



**Vanessa Stainthorpe, Board Member**



<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>• 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>
Taking D&I seriously at the highest level	<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>
Embedding and valuing D&I throughout the organisational culture	<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>
Building trust and safe spaces throughout the organisation	<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>
Educating myself and my colleagues about D&I issues	<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:

