

IP Inclusive Senior Leaders' Pledge for in-house professionals



I commit to:

1. Providing visible and proactive leadership to improve diversity and inclusion (D&I)
2. Taking D&I seriously at the highest level
3. Embedding and valuing D&I throughout our culture
4. Building trust and safe spaces throughout the organisation and/or my department working within my organisation's D&I infrastructure
5. Educating myself and my colleagues about D&I issues
6. Sharing my privileges
7. Insisting on fairness
8. Working closely with relevant senior colleagues to achieve this

How it works

Individuals in leadership roles sign up to the eight high-level commitments above. They then, for each of the eight, pick one or two practical steps to demonstrate their commitment. The practical steps can be tailored to suit the nature and size of the business; there are ideas in the second column in the table below, but there could be many others.

Potential specific commitments for in-house IP professionals:

I commit to:	I will demonstrate this commitment by:
1. Providing visible and proactive leadership to improve diversity and inclusion (D&I)	<ul style="list-style-type: none"> • Being personally involved in, and contributing to, D&I projects and events • Publicising my commitment in regular corporate and/or department communications • Providing D&I-related content for those communications • Having the courage to speak out about difficult D&I issues and share my own experiences • Publicising my signature of the pledge in any internal and, where appropriate in line with corporate strategy and policy, external work-related social media • Acting as an ally to, and champion for, colleagues from under-represented groups
2. Taking D&I seriously at the highest level	<ul style="list-style-type: none"> • Including D&I in my department's strategy and business plans • Encouraging my senior colleagues to do as I do to provide visible and proactive leadership on D&I issues • As far as possible in line with my organisation's policies, signing my department up to relevant external charters (eg the IP Inclusive EDI Charter, the BitC Race at Work Charter¹ or the Tech Talent Charter²) and encouraging those responsible to promote signature by my organisation to relevant external charters

¹ See <https://www.bitc.org.uk/race/>

² See <https://www.techtalentcharter.co.uk/home>

I commit to:	I will demonstrate this commitment by:
<p>3. Embedding and valuing D&I throughout our culture</p>	<ul style="list-style-type: none"> • Building a culture in which the whole of my department is involved in the quest for D&I • Establishing departmental targets for D&I-related criteria (eg overall or team-specific diversity levels) and holding managers accountable for achieving both departmental and organisational targets in this area • Recognising D&I-related achievements in performance evaluation and professional development systems • Encouraging all staff, through those systems and targets, to: <ul style="list-style-type: none"> ○ seek out and value diversity in their teams ○ champion under-represented groups, in particular when allocating work within teams • Encouraging and, where possible, allowing time for staff to work on D&I-related projects and training (including outreach and wellbeing initiatives) • Ensuring that internal communications regularly include D&I-related content • Including D&I-related topics on the agendas of internal departmental events such as for new starter induction, career development training and staff awaydays • Liaising with recruitment consultants to encourage them to help the department meet its D&I targets • Encouraging external suppliers to echo, in their own policies and practices, the department’s D&I commitments and where appropriate holding them to account for their D&I policies and practices
<p>4. Building trust and safe spaces throughout the organisation and/or my department working within my organisation’s D&I infrastructure</p>	<ul style="list-style-type: none"> • Establishing an internal D&I forum with representatives from all roles and all levels within the department • Ensuring that forum includes, and/or has access to, a D&I champion at senior department level • Attending the forum’s meetings myself • Introducing a zero-tolerance policy on discrimination and harassment • 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

I commit to:	I will demonstrate this commitment by:
	<ul style="list-style-type: none"> • Setting up informal mentoring or buddy schemes so that all staff have a trusted friend to speak with one-to-one, separate to their line manager, if they wish • Where feasible, adopting the IP Inclusive guidelines on post-lockdown inclusivity³
5. Educating myself and my colleagues about D&I issues	<ul style="list-style-type: none"> • Introducing a reverse mentoring scheme for senior staff to learn from more junior professionals and professionals in under-represented groups; participating in that scheme myself • Providing allyship, privilege awareness and/or unconscious bias training for staff at all levels within my department • Adding key D&I-related awareness dates (eg LGBT+ History Month, Black History Month, International Women's Day) to the department's internal calendar and encouraging staff to learn about and mark those dates
6. Sharing my privileges	<ul style="list-style-type: none"> • Working with our designated D&I senior leaders, involving my department in some form of outreach scheme to improve access to the IP professions (eg a work experience, internship, sponsored placement or similar scheme), working where appropriate with outreach charities and community interest groups • Encouraging staff in all roles and at all levels to get involved, and leading by example with my own involvement • Widening the channels through which we advertise vacancies in the department, including internal recruitment and through external recruitment consultants

³ See <https://ipinclusive.org.uk/resources/tips-for-post-lockdown-inclusivity/>

I commit to:	I will demonstrate this commitment by:
	<ul style="list-style-type: none"> • Where feasible, adopting the IP Inclusive guidelines on recruiting for social mobility⁴ and on improving social mobility and access to the IP professions⁵ • Ensuring that staff in the department are aware of, and ideally involved with, IP Inclusive’s Careers in Ideas outreach initiative⁶
7. Insisting on fairness	<ul style="list-style-type: none"> • Establishing fair, diversity-enhancing recruitment and promotion procedures throughout my department • Working within the HR policies of the organisation and commensurate with the department’s size and resources, requiring the use of: <ul style="list-style-type: none"> ○ objective selection criteria ○ diverse decision-making panels ○ at least partially-blinded (eg name-blind) early-stage selection processes ○ unconscious bias training for decision makers ○ contextual recruitment • Regularly reviewing the procedures with HR colleagues to evaluate their impact on D&I levels in the department and if necessary improve them • Where feasible, adopting the initiatives suggested in IP Inclusive’s “Practical steps to improve BAME representation” publication⁷

⁴ See <https://ipinclusive.org.uk/resources/recruiting-for-social-mobility/>

⁵ See <https://ipinclusive.org.uk/resources/steps-to-improve-social-mobility-and-access-to-the-ip-professions/>

⁶ See <https://ipinclusive.org.uk/careers-in-ideas/>

⁷ See <https://ipinclusive.org.uk/resources/practical-steps-to-improve-bame-representation/>

I commit to:	I will demonstrate this commitment by:
8. Working closely with relevant senior colleagues to achieve this	<ul style="list-style-type: none"> • Involving appropriate senior level D&I personnel in department decision making on D&I-impacting issues • Allowing 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 department, and providing visible and proactive support for their work • Encouraging involvement of senior colleagues in HR communications, conversations and projects

For further information about the IP Inclusive Senior Leaders' Pledge, please visit <https://ipinclusive.org.uk/the-ip-inclusive-senior-leaders-pledge/> or email us at contact@ipinclusive.org.uk.