

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.

NIRMAL TRIVEDY
TRAINEE SOLICITOR





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 an ally and working for the inclusivity for all at Potter Clarkson
- Being personally involved in and contributing to D&I projects and events at Potter Clarkson, in my capacity as Chair of the Inclusivity Group
- Continuing to lead the Inclusivity Group in furthering the D&I agenda
- Putting my name to a public statement of Potter Clarkson's commitment to D&I and of its D&I objectives, strategy and policies

Taking D&I seriously at the highest level

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Liaising with the management team to champion the D&I agenda
- Liaising with senior external partners and groups to improve the implementation of D&I best practice

Embedding and valuing D&I throughout the organisational culture

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I WILL DEMONSTRATE THIS COMMITMENT BY:

- Building a culture in which all colleagues in the Firm can be involved and feel comfortable in the quest for D&I
- Encouraging D&I engagement at all levels of the Firm and all levels of seniority
- Seeking greater accountability (using metrics)
- Encouraging colleagues to engage in D&I-related projects and training (including outreach and well-being initiatives)

Building trust and safe spaces throughout the organisation

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I WILL DEMONSTRATE THIS COMMITMENT BY:

- Supporting a zero-tolerance policy on discrimination and harassment
- Helping establish support groups (and other mechanisms to support colleagues, including mentoring schemes) for all colleagues who feel they would benefit from such activities
- Helping to create an atmosphere at Potter Clarkson in which colleagues, at all levels, feel that they can bring their whole selves to work without fear of judgment
- Supporting the introduction of more transparency and reporting in relation to D&I matters across the Firm



Educating myself and my colleagues about D&I issues

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I WILL DEMONSTRATE THIS COMMITMENT BY:

- Supporting the provision of effective training, which is best practice and supported by evidential grounding
- Providing platforms and opportunities for colleagues from under-represented groups to discuss and share their experiences
- Working with our internal speakers' program to introduce a greater diversity of voices (and not just on D&I topics)
- Promoting the Inclusivity Group's EDI Calendar and bringing more awareness/profile of underrepresented dates (i.e., Black History Month, Pride Month, International Women's Day, religious and cultural dates) and create learning points around these topics

Sharing my privileges

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I WILL DEMONSTRATE THIS COMMITMENT BY:

- Encouraging greater involvement with the Careers in Ideas week alongside other IP Inclusive outreach events
- Supporting and involving the Firm in various forms of outreach schemes to improve access to the IP professions (e.g., a work experience, internship, sponsored placement or similar scheme) across all departments

Insisting on equity

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I WILL DEMONSTRATE THIS COMMITMENT BY:

- Regularly reviewing the Firm's processes/ procedures with HR colleagues to evaluate their impact on D&I levels at Potter Clarkson, and if necessary, improve them (i.e., increase the diversity of decision-making panels, exploring the use of name-blind/institutional blind recruitment, tracking protected characteristics of all candidates)
- Working to help support the management team and HR in establishing diversity-enhancing recruitment and promotion procedures throughout the Firm
- Working with the management colleagues to re-define the Firm's understanding of what a potential "best" candidate means



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

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I WILL DEMONSTRATE THIS COMMITMENT BY:

- Working closely with HR to source and improve the internal and external D&I-related activities on offer (such as training courses, outreach initiatives, well-being initiatives, and other creative means)
- Working closely with management colleagues to ensure that D&I policy is central to the growth of Potter Clarkson
- Working closely with both HR and management colleagues to ensure that the Firm's recruitment processes/promotion procedures are in line and even (where possible) leading best practice