Diversity & Inclusion in Lenovo’s Patent Process

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July 27, 2021
Disclosure Stage Metrics

US Submission Rates (by Gender)

Females
Out of every 100 current US employees...
26 identify as female...
and 1 has submitted an idea

Males
Out of every 100 current US employees...
55 identify as male...
and 8 have submitted an idea
Data: Inventor Team Breakdown by Gender (US)

- Female Solo: 1%
- Female Team: <1%
- Mixed Team: 17%
- Male Solo: 8%
- Male Team: 10%
- Male Team: 64%

Disclosure Stage Metrics
Disclosure Stage Metrics

Mixed-Gender Team Breakdown

- **Even Ratio**
- 1 Female to 2 Males
- 1 Female to 3 Males
- 1 Female to 4+ Males
- 2 Females to 1 Male

<table>
<thead>
<tr>
<th>Ratio</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Female to 2 Males</td>
<td>12%</td>
</tr>
<tr>
<td>1 Female to 3 Males</td>
<td>12%</td>
</tr>
<tr>
<td>1 Female to 4+ Males</td>
<td>33%</td>
</tr>
<tr>
<td>2 Females to 1 Male</td>
<td>42%</td>
</tr>
<tr>
<td>Even Ratio</td>
<td>1%</td>
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Application Stage Metrics

74%  
% of Females  
on disclosures receiving file decision

76%  
% of Males  
on disclosures receiving file decision
### Prosecution Stage Metrics

- **% of Females granted a patent**: 66%
- **% of Males granted a patent**: 80%

### Secondary Stage Metrics

- **% of Females on continuing applications**: 37%
- **% of Males on continuing application**: 40%
Disclosures

Applications

Prosecution

Secondary Applications

Higher Priority

Lower Priority

Idea

Idea

Idea

Patent Pipeline
01 **LOW OVERALL PARTICIPATION**

Communicate and promote participation in patent process to all Lenovo employees in technical roles.

02 **LOW FEMALE PARTICIPATION**

Targeted communication and training for female employees in technical roles; recognition of female innovators.

03 **INVENTOR TEAMS LACK DIVERSITY**

Initiate trainings and mentorship programs to encourage master inventors to create, adjust, or expand inventor teams.

**KEY TAKEAWAYS**

@ DISCLOSURE STAGE
What Now?
Different works better