



IP INCLUSIVE
Senior Leaders' Pledge

Sally Whittle, Partner



I commit to	I will demonstrate
Providing visible and proactive leadership to improve D&I in my organisation	<ul style="list-style-type: none">• Supporting the D&I initiatives within the firm as a Partner and Leader of the Patent Formalities team• Challenging behaviours that are not acceptable• Creating a team culture to support D&I throughout the team
Taking D&I seriously at the highest level	<ul style="list-style-type: none">• Ensuring D&I is a topic understood by the whole team• Ensuring that decisions and strategies for delivery and growth have Equity and D&I at their core• Challenging ideas and actions that are not within our D&I strategy
Embedding and valuing D&I throughout the organisational culture	<ul style="list-style-type: none">• Enabling open discussions about this topic during team meetings• Actively promoting activity for the whole team to get involved and take responsibility for change• Supporting the firms EDI focus group
Building trust and safe spaces throughout the organisation	<ul style="list-style-type: none">• Being an active listener• Ensuring the team know that there is a safe space for them to talk and challenge behaviour without judgement• Acting on any issues which I am made aware of
Educating myself and my colleagues about D&I issues	<ul style="list-style-type: none">• Attend internal training• Proactive learning through the firms online training platform• Talking to colleagues about their experiences Being active in establishing and monitoring progress against D&I metrics

Sharing my privileges	<ul style="list-style-type: none">• Taking time to mentor junior colleagues• Taking opportunities externally to talk to the next generation and support them in their career journey
Insisting on equity	<ul style="list-style-type: none">• Ensure an equitable approach to recruitment• Ensure an equitable promotion route for the team
Working closely with HR and/or management colleagues to achieve this	<ul style="list-style-type: none">• Use all my colleagues to proactively deliver against the firm's strategic goals around Equity and D&I

Your Name: Sally Whittle

Title: Partner

Date: 27.7.2021

Signature:

