related contexts. It was sponsored by the American Intellectual Property Law Association (AIPLA), Asociación Interamericana de la Propiedad Intelectual/Inter-American Association of Intellectual Property/Associação Interamericana da Propriedade Intelectual (ASIPI), Intellectual Property Institute of Canada (IPIC), and Invent Together.

The presentations, reports from the workshops, as well as the comments and suggestions from the participants resulted in a consensus with respect to the three general principles – What is DEIA, Diverse IP Professionals, Diverse Innovators and Creators. How do stakeholder organizations make a difference.

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# PRESENTATIONS DAY THREE

WELCOME

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DAY 1 (March 6)  
PRESENTATIONS

DAY 2 (March 7)  
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Innovation, Science and  
Economic Development Canada  
Canadian Intellectual Property Office

Innovation, Sciences et  
Développement économique Canada  
Office de la propriété intellectuelle du Canada

Canada

Today's event evaluation is being administered by  
the Canadian Intellectual Property Office (CIPO).



Please scan the QR code to share your feedback!



# The Innovator Diversity Pilots Initiative

Colleen V. Chien

Professor, Berkeley Law School

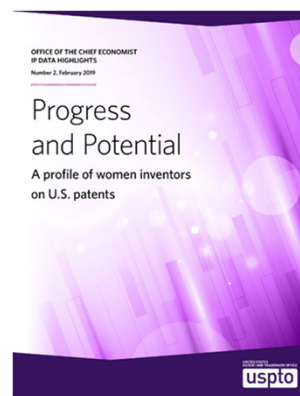
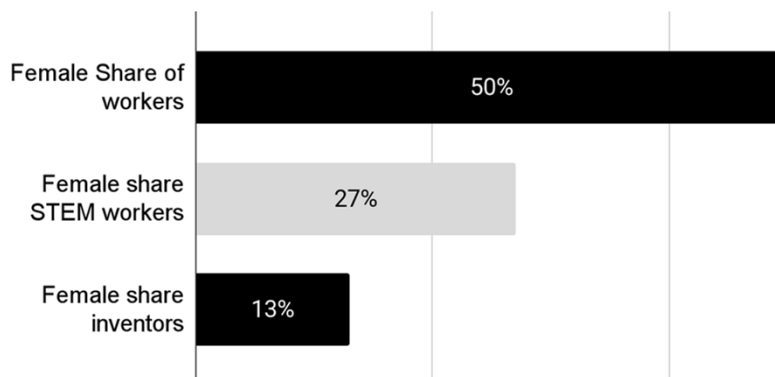
Diversity Pilots Initiative | [diversitypilots.org](https://diversitypilots.org)

[cchien@berkeley.edu](mailto:cchien@berkeley.edu)

**Motivation: to Address the “Innovator- Inventor Gap,” the lower rate at which URG innovators become inventors**



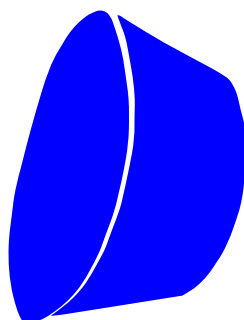
The Female Innovator-Inventor Gap



C. Chien Redefining Progress, UCLA L. Rev. 2024

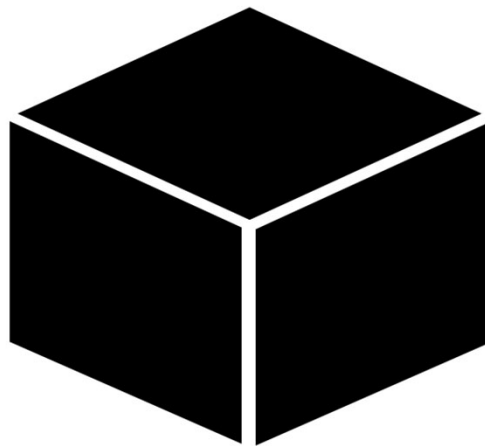
## We go inside the black box...

**DPI** DIVERSITY PILOTS INITIATIVE



27%

**STEM  
Workforce  
are women**



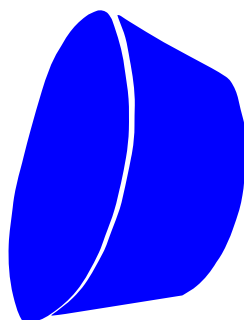
13%

**Inventors  
are women**

Redefining Progress, UCLA L. Rev. 2024

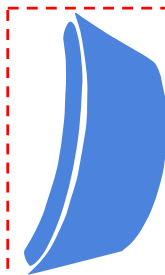
## To foster inclusion *before* filing

**DPI** DIVERSITY PILOTS INITIATIVE



27%

**STEM  
Workforce**



?

**Idea  
Submission**



?

**Application**



?

**Prosecution**



13%

**Inventor**



## Why Diversity is Important

### In Innovation:

- Novelty: people innovate for people like themselves, so who innovates matters
- Nonobviousness: pathbreaking innovations often are based on new combinations
- Overcoming dissent: avoids groupthink and leads to integrative synthesis
- Numerosity: less risk of lost Curies and Corbetts

### In Invention:

- Credit /attribution gap
- Contributions “unknown, ignored, unseen”
- Unequal access to patenting and patent prosperity
- Risk of undercommercialization of ideas from diverse innovators

## About the Diversity Pilots Initiative



Companies and organizations are trying a lot of interventions to address the innovator-inventor gap, but change is hard, and hard change needs hard evidence.

Who we are: Academic initiative that collaborates with companies to produce rigorous evidence to address the innovator-inventor gap.

### What we do:

- Partner with organization to do rigorous research to advance inclusion in innovation
- Disseminate our work and the work of others with similar goals through publications, conferences, and a blog series

[www.diversitypilots.org](http://www.diversitypilots.org)

# Innovator Diversity Pilots Initiative

Rigorous research to advance inclusion in innovation

## ABOUT

We are a group of researchers that works with firms and others to advance diversity and inclusion in innovation by coupling our understanding of institutional details and dynamics associated with patenting, law firm advancement, and innovation processes with econometric and social science approach.

Our research draws upon our experience with methods such as surveying, rigorous piloting using experimental (randomized) or quasi-experimental methods, and observational analyses and our expertise in topics ranging from mentoring to inequality in innovation to inclusive government policy. Our DPI blog disseminates and elevates research findings on what works in diversity in innovation.

Watch this space for more blog posts from the Initiative, many of which will draw from last fall's inaugural *Innovator Diversity Pilots Conference*, cosponsored by the organizations shown below. (slides and videos available [here](#), [PatentlyO preview](#), [Law360 Recap](#))



## Company Surveys to get at root causes of gaps

Survey: Intellectual Property Development at \_\_\_\_\_

### Part 1A: Familiarity with Invention Disclosure

1. Are you aware that \_\_\_\_\_ has an invention submission process and tools where you can submit inventions to be reviewed for potential patenting?
  - Yes
  - No
2. Have you attended any \_\_\_\_\_ training on inventing? (Select all that apply)
  - Yes, within the last 12 months
  - Yes, within the last 2 years
  - Yes, but it's been more than 2 years
  - Yes, through \_\_\_\_\_'s \_\_\_\_\_ mentoring program
  - No, I have not
3. Have you ever had an invention that you thought might be patentable?
  - Yes
  - No
- 4.a. Do you self-identify as an inventor?
  - Yes
  - No
- 4.b. Do you self-identify as a problem solver?
  - Yes
  - No

### Part 1B: Intellectual Property Development

Ideas are submitted to the \_\_\_\_\_ Patent Team using \_\_\_\_\_ Intellectual Property On-Line (CIPOL). A submitted invention is referred to as an "invention disclosure" or "a CIPOL". The term "inventing" refers to designing or creating technology (not merely implementing technology at the direction of someone else), to solve a technical problem.

5. If your invention has previously been submitted as an invention disclosure, how was it submitted? (Select all that apply)
  - By me via the portal
  - Via a mentoring session led by a patent professional
  - With the help of a patent professional that reached out to me
  - With the help of a patent professional that I reached out to

## Company Surveys to understand inventor experiences



HOME TEAM DIARY BLOG CONFERENCE

### DIARY

“My family directly benefited from the patent awards I received ... they helped increase the down payment on my home. This helped me put down more permanent roots in my community. We needed increased space at the time due to my third child on her way. My family know that I have received patents, and they know that my employer is happy with me.

– Randy S., became an inventor at age 28.”

## What did becoming an inventor mean to you ?



“Being recognized as an inventor validates one’s creativity, empowering one to do more.

Sujesha S, became an inventor around age 38.”

<http://diversitypilots.org/diary/>



## Research to uncover actionable insights: Example: Who has an idea to share?



Should I raise my hand?

No, I don't really have much to add

No, I'm not totally sure of my answer

No, I'm not the kind of person who has interesting insights

Am I a person with innovative ideas?



Who has an ideas to share?



What are you working on?

