

23 May 2019

## World Economic Forum Global Shapers

Dear Miss Adeyemi,

At the CBI, we welcome the World Economic Forum Global Shapers campaign to view pay equity through an intersectional lens.

The CBI exist to help business create prosperity for all, and we actively encourage all our members to think more inclusively around their business model. Progressive businesses are embracing diversity and inclusion as a means of forging a sustainable future.

We have voluntarily reported on our Gender Pay Gap for the last two years, with 2019 being the first time we reported our Ethnicity Pay Gap. This is to honour our commitment to diversity and inclusion, attracting BAME talent and improving our representation of BAME leaders at the CBI. Likewise, we are determined to close the pay gap for our women.

However, we know that a richer picture would be established when we look at intersectionality, it gives the opportunity to help people build connections based on their multiple identities and the way they intersect.

Our employee networks (BAME, Women, Working Families and LGBT) are encouraging us to support our leaders and wider business to talk more confidently about race, gender and intersectionality.

We support greater efforts and collaborations to better understand the combined effects of diversity characteristics on the lived experience of people.

Yours sincerely

**Anneka Baddeley**  
Diversity & Inclusion Advisor  
Contact details