

## **Candidate 1**

I am a diversity, equity, inclusion and belonging specialist working in the third sector who can offer a wealth of both professional and lived experience.

In my recent roles, I have designed and delivered DEIB organisational strategy, including learning programmes, HR functions such as recruitment, progression and retention, staff engagement, external training provision, policy, supporting staff networks, creating and implementing DEIB-related data capture and analysis systems and implementing DEIB practices in project work.

My experience has led me to become a confident and comfortable facilitator of spaces that address difficult topics such as systemic racism or ableism, and I keep sight of my overall goals which is to create concrete practical change that benefits marginalised people. I endeavour to be intersectional across a wide variety of marginalised groups in the way I approach my work, and while I bring my own lived experience of disability, I try to integrate a pan disability perspective to my work.

I am a keen collaborator and I believe that everyone can contribute to the effective implementation of DEIB activity within organisations regardless of their level of seniority or personal experience. My preference is to ensure my work is evidence-led, but with flexibility that human experience is what we actually want to understand, support and improve. I have managed complex change processes in relation to DEIB across a wide variety of business functions, for example, CRM database projects through supporting HR and management teams to change how they implement reasonable adjustments.

I have been physically disabled with a mobility impairment since I was 7, and I'm autistic. As such I bring a perspective that is often called 'insightful' and comes from decades of experience navigating society with a range of sensory and physical challenges.

Having sat on the board of the Association of Charitable Foundations and chaired their DEI Committee for the past 5 years, I bring a strong

understanding of board-level contribution to organisations and I am excited to support DRUK as a trustee!

## **Candidate 2**

As a disabled person and Chief Executive of a regional disabled people's organisation (DPO), Inclusion Gloucestershire, I am passionate about the values and aims of Disability Rights UK (DR UK), and would love to contribute as a trustee.

I am committed to the social model of disability and the grassroots disability movement, having spent my entire career developing DPOs, and have got to know and respect the work of DR UK through my role. I am an experienced board member, having held trustee roles for over a decade, and I am an Associate Non Executive Director of a local NHS Trust. I understand the role of a trustee well, and the importance of providing governance and strategic oversight, without getting overly involved in the operational – as a CEO I feel I know what helps to create an effective board and productive working relationships with the senior leadership team. I also appreciate the work and commitment required to be a trustee and feel confident that I could provide this to DR UK.

I have skills in fundraising and bid writing, having doubled the income of Inclusion Gloucestershire over the last 6 years. With a degree in Business from the University of Bath, and now leading a team of 80 staff, I have academic and practical experience of HR. As a charity founder who has led a successful charity to thrive through multiple challenges over the last decade, I have experience and creative ideas to contribute to the board. I love working as part of a team and learning from others and I am well networked and would be a proud ambassador for DR UK! I am values driven and understand the responsibility of holding public facing roles.

I am passionate about social justice, and I am friendly, enthusiastic and determined. I love travelling, sunshine and my cat, Charlie!

### **Candidate 3**

Hello all, I'm so pleased to be presented as a trustee candidate for Disability Rights UK. I work as an Evaluation Officer in the strategy, evidence, and impact team at Scope, where I've been for the past three years. Based in Cheshire, I live with my cat and dog, Zeke and Zuba. My role involves leading co-produced research projects, where I work alongside disabled people to ensure their experiences shape our services, policies, and campaigns.

I bring a mix of personal and professional experiences to this role. I am a Rwandan-British, queer, disabled woman with cerebral palsy, and I use an electric wheelchair. I also manage mental health conditions, a stammer, and I am neurodivergent. These experiences have shaped my commitment to equality and inclusion.

I hold a degree in Sociology and Social Policy, where I focused on intersectionality, disability rights, and equality. My work has always centered on ensuring that disabled people's voices are at the forefront of decision-making, with a particular focus on policy evaluation, co-production, and campaigns that drive systemic change.

As a trustee, I aim to bring my skills in evaluation, intersectionality, and policy advocacy to support DR UK's mission. I'm committed to helping remove systemic barriers and ensuring that disabled people have equal power, rights, and opportunities in society. I'm excited about the chance to contribute to strategic planning and strengthen DR UK's impact.