



## Estelle Senior, Professional Standards Director



<b>I commit to</b>	<b>I will demonstrate</b>
Providing visible and proactive leadership to improve D&I in my organisation	<ul style="list-style-type: none"><li>• I will fully support HGF's D&amp;I focus group in its work and aims</li><li>• I will consider wording throughout our standard policies and procedures to ensure they are inclusive</li></ul>
Taking D&I seriously at the highest level	<ul style="list-style-type: none"><li>• I will fully support our D&amp;I plan and promote it within my team</li><li>• I will challenge behaviours that don't meet our standards and values</li></ul>
Embedding and valuing D&I throughout the organisational culture	<ul style="list-style-type: none"><li>• I will get involved with external networks in promoting and championing D&amp;I</li><li>• I will speak positively about good behaviours and recognise contributions at all levels</li></ul>
Building trust and safe spaces throughout the organisation	<ul style="list-style-type: none"><li>• I will be an ally and openly demonstrate this</li><li>• I will have an "open door" policy when others need a safe space to talk</li></ul>
Educating myself and my colleagues about D&I issues	<ul style="list-style-type: none"><li>• I will listen to the stories and experiences of others, even when this is uncomfortable</li><li>• I will educate myself and encourage my team to do the same about D&amp;I, ensuring mandatory firm training is completed by myself and my team</li></ul>
Sharing my privileges	<ul style="list-style-type: none"><li>• I will listen without judgement</li><li>• I will learn from the experiences of others in order to accept that it may be different from my own</li></ul>
Insisting on equity	<ul style="list-style-type: none"><li>• I will seek out opportunities to make the IP profession fairer and more inclusive at all levels</li></ul>

	<ul style="list-style-type: none"><li>• I will work with my HR colleagues to ensure recruitment and promotion is transparent and equitable</li></ul>
Working closely with HR and/or management colleagues to achieve this	<ul style="list-style-type: none"><li>• I will work alongside the HGF D&amp;I focus group to help them effect change at a senior level</li><li>• I will support and stand alongside my senior leadership colleagues when they need to challenge negative behaviours</li></ul>

Your Name: Estelle Senior

Title: Professional Standards Director

Date: 20.7.2021

Signature:

