

To Whom it may concern

24th April 2019

Ref: The Global Shapers London Hub - Intersectional Pay

I am supporting this campaign led by the World Economic Forum Global Community Shapers, because everyone deserves the opportunity to develop skills and talents to reach their full potential, and work in a safe, supportive and inclusive environment, where they are rewarded fairly, and recognized.

So, in my mind, being inclusive is about creating an environment that thrives on our differences: where we recognise that people are different and that there is nothing wrong with that; where everyone has a valuable contribution to make; where no one is discriminated against based on their race, religion, disability, gender or sexual preference.

This intersectional approach requires us to understand the communities within our workplaces and to be accountable by measuring the demographics and outcomes. We should be empowered by this challenge, as while we may face hard truths, facts allow us to better plan for our diverse organisations, and enable us to better serve a diverse customer base with services that meet the needs of the wider society.

The experiences of people in relation to pay need to become transparent thereby helping us to make sure that rewards are aligned with true performance. This is so important in uncovering discrimination. In my view the most successful companies will be the ones that take strides to be leaders in this space.

Your Sincerely



Andrea Dunlop

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