



Estelle Senior, Professional Standards Director

I commit to	I will demonstrate
Providing visible and proactive leadership to improve D&I in my organisation	<ul style="list-style-type: none">• I will fully support HGF's DEI focus group in its work and aims• I will consider wording throughout our standard policies and procedures to ensure they are inclusive
Taking D&I seriously at the highest level	<ul style="list-style-type: none">• I will fully support our D&I plan and promote it within my team• I will challenge behaviours that don't meet our standards and values
Embedding and valuing D&I throughout the organisational culture	<ul style="list-style-type: none">• I will get involved with external networks in promoting and championing D&I• I will speak positively about good behaviours and recognise contributions at all levels
Building trust and safe spaces throughout the organisation	<ul style="list-style-type: none">• I will be an ally and openly demonstrate this• I will have an "open door" policy when others need a safe space to talk
Educating myself and my colleagues about D&I issues	<ul style="list-style-type: none">• I will listen to the stories and experiences of others, even when this is uncomfortable• I will educate myself and encourage my team to do the same about D&I, ensuring mandatory firm training is completed by myself and my team
Sharing my privileges	<ul style="list-style-type: none">• I will listen without judgement• I will learn from the experiences of others in order to accept that it may be different from my own
Insisting on equity	<ul style="list-style-type: none">• I will seek out opportunities to make the IP profession fairer and more inclusive at all levels

	<ul style="list-style-type: none">• I will work with my HR colleagues to ensure recruitment and promotion is transparent and equitable
Working closely with HR and/or management colleagues to achieve this	<ul style="list-style-type: none">• I will work alongside the HGF DEI focus group to help them effect change at a senior level• I will support and stand alongside my senior leadership colleagues when they need to challenge negative behaviours

Your Name: Estelle Senior

Title: Professional Standards Director

Date: 20.7.2021

Signature:

