

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.

SUE FALCONBRIDGE

SECRETARIAL & PARALEGAL MANAGER



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:

- Recognising, understanding and being fully supportive of the company's goals and ambitions of being a fully diverse and inclusive employee
- Working towards a positive shift in the workplace culture
- Encouraging buy-in and commitment from everyone



Taking D&I seriously at the highest level

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Leading by example
- Creating a set of values for everyone to aspire to

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

Embedding and valuing D&I throughout the organisational culture

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

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Sign-posting others to appropriate D&I training
- Encourage others to raise ideas and challenge one another in a respectful way to arrive at the best decisions
- Encouraging discussions around key D&I awareness dates

Building trust and safe spaces throughout the organisation

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

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Being a confidential ally
- Highlighting how the effects of D&I can impact on mental health and wellbeing and vice versa



Educating myself and my colleagues about D&I issues

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Manage generational differences through coaching and mentoring
- Educate others to understand the benefits D&I can bring to a company

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

Sharing my privileges

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

Insisting on equity

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

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Taking a zero-tolerance approach against bullying, harassment and discrimination



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

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Working closely with HR to make the company attractive to a fully diverse range of potential employees

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