



ChIPs Network Impact Report 2025

20 Years of Impact



BE A **FORCE** FOR **GOOD**



ChIPs Founders and Board of Directors at ChIPs Global Summit 2024
in Washington, D.C.

Contents

3	Mission and North Star
4	Foreword
6	Timeline
8	Chapters
12	Our Members
14	NextGen
15	Scholarships
16	Global Summit
17	Business Development
18	Career Development
19	Hall of Fame
20	Honor Roll
21	Sponsors
23	Committees
24	Board and Staff
26	Thank You

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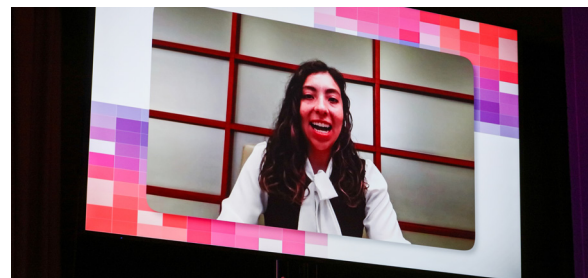
ChIPs Founder Mallun Yen interviews Supreme Court Justice Ketanji Brown Jackson at ChIPs Global Summit 2024 in Washington, D.C.

Our Mission

Advance and connect women in technology and intellectual property law and policy.

Our Northstar

Accelerate innovation through diversity of thought, participation and engagement.





Celebrate, Connect, Commit

We are marking the 20th anniversary of ChIPs this year — and we have a lot to celebrate

Since its founding in 2005, ChIPs has grown its membership from its seven founders to more than 7,000 members in 30 chapters around the world. And we have dramatically expanded our programming.

ChIPs today is a one of the profession's leading organizations, developing thousands of women through learning, events, mentoring, networking, leadership opportunities and community.

We help organizations' business development by supporting individual and team performance, improving client relations, attracting new talent, fostering professional networking, and enhancing employer reputation.

Everyone who attends a ChIPs event can feel something special at work — the sense of belonging, the intensity of engagement, the quality of the programming, the warmth of the people.

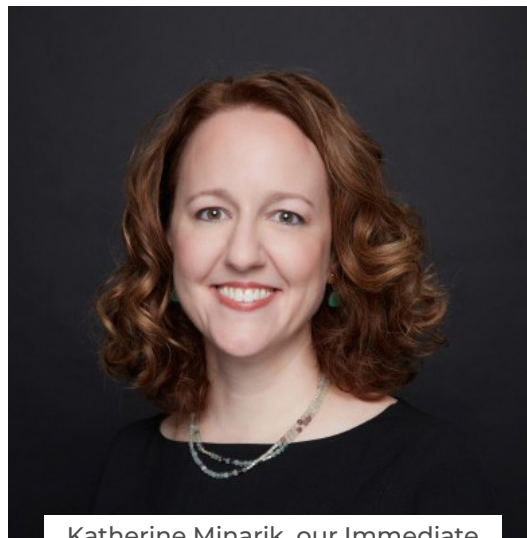
Last year ChIPs held 83 in-person and virtual events giving more than 4,000 ChIPs members the opportunity to connect, learn and grow. A Harvard Business Review study has demonstrated the value of women's business conferences like ours.

The magic of ChIPs is that we provide a premier platform, substantive programming and insightful and nurturing interactions that help women in every stage of their careers, from entry-level to the C-suite. We help our members stay updated on critical legal issues trends, share knowledge, access expert insights, network with peers and express themselves effectively.

The benefits of gender inclusion have been proved in study after study. But ChIPs is not just about representation, as important as that is. We create a community where our members and their organizations can learn, connect and thrive.



Dorian Daley was named ChIPs Board Chair in 2025.



Katherine Minarik, our Immediate Past Board Chair, has served in the position for four years.

ChIPs creates a community where our members and their organizations can learn, connect and thrive.

We celebrate ChIPs 20th anniversary with great pride in what our community has accomplished during the past two decades and an even stronger commitment to our mission. ChIPs is poised for a new era of impact for its current and future members and their organizations. We invite you to join us on the exciting journey ahead.

