

# Senior Leader's Pledge

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**AA Thornton**



**IP INCLUSIVE**  
Senior Leaders' Pledge

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, **Geoff Hussey**,  
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**

I will demonstrate this commitment by:

- Being personally involved in, and contributing to, D&I projects and events
- Putting my name to a public statement of the organisation's commitment to D&I and of its D&I objectives, strategy and policies
- Acting as an ally to, and champion for, colleagues from under-represented groups
- Including D&I in my organisation's corporate strategy and business plans
- Considering the impact of strategic decisions on the firm's diversity and the impact on under-represented groups.
- Encouraging my senior colleagues to do as I do 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
- Recognising D&I-related achievements in performance evaluation and professional development systems
- Encouraging all staff, through those systems and targets, to:
  - seek out and value diversity in their teams
  - champion under-represented groups, in particular when allocating work within teams

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| <b>4. Building trust and safe spaces throughout the organisation</b>        | <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>• Maintaining 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</li></ul>  |
| <b>5. Educating myself and my colleagues about D&amp;I issues</b>           | <ul style="list-style-type: none"><li>• Providing allyship, privilege awareness and/or unconscious bias training for staff at all levels, including board/partnership level</li><li>• Attending D&amp;I education events and encouraging others to do so.</li></ul>  |
| <b>6. Sharing my privileges</b>   | <ul style="list-style-type: none"><li>• Supporting the involvement of my organisation in its outreach schemes to improve access to the IP professions (e.g. continuing to support work with the Sutton Trust and involvement in IP Inclusive's Careers In Ideas outreach initiative)</li><li>• Encouraging staff in all roles and at all levels to get involved, and leading by example with my own involvement</li></ul>  |
| <b>7. Insisting on equity</b>   | <ul style="list-style-type: none"><li>• Maintaining fair, diversity-enhancing recruitment and promotion procedures throughout my organisation</li><li>• Regularly reviewing the procedures with HR colleagues to evaluate their impact on D&amp;I levels in the organisation and if necessary improve them</li></ul>   |
| <b>8. Working closely with HR and management colleagues to achieve this</b> | <ul style="list-style-type: none"><li>• Involving HR personnel in board/partnership level decision making on D&amp;I-impacting issues</li><li>• Allowing them access to D&amp;I-related training and professional development and valuing the expertise they acquire from it</li><li>• Giving them the mandate to effect D&amp;I-related changes in the organisation, and providing visible and proactive support for their work</li><li>• Encouraging / requesting HR personnel to be involved in board/partnership level decision making on D&amp;I-impacting issues</li></ul> |