**OPT-IN**

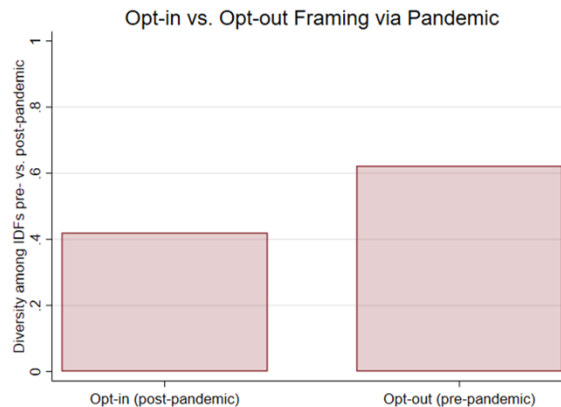


**OPT-OUT**

## Opt-In v. Opt-Out in Setting 1

Intervention: Opt-Out

*Policy change: AI Company that switched from Opt-Out to Opt-In with the Pandemic*



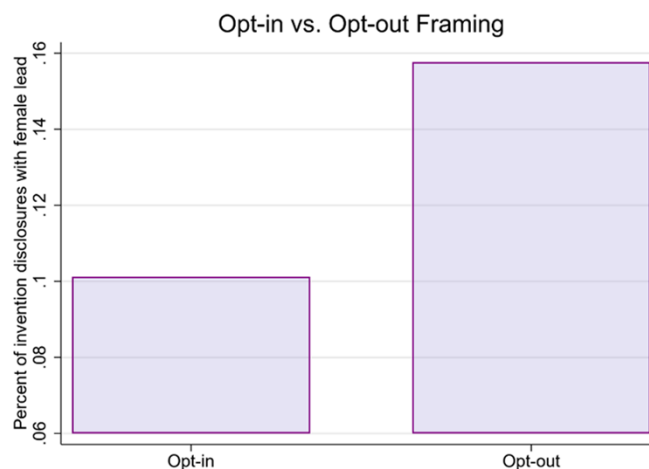
**Inventors from URGs** (i.e., females, 1<sup>st</sup> time-inventors, african, and latinx) were **36 p.p.** were more likely to be inventors on an invention disclosure under an opt-out system.

The point estimates are statistically significant across a variety of specifications including patent quality, inventor count, and research area.

## Opt-In v. Opt-Out in Setting 2

Intervention: Opt-Out

*Harvesting difference: ~Attorney Harvesting v. voluntary applicant submission*



**Females** are about **5 p.p.** more likely to be lead filers on an invention disclosure under an opt-out system.

The point estimates are statistically significant across a variety of specifications including ones that control for invention disclosure quality (e.g., patenting filing and granting) and time.

# Publications



Science

Current issue First release papers Archive About

HOME > SCIENCE > VOL. 362, NO. 6475 > IMPROVING EQUITY IN PATENT INVENTORSHIP

**IMPROVING EQUITY IN PATENT INVENTORSHIP**

Expanding who gets credit for invention may boost participation in innovation

COLLEEN V. CHIEN AND UCLAWHAMPSON OUELLETTE [Authors Info & Affiliations](#)

SCIENCE • 7 Dec 2022 • VOL 362, ISSUE 6475 • pp. 1128-1129 • DOI:10.1126/science.aba8281

1,088

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**Redefining Progress: the Case for Diversity in Innovation and Inventing**

— UCLA L. Rev. — (2024)  
*UCLA Law Review Forthcoming*

96 Pages • Posted: 28 Sep 2022 • Last revised: 13 Oct 2023

**Colleen V. Chien**  
UC Berkeley School of Law  
Date Written: September 8, 2022

**Abstract**

This Article makes the empirical and legal case for redefining the constitutional concept of patent “progress” to include the promotion of a diversity of innovators and inventors, and not just innovation. Based on a survey of the literature, it details four plausible mechanisms, also recognized in patent law, by which diverse innovators improve innovation: novelty, non-obviousness, (overcoming) conflict, and numerosity. It introduces the concept of the “innovator-inventor” gap—the lower rate at which underrepresented technical workers become inventors—and documents how across innovative workplaces, women are patenting at a fraction of the rate of their male counterparts, in part due to barriers placed by the law and mechanics of inventorship. This Article makes several recommendations for advancing “progress” redefined: (1) reconsider inventorship law and policy, (2) institutionalize and strengthen the Patent Office’s ability to promote a diversity of innovators and inventors, and not just invention, (3) launch a public-private innovator diversity pilots clearinghouse to support the rigorous evaluation and refinement of relevant policies and practices, and (4) a periodic, innovator-inventor survey for informing the design of policies and practices for making progress.

# We organize conferences to showcase research and related efforts to address the innovator-inventor gap



Join the High Tech Law Institute and the United States Patent and Trademark Office at the

**Innovator Diversity Pilots Conference**

November 18, 2022, 9 a.m. – 5 p.m. • Remote or in person

Margo Bagley

Colleen Chien

Kathi Vidal

Valencia Martin Wallace

John List

Register online today!

Next Conference: September 13, 2024, at Emory University Law School

## Academic Team - Come Pilot with Us!



Colleen Chien



Margo Bagley



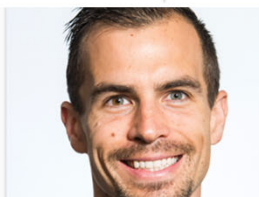
Jillian Grennan



Lisa Larrimore Ouellette



Gauri Subramani



Jason Sandvik



Abhay Aneja

contact: [cchien@berkeley.edu](mailto:cchien@berkeley.edu)

# MISCELLANEOUS



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Women in IP: **Meeting on Mentoring and Related Topics**





Photo: UN Women/Oscar Levía.

Intellectual property (IP) offices and organizations around the globe are coming together to champion diversity within our offices and organizations and across the entire IP landscape. In countries worldwide, women face challenges and barriers in accessing resources, resulting in their stark underrepresentation in the IP ecosystem. Acknowledging this, our objective is clear: to drive inclusion and diversity to support, inspire, and accelerate increased participation from all women so that they can develop, commercialize, and distribute innovations and creative works. By investing in women, we believe we can better reach our collective aim to transform the challenges women face in the IP ecosystem into opportunities.

Despite comprising a significant portion of the micro, small, and medium-sized enterprise landscape, women entrepreneurs are facing a \$1.7 trillion finance gap that limits their potential to add \$10 trillion in economic value to the global economy by 2030. Furthermore, in 2023, inventors listed on international patent applications were five times less likely to be female than male. Studies also show women are underrepresented in design applications and copyright registrations. In addition, just one in three researchers is a woman, and women hold only one in five science, technology, engineering, and math (STEM) jobs. All these facts underscore the urgent need for immediate and concerted efforts, both financial and strategic, to bridge this substantial gap. It's time to mobilize resources and implement impactful initiatives, to ensure that gender equality is not just an aspiration but a tangible reality.

We acknowledge that the diversity within our innovative, entrepreneurial, and creative community should mirror the diversity of our societies. Recognizing the vital importance of

ongoing collaboration between our offices, which has facilitated the exchange of best practices and the implementation of pioneering initiatives, we reaffirm our dedication to collective action. We remain steadfast in our commitment to empower and support women and girls from all segments of society to fully engage in the innovation and creativity economy. By enabling them to leverage their IP, we not only foster sustained growth but also pave the way for enduring success.

We are committed to investing in knowledge and skills-building initiatives designed to empower women in IP matters and, whenever possible, we will provide information about financial resources available to support inventors, creators, and entrepreneurs.

We recognize the importance of undertaking innovative research, enhancing – and being attentive to – the data available to provide insights into the status and needs of women in the IP ecosystem. We also pledge to promote science, technology, engineering, arts and math (STEAM) education which creates career opportunities for women and girls.

We commit to leveraging this year's World Intellectual Property Day theme "IP and the Sustainable Development Goals (SDGs): Building our common future with innovation and creativity" to advance our efforts to accelerate women's participation in the global innovation, entrepreneurship, and creativity ecosystem. We fully recognize that achieving gender equality and women's empowerment is integral to each of the 17 SDGs.

