



**CITY** OF GLASGOW  
COLLEGE

**COMMEMORATIVE  
BOOKLET**

**EMBRACING  
DIVERSITY  
COMPETITION 2017**



## Equality, Diversity & Inclusion (ED&I) Statement...

Equality, diversity & inclusiveness for all:

- Fairness
- Opportunity
- Respect

## Background...

In its sixth year, the Embracing Diversity Competition 2017 aimed to find the most effective expression of the “embracing diversity” theme and all students were encouraged to take part regardless of their course area.

The primary driving force of the competition was to encourage students and staff to reflect upon what Equality, Diversity & Inclusion (ED&I) meant to them, as part of the learning and teaching experience, in an effort to creatively consider and communicate:

- **Fairness**, through being non-discriminatory and making reasonable adjustments.
- **Opportunity**, through removing disadvantages, meeting needs and increasing participation.
- **Respect**, through tackling prejudice and promoting understanding.

In essence, the competition had real human interest, affecting individuals in a way that simply discussing legislation or equality, diversity & inclusion in general could not.



## Recognition...

Following the Education Scotland Review in January 2016, it was commented that “the college has a strong track record for its approach to supporting equality, diversity, and inclusion. Equality and diversity is embedded across college functions, promoted well, and celebrated through a diverse range of activities, including an annual Embracing Diversity competition” (Education Scotland Fully Report, 2016: 6).

The Embracing Diversity Competition won the silver award for Customer Experience at

the College Development Network Marketing Awards 2014.

The Embracing Diversity Competition won the commended award for Equality, Diversity and Inclusion at the College Development Networks Annual Awards 2012.

During the Education Scotland Review in May 2012, the Embracing Diversity Competition was identified as being an example of sector leading and innovative practice.

## The Judges...

The College would like to thank the judging panel for their support and direction. The judging panel was comprised of representatives from the College’s ED&I Advisory and Engagement Group, along with key internal support staff:

- AMINA, the Muslim Women’s Resource Group.
- Close the Gap.
- College Development Network.
- Equality Academy, Glasgow Centre for Inclusive Living.
- EQUATE Scotland.
- Fair Play.
- Glasgow Disability Alliance.
- Glasgow Women’s Library.
- See Me.
- Stonewall Scotland.
- West of Scotland Regional Equality Council.
- College Secretary.
- Director of Corporate Support.
- Director of Human Resources.
- Director of Performance and Improvement
- Head of Business Development and Industry Academies.
- Head of Human Resources.
- Head of Marketing.
- Head of Organisational Development.
- Head of Student Development.
- Student Advice & Guidance Manager.
- Student President.
- Student’s Association Liaison Officer.
- Vice Principal: Infrastructure.



## Judging Criteria...

The panel judged each entry according to the following objective criteria:

- Clarity and accessibility of ED&I message.
- Level of effort shown.
- Originality of concept.
- Quality of work.
- Impact on viewer/audience.
- Scope for awareness raising and promotional work.

## The Awards Ceremony...

The College would like to sincerely thank those students who took the time and effort to enter.

The fantastic work and talent of these students was showcased at an awards ceremony, gallery and reception on Friday, 2nd June 2017, hosted by Talat Yaqoob, Director of EQUATE Scotland,

The ceremony was attended by representatives from external user-led equalities groups, key staff, entrants and supporting lecturers.

During the event, the Faculty Directors, or their representatives, presented their Faculty awards and the overall College awards were presented by Janis Carson, the College's Depute Principal.

## Faculty Winners...

**Almost 80 diverse entries were submitted with representation across all Faculties.**

Entries were submitted across a variety of media. These included graphic design, photography, painting, video, music, events and food.

Entries could be submitted individually or as a group, however entries had to be original pieces of work.

Up to three prize levels were awarded for each Faculty:

- Faculty Level, Commended: £50.
- Faculty Level, Highly Commended: £75.
- Faculty Level, Winner £100.



## Harry Mulvenna, on Behalf of Students

### Students of Painting & Decorating

A decorative panel depicting the national flags of participating students, together with symbols embracing equality, diversity and inclusion.

Level: **Highly Commended**

Faculty: **Building, Engineering & Energy**



## Ilda Conska

### Don't Be a Clown

An animation to challenge sectarianism. This tackles the negative language used by people, often when drinking alcohol, which is defended as simply being banter.

Level: **Winner**

Faculty: **Business**



## Laura Phillips & Bunmi Onanuga

### Project STEMINIST

A game-based learning experience. In playing, participants develop STEM based skills and knowledge, together with an understanding of project management, through building a virtual city.

Level: **Winner**

Faculty: **Building, Engineering & Energy**

## Connor Mitchell

### Diversity Letter

A series of messages written by people who have faced difficulties related to diversity and/or people who have a message to help support diversity.

Level: **Commended**

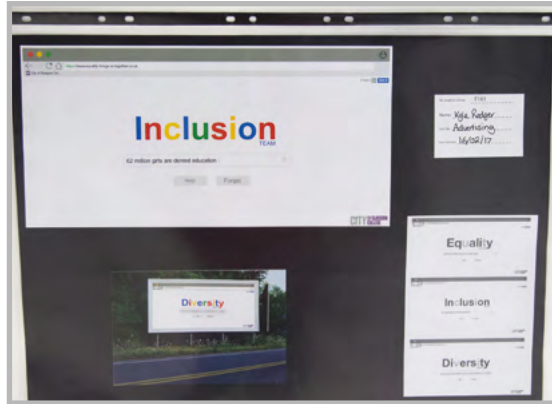
Faculty: **Creative Industries**



## Kyle Rodger Google Doodle

A play on the Google search engine. This is used to challenge stereotypes and discrimination, whilst encouraging fairness, opportunity and respect.

Level: **Commended**  
Faculty: **Creative Industries**



## Lidia Modlinska Diverse City Garden

A visualisation of how the College's Level 7 roof garden could be transformed into a common space which embodies the equality, diversity and inclusion message.

Level: **Highly Commended**  
Faculty: **Creative Industries**



## Beth Coventry Liberation

A combination of textiles and screen printing. This piece portrays the importance of equality and feminist issues that are still very real today.

Level: **Commended**  
Faculty: **Creative Industries**



## Stefan Limseet United, We Introduce Ourselves

An representation of how the human race could introduce itself to an alien race, as being united through shared experiences rather than being divided by difference.

Level: **Highly Commended**  
Faculty **Creative Industries**



## Sam Temple

### Remove

A video which challenges society's gendered norms and ideals of beauty. In doing so, the video supports an understanding and acceptance of non-binary genders.

Level: **Winner**

Faculty: **Creative Industries**



## Blair Machattie, Lewis Anthony & Friends

### Transitions & Development Cosplayers

A cosplay performance to demonstrate how diverse our College is and that people can be whoever they want to be.

Level: **Commended**

Faculty: **Education & Society**



## Courtney Shearer

### Prayer for Peace

An interactive piece which highlights the plight of Syrian refugees.

Level: **Commended**

Faculty: **Education & Society**



## Christine Mailley, on Behalf of Students

### Twelve Days of Giving

A winter campaign to raise awareness, funds and necessary items for the Glasgow City Mission. Using a twist on the "Twelve Days of Christmas" carol, over £500 was raised and £1000 worth of items were donated to the Mission.

Level: **Highly Commended**

Faculty: **Education & Society**

## Ruth Halcrow & Friends Flourish

A potted flower as a visual metaphor. This shows how, despite all our differences, we can all grow and blossom together through education and shared achievements.

Level: **Highly Commended**  
Faculty: **Education & Society**

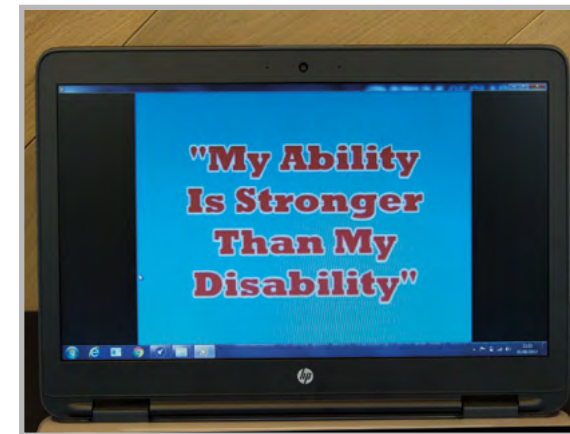


## Charis Maclean and Natasha Lawton

### My Ability is Stronger than my Disability

A video presentation of a sporting event. This brought together disabled children from 6 Glasgow primary schools to participate in a range of sport related activities.

