

Women in IP Law

Annual Meeting
2019

AIPLA

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Creative and **Legal** Communities

AIPLA

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Stephanie Bald
Chair
Leaders & Succession

- ★ **First time AIPLA Meeting**
- ★ **First time Women in IP Breakfast**
- ★ **Prior *Women in IP* Leadership (Chairs, Vice Chairs, and Subcommittee Leaders)**
- ★ **Current Women Chairs & Vice Chairs of *other* Committees**
- ★ **Women in IP Leadership Team** (blue stickers)
- ★ **Men who Support Women in IP**
- ★ **Please leave your Business Card on the Table - Get involved!**

New Sub-Committee: Leaders and Succession

- The “Then” Projects
 - Historical and Statistical Analysis of AIPLA Women in Leadership
- The “Now” Projects
 - Recognizing, Supporting, and Connecting AIPLA Women in Leadership
 - Leadership Education and Training
- The “Tomorrow” Projects
 - Future Leaders Networking
 - Assisting Succession Planning



Stephanie Bald
Chair
Leaders & Succession

Allison Gaul

Associate at Kilpatrick Townsend and Stockton LLP

- Nominated by multiple AIPLA members due to her work ethic and focus on pro bono work
- Highly involved in the Giles Rich Moot Court competition where she has worked to put together diverse teams, and panels having diverse backgrounds
- Founder and president of STEM America, LLC, which is dedicated to providing Americans of all ages, genders and backgrounds with exposure to STEM careers
- Very involved in AIPLA committees



2020 Global Networking Event

25 Countries and 63 Locations



Women in Law 2018 Research Results

Prepared for:

AIPLA

American Intellectual Property Law Association
Serving America's Legal and Creative Community