**As we celebrate International Women's Day, we commit to continuing to work together and we encourage everyone to join us by taking part in this promising future by investing in women to accelerate progress.**

### International Women's Day joint message from:

- African Regional IP Organization • Algerian National Institute of Industrial Property • Angolan Institute of Industrial Property
- Antigua and Barbuda Intellectual Property and Commerce Office • ASEAN Working Group on IP Cooperation • Austrian Patent Office • Belize Intellectual Property Office
- Brazilian IP Association • Brazilian IP Agents Association • Bureau of Intellectual Property of Suriname • Business and IP Authority of Namibia • Cabo Verde IP Office
- Canadian IP Office • Companies and IP Authority of Botswana • Companies and IP Commission of South Africa • Companies and IP Office • Commerce and IP Office of St. Vincent and the Grenadines • Copyright Department of the Ministry of Culture of the Czech Republic • Copyright Office of Tanzania • Corporate Affairs and IP Office
- Corporate Affairs and IP Office of Barbados • Department of IP of Thailand • Directorate General of the Industrial Property Registry Ministry of Commerce and Industries of Panama
- Egyptian Patent Office • Ethiopian Intellectual Property Authority • European Patent Office • European Union IP Office • French Patent and Trademark Office
- GCC IP Training Center • German Patent and Trademark Office • Hellenic Copyright Organization • Hellenic Industrial Property Organisation • Hungarian IP Office
- Industrial Property Institute of Mozambique • Industrial Property Office of Czech Republic • Industrial Property Promotion Service of Benin • IP Australia
- IP Office of the Philippines • IP Office of St. Kitts and Nevis • IP Office of Trinidad and Tobago • Israel Patent Office • Jamaica IP Office • Japan Patent Office
- Kenyan Copyright Board • Korean IP Office • Moroccan Industrial and Commercial Property Office • Mozambique National Institute of Cultural and Creative Industries
- National Center of Registries of El Salvador • National Directorate of Industrial Property of Uruguay • National Institute of Industrial Property of Brazil
- National Institute of Industrial Property, Republic of Chile • National Institute of IP of the Republic of Kazakhstan • National Intellectual Property Center of Georgia
- National Intellectual Property and Quality Service of Sao Tome and Principe • National Service of Intellectual Rights of Ecuador • Office of the Attorney General and Ministry of Legal Affairs of Trinidad and Tobago • Paraguayan National Directorate of IP • Patent Office of the Republic of Poland • Patents and Designs Registry of Nigeria • Qatari IP Office
- Registrar General's Department of Ghana • Registry of Companies and Intellectual Property of Saint Lucia • Registry of Intellectual Property of Costa Rica
- Romanian Copyright Office • São Paulo IP Association • Spanish Patent and Trademark Office • State Agency of Intellectual Property and Innovation of the Kyrgyz Republic
- State Agency on IP of the Republic of Moldova • State IP Office of the Republic of Croatia • Turkish Patent and Trademark Office • UK IP Office • United States Copyright Office
- United States Patent and Trademark Office • World Intellectual Property Organization • Zambia Patents and Companies Registration Agency •

List of studies referred to in this joint message:

1. World Economic Forum. (2023). *"The finance gap for women entrepreneurs is \$1.7 trillion. Here's how to close it."*
2. UN Women. (2023). *"Progress on the Sustainable Development Goals: The Gender Snapshot 2023."* 19.
3. EUIPO Study: *Women in design (2023)*
4. *Women in the Copyright System: "An Analysis of Women Authors in Copyright Registrations from 1978-2020, UNITED STATES COPYRIGHT OFFICE (2022)"*, p. 17.
5. UN Women. (n.d.). *"Women and the Sustainable Development Goals."*

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## Día Internacional de la Mujer 2024:

**“Invirtamos en las mujeres para acelerar el progreso”**

**#InvestInWomen**

Photo: UN Women/Oscar Levía.

Las oficinas y entidades de propiedad intelectual (PI) de todo el mundo están aunando esfuerzos para promover la diversidad en nuestras oficinas y organizaciones y en todo el entorno de la PI. En países de todo el mundo, las mujeres afrontan dificultades y obstáculos para acceder a los recursos, lo que se traduce en su marcada infrarrepresentación en el ecosistema de la PI. Al reconocer esta realidad, nuestro objetivo es claro: impulsar la inclusión y la diversidad con el fin de respaldar, inspirar y acelerar una mayor participación de todas las mujeres a fin de que puedan desarrollar, comercializar y distribuir sus innovaciones y obras creativas. Creemos que invertir en las mujeres es una manera más eficaz de alcanzar nuestro objetivo colectivo de transformar en oportunidades los retos a los que se enfrentan las mujeres en el ecosistema de la PI.

A pesar de representar una parte importante del tejido de microempresas y pequeñas y medianas empresas, las empresarias se enfrentan a una brecha financiera de 1,7 billones de dólares que limita su potencial, pues podrían añadir 10 billones de dólares en valor económico a la economía mundial antes de 2030. Además, en 2023, la probabilidad de que los inventores que figuran en las solicitudes internacionales de patente fueran mujeres era cinco veces menor que la de los hombres. Asimismo, según algunos estudios, las mujeres están infrarrepresentadas en las solicitudes de registro de diseños y derechos de autor. Además, sólo uno de cada tres investigadores es mujer, y las mujeres ocupan únicamente uno de cada cinco puestos de trabajo en ciencia, tecnología, ingeniería y matemáticas (STEM por sus siglas en inglés). Todos estos hechos subrayan la urgente necesidad de realizar esfuerzos inmediatos y coordinados, tanto financieros como estratégicos, para salvar esta brecha tan acusada. Es hora de movilizar recursos y poner en marcha iniciativas que tengan repercusión, para garantizar que la igualdad de género no sea una mera aspiración, sino una realidad tangible.

Reconocemos que la diversidad de nuestra comunidad innovadora, emprendedora y creativa debe reflejar la diversidad de nuestras sociedades. Al reconocer la importancia vital de la colaboración constante entre nuestras oficinas, que ha facilitado el intercambio de mejores prácticas y la implementación de iniciativas

pioneras, reafirmamos nuestra adhesión a la acción colectiva. Seguimos firmes en nuestro compromiso de empoderar y respaldar a las mujeres y niñas de todos los estratos de la sociedad para que participen plenamente en la economía de la innovación, del emprendimiento y la creatividad. Al permitirles aprovechar plenamente su PI, no sólo fomentamos un crecimiento sostenido, sino que allanamos el camino para el éxito duradero.

Nos comprometemos a invertir en iniciativas de desarrollo de conocimientos y capacidades destinadas a capacitar a las mujeres en materia de PI y, siempre que sea posible, facilitaremos información sobre los recursos financieros disponibles para prestar apoyo a inventoras, creadoras y empresarias.

Reconocemos la importancia de emprender investigaciones innovadoras, mejorando los datos disponibles y prestándoles la atención necesaria para proporcionar información sobre la situación y las necesidades de las mujeres en el ecosistema de la PI. También nos comprometemos a promover la educación en ciencia, tecnología, ingeniería, bellas artes y matemáticas (STEM por sus siglas en inglés), que crea oportunidades profesionales para mujeres y niñas.

Nos comprometemos a sacar partido del lema del Día Mundial de la Propiedad Intelectual de este año, “La PI y los Objetivos de Desarrollo Sostenible (ODS): nuestro futuro común se forja con innovación y creatividad” para impulsar nuestros esfuerzos por acelerar la participación de las mujeres en el ecosistema mundial de la innovación, el emprendimiento y la creatividad. Reconocemos abiertamente que lograr la igualdad de género y el empoderamiento de las mujeres forma parte integral de cada uno de los 17 ODS.

**Al celebrar el Día Internacional de la Mujer, nos comprometemos a seguir trabajando conjuntamente y alentamos a todo el mundo a que se una a nosotros participando en este futuro esperanzador invirtiendo en las mujeres para acelerar el progreso.**

Los estudios a los que se hace referencia en este mensaje conjunto pueden obtenerse [aquí](#).

1. Foro Económico Mundial. (2023). “The finance gap for women entrepreneurs is \$1.7 trillion. Here’s how to close it.” Disponible en [www.weforum.org/agenda/2023/10/women-entrepreneurs-finance-banking/](https://www.weforum.org/agenda/2023/10/women-entrepreneurs-finance-banking/).
2. ONU-Mujeres. (2023). “El Progreso en el Cumplimiento de los Objetivos de Desarrollo Sostenible: Panorama de Género 2023,” 19. Disponible en <https://www.unwomen.org/sites/default/files/2023-12/progress-on-the-sustainable-development-goals-the-gender-snapshot-2023-es.pdf>.
3. Estudio de la EUIPO: Women in design (2023), Disponible en: [https://euipo.europa.eu/tunnel-web/secure/webdav/guest/document\\_library/observatory/documents/reports/2023\\_Report\\_on\\_Women\\_in\\_Design/2023\\_Report\\_on\\_Women\\_in\\_Design\\_FullR\\_en.pdf](https://euipo.europa.eu/tunnel-web/secure/webdav/guest/document_library/observatory/documents/reports/2023_Report_on_Women_in_Design/2023_Report_on_Women_in_Design_FullR_en.pdf).
4. Women in the Copyright System: “An Analysis of Women Authors in Copyright Registrations from 1978-2020, UNITED STATES COPYRIGHT OFFICE (2022),” p. 17. Disponible en <https://www.copyright.gov/policy/womenin-copyright-system/Women-in-the-Copyright-System.pdf>.
5. ONU-Mujeres. (N. d.) “Las mujeres y los Objetivos de Desarrollo Sostenible.” Disponible en <https://www.unwomen.org/es/news/in-focus/women-and-the-sdgs>.

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## Mensaje conjunto para el Día Internacional de la Mujer 2024

- Organización Regional Africana de la Propiedad Intelectual
- Instituto Nacional Argelino de Propiedad Industrial
- Instituto Angoleño de Propiedad Industrial
- Oficina de Propiedad Intelectual y Comercio de Antigua y Barbuda
- Grupo de Trabajo de la ASEAN sobre Cooperación en PI
- Oficina Austríaca de Patentes
- Oficina de Propiedad Intelectual de Belice
- Asociación Brasileña de PI
- Asociación Brasileña de Agentes de PI
- Oficina de Propiedad Intelectual de Suriname
- Administración de Empresas y PI de Namibia
- Oficina de PI de Cabo Verde
- Oficina Canadiense de PI
- Administración de Empresas y PI de Botswana
- Comisión de Empresas y PI de Sudáfrica
- Oficina de Empresas y PI
- Oficina de Comercio y PI de San Vicente y las Granadinas
- Departamento de Derecho de Autor del Ministerio de Cultura de la República Checa
- Oficina de Derecho de Autor de Tanzania
- Oficina de Asuntos Corporativos y PI
- Oficina de Asuntos Corporativos y PI de Barbados
- Departamento de PI de Tailandia
- Dirección General del Registro de la Propiedad Industrial Ministerio de Comercio e Industrias de Panamá
- Oficina Egipcia de Patentes
- Administración de Propiedad Intelectual de Etiopía
- Oficina Europea de Patentes
- Oficina de PI de la Unión Europea
- Oficina Francesa de Patentes y Marcas
- Centro de Formación en PI del CCG
- Oficina Alemana de Patentes y Marcas
- Organización Helénica de Derecho de Autor
- Organización Helénica de la Propiedad Industrial
- Oficina Húngara de PI
- Instituto de Propiedad Industrial de Mozambique
- Oficina de la Propiedad Industrial de la República Checa
- Servicio de Promoción de la Propiedad Industrial de Benin
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- Oficina de PI de St. Kitts y Nevis
- Oficina de PI de Trinidad y Tabago
- Oficina de Patentes de Israel
- Oficina de PI de Jamaica
- Oficina Japonesa de Patentes
- Junta de Derecho de Autor de Kenya
- Oficina Surcoreana de PI
- Oficina Marroquí de Propiedad Industrial y Comercial
- Instituto Nacional de Industrias Culturales y Creativas de Mozambique
- Centro Nacional de Registros de El Salvador
- Dirección Nacional de la Propiedad Industrial del Uruguay
- Instituto Nacional de Propiedad Industrial del Brasil
- Instituto Nacional de Propiedad Industrial, República de Chile
- Instituto Nacional de PI de la República de Kazajstán
- Centro Nacional de Propiedad Intelectual de Georgia
- Servicio Nacional de Calidad y Propiedad Intelectual de Santo Tomé y Príncipe
- Servicio Nacional de Derechos Intelectuales del Ecuador
- Oficina del Fiscal General y Ministerio de Asuntos Jurídicos de Trinidad y Tabago
- Dirección Nacional de Propiedad Intelectual del Paraguay
- Oficina de Patentes de la República de Polonia
- Registro de Patentes y Diseños de Nigeria
- Departamento del Registrador General de Ghana
- Registro de Empresas y Propiedad Intelectual de Santa Lucía
- Registro de Propiedad Intelectual de Costa Rica
- Oficina de Derecho de Autor de Rumania
- Asociación de PI de São Paulo
- Oficina Española de Patentes y Marcas
- Agencia Estatal de PI de la República de Moldova
- Oficina Estatal de PI de la República de Croacia
- Oficina Turca de Patentes y Marcas
- Oficina de PI del Reino Unido
- Oficina de Derecho de Autor de los EE. UU.
- Oficina de Patentes y Marcas de los Estados Unidos de América
- Organización Mundial de la Propiedad Intelectual
- Agencia de Registro de Empresas y Patentes de Zambia

WELCOME

LOGISTICS

AGENDA

SPEAKER BIO's

DAY 1 (March 6)  
PRESENTATIONS

DAY 2 (March 7)  
PRESENTATIONS

DAY 3 (March 8)  
PRESENTATIONS

MISCELLANEOUS

APPENDIX



## Journée internationale des femmes 2024

**“Investir en faveur des femmes:  
Accélérer le rythme”**

#InvestInWomen

Photo: UN Women/Oscar Levía.

Les offices et organisations de propriété intellectuelle du monde entier s'unissent pour défendre la diversité au sein de nos offices et organisations et dans l'ensemble du paysage de la propriété intellectuelle. Partout dans le monde, les femmes se heurtent à des difficultés et à des obstacles pour accéder aux ressources, si bien qu'elles sont nettement sous-représentées dans l'écosystème de la propriété intellectuelle. Partant de ce constat, notre objectif est clair : favoriser l'inclusion et la diversité pour soutenir, inspirer et accélérer la participation accrue de toutes les femmes afin qu'elles puissent mettre au point, commercialiser et distribuer leurs innovations et œuvres créatives. En investissant dans les femmes, nous pensons pouvoir mieux atteindre notre objectif collectif qui consiste à transformer en opportunités les défis auxquels les femmes sont confrontées dans l'écosystème de la propriété intellectuelle.

Bien qu'elles constituent une part importante du paysage des micros, petites et moyennes entreprises, les femmes chefs d'entreprise sont confrontées à un déficit de financement de 1700 milliards de dollars qui limite leur potentiel d'ajouter 10 000 milliards de dollars de valeur économique à l'économie mondiale d'ici à 2030. En outre, en 2023, les inventeurs mentionnés dans les demandes internationales de brevet avaient cinq fois moins de chances d'être des femmes que des hommes. Les études montrent également que les femmes sont sous-représentées dans les demandes d'enregistrement de dessins et modèles et de droits d'auteur. En outre, seul un chercheur sur trois est une femme, et les femmes n'occupent qu'un emploi sur cinq dans le domaine des sciences, des technologies, de l'ingénierie et des mathématiques (STIM). Tous ces faits soulignent la nécessité urgente de déployer des efforts immédiats et concertés, à la fois financiers et stratégiques, pour combler ce fossé considérable. Il est temps de mobiliser des ressources et de mettre en œuvre des initiatives efficaces, afin que l'égalité entre les hommes et les femmes ne soit pas seulement une aspiration, mais une réalité tangible.

Nous sommes conscients que la diversité au sein de notre communauté innovante, entrepreneuriale et créative doit être le reflet de la diversité de nos sociétés. Reconnaisant l'importance vitale de la collaboration en cours entre nos offices, qui a facilité l'échange de pratiques recommandées

et la mise en œuvre d'initiatives pionnières, nous réaffirmons notre attachement à l'action collective. Nous restons fidèles à notre engagement de donner aux femmes et aux jeunes filles de toutes les couches de la société les moyens de s'engager pleinement dans l'économie de l'innovation et de la créativité, et de les soutenir dans cette démarche. En leur permettant de tirer parti de leur propriété intellectuelle, nous favorisons non seulement une croissance soutenue, mais nous ouvrons également la voie à un succès durable.

Nous nous engageons à investir dans des initiatives de renforcement des connaissances et des compétences destinées à autonomiser les femmes en matière de propriété intellectuelle et, dans la mesure du possible, nous fournirons des informations sur les ressources financières disponibles pour soutenir les inventrices, les créatrices et les femmes chefs d'entreprise.

Nous sommes conscients de la nécessité d'entreprendre des recherches novatrices, d'améliorer la qualité des données disponibles et d'y prêter attention, afin de fournir des informations sur la situation et les besoins des femmes dans l'écosystème de la propriété intellectuelle. Nous nous engageons également à promouvoir l'enseignement des sciences, de la technologie, de l'ingénierie, des arts et des mathématiques (STIAM), afin de créer des opportunités de carrière pour les femmes et les jeunes filles.

Nous nous engageons à tirer parti du thème de la Journée mondiale de la propriété intellectuelle de cette année, "Propriété intellectuelle et objectifs de développement durable : Construire notre avenir commun grâce à l'innovation et à la créativité", pour appuyer nos efforts visant à accélérer la participation des femmes à l'écosystème mondial de l'innovation, de l'entrepreneuriat et de la créativité. Nous reconnaissons pleinement que l'égalité des sexes et l'autonomisation des femmes font partie intégrante de chacun des 17 ODD.

**En cette Journée internationale des femmes, nous nous engageons à continuer à travailler ensemble et nous vous invitons toutes et tous à vous joindre à nous pour construire cet avenir prometteur en investissant en faveur des femmes afin d'accélérer le rythme.**

Les études mentionnées dans ce message commun peuvent être consultées [ici](#).

