



## Accelerating the Global Development of Women in Rugby

### 2020 Women's Leadership Scholarships

2019 was a fantastic year for Women's Leadership Development. World Rugby partnered with the Regional Associations to identify talented leaders for significant professional development support. In total, fourteen scholarships were allocated in 2019 across five regions; four in Oceania Rugby and Rugby Europe (after they deferred the 2018 scholarships to 2019) and two in Rugby Americas North, Sudamérica Rugby and Rugby Africa. Asia Rugby asked to defer the scholarship application process to 2020.

### The 2019 scholarship recipients are:

- **Cate Sexton (New Zealand):** Head of Women's Rugby Development at New Zealand Rugby
- **Vela Naucukidi (Fiji):** Women's Development Manager for Fiji Rugby Union, former President of the Fiji Women's Rugby Union (2007-12) and current Secretary since 2013
- **Jane Schmitt (Australia):** Director and board member of Queensland Rugby Union
- **Cybele Druma (Papua New Guinea):** Former CEO of Papua New Guinea Rugby Football Union and President of the National Capital District Rugby Union
- **Gemma Fay (Scotland):** Head of Girl's and Women's Rugby with Scottish Rugby
- **Katharina Kueß (Austria):** Vice-President and head of women's rugby in Austria, a player and coach
- **Annelies Acda (Netherlands):** Rugby Nederland Board member and Rugby Europe Women's Rugby Committee member
- **Iryna Arkhytska (Ukraine):** Secretary General for Ukraine Rugby Union
- **Regina Lunyolo (Uganda):** Chairperson of the Uganda Women's Rugby Advisory Committee and committee member for the Gender Equality and Diversity commission of the Uganda Olympic Committee
- **Edvige Manga (Senegal):** Deputy Secretary General of Senegal Rugby Union
- **María Fernanda Vázquez Villatoro (Mexico):** Manager and Board member at Wallabies Rugby Football Club Mexico
- **Lauren Rothwell (Bermuda):** Board Member and Public Relations Officer for Bermuda Rugby Union and national team player
- **Lettizia Alcaraz (Argentina):** Women's Rugby Development Manager of the Northeast Rugby Union and former international player
- **Soledad Galleguillos (Chile):** Development Manager of Women's Rugby and former international player for Chile, coach and educator

### Some examples of what the 2019 scholarship recipients have already achieved:

- The 2019 intake already showed a lot of best practice sharing globally with Irina Arkhytska going on a study tour in Australia, Regina Lunyolo in New Zealand, Jane Schmitt in England and Vela Naucukidi going to Scotland shortly.
- Cate Sexton, Vela Naucukidi, Cybele Druma, Jane Schmitt, Irina Arkhytska and Regina Lunyolo participated in the Oceania Rugby Women's Leadership Forum in Fiji in August.
- Samantha Feausi (2018 scholarship recipient) and Jane Schmitt completed the Women's Sports Leadership Academy (WSLA) Course, an international week-long intensive leadership programme at the University of Chichester in the UK.

- Vela Naucukidi, Cybele Druma, Lauren Rothwell, María Fernanda Vázquez Villatoro, Katharina Kueß are in the process of completing or have completed the Women in Leadership Certificate from Cornell University, an online learning programme covering various aspects of executive leadership. It is now time to commence the next intake of the scholarship programme. A maximum of £20,000 will be allocated to each of the Regional Associations. The value of each individual scholarship is up to £10,000 depending on individual development programme of the scholarship recipient.

## Call for Applications

It is recommended that Regional Associations work with unions to identify talented women with potential to become leaders. If regions wish to proceed in a different way, please contact Anne Grumelard, [anne.grumelard@worldrugby.org](mailto:anne.grumelard@worldrugby.org) beforehand to discuss.

The scholarships are open to women who

- Are currently involved in Rugby at a governance level (Board Member) or,
- Are currently involved in Rugby at a senior management level (third tier and above) or,
- Have the potential to be involved in either a senior management level or Union/Region Board within 2 years.

## Application by candidates

An application form is attached which captures the basic information required, including a detailed activity plan on how each applicant would use the scholarship funding. Each applicant must send the application along with a letter of endorsement from their union.

