

# IP Inclusive Senior Leaders' Pledge for in-house professionals

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## How to sign up

Welcome to the in-house professionals' version of the IP Inclusive Senior Leaders' Pledge! Created by IP Inclusive and the IP Federation together, this pledge is designed to allow leaders in corporate IP departments to make a visible commitment to promoting diversity and inclusion (D&I) in their teams. The underlying intention is to ensure that D&I issues are championed at the highest level and not relegated to the status of a box-ticking exercise.

We'd be delighted to welcome you on board as a signatory.

Here's what to do:

1. Firstly, take a look at the pledge document, which you can download from our website<sup>1</sup>. You'll see there are eight high-level commitments that everyone signs up to. Make sure you're comfortable doing that.
2. You then tailor the pledge for your personal circumstances by selecting, for each of the eight, one or two practical steps you'll take to demonstrate your commitment. We've provided some ideas but really, this part is up to you. Every department will be different, and we recognise that the steps you're able to take will depend on the nature and size of your company and its wider D&I policies. Do feel free to create your own steps instead of or in addition to those we've suggested.
3. Having created your personal pledge, you then publish it. This part is important. Publicise it wherever you feasibly can: in internal documents and/or (where appropriate in view of the corporate strategy and policy), external work-related comms. You could, for example, post about it on LinkedIn.

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<sup>1</sup> See <https://ipinclusive.org.uk/wp-content/uploads/2025/02/250217-senior-leaders-pledge-for-in-house-professionals.pdf>

4. Let us know at IP Inclusive: send your name, company and job title, along with a link to your published pledge, to [contact@ipinclusive.org.uk](mailto:contact@ipinclusive.org.uk). We'll publish those on the Senior Leaders' Pledge section of our website (see <https://ipinclusive.org.uk/the-ip-inclusive-senior-leaders-pledge/>).
5. Also please let us know if you would like to be added to our mailing list of pledge signatories. That will allow us to contact you about updates to the pledge, resources for signatories and relevant events and discussion forums. We will only use this list to tell you about things that relate specifically to the Senior Leaders' Pledge – but you don't have to join it if you'd prefer not to.

## Follow-up

We're relying on you and your team members to ensure you deliver on your pledge commitments. We recommend you review them once a year to check how you're doing, and update your pledge if appropriate.

Do please make use of the IP Inclusive events and resources<sup>2</sup> to help you champion diversity and inclusion in your team.

## More information

Our Senior Leaders' Pledge webpage at <https://ipinclusive.org.uk/the-ip-inclusive-senior-leaders-pledge/> provides more information about the pledge, and the background to the initial version we created for private practice IP professionals. It links to a list of the leaders who have signed up so far; if you click on their names you can see examples of how different people have interpreted the eight commitments.

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<sup>2</sup> See <https://ipinclusive.org.uk/events/> and <https://ipinclusive.org.uk/resources/>