



**IP INCLUSIVE**  
Senior Leaders' Pledge

**Sally Whittle, Partner**



<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>• Supporting the D&amp;I initiatives within the firm as a Partner and Leader of the Patent Formalities team</li><li>• Challenging behaviours that are not acceptable</li><li>• Creating a team culture to support D&amp;I throughout the team</li></ul>
Taking D&I seriously at the highest level	<ul style="list-style-type: none"><li>• Ensuring D&amp;I is a topic understood by the whole team</li><li>• Ensuring that decisions and strategies for delivery and growth have Equity and D&amp;I at their core</li><li>• Challenging ideas and actions that are not within our D&amp;I strategy</li></ul>
Embedding and valuing D&I throughout the organisational culture	<ul style="list-style-type: none"><li>• Enabling open discussions about this topic during team meetings</li><li>• Actively promoting activity for the whole team to get involved and take responsibility for change</li><li>• Supporting the firms DEI focus group</li></ul>
Building trust and safe spaces throughout the organisation	<ul style="list-style-type: none"><li>• Being an active listener</li><li>• Ensuring the team know that there is a safe space for them to talk and challenge behaviour without judgement</li><li>• Acting on any issues which I am made aware of</li></ul>
Educating myself and my colleagues about D&I issues	<ul style="list-style-type: none"><li>• Attend internal training</li><li>• Proactive learning through the firms online training platform</li><li>• Talking to colleagues about their experiences Being active in establishing and monitoring progress against D&amp;I metrics</li></ul>

Sharing my privileges	<ul style="list-style-type: none"><li>• Taking time to mentor junior colleagues</li><li>• Taking opportunities externally to talk to the next generation and support them in their career journey</li></ul>
Insisting on equity	<ul style="list-style-type: none"><li>• Ensure an equitable approach to recruitment</li><li>• Ensure an equitable promotion route for the team</li></ul>
Working closely with HR and/or management colleagues to achieve this	<ul style="list-style-type: none"><li>• Use all my colleagues to proactively deliver against the firm's strategic goals around Equity and D&amp;I</li></ul>

Your Name: Sally Whittle

Title: Partner

Date: 27.7.2021

Signature:

