



## 2nd Innovator Diversity Pilots Initiative Conference Agenda (as of 9/03)

### Morning Session

8:45 Welcome by Vice Dean Joanna Shepherd and Professor Margo Bagley (Emory Law)

9:00 Innovator Diversity Pilots: What Have We Done and What Have We Learned?, moderated by Colleen Chien (Berkeley Law, Berkeley Center for Law and Technology)

In the years since the USPTO's groundbreaking Progress and Potential Report and the first Innovator Diversity Pilots Initiative conference, companies, the USPTO, and researchers have taken concrete steps to increase inclusion in inventing, including the USPTO's release of the National Strategy for Inclusive Innovation. This panel will describe the pilots and programs we've launched and what we are learning, through data and evidence-based strategies for creating more inclusive innovation environments.

1. Jillian Grennan, Emory University (presenting [Unpacking the Innovator-Inventor Gap: Evidence from Engineers](#), joint with Colleen Chien)
2. Gauri Subramani, Lehigh University ([Untapped Potential: Investigating Gender Disparities in Patent Citations](#), joint with Michelle Saksena, USPTO)
3. Jason Sandvik, University of Arizona Eller College of Management (presenting Small-Scale Mentoring, Large-Scale Innovation: Evidence from a Superstar Firm, joint with Colleen Chien and Jillian Grennan)
4. Holly Fechner - Invent Together and Covington and Burling (presenting the [Invent Together Trust Survey](#))
5. Valencia Martin Wallace, USPTO (Deputy Commissioner of Patents) (presenting the [National Strategy for Inclusive Innovation](#))

10:15 Break

10:30 Practical Insights from the Diversity Pledge, moderated by Suzanne Harrison (USIPA, IDII)

The Diversity Pledge has received commitments from dozens of firms to implement best practices for improving the participation of under-represented inventors and reporting back on their experiences. This session will talk about what's been learned, the value firms have

realized, and how the work to improve diversity among innovators has spawned additional innovation with respect to credit for patent prosecution, and changes to the patent practice.

1. Sabra-Anne Truesdale (remote) (Western Digital)
2. Jeremiah Chan (Meta)
3. Frances Winkler (Pure Storage, presenting collaborative work with the Diversity Pilots Initiative)

11:25 **Keynote:** [The Ms. Allocation of Talent: Can Shifts in the Allocation of Talent Close the Innovation Gender Gap?](#), presented by Petra Moser (remote) (New York University, joint with Moritz Lubczyk)

11:55 **Law Firm Diversity Initiatives**, moderated by Lateef Mtima (Howard University School of Law and member of the USPTO's Patent Public Advisory Committee) (CLE eligible)

This panel will discuss innovative law firm initiatives to facilitate the entry of diverse candidates into IP-related fields, equip diverse innovators and others with tools, and bring more diverse candidates into the IP space, including SLW's Academy, Finnegan's partnership with the Institute of IP and Social Justice, and Wilson Sonsini's work to advance diversity in the startup ecosystem.

1. Tony Josephson, Schwegman, Lundberg & Woessner
2. Kara Specht, Finnegan
3. Derrick Rowe, Wilson Sonsini

12:40 Lunch and networking

1:15 **Fireside chat with the Hon. Derrick Brent, USPTO Deputy Director, and Donald Beamer, Jr., Senior Technology Advisor to Atlanta Mayor Andre Dickens**, moderated by Braxton Davis (Meta, NCPP), introduction by Margo Bagley (Emory Law) (CLE eligible)

1:45 Break

## **Afternoon Session**

Our Friday afternoon session will feature two tracks: Track 1, "academic" track focused on research presentations, and Track 2, "practice" track focused on legal practice, as well as a final plenary "reflection session."

**Track 1: Academic Track** (organized by Jillian Grennan, Emory University)

1:55 Research Insights

This panel will bring together leading business school academics and economists to present research on diversity and intellectual property. Presentations will cover topics including the relationship between race and scientific advancement, methods for assessing the commercial

potential of scientific discoveries, the dynamics of teamwork in open-source software development, and racial and ethnic representation in high-tech entrepreneurship.

