



Senior Leader's Pledge

As the Equality, Diversity and Inclusion Officer and a Partner of Beck Greener LLP, I make the following pledge in order to demonstrate my personal commitment to improving EDI in our firm and in the IP profession as a whole:

I commit to:	I will demonstrate this commitment by:
1. Providing visible and proactive leadership to improve EDI in my organisation	<ul style="list-style-type: none"> • Being personally involved in, and contributing to, EDI projects and events • Publicising my commitment in regular corporate communications, both internally and externally, including publicising this pledge • Acting as an ally to, and champion for, colleagues from under-represented groups
2. Taking EDI seriously at the highest level	<ul style="list-style-type: none"> • Acting as (or appointing) an EDI champion at partnership level • Encouraging and supporting partners and managers in our firm to invest time in EDI work
3. Embedding and valuing EDI throughout the organisational culture	<ul style="list-style-type: none"> • Building and maintaining a culture in which the whole of our firm is involved in our EDI efforts and activities • Encouraging and supporting staff to work on EDI-related projects and training (including outreach and wellbeing initiatives) • Ensuring that internal communications regularly include EDI-related content • Including EDI-related topics in new starter inductions
4. Building trust and safe spaces throughout the organisation	<ul style="list-style-type: none"> • Continuing to work as part of our Corporate Social Responsibility Team to ensure: <ul style="list-style-type: none"> ○ Our CSR Team continues to have representatives from all roles and all levels within the organisation ○ Regular feedback between partnership and CSR Team regarding objectives/activities ○ Regular feedback between CSR Team and whole firm regarding objectives/activities • Supporting all staff, at all levels, in being authentic at work
5. Educating myself and my colleagues about EDI issues	<ul style="list-style-type: none"> • Supporting allyship, privilege awareness and/or unconscious bias training for staff at all levels, including partnership level



I commit to:	I will demonstrate this commitment by:
	<ul style="list-style-type: none"> • Noting key EDI-related awareness dates (eg LGBT+ History Month, Black History Month, International Women's Day) and supporting their publication internally with the aim of encouraging staff to learn about those dates
6. Sharing my privileges	<ul style="list-style-type: none"> • Continuing to support our firm's involvement in outreach activities through our STEM: Branching Out project, to improve access to the IP professions, 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	<ul style="list-style-type: none"> • Supporting fair, diversity-enhancing recruitment and promotion procedures throughout our firm • Commensurate with the firm's size and resources, encouraging 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 colleagues to evaluate whether/where improvements could be made
8. Working closely with HR and/or management colleagues to achieve this	<ul style="list-style-type: none"> • Supporting the involvement of HR personnel in partnership level decision making on EDI-impacting issues • Supporting their access to EDI-related training and professional development and valuing the expertise they acquire from it