1. [Forum économique mondial. \(2023\). "The finance gap for women entrepreneurs is \\$1.7 trillion. Here's how to close it." Disponible à l'adresse \[www.weforum.org/agenda/2023/10/women-entrepreneurs-finance-banking/\]\(https://www.weforum.org/agenda/2023/10/women-entrepreneurs-finance-banking/\).](#)
2. [ONU Femmes. \(2023\). "Progrès vers la réalisation des objectifs de développement durable : Gros plans sur l'égalité des sexes", 19. Disponible à l'adresse <https://www.unwomen.org/sites/default/files/2023-11/progress-on-the-sustainable-development-goals-the-gender-snapshot-2023-fr.pdf>.](#)
3. [Étude de l'EUIPO : Women in design \(2023\), disponible à l'adresse \[https://euipo.europa.eu/tunnel-web/secure/webdav/guest/document\\\_library/observatory/documents/reports/2023\\\_Report\\\_on\\\_Women\\\_in\\\_Design/2023\\\_Report\\\_on\\\_Women\\\_in\\\_Design\\\_FullR\\\_en.pdf\]\(https://euipo.europa.eu/tunnel-web/secure/webdav/guest/document\_library/observatory/documents/reports/2023\_Report\_on\_Women\_in\_Design/2023\_Report\_on\_Women\_in\_Design\_FullR\_en.pdf\).](#)
4. [Women in the Copyright System: "An Analysis of Women Authors in Copyright Registrations from 1978-2020, UNITED STATES COPYRIGHT OFFICE \(2022\)", page 17. Disponible à l'adresse <https://www.copyright.gov/policy/womenin-copyright-system/Women-in-the-Copyright-System.pdf>.](#)
5. [ONU Femmes. \(n. d.\). "Les femmes et les objectifs de développement durable". Disponible à l'adresse \[www.unwomen.org/fr/news/in-focus/women-and-the-sdgs\]\(https://www.unwomen.org/fr/news/in-focus/women-and-the-sdgs\).](#)

## Message commun à l'occasion de la Journée internationale des femmes 2024

- Organisation régionale africaine de la propriété intellectuelle
- Institut national algérien de la propriété industrielle
- Institut angolais de la propriété industrielle
- Office de la propriété intellectuelle et du commerce d'Antigua-et-Barbuda
- Groupe de travail de l'ASEAN sur la coopération en matière de propriété intellectuelle
- Office autrichien des brevets
- Office de la propriété intellectuelle de Belize
- Association brésilienne de la propriété intellectuelle
- Association brésilienne des agents de propriété industrielle
- Bureau de la propriété intellectuelle du Suriname
- Autorité des affaires commerciales et de la propriété intellectuelle de la Namibie
- Office de la propriété intellectuelle de Cabo Verde
- Office canadien de la propriété intellectuelle
- Office des sociétés et de la propriété intellectuelle du Botswana
- Commission des sociétés et de la propriété intellectuelle d'Afrique du Sud
- Office des sociétés et de la propriété intellectuelle
- Office du commerce et de la propriété intellectuelle de Saint-Vincent-et-les-Grenadines
- Département du droit d'auteur du Ministère de la culture de la République tchèque
- Bureau du droit d'auteur de la Tanzanie
- Office des entreprises et de la propriété intellectuelle
- Office des entreprises et de la propriété intellectuelle de la Barbade
- Département de la propriété intellectuelle de la Thaïlande
- Direction générale de l'enregistrement de la propriété industrielle, Ministère du commerce et de l'industrie du Panama
- Office égyptien des brevets
- Autorité éthiopienne de la propriété intellectuelle
- Office européen des brevets
- Office de l'Union européenne pour la propriété intellectuelle
- Institut national de la propriété industrielle
- Centre de formation à la propriété intellectuelle du CCG
- Office allemand des brevets et des marques
- Organisation du droit d'auteur hellénique
- Organisation grecque de la propriété industrielle
- Office hongrois de la propriété intellectuelle
- Institut de la propriété industrielle du Mozambique
- Office de la propriété industrielle de la République tchèque
- Service de promotion de la propriété industrielle du Bénin
- IP Australia
- Office de la propriété intellectuelle des Philippines
- Office de la propriété intellectuelle de Saint-Kitts-et-Nevis
- Office de la propriété intellectuelle de la Trinité-et-Tobago
- Office des brevets d'Israël
- Bureau de la propriété intellectuelle de la Jamaïque
- Office des brevets du Japon
- Bureau kenyan du droit d'auteur
- Office coréen de la propriété intellectuelle
- Office marocain de la propriété industrielle et commerciale
- Institut national de la culture et des industries de la création du Mozambique
- Centre national des registres d'El Salvador
- Direction nationale de la propriété industrielle de l'Uruguay
- Institut national de la propriété industrielle du Brésil
- Institut national de la propriété industrielle du Chili
- Institut national de la propriété intellectuelle du Kazakhstan
- Centre national de la propriété intellectuelle de la Géorgie
- Service national de la propriété intellectuelle et de la qualité de Sao Tomé-et-Principe
- Service national des droits de propriété intellectuelle de l'Équateur
- Bureau du Procureur général et des affaires juridiques de la Trinité-et-Tobago
- Direction nationale de la propriété intellectuelle du Paraguay
- Office des brevets de la République de Pologne
- Service d'enregistrement des brevets et des dessins et modèles du Nigéria
- Direction générale de l'enregistrement du Ghana
- Office pour l'enregistrement des sociétés et de la propriété intellectuelle de Sainte-Lucie
- Service d'enregistrement de la propriété intellectuelle du Costa Rica
- Office roumain du droit d'auteur
- Association de la propriété intellectuelle de São Paulo
- Office espagnol des brevets et des marques
- Agence nationale de la propriété intellectuelle de la République de Moldova
- Office d'État de la propriété intellectuelle de la République de Croatie
- Office turc des brevets et des marques
- Office de la propriété intellectuelle du Royaume-Uni
- Bureau du droit d'auteur des États-Unis d'Amérique
- Office des brevets et des marques des États-Unis d'Amérique
- Organisation Mondiale de la Propriété Intellectuelle
- Service d'enregistrement des brevets et des entreprises de la Zambie



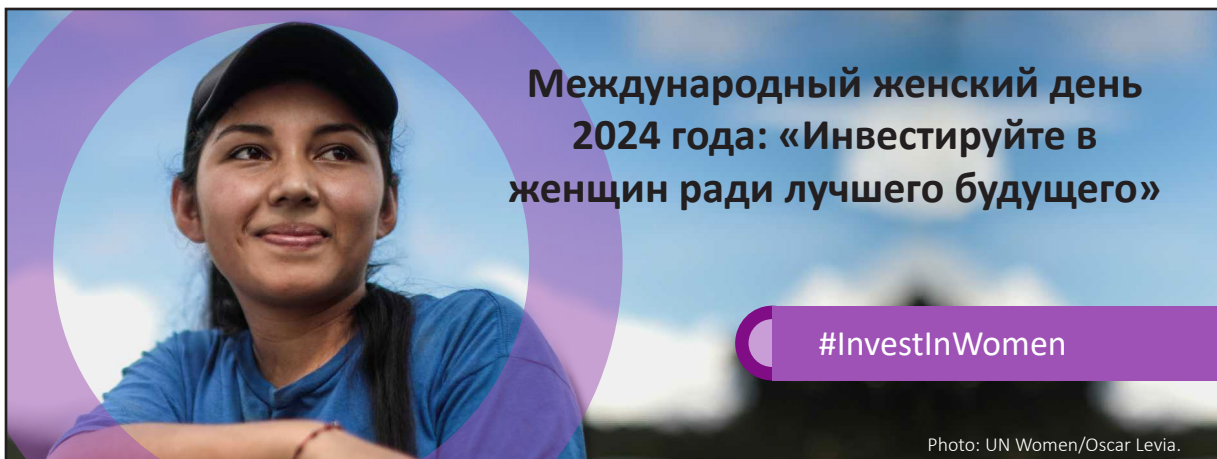


Photo: UN Women/Oscar Levía.

Ведомства и организации интеллектуальной собственности (ИС) разных стран объединяют усилия для поощрения многообразия в своих рядах и системе ИС в целом. По всему миру женщины сталкиваются с проблемами и барьерами при получении доступа к ресурсам, что приводит к их явной недопредставленности в экосистеме ИС. Признание этого факта делает нашу задачу предельно ясной: содействовать интеграции и многообразию для того, чтобы поддержать, вдохновить и ускорить более широкое участие женщин, создав для них возможности для развития, коммерциализации и распространения своих инновационных и творческих разработок. Мы убеждены, что инвестиции в женщин помогут нам в кратчайшие сроки достичь нашей коллективной цели — превратить трудности, с которыми женщины сталкиваются в экосистеме ИС, в возможности.

Несмотря на то, что женщины руководят значительной долей микро-, малых и средних предприятий, предпринимательницы сталкиваются с нехваткой финансирования в 1,7 трлн долларов, что ограничивает их вклад в глобальную экономику, который к 2030 году потенциально мог бы составить 10 трлн долларов. Кроме того, в 2023 году женщины были указаны в международных патентных заявках в качестве изобретателей в пять раз реже, чем мужчины. Исследования также показали, что женщины недостаточно представлены в заявках на регистрацию промышленных образцов и регистрациях авторских прав. Более того, лишь треть исследователей являются женщинами, и их доля в сфере науки, техники, инженерного дела и математики (STEM) составляет всего 20%. Все эти факторы подчеркивают настоятельную необходимость безотлагательных и слаженных усилий, как финансовых, так и стратегических, для сокращения этого существенного разрыва. Пора мобилизовать ресурсы и внедрить действенные инициативы для того, чтобы гендерное равенство превратилось из простого устремления в осязаемую реальность.

Мы признаем, что многообразие в рамках нашего инновационного, предпринимательского и творческого сообщества должно отражать многообразие наших обществ. Признавая жизненно важное значение текущего сотрудничества между нашими ведомствами, которое способствовало обмену передовой практикой

и осуществлению новаторских инициатив, мы подтверждаем нашу приверженность коллективным усилиям. Мы непоколебимы в нашем решении расширить права и возможности, а также поддержать женщин и девочек из всех социальных групп для их полноценного вовлечения в инновационную и творческую экономику. Предоставляя им возможности использовать результаты своего интеллектуального труда, мы не только поддерживаем устойчивый рост, но и прокладываем путь к долгосрочному успеху.

Мы намерены инвестировать в инициативы по совершенствованию знаний и навыков, направленные на расширение возможностей женщин в области ИС, и будем стремиться предоставлять информацию о доступных источниках финансовой поддержки для изобретателей, авторов и предпринимателей.

Мы признаем важность проведения инновационных исследований и повышения качества доступных данных (и уделения им должного внимания) для получения информации о статусе и потребностях женщин в экосистеме ИС. Мы также обещаем поощрять образование в сфере науки, техники, инженерного дела, гуманитарных наук и математики (STEAM), которое открывает профессиональные возможности для женщин и девочек.

Мы намерены использовать тему Международного дня интеллектуальной собственности этого года, «ИС и цели в области устойчивого развития (ЦУР): инновации и творчество на благо общего будущего», для содействия нашим усилиям по скорейшему включению женщин в глобальную инновационную деятельность, предпринимательство и творческую экосистему. Мы в полной мере признаем, что обеспечение гендерного равенства и расширение прав и возможностей женщин являются необходимым условием для достижения каждой из 17 ЦУР.

**В Международный женский день мы заявляем о своей решимости продолжать сотрудничество и призываем всех присоединиться к созданию этого многообещающего будущего путем инвестирования в женщин для движения вперед.**

С упомянутыми в этом совместном послании исследованиями можно ознакомиться здесь.

1. Всемирный экономический форум (2023 год): «Дефицит финансирования деятельности женщин-предпринимателей составляет 1,7 трлн долларов. Вот пути решения этой проблемы» (The finance gap for women entrepreneurs is \$1.7 trillion. Here's how to close it). Доступно по ссылке: [www.weforum.org/agenda/2023/10/women-entrepreneurs-finance-banking/](https://www.weforum.org/agenda/2023/10/women-entrepreneurs-finance-banking/).
2. Структура «ООН-женщины» (2023 год): «Ход реализации Целей в области устойчивого развития: гендерный спрез за 2023 год» (Progress on the Sustainable Development Goals: The Gender Snapshot 2023), 19. Доступно по ссылке: [www.unwomen.org/sites/default/files/2023-09/progress-on-the-sustainable-development-goals-the-gender-snapshot-2023-en.pdf](https://www.unwomen.org/sites/default/files/2023-09/progress-on-the-sustainable-development-goals-the-gender-snapshot-2023-en.pdf).
3. Исследование ВИСЕС: «Женщины и промышленные образцы» (Women in design) (2023 год). Доступно по ссылке: [https://euipo.europa.eu/tunnel-web/secure/webdav/guest/document\\_library/observatory/documents/reports/2023\\_Report\\_on\\_Women\\_in\\_Design/2023\\_Report\\_on\\_Women\\_in\\_Design\\_FullR\\_en.pdf](https://euipo.europa.eu/tunnel-web/secure/webdav/guest/document_library/observatory/documents/reports/2023_Report_on_Women_in_Design/2023_Report_on_Women_in_Design_FullR_en.pdf).
4. Женщины в системе авторского права: «Анализ доли женщин-авторов в регистрациях авторских прав в 1978–2020 годах» (An Analysis of Women Authors in Copyright Registrations from 1978–2020), Ведомство по авторскому праву Соединенных Штатов Америки (2022 год), стр. 17. Доступно по ссылке: <https://www.copyright.gov/policy/womenin-copyright-system/Women-in-the-Copyright-System.pdf>.
5. Структура «ООН-женщины», (н.д.): «Женщины и Цели в области устойчивого развития» (Women and the Sustainable Development Goals). Доступно по ссылке: [www.unwomen.org/en/news/in-focus/women-and-the-sdgs](https://www.unwomen.org/en/news/in-focus/women-and-the-sdgs).

## Совместное послание по случаю Международного женского дня 2024 года

- Африканская региональная организация ИС
- Национальный институт промышленной собственности Алжира
- Институт промышленной собственности Анголы
- Ведомство интеллектуальной собственности и торговли Антигуа и Барбуды
- Рабочая группа АСЕАН по сотрудничеству в сфере ИС
- Патентное ведомство Австрии
- Ведомство интеллектуальной собственности Белиза
- Ассоциация ИС Бразилии
- Бразильская ассоциация поверенных в области ИС
- Агентство интеллектуальной собственности Суринама
- Управление по делам бизнеса и ИС Намибии
- Ведомство ИС Кабо-Верде
- Ведомство ИС Канады
- Управление по делам компаний и ИС Ботсваны
- Комиссия по делам компаний и ИС Южной Африки
- Управление по делам компаний и ИС
- Управление по вопросам торговли и ИС Сент-Винсента и Гренадин
- Департамент авторского права Министерства культуры Чешской Республики
- Ведомство по авторскому праву Танзании
- Управление корпоративных отношений и ИС
- Управление корпоративных отношений и ИС Барбадоса
- Департамент ИС Таиланда
- Главное управление Канцелярии промышленной собственности Министерства торговли и промышленности Панамы
- Патентное ведомство Египта
- Ведомство интеллектуальной собственности Эфиопии
- Европейское патентное ведомство
- Ведомство ИС Европейского союза
- Ведомство по патентам и товарным знакам Франции
- Учебный центр ИС ССАГПЗ
- Ведомство по патентам и товарным знакам Германии
- Организация авторского права Греции
- Организация промышленной собственности Греции
- Ведомство ИС Венгрии
- Институт промышленной собственности Мозамбика
- Ведомство промышленной собственности Чешской Республики
- Служба поддержки развития промышленной собственности Бенина
- ИС—Австралия
- Ведомство ИС Филиппин
- Ведомство ИС Сент-Китса и Невиса
- Ведомство ИС Тринидада и Тобаго
- Патентное ведомство Израиля
- Ведомство ИС Ямайки
- Японское патентное ведомство
- Кенийский совет по авторскому праву
- Ведомство ИС Кореи
- Ведомство промышленной и коммерческой собственности Марокко
- Национальный институт культуры и творческих отраслей Мозамбика
- Национальный регистрационный центр Сальвадора
- Национальное управление промышленной собственности Уругвая
- Национальный институт промышленной собственности Бразилии
- Национальный институт промышленной собственности Республики Чили
- Национальный институт ИС Республики Казахстан
- Национальный центр интеллектуальной собственности Грузии
- Национальный центр интеллектуальной собственности и обеспечения качества Сан-Томе и Принсипи
- Национальная служба прав интеллектуальной собственности Эквадора
- Генеральная прокуратура и Министерство юстиции Тринидада и Тобаго
- Национальное управление ИС Парагвая
- Патентное ведомство Республики Польша
- Реестр патентов и промышленных образцов Нигерии
- Управление Генерального регистратора Ганы
- Регистрационная служба компаний и интеллектуальной собственности Сент-Люсии
- Регистрационная служба интеллектуальной собственности Коста-Рики
- Ведомство по авторскому праву Румынии
- Ассоциация ИС Сан-Паулу
- Ведомство по патентам и товарным знакам Испании
- Государственное агентство по интеллектуальной собственности Республики Молдова
- Государственное ведомство ИС Республики Хорватия
- Ведомство по патентам и товарным знакам Турции
- Ведомство ИС Соединенного Королевства
- Ведомство по авторскому праву Соединенных Штатов Америки
- Ведомство по патентам и товарным знакам Соединенных Штатов Америки
- Всемирная организация интеллектуальной собственности
- Агентство по регистрации патентов и компаний Замбии

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# اليوم الدولي للمرأة 2024 " الاستثمار في المرأة: تسريع وتيرة التقدم

#InvestInWomen

Photo: UN Women/Oscar Levía.

تقف مكاتب ومنظمات الملكية الفكرية في جميع أنحاء العالم معاً لدعم التنوع داخل مكاتبنا ومنظماتنا وعبر مشهد الملكية الفكرية بأكمله. وتواجه النساء في شتى بلدان العالم تحديات وعوائق تحول دون حصولهن على الموارد، مما يؤدي إلى نقص تمثيلهن بشكل صارخ في النظام الإيكولوجي للملكية الفكرية. ومع الإقرار بذلك، فإن هدفنا واضح وهو: تعزيز الإدماج والتنوع من أجل دعم المشاركة المتزايدة من قبل جميع النساء وإلهامهن وتسريعها حتى يتمكن من تطوير ابتكاراتهن وأعمالهن الإبداعية وتسويقها وتوزيعها. ونعتقد أنه يمكننا، من خلال الاستثمار في المرأة، تحقيق هدفنا الجماعي المتمثل في تحويل التحديات التي تواجهها المرأة في النظام الإيكولوجي للملكية الفكرية إلى فرص.

