



**IP INCLUSIVE**  
Senior Leaders' Pledge



**Gary Wilson, Board Member and Office Head**

<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>• As a member of the Board and an Office Head, I create a culture of inclusion for all staff</li><li>• During recent recruitment we have actively sought to diversify our team of attorneys</li><li>• I positively engage with all D&amp;I activities in the firm and encourage others to do so</li></ul>
Taking D&I seriously at the highest level	<ul style="list-style-type: none"><li>• As a member of the Board, I actively engage with discussions around D&amp;I activities and ensure that the firm fully engages and rolls out such activities</li><li>• I also ensure that staff at the local level understand and fully appreciate D&amp;I</li></ul>
Embedding and valuing D&I throughout the organisational culture	<ul style="list-style-type: none"><li>• I actively challenge poor behaviours irrespective of whether this makes people feel uncomfortable</li><li>• I also actively seek to ensure that our attorney and staff teams in our local offices in Edinburgh and Glasgow fully appreciate and value the D&amp;I activities in the firm</li></ul>
Building trust and safe spaces throughout the organisation	<ul style="list-style-type: none"><li>• As a local Office Head in the firm, I ensure that all staff are aware of the mental health assistance throughout the firm and have actively ensured that people receive assistance where necessary</li><li>• I have also acted as a confidential mentor for a range of people in the firm</li></ul>
Educating myself and my colleagues about D&I issues	<ul style="list-style-type: none"><li>• I have raised the profile of D&amp;I issues in the staff engagement in Edinburgh and Glasgow</li></ul>

	<ul style="list-style-type: none"> <li>I also seek to educate myself in areas where I have little experience to ensure that I am always acting within the values in our firm</li> </ul>
Sharing my privileges	<ul style="list-style-type: none"> <li>As an Office Head in the firm, I have always actively sought to engage with all staff on D&amp;I issues</li> <li>I have also arranged a range of summer placements in our offices for a range of individuals</li> </ul>
Insisting on equity	<ul style="list-style-type: none"> <li>During recent attorney recruitment I insisted that I receive a broad range of applicants for an attorney position to ensure that we increase the diversity of the team</li> </ul>
Working closely with HR and/or management colleagues to achieve this	<ul style="list-style-type: none"> <li>Once again, during recent recruitment, I discussed with our HR colleagues that I required a more diverse range of CVs to review, to ensure that we reviewed a wide range of candidates which ultimately led to increasing the diversity on our team</li> </ul>

Your Name: Gary Wilson

Title: Board Member and Office Head

Date 20.7.2021

Signature:

*Gary Wilson*