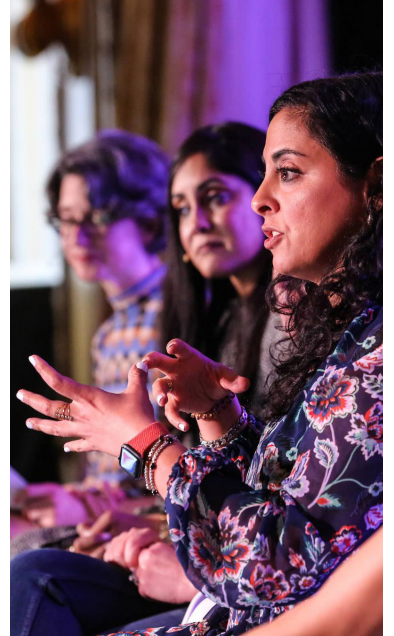




# IMPACT REPORT 2023





## 2 MISSION/HISTORY

**C**hIPs was founded in 2005 by seven female leaders, five of them women of color, to advance women and increase diversity in intellectual property law. Our name is derived from “chiefs in intellectual property,” and today we serve a wide range of stakeholders at the intersection of law, technology and regulatory policy. In the 18 years since our founding, ChIPs has grown to 5,000 members and 25 chapters in North America, Asia-Pacific and Europe. Our rapid growth is driven by the still urgent need for diversity in tech and IP law — while 38.3% of the U.S. bar are women,<sup>1</sup> just 20.7% of U.S. patent attorneys are female.<sup>2</sup>

1. ABA Profile of the Legal Profession, 2022. 2. Zippia.com, September 9, 2022.

### 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 was founded by seven remarkable women: Julie Mar-Spinola, Mallun Yen, the Hon. Michelle K. Lee, Noreen Krall, Emily Ward, Mona Sabet and Anirma Gupta.*

# Welcome

**D**iversity and inclusion are key to innovation and financial performance: companies with gender-diverse leadership are 21% more likely to outperform their peers, and ethnically diverse companies are 33% more likely to outperform, according to an international survey of 1,700 companies.<sup>1</sup> A survey of the S&P 500 confirms it: “Diverse and inclusive cultures are providing companies with a competitive edge.”<sup>2</sup>

ChIPs advances women and drives inclusion in tech, law, policy and innovation. Our members include attorneys at some of the world’s leading law firms, in-house counsel, and representatives from government agencies and the judiciary. Our partners include the most influential firms in IP law and some of the world’s most innovative companies.

The legal profession is still 80% white, and only about one in five patent attorneys are women or non-white. Female patent attorneys earn only 94% of what men make,<sup>3</sup> a significant pay gap over time. These numbers are a call to action — a call that ChIPs members and partners are answering.

Last year ChIPs deployed a strategic plan to grow our membership and increase our impact. Since then we’ve grown our team, increased learning and events, and provided greater value and return for our members and partners.

We emerged from the pandemic stronger than ever. Our membership increased 43% and our events set new records. Nearly 950 professionals attended ChIPs Week events in San Francisco in October. And we welcomed five new chapters in Australia and New Zealand, Belgium, the Carolinas, Eastern Canada and San Diego.

In 2023 we are launching a new online community to connect ChIPsters around the world. We are expanding our ChIPs NextGen event into a new NextGen Initiative. We will offer new content and webinars, Mock Pitch program and General Counsel Boot Camp. And we will launch our ChIPs Innovation Awards.

We thank everyone who advanced our mission in 2022: our Board of Directors, our chapter leaders and committee members, our partners and sponsors, and last but not least, our 5,000 members who helped lift one another and support our common cause.

Best regards,



**Joan Toth**  
Executive Director  
ChIPs Network



**Katherine Minarik**  
Vice President of Legal and Deputy General Counsel, Coinbase  
ChIPs Network, Board Director and Chair

1. BCG Diversity and Innovation Survey, 2017.

2. “Diversity Confirmed to Boost Innovation and Financial Results,” Forbes, January 15, 2020.

3. Zippia.com, Patent Attorney Demographics and Statistics, accessed January 2, 2022.

## ChIPs Hall of Fame Saluted a Legend



*More than 150 guests attended the ChIPs Hall of Fame Dinner and Reception in San Francisco.*

### [HALL OF FAME PHOTO ALBUM](#)

ChIPs presented its 12th annual Hall of Fame Award to Pillsbury Chair Emeritus Mary Cranston at the ChIPs Hall of Fame Dinner on October 26, 2022 in San Francisco. Cranston is a legal legend — an advocate and trailblazer who was elected chair of the Global 100 law firm for three successive terms.

