

The Herald

GenAnalytics

# DIVERSITY AWARDS 2023

## CHAMPIONING DIVERSITY & INCLUSION TRAILBLAZERS EVENT PROGRAMME

THURSDAY, OCTOBER 12, 2023

@NewsquestEvents @GenAnalytics #scotdiversity

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# WELCOME

**W**elcome to The Herald and GenAnalytics Diversity Awards 2023 and what is a celebration of the important work happening in the third sector, education, community groups and businesses across Scotland to create a truly inclusive society that provides a safe and welcoming environment for everyone.

Now in their eighth year - and my second year as a judge - I truly found last year's judging session to be no easy feat but this year has exceeded all expectations in the breadth and scope of the entries our judging panel assessed.

Challenging inequality and creating a level playing field for all involves a variety of challenges that are far from straightforward. They include tackling unconscious bias, ensuring diverse representation with inclusive recruitment practices, ensuring gender equality and equal pay and creating accessible environments for those with disabilities.

Our entries this year showed some truly innovate and creative ways of achieving all of these things and more.

In difficult political and economic times, these awards - where individuals, businesses and communities show compassion and care - are particularly uplifting and it is an honour to be involved.

The Herald would also like to thank our sponsors, abrdn, Arnold Clark, BAE Systems, Crown Estate Scotland, Diageo, and sportscotland as well as our event partners GenAnalytics.

And to my fellow judges for their time and careful consideration of the entries.

Most importantly, of course, a huge thank you to you all for entering and huge congratulations to every one of this evening's finalists.

Good luck - and make sure you have an enjoyable night.

Catriona Stewart, The Herald





# The Herald & GenAnalytics

**T**hank you all for joining us tonight for Scotland's Diversity Awards. It is fantastic to welcome a large number of our friends who have been with us since our first awards in 2016 and to welcome those of you who are joining us for the first time. We hope everyone enjoys a fantastic evening. It is once again a testament to the diversity and inclusion community in Scotland that so many individuals and organisations are being recognised tonight. Despite ongoing economic challenges all of our entrants to the awards were able to demonstrate the work being undertaken across the country to make our workplaces and society more inclusive. We are also delighted to see a number of shortlisted organisations and individuals who have entered the awards for the first time. All our shortlist tonight have demonstrated that diversity and inclusion matters, that it is not an afterthought but rather it is embedded into business practice. This is what we all must continue to strive for. Once again, our judges had

a challenging task of shortlisting and ultimately deciding on the winners tonight however we know we were also inspired and energised by the activity and efforts taking place all across Scotland. The Herald and GenAnalytics are proud to bring this event to you tonight. We are proud to continue to share our diversity and inclusion journey with you all and we also take inspiration from all of you attending tonight. If you would like to chat more with us about engaging with our programme of events then please get in touch. Once again we thank the support of our partner organisations. This support is not taken for granted and we value the relationships that have been built up over many years and look forward to building on this success with new partners who have joined us. To everyone here tonight. You are all Scotland's diversity champions. That is what makes this event unique and special.

**Jane Gotts, Director, GenAnalytics**

# MENU

Butternut squash bites, kimchi  
pickled cucumber and red onion  
ranch dressing, BBQ sauce

BBQ smoked chicken

pilaf rice, seasonal vegetables,  
paprika sauce.

Warm chocolate fondant, sour  
cherry and chocolate ice cream

Tea & Coffee

Toast Drinks sponsored by

**DIAGEO**

Dietary alternatives provided  
by pre-ordered request



# HOST

## EILIDH BARBOUR

Eilidh Barbour is an experienced  
and versatile sports presenter and  
reporter.

Eilidh presents and reports for Premier  
League and FA Cup matches for BBC  
Final Score and is also a Sky Sports  
SPL Anchor.

As a presenter, she regularly fronts  
Football Focus, Match of the Day 2, FA  
Cup draws and highlights as well as  
The Women's Football Show for BBC.  
She is also the face of BBC's Golf  
coverage.

Since 2015 Eilidh has worked at major  
sporting events, such as FIFA Women's  
World Cups, the EUROS, the Winter  
Olympics, as well as The Open,  
The Masters, PGA Championship and  
The Ryder Cup over the years.

Eilidh also presents the BBC Women's  
Six Nations highlights show and is  
a regular event host for corporate  
events and awards ceremonies.

Away from the day job, Eilidh can  
often be found on the golf course,  
kicking a ball around or hiking in the  
Scottish mountains.



# THE ORDER OF YOUR EVENING

6.30PM

**DIAGEO DRINKS  
RECEPTION**

**WELCOME AND  
INTRODUCTIONS**

**DINNER**

**AWARDS CEREMONY**

**NETWORKING BAR  
& EVENING  
ENTERTAINMENT**



1.00AM

**CARRIAGES**

For a pdf  
version of  
tonight's event  
programme  
online

**SCAN HERE**



# JUDGES



**CATRIONA STEWART**  
The Herald



**JANE GOTTS**  
Director, GenAnalytics



**ENOCH ADEYEMI**  
Chartered Certified Accountant  
and Founder & CEO of  
Black Professionals Scotland



**ELAINE BOYD**  
Director, Audit Quality  
and Appointments,  
Audit Scotland



**LYNN KELLY**  
Development Director – Scotland,  
Common Purpose



**KATE MCCHEYNE**  
Head of Communications &  
Marketing, sportscotland

# LYNNE CONNOLLY ACHIEVEMENT IN DIVERSITY AWARD

## Will be announced at the end of the night



The Lynne Connolly Achievement in Diversity Award has been created by sponsors, abrdn, in recognition of their former Global Head of Diversity, Equity and Inclusion, who died of cancer in January aged just 49.

Colleague Heather Inglis, said "Lynne's commitment to equality was the bedrock on which the company's entire DEI policies were built. The foundations that she created and the inspiration she provided for colleagues and across the business community are immeasurable and permanent. She was a force for good in our business for more than 16 years."

Lynne drove the importance of embedding DEI through all parts of abrdn's business,

such as advocating for the introduction in 2019 of inclusive policies to support colleagues through life events. These included 40 weeks fully paid equal parental leave in the UK business, an industry-leading move at the time, and one that has been transformational for colleagues. Lynne championed the need to implement these policies to drive better gender balance, support all types of families, and help to influence societal change.

As a global company, managing £496bn of assets for clients, abrdn's 5000 colleagues operate in 30 locations around the world and the rate of progress in gaining full equality can move at a different speed depending on where staff are based.



# DIVERSITY THROUGH EDUCATION



## 01 CODE DIVISION, DIGITAL SKILLS PROGRAMS

Code Division's innovative digital skills programs for refugees exemplify best practices in diversity and inclusion, with a strong emphasis on educational achievement. Their trauma-informed, learner-centred approach has demonstrated remarkable impact, empowering refugees to secure skilled employment and transform their lives, fostering a brighter future for both individuals and their families.

## 02 EDINBURGH COLLEGE, WOMEN IN DATA AND DIGITAL INNOVATION

Edinburgh College's Women in Digital and Data Skills initiative, part of the Data Skills Gateway, comprises PDA courses in Data Science and also provides pathways for further learning at university and employment support.

The programme develops data science, meta, and transferable skills, and addresses the gender imbalance in tech industries.

## 03 NEW COLLEGE LANARKSHIRE, THE BRAW WEE SHOP

The Braw Wee Shop" is a complete retail experience created by young adults with learning disabilities at New College Lanarkshire. They've raised thousands of pounds for charity, been celebrated in Parliament and are a living example of the amazing things people with disabilities can achieve when given the chance.

## 04 UNIVERSITY OF STRATHCLYDE, ASK ALEX – SUPPORT FOR TRANS AND GENDER DIVERSE STUDENTS AND STAFF

The University of Strathclyde's 'Ask Alex' initiative provides support for trans, non-binary and gender-diverse students and staff. The service connects enquirers to trained named contacts who can provide advice, assistance and support in a range of areas as well as act as a network of trans-inclusion champions. An invaluable service for students and staff who may not otherwise know where to turn for support around issues of gender identity.

## 05 UNIVERSITY OF STIRLING, STAND BY ME INCLUSIVE RESEARCH TEAM

'Stand by Me' at the University of Stirling explored relationships between couples with a learning disability when one partner had a dementia diagnosis. This accessible and inclusive work, co-led by people with a learning disability, contributes to health and social care training and BSc nursing, paramedic and professional practice programmes.





# SPORT FOR LIFE

**Our vision is an active Scotland where everyone benefits from sport.**

In an active Scotland we will all find ways to be physically active every day. Keeping moving at home and at work. Taking an active approach to getting around. Choosing to be active in our leisure time.

An active Scotland is one where people are encouraged to take part in sport at all levels, meeting fewer barriers and feeling more included.

**[sportforlife.org.uk](http://sportforlife.org.uk)**

**#SportForLife**



[sportscotland.org.uk](http://sportscotland.org.uk)

**sportscotland**  
the national agency for sport



# DIVERSITY IN SPORT



## 01 SPORT ABERDEEN

Sport Aberdeen is a registered charity committed to creating opportunities, inspiring people and changing lives through sport and physical activity. It reinvests all profits made into the communities it serves and its mission is clear – everyone should have the opportunity to get active, regardless of age, gender or ability.

## 02 SCOTTISH SPORTS FUTURES

Scottish Sports Futures use the power of sport and physical activity to engage with young people in Scotland and empower them to be confident, healthy and happy.

They work to combat the effects of living in poverty and buffer against trauma and adversity. Focused in the most challenged communities, they are privileged to work alongside exceptional young people and support them to reach a positive destination.

## 03 2023 UCI CYCLING WORLD CHAMPIONSHIPS

The 2023 UCI Cycling World Championships held from 3 to 13 August, brought together 13 existing UCI World Championships to create a brand new 'mega event'. Over 11 days Glasgow and communities across Scotland celebrated the power of the bike hosting around 8,000 able-bodied and para elite and amateur athletes from 129 countries.

## 04 UNIVERSITY OF STRATHCLYDE, TRANS AND NON-BINARY SWIM SESSIONS

Strath Union, Strathclyde Sport and the University of Strathclyde partnered to introduce a regular swimming session for trans, non-binary, genderqueer and intersex people in the heart of Glasgow. Open to anyone in the wider community, the sessions provide a safe and nurturing environment in which trans and gender non-conforming people can participate in swimming and make use of the steam room and sauna.

CATEGORY SPONSOR

**sportscotland**  
the national agency for sport

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# Our work is much more than a job

Here, on the Clyde, we make history.  
We do this by working together,  
Listening to all voices and perspectives,  
To deliver security for communities and countries,  
While setting standards across the globe.



If you'd like to help  
us write our chapter,  
get in touch.

#historymakers

**BAE SYSTEMS**



# DIVERSITY IN THE PUBLIC SECTOR



## 01 EAST AYRSHIRE COUNCIL, EQUALLY SAFE

East Ayrshire Council supports a population of approximately 121,000 people and has a workforce of approximately 6773 employees, many of whom live locally. Their values of quality, equality partnership and access ensure that they provide good quality and inclusive services for all their diverse communities.

## 02 LOTHIAN BUSES - ACCESSIBILITY AND INCLUSION STRATEGY

Lothian Buses recognise that their customers have a huge range of abilities, needs and expectations when using public transport and they understand the importance of engaging with those who rely on their services to create a culture of inclusion. They connect with their customers and learn from their real-life experiences to effect positive change.

# DIVERSITY IN THE THIRD OR CHARITY SECTOR

## 01 BLACK PROFESSIONALS SCOTLAND

Black Professionals Scotland, a dynamic organisation, stands as a beacon for diversity in Scotland's professional sphere. Dedicated to diversity and inclusion, they have created a platform that helps the Black Scottish community to access opportunities through mentorship, internships and knowledge. Committed to dismantling barriers, their advocacy creates a vibrant space fostering career growth and celebrating the richness of Black talent in Scotland.