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and Boulware & Valoir**



Meg Boulware

**1st Woman
President of
AIPLA**



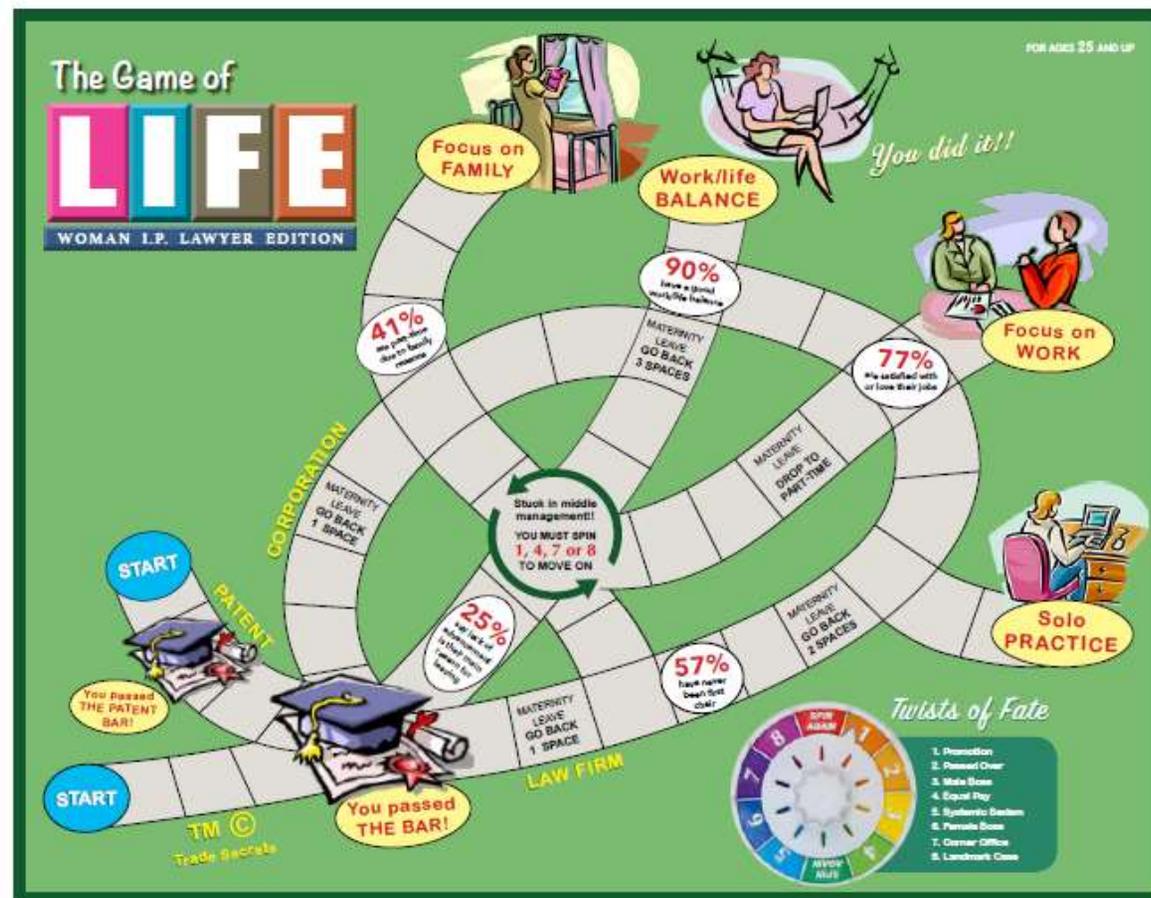
The State of Women in IP Law

Presented by: **Bloomberg Law**

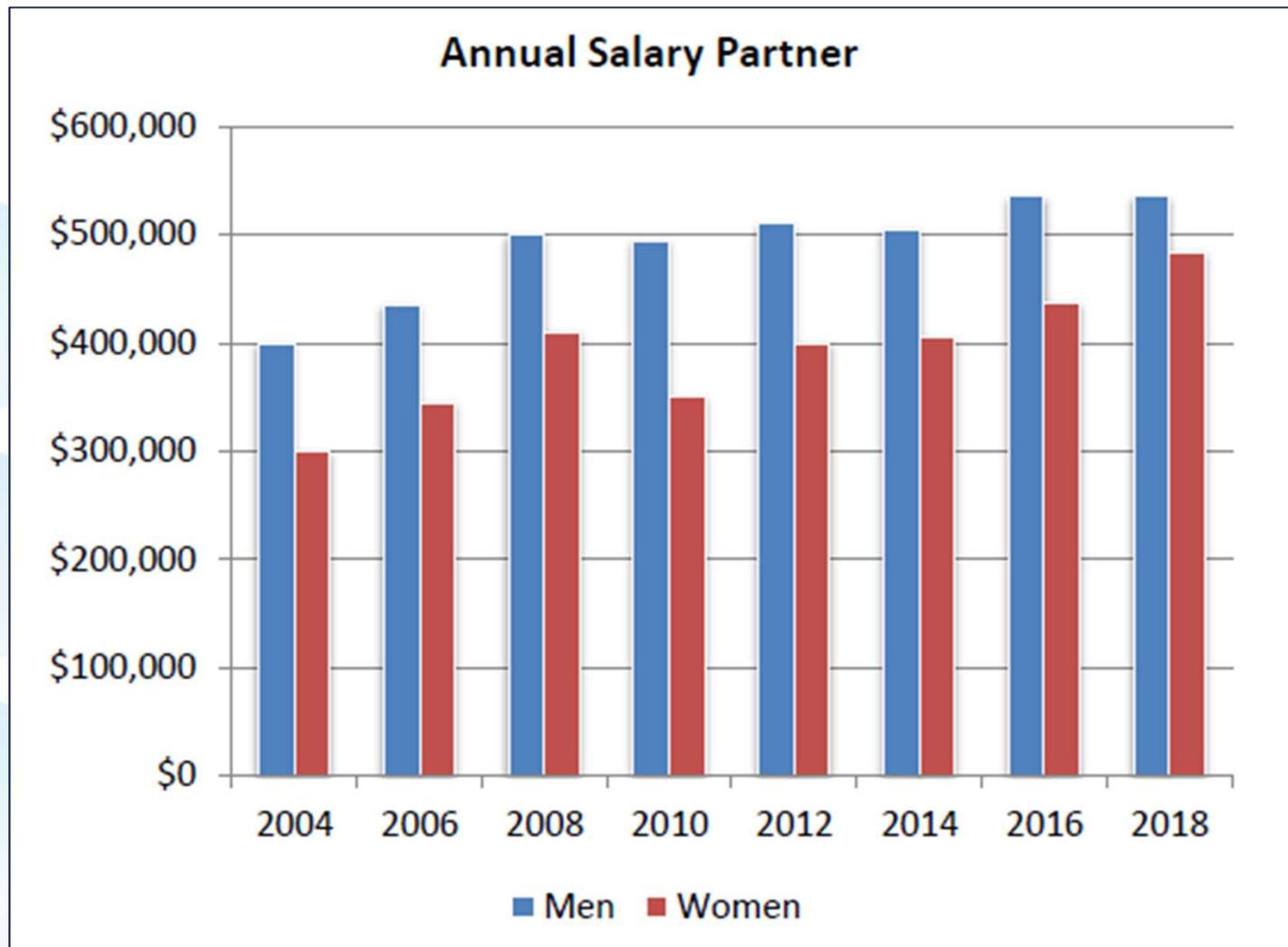
AIPLA
American Intellectual Property Law Association