Level: **Highly Commended**  
Faculty: **Leisure & Lifestyle**



## Kelly Hamilton & Friends

### Peace Symbol Canvas

A canvas which illustrates diversity through a range of symbols and icons. Together these form a collage in the shape of the peace symbol.

Level: **Winner**  
Faculty: **Education & Society**



## Mairi Simmons & Friends

### Untitled

A collection of cultural messages – including food – to highlight how far we have progressed in terms equality, diversity and inclusion over the last 40 years.

Level: **Highly Commended**  
Faculty: **Leisure & Lifestyle**



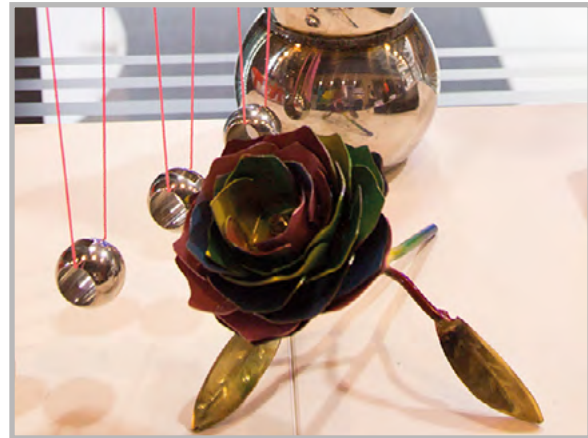
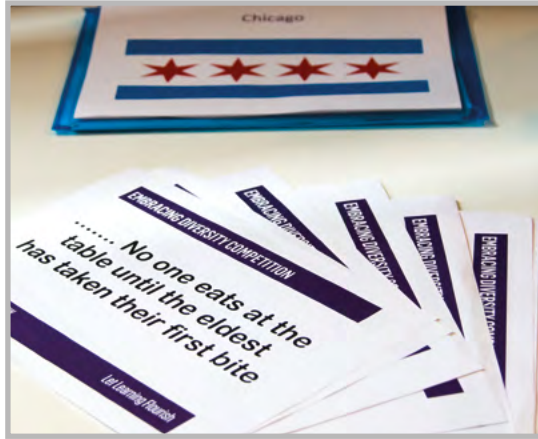
## Darren Seggie, on Behalf of Students

### Embracing Diversity Through Food Culture Awareness

An interactive, awareness-raising game. Participants are encouraged to match different customs or beliefs around food to the correct religion or country of origin.

Level: **Winner**

Faculty: **Leisure & Lifestyle**



## Scott Logan

### The Balance of Life

Nine welded pendulums swinging together. Each pendulum represents a protected characteristic.

Level: **Highly Commended**

Faculty: **Nautical Studies**

## Overall College Winners...

There were three additional prize levels for the overall winners:

- Overall College, Commended: a further £100.
- Overall College, Highly Commended: a further £200.
- Overall College, Winner a further £300.

This means the winner received £400!



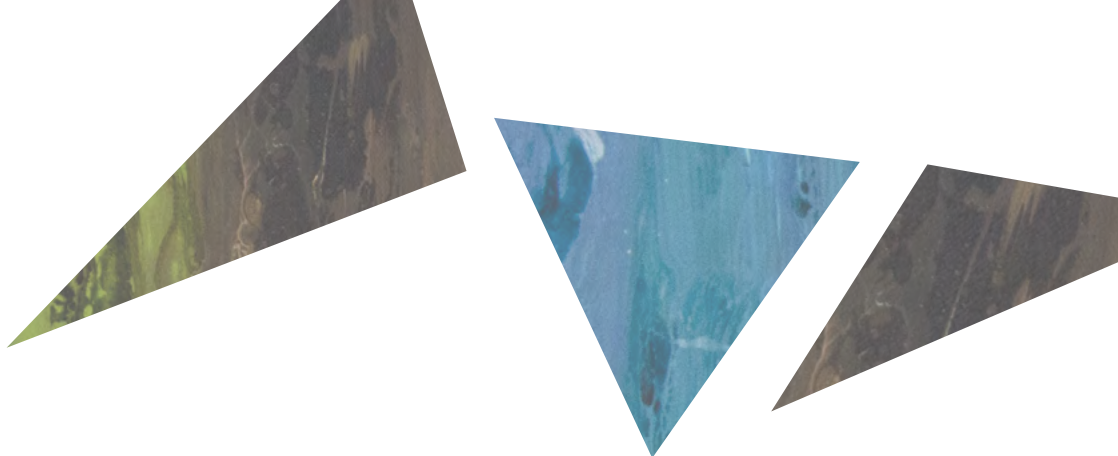
## Sam Temple

### Remove

A video which challenges society's gendered norms and ideals of beauty. In doing so, the video supports an understanding and acceptance of non-binary genders.

