

# SIP & SHARE

AN EVENING FOR WOMEN LEADERS IN IP



On March 13, 2024, Wolf Greenfield, with support from the Boston Chapter of the ChIPs Network, was honored to host 100+ women leaders in IP law for our SIP & SHARE event. During the panel discussion and throughout the evening, guests shared their experiences, challenges, and initiatives related to diversity, equity, and inclusion. To keep this important conversation going, below please find key takeaways.

## MODERATOR

**Julianne Zimmerman**  
Managing Director  
Adasina Social Capital

## PANELISTS

**Heather DiPietrantonio**  
Shareholder  
Wolf Greenfield

**Michelle Flores**  
Vice President of IP Litigation  
Moderna

**Kelly Morgan**  
Senior Vice President,  
Head of IP and Legal  
Arbor Biotechnologies

**Alana Sharenow**  
Vice President,  
Assistant General Counsel  
Keurig Dr Pepper

**Esther Tetreault**  
Co-Founder / Co-Owner  
Trillium Brewing Company

## Obstacles

- Implicit barriers and explicit barriers.
- Never-ending training.
- People get in their comfort zone and it's difficult to push them out of it.
- Time.
- Lack of vision and the value it can bring.
- Board membership lacking in diversity.
- People not demonstrating a desire to learn.
- Lack of initiative around hiring.
- There's still a population that can't make the connection between diversity and success.

“Everybody should have a voice, and everybody should be able to speak the truth.”

“I focus on what I can control.”

“Everyone should have some investment in this.”

“Each one of us needs to start holding everyone else accountable.”

“You have to raise your hand.”

“Be brave enough to call people out.”

“We expect our partners as well as us to support these efforts and actively engage in them.”

## Actions to Take

- Choose partners whose values align with yours – vendors, professional services, consultants, etc. Hold those partners accountable. If you decide to walk away from a partnership, tell them why you're walking away.
- Set the stage in meetings that everyone will be respectful to each other.
- If a program, plan, or conversation isn't getting anywhere, change tactics and bring in reinforcements.
- Define a core set of values and run them through a filter (people at every level of the organization) because different words mean different things to different people.
- Proactively support junior women to step up and raise their hand. (And have their backs when they do!)
- Ask ourselves more questions around hiring: Why aren't we getting a diverse group of candidates? Why aren't we retaining a diverse group of employees? Ensure your organization is reaching a diversity of candidates by utilizing new recruiters or getting word out about the positions in new ways. Consider changing hiring protocols.
- Teach young white men in your life: “If you are in a privileged position, make a difference.”

## Discussion Questions

Let's continue the conversation with other women in our lives! Here's a starting place:

- How do you define success in terms of diversity, equity, and inclusion?
- Have you or your organization taken any steps to advance diversity, equity, and inclusion? What were the results?
- What are the main hurdles you encounter in advancing diversity, equity, and inclusion, or what is the latest challenge?
- What is one concrete step you can take in your professional life to surmount or rethink challenges to make progress in diversity, equity, and inclusion?

“Who is going to do it? We are!”