



Driving Change Around the World

CHIPS IMPACT REPORT 2024



OUR MISSION

Advance and connect women
in technology and intellectual property
law and policy.

OUR NORTHSTAR

Accelerate innovation
through diversity of thought, participation
and engagement.



ChIPs Board: Stephanie Burns of Sony Interactive Entertainment, Sarita Venkat of Cisco, Jennifer Yokoyama of Cisco, Katherine Minarik (board chair) of Coinbase, Mallun Yen (member emeritus), Dorian Daley of the Panetta Institute for Public Policy, Victoria Espinel of BSA The Software Alliance, Cyndi Wheeler of Unity, and Karen Robinson of Adobe.

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Around the World, Right Next Door

Last year was a year of growth and change for ChIPs and our membership. The U.S. Patent and Trademark Office hosted ChIPs NextGen Summit 2023 outside Washington, D.C. The ChIPs Global Summit won high marks and set new records in San Francisco. And 81 in-person and virtual events engaged more than 4,000 members worldwide.

Other high points: our third ChIPs European Summit in Brussels; a powerful new online member Community; the second cohort of our General Counsel Bootcamp; two Mock Pitch programs; webinars featuring our five DEIB Honor Roll winners; and our new Accelerators webinar series with top law firms.

ChIPs is one community with 35 regional chapters and special-interest communities working together to drive change. In the 19 years since our founding, ChIPs has grown to 7,000 members in North America, Latin America, Africa, Asia-Pacific and Europe.

Our rapid growth is driven by the still urgent need for diversity in tech and IP law — just 21% of patent lawyers¹ and 33% of intellectual property lawyers are women² (and they earn only 93% of what their male counterparts do.)² Gender parity is only slightly improved in-house, where just 38% of general counsels, 38% of associate GCs, and 40% of assistant GCs are women.³

Our members are changing that. They include attorneys at some of the world's most leading law firms, in-house counsel, and representatives from government agencies and the bench. Their organizations include the most influential firms in tech and IP law and some of the world's most innovative companies.

We thank everyone who advanced our mission in 2023: Our Board of Directors, our chapter leaders and committee members, our sponsors and, most important, our members, who helped drive change and support each other.

Best Regards,



Joan Toth
Executive Director
ChIPs Network



Katherine Minarik
VP of Legal and Deputy General Counsel, Coinbase
Board Director and Chair, ChIPs Network

1. Zippia.com <https://www.zippia.com/patent-attorney-jobs/demographics/>. 2. Zippia.com <https://www.zippia.com/intellectual-property-lawyer-jobs/demographics/>. 3. Zippia.com <https://www.zippia.com/general-counsel-jobs/demographics/>.

Growing from the Grassroots Up

In St. Paul, Minnesota, a federal judge and her clerk opened their courtroom for a candid conversation about diversity and the law. Across the country, ChIPs Pacific Northwest explored generative AI and copyright at their first-ever event in Portland. In Brussels, one hundred attorneys, regulators and judges spent a day examining the latest developments in EU tech and patent law. And around the world in Melbourne, senior in-house attorneys from the health and technology sectors discussed the innovation and inclusion.

ChIPs thinks globally and acts locally. We grew to more than 7,000 members in 2023, an increase of more than 28% — and added new regional chapters in Florida, Brazil and South Africa.

Our chapters are our “stilettos on the ground,” a fountain of new ideas, and the strong grassroots from which we grow. ■

ChIPs Events in 2023		
	EVENTS	ATTENDANCE
In Person	49	1,358
Virtual	28	1,970
Hybrid	4	590
TOTAL	81	3,918

Regional Chapters

- Atlanta
- Australia/New Zealand
- Belgium
- Boston
- Brazil
- Canada
- Carolinas
- Chicago
- Colorado
- Eastern Canada
- Florida
- France
- Germany
- Italy
- Ireland
- Indianapolis
- Los Angeles
- Netherlands
- New York
- Orange County
- Pacific Northwest
- Philadelphia
- San Diego
- Silicon Valley
- South Africa
- Texas

- Toronto
- Twin Cities
- United Kingdom
- Washington, D.C.

Special-Interest Communities

- Government Community
- Innovation Community
- NextGen Community
- Student Community
- Social Justice Committee



SÃO PAULO



**CHAPTER LEADERS RETREAT
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TEXAS



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Sparking Innovation for All



Nearly 650 women in tech and IP law and policy attended the ChIPs Global Summit, November 8-10 in San Francisco.

