



WEF Global Shapers London Hub  
24<sup>th</sup> April 2019

Dear Claudine Adeyemi,

Here at enei we welcome the World Economic Forum Global Shapers campaign to view pay equity through the lens of intersectionality. Current practices fail to take into account the nuanced experiences of employees who identify with a number of underrepresented demographics.

Understanding Equal Pay through gender alone is reductive. It is evident that there are a variety of structural biases impacting pay equity. For example, research from Fawcett society found that women from almost every minority ethnic group experienced a pay gap with White British men. The full-time pay gap ranged from 5.6% for Chinese women in Great Britain to 19.6% for Black African women.

Therefore, homogenising pay equity through a single lens does nothing except further inequality. In order to be able to ensure equal pay, it is vital to take into consideration how an individual's demographic impacts them.

Yours Sincerely,

*Denise Keating*

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