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MEET YOUR HOST



AKOSUA ASABEA OHEMENG OWUSU

Akosua Asabea Ohemeng Owusu is a Senior Management Consultant at Capco and the Director of Communications at Black Professionals United Kingdom.

Having moved from her home country of Ghana to pursue higher education in Scotland, Asabea has now made Scotland her new home.

Asabea is passionate about all things DEI and loves to travel, watch true crime documentaries and try out new food in her spare time. She is married with a child and is based in Edinburgh.

Connect with Asabea on LinkedIn using the following link:
<https://www.linkedin.com/in/akosua-asabea-ohemeng-owusu-54a11230/>



MEET YOUR HOST



TOSIN OGUNLESI

Tosin is a seasoned global business analysis leader and change manager, with a strong passion for diversity and inclusion.

His professional career is underpinned by ensuring that change outcomes are data-driven, while also bringing a unique combination of analytical expertise and a deep focus on user experience design.

Dedicated to improving business processes, Tosin ensures that user-centric design principles are at the heart of every project. He consistently delivers innovative solutions that seamlessly connect business requirements with delightful user experiences, making technology both functional and easy to use.

When he's not championing diversity or leading business analysis projects, you'll find him relishing quality time with his family and close friends.

Connect with Tosin on LinkedIn using the following link:
<https://www.linkedin.com/in/tosin-ogunlesi/>



A FOUNDER'S WELCOME



ENOCH ADEYEMI

What a remarkable journey 2025 has been.

It is incredible how quickly the months have passed, and yet here we are once again, gathered to honour the brilliance, resilience, and impact of Black Scots across the country.

This evening is more than an awards ceremony. It is a celebration of courage, creativity, and community. Over the past year, many among us have stepped into leadership, challenged norms, lifted others, and created spaces where we can all thrive. Tonight, we shine a light on their stories.

The Black Scottish Awards continues to grow, not just in size but in depth. This year, we received some of the strongest nominations we have ever seen. The calibre of talent, leadership, and service represented made the judging process more challenging than ever. It is a powerful reminder that excellence in our community is not rare, but rather, it is rising.

