

Patent Trial and Appeal Board Boardside Chat

Diversity, Equity, & Inclusion Committee

Michael Kim, Vice Chief Judge, DEI Committee Executive Team Liaison

Christopher Paulraj, Lead Judge, DEI Committee Chair (FY2021)

Asli Carome, Patent Attorney, DEI Committee Rapport Subcommittee Chair

Nona Durham, Paralegal Specialist, DEI Committee Recruitment Committee Vice Chair (FY2021)

Jamilah Sultan, Paralegal Specialist, DEI Committee Retention Subcommittee Vice Chair

February 17, 2022

UNITED STATES
PATENT AND TRADEMARK OFFICE



Agenda

- Diversity and inclusion at the USPTO
- PTAB DEI Committee formation and structure
- DEI leaders at the PTAB
- DEI in practice at the PTAB

Question/comment submission

- To send in questions or comments during the webinar, please email:
 - PTABBoardsideChat@uspto.gov

Diversity and inclusion at the USPTO

Diversity and Inclusion at the USPTO

- The USPTO strives to be the world's premier intellectual property organization and a model employer by leveraging diversity and fostering inclusion to deliver the best public service.
 - The USPTO is an equal opportunity employer.
 - The USPTO provides equal pay for equivalent work regardless of gender, race, disability, sex, age, religion, national origin, etc.

Diversity and Inclusion at the USPTO

- The USPTO Office of Equal Employment Opportunity and Diversity (OEEOD)
 - provides leadership, direction, and guidance to the USPTO in carrying out its equal opportunity and civil rights responsibilities.
 - promotes equal opportunity at the USPTO by a continuing affirmative program that identifies and eliminates discriminatory practices and policies.

Diversity and Inclusion at the USPTO

- As a critical part of the agency, the Patent Trial and Appeal Board (PTAB or the Board) shares these Agency goals and responsibilities for leveraging diversity and fostering inclusion to deliver the best public service.

PTAB DEI Committee

- The PTAB DEI Committee was established
 - to ensure active and continuous support of the USPTO's Diversity and Inclusion program.
 - to ensure activities conducted at the PTAB leverage the diverse perspectives of PTAB members to enhance communication with colleagues and stakeholders.

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PTAB DEI Committee formation and structure

PTAB DEI Committee formation timeline

June/July 2020

Planning committee formed

Partnership with
USPTO Office of Equal
Employment Opportunity
and Diversity (OEEOD)

Charter drafted

Aug./Sept. 2020

Board-wide D&I training

Committee structure
developed and
charter finalized

October 2020

PTAB DEI Committee
charter and FY2021 action
items approved

PTAB DEI Committee
announced and
membership drive held



Roles and general responsibilities

- **Develop** an annual DEIA (diversity, equity, inclusion, and accessibility) action plan.
- **Assist** in incorporating DEIA into PTAB's strategic goals.
- **Investigate** ways to address appropriate DEIA concerns.
- **Organize** appropriate DEIA training.
- **Collaborate** with others at the USPTO, including OEEOD.
- **Engage** with outside stakeholders to promote and further DEIA.

PTAB DEI Committee FY2021 action plan

Engagement

Develop
Literary &
Performing Arts
Club

Assist in
promotion of
LEAP program

Retention

Develop small
group meetings

Review D&I
training and
develop related
discussion
sessions

Recruitment

Develop
diversity, equity,
and inclusion
module for on-
boarding
training

Develop
strategy and
process for
broad
dissemination
of job
announcements

PTAB DEI Committee

FY2022 action plan

Rapport

Continue
Literary &
Performing
Arts Club

Develop
diversity
leader
speakers
series

Retention

Continue
small
group
meetings

Develop
reviews
highlighting
DEI concepts

Recruitment

Continue broad
dissemination
of job
announcements

Develop
cross-
division
mentorship

Increase detail
opportunities

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Law School Clinic Certification Program



- Includes over 60 participating law school clinics.
- Pro bono legal services to the public, including inventors, entrepreneurs, and small businesses.
- View a list of participating schools and contact information to make general inquiries or request legal services at:
<https://www.uspto.gov/learning-and-resources/ip-policy/public-information-about-practitioners/law-school-clinic-1>

DEI leaders at the PTAB

Asli Carome, Patent Attorney Rapport Subcommittee Chair



- Diversity, Equity, and Inclusion are the not-so-secret ingredients of an organization's creativity, strength, and success.

Christopher Paulraj, Lead Judge DEI Committee Member (Chair, FY2021)



- PTAB's DEI initiatives are about bringing us together as a community despite our differences. For me, there is both a moral and business justification for ensuring that the important work we do leverages and respects the diverse perspectives of all PTAB members so we can effectively interact with our colleagues and stakeholders as we work to satisfy our mission.

Jamilah Sultan, Paralegal Specialist

Retention Subcommittee Vice Chair



- DEI work can be emotionally taxing but also rewarding. Shouldn't we all strive to leave a place better than in which we found it?
- *"To leave the world a bit better, whether by a healthy child, a garden patch, or a redeemed social condition; to know that even one life has breathed easier because you have lived — that is to have succeeded."* - Ralph Waldo Emerson

Michael Kim, Vice Chief Judge DEI Committee Executive Team Liaison



- My life may have turned out very different, if people from all types of backgrounds hadn't provided the foundation that allowed me to push boundaries. I want to do my part to cement that lasting foundation for everyone, and remove boundaries that are the product of intransigence and not purpose.

Nona Durham, Paralegal Specialist

Recruitment Subcommittee Member (Vice Chair, FY2021)



- I support DEI because it is the right thing to do. I believe DEI leverages our similarities and our differences by offering everyone, regardless of background or experience, the opportunity to contribute to and benefit from living and working within our multicultural society.

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DEI in practice at the PTAB

Recruitment Subcommittee

DEI Module for PTAB on boarding training



Recruitment Subcommittee

Job announcements and detail opportunities

<https://www.usajobs.gov/>

<https://www.linkedin.com/company/uspto>

<https://twitter.com/uspto>



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Recruitment Subcommittee

Cross-division mentorship



Rapport Subcommittee

Ruth Bader Ginsburg
United States Supreme Court Justice 1993–2020



Women's
History
Month
Tribute



Retention Subcommittee



PTAB Pro Bono program



- Announced at the PTAB Bar Association Annual Conference on September 23, 2021.
- Collaborating with the PTAB Bar Association to create a clearinghouse to bring together volunteer attorneys and pro bono clients.
- More detailed information forthcoming.

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PTAB Boardside Chat webinar



- March 17, 2022, at 12 pm ET.
- Learn about best practices before the Board.
- Free and open to all.
- View past Boardside Chat presentations and videos:

<https://www.uspto.gov/patents/ptab/procedures/2020-ptab-boardside-chat>



