





D&I IMPLEMENTATION WORKING GROUP MEMBERS

Name & Area of Representation	Biography
 <p>Genevieve Glover Chair</p>	<p>I have been a Wasps player and administrator all my rugby life; I joined the Club as a player in 1991. During my Wasps playing career I've held a variety of rugby admin roles including: Honorary Secretary and Chair of Ladies' Rugby and sat on the Wasps Executive Committee for circa 15 years. I was made Vice-President of Wasps FC in 2003 and remain a Trustee. I've also played representative rugby for London Division, Emerging England and England A over a number of years.</p> <p>I am a Trustee and Chair of the Wasps Legends Charitable Foundation, a charity built on the Wasps past players' network; male, female, amateur and professional, raising money for charitable causes.</p> <p>In my professional life, I am Group HR Director at Barchester Healthcare, a private healthcare provider specialising in residential and care homes and private hospitals. Barchester has 20,000 staff caring for over 13,500 residents and patients across 250 services in the UK.</p> <p>Having been the Independent member on the Nominations Committee for 2.5 years and then Chair of the D&I Inclusion Working Group which developed the recommendations on how diversity and inclusion could be increased within the leadership and governance structures of the game, I remain on Council for a further two years as I chair the Working Group that will implement these recommendations.</p>
 <p>Ralph Knibbs Vice-Chair</p>	<p>I am a former Bristol rugby player making 436 first XV appearances, represented England RFU at B, U23 and Sevens.</p> <p>I am also an accomplished Senior HR Business Partner with over 30 years' experience, gained through working with small to medium business enterprises and global blue chip organisations. I possess strong leadership abilities and extensive experience across a range of HR generalist functions including the design, development and implementation of strategies to meet the evolving business needs for talent management, training and employee development, workforce planning, organisational design, equality and diversity, sport volunteering programmes, resourcing, reward and employee engagement.</p> <p>As a former HRD at Rolls-Royce, involved in the implementation of a Global ED&I policy. I am currently Head of HR & Welfare at UK Athletics and responsible for ensuring compliance with the UK Sports Code of Sports Governance, while supporting the organisation to attain the advance level of the equality standard in sport.</p>
 <p>Amanda Bennett Independent</p>	<p>My rugby career started at Loughborough University in 1983 when women were rarely even allowed to play the game. Despite the lack of access and opportunities I persevered not just because I fell in love with rugby, but because there was no justifiable reason for women to be excluded. Since then I have founded two women's rugby clubs – Gillingham (now Medway) and Saracens. The latter is the most successful women's team in the UK to date and, as well as playing for Saracens, I also served as a club volunteer in various roles. I was appointed Head Coach in 2001 and stepped down in 2011 having led a period of unprecedented success for the club. As I player I represented Great Britain four times, including the first ever international match held on UK soil, and won 25 caps for Wales, playing in two Women's Rugby World Cups (1991-1994). Following retirement I took up coaching and have been a vocal advocate for an increase in the number of women</p>

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	<p>coaching, especially at elite levels. I am a level 3 coach and also an RFU endorsed mentor, and have supported several aspiring male and female coaches in the game. I am currently a member of the RFU Game Development Sub-Committee and also Chair of the Saracens Women Advisory Group, which was formed following the merger of Saracens Ltd and Saracens Women, and is accountable to the Saracens Ltd board. Beyond rugby, I run my own consultancy offering specialist support to sports bodies in the areas of diversity and governance. FairPlay Ltd was established after ten years working for UK Sport and I have been privileged to work with remarkable people from organisations as diverse as the Welsh Rugby Union, International Paralympic Committee and England Lacrosse.</p>
 <p>Maggie Alphonsi MBE Council Member</p>	<p>I am a former England rugby player and rugby world cup winner. I work in broadcasting and I am also a Programme Director at Vitality. I have been involved in the game for the past 23 years where I have been a rugby player, a club coach, a volunteer and a professional member of staff at the RFU for five years.</p> <p>I have been a National Council Member for four years; during that time I have sat on the Rugby Growth Subcommittee and Diversity & Inclusion Working Group. I now sit on the Game Development Subcommittee with aspiration to one day be on the RFU Board and eventually become RFU President.</p>
 <p>Peter Howard Council Member</p>	<p>I have worked in banking and the law, been self-employed and I now work in the public sector. In the voluntary field I have been a Territorial Army Officer, and a deputy Chair of school Governors. I was Chair of Oadby Wyggestonian RFC in Leicester for eight years and successfully brokered a tri-partite deal that brought Leicester Tigers to our ground as a training base, thus relieving the club from future financial pressure. I served on the Discipline Panel of the Leicestershire Rugby Union for 16 years, the last eight as Chair. I was invited onto the RFU's National Discipline Panel and I am now the elected representative for Leicestershire & Rutland on the RFU Council, where I sit on the Governance Standing Committee, the GMS Steering Group and the D&I Implementation Group. I have previously sat on the Corporate Governance Code Working Group and the Diversity and Inclusion Working Group.</p>

D&I IMPLEMENTATION WORKING GROUP MEMBERS



Waheed Aslam
Game

My rugby journey started as a six year old at my local club Old Halesowenians RFC, moving onto Moseley RFC for youth/adult rugby. At both I could not afford to attend every week so took every opportunity to really shine. The extra motivation was also a function of being the only Asian person. I played games at county and regional level. I returned to rugby when my eldest joined Wasps, as they say the rest is history - various age groups coaching, managing roles etc taking over as minis and junior chair in 2009. Over the last 15 years we changed the demographic of the club with greater social mobility and BAME representation within the membership and now proud to be a VP of one of the most diverse rugby clubs. In parallel I took on Chair of Middlesex minis and in 2019 became a board member to lead Communications & Innovation for the county overseeing a revamp of the social media and communications strategy.

