

The Honorary Graduand: Dr. Cezara Nanu MBE

Dr. Cezara Nanu MBE is to be awarded the Honorary Degree of Doctor of Business Administration.

Dr. Zara Nanu MBE is a recognised entrepreneur, advocate for workplace equality, and expert in strategies to close the gender pay gap. She founded Gapsquare, a pioneering company using data analytics and machine learning to help organisations identify and close gender pay gaps, promoting diversity, equity, and inclusion (DEI).

Under her leadership, Gapsquare became a key player in DEI, partnering with organisations globally to foster inclusive and equitable workplaces. The company's advanced tools provide insights into pay disparities, enabling businesses to develop effective strategies for improvement. Zara's efforts have had a significant impact, earning her global recognition, including an honour from the late Queen Elizabeth II for her services to global pay equity.

Her background in human rights, international development, and her PhD in Political Science from the University of the West of England (UWE) inspired her to develop practical solutions for workplace inequality, focusing on gender pay disparities and career advancement barriers for women.

After Gapsquare's acquisition by RELX, a FTSE100 listed company, Zara has taken on some Board level roles and founded a new company - WorkVue. She continues her mission to advance workplace equality while integrating social justice and sustainability into her work. At Workvue, she addresses broader workplace inequalities, empowering workers with data about pay, skills, and labour market intelligence so that they can have the power to shape a fair future of work.

In all of her endeavours, Zara operates at the intersection of technology, policy, and social activism to create long-term, sustainable workplace changes. Her current work reflects her commitment to transforming the future of work, ensuring it is fair, inclusive, and environmentally conscious.

In addition to her entrepreneurial ventures, Nanu is a member of the Harvard Women's Leadership Board at the Kennedy School. She is an influential voice in the global DEI space, and she actively collaborates with policymakers, pushing for legislation promoting pay transparency and accountability in closing pay gaps.