Level: **Overall Commended**

Faculty: **Creative Industries**



## Kelly Hamilton & Friends

### Peace Symbol Canvas

A canvas which illustrates diversity through a range of symbols and icons. Together these form a collage in the shape of the peace symbol.

Level: **Overall Highly Commended**

Faculty: **Education & Society**





## Laura Phillips & Bunmi Onanuga

### Project STEMINIST

A game based learning experience. In playing, participants develop STEM based skills and knowledge, together with an understanding of project management, through building a virtual city.

Level: **Overall Winner**

Faculty: **Building, Engineering & Energy**



## The Entrants...

The College would like to sincerely thank all those students who took the time and effort to enter and showcase their talent, together with supporting staff, and is already looking forward to next year's competition:

- Adam Brown
- Aidan Rui Marques
- Alexander Scott
- Alison Bell, on Behalf of Students
- Amber Bryson
- Amir Riaz
- Amy Gemmell
- Angus King
- Anne Myles
- Annie Walker
- Beth Coventry
- Blair Machattie, Lewis Anthony & Friends
- Brad Thomas Johnston
- Catriona Artsley
- Charis Maclean and Natasha Lawton
- Christine Mailley, on Behalf of Students
- Ciaran Curran
- Coleen Hannaway, Erin Montgomery, Kristina Salayova & Madiha Gafoor
- Connor Mitchell
- Courtney Shearer
- Darren Seggie, on Behalf of Students
- Declan Eadie
- Drew Kiefer
- Elliot Connolly
- Emma Matthews
- Emma McKirdy
- Ethian Murray
- Fraser McCourt and Sean Gallagher
- Georgie Trumble
- Glenn Prior
- Hannah Temple
- Harry Mulvenna, on Behalf of Students
- Heather Stewart
- Ilda Conska
- Isobel Hutton
- Jack Graham Ferguson
- James MacDonald
- Jamie Kilday
- John Nicholson
- Jordon Walker
- Joseph Edward Smith
- Kelly Hamilton & Friends
- Kim Murray, on Behalf of Students
- Kirsty Gibson
- Kirstyn-Jessica Wallace
- Kyle Rodger
- Laura Phillips & Bunmi Onanuga
- Lewis Pennycook
- Liam McMahon
- Lidia Modlinska
- Lindsay Oliphant





- Lorna Feggans
- Lucy Toms
- Mairi Simmons
- Marco Gavazzeni
- Megan Findlay
- Megan Young
- Rebecca Jane McEwan
- Robin Vincent Cooney
- Robyn Blackburn
- Ruaridh McKenna
- Ruth Halcrow & Friends
- Ryan Spiers
- Sabir Mohammed
- Sam Haining
- Sam Temple
- Scott Fisher
- Scott Logan
- Selina McCrae,  
on Behalf of Students
- Siobhan Martin,  
on Behalf of Students
- Stefan Limseet
- Tomasz Sawczuk
- Victoria Gallacher
- Wioletta Haldane

## Further Details...

**Please visit the College's Website for more details.**

### ED&I Information

[www.cityofglasgowcollege.ac.uk/edi](http://www.cityofglasgowcollege.ac.uk/edi)

### Embracing Diversity Competition

[www.cityofglasgowcollege.ac.uk/edi-competition](http://www.cityofglasgowcollege.ac.uk/edi-competition)

## Alternative Formats...

This document is available in alternative formats upon request.

For more information, please call 0141 375 5402 / 5401, or contact [edi@cityofglasgowcollege.ac.uk](mailto:edi@cityofglasgowcollege.ac.uk)

# Current Recognition...



Inspiration | Excellence | Innovation



EUROPE & SCOTLAND  
To create a good future  
Investing in Growth, Goodness and Well-being. Future.

Scottish Charity Number SC036198