## Selection Process & Deadline

Regional Associations should develop a prioritised short list of applicants to discuss with World Rugby prior to final approval. The scholarship recipients should be from World Rugby member unions only and priority should be given to women from unions which are demonstrating growth in the game in terms of participation. Selection of applicants should also be based on leadership experience and potential, as well as the quality of the proposed activity plan.

The nominations should be submitted by the Regional Associations to World Rugby by 31st January 2020 at the very latest, however if your nominations are ready at any stage before this deadline, please feel free to send them in advance. World Rugby aims to globally announce the new scholarship recipients on International Women Day on March 8th, 2020.

## Funding allocation & other requirements

Once the scholarship recipients have been confirmed by World Rugby, the funding will be provided to the Regional Association to distribute onwards. It is up to the Regional Association to decide how the funds should be distributed to the scholarship recipients and how the expenses should be reported. For instance, depending on the courses or activities involved payment may be made in two or more installments.

It is the responsibility of the Regional Association (i) to ensure that all scholarship funding is appropriately applied and distributed and (ii) to retain adequate records to demonstrate the same. On request, World Rugby shall have the right (but not the obligation) to audit or inspect all records retained by each Regional Association in respect of the distribution of the scholarship funding in order to verify that such funding has been applied and distributed in an appropriate manner.

We will be looking to receive a six month and final report from each of the scholarship recipients.

If you have any question, please contact Anne Grumelard [anne.grumelard@worldrugby.org](mailto:anne.grumelard@worldrugby.org) or Katie Sadleir [katie.sadleir@worldrugby.org](mailto:katie.sadleir@worldrugby.org)

# 2020 Women's Leadership Scholarships

## Application Form

We are delighted that you have decided to apply to World Rugby's Leadership Development Scholarship scheme. The purpose behind the scholarship programme is to support talented women to further develop their Rugby Leadership potential. The scholarships are open to women who

- Are currently involved in Rugby at a governance level (Board Member) or,
- Are currently involved in Rugby at a senior management level (third tier and above) or,
- Have the potential to be involved in either a senior management level or Union/Region Board within 2 years.

We have rewarded 24 scholarships in the last two years and you can find more about the past recipients of 2018 here <https://www.world.rugby/news/317707> and 2019 <https://www.world.rugby/news/403135>

The scholarship can be used to support a combination of leadership development opportunities. These may range from; formal or informal education, conferences, workshops, mentoring, secondments, best practice study tours. The components of the scholarship should be individually tailored to meet the professional development needs of those applying.

The value of each scholarship is up to £10,000. This funding can be used to cover travel, accommodation, course or conference fees and any other costs associated with the individual scholarship activity plan.

There are many leadership development opportunities offered globally. The [2018](#) & [2019](#) scholarship recipients have achieved a wide range of activities partly listed above and here below are some examples that should provide you with guidance on the types of programmes that may be appropriate for you to consider:

### **Academic Courses**

- Ada Milby, Jillion Potter, Vela Naucukidi, Cybele Druma, Lauren Rothwell, María Fernanda Vázquez Villatoro, Katharina Kueß have completed or are in the process of completing the [Women in Leadership Certificate from eCornell University](#), an online learning programme covering various aspects of executive leadership development.
- Samantha Feausi and Jane Schmitt have completed the [Women's Sports Leadership Academy \(WSLA\)](#), an international week long intensive leadership programme at the University of Chichester in the UK. It is aimed at Senior Managers and Board members. The application phase for WSLA 2020 is officially open for the 7th annual residential week which will be hosted from 15-19 June 2020. You can download the [information pack here](#)
- Maha Zaoui has completed the [Executive Masters in Sports Organisations Management \(MEMOS\)](#). This is a programme offered in French, Spanish and English that is run in partnership between the Olympic Movement and academic institutions. It is scheduled over twelve months and consists of four blocks of 9 days residential modules.
- Maria Thomas is currently undergoing a [Masters of Sport Administration at the Russian International Olympic University](#). The RIOU MSA is a one-year full-time programme of further professional development in sports management, endorsed by the International Olympic Committee and located in Sochi, Russia.

- Jill Potter completed the [Aspen Institute Executive Leadership Seminar](#). The seminar convenes small groups of accomplished leaders from across sectors to explore the values, habits and convictions that drive effective leadership.

