



Benefits/Feature: Our Culture and Yours

Diversity isn't just something we celebrate on special occasions at the USPTO. It's an active, living part of our organization. The culture here is steeped with an inclusive spirit, aided by several initiatives to promote diversity. Equal opportunity employment is promoted through our Special Emphasis Programs (SEPs), which include affinity groups for veterans, individuals with disabilities, women, Hispanic employees and more. You can participate in these groups to network, educate and sponsor hiring initiatives throughout PTO.

We have partnerships with civil rights-oriented organizations to further our diverse hiring initiatives and an inclusive environment here on campus. We're constantly working to identify and address employment barriers, and ensure equal employment opportunity in hiring, retention and career development for every PTO employee. We also host several recruitment-oriented outreach activities throughout the year, courtesy of our Office of Civil Rights (OCR). Seminars, conferences, an annual Community Day and more bring together thousands of employees to honor the rich diversity that makes up USPTO.

As you begin your career here, you can look forward to an environment that welcomes and values opinions, backgrounds and ideas no matter where they come from.

Living & Working in D.C.: Culinary Landscapes of D.C.

Washington area residents are incredibly lucky to have such a wide array of restaurants available to them. From high end celebrity chefs to cheap eats and local landmarks, dining in D.C. is a pleasure that's often overlooked on the landscape of great American culinary cities.

▶ FROM PTO

Celebrating Constitution & Citizenship Day

September 17 was an exciting day for the USPTO. On that day in 1787, the U.S. Constitution was signed and became the defining document of our country. As federal employees, it's our responsibility to save this date to learn about our nation's constitution. That document is at the heart of what we do, because it specifically promotes protection for inventors. Delegate James Madison proposed Article 1, Section 8, Clause 8, which grants Congress the power to "promote the progress of science and useful arts, by securing for limited times to authors and inventors the exclusive right to their respective writings and discoveries." The marketability of intellectual property and the growth of the American corporation would be impossible without our nation's founding document.

In addition to learning about the history of our nation and the document that makes our work and mission possible, we also take this opportunity to celebrate citizenship. The 39 delegates who signed the Constitution in Philadelphia came from all walks of life – they were lawyers, farmers, teachers, doctors, soldiers, preachers and business owners. They worked together for months to set forth principles that have guided the U.S. for more than two centuries. A diverse population is intrinsic to the success of

As you probably know, the D.C. region boasts the most delicious crabs you'll find anywhere (at least, in our opinion). Famed Maryland blue crabs are a regional delight. Roll up your sleeves and hone your crab picking skills at any number of indoor or dockside crab restaurants in the area – from Cantler's Riverside Inn in Annapolis, MD, to Captain White's Seafood City on the wharf in D.C., to Captain Pell's in Fairfax, VA or anywhere in between, you'll have a great time and enjoy a true local treat.

Listing high end dining options around the city and surrounding areas would be too onerous a task. But we are home to several Food Network favorites – including previous Iron Chef contestants Morou Ouattara (of Alexandria, VA's Farrah Olivia) and Jose Andres (of Zatinya, Café Atlantico, Jaleo, Oyamel, and minibar) and Cake Love and Love Café founder Warren Brown. Restaurant entrepreneurs and stars have turned the city into an absolute dining destination, including groups such as Passion Food Hospitality who own DC Coast, TenPenh, Ceiba and Acadiana, all in Northwest Washington D.C. Though many of these places can be quite pricey, most high end restaurants participate in the twice annual Restaurant Week that offers prix fix menus for a low cost in order to allow people across the city to taste the fine cuisine in their own neighborhoods.

No discussion of local dining would be complete without mentioning a food unique and native to Washington, D.C.: the half-smoke hot dog. Larger and spicier than the average dog and usually made with a combination of beef and pork, it's cut in half, smoked or grilled, and served on a bun – usually with chili. They're offered throughout the region but to taste a true half-smoke, pay a visit to Arlington's Beenie Weenie or Washington, D.C.'s Ben's Chili Bowl.

This only brushes the surface of what's available to hungry patrons of the D.C. area. To keep up with the latest news in the culinary world, take a look at some of the area's top food blogs, such as:

- Don Rockwell, <http://www.donrockwell.com>
- DC Food Blog, <http://dcfoodblog.blogspot.com>
- Metrocurean, <http://amandamc.blogspot.com>
- D.C. Foodies, <http://www.dcfodies.com>
- The Washington Post's Food & Dining section, <http://www.washingtonpost.com/wp-dyn/content/artsandliving/foodanddining/index.html>
- Endless Simmer, <http://www.endless simmer.com>

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invention and creativity. Welcoming new people and cultures as citizens of the United States allows a constant flow of different perspectives, ideas, thoughts and approaches.

On your first day of employment at the USPTO, you'll accept a commitment to uphold the constitution. The work you'll do every day will support that promise – celebrating invention and diversity. Each year in September, Constitution & Citizenship Day gives us a special occasion to revisit and celebrate the factors that define our organization.

FAST FACTS

Hispanic/American Month

September 15 marks the beginning of Hispanic/American Heritage Month. Like every group that makes up the fabric of our nation, Hispanic Americans hold patents on some of our most important inventions.

- **Luis Alvarez's** radio distance and direction indicator enabled radar systems during World War II to locate and land aircraft. He also contributed to a major change in our approach to nuclear theories with his contributions to the hydrogen bubble chamber, which was used to detect subatomic particles. Alvarez won the Nobel Prize in Physics in 1968 and a decade later was inducted into the National Inventor's Hall of Fame.
- Mexican native **Victor Ochoa** received several patents during his American residency that improved upon things we already depended on in the late 1800s, including two for adjustable wrenches, others for the rail magnetic brake for street cars, the reversible motor and an improvement for the windmill.
- The first Hispanic female astronaut, **Ellen Ochoa**, was also an inventor, patenting

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several developments in the field of optical information processing.

In addition, several Hispanic brands and names are trademarked, such as merchandise for the late Tejano singer Selena, the term MSM/Miami Sound Machine, Goya's name famed for their Latin American food products, and Mexican beers Corona and Tecate.