Author: Molly Huie

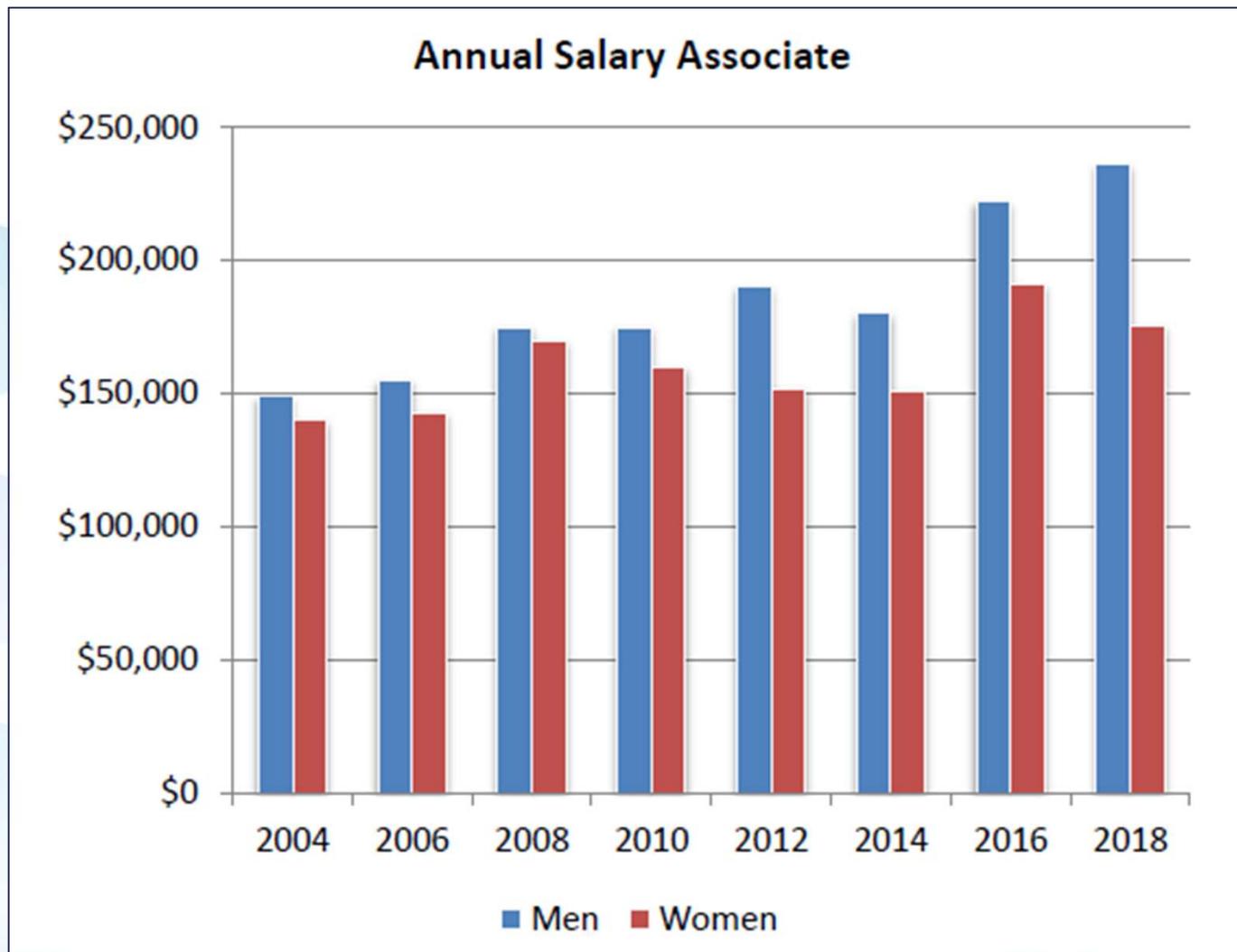
“Game of Life” of Woman IP Attorney: Choices, Chances & Consequences



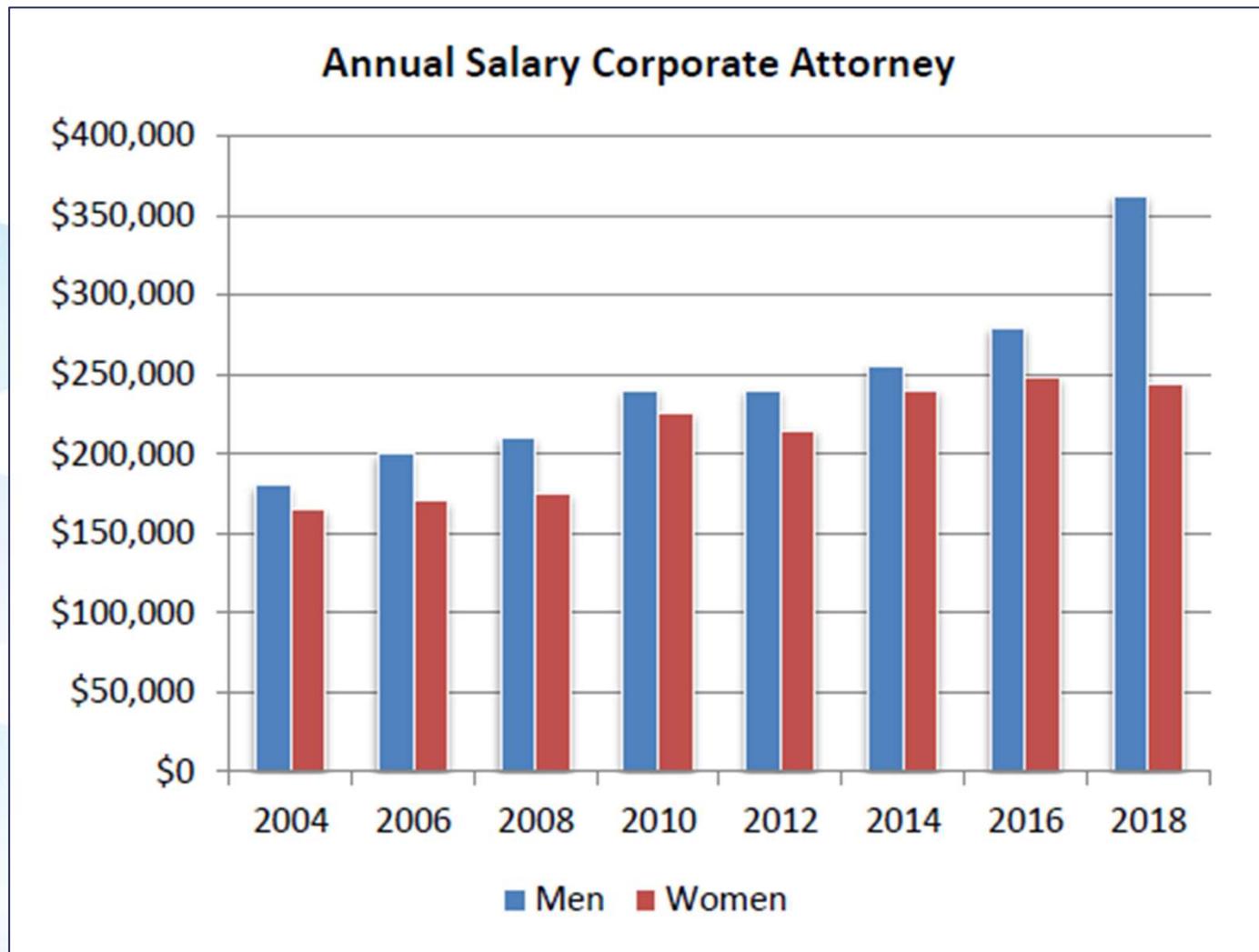
Gender Pay Gap between Law Firm Partners