The ChIPs Hall of Fame honors leaders who advance our mission and embody our spirit. Mary Cranston is 12th in an illustrious group of previous honorees that includes Nina Totenberg, Ursula Burns, Jamie Gorelick, U.S. Senator Mazie Hirono, the Hon. Michelle K. Lee and Justice Ruth Bader Ginsburg.

More than 150 people attended the ChIPs Hall of Fame Dinner, including industry leaders, Cranston's extended family, professional colleagues and friends like Dorian Daley.

Daley, ChIPs board director and former general counsel of Oracle, gave a moving tribute to her mentor and friend.

Cranston's acceptance speech was marked by gratitude for her career and a call to action to the profession. The evening closed with a spirited three-way discussion between Daley, Cranston, and her daughter, Susie Cranston, author and chief operating officer of First Republic Bank. ■



*Hall of Fame inductee Mary Cranston was flanked by ChIPs Board Director Dorian Daley and Executive Director Joan Toth.*



## Our Honor Roll Recognized Five Firms for Inclusion



*Erica Van Loon of Nixon Peabody accepted the award for Excellence in Inclusion for All.*

[VIEW CHIPS HONOR ROLL REPORT](#)

ChIPs named five firms to its Honor Roll for 2022. Morgan Lewis and Nixon Peabody were recognized for Excellence in Inclusion for All. The firms Orrick, Perkins Coie, and WilmerHale were recognized for Excellence in Gender Inclusion.

The ChIPs 2022 Honor Roll is based on the industry's annual Inclusion Blueprint, a joint initiative between ChIPs and Diversity Lab. The Inclusion Blueprint measures key benchmarks including diversity representation; year-over-year diversity representation progress and tracking; and meaningful inclusion practices. More than 240 firms submitted data for the 2022 Inclusion Blueprint, a record.

ChIPs Honor Roll Awards for 2022 were presented by ChIPs Board Member Cyndi Wheeler and Caren Ulrich Stacy, founder and chief experimentation officer of Diversity Lab, at ChIPs Global Summit.

Accepting the awards were Karen Johnson-McKewan on behalf of Orrick; Sarah Piepmeier for Perkins Coie; Monica Grewal for WilmerHale; Julie Goldemberg for Morgan Lewis; and Erica Van Loon for Nixon Peabody.

Best practices from each of the five firms were included in the first-ever ChIPs Honor Roll Report and will be featured in a series of live and on-demand webinars in 2023. ■



*Caren Ulrich Stacy of Diversity Lab presented the award for gender inclusion to Monica Grewal of WilmerHale.*

## Five Thousand Professionals Working As One



*ChIPs Boston gathered for a meet-and-greet in August with Board Member Sarita Venkat of Cisco, second from right.*

ChIPs global membership increased from 3,700 to nearly 5,200 in 2022, an unprecedented 43%. Growth was driven by new engagement strategies, the return of in-person events, more chapter events and new ChIPs chapters in North America, Europe and Asia-Pacific.

Our growing membership is diverse, including in-house counsel and law firms, with representation from the judiciary, government and academia.

ChIPs members are active and influential, engaged in law, regulatory policy, the judiciary, advocacy and intellectual property. They are active in ChIPs and visible ambassadors for their firms.

Fifty-two percent of attendees at last year's ChIPs Global Summit were employed in-house, 42% worked for law firms and the rest worked for government, service providers and academia/nonprofit. Fifty-one percent responding identified as white, 22% identified as Asian/Pacific Islander, 4% identified as Hispanic or Latino, and 3% identified as Black or African American. ■



*ChIPs New York held several notable events, including a panel at U.S. District Court in New York.*

# Chapters Are Our Mainspring, Driving Membership and Ideas



*Chapter events bring together thousands of women in IP and tech law and policy each year.*

**C**hIPs grows from the grassroots up, driven by our members themselves. ChIPs Australia and New Zealand, launched last year, is a good example.

Two IP attorneys Down Under heard about ChIPs, held an initial event to test the waters, and then recruited a leadership team to form the group's core. The group's first meeting in Melbourne attracted more than 150 people in September 2022, and the group now has more than 200 members.

ChIPs welcomed four other new chapters in 2022: Belgium, the Carolinas, Eastern Canada and San Diego.

ChIPs chapters held nearly 100 in-person and virtual events last year, attracting thousands of attendees from the bench, bar, government and academia. Events ranged from casual mixers to prestigious panel discussions, and were held around the country and around the world.

ChIPs New York held a powerhouse panel discussion at the U.S. Southern District of New York. ChIPs Europe and ChIPs UK held their second all-day European Summit in Paris. ChIPs Washington, D.C. hosted two events featuring officials from the USPTO. ChIPs Carolinas and ChIPs San Diego both held chapter launch events.

ChIPs chapters are being formed everywhere there are women in tech and IP law and policy.

Our network will expand this year as ChIPs unveils a powerful new virtual community with features and functions that connect ChIPs members across the world of tech law and policy. ■



# Learning Was at the Heart of Everything We Did



*Monica Phillips developed ChIPs content, including webinars and in-person learning.*

In 2022, ChIPs programs, content, events and development opportunities reached thousands, changing careers, lives and the profession itself.

More than 50 female attorneys attended our Mock Pitch program online May 10, 2022. In October, ChIPs launched our General Counsel Boot Camp, an innovative 12-month course designed to help associate general counsel and other in-house lawyers reach the top of their organizations' legal departments and into the C-suite itself.

We published our first-ever ChIPs Honor Roll Best Practices Report and launched a companion webinar series outlining best inclusion practices from our five honorees (see page 5). We debuted our "ChIPs: To the Point" webinar series in August, featuring women driving change in the profession. A new webinar series, "ChIPs Accelerators," debuting in 2023, will spotlight trends from some of the top leaders in innovation and IP law.

ChIPs chapter events around the world add to our industry's education — and our members' individual and collective power. Many ChIPs education programs qualify for continuing legal education (CLE) credits. ■

*Class of 2023: ChIPs yearlong General Counsel Boot Camp launched October 28.*





## In Person and In Depth, Our Global Summit Scored Big



*Sarita Venkat of Cisco interviewed U.S. Patent and Trademark Office Director Kathi Vidal at our record-setting ChIPs Global Summit.*

### [GLOBAL SUMMIT PHOTO ALBUM](#)

**N**early 700 women in tech and intellectual law and policy from around the world converged on San Francisco October 27-28 for ChIPs Global Summit 2022 — a record attendance for the 11th annual event. (The Global Summit will return to the San Francisco Fairmont November 8-10, 2023.)

The Global Summit featured more than 50 speakers and panelists, including top corporate counsel, leading IP attorneys, and representatives from the federal bench and United States Patent and Trademark Office.

The Summit opened and closed with two eye-opening fireside chats: Amy Weaver, president and CFO of Salesforce, was interviewed by ChIPs Board Director Jennifer Yokoyama of Microsoft.

Kathi Vidal, director of the U.S. Patent and Trademark Office, was interviewed by ChIPs Board Director Sarita Venkat of Cisco. Vidal discussed a range of issues, including the significance of IP to trade and national security, and the importance of diversity to innovation.

“Diversity is a national imperative, and we have to get everyone off the bench,” Vidal said. “Which is why we are taking an all-government approach. We need to de-silo everywhere, across government and across business.”

ChIPs Global Summit included panels on Health Data Privacy in the Digital Age, Judicial Perspectives and Trends, IP and Beauty, Hot Topics in IP Law, and IP and Entertainment. The event also included four timely breakout sessions: Crypto Basics, Cognitive Capital, Executive Leadership and Life Coaching, and Technology and Politics. A frank discussion panel on Access, Equity and Allies closed the two-day event. ■



## **TOP SCORES FOR CHIPS GLOBAL SUMMIT**

*Attendees rated the ChIPs Global Summit 4.46 on a 5-point scale.*

“The caliber of women in attendance can’t be matched at any other conference.”

“After two years of looking at people in tiny boxes on my computer screen, I was able to connect in person and it was wonderful!”

“The quality of the topics, speakers, attendees were exceptional.”



# A Great Event, a New Initiative: Lifting the Next Generation



*More than 170 rising stars attended ChIPs NextGen 2022 during ChIPs Week in San Francisco.*

## [NEXTGEN PHOTO ALBUM](#)

**C**hIPs NextGen 2022, October 26 in San Francisco, was our best yet. More than 170 women early in their careers heard from pioneers and advocates advancing women in diversity in tech, law and policy.

The one-day conference began with an eye-opening fireside chat with former U.S. Judge Kathleen O'Malley of Irell & Manella and Heather Burke of White & Case. It included two panels (Breaking Barriers and Internal Politics) and two workshops (Rethinking Stress and Social Media Branding). It closed with a memorable conversation with Wei Chen, general counsel of Infoblox, and Melissa Ruiz of Steckler Wayne Cherry & Love.

ChIPs Board Chair Katherine Minarik of Coinbase opened the program, noting, "Years ago we decided we needed a whole day for NextGen to provide the things that weren't there for us, especially networking." ChIPs NextGen 2022 delivered — 75% of attendees surveyed rated it "excellent."

To extend the impact of the NextGen event, ChIPs is launching a new NextGen Community online to facilitate engagement and provide content and updates. ■



*Infoblox General Counsel Wei Chen spoke with Melissa Ruiz of Steckler Wayne Cherry & Love at ChIPs NextGen 2022.*



## **HIGH MARKS FOR CHIPS NEXTGEN**

*Attendees rated ChIPs NextGen 4.75 on a 5-point scale.*

“By far the best conference I’ve ever been to. The networking was incredible, everyone wanted to meet everyone. The speakers and panels were informative and inspiring.”

“I made so many great connections. The speakers were relevant and inspiring. Can’t wait for next year!”

“A buzzing blend of experienced and junior attorneys. The presentations were well-balanced with a wide diversity of topics and speakers. But the best part was the networking.”



## ChIPs Scholarships Paid It Forward

**C**hIPs continued its tradition of paying it forward by granting scholarships to two female law students in 2022.

The scholarships — established by Morrison Foerster to honor the legendary litigator Rachel Krevans — were expanded last year thanks to a generous \$25,000 donation from ChIPs co-founder Noreen Krall.

Krall and Bitra Rahebi, partner and co-chair of the global IP litigation group at Morrison Foerster, presented the scholarships at ChIPs Global Summit 2022.

A \$10,000 scholarship was presented to Niki Camateros-Mann, who was on hand to receive it. Camateros-Mann earned her Bachelor's in Biological Sciences and is now in her third year of law school at the University of New Hampshire Franklin Pierce School of Law.

The second scholarship was awarded to Rachael Geiger, a third-year law student at Santa Clara University School of Law where she is part of the Tech Edge J.D. program. This past summer she worked as a patent examiner at the United States Patent and Trademark Office. ■



*Niki Camateros-Mann received a \$10,000 scholarship at ChIPs Global Summit.*

## 14 PARTNERS

**C**HIPs work is made possible by the generous contributions of our partners and 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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Brooks Kushman  
Cisco  
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Git Hub  
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Schwegman Lundberg  
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Shaw Keller  
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### CHIPS NEXTGEN

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*Vice Chair*  
**Katherine (Katy) M. Basile**  
Reed Smith

#### CHIPS GLOBAL SUMMIT

**Vanessa Bailey**  
Amazon

**Laurie Charrington**  
Netflix

**Natalie Alfaro Gonzales**  
Baker Botts LLP

**Jackie Harlow**  
Apple

**Julianne M. Hartzell**  
Marshall Gerstein IP

#### CHIPS MOCK PROGRAM

**Julie Akhter**  
Microsoft

**Rachel Fertig**  
DLA Piper

**Hon. Melissa A. Haapala**  
USPTO

**Karen Keller**  
Shaw Keller

**Sarah MacDonald**  
Oracle

**Mindy Morton**  
Procopio

**Anna Weinberg**  
Apple

**Hon. Christa Zado**  
USPTO

*Board Chair Katherine Minarik  
declared the “state of our ChIPs  
network stronger than ever.”*





*ChIPs team members take a bow at ChIPs Global Summit in San Francisco.*

**Joan Toth**  
Executive Director

**Omote Ekwotafia-Thelin, J.D.**  
Communications Lead

**Jenn Hagan**  
Director of Community

**Bridget Johnson**  
Director of Partner and Business Development

**Virginia Moore**  
Director of Events

**Julie Morbidelli**  
Director of Finance

**Monica Phillips**  
Director of Learning, Content and DEI

**Rob Wray**  
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