“Our theme — Innovation for All — is a reminder that inclusion is critical to innovation and that innovation is critical to the future of our companies, our industries and our planet,” said Board Chair Katherine Minarik of Coinbase. “ChIPs is where innovation and inclusion come together.”

The opening panel was moderated by Minarik and featured Rena Lee, chief executive of the Intellectual Property Office of Singapore, Shira Perlmutter, director of the U.S. Copyright Office, Margaret Tregurtha, deputy director general of IP Australia, and Kathi Vidal, director of the United States Patent and Trade Office.

A panel of federal judges was moderated by Colleen Chien of the University of California Berkeley School of Law. The panel featured U.S. district court judges Rebecca Pallmeyer, K. Nicole Mitchell, and Barbara Lynn.

Other general sessions focused on the challenges facing general counsels, antitrust investigations and tech mergers, artificial intelligence, hot topics in IP law, and legislative trends. A closing fireside chat featured Hall of Fame honoree Juanita Brooks of Fish & Richardson and Qualcomm General Counsel Ann Cathcart Chaplin. Attendees at ChIPs Global Summit earned up to 12 CLE credits for attending,

Minarik welcomed the ChIPs membership with an annual State of the Network report. “ChIPs is an organization that has been fundamental to my professional life. We are here to build a community of professional support, advancement and transformation for women lawyers in tech and IP.”

ChIPs Executive Director Joan Toth noted that “ChIPs membership has increased from a handful in 2005 to 3,700 in 2020 and more than 7,000 today — an increase of 89% in just three years.” ■

HALL OF FAME

Honoring a Legend

Juanita Brooks was inducted into the ChIPs Hall of Fame November 10, 2023, at ChIPs Global Summit in San Francisco.

Brooks, a principal at Fish & Richardson San Diego, is a nationally recognized trial and appellate attorney who focuses on complex intellectual property, products liability and mass tort litigation. She is known as an innovative, formidable litigator with a near-perfect record of winning complex, high-stakes lawsuits.

ChIPs Board Member Sarita Venkat of Cisco presented the honor, noting that “ChIPs Hall of Fame was started in 2013 to honor leaders who inspire the next generation, have made significant contributions to law, technology and policy, and who have demonstrated their commitment to advancing women. Eleven women have won this prestigious honor, including Nina Totenberg and Justice Ruth Bader Ginsburg. Juanita Brooks is the 12th.”

Brooks discussed her life and career during a revealing and often moving fireside chat with Ann Cathcart Chaplin, general counsel and corporate secretary of Qualcomm.

“I am so honored to be honored by ChIPs,” Brooks said. “I can remember when ChIPs was so small we could all meet in someone’s hotel room. You are so amazing” she said. “This is what ChIPs brings to the community.” ■



Board members presented the ChIPs Hall of Fame Award to legendary litigator Juanita Brooks.

INNOVATION



ChIPs Executive Director Joan Toth and USPTO Director Kathi Vidal signed a memorandum of understanding at ChIPs Global Summit to promote gender equity in innovation.

Accelerating Female Inventorship

P-intensive industries account for 47 million U.S. jobs and 41% of total U.S. GDP — \$7.1 trillion.¹ And while female participation in the patent process is on the rise, women are listed in just 23% of all patent applications globally² and just 21.9% in the U.S.³

ChIPs members — at law firms and in house — are uniquely positioned to support female innovators, and our Innovation Initiative will do just that.

The initiative utilizes new resources, research and connections to engage our members to support female inventorship at IP-driven organizations around the world.

ChIPs and the U.S. Patent and Trademark Office signed an MOU to promote gender equity and support underserved groups in innovation last fall. The collaboration will include research and reports on innovation and inclusion, best practices and mentoring.

An in-depth survey of our members conducted with the UC Berkeley School of Law will create insights to help guide the initiative and advance women in technology and law.⁴

ChIPs Innovation Initiative has hit the ground running. It includes an innovation resources page on our website, a dynamic innovation community on our ChIPs Community platform, and a new ChIPs Innovation Accelerators Series to showcase women inventors and innovators in 2024. ■

1. Intellectual Property and the U.S. Economy: Third Edition, USPTO, March 2022.

2. The Global Gender Gap in Innovation and Creativity, WIPO, 2023. 3. Progress and Potential, U.S. Women Inventor-Patentees, USPTO, July 2020.