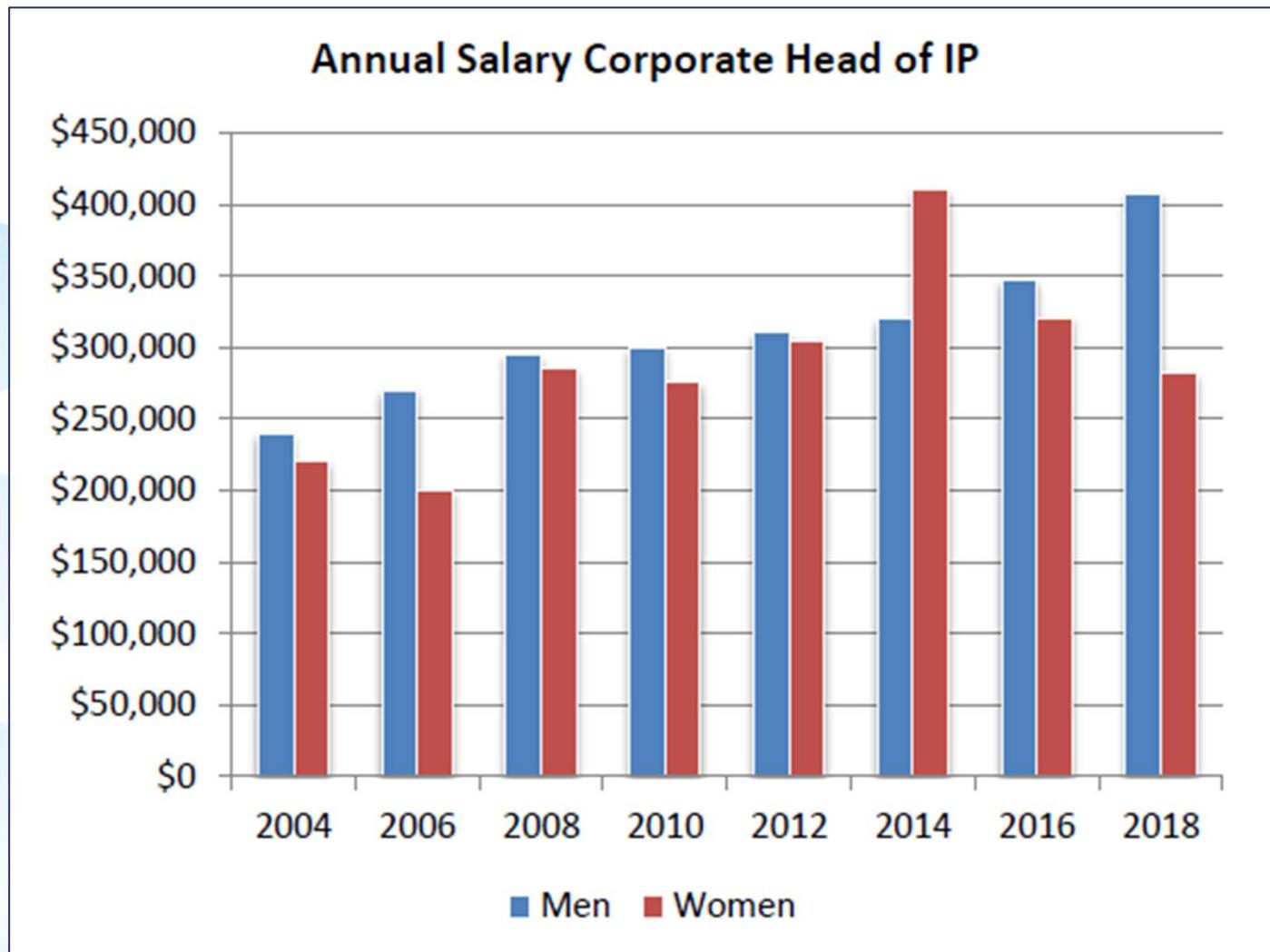
Gender Pay Gap between Law Firm Associates