وعلى الرغم من أن النساء رائدات الأعمال يشكلن جزءاً كبيراً من أصحاب الشركات الصغرى والصغيرة والمتوسطة، إلا أنهن يواجهن عجزاً تموالياً بقيمة 1.7 تريليون دولار أمريكي يحد من قدرتهن على إضافة 10 تريليونات دولار أمريكي من القيمة الاقتصادية للاقتصاد العالمي بحلول عام 2030. وعلاوة على ذلك، كان احتمال وجود الإناث في قائمة المخترعين المدرجين في طلبات البراءات الدولية، في عام 2023، أقل بخمس مرات من احتمال وجود الذكور فيها. وتُظهر الدراسات أيضاً أن النساء ممثلات تمثيلاً ناقصاً في طلبات التصاميم وتسجيلات حق المؤلف. وبالإضافة إلى ذلك، فإن نسبة الإناث في مجال البحث هي امرأة واحدة فقط لكل ثلاثة باحثين، كما تشغل النساء وظيفة واحدة فقط لكل خمسة وظائف في مجالات العلوم والتكنولوجيا والهندسة والرياضيات. وتؤكد كل تلك الحقائق الحاجة الملحة إلى بذل جهود فورية ومتضافرة، مالية واستراتيجية على حد سواء، لسد تلك الفجوة الكبيرة. لقد حان الوقت لحشد الموارد وتنفيذ مبادرات مؤثرة لضمان ألا تكون المساواة بين الجنسين مجرد طموح بل واقعاً ملموساً.

إننا نعترف بأن التنوع في مجتمعنا الابتكاري والريادي والإبداعي ينبغي أن يعكس التنوع في مجتمعاتنا. وإذ نقرّ

بالأهمية الحيوية للتعاون الجاري بين مكاتبنا، مما سهّل تبادل أفضل الممارسات وتنفيذ المبادرات الرائدة، فإننا نؤكد من جديد التزامنا بالعمل الجماعي. وسنظل ثابتين في التزامنا بتمكين النساء والفتيات من جميع شرائح المجتمع ودعمهن للمشاركة الكاملة في اقتصاد الابتكار والإبداع. ومن خلال تمكينهن من استغلال ملكيتهن الفكرية، فإننا لا نعرّز النمو المطرد فحسب، بل نمهد الطريق أيضاً لتحقيق نجاح مستدام.

ونحن ملتزمون بالاستثمار في مبادرات بناء المعارف والمهارات الرامية إلى تمكين المرأة في مجال الملكية الفكرية، وسنقدم، كلما أمكن، معلومات عن الموارد المالية المتاحة لدعم المخترعات والمبدعات ورائدات الأعمال.

ونقرّ بأهمية إجراء بحوث ابتكارية وتعزيز البيانات المتاحة - والانتباه إليها - لتقديم رؤى حول وضع المرأة واحتياجاتها في النظام الإيكولوجي للملكية الفكرية. كما نتعهد بالنهوض بتعليم العلوم والتكنولوجيا والهندسة والفنون والرياضيات بما يتيح فرصاً وظيفية للنساء والفتيات.

ونلتزم باغتنام شعار اليوم العالمي للملكية الفكرية لهذا العام "الملكية الفكرية وأهداف التنمية المستدامة: بناء مستقبلنا المشترك بالابتكار والإبداع" لتعزيز جهودنا الرامية إلى تسريع مشاركة المرأة في النظام الإيكولوجي العالمي للابتكار وريادة الأعمال والإبداع. ونقرّ إقراراً تاماً بأن تحقيق المساواة بين الجنسين وتمكين المرأة جزء لا يتجزأ من كل هدف من أهداف التنمية المستدامة السبعة عشر.

وبينما نحتفل باليوم العالمي للمرأة، فإننا نلتزم بمواصلة العمل معاً، ونشجع الجميع على الانضمام إلينا للمشاركة في تحقيق هذا المستقبل الواعد من خلال الاستثمار في المرأة لتسريع وتيرة التقدم.

يمكن الحصول على الدراسات المشار إليها في هذه الرسالة المشتركة من هنا:

1. المنتدى الاقتصادي العالمي. (٢٠٢٠). "تسريع وتيرة التقدم: الاستثمار في المرأة". متاحة على: <https://www.weforum.org/publications/2020/03/investing-in-women/>.
2. هيئة الأمم المتحدة للمرأة. (٢٠٢٠). "المرأة والابتكار: كيف يمكن للمرأة أن تصبح رائدة الأعمال؟". متاحة على: <https://www.unwomen.org/en/news/stories/2020/03/women-and-innovation-how-can-women-become-entrepreneurs>.
3. دراسة مكتب الاتحاد الأوروبي للملكية الفكرية: (2020) ngised ni nemoW. متاحة على الرابط: <https://ec.europa.eu/ipr-observatory/en/publications/2020/03/women-and-innovation-how-can-women-become-entrepreneurs>.
4. المرأة في نظام حق المؤلف: «nA sisylanA nemoW fo srohtuA ni srohtuA sigeR thgiryPoc ni srohtuA morf 8791-0202 ECIFFO THGIRYPOC SETATS DETINU» (2022)، الصفحة ٧١. متاحة على: <https://www.thgiryPoc.org/en/publications/2022/03/women-and-innovation-how-can-women-become-entrepreneurs>.
5. هيئة الأمم المتحدة للمرأة. (دون تاريخ). "المرأة والابتكار: كيف يمكن للمرأة أن تصبح رائدة الأعمال؟". متاحة على: <https://www.unwomen.org/en/news/stories/2020/03/women-and-innovation-how-can-women-become-entrepreneurs>.

## رسالة مشتركة بمناسبة اليوم العالمي للمرأة 2024

- مكتب إسرائيل للبراءات
- مكتب جامايكا للملكية الفكرية
- مكتب اليابان للبراءات
- المجلس الكيني لحق المؤلف
- المكتب الكوري للملكية الفكرية
- المكتب المغربي للملكية الصناعية والتجارية
- المعهد الوطني للصناعات الثقافية والإبداعية في موزامبيق
- المركز الوطني للسجلات في السلفادور
- المديرية الوطنية للملكية الصناعية في أوروغواي
- المعهد الوطني للملكية الصناعية في البرازيل
- المعهد الوطني للملكية الصناعية في جمهورية شيلي
- المعهد الوطني للملكية الفكرية في جمهورية كازاخستان
- المركز الوطني للملكية الفكرية في جورجيا
- الدائرة الوطنية للملكية الفكرية والجودة في سان تومي وبرينسيبي
- الدائرة الوطنية للحقوق الفكرية في إكوادور
- مكتب المدعي العام ووزارة الشؤون القانونية في ترينيداد وتوباغو
- المديرية الوطنية للملكية الفكرية في باراغواي
- مكتب البراءات في جمهورية بولندا
- سجل البراءات والتصاميم في نيجيريا
- إدارة التسجيل العام في غانا
- سجل الشركات والملكية الفكرية في سانت لوسيا
- سجل الملكية الفكرية في كوستاريكا
- مكتب حق المؤلف في رومانيا
- جمعية ساو باولو للملكية الفكرية
- المكتب الإسباني للبراءات والعلامات التجارية
- الوكالة الحكومية المعنية بالملكية الفكرية في جمهورية مولدوفا
- المكتب الحكومي للملكية الفكرية في جمهورية كرواتيا
- المكتب التركي للبراءات والعلامات التجارية
- مكتب المملكة المتحدة للملكية الفكرية
- مكتب الولايات المتحدة لحق المؤلف
- مكتب الولايات المتحدة للبراءات والعلامات التجارية
- المنظمة العالمية للملكية الفكرية
- المنظمة الإقليمية الأفريقية للملكية الفكرية
- المعهد الوطني الجزائري للملكية الصناعية
- المعهد الأنغولي للملكية الصناعية
- مكتب أنتيغوا وبربودا للملكية الفكرية والتجارة
- الفريق العامل لرابطة أمم جنوب شرق آسيا المعني بالتعاون في مجال الملكية الفكرية
- مكتب البراءات النمساوي
- مكتب بليز للملكية الفكرية
- الرابطة البرازيلية للملكية الفكرية
- الرابطة البرازيلية لوكلاء الملكية الفكرية
- مكتب الملكية الفكرية في سورينام
- هيئة الأعمال والملكية الفكرية في ناميبيا
- مكتب كابو فيردى للملكية الفكرية
- المكتب الكندي للملكية الفكرية
- هيئة الشركات والملكية الفكرية في بوتسوانا
- لجنة الشركات والملكية الفكرية في جنوب أفريقيا
- مكتب الشركات والملكية الفكرية
- مكتب التجارة والملكية الفكرية في سانت فنسنت وجزر غرينادين
- إدارة حق المؤلف في وزارة الثقافة في الجمهورية التشيكية
- مكتب حق المؤلف في تنزانيا
- مكتب شؤون الشركات والملكية الفكرية
- مكتب شؤون الشركات والملكية الفكرية في بربادوس
- إدارة الملكية الفكرية في تايلاند
- المديرية العامة لسجل الملكية الصناعية
- بوزارة التجارة والصناعة في بنما
- مكتب براءات الاختراع المصري
- الهيئة الإثيوبية للملكية الفكرية
- المكتب الأوروبي للبراءات
- مكتب الاتحاد الأوروبي للملكية الفكرية
- المكتب الفرنسي للبراءات والعلامات التجارية
- مركز التدريب على الملكية الفكرية لمجلس التعاون لدول الخليج العربية
- المكتب الألماني للبراءات والعلامات التجارية
- المنظمة اليونانية لحق المؤلف
- المنظمة اليونانية للملكية الصناعية
- المكتب الهنغاري للملكية الفكرية
- معهد الملكية الصناعية في موزامبيق
- مكتب الملكية الصناعية في الجمهورية لتشيكية
- دائرة تعزيز الملكية الصناعية في بنين
- مكتب أستراليا للملكية الفكرية
- مكتب الملكية الفكرية في الفلبين
- مكتب الملكية الفكرية في سانت كيتس ونيفيس
- مكتب الملكية الفكرية في ترينيداد وتوباغو



