

# 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.

**JANE WAINWRIGHT**  
PARTNER  
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:**

- Being personally involved in, and contributing to, D&I projects and events
- Having the courage to speak out about difficult D&I issues and share my own experiences
- 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:

- Acting as, or appointing, 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 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
- Including D&I-related topics on the agendas of internal events such as for new starter induction, would-be partner training and staff away days
- Encouraging all staff to:
  - Seek out and value diversity in their teams
  - Champion under-represented groups, in particular when allocating work within teams

## **Building trust and safe spaces throughout the organisation**

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

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

- Introducing a zero-tolerance policy on discrimination and harassment
- Building and encouraging psychologically safe spaces for discussion of all issues
- 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

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

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

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

- Providing allyship, privilege awareness and/or unconscious bias training for staff at all levels, including board/partnership level
- 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

## Sharing my privileges

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

### I WILL DEMONSTRATE THIS COMMITMENT BY:

- Where feasible, adopting the IP Inclusive guidelines on recruiting for social mobility and on improving social mobility and access to the IP professions
- Encouraging staff in all roles and at all levels to get involved, and leading by example with my own involvement

## Insisting on equity

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

### I WILL DEMONSTRATE THIS COMMITMENT BY:

- Establishing fair, diversity-enhancing recruitment and promotion procedures throughout my organisation
- Regularly reviewing the procedures with HR colleagues to evaluate their impact on D&I levels in the organisation and if necessary improve them





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

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

**I WILL DEMONSTRATE THIS COMMITMENT BY:**

- Involving HR personnel in board/partnership level decision-making on D&I-impacting issues
- Providing them access to D&I-related training and professional development and valuing the expertise they acquire from it
- Giving them the mandate to effect D&I-related changes in the organisation, and providing visible and proactive support for their work
- Encouraging involvement of board/partnership level colleagues in HR communications, conversations and projects