

Board of Management Students, Staff & Equalities Committee

Date of Meeting	Wednesday 2 February 2022
Paper No.	SSEC2-E
Agenda Item	5.3
Subject of Paper	Equality Diversity and Inclusion (EDI) Current Priorities Update
FOISA Status	Disclosable
Primary Contact	Naira Dar, ED&I Manager
Date of production	26 January 2022
Action	For Discussion

1. Recommendations

The Committee is asked to discuss the report.

2. Purpose

The purpose of this paper is for information, to discuss the College's progress to date with future actions associated with Equality Diversity and Inclusion.

3. Consultation

Not applicable.

4. Key Insights

4.1 This report highlights the some of the key priorities for action as noted in n the previous report this will provide a brief update and a focus on current priorities.

4.2 The focus of the EDI team is currently on engagement and collaboration, reinforcing links both internal and external networks to deliver EDI best practice in the College. The College continues to work with colleagues in Scottish government in supporting the work in Equality and Human rights Mainstreaming and consulting on the review of the Public Sector Equality Duty.

The work of the EDI team should be both strategic and operational as we currently are still recruiting for an EDI officer the current report is fixed on progressing our actions and engagement. The redesign of the EDI message is required to refresh and engage anew with staff and students with our current priorities.

5. Impact and Implications

5.1 It is the duty of the College to deliver and demonstrate progress on the Equality actions agreed by the Board. This is monitored by the Scottish Funding Council in line with the Memorandum of Understanding with the Equality and Human Right Commission.

5.2 Branding

The EDI asked marketing to refresh our branding to ensure that all the work across the college related to Edi could do so. A refresh to reengage with staff and students was required. Additional both external and internal could relate to our message. This design will be used as the base for our work including the refresh of the work with our spiritual care team. The refreshed branding has been well received as part of the consolation process. The new branding suggestion is outline in Appendix 1.

5.3 Training and Development

Current requirements for training are focused on the following:

- Trans Inclusion Training
- Ant Racist Practise
- Accessibility Training

A schedule to deliver the training is currently being agreed. The requirement for specific training on protected characteristics in increasing further discussion a new approach needs to be adopted to ensure that this is achievable.

5.4 Engagement

5.4.1 Staff Networks

The LGBTQ+ Network will be re launched in February as part of the of LGBT History Month activities.

. In line with International Women's Day, we will be launching our COGC Women's Network. This will follow with the international Women's Day Campaign "Break the Bias". (See Appendix 2)

5.4.2 Anti-Racism Campaign

The short life working group will oversee this work and support the implementation of the campaign across the College. Membership from the Faculties and support services in being agreed.

5.4.3 Diversity Months

In collaboration with the Students Association, we will be hosting a number of campaigns for LGBT History Month and for international women's day.

- A webinar on LGBTQ+ Race and Religion is being held in connection with Hadiyah with guest speakers.
- Purple Friday campaign asking staff and students to wear purple for the day in support of LGBT Youth.
- In collaboration with Cemvo and the Scottish Ethnic Minority Women's Network we will be hosting an event on Intersectionality and Breaking the Bias.
- Women in Leadership panel discussion will also be held through an intersectional lens.

5.4.4 LGBT Youth Charter

We are now members of the LGBT Youth Scotland and will be planning our route for the Foundation Award, this will involve working with teams across the College beginning with the Leadership team. A work plan will be developed in order to achieve the award.

5.5 Collaboration

The EDI team is working with the Student Association Officer and various external groups to progress the EDI objectives. Current work will focus on funding opportunities, partnership work and Collaboration on campaigns.

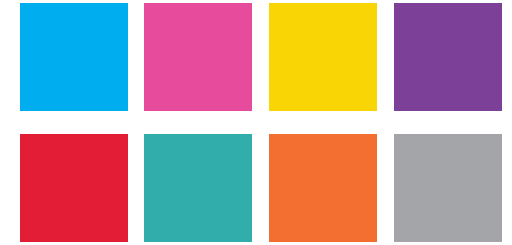
Appendices

Appendix 1 ED&I Redesign Final 22

Appendix 2 [International Women's Day 2022 \(internationalwomensday.com\)](https://internationalwomensday.com)

OPTION 1

Appendix 1



Colour Palette



**EQUALITY, DIVERSITY &
INCLUSIVENESS FOR ALL**

This idea is bright and bold as requested in the brief. The mixture of bold colours represent diversity and work well with the college purple and grey. Circles represents perfection and wholeness, by editing it to take sections out we are showing that we are unique and not being perfect is accepted and something to be celebrated. The sections and pattern also represent our diversity, we can be strong and bold together or even on our own. Though we may be different it does not stop us coming together.

**EQUALITY, DIVERSITY &
INCLUSIVENESS FOR ALL**

When it comes to Equality, Diversity & Inclusion, we're firmly committed to delivering our moral, corporate and legal responsibilities.

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Adobe Stock

Example of a general EDI leaflet and My City banner. For general information artwork all the colours would be used and a colour overlay over images to keep it bright, bold and eye catching.



This is an example of the age awareness leaflet. For the monthly awareness leaflets one colour would be used alongside the college purple and grey so that we can differentiate between the different months. This also shows how the shapes can be used to place images into.



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LGBT History Month

WHAT'S IT ALL ABOUT?

Lesbian, Gay, Bisexual and Trans (LGBT) History Month will run throughout February and is a UK-wide campaign focussed around issues of LGBT equality.



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For the LGBT Month the colours of the circular shapes can be used to reflect the colours of the LGBT flag.

OPTION 2



Colour Palette



This idea is bright and bold with a happy, positive feeling colour scheme. It also includes the College logo colours which keeps the link to our College. It all fits nicely into a rectangle shape which is easy to apply onto any promotional material. The words 'Equality', 'Diversity' and 'Inclusiveness' are all linked to the word 'For All' to show that these aspects are all combined together to become one element.

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**EQUALITY,
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Example of a general EDI leaflet and My City banner. For general information artwork, colour blocks (along with colour images) will be applied using the EDI brand colours and the College purple. These colours ensure the design remains bright, bold and eye catching while conveying a positive message.

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**EQUALITY,
DIVERSITY &
INCLUSIVENESS**

FOR ALL


WHAT'S IT ALL ABOUT?

January is Age Awareness Month in the College. Thousands of people of all ages call Glasgow their home, and we are proud to reflect this in our staff, students and stakeholders.

The leaflet features a background image of a young woman with glasses looking at a laptop. The design includes a blue-to-green vertical gradient bar on the right side. The text is arranged in a structured layout with bold, sans-serif fonts. The main heading is split into three horizontal bars (orange, red, and purple) and a vertical purple bar. The sub-heading is in a white box with a blue border. The body text is in a smaller, white font on a dark blue background.

This is an example of the age awareness leaflet. For the monthly awareness leaflets, various gradient colours would be used to differentiate between the different months. The rectangle block shaped can be incorporated into the heading design too.

**EQUALITY,
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For the LGBT Month, the colourful gradient block can be used to reflect the LGBT flag. The block theme can be carried into the text and image design too, keeping the link to the EDI brand design.