4. See ChIPs Special Report “Inclusion and Innovation,” March 2024.



Looking Toward the Future



Paying it forward to the next generation of female legal talent is the founding pillar of ChIPs.

ChIPs held two Mock Pitch events last year aimed at developing next gen lawyers.

Chapter events reach hundreds more next gen leaders in person and online. And more than 300 ChIPs members joined our online NextGen Community, which grew exponentially in its first year.

The centerpiece of ChIPs NextGen Initiative is our annual NextGen Summit, held September 19 at USPTO headquarters. The conference began with a fireside chat between USPTO Director Kathi Vidal and Melissa Samano Ruiz, NextGen Committee co-chair and attorney at Jackson Walker. Keynote speaker Samantha Crowe explored the dynamics of change. WilmerHale partner Brittany Amadi presented effective oral argument techniques. And a panel of judicial experts (Jackie Wright Bonilla, Melissa Haapala and Christa Zado of PTAB and Farheena Rasheed of USPTO) shared their expertise.

NextGen Co-Chair Meredith Price of NVIDIA moderated a panel discussion focused on the art of pitches. White & Case partner Heather Burke facilitated a panel discussion on creative career paths. The event culminated with a panel discussion on artificial intelligence moderated by Elena DiMuzio. (NextGen attendees earned five CLE credits at the event.)

Rising stars are the driving force behind ChIPs. They served as leaders in our 30 chapters worldwide. They served on our committees, contributing their thought leadership and passion. They are the future of ChIPs, our industry and of innovation. ■

LEARNING



ChIPs General Counsel Boot Camp participants met in San Francisco — the first cohort graduated from the course and the second cohort began their year-long journey.

Learning Is in Our DNA

ChIPs programs, content, events and development programs engaged thousands of members in 2023, changing lives, transforming careers and influencing the tech and legal communities.

Dozens of female attorneys attended our two Mock Pitch programs May 18 and October 26 online, receiving feedback from leading experts in IP and law.

In November, ChIPs graduated the first cohort from our General Counsel Boot Camp — and welcomed a new cohort to the 12-month course. The innovative program is designed to help a select group of associate general counsel and other in-house lawyers reach the top of their organizations' legal departments (and the C-suite itself).

We celebrated diversity with an online Black Excellence event in February and a virtual Pride event in June. We held our first-ever Male Allies roundtable online in October. Eight webinars spotlighted expertise from our ChIPs Honor Roll recipients.

A new sponsored webinar series, “ChIPs Accelerators,” featured trends from some of the top leaders in IP law, including Barnes & Thornburg, Debevoise & Plimpton, Morgan Lewis, Morrison Foerster, Ropes & Gray and Venable.

ChIPs chapter events around the world add to our industry's education — and to our members' individual and collective power. ■

SCHOLARSHIPS

Advancing Students in Law

ChIPs continued its tradition of paying it forward by awarding scholarships to two female law students at ChIPs Global Summit 2023 in San Francisco. Scholarships of \$10,000 each were presented to law school students Jada Bennett of Southern University Law Center and Caroline Voelker of the University of New Hampshire Franklin Pierce School of Law.

ChIPs scholarships represent more than a check. They were established by Morrison Foerster to honor legendary litigator Rachel Krevans — and expanded in 2022 thanks to a generous donation from ChIPs co-founder Noreen Krall.

“These women will indeed be a driving force in shaping IP law and expand the diversity of our profession,” Krall said. “This is why I have made personal donations to the ChIPs scholarship over the past few years.”

Bennett and Voelker were both guests at ChIPs Global Summit and said how important the scholarships were. Bennett said, “Getting the ChIPs scholarship is truly an honor. Not only does it help me financially achieve my goals, but it will be an incredible experience to witness and learn from the many attorneys working in the field of intellectual property.”

Voelker said, “I am incredibly honored to join the women who have won this award, and the ChIPs community as a whole. This grant allows me to pursue externship and clerkship opportunities without a financial barrier.” ■



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ChIPs programs and initiatives are made possible by our sponsors. These law firms, corporations and service providers support our mission and raise their profile as trusted business partners and great places to work.

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Argent
Essential Bodywear
Jan Jaenicke
Isabelle K Jewelry
1 Atelier
Scanlan Theodore

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ChIPs chapters are the backbone of our worldwide network. We thank the hundreds of chapter leaders, committee members and other volunteers who drive us forward.

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ChIPs chapter leaders gathered in Atlanta for their first-ever leader retreat.

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