

# 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.

**ANDREW ARGYLE**  
GROUP GENERAL COUNSEL



## **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:**

- Being personally involved in, and contributing to, D&I projects and events
- Being proactive in my role as EDI Officer
- Putting my name to a public statement of our Firm'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

## 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 colleagues to do as I do to provide visible and proactive leadership on D&I issues
- Ensuring EDI issues are on the Exec Board agenda each meeting and are appropriately discussed with minutes distributed to all Members

## Embedding and valuing D&I throughout the organisational culture

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

### I WILL DEMONSTRATE THIS COMMITMENT BY:

- Assisting to build a culture in which everyone within the firm is striving to embrace D&I
- Using every opportunity to speak out where necessary to encourage and drive these values

## **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 with the aim that everyone can be their true selves in the work place knowing they can, if they wish, progress if they have the ability



## **Educating myself and my colleagues about D&I issues**

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

### **I WILL DEMONSTRATE THIS COMMITMENT BY:**

- As EDI officer, ensuring there is appropriate and respected training readily available for all and that it is properly taken up so it has a positive impact on the firm's culture
- Ensuring I maintain my own education on D&I issues and remain open to learning

## 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 in outreach/volunteering, and leading by example with my own involvement
- Promoting IP Inclusive's Careers in Ideas outreach initiative so the firm improves its involvement

## Insisting on equity

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

### I WILL DEMONSTRATE THIS COMMITMENT BY:

- Helping the firm to establish a fair, diversity-enhancing recruitment and promotion procedures throughout the organisation
- Encouraging regular reviews of HR procedures to ensure they are effective
- Where feasible, adopting the initiatives suggested in IP Inclusive's "Practical steps to improve BAME representation" publication
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**Working closely with  
HR and management  
colleagues to achieve this**

**I WILL DEMONSTRATE THIS COMMITMENT BY:**

- Encouraging involvement of Exec Board/  
Membership/partnership level colleagues  
in HR communications, conversations and  
projects

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