1. Gaia Dossi, University College London (presenting [Race and Science](#))
2. Roger Masclans, Duke University, Fuqua School of Business (presenting [Measuring the Commercial Potential of Science](#), joint with Sharique Hasan and Wesley Cohen)
3. Davidson Heath, University of Utah David Eccles School of Business (presenting [Teamwork and the Homophily Trap: Evidence from Open Source Software](#), joint work with Nathan Seegert and Jeffrey Yang)
4. April Burrage, Stanford University (presenting [Beyond the Pipeline \(Problem\): Examining Racial and Ethnic Representation in 21st Century High Technology Self-employment](#))

3:10 Break

3:20 Research Lightning Round, moderator: Professor Alicia Hughes (Emory Law) (CLE eligible)

This fast-paced panel will showcase early-stage scholarship on topics such as patent law reforms to support underrepresented inventors, diversity and inclusion efforts at multinationals in the Middle East, and strategies to increase innovation at minority-owned startups. Presenters will deliver a brief overview of their ongoing research, providing insights into their methodology and findings. This format allows for exposure to a wide range of perspectives and encourages cross-disciplinary dialogue to help refine the research, stimulate new ideas, and foster potential collaborations.

1. Jordi Goodman, Chicago-Kent College of Law (presenting Unequal Credentials, Unequal Outcomes: Analyzing Diversity and Performance in Federal Circuit Patent Appeals, joint with Paul Gugliuzza, & Rachel Rebouché)
2. Mike Schuster, University of Georgia, Terry College of Business (presenting The Intersection of Attorney, Inventor, and Examiner Gender in Patent Law)
3. Ina Ganguli, University of Massachusetts, Amherst (presenting [Gender Diversity in Academic Entrepreneurship: Social Impact Motives and the NSF I-Corps Program](#))
4. Alessandra L. González, Duke University
5. Tabrez Ebrahim, Lewis & Clark Law School

**Track 2: Promoting Diversity and Excellence in the Patent Profession** (CLE eligible)

1:55 The Future of Patent Drafting and Prosecution: The Role of Certified Patent Practitioners in the Age of AI, moderated by Braxton Davis (Meta, NCPP)

This panel session delves into the evolving landscape of patent drafting and prosecution, and how to promote diversity within the patent bar especially in light of the growing influence of artificial intelligence (AI) technologies. Our panel of seasoned experts, including Certified Patent Practitioners (CPPs), will explore the skills that are increasingly crucial for ensuring high-quality patent applications in the age of AI.

1. Valencia Martin Wallace (USPTO Deputy Commissioner for Patents)
2. Greg Kirsch (Smith Gambrell & Russell)
3. Kean DeCarlo (Womble Bond Dickinson)

3:10 Break

3:20 Retaining Diverse Talent, Braxton Davis (Meta, NCPP) and Elaine Spector (Harrity & Harrity, IPO)

This fireside chat will focus on the specific challenge of maintaining diversity by exploring the root causes of attrition of diverse talent in patent law firms, and discussing actionable strategies to foster a more inclusive environment. Leading legal professionals will share insights, best practices, and success stories that highlight the importance of diversity and inclusion in the legal field.

### **Closing Plenary**

4:20 **Diversity in Innovation: What We've Learned, What We Need to Know, and Where We're Headed**, moderated by Paul R. Gugliuzza (Temple) (CLE eligible)

This closing plenary will bring together a cross-section of people to take stock of where we stand right now with respect to promoting diversity in innovation, in companies, law firms and the government. in light of the day's discussion, and the needs of the next 5-10 years—with a focus on data collection/analysis, experiments, and promising pilots.

1. Lisa Nguyen (Paul Hastings)
2. Farheena Rasheed (USPTO Deputy General Counsel and Solicitor)
3. Kassie Helm (Dechert)
4. Danielle Coleman (Broadcom)
5. Keith Robinson (Wake Forest University Law School)

**5:05 NCPP Graduation**

**5:35 Closing Reception**