I have lead various professional & financial services teams in a building market leading positions, with diverse international multi-disciplinary teams. Currently at a city law firm where on a pro-bono basis I am involved in a number of social mobility initiatives including various mentoring roles. I am also proud to be board advisor to the social mobility charity Sport Gives Back. I am all about collaboration, continuous self-improvement and learning, undertaking an MBA, the RFU Leadership in Union programme and further development through Managing High Performing Teams at Cambridge University

My life and career have been based on collaboration and engagement I could not have achieved what I have without the help of a diverse network of family, friends and contacts, I have found the greater the experiences and expertise the more effective the decision making, for me diversity & inclusion underpins that thought process.

Being from a British Pakistani background I have always been a minority within the rugby spheres, initially in playing and over the last 15 years in the administration and coaching side, I am passionate about creating opportunities for other minority groups to also get involved in both sport and rugby in particular. Sport has the power to change lives and rugby by its very nature is one of the most inclusive of sports that can really bring together a diverse spectrum of people to enjoy the game at all levels.



I live by the Ernest Hemmingway line – “never mistake motion for action.”



Geraldine Brown

My rugby experiences started as a 5 year-old running about New Brighton Rugby Club as my older brother started playing, introducing the whole family to the sport. Later my Dad started coaching at Wirral Rugby Club, so rugby was ever present in the household as I grew up. I started playing when I moved to Berkshire after graduating and joined Marlow. After a move to Brighton & Hove, I played for Crawley and then Hove RFC, where 20+ years later I not only still play the occasional game for the women’s second team but have been Club Chair for the past five seasons. I have played representative rugby for the South East, before embracing my heritage and playing for Irish Exiles and Ulster.

D&I IMPLEMENTATION WORKING GROUP MEMBERS

<p>Game</p>	<p>Throughout my playing career I have taken on leadership roles in every club I have been involved in and I have been involved with Sussex RFU at different times since arriving in Sussex – playing for, then running the county women’s team and for the past three years on the Board as Director of Marketing and Communication. This year I have moved roles to take up the position of Director for Women’s and Girls’ Rugby. I applied to be a part of the working group for diversity and inclusion as I felt not only could I bring my passion for the game to the group but also my knowledge and experience of grassroots rugby. I also bring my skills as a government social researcher to ensure data and evidence is used effectively to support the development and implementation of the group’s recommendations having previously worked on diversity and inclusion in the Civil Service.</p>
 <p>Matt Webb Game</p>	<p>Having returned to rugby at a later age, following a career in hospitality that kept me away, I have found myself back on the front row for the Kings Cross Steelers. In my seven years with the club as a player I have also held the role of Treasurer, Coach, General Dogs Body and now Chair. Leading our diverse club through the last couple of seasons and Covid has been a privilege and a challenge in equal measure. As we celebrate our 25th season I have called on our members to be better so we can regain the roots we sowed as the most inclusive club in English rugby. Something I am proud to say we are rising to and we all support.</p>
 <p>Kirsten Flower National Youth Council</p>	<p>I first became involved with Rugby when I started playing aged 11. When I turned 18, I was accepted into Loughborough University and I was immediately struck with a feeling of acceptance and belonging. I became a welfare representative within our Athletic Union for two years and was involved in a number of campaigns aiming to increase sport participation within our minority groups. Also intrigued by the governance of Athletic Union clubs, I joined the club development committee for a year and worked first hand with club chairs endeavouring to improve their clubs. Alongside my positions within the AU, my love for rugby was furthered when I became a referee in 2017 and captained the BUCS 2s for a successful season in 2019. Throughout my undergraduate degree, I realised the impact that young people had in sport and the magnificent people I was surrounded by who possessed such passionate views related to sport governance and policies. I decided I wanted these voices to be heard, and I began an exciting journey when I became one of 12 to sit on the RFU National Youth Council in 2019. Still currently a member of the Youth Council and now undertaking a Postgraduate degree in Loughborough, I am fortunate to have the opportunity to witness the impact that sport has on people and play a part in ensuring this opportunity is available to everyone.</p>

D&I IMPLEMENTATION WORKING GROUP MEMBERS



Marissa Lowe
RFU Project Manager

I started playing rugby at the age of 14, having watched my brother play for years and finally getting the bug too. In addition to playing, I volunteered at the club to coach the minis, leading a team to deliver fun sessions on Sunday mornings. Through this volunteer work, I was selected as a founding member of the National Youth Council in 2009, developing leadership skills and broadening my understanding of the rugby landscape. I played university rugby and club rugby for Wasps whilst studying a Geography degree. After finishing university, I completed an internship with London Youth Games as a volunteer coordinator, working across all 33 London boroughs to help organise event days and volunteer training opportunities across the capital. I joined the RFU in 2015 as part of the Education & Age Grade team, getting stuck into the All Schools programme and college sector. I am fortunate to have had some incredible experiences through my involvement in sport and am passionate about everyone being able to have these opportunities too.