



IP INCLUSIVE
Senior Leaders' Pledge



Vanessa Stainthorpe, Board Member



I commit to	I will demonstrate
Providing visible and proactive leadership to improve D&I in my organisation	<ul style="list-style-type: none">• Being HGF's Board sponsor of our D&I Action Plan• Leading HGF's DEI Focus Group• Putting my name to internal and external statements about HGF's commitment to D&I• Positively engaging with all D&I activities in a personal capacity
Taking D&I seriously at the highest level	<ul style="list-style-type: none">• Ensuring Board discussions include an D&I perspective• Ensuring D&I is a regular item on the Board and Shareholder meeting agendas and integral to HGF's on-going strategy
Embedding and valuing D&I throughout the organisational culture	<ul style="list-style-type: none">• Working to promote HGF's Values in action and linking these to D&I• Encouraging colleagues at all levels to engage with IP Inclusive's resources and support networks• Actively promoting inclusion as being as important as diversity (if not more so)
Building trust and safe spaces throughout the organisation	<ul style="list-style-type: none">• Acting as an ally to those in underrepresented groups, not being a bystander to bad behaviour• Being available and responsive to colleagues from any part of the business who contact me about D&I• Maintaining my Mental Health First Aider qualification
Educating myself and my colleagues about D&I issues	<ul style="list-style-type: none">• Promoting the roll-out of appropriate mandatory D&I training at all levels of the organisation• Educating myself about issues affecting groups I am not a part of• Taking time out for self-reflection and asking others for feedback

Sharing my privileges	<ul style="list-style-type: none">• Using my Board position to effect positive change• Using my senior position to make it easier for others to raise D&I issues
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 Board position to work closely with and add my support to our HR, BD, L&D and other professional colleagues to turn plans into action

Your Name: Vanessa Stainthorpe

Title: Partner

Date: 16.7.2021

Signature:

