

# I WILL PLEDGE



At Tierney, we actively seek diversity in our people and cultivate inclusion in our culture. As a member of Team Tierney, I pledge to:

- **CHECK MY BIAS**
- **SPEAK UP FOR OTHERS**
- **ADVOCATE FOR ALL**

## I WILL ACT

**In order to stay committed to my pledge:**

- I will ask if my actions and words reflect an inclusive work environment
- I will recognize the complexity of identities and create work with intersectionality in mind
- I will initiate meaningful, complex, and sometimes difficult, conversations with my friends and colleagues to address and try to understand systemic issues
- I will move outside of my comfort zone to learn about the experiences and perspectives of others
- I will encourage my teams to assume good intent while working to understand different perspectives

## I WILL CONTRIBUTE

**Things that I can participate in at Tierney and IPG:**

- Volunteer to help someone as a mentor or advocate
- Encourage team members to participate in diversity and inclusion activities at the agency
- Assist in recruiting diverse talent from personal network or as part of recruiting events or meeting candidates
- Attend a MERGE Business Resource Group program
- Organize a diversity related program for the agency or IPG
- Join the Diversity & Inclusion Strategic Initiative Committee
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\*Pledge adapted from IPG Inspired Inclusivity Pledge and CEO Action for Diversity & Inclusion.