### **Best Practice Study Tours**

Many recipients opted for a self-determined international Best Practice Study Tour where they had the opportunity to discuss and observe good practice and critical issues facing the game in various unions across the globe. For instance, Maria Catalina Palacio visited the rugby unions in Spain, Wales, Ireland, Ada Milby and Irina Arkhytska in Australia, Samantha Feausi and Regina Lunyolo in New Zealand, Jane Schmitt in England and Vela Naucukidi is visiting the Scottish Rugby Union by the end of year.

### **Conferences and Regional Forums**

- Rolande Boro, Ada Milby, Samantha Feausi and Maria Thomas attended the **7<sup>th</sup> IWG World Conference on Women in Sport**, Botswana, in May 2018, a major international conference on Women in Sport where the topic for this conference was “*Determine the future. Be Part of the Change*”. The next [IWG Conference](#) is in New Zealand in May 2022.
- Marjorie Enya, Araba Chintoh attended the [USWRF/WRCRA Conference](#) in Charlotte, NC in December 2018. WRCRA provides a professional home for coaches, referees, players, administrators, journalists, and fans within women's rugby. [Next WRCRA Conference](#) is in Atlanta in January 2020
- Cate Sexton, Vela Naucukidi, Cybele Druma, Jane Schmitt, Irina Arkhytska and Regina Lunyolo participated in the [Oceania Rugby Women's Leadership Forum](#) in Fiji last August. Maria Catalina Palacio attended the Rugby Europe Women's Leadership Forum in Madrid in November 2018 and Maria Fernanda attended the [Sudamérica Women's Leadership Forum](#) that Marjorie Enya and Maria Catalina Palacio helped plan and organise in April 2019.

### **Projects**

- Araba Roo Chintoh has been appointed onto the World Rugby Concussion Working Committee and the World Rugby Mental Health Committee and will be attending the World Rugby Medical Commission meeting later in the year.
- Jillion Potter, Araba Roo Chintoh and Maria Thomas created the [RAN Women in Leadership Directive \(WiLD\)](#), an initiative whose mission is to be an inclusive resource to support and advocate for women and girls and work to raise the standard of resources, education, governance and competitions in RAN.

### **Other activities to consider**

- [Manchester Metropolitan MSc Sport Business, Management and Policy](#)

focusing solely on sports, the course covers topics including sport policy, sports marketing and business analytics, as well as exploring areas such as politics, finance and law to understand how they apply to the sports industry.

- [The annual ESPN Women + Sports Summit](#)

This is a two-day event that brings together leading voices and industry influencers to create change and opportunity for women in sports.

- [Courses on Good Governance Practices and the role of the Board](#)

Workshops, short courses or life coaching 101 sessions on leadership, good practice in governance run by professional directors' associations in many countries around the world.



## Application Form

*To be completed by the individual applying for consideration by the Regional Association*

Name (*First and Last*):

Current role or position in Rugby:

Union:

Personal Email:

Telephone:

Provide a high-level summary of your career/involvement in Rugby:

**Describe your Rugby Leadership Career Aspirations:**

How would receiving a leadership development scholarship help you achieve your rugby career aspirations? *For example, what particular skills or competencies are you hoping to develop as a result of being awarded a scholarship?*

## Provide an outline of the programme/activities

What activity, course, programme do you plan to incorporate into your scholarship programme and how will it contribute to what you would like to achieve. Please also outline the total budget linked to the scholarship activities.

**Please list courses, conferences, study tour etc with an estimated budget associated.**

**Below are examples on how to fill the table**

<b>Activity/ Course</b>	<b>Dates</b>	<b>Objectives</b>	<b>Estimated Cost (in GBP)</b>
<i>Cornell University: Women In Leadership Certificate</i>	<i>June - August 2020</i>	<i>Learn strategies to operate effectively in the workplace as a leader and key decision maker</i>	<i>xxxx GBP</i>
<i>Study Trip in England (RFU)</i>	<i>Spring 2020 TBC</i>	<i>Explore and share best practices specifically related to the development of women's and girls' rugby (Academy visit) and High-Performance</i>	<i>Flights: xx GBP Accommodation: xx GBP Expenses: xx GBP</i>
<b>Total</b>			<i>Up to 10,000 GBP</i>

## Mentorship

Do you currently have a leadership mentor yes/no.

If successful in being awarded a scholarship would you like a World Rugby to match you with a mentor for the period of the scholarship? If yes, what do you expect to get out of the mentorship and what specific skills are you looking for support with?

