Harry Hutchinson, Board Member

I commit to	I will demonstrate
Providing visible and proactive leadership to improve D&I in my organisation	• Being active in by capacities as Senior Partner and Board member in the equity and benefits of EDI • Being vigilant regarding the extent to which decisions are driven by HGF's values and EDI • Being hands-on personally in urgently addressing EDI short-comings
Taking D&I seriously at the highest level	• Being proactive in ensuring that EDI is a reality on the Board and adopted by the Electronics Team partners
Embedding and valuing D&I throughout the organisational culture	• Being committed to building one another up at all times, and especially around difficult or challenging issues
Building trust and safe spaces throughout the organisation	• Being trustworthy, consistent and reliable in all aspects of HGF business, including EDI
Educating myself and my colleagues about D&I issues	• Being informed of the history, background and context of EDI • Being apprised of HGF's current position • Being vocal in EDI touching all aspects of HGF • Being active in establishing and monitoring progress against EDI metrics
Sharing my privileges	• Being dedicated to counselling and mentoring underprivileged groups to help them realise their full potential • Being a role model for what can be achieved by young people from underprivileged classes and groups • Being visible in initiatives to work with underprivileged groups in schools and colleges

Insisting on equity	• Being accountable for my commitments to EDI • Being vigilant in addressing behaviour counter to HGF's values and EDI
Working closely with HR and/or management colleagues to achieve this	• Being committed to recruiting for diversity across all socio-economic classes, ethnic groups and genders and opposed to recruitment for cultural fit • Being alert to providing internships and employment opportunities to all socio-economic classes, genders and ethnic groups

Your Name: Harry Hutchinson
Title: Board Member
Date: 26.7.2021
Signature: