



CITY OF GLASGOW
COLLEGE

Embracing Diversity
Competition 2018

COMMEMORATIVE BOOKLET



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

Equality, diversity & inclusiveness for all:

- Fairness.
- Opportunity.
- Respect.

Background...

In its seventh year, the Embracing Diversity Competition 2018 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.



Graeme Brewster, ED&I Manager and Lynn Pilkington, ED&I Officer

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:

- Age Scotland.
- College Development Network.
- Equality Academy, Glasgow Centre for Inclusive Living.
- EQUATE Scotland.
- GCIL, The Equality Academy.
- Glasgow Disability Alliance.
- Glasgow Women's Library.
- Positive Action in Housing.
- Stonewall Scotland.
- West of Scotland Regional Equality Council.
- Administration Services Manager.
- Director of Human Resources.
- Head of Business Development and Industry Academies.
- Head of Human Resources.
- Head of Student Development.
- Organisational Development Manager.
- Procurement Manager.
- Student Advice & Guidance Manager.
- Student President Elect.

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 1st June 2018, hosted by Colin MacFarlane, Director of Stonewall 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, Colin MacFarlane presented inter-curriculum awards and the overall College awards were presented by Joanna Campbell, the College's Assistant Principal for Student Experience.



Faculty Winners...

33 diverse entries were submitted with representation across 5 faculties, together with inter-curriculum entries.

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

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.

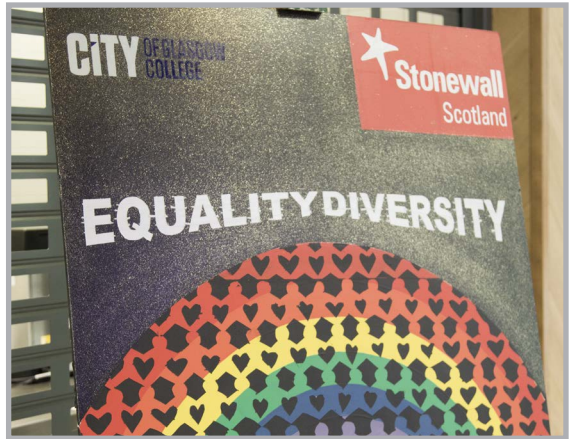


Equality and Diversity Rainbow

Painting and Decorating Level 5

This work was carried out by the students to promote equality and diversity through the workplace and beyond.

Level: **Highly Commended**
Faculty: **Building, Engineering & Energy**



Sing Something Else

Emma Coupar and Scott Canvey

An online campaign aimed at encouraging people to stop chanting sectarian songs and slogans at football matches in Scotland.

Level: **Commended**
Faculty: **Business**



Jacqueline Finlay and Friends

Boobs, Baps and Mammograms

A multi-media campaign that focuses on encouraging disabled women to go for breast screenings.

Level: **Winner**

Faculty: **Business**



Sam Kenneth

Stand Proud

Photography using the pride flag and coloured paints to show that we should stand proud no matter our sexual orientation or gender identity.

Level: **Commended**

Faculty: **Creative Industries**

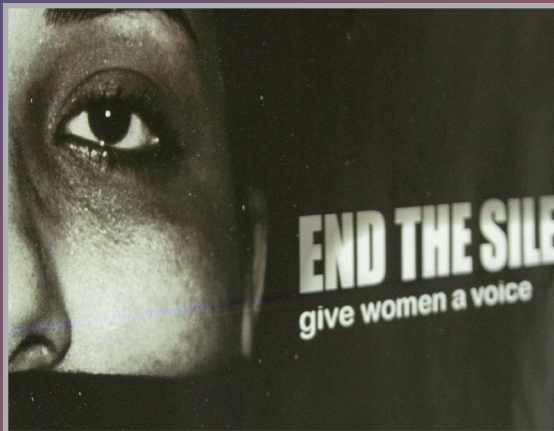
Bayan Javaheri

End the Silence, Give Women a Voice

This poster shares ideas about freedom for women, especially women in the Middle East, which includes the artist's own country of Iran.

Level: **Highly Commended**

Faculty: **Creative Industries**



Lee Pearson

Inside of Me

A photograph from a series of studio portraits which capture the beauty of transgender women.

Level: **Winner**

Faculty: **Creative Industries**



Aimee Balmer and Friends

We All Fit Together

A video on pride and sexual orientation.

Level: **Joint Commended**

Faculty: **Education & Society**



Mandy Bridges and Friends

Unbox Yourself

A table-top display about unboxing ourselves and celebrating people for who they are as individuals.

Level: **Joint Commended**

Faculty: **Education & Society**

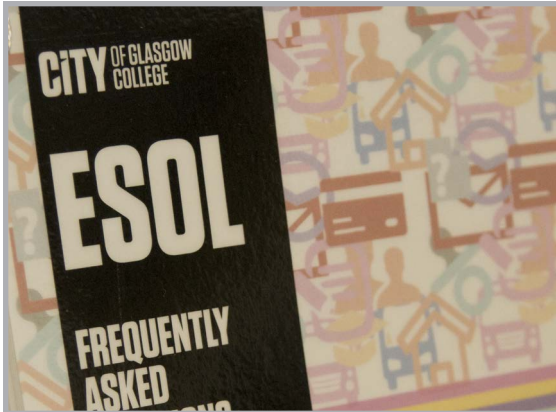
Lan You

Pyramid or Not?

This illustration displays racial harmony through the shape of a pyramid.

Level: **Joint Highly Commended**

Faculty: **Education & Society**



Abolreza Roudsaz and Friends

ESOL FAQs

This flip booklet contains the most frequently asked questions of ESOL students in three different languages.

Level: **Joint Highly Commended**

Faculty: **Education & Society**

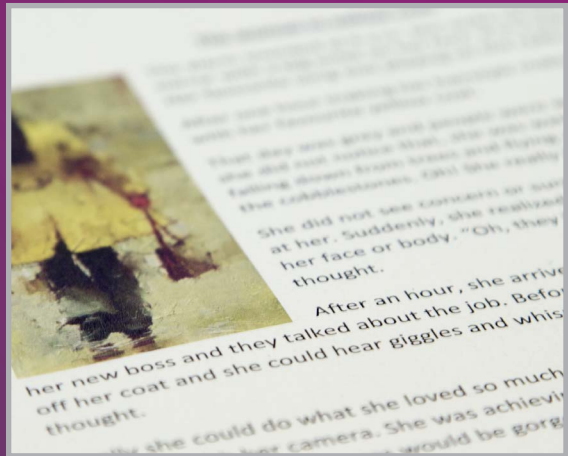
Eva Garcia-Peñuela Castro

The Woman in the Yellow Coat

A short fiction story about a transgender person.

Level: **Winner**

Faculty: **Education & Society**



Laura Ramage and Friends A Taste of Scotland Event for ESOL Students

A display about the "Taste of Scotland" event in the Students' Association for the ESOL students on the 25th January 2018.

Level: **Commended**

Faculty: **Leisure & Lifestyle**

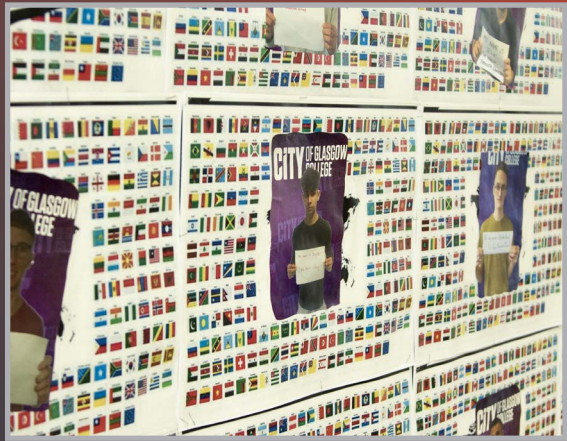


SVQ Gents Barbering

Where are you From?

A display showing students introducing themselves to other students and offering them a free haircut in return for information about where they are from.

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

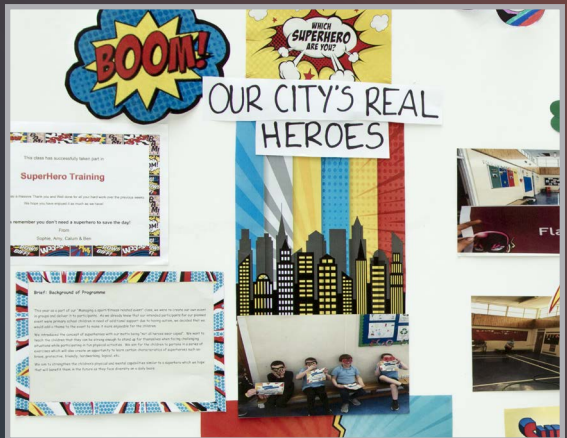


Sophie Little and Friends

Inclusion Superhero Training

A display showcasing a project about engaging children with autism through a Superhero Training Day.

Level: **Winner**
Faculty: **Leisure & Lifestyle**



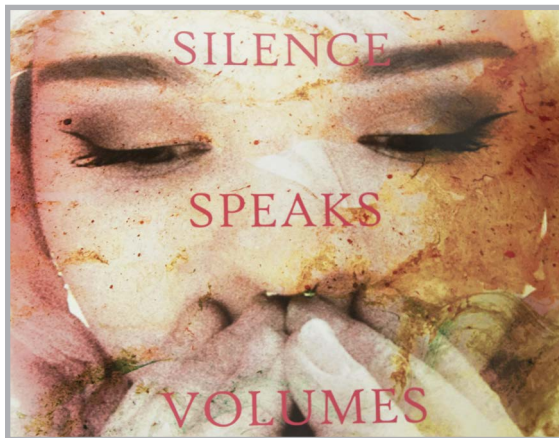
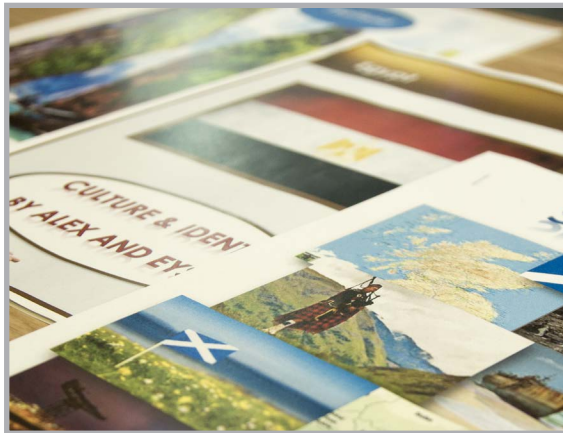
Social Science NC Class A (in Partnership with ESOL Students)

Having a Blether

A display which details a project that involved cultural exchange between students, along with practicing language skills.

Level: **Commended**

Faculty: **Inter-Curriculum**



HND Printmaking Printmakers in Collaboration with ESOL 2 Upper Intermediate Students

All – Together – Different

Various images and prose, compiled after two student groups joined together to discuss and learn about each other's home cultures.

Level: **Winner**

Faculty: **Inter-Curriculum**

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!





Eva Garcia-Peñuela Castro
The Woman in the Yellow Coat

A short fiction story about a transgender person.

Level: **Commended**

Faculty: **Education & Society**

Sophie Little and Friends Inclusion Superhero Training

A display showcasing a project about engaging children with autism through a Superhero Training Day.

Level: **Highly Commended**

Faculty: **Leisure & Lifestyle**





Jacqueline Finlay and Friends

Boobs, Baps and Mammograms

A multi-media campaign that focuses on encouraging disabled women to go for breast screenings.

Level: **Overall Winner**

Faculty: **Business**

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. We are already looking forward to next year's competition.

- Abdolreza Roudsaz and Friends.
- Aimee Balmer and Friends.
- Bayan Javaheri.
- Caitline Lochrie and Friends.
- Cameron Thom.
- Danielle Neill and Friends.
- Emma Coupar and Scott Carvey.
- Erin Ash and Kimmi Anderson.
- Eryn Hood and Friends.
- ESOL - Upper Intermediate for Work - AM class (A) Students.
- ESOL - Upper Intermediate for Work - PM class (B) Students.
- Eva Garcia-Peñuela Castro.
- Hadi Jafarizadeh.
- Hamish Austin Cook Couper.
- HN Fashion Merchandising (HNC/D Retail Management) Students.
- HND Printmaking Printmakers in collaboration with ESOL 2 Upper Intermediate Students.
- Hong Lin.
- Jacqueline Finlay and Friends.
- Kate Elliott.
- Kirsty Forsyth.
- Lan You.
- Laura Ramage and Friends.
- Lee Pearson.
- Mandy Bridges and Friends.
- Myren Berry.
- Printing and Decorating Level 5 Students.
- Sam Kenneth.
- Satnaam Kaur and Friends.
- Sian McClymont.
- Social Science NC Class A Students.
- Sophie Little and Friends.
- Suzanne O'Reilly and Friends.
- SVQ Gents Barbering Students.





Further Details...

Please visit the College's website for more details.

ED&I Information

www.cityofglasgowcollege.ac.uk/edi

Embracing Diversity Competition

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

Current Recognition...



Inspiration | Excellence | Innovation



EUROPE & SCOTLAND
Partnership for a Better Tomorrow

Scottish Charity Number SC036198