

Senior Leaders' Pledge



As Global Head of Client Services and Partner of Haseltine Lake Kempner, and in my role as the current President of FICPI-UK, I, Simon Rees, make the following pledges to demonstrate my personal commitment to improving Diversity and Inclusivity ("D&I") 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 D&I in my organisation	<ul style="list-style-type: none"> – Being personally involved in, and contributing to, D&I projects and events within HLK and FICPI-UK – Publicising my commitment in regular corporate communications, both internally and externally – Having the courage to speak out about difficult D&I issues and share my own experiences – Putting my name to a public statement of HLK's commitment to D&I and of its D&I objectives, strategy and policies – <i>Publicising this pledge, along with our plans for fulfilling it</i> – Acting as an ally to, and champion for, colleagues from under-represented groups
2. Taking D&I seriously at the highest level	<ul style="list-style-type: none"> – Working with our Management Committee to include D&I in HLK's business strategy and business plans – Supporting the allocation of budget to D&I work – As a member of HLK's Management Committee, being one of the MC members who participates in meetings of our D&I Group ("DiveIn"), which is encouraged to regularly contribute ideas, initiatives, and advice to the MC. – Encouraging my senior colleagues to do as I do to provide visible and proactive leadership on D&I issues – Adopting relevant external charters (e.g. the BitC Race at Work Charter¹, or the Tech Talent Charter²) in agreement with our D&I Group
3. Embedding and valuing D&I throughout the organisational culture	<ul style="list-style-type: none"> – Building a culture in which the whole of HLK is involved in the quest for D&I – Working with our Management Committee to establish targets for D&I-related criteria (e.g. overall or team-specific diversity levels) – Encouraging all colleagues to champion under-represented groups, in particular when allocating work within or between teams – Encouraging and allowing time for staff to work on D&I-related projects and training (including outreach and wellbeing initiatives) – Ensuring that internal communications regularly include D&I-related content

¹ See <https://www.bitc.org.uk/race/>

² See <https://www.techtalentcharter.co.uk/home>

Senior Leaders' Pledge

	<ul style="list-style-type: none"> – Working with our HR team to include D&I-related topics on the agendas of internal events such as for new starter induction, and would-be partner training – Requiring external suppliers (e.g. recruitment consultants) to help the organisation meet its D&I targets
4. Building trust and safe spaces throughout the organisation	<ul style="list-style-type: none"> – Working more closely with our D&I Group (“DiveIn”) that comprises representatives from all roles and all levels within HLK – Attending some of their meetings in my role as member of our Management Committee – Introducing a 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 – Working with our D&I Group to develop the informal mentoring scheme they are piloting, so that all staff have a trusted friend to speak with one-to-one, separate to their line manager, if they wish – Where feasible, adopting the IP Inclusive guidelines on post-lockdown inclusivity³
5. Educating myself and my colleagues about D&I issues	<ul style="list-style-type: none"> – Becoming involved myself in the reverse mentoring scheme that our D&I Group is piloting for senior staff to learn from more junior professionals and professionals in under-represented groups – Providing and taking part in privilege awareness and/or unconscious bias training for staff at all levels, including MC/partnership level – Adding key D&I-related awareness dates (e.g. LGBT+ History Month, Black History Month, International Women’s Day) to HLK’s internal calendar and encouraging staff to learn about and mark those dates
6. Sharing my privileges	<ul style="list-style-type: none"> – Supporting HLK’s involvement in outreach schemes 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 – Where feasible, and in agreement with HLK’s D&I Group, adopting the IP Inclusive guidelines on recruiting for social mobility⁴ and on improving social mobility and access to the IP professions⁵ – Ensuring that colleagues in HLK are aware of, and ideally involved with, IP Inclusive’s Careers in Ideas outreach initiative⁶

³ See <https://ipinclusive.org.uk/resources/tips-for-post-lockdown-inclusivity/>

⁴ See <https://ipinclusive.org.uk/resources/recruiting-for-social-mobility/>

⁵ See <https://ipinclusive.org.uk/resources/steps-to-improve-social-mobility-and-access-to-the-ip-professions/>

⁶ See <https://ipinclusive.org.uk/careers-in-ideas/>

Senior Leaders' Pledge

<p>7. Insisting on equity</p>	<ul style="list-style-type: none"> – In my role on HLK's Appointments Panel, establishing fair, diversity-enhancing recruitment, and promotion procedures throughout HLK – Commensurate with HLK's size and resources, requiring the use of: <ul style="list-style-type: none"> ▪ objective selection criteria ▪ diverse decision-making panels ▪ at least partially-blinded (e.g. name-blind) early-stage selection processes ▪ unconscious bias training for decision makers ▪ contextual recruitment
	<ul style="list-style-type: none"> – Regularly reviewing recruitment and promotion procedures with HR colleagues and our D&I group to evaluate their impact on D&I levels in the organisation and if necessary, improve them – Where feasible, and in agreement with our D&I Group, adopting the initiatives suggested in IP Inclusive's "Practical steps to improve BAME representation" publication⁷
<p>8. Working closely with HR and management colleagues to achieve this</p>	<ul style="list-style-type: none"> – Involving HR personnel in MC/partnership level decision making on D&I-impacting issues – Allowing HR and management colleagues access to D&I-related training and professional development and valuing the expertise they acquire from it – Giving them the mandate to effect D&I-related changes in the organisation, and providing visible and proactive support for their work



Simon Rees

Global Head of Client Services, Partner,

Haseltine Lake Kempner LLP

20 July 2021

⁷ See <https://ipinclusive.org.uk/resources/practical-steps-to-improve-bame-representation/>