

**Intellectual Property—Driver of Innovation: Making Our Lives  
Healthier, Safer, and More Product**

**Questions for the Record Submitted May 2, 2017**

**Questions from Senator Hirono**

**For All Witnesses:**

1. Last year, a report the Institute for Women’s Policy Research (IWPR) that found that at the current rate of progress, women inventors will not reach parity in patenting until 2092. Only 18.8 of all patents had at least one women inventor in 2010. In addition, where women are the primary inventor, their patents are concentrated in areas such as travel goods, personal belongings, jewelry, and apparel. What is your company doing to encourage more innovation by women?

Our commitment to diversity comes from our conviction that reaching a critical mass of women and underrepresented minorities in our workforce brings ample benefits. Because innovation is an integral part of our business, we encourage our employees to continuously ideate and create innovative solutions to solve the company’s most complex technical challenges. Through leadership assessments, career development workshops, and internal hiring events, we offer our employees several tools and opportunities to excel and advance such as the internal Principal Engineers Forum designed to support women working on their technical acumen and skills. This highly technical conference gives attendees “stretch assignments”, offers peer coaching, and an opportunity for women to present their work to a highly technical audience. We also recognize the importance of supporting and embracing an inclusive environment so the mentoring and sponsorship support for our technical female employees is often supported by senior technical males.

2. In an article in the April 2017 issue of the Atlantic, entitled “Why is Silicon Valley So Awful to Women?”, the author cites a report from the Center for Talent Innovation which found that when women drop out of tech, it is not typically for family reasons or because they dislike the work. Rather, they drop out for reasons such as feeling stalled in their career or undermining behavior from managers. What best practices do you use at your company to encourage women to remain at your company and support them in pursuing patents for the work they are doing?

Hiring of diverse talent is important but retention is equally important. Connecting employees through various forums, groups, training, and events has been a longstanding hallmark of Intel’s workplace culture. Through our award winning employee resource groups, leadership councils, mentor circles, and formal sponsorship programs, our employees are given tools to navigate Intel, so they are more quickly and successfully able to build and foster connections and community. Intel has also established a “Warm Line” which offers a direct connection for assistance, guidance, and coaching to help remove barriers and solve problems. Lastly, advancing our employees’ careers is important. Intel’s size, geographic breadth, and variety of businesses provide the potential for limitless career growth and personal development. Through leadership assessments, career development workshops, and internal hiring events, we offer our employees several tools and opportunities to excel and advance. And we continuously evaluate support systems to ensure that our population can grow and thrive in this fast paced environment.

**For Ms. Eron**

1. In an article in the April 2017 issue of the Atlantic, entitled “Why is Silicon Valley So Awful to Women?” Intel was mentioned as one of the companies successfully innovating around gender. In particular, the article mentioned the use of hiring goals, such as a goal in 2015 that 40% of new hires be female or from under-represented minorities, with company bonuses tied to meeting diversity hiring goals. The article notes that since then, Intel has met or exceeded those goals. Have you found this increase in hiring has resulting in more female or under-represented minority employees contributing to IP at Intel?

Intel believes that diverse teams, thinking, and leadership styles create more opportunities for innovation, creativity, and strategic thinking. Diversity and inclusion invites different perspectives, experiences, and ideas to our company and to the many innovative solutions we deliver to markets around the world. Diversity and inclusion are among the most important forces driving Intel’s evolution and reinvention. We have found that a diverse and inclusive workforce brings ample benefits to Intel, including helping us innovate and create solutions to our company’s technical challenges. Our diversity and inclusion goals will continue to help drive innovation at Intel while also improving opportunities for our female and under-represented minority employees and the tech industry generally.