## Personal Information

Please tick here to confirm that you have read and accepted the Applicant Notice in relation to Personal Information attached hereto	<input type="checkbox"/>
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Please attach a letter of endorsement from your Union in support of your application

## Information Notice to Applicants on use of personal information

This notice sets out how World Rugby Limited, with a registered address at World Rugby House, 8 – 10 Pembroke Street Lower, Dublin 2, Ireland (**World Rugby**), will process and use your personal information in connection with your application for the Women's Leadership Scholarships and, as appropriate, your selection for, and participation in, the Women's Leadership Scholarship programme.

You should note that the Regional Association which you apply to in connection with the Women's Leadership Scholarship programme will also collect and process your personal information, but this notice does not relate to how the Regional Association processes your personal information. You can contact the Regional Association for further details in this regard.

The personal information that World Rugby will process about you in connection with the Women's Leadership Scholarship programme include, as applicable:

- Your name, title, and contact details;
- The information you submit in the application form to which this notice is attached;
- As applicable, the fact of your selection to participate in the Women's Leadership Scholarship programme;
- Any other career or other information provided to us in connection with your participation in the programme;
- Any of your personal information included in your six-month and final reports regarding your use of the scholarship funding; and
- Any cost and expense information, or other information you submit to your Regional Association in relation to the application or distribution of the scholarship funding, which we may access in the course of carrying out any audit or inspection into the distribution of scholarship funding.

World Rugby will use your personal information for the following purposes:

- To confirm your selection to participate in with the Women's Leadership Scholarship programme (note that your Regional Association, and not World Rugby) is responsible for managing the distribution of the scholarship funding);
- To promote World Rugby's funding of the Women's Leadership Scholarship programme and to promote the benefits of the programme, in written, digital, audio-visual and any other materials, including by publishing testimonials about your participation in the programme and the activities you undertook pursuant to the programme. Note that such promotional activities may also include promotional activities involving one or more commercial sponsors or partners who are supporting World Rugby's Women's Rugby strategy generally and/or the Women's Leadership Scholarship programme more specifically;
- To verify, as necessary, the proper application and distribution of scholarship funding (including by benchmarking activities from year to year);
- To share your details, at your request, with a chosen mentor.

Your details will also be shared between World Rugby and your Regional Association and/or Member Union, as well as third party service providers engaged by World Rugby with respect to any systems required to administer the Women's Leadership Scholarship programme and corresponding funding. This may involve transferring your personal information to a location outside the EEA. World Rugby has put safeguards in place to protect your personal information in this scenario (you can contact us using the details below if you would like further information on this).

Further information on how we may use or disclose your personal information is described in World Rugby's privacy policy, which you can access here: <https://www.world.rugby/privacy-policy>.

The legal bases on which World Rugby will use your personal information as described above are (a) to enable you to participate, and to confer on you the benefits of participating, in the Women's Leadership Scholarship programme, and (b) our legitimate interests in ensuring the proper administration of the Women's Leadership Scholarship programme.

We will retain the fact of your participation in the Women's Leadership Scholarship programme (as well as details of your activities pursuant to the programme) on an ongoing basis for the promotional and benchmarking purposes described above.

Please note that you have a number of rights under applicable law in relation to your personal information (which may be subject to exceptions), namely:

- the right to receive a copy of and/or access, correct, and/or modify the personal data that we hold about you, together with other information about our processing of that personal data;
- the right to request that any inaccurate data that is held about you is corrected, or if we have incomplete information you may request that we update the information such that it is complete;
- the right, in certain circumstances, to request that we erase your personal data; and
- the right, in certain circumstances, to request that we no longer process your personal data for particular purposes, or object to our use of your personal data or the way in which we process it.

You also have the right to make a complaint to the Irish Data Protection Commission by emailing [info@dataprotection.ie](mailto:info@dataprotection.ie) if you are unhappy with how we have handled your personal data.

Further details on our privacy practices, and your rights with respect to your personal information, can be obtained by reviewing our privacy policy, which you can access here: <https://www.world.rugby/privacy-policy>.

If you have any queries in relation to this notice, or if you would like to contact our Data Protection Officer, you can email us at [dataprotection@worldrugby.org](mailto:dataprotection@worldrugby.org).