
Why Intersectionality Matters in DEI Strategy

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Speaker Biographies

Paul Wilden CMgr CCMI, Senior Advisor, Warburg Pincus



Paul is a global financial services & markets expert having run both regional (EMEA and APAC) and global businesses for large blue chip banks, together with PE backed NBFIs. He is currently an Advisor to a Private Equity firm, a Global Management Consulting firm, a Senior Consultant to a Swiss Capital Markets firm and a Consultant for a global FinTech.

Paul is a Chartered Companion and on the Board of Companions of the CMI, a Member of the International Advisory Council of the Institute of Business Ethics, a Fellow of the London Institute of Banking & Finance and a member of the

Financial Markets Law Committee.

Paul's Board Level experience includes regulated Trust Companies in Singapore, Hong Kong and Malaysia. He is also on the Board of a number of charities focused on Facial Difference (Paul was born with a condition known as Microtia Atresia and is profoundly deaf on his right side) including Face Equality International and Smile Asia.

Paul has lived in London, Sydney, Singapore and Hong Kong. He is a Singapore Permanent Resident and holds both British and Irish/ EU passports. Paul is married to his husband Sid and they now live between West Sussex and London with their two dogs.

Kenneth Uka CMgr MCMI, Diversity & Inclusion Lead, CMI Scotland



Kenneth is a strategy and leadership professional with nearly a decade of experience helping stakeholders move from vision to execution through structured planning, resource allocation, and strategic decision-making. His career spans higher education, manufacturing, publishing, sustainability tech, and IT, with applied expertise in strategy development, financial planning, risk management, and transformation. Currently, Kenneth is a Strategic Planning Officer at the University of Dundee. He holds

a degree in Accounting from the University of Nigeria, is a Chartered Accountant (ICAN), and earned a Master's in Management, Strategy & Leadership from the University of Dundee. His dedication to leadership excellence also led him to attain Chartered Manager (CMgr MCMI) status with the Chartered Management Institute, UK.

He also holds directorships at Tayside Cancer Support and the Sight and Social Hub. His previous work with Crescent Kids Charity focused on forging partnerships to improve healthcare outcomes for children with Sickle Cell Anaemia in Nigeria.

Outside of work, he also enjoys web design and writing ReadLift, his personal “corner of the internet”.

Professor Kate Sang, Director, Centre for the Transformation of Work, Edinburgh Business School



Katherine (Kate) Sang is Professor of Gender and Employment Studies, Edinburgh Business School, Heriot Watt University, Scotland, where she is also the Director of the Centre for the Transformation of Work. Kate's research aims to use sociology to understand how workplace inequalities are (re)produced to co-design interventions to create equitable work. Her most recent research has aimed to improve employment outcomes for women experiencing problematic menstruation, as well as for neurodivergent and disabled women. Her work has featured widely in the press as well as in the business management and

sociology of work academic literature. From 2023 to 2026 Kate is the Principal Investigator for the EDI Caucus (EDICa), funded by the UKRI with support from the British Academy, which aims to accelerate equity across the research and innovation ecosystem. In addition, Kate has been active trade unionist for 15 years, with a commitment to job security, gender and disability equity and decent work in universities.