

**UNITED STATES
PATENT AND TRADEMARK OFFICE**





Diversity at the USPTO

Bismarck Myrick

August 13, 2020

Patent Public Advisory Committee quarterly update

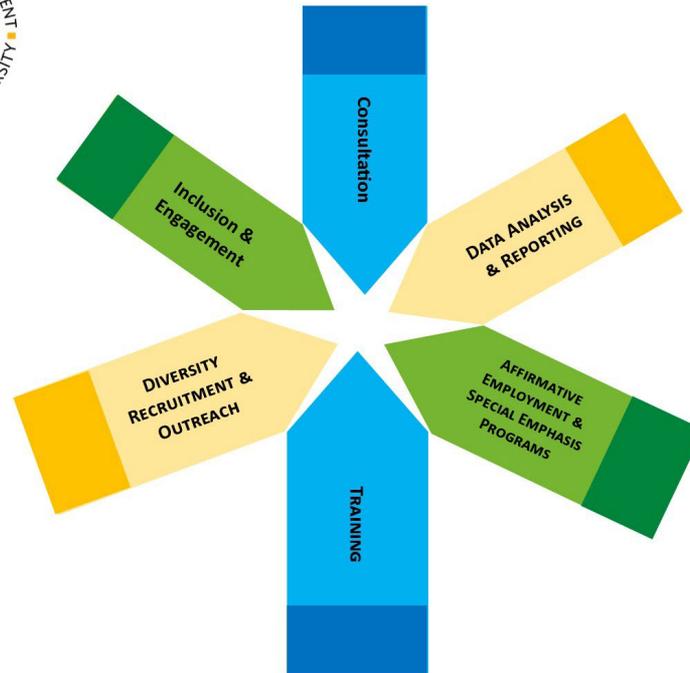
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Diversity Program goals

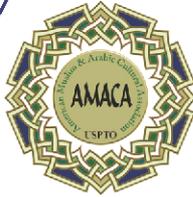
- **Reach qualified jobseekers** from every segment of the American workforce;
- **Reduce/remove** barriers to equality of employment opportunity;
- **Provide guidance and education** programs for hiring officials, supervisors, and employees to address soft skill gaps, implicit bias, and other issues pertaining to effective and fair personnel management, successful career management and outstanding employee engagement; and
- **Establish and promote the agency** as: 1) a leader in diversity recruitment and Diversity and Inclusion (D&I) practices; and 2) an employer of choice in the federal government.

Diversity Program: Areas of oversight





NETWORK OF EXECUTIVE WOMEN
USPTO•NEW



Areas of oversight: Affirmative employment and special emphasis programs

- **Five VEOs** are located in the Denver, San Jose, and Dallas Regional Offices
 - Only one affinity group, Women in Technology and Science (WiTS), is located in a regional office (Denver)
- Of the 30 VEOs, **18 are affinity groups**
- **The two newest affinity groups** are:
 - American Romanian Cultural Society (ARCS)—established January 2019
 - Korean American Intellectual Property Organization (KAIPO)—established January 2020

Areas of Oversight: Affirmative employment & special emphasis programs (con't)

- Dozens of special events are hosted or cohosted by VEOs, including special observance month flagship events, luncheons, happy hours, networking socials, concerts, health and fitness activities, trainings, coffee breaks, business meetings, the annual International Food Sample Festival, and more.
- Affinity groups also assist the USPTO Diversity Program Office with:
 - Engagement in the Time of Telework Initiative
 - Diversity recruitment and outreach (ex. Puerto Rico)
 - Diversity Download podcast
 - Community Day

Additional annual engagement activities

- VEO leaders quarterly meetings
- Community Day
- International food sample festival
- Noche de ciencia/nights of science
- HBCU week events
- Special emphasis month observances
- Lunar new year celebration
- Eid-al-fitr and Nowruz luncheons
- Diwali
- Walk of thankful recognition
- Festival of shining lights
- Senior executive service brown bag lunches & ECQ training
- Participation in annual national affinity group conferences
- Bring your own mug coffee breaks
- Monthly and/or end-of-quarter socials
- Voluntary field trips
- Health, wellness, and finance seminars
- Scholarships
- Food and clothing collection/donations
- Community service activities
- Tutoring (local students)
- Mentoring and shadowing programs
- Career/leadership development courses
- Annual wall calendar

Diversity Program: Team



From right to left: Bismarck Myrick, OEEOD Director; Kerry Snyder, Diversity Program Specialist; Arlene Jones, Diversity Program Specialist; and Glorimar Maldonado, Diversity Program Manager



Thank you!

Bismarck Myrick

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