



**Vanessa Stainthorpe, Board Member**

<b>I commit to</b>	<b>I will demonstrate</b>
<p>Providing visible and proactive leadership to improve D&amp;I in my organisation</p>	<ul style="list-style-type: none"> <li>• Being HGF’s Board sponsor of our D&amp;I Action Plan</li> <li>• Leading HGF’s EDI Focus Group</li> <li>• Putting my name to internal and external statements about HGF’s commitment to D&amp;I</li> <li>• Positively engaging with all D&amp;I activities in a personal capacity</li> </ul>
<p>Taking D&amp;I seriously at the highest level</p>	<ul style="list-style-type: none"> <li>• Ensuring Board discussions include an D&amp;I perspective</li> <li>• Ensuring D&amp;I is a regular item on the Board and Shareholder meeting agendas and integral to HGF’s on-going strategy</li> </ul>
<p>Embedding and valuing D&amp;I throughout the organisational culture</p>	<ul style="list-style-type: none"> <li>• Working to promote HGF’s Values in action and linking these to D&amp;I</li> <li>• Encouraging colleagues at all levels to engage with IP Inclusive’s resources and support networks</li> <li>• Actively promoting inclusion as being as important as diversity (if not more so)</li> </ul>
<p>Building trust and safe spaces throughout the organisation</p>	<ul style="list-style-type: none"> <li>• Acting as an ally to those in underrepresented groups, not being a bystander to bad behaviour</li> <li>• Being available and responsive to colleagues from any part of the business who contact me about D&amp;I</li> <li>• Maintaining my Mental Health First Aider qualification</li> </ul>
<p>Educating myself and my colleagues about D&amp;I issues</p>	<ul style="list-style-type: none"> <li>• Promoting the roll-out of appropriate mandatory D&amp;I training at all levels of the organisation</li> <li>• Educating myself about issues affecting groups I am not a part of</li> <li>• Taking time out for self-reflection and asking others for feedback</li> </ul>

Sharing my privileges	<ul style="list-style-type: none"> <li>• Using my Board position to effect positive change</li> <li>• Using my senior position to make it easier for others to raise D&amp;I issues</li> </ul>
Insisting on equity	<ul style="list-style-type: none"> <li>• Recognising the difference between equity and equality</li> <li>• Seeking opportunities to remove barriers in recruitment and promotions</li> </ul>
Working closely with HR and/or management colleagues to achieve this	<ul style="list-style-type: none"> <li>• Using my Board position to work closely with and add my support to our HR, BD, L&amp;D and other professional colleagues to turn plans into action</li> </ul>

Your Name: Vanessa Stainthorpe

Title: Partner

Date: 16.7.2021

Signature:

