## 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



### **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:
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#### **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.

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### **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**

#### Retention

#### Recruitment

Develop Literary & Performing Arts Club

Assist in promotion of LEAP program

Develop small group meetings

Review D&I training and develop related discussion sessions Develop diversity, equity, and inclusion module for onboarding training Develop strategy and process for broad dissemination of job announcements

### PTAB DEI Committee FY2022 action plan

**Rapport** 

Retention

Recruitment

Continue Literary & Performing Arts Club Develop diversity leader speakers series

Continue small group meetings

Develop reviews highlighting DEI concepts Continue broad dissemination of job announcements

Develop crossdivision 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-sosecret ingredients of an organization's creativity, strength, and success.

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



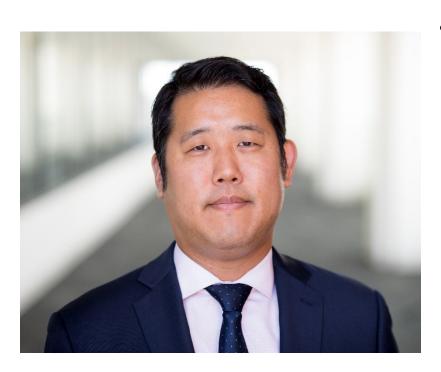
 PTAB's DEI initiatives are about bringing us together as a community despite our differences. For me, there is both a moral and business justification for ensuring that the important work we do leverages and respects the diverse perspectives of all PTAB members so we can effectively interact with our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





# Recruitment Subcommittee Cross-division mentorship





### Rapport Subcommittee

Ruth Bader Ginsburg United States Supreme Court Justice 1993–2020



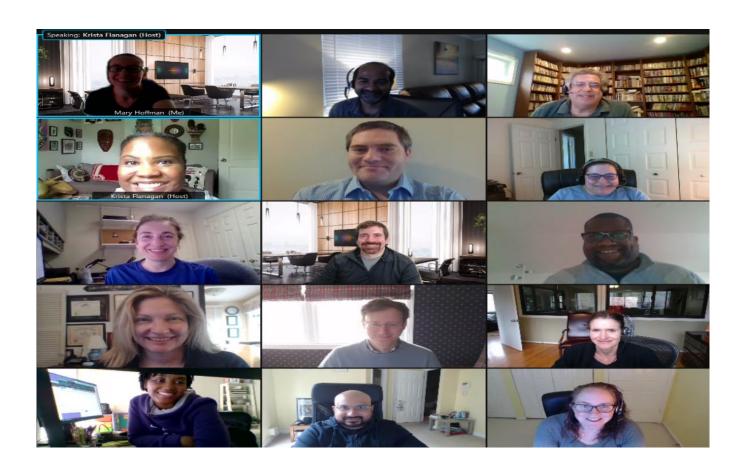
Women's History Month Tribute





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### **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



