

24th April 2019

To whom it may concern

RE: World Economic Forum, Global Shapers - Intersectional Pay

This campaign matters. It matters intellectually because intersectionality raises the important questions of disadvantage and advantage (in pay and beyond) within groups of a common identity. It's not enough to fix the gender pay gap. We need to fix all the unfair pay gaps, and the subtlety of intersectional pay needs to be analysed as the multi-dimensional problem that it is.

It matters personally because I am a person. I belong to many communities and identify with all of them but am not the sole representative of any of them. When I am reduced to female, or Asian, or White, or cisgender, or heterosexual, or Canadian, or working parent, or MBA... I am reduced. Some of my identities confer me with advantage; some with disadvantage. Within each of these communities is a diversity that is meaningful.

Yours Sincerely

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