



IP INCLUSIVE
Senior Leaders' Pledge



Andy Camenisch, Office Head

I commit to	I will demonstrate
<p>Providing visible and proactive leadership to improve D&I in my organisation</p>	<p>In my role as Office Head to:</p> <ul style="list-style-type: none"> • Provide input to our social committee’s events to ensure that they are inclusive for all • Visibly challenge unacceptable behaviour within our office <p>In my role as a manager of my team to:</p> <ul style="list-style-type: none"> • Seek diverse candidate lists when expanding the team by recruitment • Ensure an equitable decision is reached during recruitment • Award salaries and bonuses equitably
<p>Taking D&I seriously at the highest level</p>	<ul style="list-style-type: none"> • Taking the time to listen to concerns if raised and then taking the appropriate action • Taking the time to engage in activities organised in the firm
<p>Embedding and valuing D&I throughout the organisational culture</p>	<ul style="list-style-type: none"> • Encouraging others to raise concerns and reassuring them that action will be taken • Encouraging others to engage in activities organised in the firm
<p>Building trust and safe spaces throughout the organisation</p>	<ul style="list-style-type: none"> • Visibly taking action on issues to build confidence in colleagues that senior management takes this issue seriously • Ensuring I am available to colleagues from any part of the business who contact me about D&I • Providing a safe space where people can go to pray / destress / stretch / meditate, if they need to

Educating myself and my colleagues about D&I issues	<ul style="list-style-type: none"> • Taking opportunities to learn more about D&I and demonstrating that to others around me • Encouraging others to take up opportunities to learn more about D&I • Supporting colleagues in the running of D&I events in the Leeds Office
Sharing my privileges	<ul style="list-style-type: none"> • In my role as a manager ensuring that candidates from a diverse background are interviewed • Repeating and expanding the summer placement programme to provide opportunities in the IP profession for individuals of diverse backgrounds
Insisting on equity	<ul style="list-style-type: none"> • Recognising the difference between equity and equality • 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 Office Head position to support to my colleagues to implement initiatives.

Your Name: Andy Camenisch

Title: Office Head & Partner

Date: 24.8.2021

Signature:

