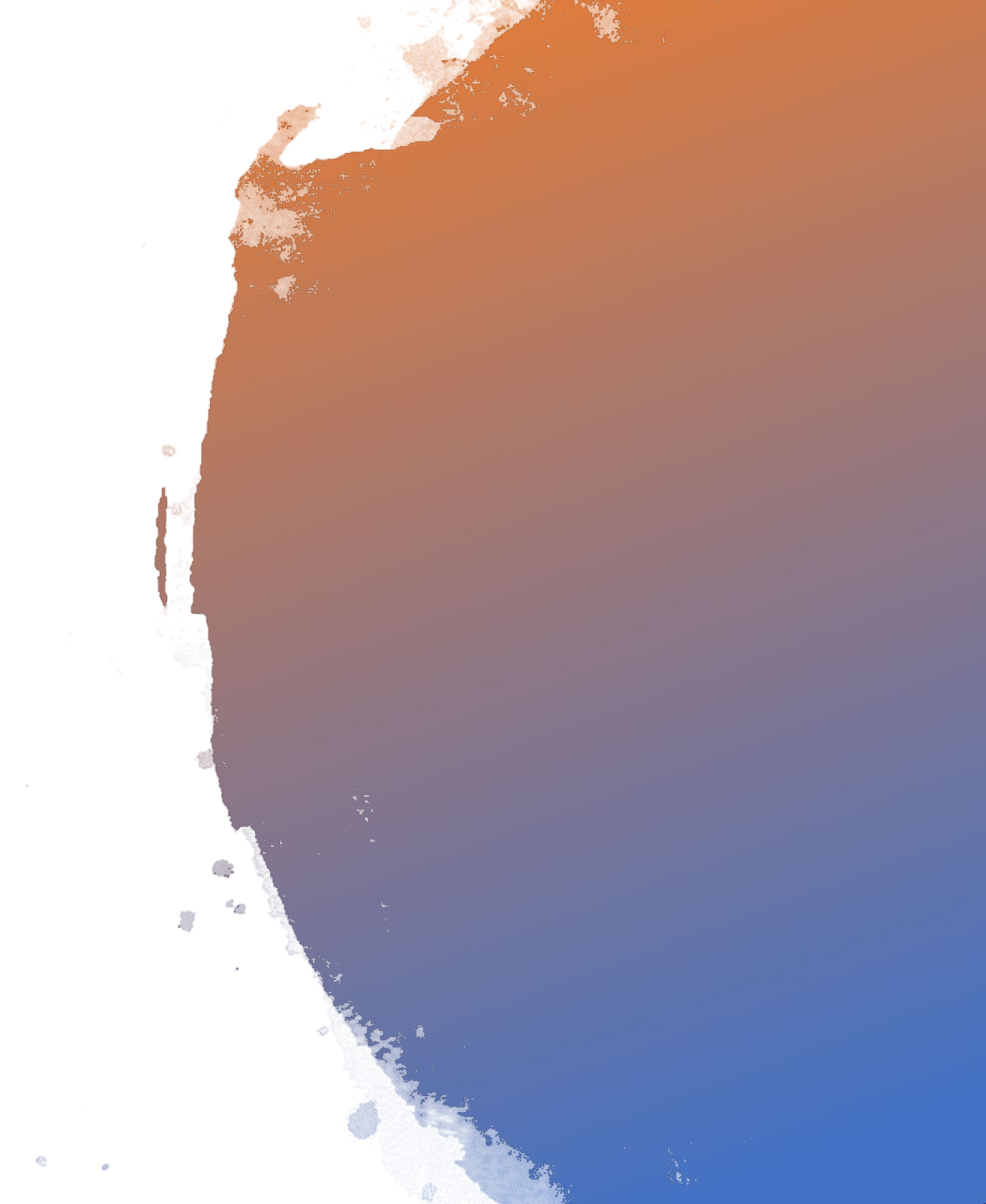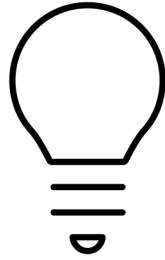increasing
**diversity
in innovation**

seek

(1) Learn about Underrepresented Inventors (URIs) and identify opportunities to increase engagement

(2) Raising Internal Awareness

understand

(3) Determine your baseline inventor data

commit

(4) Examine and explore root cause(s) for each group of URIs and implement programming aimed at increasing engagement

ally

(5) Benchmark your organization's DII data

advocate

(6) Advocate and raise awareness of underrepresented inventors

The Diversity Pledge

Asking companies to commit to the following"

1. In Year 1-2
   - Tell us what under-represented inventor (URI) group you will be focusing on

   - Tell us what pledge practices you start and any you complete in a calendar year

2. In year 3
   - Tell us the rate of change for your URI groups from year 1 to year 3

Founding Pledge Members

D&I Working Groups

Data (Getting and Analyzing It)
This group will focus on all aspects of data such as collection of, analyzing it to provide actionable insights, and how to move beyond gender data to other underrepresented groups.

Metrics & Reporting
This group will focus both on the creation and standardization of metrics as well as how companies can and should report on this data. A particular focus will be on standardization of information.

Working with URI groups
This group will focus on all aspects of interfacing with URI groups. Additionally, it will focus on finding effective practices that work for specific URI groups.

URI Innovation Sprint
This group will focus on best practices for running innovation sprints for URI groups, including delineating the various types of innovation sprints, and training on how to run a 635-method sprint. The 635-method sprint has been universally successful in improving engagement from the targeted URI group at the companies at which it has been implemented.

Key Findings So Far

1. Unconscious bias is real lives everywhere:
- Some companies have found that blinding the inventorship process improves gender patenting. As a bonus, it can drive down costs.

- Patent data can be used to visualize bias in R&D collaborations, leading to new and improved collaboration processes.

2. Metrics
- Companies are working on understanding and standardizing both internal and external metrics.

3. Some companies will be ready to start external reporting later this year
- Therefore, we are pushing for standardized reporting formats and metrics

4. The SEC also is pushing companies to report Human Capital metrics
- Which means that accounting firms, D&I groups and Finance groups are all looking for externally facing measure of inclusivity

Learn More at:

www.increasingdii.org

year 1:

- Identify one or more groups of URIs to address, and secure the best available data for each selected URI group (see "Calculation of Metrics" below).
- Use best efforts to implement and complete at least one of the six Best Practices below for each URI group you have chosen to address.
- Report the following information to the Neutral 3rd Party*:
  - the URI group(s) you have chosen to address and;
  - the best practice(s) you began and completed in years 2021, 2022 and 2023 (as per the Completion Criteria below).

year 3:

- By March 2024, use best efforts to provide the following two metrics to the Neutral 3rd Party* for the period FY 2021-2023 (see "Calculation of Metrics" below):
  - Inventorship Rate for a specific URI group = *# of Unique Underrepresented Inventors on Patent Applications) ÷ (Total # of Unique Inventors on Patent Applications)*
  - Fractional Inventorship Rate for a specific URI group (e.g., average percentage of URIs per patent application in each calendar year) = *Sum of % of URIs per Patent Application) ÷ (Total # of Patent Applications)*

Calculation of Metrics:

- You can calculate the above metrics using your own internal data (for your organization's patent inventors and selected URI group) OR publicly available tools. For example, there are several free tools that can be used to assign gender to inventor names, including the methodology used by the US Patent Office.
  - IBM's Global Name Recognition system
  - The World Intellectual Property Organization (WIPO) worldwide gender-name dictionary
  - Richardson Oliver Gender Analyzer – a simple Excel tool for estimating the gender of the inventors on patents

The Neutral 3rd Party is Richardson Oliver Insights LLC.

the
diversity
pledge