

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.

SAIFUL KHAN
PARTNER
PATENT ATTORNEY



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

1 2 3 4 5 6 7

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Being personally involved in, and contributing to, D&I projects and events both nationally and internationally
- Publicising my commitment in regular corporate communications, both internally and externally
- Having the courage to speak out about difficult D&I issues and share my own experiences
- Putting my name to a public statement of the organisation's commitment to D&I and of its D&I objectives, strategy and policies
- Publicising this pledge, along with our plans for fulfilling it
- Acting as an ally to, and champion for, colleagues from under-represented groups

Taking D&I seriously at the highest level

1 **2** 3 4 5 6 7

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Encouraging and supporting partners and managers in our firm to invest time in D&I work
- Acting as a D&I champion at board/partnership level
- Encouraging my senior colleagues to do as I do to provide visible and proactive leadership on D&I issues

Embedding and valuing D&I throughout the organisational culture

1 2 **3** 4 5 6 7

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Building a culture in which the whole of our Firm is involved in the quest for D&I
- Encouraging initiatives that build empathy within the organisation for D&I
- Recognising D&I-related achievements in performance evaluation and professional development systems
- Encouraging all staff, through those systems and targets, to:
 - Seek out and value diversity in their teams
 - Champion under-represented groups, in particular when allocating work within teams
- Encouraging and allowing time for staff to work on D&I-related projects and training (including outreach and wellbeing initiatives)

Building trust and safe spaces throughout the organisation

1 2 3 **4** 5 6 7

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Supporting a zero-tolerance policy on discrimination and harassment
- Participating actively in our internal D&I forum, which has representatives from all roles and all levels within the organisation
- Acting as one of that forum's D&I champions at board/partnership level
- Attending the forum's meetings myself
- 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
- Supporting informal mentoring and buddy schemes 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

1 2 3 4 **5** 6 7

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Supporting reverse mentoring scheme for senior staff to learn more from junior professionals and professionals in under-represented groups, participating in that scheme myself (within the firm or externally)
- Supporting providing training (for example allyship, privilege awareness ,unconscious bias) for staff at all levels, including board/partnership level
- Supporting adding key D&I-related awareness dates (eg LGBT+ history month, black history month, international women's day) to the organisation's internal calendar and encouraging staff to learn about and mark those dates
- Committing time to understanding best practice both nationally and internationally

Sharing my privileges

1 2 3 4 5 **6** 7

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Supporting involving my organisation in some form of outreach scheme to improve access to the IP professions (eg a work experience, internship, sponsored placement or similar scheme), working where appropriate with outreach charities and community interest groups
- Encouraging staff in all roles and at all levels to get involved, and leading by example with my own involvement
- Working to widen the channels through which we advertise vacancies in the organisation
- Encourage adoption of the IP inclusive guidelines on recruiting for social mobility and on improving social mobility and access to the IP professions

Insisting on equity

1 2 3 4 5 6 **7**

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Supporting fair, diversity-enhancing recruitment, promotion and work allocation procedures throughout my organisation
- Regularly reviewing the procedures with HR colleagues to evaluate their impact on D&I levels in the organisation and consider possible improvements
- Working to develop a more inclusive understanding of what the “best candidate” is, with the consideration of context and a skills based assessment in our recruitment and promotion procedures