



IP INCLUSIVE
Senior Leaders' Pledge



Chris Benson, Group Head



I commit to	I will demonstrate
<p>Providing visible and proactive leadership to improve D&I in my organisation</p>	<ul style="list-style-type: none"> • As a Group Head I will celebrate diversity and difference • I will recognise colleagues for their respective contributions, thereby creating a culture of inclusion • I will challenge poor behaviours by others, at any level • I will use my role to support and promote the firm's D&I initiatives. • I will actively support all initiatives that are created across the firm and lead by example
<p>Taking D&I seriously at the highest level</p>	<ul style="list-style-type: none"> • I will set an example by educating myself and others on equity and inclusion • I will be respectful of others in every interaction, by respecting their skills and recognising their contribution across the firm
<p>Embedding and valuing D&I throughout the organisational culture</p>	<ul style="list-style-type: none"> • I will aim to embed equity and D&I throughout the team, exhibiting this in my interactions and communications • Living the culture of inclusivity, equity and diversity with no option for non-compliance
<p>Building trust and safe spaces throughout the organisation</p>	<ul style="list-style-type: none"> • I commit to being an ally to my colleagues • I wish to create a safe space for the team to interact with me • To being an active listener and acting with support where appropriate • Being seen to challenge, if necessary, to support my colleagues

<p>Educating myself and my colleagues about D&I issues</p>	<ul style="list-style-type: none"> • I will participate in firm led education around diversity and inclusion • I shall encourage and engage in team discussions post-learning and committing to appropriate change as a result • I will take time out for self-reflection and ask others, at all levels, for feedback
<p>Sharing my privileges</p>	<ul style="list-style-type: none"> • Whenever possible I will create openings annually for work experience across the team • Looking at the options for internships across the team • I will continue to reach out to colleges and schools to inspire the next generation
<p>Insisting on equity</p>	<ul style="list-style-type: none"> • Pushing back on non-diverse candidate lists for recruitment • Creating equity in promotions
<p>Working closely with HR and/or management colleagues to achieve this</p>	<ul style="list-style-type: none"> • Creating open communication with HR colleagues to fulfil our projects • Listening and interacting with others throughout the firm

Your Name: Chris Benson
Title: Partner & Electronics Group Head
Date: 27.7.2021
Signature:

