

Senior Leader's Pledge

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At AA Thornton we strive to be an inclusive organisation in which every employee can bring their whole self to work. A number of AA Thornton Partners have now decided to make personal pledges to actively promote and strive for equality, diversity and inclusion within AA Thornton and within the IP communities that we contribute to. The commitments include the below which have been developed within the IP Inclusive Senior Leaders' Diversity Think Tank.

I, Dan Byrne,
commit to:

1. Providing visible and proactive leadership to improve D&I in my organisation

2. Taking D&I seriously at the highest level

3. Embedding and valuing D&I throughout the organisational culture

4. Building trust and safe spaces throughout the organisation

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

- Including D&I as much as possible in my organisation's corporate strategy and business plans
- Acting as a D&I champion at partnership level
- Encouraging my senior colleagues to provide visible and proactive leadership on D&I issues

- Building a culture in which the whole of my organisation is involved in the quest for D&I
- Encouraging all staff, through engagement to:
 - understand the importance of D&I
 - feel empowered to seek out and value diversity in their teams
 - champion under-represented groups

- 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
- Allowing space for confidential conversations to occur outside of line managed structures

5. Educating myself and my colleagues about D&I issues

- Giving people better access to the D&I committee so that the D&I committee is better able to understand and reflect the concerns of the organisation at all levels and provide a link for all levels of the organisation
- Encouraging allyship, privilege awareness and unconscious bias training for staff at all levels, including partnership level
- Adding key D&I-related awareness dates (e.g. 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
- Accessing new information and alternative perspectives as much as possible and to pass the information back into the organisation so far as possible

6. Sharing my privileges

- Involving my organisation in some form of outreach scheme to improve access to the IP professions (e.g. 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

7. Insisting on equity

- Encouraging fair, diversity-enhancing recruitment and promotion procedures throughout my organisation
- Challenging myself and HR and other colleagues to attempt to identify any barriers to entry to the organisation or progression within the organisation so as to be able to make positive changes

8. Working closely with HR and management colleagues to achieve this

- Involving HR personnel in partnership level decision making on D&I-impacting issues
- Encouraging involvement of partnership level colleagues in HR communications, conversations and projects