

The Patent Lawyer

GLOBAL REACH, LOCAL KNOWLEDGE

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Welcome to Hangzhou!



Celebrating AIPPI World Congress 2024 with our special bumper edition!



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impact study**

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Women in IP Leadership

Celebrating achievements and continuing
the empowerment of women



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We give special thanks to Clarivate for their dedication and support in continuing
the empowerment of women in IP by facilitating this opportunity.

This segment is dedicated to women working in the IP industry, providing a platform to share real accounts from rising women around the globe. In these interviews we will be discussing experiences, celebrating milestones and achievements, and putting forward ideas for advancing equality and diversity.

By providing a platform to share personal experiences we aim to continue the empowerment of women in the world of IP.

This segment is sponsored by Clarivate, who, like *The Patent Lawyer*, are passionate to continue the empowerment of women. Clarivate's sponsorship enables us to remove the boundaries and offer this opportunity to all women in the sector. We give special thanks to Clarivate for supporting this project and creating the opportunity for women to share their experiences, allowing us to learn from each other, to take inspiration, and for continuing the liberation of women in IP.



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At Clarivate, we connect you to intelligence you can trust to ensure an IP-empowered tomorrow. We know that bringing people together from different cultures and backgrounds, with different life experiences and perspectives, is a key driver of innovation. This is an opportunity to celebrate all talented women around the world of IP and acknowledge their work which has changed the industry to date and look forward to what they and many more women in IP will do for tomorrow.



Gordon Samson, President, IP, Clarivate

If you would like the opportunity to share your experiences with *Women in IP Leadership*, would like to nominate an individual to be involved, or would like to learn more about sponsorship, please contact our Editor.

Kisha Iles: Senior Manager of IP Information Management, Johnson & Johnson

An interview: inspirations, experiences, and ideas for equality.

Kisha Iles is a Senior Manager of IP Information Management (IPIM) within the Global Legal Organization at Johnson & Johnson (J&J). She oversees the daily operations of the IPIM team and manages the company's IP systems. Kisha and her incredible team are responsible for overseeing J&J's IP estate, encompassing 100K patents and 90K trademarks, respectively.

After earning her B.A. in Political Science from Farleigh Dickinson University, Kisha earned a Paralegal Certificate and became a Certified Legal Assistant (National Association of Legal Assistants).

As a proactive and inclusive manager, Kisha has earned several leadership awards while at Johnson & Johnson.

What inspired your career?

I have always possessed an interest in the legal field. Early on in my career I held a paralegal role in a law firm assisting with contract review. I was offered the opportunity to fill in for an IP Paralegal who would be away on medical leave. Working with different brands and being immersed in the process of helping inventors and companies protect ideas and innovation fascinated me from the start. I was hooked. During this time, one of the patent attorneys offered my first training in how an IP database is structured and the importance of carefully managing its contents. This opportunity to expand my knowledge and be a part of the innovation cycle gave me the inspiration to focus my career on Intellectual Property.

How have you found the pathway to your current position? And can you offer advice from your experience?

The pathway to my role was long, with consistent themes: being proactive and anticipating the needs of the teams I work with while not being daunted by taking on more responsibility or bigger projects. Working on big projects allowed me to build and demonstrate my skills. Finding my



“ Seeking feedback is critical. Good feedback enhanced my performance and motivated me along the way. ”

cheerleaders, supporters and mentors was influential in my journey as well. These are the people who recognized my skills, capabilities, and general talent when I was knee-deep in projects and tasks. Additionally, seeking feedback is critical. Good feedback enhanced my performance and motivated me along the way. I feel it is also important to establish and cultivate healthy, professional relationships and rapport with colleagues.

What challenges have you faced? And how have you overcome them?

The biggest challenge I have faced is learning how to balance my family life and career. I realized early that I needed to pursue roles and work with teams in which I could grow in my career, but also be a good mom. I struggle with finding that perfect balance all the time. I am blessed, however, to work at J&J, a company that offers flexible work policies and excellent opportunities in the health and well-being space. I recently took a three-day Energy for Performance course which, allowed me to focus on my passion and purpose here at J&J and in my family life. I left feeling reenergized, and equipped with new tools to help me achieve the balance we all strive for.

What would you consider to be your greatest achievement in your career so far?

In 2022, I had the opportunity to play a key role in establishing the IP department of a J&J spinoff company. This was a huge project, but working with a focused and diligent team, we got the job done and celebrated our success in the end. Succeeding with a dedicated team was honestly one of my greatest achievements to date.

What are your future career aspirations? And how will you work to achieve them?

Mentoring and sharing my knowledge and experience as a manager and IP specialist is at the forefront right now. While working in this

field, I still learn new tidbits daily. On the flip side, I think I have a catalog in my brain that I need to download and share with whoever will listen! IP is a great field, and I hope to inspire others to join the fun.

I would not be where I am today without the great mentors (both women and men) I have had throughout my career. Before she retired, my previous manager taught me so much, and I reflect on her teachings every day. Not only was she my boss, but she was my advocate and an inspiration. My aspiration is to pay this forward and be that unwavering advocate and source of inspiration for others.

What changes would you like to see in the IP industry regarding equality and diversity in the next five years?

