



IP INCLUSIVE
Senior Leaders' Pledge



Hsu Min Chung, Board Member & Office Head

I commit to	I will demonstrate
Providing visible and proactive leadership to improve D&I in my organisation	<ul style="list-style-type: none"> • Putting my name to internal and external statements about HGF's commitment to D&I • Positively engaging with all D&I activities in a personal capacity • Positively engaging with D&I activities in the wider IP community through national and international IP organisations
Taking D&I seriously at the highest level	<ul style="list-style-type: none"> • Ensuring Board discussions include an D&I perspective • Ensuring D&I is integral to HGF's on-going strategy
Embedding and valuing D&I throughout the organisational culture	<ul style="list-style-type: none"> • Encouraging colleagues at all levels to engage with IP Inclusive's resources and support networks • Actively promoting inclusion • Actively finding ways to reduce the risks of unconscious bias
Building trust and safe spaces throughout the organisation	<ul style="list-style-type: none"> • Not being a bystander to bad behaviour
Educating myself and my colleagues about D&I issues	<ul style="list-style-type: none"> • Educating myself about issues affecting groups I am not a part of • Encouraging others to do the same
Sharing my privileges	<ul style="list-style-type: none"> • Using my Board position to effect positive change
Insisting on equity	<ul style="list-style-type: none"> • Seeking opportunities to remove barriers in recruitment and promotions
Working closely with HR and/or management colleagues to achieve this	<ul style="list-style-type: none"> • Using my Board position to work closely with and add my support to our HR, BD, L&D and other professional colleagues to turn plans into action

	ultimately led to increasing the diversity on our team
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Your Name: Hsu Min Chung

Title: Board Member

Date 27.7.2021

Signature:

