

The IP Inclusive Leaders' Pledge



To make diversity and inclusivity a reality,
it has to be a priority.

I'm proud to sign up to the Leaders' Pledge, to
underline our Firm's commitment to implementing
a genuine and effective D&I agenda.

PIPPA HOTHERSALL
SENIOR ASSOCIATE
PATENT ATTORNEY



Providing visible and proactive leadership to improve D&I in my organisation

1 2 3 4 5 6 7 8

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Putting my name to a public statement of the organisation's commitment to D&I and of its D&I objectives, strategy and policies
- Acting as an ally to, and champion for, colleagues from under-represented groups
- Contributing to D&I events and discussing issues at all levels

Taking D&I seriously at the highest level

1 **2** 3 4 5 6 7 8

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Encouraging my senior and junior colleagues to do as I do to provide visible and proactive leadership on D&I issues
- Discussing D&I issues with more senior colleagues whenever possible, and pushing for change

Embedding and valuing D&I throughout the organisational culture

1 2 **3** 4 5 6 7 8

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Building a culture in which the whole of my organisation is involved in the quest for D&I
- Encouraging and allowing time for staff to work on D&I-related projects and training (including outreach and wellbeing initiatives)
- Including D&I related topics on the agendas of internal meetings (including training initiatives and meetings), and seeking appropriate internal training opportunities for myself and other staff

Building trust and safe spaces throughout the organisation

1 2 3 **4** 5 6 7 8

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Encouraging all staff, at all levels, to bring their whole selves to work and speak openly about their identities
- Leading by example in sharing my own identity and experiences
- Seeking to set up an informal mentoring or buddy scheme so that all staff have a trusted friend to speak with one-to-one, separate to their line manager, if they wish



Educating myself and my colleagues about D&I issues

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Providing allyship, privilege awareness and/or unconscious bias training for staff at all levels, including board/partnership level
- Taking the opportunity to learn about D&I issues wherever possible, including through webinars and events

1 2 3 4 **5** 6 7 8

Sharing my privileges

1 2 3 4 5 **6** 7 8

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Encouraging staff in all roles and at all levels to get involved, and leading by example with my own involvement
- Ensuring that staff in the organisation are aware of, and ideally involved with, IP Inclusive's Careers in Ideas outreach initiative

Insisting on equity

1 2 3 4 5 6 **7** 8

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Pushing for fair, diversity-enhancing recruitment and promotion procedures throughout my organisation
- When involved in recruitment, liaising with HR to implement equitable hiring policies



**Working closely with
HR and management
colleagues to achieve this**

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Participating where possible in advancing EDI policy and adherence

1 2 3 4 5 6 7 **8**