

## Senior Leaders' Pledge

### Alistair McKinnon – WP Thompson

<b>I commit to:</b>	<b>I will demonstrate this commitment by:</b>
<p><b>1. Providing visible and proactive leadership to improve D&amp;I in my organisation, by</b></p>	<ul style="list-style-type: none"> <li>• Contributing to, and where appropriate initiating D&amp;I projects and events</li> <li>• Putting my name to a public statement of the organisation's commitment to D&amp;I and of its D&amp;I objectives, strategy and policies</li> <li>• Acting as an ally to, and champion for, colleagues from under-represented groups</li> </ul>
<p><b>2. Taking D&amp;I seriously at the highest level</b></p>	<ul style="list-style-type: none"> <li>• Encouraging senior colleagues to provide visible and proactive leadership on D&amp;I issues</li> <li>• Acting as a D&amp;I champion at board/partnership level</li> <li>• Ensuring D&amp;I is a standing agenda item at board/partnership meetings</li> </ul>
<p><b>3. Embedding and valuing D&amp;I throughout the organisational culture</b></p>	<ul style="list-style-type: none"> <li>• Building a culture in which the whole of the firm is involved in the quest for D&amp;I</li> <li>• Recognising D&amp;I-related achievements in performance evaluation and professional development systems</li> </ul>
<p><b>4. Building trust and safe spaces throughout the organisation</b></p>	<ul style="list-style-type: none"> <li>• Maintaining a zero-tolerance policy on discrimination and harassment</li> <li>• Encouraging all staff, at all levels, to bring their whole selves to work and speak openly about their identities</li> <li>• Leading by example in sharing my own identity and experiences</li> </ul>
<p><b>5. Educating myself and my colleagues about D&amp;I issues</b></p>	<ul style="list-style-type: none"> <li>• Promoting and supporting, privilege awareness and/or unconscious bias for staff at all levels, including board/partnership level</li> <li>• Ensuring that we continue to mark within our firm D&amp;I-related awareness dates (e.g. LGBT+ History Month, Black History Month, International Women's Day) and encouraging staff to learn about and mark those dates</li> </ul>
<p><b>6. Sharing my privileges</b></p>	<ul style="list-style-type: none"> <li>• Continuing to look at ways in which we can widen the channels through which we advertise vacancies in the</li> </ul>



	<p>organisation, including through external recruitment consultants</p> <ul style="list-style-type: none"> <li>• Where feasible, adopting the IP Inclusive guidelines on recruiting for social mobility<sup>1</sup> and on improving social mobility and access to the IP professions</li> <li>• Ensuring that our firm is aware of, and ideally involved with, IP Inclusive’s Careers in Ideas outreach initiative<sup>2</sup></li> </ul>
<p><b>7. Insisting on equity</b></p>	<ul style="list-style-type: none"> <li>• Promoting fair, diversity-enhancing recruitment and promotion procedures throughout the firm</li> <li>• Reviewing the procedures with senior colleagues to evaluate their impact on D&amp;I levels in the firm, and striving to make improvements where possible</li> </ul>
<p><b>8. Working closely with management colleagues to achieve this</b></p>	<ul style="list-style-type: none"> <li>• Maintaining involvement of management personnel in board/partnership level decision making on D&amp;I-impacting issues</li> <li>• Encouraging and supporting management personnel to effect D&amp;I-related changes in the firm</li> </ul>

<sup>1</sup> See <https://ipinclusive.org.uk/resources/recruiting-for-social-mobility/>

<sup>2</sup> See <https://ipinclusive.org.uk/careers-in-ideas/>