## 02 CHANGING THE CHEMISTRY

Changing the Chemistry (CtC) is a charity dedicated to increasing diversity of thought on boards. It supports its members to gain board roles and be the most effective board members they can be. CtC also helps organisations attract diverse board candidates and provides consultancy and training on topics such as unconscious bias.

**DESIGN FOR DIVERSITY**  
**To be announced tonight**

CATEGORY SPONSOR

**BAE SYSTEMS**



# We're proud to support the Herald & GenAnalytics Diversity Awards

At Arnold Clark, we value diversity, and we understand that it is our differences that make us stronger. We are a company built on family values: integrity, diversity, tolerance and stability and we are committed to creating a diverse and inclusive workplace that offers equal opportunities to all.

We are therefore proud to sponsor the **'Best Diversity Campaign'** category and shine a light on the important work of other organisations.



Diverse in our make-up united in our goals.



Find out more about  
life at Arnold Clark

## **Arnold Clark**

# DIVERSITY CAMPAIGN OF THE YEAR



## 01 BLACK PROFESSIONALS SCOTLAND, #BLACKSCOTINTERNS

Black Professionals Scotland, a dynamic organisation, stands as a beacon for diversity in Scotland's professional sphere. Dedicated to diversity and inclusion, they have created a platform that helps the Black Scottish community to access opportunities through mentorship, internships and knowledge. Committed to dismantling barriers, their advocacy creates a vibrant space fostering career growth and celebrating the richness of Black talent in Scotland.

## 02 DEAF ACTION, EDINBURGH DEAF FESTIVAL

Deaf Action is a deaf-led charity that supports and celebrates deaf people. They are proud to be the oldest deaf charity in the world. In 2022, they launched the Edinburgh Deaf Festival, a celebration of deaf culture, language and heritage, bringing the arts to deaf audiences in a new way.

## 03 GLASGOW SCIENCE CENTRE

Glasgow Science Centre is an educational charity that inspires people to discover the world around them by creating engaging and meaningful experiences with science. Earth Allies is a climate activism course delivered by the team which exemplifies best practice within the education sector, specifically in championing greater diversity and inclusion of young people facing barriers.

## 04 I AM ME SCOTLAND, #MAKEADIFFERENCE

I Am Me Scotland is a community charity that works in partnership with Police Scotland to create a safer Scotland for all. Working with children, young people and people who have life experience, the team develop innovative, engaging and interactive resources which aim to #MakeaDifference

## 05 UNIVERSITY OF GLASGOW, TOGETHER AGAINST RACISM

The University of Glasgow's anti-racism campaign is based on, and has been developed in response to, the real and lived experiences of members of their community.

For a University which prides itself on being an inclusive community, these experiences are totally unacceptable.

Racism cannot have a place at the University of Glasgow. The campaign was an integral part of its anti-racist journey.



# Crown Estate Scotland is proud to sponsor...



## ...The Herald & GenAnalytics Diversity Awards

Crown Estate Scotland manage property – including buildings, land, coastline and seabed – on behalf of the people of Scotland, working with partners to drive economic development and deliver social and environmental value. Our profits go to Scottish public spending. To find out more, visit [crownestatescotland.com](https://crownestatescotland.com)



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# DIVERSITY IN NET-ZERO LEADERSHIP AWARD



## 01 BEYOND GREEN

Beyond Green is an award-winning team of sustainability advisors helping businesses make better choices by future-proofing their operations, protecting their profit margins, and building their values into their business. As a B Corp and a Disability Confident Employer, they are committed to building an inclusive and equitable workplace.

## 02 EUROPEAN MARINE ENERGY CENTRE (EMEC)

Celebrating 20 years as a clean energy innovation catalyst, EMEC is the world's leading ocean energy demonstration centre and is pioneering R&D in green hydrogen and wider decarbonisation. The not-for-profit has implemented many initiatives promoting greater diversity and inclusion to ensure a positive, innovative culture with high employee wellbeing.

## 03 FULL CIRCLE 21

Full Circle 21 is a free-access membership group which runs events ranging from networking brunches to training sessions, hosted by change makers and leaders.

Full Circle 21 is striving towards a more diverse, inclusive, and supportive renewable energy sector. Join the LinkedIn group and take that first step.

## 04 HVS

HVS' viable and zero emissions Hydrogen HGV is designed from the ground-up in the UK around the fuel cell powertrain which permits longer range (up to 370 miles), higher load-carrying capacity, and fast refuelling of around 20 minutes compared to battery powered alternatives. And all whilst only emitting water.

## 05 OFFSHORE RENEWABLE ENERGY CATAPULT

ORE Catapult is the UK's flagship technology innovation and research centre for offshore wind and marine energy. With a team of over 300 people, they have extensive technical and research capabilities, industry experience and track record. Through world-class testing and research programmes, they work with industry, academia, and government to improve technology reliability and enhance knowledge, directly impacting the cost of offshore renewable energy.

## 06 SCOTTISH RENEWABLES

Scottish Renewables is the voice of Scotland's renewable energy industry. They work to grow Scotland's renewable energy sector and sustain its position at the forefront of the global clean energy industry. Scottish Renewables' work delivers policy change, communications activity and knowledge-sharing through their industry leading events programme.

## 07 X-ACADEMY

X-Academy is an energy transition skills organisation, focussed on the professional development of people to enter the energy sector and support the delivery of net zero targets. Fundamental to X-Academy's success is to recruit people from diverse backgrounds, work on projects promoting DEI and partner with like-minded organisations across energy.

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# Diageo in *Scotland*

**Diageo is a company with a rich Scottish heritage - our roots can be traced back to 1627 and the Haig family. Since then, Scotland has played an important role in shaping Diageo and we now export our premium brands to 180 markets around the world.**

Scotland is one of Diageo's largest spirit supply centres responsible for producing around 50 million cases of leading brands of Scotch whisky and white spirits annually. We employ around 3,000 people in Scotland, working in over 50 communities across the country. Around 85% of Diageo's production in Scotland is sold overseas.

We look for people with a wide variety of personalities, experiences and perspectives to create a stimulating and rewarding working environment where everyone can flourish.





# DIVERSITY HERO OF THE YEAR



## 01 COR HUTTON - FINDING YOUR FEET

Founded by Cor Hutton after losing her legs and hands, Finding Your Feet helps families affected by amputation or limb absence with activities, services and support to benefit fitness, mental health and personal growth.

They believe that forming relationships with peers and being part of a group is one of the most powerful ways to reduce isolation, which has been proven to be a contributing factor to life expectancy in the amputee community. The charity would not exist without Cor, she is continually instrumental in raising moral, confidence and equality both in the charity amputees and in the staff team and volunteers.

## 02 GILLIAN HIGGIN - GILLIAN HIGGIN COACHING

Gillian is a neurodivergent coach and consultant. Gillian, and two of her children are neurodivergent with complex needs. She has a MSc in Psychology and was previously a teacher. She supports organisations to be more diverse and inclusive. Gillian's mission is that every neurodivergent person is not only accepted but actively embraced by society. They deserve nothing less.

## 03 TONY MCCAFFERY - DIVERSITY SCOTLAND

Tony is a proud Queer, racialised person, with disabilities and neurodivergence who integrates these intersectional characteristics along with their own lived experience into their work. Tony has achieved many successes over 30 years working in People & Talent, and is now Founder of Diversity Scotland, a leading DE&I consultancy business.

CATEGORY SPONSOR **DIAGEO**

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# DIVERSITY AND INCLUSION CHAMPION

## SMALL TO MEDIUM EMPLOYER: 1 – 250 EMPLOYEES

### 01 ACTIVE LIFE CLUB (ALC), EMPOWERING VOLUNTEERING PROJECT

Active Life Club (ALC) established in 1999 to break barriers in sport and physical activities for underrepresented groups. Those who once lacked the confidence to pursue their sporting dreams, have thrived under ALC's transformation work, guidance and have gone on to achieve remarkable success in their lives. ALC has been driving the force behind multi-sports activities in the community, a medium to engage and open doors to active participation and tackling exclusion.

### 02 BEYOND GREEN

Beyond Green is an award-winning team of sustainability advisors helping businesses make better choices by future-proofing their operations, protecting their profit margins, and building their values into their business. As a B Corp and a Disability Confident Employer, they are committed to building an inclusive and equitable workplace.

### 03 GLASGOW SCIENCE CENTRE

Glasgow Science Centre is an educational charity and five-star visitor attraction that inspires and motivates people to discover the world around them by creating engaging and meaningful experiences with science. GSC has worked to remove barriers and make changes to policies, practices, programmes and physical spaces to become more inclusive and welcoming to diverse audiences.

### 04 GLEN MHOR HOTEL, IN COLLABORATION WITH ENABLE WORKS

At the Glen Mhor, they are committed to redefining hospitality by fostering a culture of sustainability, green energy innovation, mental health and wellbeing, and embracing diversity, equity, and inclusion. They champion inclusivity, valuing the unique perspectives, backgrounds, and talents of every individual - staff or guest, and are committed to equality and fairness, striving to eliminate discrimination, bias, and prejudice in all forms.

The hotel worked with Enable Works, the largest specialist provider of employability, skills and training services in Scotland, supporting over 5,500 people every year to learn skills for work.

### 05 STRIPE COMMUNICATIONS, STRIPE DIVERSITY & BELONGING

Stripe is a PR, social, content and influencer agency creating work that breaks boundaries, delivers results and gets people talking. Stripe's Diversity & Belonging programme supports and inspires people to be the best version of themselves - taking on the biggest diversity and inclusion challenges in the communications industry.

### 06 THE GLASGOW BARONS

The Glasgow Barons are Govan's regeneration orchestra, revitalising the area with concerts and music groups since 2017. Bringing together New Scots, folk with disabilities, young and old throughout this economically challenged area. The Glasgow Barons work with Govan's hidden voices to bring the area to life.



# DIVERSITY AND INCLUSION CHAMPION

## LARGE EMPLOYER: 250+ EMPLOYEES



### 01 ARNOLD CLARK

Arnold Clark is committed to creating a diverse and inclusive workplace. They care about their employees and our communities, they nurture talent and encourage ambition, and are passionate about people who take pride in their work. Their employees are at the heart of everything they do – “diverse in our make-up, united in our goals.”

### 02 PREMIER INN, IN COLLABORATION WITH ENABLE WORKS

Whether it's their customers or their teams, their company is all about people. Diversity is all about bringing people together with different thoughts, backgrounds, perceptions and beliefs. They aim to be an inclusive hospitality business for people living with hidden and/or visible disabilities by removing barriers to access for guests and teams.

Working with Enable Works, their specialist Equity, Diversity and Inclusion consultancy service supported them to create an inclusive, diverse culture where people can thrive.

### 03 SHEPHERD AND WEDDERBURN

Shepherd and Wedderburn is a leading Scottish-headquartered UK law firm, with offices in Edinburgh, Glasgow, Aberdeen, London and Dublin.

Shepherd and Wedderburn is a people business that is proud of its inclusive and collaborative culture and is committed to supporting diversity and social mobility.

### 04 KIMPTON CHARLOTTE SQUARE HOTEL, EDINBURGH, IN COLLABORATION WITH ENABLE WORKS

Kimpton Charlotte Square Hotel operates under IHG Hotels and Resorts, who currently operate over 6000 hotels across the world. One of two Edinburgh managed properties, there are over 500 colleagues at peak times and they focus on making the working environment inclusive for all.

The hotel worked with Enable Works, the largest specialist provider of employability, skills and training services in Scotland, supporting over 5,500 people every year to learn skills for work.

### 05 UNIVERSITY OF ABERDEEN

Established in 1495, the University of Aberdeen was founded on the principle of being open to all and dedicated to the pursuit of truth in the services of others. They still have that purpose and continuously work towards a more inclusive community.

The Herald

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# DIVERSITY AWARDS 2023

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SCOTLAND

For more information in regards to our 2024 Diversity series  
please contact Events Manager, Sharon Franchetti on  
[sharon.franchetti@newsquest.co.uk](mailto:sharon.franchetti@newsquest.co.uk)

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