

2018/2019 Harrity Annual Diversity Report

At Harrity & Harrity, LLP we believe that a diverse and inclusive environment is essential to providing high quality patent services to our clients and to serving both the legal community and the world at large. To that end, I would like to take a moment to report on our past initiatives in the year, 2018, and some initiatives that we will be implementing in the new year, 2019.

2018 was a banner year for hiring at our firm. Our diversity committee oversaw the hiring and training of our third annual diversity fellow, So Ra Ko, who I am pleased to announce will be joining our firm full time after she finishes law school this coming Spring. To supplement our efforts at recruiting the next generation of diverse attorneys, we have implemented what we like to call, ‘The Supersized Rooney Rule,’ a hiring policy where we are committed to interviewing a female or minority candidate for every male, non-minority candidate we interview for any position at our firm. As part of this policy, we are very excited for So Ra to be joining other newly hired attorneys this year including Lucinda Price and Jafar Ali.

In addition to finding diverse talent for our own firm, we believe that it is important to partner with the legal community to raise the bar industry-wide. This summer, we sponsored a legal diversity event at one of our clients, in which a panel on legal diversity discussed the challenges and opportunities for ensuring a diverse and inclusive environment. Further, in the past year, our attorneys have partnered with, served on committees of, organized events for, and moderated panels regarding legal diversity with such leading organizations as the Leadership Council on Legal Diversity, the Minority Corporate Counsel Association, the AIPLA – Women in IP Law Committee, the Association of Legal Administrators, and ChIPs Women in IP. Finally, I would like to especially thank Elaine Spector, who helped lead our 2nd annual three-day long diversity workshop. This year’s diversity workshop was focused as a Women’s Workshop to train young attorneys, law students, and engineers in our techniques for drafting and prosecuting high quality patent applications. I would also like to thank all of our attorneys and staff, as well as our guest speakers who volunteered their time teaching classes and organizing the workshop.

Although 2018 has truly been a high point in our efforts to become a more diverse and inclusive law firm, our journey is only just beginning, and I would like to give you a brief preview of some of our upcoming plans. In the year to come, we are already organizing our fourth annual diversity fellow program, our third annual diversity workshop, and a networking event for the AIPLA – Women in IP Law Committee. Additionally, I am pleased to announce our new initiative – The Harrity Minority Firm Incubator to address what we believe is an important gap in current efforts by the legal field to improve diversity. This new program, which we hope to partner with some of the aforementioned organizations, will include three years of intense training in patent prosecution, patent drafting, and law firm management in order to place participants in a position to open their own minority-owned law firms, with clients already lined up to provide work. This is the first program of its kind, and we hope that other law firms will



join us in organizing similar programs to ensure a diverse and inclusive legal field in the years to come.

Best,

John Harrity, Managing Partner and Head of the Diversity Committee