Dorian Daley
Board Chair

Katherine Minarik
Immediate Past Board Chair

20 Years of ChIPs

2005

ChIPs Founded

Julie Mar-Spinola, Mallun Yen, Michelle Lee, Noreen Krall, Emily Ward, Mona Sabet, and Anirima Gupta found ChIPs as a space for women in leadership positions in IP to support and advance one another.



2011

ChIPs Hosts First Global Summit

Our Founders launched the Global Summit in 2011 as a conference for women in IP to connect, network, and learn. 200 women joined us in 2011; today, we have nearly 800 attendees.

2013

Hall of Fame

In 2013, ChIPs establishes the Hall of Fame to honor leaders and inspire the next generation. Our first award was given to trailblazer Honorable Pauline Newman.



2014

Mock Program Begins

In 2014, ChIPs developed the Mock Pitch program to create an opportunity for associates and junior partners to gain real-life experience pitching to clients, a necessary skill to elevate their careers and increase pay equity.

2015

Ginsburgs Inducted to ChIPs Hall of Fame

Supreme Court Justice and trailblazer Honorable Ruth Bader Ginsburg was inducted into the ChIPs Hall of Fame along with her daughter, Jane C. Ginsburg.



2015

Michelle Lee Confirmed as Undersecretary of Commerce

ChIPs founder Michelle Lee was the first woman to serve as Undersecretary of Commerce for IP. She also served as the Director of the USPTO in conjunction with her undersecretary work.

2017

ChIPs Honor Roll

ChIPs Honor Roll is a joint initiative between ChIPs and Diversity Lab. Honorees are based on findings from Diversity Lab's Inclusion Blueprint, which provides diversity benchmarks of historically underrepresented groups in law firm leadership.



2018

ChIPs Hosts NextGen Summit

ChIPs hosted its inaugural NextGen Summit in Washington, D.C. More than 230 early-career professionals attended the daylong event.

2018

ChIPs Launches Scholarship

The ChIPs scholarship program was created in 2018 with a generous contribution from Morrison & Foerster to honor Rachel Krevans, a renowned intellectual property litigator from the firm.



2022

General Counsel Boot Camp

In 2022, ChIPs launches a transformative 12-month program for women in-house attorneys aspiring to become general counsel.

2022

Kathi Vidal Confirmed as USPTO Director

Founding member of ChIPs Kathi Vidal became the second woman to lead the USPTO and serve as Undersecretary of Commerce for IP.



2023

ChIPs USPTO MOU

ChIPs and the USPTO signed a memorandum of understanding agreeing to work together to advance women inventors and innovators.

2024

Ketanji Brown Jackson Speaks with ChIPs

ChIPs hosts Supreme Court Justice Honorable Ketanji Brown Jackson to speak on her life and career at the 2024 Global Summit.





