

D&I Advisory Group Members

Sue Anstiss MBE



- CEO: Fearless Women
- Trustee: Women's Sport Trust
- Co-founder: Women's Sport Collective
- Host: The Game Changers podcast
- Author: 'Game On. The Unstoppable Rise of Women's Sport' (published September 2021)
- MBE: for services to grassroots and women's sport

Sue Anstiss has been a pioneer in women's sport for over 30 years. A founding trustee of the Women's Sport Trust, and co-founder of the Women's Sport Collective, in 2018 Sue received an MBE for her services to women's sport. Sue's award-winning podcast The Game Changers celebrates trailblazing women in sport. Sue is now CEO of Fearless Women, a company with a powerful ambition to drive positive change for women's sport.

James Bailey



- RPA Diversity & Inclusion Advisor
- Rugby Sevens consultant
- Former England Women Sevens Head Coach
- Former professional player. England Sevens, Bristol, Gloucester, London Irish, Lyon (LOU) and Wasps

James has spent over two decades in professional rugby, playing in the Premiership, France's Top 14 and as an England Sevens international, before becoming the first professional black head coach of an England rugby team. In this capacity, James led the England Women's Sevens team to a bronze medal at the Commonwealth Games, through a Rugby Sevens World Cup and qualification for the Tokyo Olympics.

Nigel Boatwain



Nigel was at Apple for 20+ years, most recently Channel Sales Director, focusing on major Business Transformation projects and European Sales Director for Beats by Dre headphones. He was a lead mentor and was appointed Executive Sponsor of 'Black at Apple' the European I&D Programme.

Now a Trustee at the Dame Kelly Holmes Trust and external Project Board for Sport England I&D focussed 2021 Code for Sports Governance.

He has managed rugby teams and year groups at grassroots level at Richmond Rugby. He is a Level 2 Coach as well as being a UKCC cricket coach as well as teaching sport at local schools.

He is a passionate believer that diversity in all levels of sport is a must in a modern society and that rugby can be at the forefront of change to challenge some of society's ills.

Josh Brekenfeld



Josh is currently the Director of Global Corporate Development at Aspen. In his role, Josh heads up the communications and environmental, social and governance (ERG) teams. One of his key objectives is to develop a more inclusive culture including leveraging risk and governance functions.

Josh is the chair of the D&I Board at Aspen and is a founding member of Aspen Cultural Transformation group. Josh is also a founding member and former Chair of the Pride@lloyd's resource group as well as a founding member of the LGBT resource group for U.S. Senate employees.

In 2018 Josh was named as a leading Role Model in the Insurance Industry and one of the Top 50 LGBT Future Leaders by the Financial Times. In 2019 Josh became a Board Member and Trustee at The Insurance Charities. Also, in 2019, Josh became a Board member of London Scottish rugby club as well as an Executive Committee member. At London Scottish, Josh spearheads the strategic initiative to develop the club into a more modern, inclusive place to be. In 2020 he was recognised by the RFU as a Pride Role Model. He is an avid runner and a decent bag piper.

Gill Burns MBE



Gill is an ex-England Captain and Rugby World Cup winner.

Gill has numerous voluntary roles both in and out of rugby and is a huge champion of women's participation in rugby.

Voluntary roles:

- Lancashire RFU President 2019-21
- Lancashire RFU Club & Community Rugby Committee
- Anti-Assassins RUFC Vice President
- Trustee of the Hargreaves Dementia Trust Wooden Spoon Merseyside Committee Care for two vulnerable families in the local area
- Guest speaker at numerous events, dinners, schools, universities, rugby clubs, non-political and non-sectarian associations to spread the word of women's rugby
- Vice-Chair for Firwood Waterloo Women's Section, Membership Secretary of the Waterloo Old Players Society too

Gill is a retired school teacher and currently runs 'Cushty Kit' a small business creating cushions from sports shirts as well as continuing to use her teaching skills as an exam invigilator and acts as a property agent.

Laura Kapo



Laura day job see her split time across three roles: a sales administrator for a local building firm, administration for her father's building company and ad hoc childminder.

She is also the chairwomen for Richmond Women, a post she has held for five years. Her focus as chairwoman has been to support and encourage anyone wanting to try rugby, as well as providing a competitive environment for players to develop. She is extremely passionate about women not just in rugby - but participating in sport, whether that is playing, officiating, volunteering, managing etc.

Giselle Mather



- Ex-England Player and World Cup winner.
- Currently Wasps Ladies Director of Rugby in the Allianz Premier 15s.
- Level 4 Coach - previously coached in the men's and women's games, youth and seniors, amateur and professional, club and international so has wide coaching experience across the game.

Ugo Monye



- Ex rugby player for Harlequins, Barbarians, England 7's/15's & British & Irish Lions.
- Broadcaster for BT Sport
- Rugby Union Weekly Podcast BBC
- Columnist for the Guardian
- Senior Management Team at BT Sport
- D&I Board at Whisper Production
- Board of Trustees Restart Rugby