



Senior Leaders' Pledge

Zöe Clyde-Watson, D Young & Co

As Partner and Diversity Officer at D Young & Co LLP, I, Zöe Clyde-Watson, make the following pledges to demonstrate my personal commitment to improving Diversity and Inclusion ("D&I") in our firm:

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

- Being personally involved in, and contributing to, D&I projects and events.
- Publicising my commitment in 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 D&I seriously at the highest level, by:

- Acting as, or appointing, a D&I champion at partnership level.
- Continuing to raise awareness and promote D&I at partnership level by regular discussions at partnership meetings.
- Encouraging my senior colleagues to invest time in D&I issues.

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

- Building a culture in which the whole of our organisation is involved in the quest for D&I.
- 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.

4. Building trust and safe spaces throughout the organisation, by:

- Continuing to promote D&I in our organisation with our "D&I Working Group".
- Encouraging all staff, at all levels, to bring their whole selves to work and speak openly about their identities and life outside work.
- Leading by example in sharing my own identity and experiences.

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

- Promoting allyship, privilege awareness and unconscious bias awareness for staff at all levels, including partnership level.
- Adding key D&I-related awareness dates (for example, 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.

6. Sharing my privileges, by:

- Involving our organisation in some form of outreach scheme to improve access to the IP professions (for example, 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.
- Widening the channels through which we advertise vacancies in our organisation.

7. Insisting on equity, by:

- Establishing fair, diversity-enhancing recruitment and promotion procedures throughout our organisation.
- Regularly reviewing the procedures with HR colleagues to evaluate their impact on D&I levels in the organisation and if necessary improving them.

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

- Involving HR personnel in board/partnership level decision making on D&I-impacting issues.
- Encouraging and supporting HR personnel in implementing D&I-related changes in our firm.