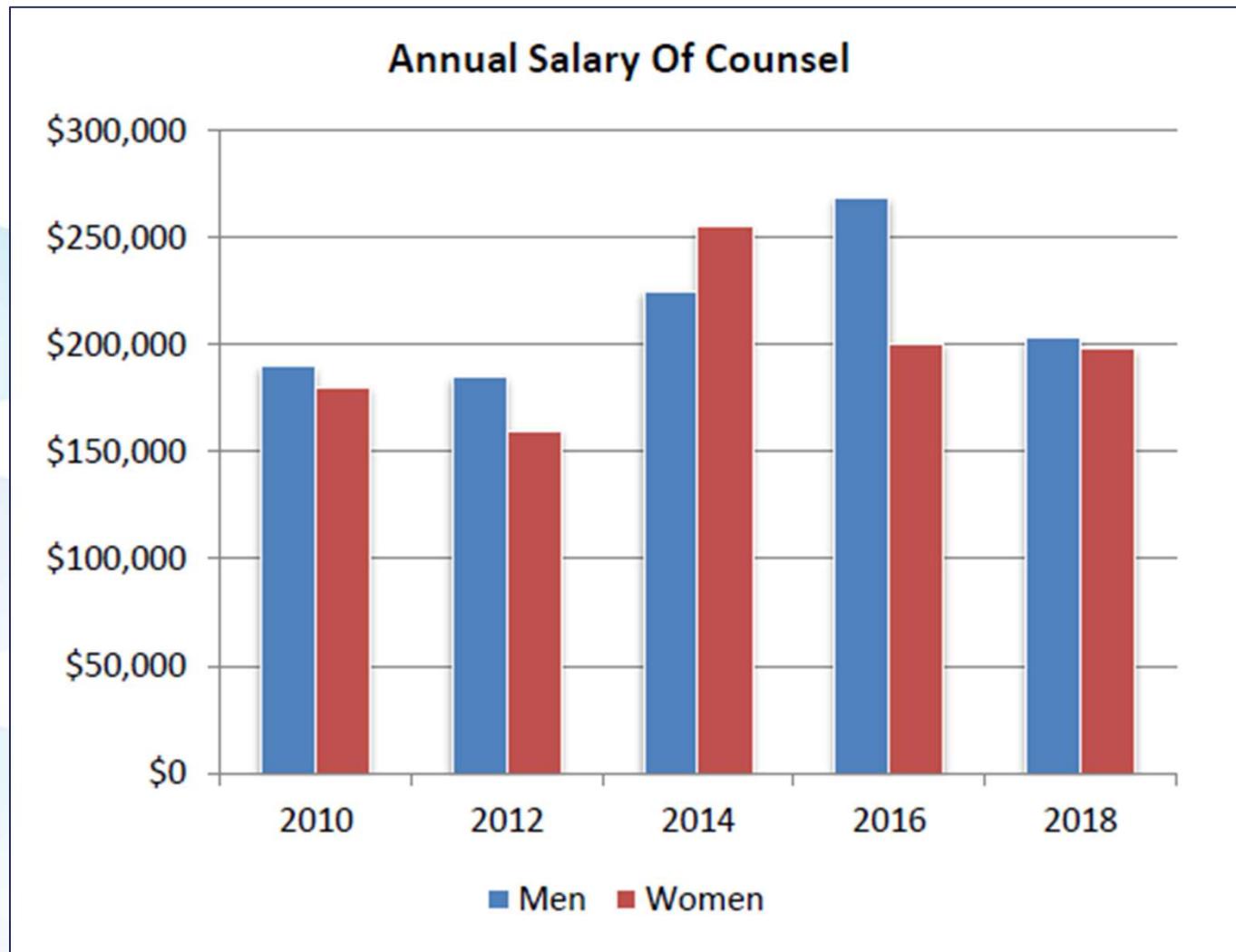
Gender Pay Gap between Corporate Attorneys



