

Inclusive leadership pledge

The aim of inclusive leadership is taking action to create, change and innovate while balancing everybody's views and needs.

Inclusive leaders have the courage to take conscious steps to break down barriers for all people in society.

They actively seek difference, invite and welcome everyone's individual contribution, and take steps to seek out full engagement with the processes of decision-making and shaping reality.

Inclusive leaders should:

Remain **approachable** and **accessible**, creating safe spaces and a sense of belonging for all colleagues

Always **challenge exclusion**

Seek a **diverse range** of voices in decision making, and **consider the sensitivities** in doing so

Demonstrate kindness to everyone, take time to know colleagues and show an interest in who they are

Show **respect** at all times

Support and empower colleagues, encouraging them and recognising good work while providing constructive feedback

Listen actively and ensure colleagues feel **heard**, considering all views and needs towards enabling justice

Remain **judgement free**

Act to create change and **innovate**, being **visible, vocal** and **courageous** in making things better for all

I pledge to model inclusive leadership through this set of behaviours in both my day-to-day interactions with colleagues, and in my strategic role when challenging structural inequality to create change.

Organisation

Name

Signature