7,000+

Members

Chapters Expand Our Horizons

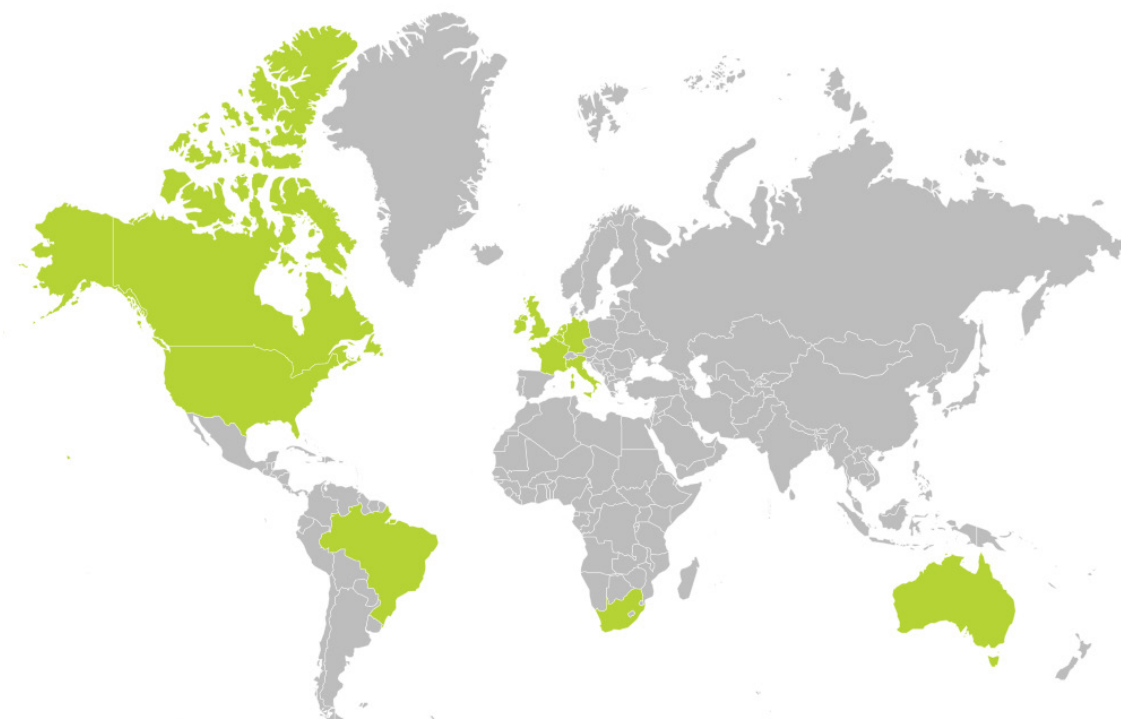
From Adelaide to Amsterdam, Silicon Valley to Washington, D.C., the impact of ChIPs has been driven by the growth of ChIPs chapters.

ChIPs regional chapters are a laboratory for new ideas and proving ground for our volunteer leaders. In 2024 these regional chapters held 67 events online and in-person. These included networking get-togethers and in-depth learning sessions on topics like artificial intelligence, ethics in advertising and accounting for attorneys.

Notable events included ChIPs fourth annual European Summit in Milan; a panel of federal judges from the Southern District of New York discussing AI and the law; ChIPs South Africa examining technology and data; ChIPs Orange County looking at resilience and leadership; and ChIPs Brazil exploring the generation gap in IP law.

ChIPs chapters focus on career development and professional networking, increasing ChIPs impact by helping our thousands of ChIPs members advance in their careers and hundreds of law firms and corporations develop their talent.

ChIPs Chapters Span Five Continents



ChIPs Chapters Span the Globe

28

ChIPs chapters across five continents

12
Countries

67
Chapter
Events

5
Continents

3,000
Attendees

558
Student
Members

Worldwide Reach

UNITED STATES

Atlanta
Boston
Carolinas
Chicago
Colorado
Florida
Indianapolis
Los Angeles
New York
Orange County
Pacific Northwest
Philadelphia
San Diego
Silicon Valley
Texas
Twin Cities
Washington, D.C.

INTERNATIONAL

Australia and New Zealand
Brazil
Eastern Canada
France
Germany
Ireland
Italy
Netherlands
South Africa
Toronto
United Kingdom

SPECIAL INTEREST COMMUNITIES

Government
Innovation
Law Students
NextGen
Social Justice

Chapter Events

As the tech and legal spheres continue to evolve rapidly, our chapters across the globe have been our boots on the ground to respond and help members understand what recent developments mean for them. Between events focused on using AI in the legal profession, disability rights in the workplace, juror

perception and selection, and more, our chapter members show up to learn and grow as legal professionals. With a growing presence across the globe, our reach has never been greater and our community has never been stronger.

Australia/New Zealand



In a Barbie World: The Power of IP Licensing

The Australia/New Zealand chapter hosted an event in March 2024 focused on the IP behind the *Barbie* movie.

Chicago



Summer Happy Hour in Chicago

The Chicago chapter hosted a summer happy hour in July 2024 to plan out the next year in events, reconnect, and enjoy the summer sun in the city.

United Kingdom



Confidence in Charting Your Path

The London chapter hosted a panel on enabling other women to success and how to overcome career challenges.

Meet Our Members



Natalie Alfaro Gonzales (right) serves as a co-chair on the ChIPs Global Summit Committee

Natalie Alfaro Gonzales

“My ChIPs experiences have been a driving force in helping me grow my network and build the confidence I need to thrive in my career. The women of ChIPs have taught me a great deal about leadership, resilience and authenticity — traits I’ve found essential to finding my own success.”

Natalie Alfaro Gonzales

Partner, Yetter Coleman

Chapter Leader, ChIPs Texas

Member since 2015

Madelle Kangha

“My involvement with ChIPs has reinforced the importance of innovation, especially during times of change and disruption. It has taught me to consistently challenge the status quo and create novel solutions. I’ve developed greater confidence in taking on leadership roles in team projects, recognizing these as opportunities for future growth as a leader.”

Madelle Kangha

Contracts Manager, Amazon

Member since 2024



Madelle Kangha (left) at the 2024 ChIPs NextGen Summit



Robin Sannes serves as a ChIPs Leader in the Twin Cities Chapter

Robin Sannes

"I have not personally faced a challenge in my career during my membership with ChIPs, but some of our members have, and they have found it helpful to discuss possible options and solutions with other members. Or sometimes it is just good to have a safe place to vent. This is where informal events, such as lunches and walks, can be beneficial. We have a very trustworthy group and we are very supportive of one another."

Robin Sannes

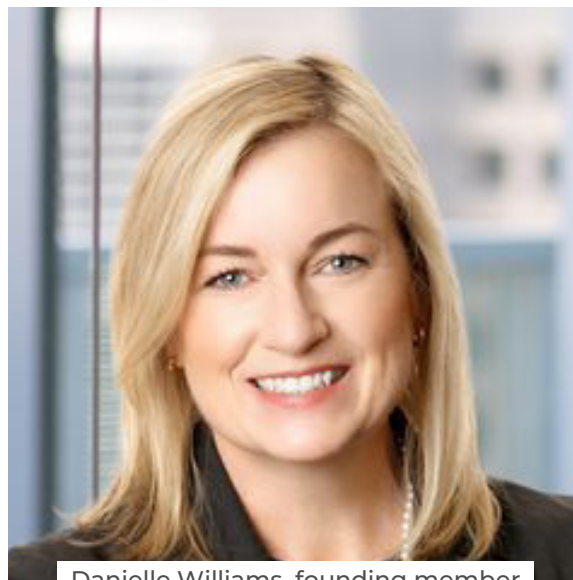
Partner, Dicke, Billig & Czaja
Chapter Leader, ChIPs Twin Cities
Member since 2015

Danielle Williams

"Participating in ChIPs, I learned if you are enthusiastic about an idea and confident enough to share it, you can move that idea forward. Being an active member of ChIPs, I've learned to be a better leader. I am aware of the importance of making sure everyone on your team understands their value — to pay attention and remind people why they're great."

Danielle Williams

Managing Partner, Winston & Strawn
Co-Chair, ChIPs Charlotte
Member since 2011



Danielle Williams, founding member and co-chair of ChIPs Charlotte

Serving the Next Generation



Google team connects at the 2024 NextGen Summit

ChIPs has focused on the next generation of women leaders since our founding 20 years ago. Our resolve to “pay it forward” was — and remains — the cornerstone of ChIPs.

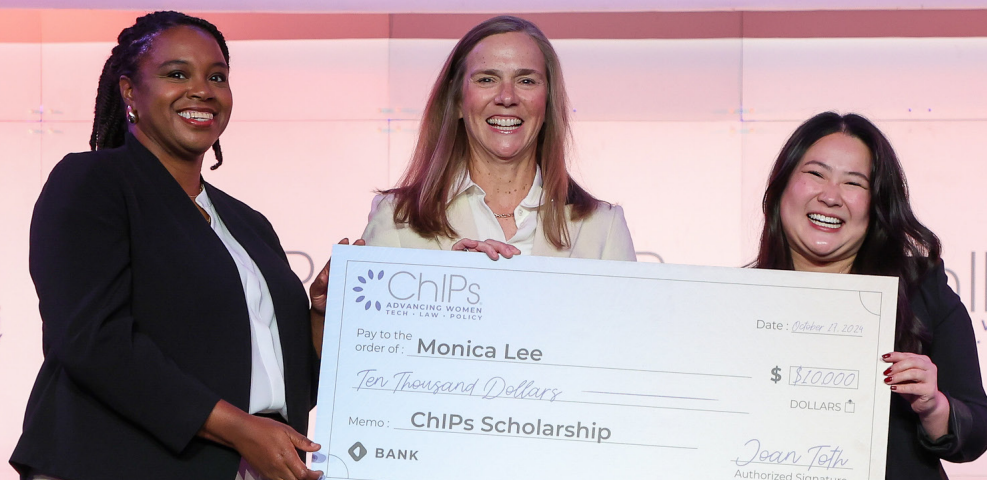
Next-generation women have always been integral to ChIPs, and this priority accelerated when ChIPs launched its NextGen Summit 2018 in Washington, D.C.

Fast forward to last year’s NextGen event, held at the Oracle Conference Center in Redwood City, California. The intensive one-day conference featured career paths to rise up and panel discussions on hot topics like AI, venture capital and ESG practices.

ChIPs NextGen is more than a one-day event. It is a dynamic community that’s open all year long, connecting hundreds of members online and in our regional communities around the world.

ChIPs rising stars serve on our committees, contributing their ideas, leadership and passion. They serve as leaders in our 28 chapters worldwide. They are the future of ChIPs, our industry and of innovation.

ChIPs Scholarship



Monica Lee (right) accepts her scholarship at the 2024 ChIPs Global Summit with Board Members Karen Robinson (left) and Stephanie Burns (center).

ChIPs continued its tradition of paying it forward by awarding scholarships to two female law school students: Monica Lee of the George Washington University Law School and Bertha Romero Madrigal of the UCLA School of Law.

ChIPs scholarship program was created in 2018 with a generous contribution from Morrison Foerster to honor Rachel Krevans, a renowned intellectual property litigator from the firm. The program was expanded in 2022 thanks to a generous donation from ChIPs co-founder Noreen Krall.

“These women will be a driving force in shaping IP law, and will expand the diversity of our profession, which is why I have made personal donations to the ChIPs scholarship program,” Krall said.

Lee, a student at the GW Center for Law and Technology said, “I am incredibly grateful to receive the ChIPs Scholarship.

As a first-generation law student, this scholarship will not only assist me financially, it will also provide me with the invaluable opportunity to learn from some of the brightest IP professionals in the world.”

Madrigal said she was “extremely honored and thrilled to be recognized by ChIPs, an organization full of inspiring women in IP who are playing an important role in bringing more women into the field, supporting each other in IP and having their presence felt, heard and seen.”

ChIPs Global Summit



ChIPs 13th Global Summit drew nearly 800 members to Washington, D.C.

ChIPs Global Summit has attracted the IP, law and tech profession's best and brightest women for 14 years. Nearly 200 women attended ChIPs first Global Summit in 2011 — nearly 800 women attended ChIPs Global Summit 2024 in Washington, D.C.

Corporate officers, policymakers, subject-matter experts and top judges and attorneys take to our stage each year.

ChIPs Global Summit 2024 featured Supreme Court Justice Ketanji Brown Jackson, legendary Silicon Valley tech reporter Kara Swisher, plus panels on emerging trends in IP, AI in the legal sphere, fostering partnership and innovation in foreign markets, and more.

Last year more than 39% of our attendees worked at law firms and 48% worked at corporations and in government,

academia and other sectors. More than one-third were women of color and 45% were newcomers to the Global Summit.

ChIPs Global Summit is special. To quote our attendees: "I learned new information, heard new ideas and made new connections." "ChIPs focus on IP and advancing technology is so refreshing!" "Connected with longtime friends and made new ones." "Justice Jackson was incredibly inspiring." "The best networking opportunities at any conference anywhere." "It would be hard to find a more motivating and competent group of people." "Inspirational."

ChIPs Global Summit is a unique mix of information and inspiration, the place where women, technology and the law meet.

Inclusion Drives Innovation



Cisco delegation at 2024 ChIPs Global Summit.

For the past 20 years, ChIPs has offered career development for individuals and business development for organizations. ChIPs today is one of the leading organizations in tech, law and IP policy, helping firms drive innovation and advancing women leaders through learning, events, networking and mentorship.

We help firms' business development by supporting team performance, improving client relations, attracting new talent, fostering professional networking and building firm reputation.

According to the World Economic Forum, companies that cultivate inclusive cultures can see an increase in innovation of 20% — and a similar increase in revenue. “The infusion of diverse cultural backgrounds, education and unique life experiences brings about fresh ideas,” says Forbes. “Only then can teams look at a situation through a new, broader lens.”

Law firms, tech companies and service

providers gain new perspectives — and make new connections — through ChIPs: They send their emerging leaders and senior managers to ChIPs career development programs; attend and sponsor ChIPs global events; and network with future clients and employees at ChIPs regional seminars and get-togethers. They can even meet ChIPs members through our Talent Connector recruiting service and ChIPs free job board.

Another opportunity to advance innovation is ChIPs Accelerators, live and recorded branded webinars featuring the sponsor's leaders and content. More than 1,000 members watched ChIPs Accelerators live or recorded on our YouTube channel, or both.

Accelerators events have been hosted by some of the world's leading law firms and legal services companies including Barnes & Thornburg, Morgan Lewis, Ropes & Gray, Morrison Foerster, UnitedLex, Venable and Winston & Strawn.

Advancing Careers, Changing Lives



ChIPs General Counsel Bootcamp meets at Reed Smith for an in-person intensive session in February 2024.

ChIPs content, events and development programs have engaged thousands of women in the past 20 years, transforming careers, changing lives, elevating organizations and enriching the tech, IP and legal communities.

ChIPs career development initiatives go beyond its signature ChIPs Global Summit and ChIPs NextGen Summit:

ChIPs Learning & Leading webinar series explored World IP Day in March, AAPI Awareness Month in May and National Disability Employment Awareness Month in October. Other ChIPs HQ webinars included “Outstanding Male Allies Advancing Women” and “Mastering Social Selling: Optimizing Your Digital Presence.”

ChIPs General Counsel Boot Camp, a transformative 12-month program for in-house attorneys one to two years away from a general counsel role — graduated its second cohort and welcomed a third cohort in October.

In May, ChIPs Mock Program (Oral Arguments) in May gave emerging advocates from across the country a chance to practice their skills by presenting an IP case and getting feedback from seasoned judges and attorneys. Career and professional development are ChIPs top priority — and the foundation of everything we do.

ChIPs Hall of Fame



Secretary of Commerce Gina Raimondo (center) and Undersecretary of Commerce for IP and Director of the USPTO Kathi Vidal (right) interviewed by Nina Sellers (left).

Few women have done so much so quickly to advance women in innovation as Gina Raimondo and Kathi Vidal. Last year, ChIPs inducted former U.S. Commerce Secretary Gina Raimondo and former Undersecretary of Commerce and USPTO Director Kathi Vidal into its prestigious Hall of Fame.

They join 13 women previously honored, including legendary litigator Rachel Krevans (2014), Supreme Court Justice Ruth Bader Ginsburg (2015), the Hon. Michelle K. Lee (2017), U.S. Senator Mazie Hirono (2018) and legal journalist Nina Totenberg (2021).

“This decision was natural as both Secretary Raimondo and Director Vidal have worked so closely and so diligently to advance the goal of inclusion in innovation, including gender diversity,” said ChIPs Executive Director Joan Toth. “Both leaders have advanced a lens for inclusion in innovation that proves diversity positively impacts business.”

Raimondo said, “I am honored to join the innovators, jurists and policymakers who have received this recognition from ChIPs.”

Vidal said “there are gender gaps throughout the IP system — if women had equal representation in the patent system, we would be talking about increasing our economy by upwards of \$1 trillion.”

ChIPs Honor Roll



ChIPs recognized six leading law firms for excellence in inclusion at the 2024 Global Summit.

ChIPs Honor Roll is produced every other year by ChIPs and Diversity Lab. It is based on Diversity Lab's unique Inclusion Blueprint outcomes, which scores top law firms on demographics tracking, diversity representation, ongoing inclusion practices at the firm, and ongoing inclusion practices within the IP practice groups.

ChIPs named six leading law firms to its Honor Roll for 2024: Davis Graham & Stubbs, Nixon Peabody, Orrick, Sheppard Mullin, and Willkie Farr & Gallagher were recognized for excellence in gender inclusion. Morgan Lewis was recognized for excellence in inclusion for all.

This is the seventh presentation of ChIPs Honor Roll, "a unique diagnostic tool that allows firms to track and measure inclusion practices at both the leadership and practice group levels," according to Diversity Lab.

"We are heartened and impressed by the achievements of these firms," said Joan Toth, ChIPs executive director. "Their progress shows what can be done."

The six firms recognized for gender inclusion scored the highest in the gender categories on both the firmwide assessment and ChIPs IP practice assessment among nearly 250 firms.

Morgan, Lewis & Bockius was the sole recipient of ChIPs Honor Roll award for inclusion for all. The firm exceeded the high threshold score set for both the firmwide assessment and IP practice assessment.

The Companies We Keep

ChIPs programs and initiatives are made possible with the support of our sponsors. These law firms, corporations and service providers advance the ChIPs mission, develop their employees, and raise their profile as trusted business partners and great places to work.

ChIPs Global Summit Sponsors

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Dorian Daley

Board Member, Panetta Institute
for Public Policy
Former General Counsel
Oracle

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ChIPs Content Committee

ChIPs Nominating and Governance Committee

Immediate Past Board Chair

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Chief Legal Officer

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ChIPs Nominating and Governance Committee

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ChIPs Scholarship Committee

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Adobe

ChIPs Scholarship Committee

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SVP and Deputy General Counsel

IP and Technology

Cisco

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ChIPs Content Committee



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Director of Learning, Content and DEI





Thank You

Thousands of people have built ChIPs over the past 20 years: our founders and Board members, our chapter leaders and committee members, our members and volunteers, our attendees and sponsors.

ChIPs 20th year started with the election of Dorian Daley as our new Board Chair. Many of you know Dorian from her storied career as General Counsel of Oracle and her active engagement in ChIPs. She is the driving force behind ChIPs General Counsel Boot Camp and has been a strong advocate for programming that helps advance and connect women at all levels. Dorian is a powerhouse leader, and we are thrilled to have her leading our Board.

Dorian succeeds Katherine Minarik of Uniswap Labs, who served as ChIPs Board Chair for four eventful years. Katherine led the expansion of our Mock programs and NextGen Summit; helped support new chapters in Australia/New Zealand, South Africa and South America; and expanded and reorganized ChIPs staff. Katherine is a catalyst for leveraging inclusion to drive innovation, and we are delighted that she will continue to serve on our

Board. ChIPs would not exist without people like Katherine, Dorian — and you.

Your eagerness to learn and connect, your support of our shared mission and your engagement at our events are the reasons ChIPs continues to thrive.

There is not enough room in this report to individually recognize everyone who has contributed to our success over the past 20 years. But we want to thank you and more than 7,000 ChIPs members for giving us so much to celebrate — and so much to look forward to.

Warm regards,

A handwritten signature in blue ink that reads 'Joan Toth'.

Joan Toth
Executive Director
ChIPs Network





*We're here to **connect,**
celebrate, and **commit.***

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chipsnetwork.org