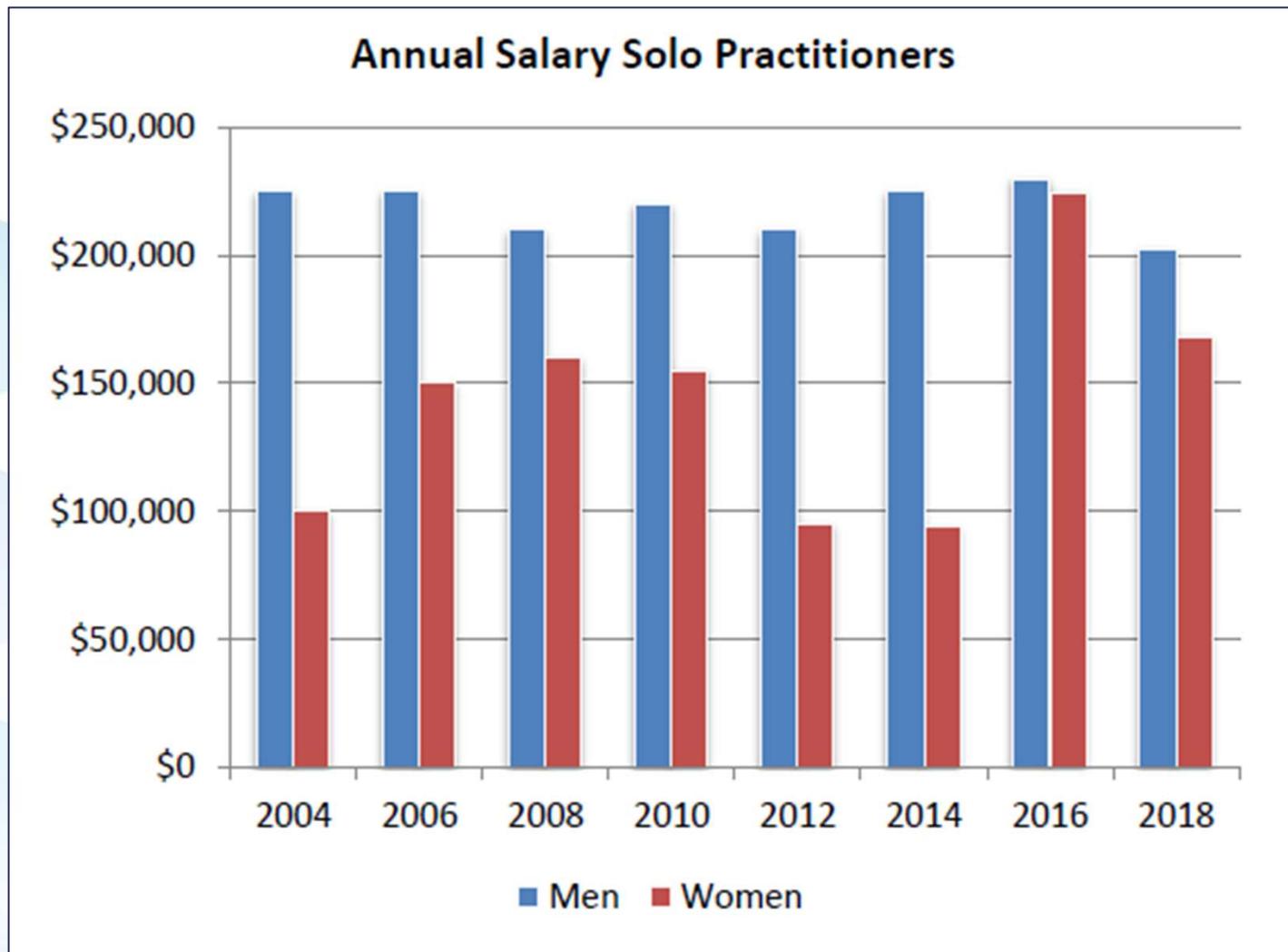
Gender Pay Gap between Corporate Head of IP