# 2024年国际妇女节： “投资于妇女：加速进步”

#InvestInWomen

Photo: UN Women/Oscar Levía.

全球各地的知识产权局和组织正携起手来，在各知识产权局和组织以及整个知识产权领域倡导多样性。在世界各国，妇女在获取资源方面都面临着挑战和障碍，导致她们在知识产权生态系统中的代表性严重不足。认识到这一点后，我们有了明确的目标：推动包容性和多样性，支持、启发和加速所有妇女的参与，使她们能够开发、商业化和发行自己的创新和创意作品。我们相信，通过投资于妇女，我们可以更好地实现集体目标，将妇女在知识产权生态系统中面临的挑战转化为机遇。

尽管女企业家在微型、小型和中型企业中占显著比例，她们仍面临着1.7万亿美元的资金缺口，这限制了她们到2030年为全球经济增加10万亿美元经济价值的潜力。此外，2023年国际专利申请中列出的发明人中，女性的可能性比男性低五倍。研究还表明，女性在外观设计申请和版权登记方面的代表性也偏低。此外，每三名研究人员中只有一名是女性，每五个科学、技术、工程和数学（STEM）岗位中只有一个是女性。所有这些事实都突出地表明，迫切需要在财政和战略两方面立即做出一致努力，来缩小这一巨大差距。现在正是调动资源并实施有力举措的时候，以确保性别平等不仅是一个宏愿，而且是具体的现实。

我们认识到，创新、创业和创意社群的多样性应反映我们社会的多样性。我们承认，各知识产权局之间的持续合作至关重要，这种

合作有利于交流最佳做法，实施开创性举措，因此我们重申致力于集体行动。我们将继续坚定不移地致力于增强和支持社会各阶层妇女和女童的权能，使她们充分参与创新和创意经济。通过帮助她们利用自己的知识产权，我们不仅能促进持续增长，还能为持久成功铺平道路。

我们承诺对知识和技能建设活动进行投资，以增强妇女在知识产权事务方面的权能，并尽可能提供有关可用财务资源的信息，为发明人、创造者和企业家提供支持。

我们认识到，必须开展创新研究，强化并关注可用数据，以便深入了解妇女在知识产权生态系统中的状况和需求。我们还承诺推进科学、技术、工程、艺术和数学（STEAM）教育，为妇女和女童创造职业机遇。

我们承诺利用今年世界知识产权日的主题——“知识产权和可持续发展目标：立足创新创造，构建共同未来”，推动加快妇女参与全球创新、创业和创意生态系统的努力。我们充分认识到，实现性别平等和为妇女赋能是17项可持续发展目标中每一项目标的组成部分。

值此庆祝国际妇女节之际，我们承诺将继续共同努力，并鼓励大家与我们一道，通过投资于妇女来加速进步，参与到这一充满希望的未来当中。

本联合寄语中提到的各项研究可在此处获取。

1. 世界经济论坛。（2023年）。“女企业家的资金缺口达1.7万亿美元。如何缩小这一差距。”见[www.weforum.org/agenda/2023/10/women-entrepreneurs-finance-banking/](https://www.weforum.org/agenda/2023/10/women-entrepreneurs-finance-banking/)。
2. 联合国妇女署。（2023年）。“可持续发展目标的进展：2023年性别快照，”19。见[www.unwomen.org/sites/default/files/2023-09/progress-on-the-sustainable-development-goals-the-gender-snapshot-2023-en.pdf](https://www.unwomen.org/sites/default/files/2023-09/progress-on-the-sustainable-development-goals-the-gender-snapshot-2023-en.pdf)。
3. EUIPO研究：设计业的妇女（2023年），见[https://euiipo.europa.eu/tunnel-web/secure/webdav/guest/document\\_library/observatory/documents/reports/2023\\_Report\\_on\\_Women\\_in\\_Design/2023\\_Report\\_on\\_Women\\_in\\_Design\\_FullR\\_en.pdf](https://euiipo.europa.eu/tunnel-web/secure/webdav/guest/document_library/observatory/documents/reports/2023_Report_on_Women_in_Design/2023_Report_on_Women_in_Design_FullR_en.pdf)。
4. 版权体系的妇女：“1978年至2020年版权注册中的女性作者分析，美国版权局（2022年）”，第17页，见<https://www.copyright.gov/policy/women-in-copyright-system/Women-in-the-Copyright-System.pdf>。
5. 联合国妇女署。（无日期）。“妇女与可持续发展目标”。见[www.unwomen.org/en/news/in-focus/women-and-the-sdgs](https://www.unwomen.org/en/news/in-focus/women-and-the-sdgs)。

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2024年国际妇女节联合寄语

- 非洲地区知识产权组织
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  - 安哥拉工业产权局
  - 安提瓜和巴布达知识产权和商业局
  - 东盟知识产权合作工作组
  - 奥地利专利局
  - 伯利兹知识产权局
  - 巴西知识产权协会
  - 巴西知识产权代理人协会
  - 苏里南知识产权局
  - 纳米比亚企业和知识产权局
  - 佛得角知识产权局
  - 加拿大知识产权局
  - 博茨瓦纳公司和知识产权局
  - 南非公司和知识产权委员会
  - 公司和知识产权局
  - 圣文森特和格林纳丁斯商业和知识产权局
  - 捷克共和国文化部版权司
  - 坦桑尼亚版权局
  - 公司事务和知识产权局
  - 巴巴多斯公司事务和知识产权局
  - 泰国知识产权局
  - 巴拿马商工部工业产权注册总局
  - 埃及专利局
  - 埃塞俄比亚知识产权局
  - 欧洲专利局
  - 欧洲联盟知识产权局
  - 法国专利商标局
  - 海合会知识产权培训中心
  - 德国专利商标局
  - 希腊版权组织
  - 希腊工业产权组织
  - 匈牙利知识产权局
  - 莫桑比克工业产权局
  - 捷克共和国工业产权局
  - 贝宁工业产权促进局
  - 澳大利亚知识产权局
  - 菲律宾知识产权局
  - 圣基茨和尼维斯知识产权局
- 特立尼达和多巴哥知识产权局
  - 以色列专利局
  - 牙买加知识产权局
  - 日本特许厅
  - 肯尼亚版权局
  - 韩国特许厅
  - 摩洛哥工商产权局
  - 莫桑比克国家文化和创意产业局
  - 萨尔瓦多国家注册中心
  - 乌拉圭国家工业产权局
  - 巴西国家工业产权局
  - 智利共和国国家工业产权局
  - 哈萨克斯坦共和国国家工业产权局
  - 格鲁吉亚国家知识产权中心
  - 圣多美和普林西比国家知识产权和质量服务局
  - 厄瓜多尔国家知识产权服务局
  - 特立尼达和多巴哥总检察长办公室和法律事务部
  - 巴拉圭国家知识产权局
  - 波兰共和国专利局
  - 尼日利亚专利和外观设计注册局
  - 加纳注册总局
  - 圣卢西亚公司和知识产权注册局
  - 哥斯达黎加知识产权注册局
  - 罗马尼亚版权局
  - 圣保罗知识产权协会
  - 西班牙专利商标局
  - 摩尔多瓦共和国国家知识产权局
  - 克罗地亚共和国国家知识产权局
  - 土耳其专利商标局
  - 联合王国知识产权局
  - 美国版权局
  - 美国专利商标局
  - 世界知识产权组织
  - 赞比亚专利和公司注册局

# APPENDIX

