

# Senior Leader's Pledge

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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, Sarah Darby, 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**
- 5. Educating myself and my colleagues about D&I issues**

## I will demonstrate this commitment by:

- Contributing to and supporting those leading 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
- Considering the impact of strategic decisions on the firm's diversity and the impact on under-represented groups.
- Acknowledging and valuing D&I contributions during performance reviews
- Maintaining AA Thornton's 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
- Attending D&I education events and encouraging others to do so.

**6. Sharing my privileges**

- Supporting the involvement of my organisation in its outreach schemes to improve access to the IP professions (eg a work experience, internship, sponsored placement or similar scheme)
- Encouraging staff in all roles and at all levels to get involved, and leading by example with my own involvement

**7. Insisting on equity**

- Considering how to make recruitment processes I am involved with fair and diversity-enhancing and implementing those ideas.

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

- Encouraging / requesting HR personnel to be involved in board/partnership level decision making on D&I-impacting issues