Gender Pay Gap between Law Firm “Of Counsel”

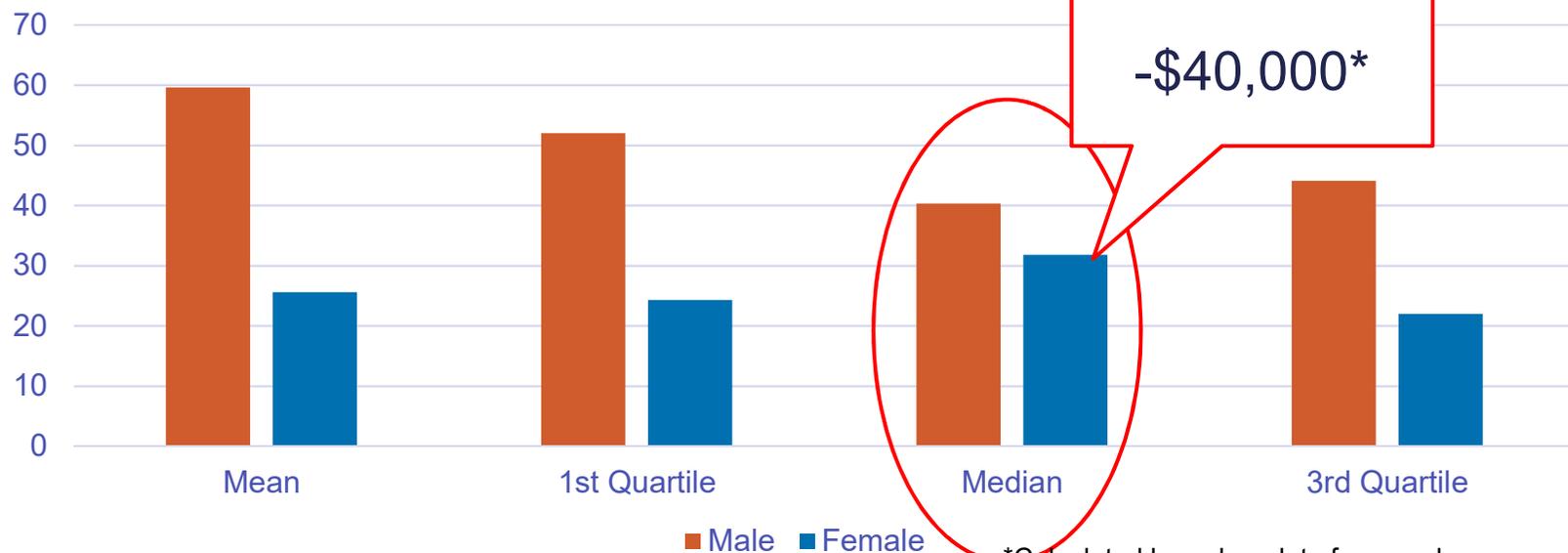


Gender Pay Gap between Solo Practitioners



Gender Pay Gap between Patent Agents in Law Firms

Salary as a % of Billable Income*



*Calculated based on data from each category from 2019 Report of the Economic Survey

“Game of Life” of Woman IP Atty/Agent Choices, Chances, Consequences

**Business Credit & Allocation of Credit in Law Firms, RFPs
Men vs. Women.**

**Women Report Working on More Non-Billable Activities
Administrative Tasks Important to Firm, or “Special
Projects” for Corporation, but Don’t get Rewards.**

**But, More Women Making Partner or Corporate Head of
IP & More Women Report Being on
Partnership/Management Track**

“Game of Life” of Woman IP Atty/Agent Choices, Chances, Consequences

It's Not All About the Money!

1 in 5 Women will work “part-time” at some point during their career

9 out of 10 Women Report Acceptable Work/Life Balance

77% of Women say they are Satisfied or Very Satisfied with their jobs

***IP Law is an Exciting and Satisfying Career for Women:
Fulfills & Allows Growth/Develop Professionally***

“Game of Life” for a Woman IP Attorney Internationally



Sidsel Hague



Richa Pandey



Alicia Alvarez



Lucy Samuels
Moderator



Daphne Lainson



Fujiko Shibata