

FAO Miss Claudine Adeyemi
WEF Global Shapers London Hub

Dear Miss Adeyemi

Intersectionality Campaign

I write in support of the Global Shapers Intersectionality campaign.

I have worked across nine different finance organisations for the past 30 years. For the past fifteen years, I have held senior positions such as Global Head and COO. 10 years ago, I set up WeAreTheCity as a resource for women who wanted to enhance their careers.

WeAreTheCity now has a membership of over 120,000 working women across the UK. As a company, we also support over 120 corporate organisations helping them to attract, retain and develop their female talent. To date, WeAreTheCity have upskilled over 10,000 women, held 85 events and raised the profile of 600 women below management through our various awards.

I have been an advocate, campaigner and spokesperson for women's rights, particularly in the workplace. I have spoken to, mentored and trained women from entry level in their industry through to C-Suite executives. Whilst we are all women, every single one of us is different.

If we are going to truly achieve an inclusive working environment, it is imperative that we, as a society, acknowledge the importance of how our demographics and characteristics will impact us. We know that as regards pay, people who fall within more than one underrepresented group, for example, black women, will likely face a double disadvantage. However, until we start to understand intersectionality and until companies collect the necessary data to measure whether they are truly treating their employees equally, it will be difficult for real change to occur.

I want to thank you for running this campaign to raise awareness of intersectionality as a concept as it is central to achieving a truly inclusive workplace and society.

Yours sincerely



Vanessa Valley OBE

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