



IP INCLUSIVE
Senior Leaders' Pledge



Robert Harrison, Partner and IT 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">• By continuing to provide opportunity across D&I within the IT team• Communicating HGF views with the team and encouraging the IT team to have like-minded views• Promoting the advantages of D&I to the organisation and the team
Taking D&I seriously at the highest level	<ul style="list-style-type: none">• Supporting the DEI focus group within the firm• Challenging and dealing with comments and actions that undermine DEI
Embedding and valuing D&I throughout the organisational culture	<ul style="list-style-type: none">• Actively pursuing D&I recruitment into the IT Team• Working with the DEI initiatives of the firm
Building trust and safe spaces throughout the organisation	<ul style="list-style-type: none">• Having an "open door" policy where anyone can come and talk about any issues• Being compassionate and fair when dealing with concerns and requests• Challenging poor behaviour which goes against the firm's values
Educating myself and my colleagues about D&I issues	<ul style="list-style-type: none">• Facilitating D&I training within the IT team and providing opportunity for training• Discussing D&I issues within our team meetings and allowing the team to develop an understanding on how D&I benefits the team and firm
Sharing my privileges	<ul style="list-style-type: none">• Using my position to promote D&I with other partners and employees of the firm

	<ul style="list-style-type: none"> • I will continue to Support D&I through apprenticeships and supported learning • I will continue to have paid summer interns come and gain work experience at the firm • Supporting members of the team who want to actively participate in the DEI initiatives across the firm
Insisting on equity	<ul style="list-style-type: none"> • Making sure that all team members and people at HGF are treated equally without prejudice or bias
Working closely with HR and/or management colleagues to achieve this	<ul style="list-style-type: none"> • I will support the board, HR, the DEI group to the best of my ability to improve D&I within HGF and beyond

Your Name: Robert Harrison
Title: Partner and IT Director
Date: 30.8.2021