Continuing the equality and diversity work taking place in the IP space currently is crucial. It is important that young people, especially women, know that there are opportunities in IP. If you want to become a paralegal, why not specialize in patents or trademarks? If you aspire to be an engineer, why not take that a step further and become a patent attorney?

The legal organization at J&J constantly works to educate students at all levels and of all backgrounds about careers in IP. The IP team hosts student expos annually in which lawyers and paralegals discuss their career journeys. The students are hosted from communities in which J&J has a presence. This is one example of how equality and diversity in the field is encouraged. Additionally, J&J proactively seeks to work with law firms that demonstrate equality and diversity as a priority.

I view J&J as leading in advancing DEI initiatives based on the 2023 DEI Impact Review. J&J has prioritized diversity in clinical trials to promote the creation of medicines that target affected populations. My company also seeks diversity in Tier 1 suppliers with the goal of creating wealth for diverse groups. Amazing outcomes are achievable when equality and diversity are incorporated in all areas of business.

Data and technology should also be leveraged to steer the industry towards a more dynamic and inclusive future state.

How do you think the empowerment of women can be continued and expanded in the IP sector?

When I began my career at J&J, many women showed me how to navigate corporate culture and shared the great resources at J&J. Those same women also supported me on a personal level, going with me to the onsite gym and providing me with a safe space to share and seek guidance. These women got me through

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tough days at work.

I know that women are empowered when we see other women accomplish remarkable things and be celebrated for it. Most women I know are leaders, but many may not be targeted for leadership development and opportunities. Women, like me, enjoy collaborating with others in the industry. As an industry, we should encourage more opportunities to share best practices and resources in the empowerment space.



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Xiyin Tang: Professor of Law, UCLA

An interview: inspirations, experiences, and ideas for equality.

Xiyin Tang is a Professor of Law at UCLA. Her scholarly work has been published in the Yale Law Journal, the Columbia Law Review, and the Michigan Law Review, among others. Prior to entering academia, Xiyin served as a Lead Counsel for Meta, where she was part of the team that integrated music into Meta's entire family of apps, including Instagram, Facebook, and WhatsApp. Before Meta, Xiyin was an IP associate at several large law firms, including Skadden Arps and Mayer Brown, where she represented technology companies such as Spotify in high-stakes royalty disputes. Xiyin is a graduate of Columbia University and Yale Law School, and was named to the 2017 Forbes 30 Under 30 list.

What inspired your career?

I've wanted to be an IP attorney since I was in high school. I grew up in the age of Napster, where everyone I knew was either downloading music or being sued for downloading music. I became interested in the laws that governed content creation on the Internet, and saw firsthand how those laws were coming under stress in the new digital age. I wanted to be at the forefront of that change on the ground, helping to shape the development of those laws in real-time.

How have you found the pathway to your current position? And can you offer advice from your experience?

Because the conventional wisdom in academia is that anyone with more than a few years of practice experience can't plausibly land a tenure-track position at a good law school, I wouldn't have even thought of pursuing a career in academia until an email landed in my inbox almost as if by magic, from someone on the search committee at a top 10 law school, asking if I might be interested in pursuing an academic career. This was all based on a Note I wrote in law school! And I was lucky to have a number of strong sponsors – and I call them sponsors rather than mentors because sponsors are vocal about advocating for you – from my time in law school,



who, when I called them up telling them I was thinking of pursuing a career in academia at this late juncture in my career, just asked who they can call on my behalf and what they can do to help. So, you never know, and the conventional wisdom can be wrong. Don't ever count yourself out, and there's no such thing as "too late."

What challenges have you faced? And how have you overcome them?

The first few years in private practice were some of the toughest I've ever faced (and this is saying a lot, for someone who left China at the age of six with a stuffed animal and not much else). Looking back on them now, you can see that people pass down negative energy to those they believe are in inferior positions of power, creating the perfect conditions for a toxic work environment. It took a lot of years of deep introspection (and, frankly, lots of therapy and yoga) to overcome it, but the time you make for yourself amidst all the noise is the most important.

What would you consider to be your greatest achievement in your career so far?

Finding time to give birth to two beautiful girls, one right before, and one shortly after, relocating from New York to Los Angeles to start my academic career.

What are your future career aspirations? And how will you work to achieve them?

Everything in this life is about giving back to the community, and I feel lucky to be in a career where I can give back in the same way that my mentors had so generously done for me. In the grand scheme of things, I haven't been teaching students for that long (I spent several years as an adjunct at Yale, and now almost five years at UCLA), but it's my hope that I can build a community of people who can help one another, who can help grow each other's careers, and who all feel like they can call upon me – and each other – in times of need. And if I can just write one article or book that helps them do that in some way, whether professionally or personally, that would make me very, very happy.

What changes would you like to see in the IP industry regarding equality and diversity in the next five years?

In recent years, more and more empirical studies have shown that the number of female and non-white inventors named on US patent applications is dismally low. I would love to see more representation in innovation, inventorship, and at the patent office, and I think calling out the problem is the first step towards greater equality in innovation.



I hope more parents encourage their daughters to pursue a career in STEM and get them learning about math and science from an early age.



How do you think the empowerment of women can be continued and expanded in the IP sector?

Interest and representation in the sciences start young! I hope more parents encourage their daughters to pursue a career in STEM and get them learning about math and science from an early age.



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