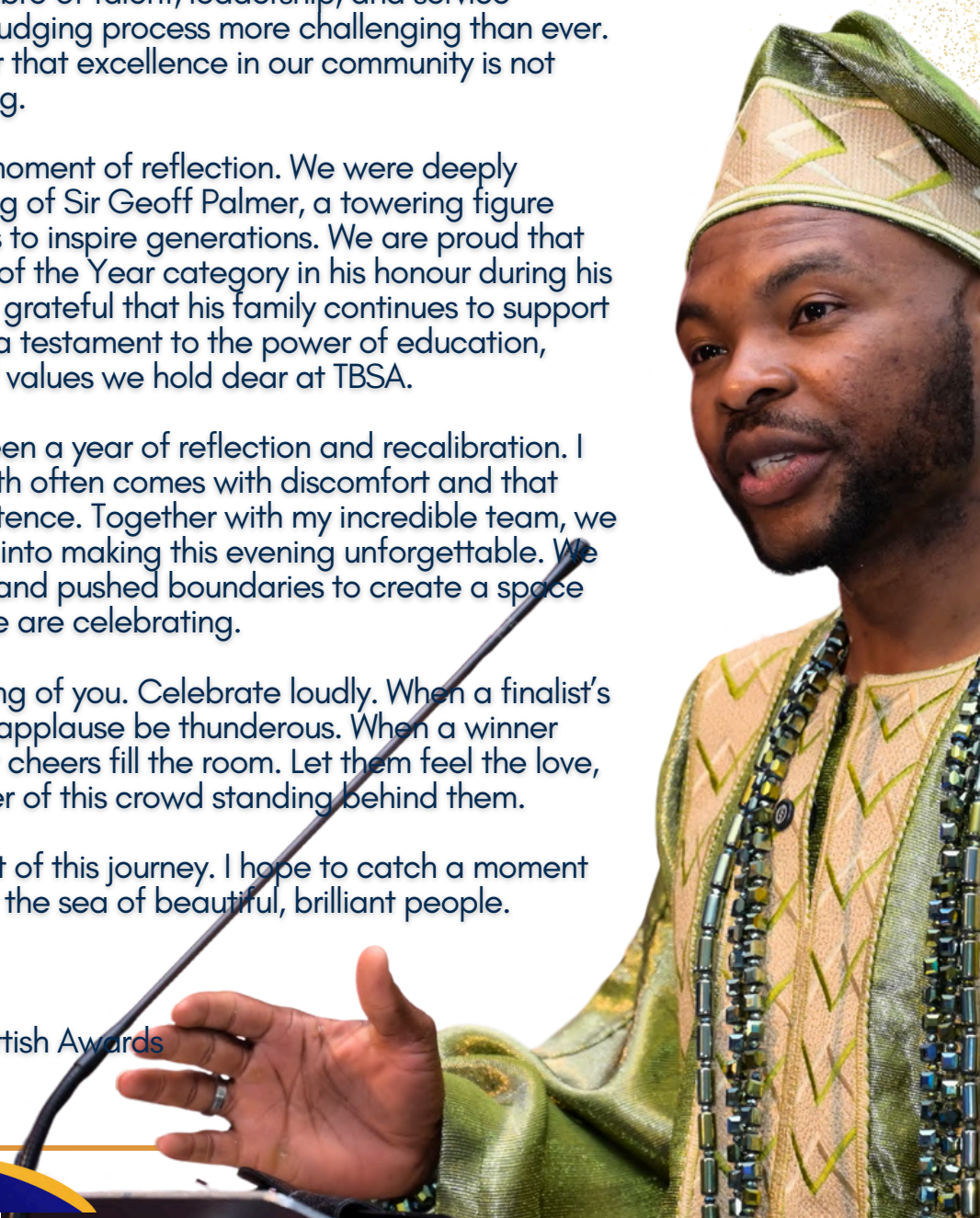
This year also brings a moment of reflection. We were deeply saddened by the passing of Sir Geoff Palmer, a towering figure whose legacy continues to inspire generations. We are proud that we named our Student of the Year category in his honour during his lifetime, and even more grateful that his family continues to support this award. His life was a testament to the power of education, activism, and dignity, all values we hold dear at TBSA.

Personally, 2025 has been a year of reflection and recalibration. I have learned that growth often comes with discomfort and that progress requires persistence. Together with my incredible team, we have poured our hearts into making this evening unforgettable. We have planned, pivoted, and pushed boundaries to create a space worthy of the people we are celebrating.

So tonight, I ask one thing of you. Celebrate loudly. When a finalist's name is called, let your applause be thunderous. When a winner takes the stage, let your cheers fill the room. Let them feel the love, the pride, and the power of this crowd standing behind them.

Thank you for being part of this journey. I hope to catch a moment with you tonight among the sea of beautiful, brilliant people.

Enoch Adeyemi
Founder, The Black Scottish Awards



KEYNOTE SPEAKER



SAMUEL AGBEDE

Samuel Agebde is a Senior Associate Software Engineer at JPMorgan Chase in Glasgow, where his work goes far beyond code. He is deeply committed to fostering inclusive, supportive workplaces—spaces where people spend more time than with their families, and where kindness and belonging should never be negotiable.

Guided by his belief that “talent is equally distributed; opportunity is not,” Samuel actively champions intentional hiring from diverse backgrounds and underrepresented groups. He is also a dedicated mentor, opening doors for aspiring technologists and helping them navigate opportunities in the industry.

Outside his professional role, Samuel is the voice behind *Stories That Shape Us*, a podcast that digs into personal journeys, pivotal moments, and lessons learned. With the tagline, “everyone has a story worth sharing and learning from,” his platform celebrates the lived experiences of individuals from all walks of life—not just their successes or failures, but the human stories in between.

Samuel’s work—whether in tech, advocacy, or storytelling—reflects his passion for creating opportunities and building spaces where everyone feels seen, valued, and inspired.



GUEST PERFORMER

Mr Commando
FRANCIS BONDD

Francis Bondd is a Nigerian singer-songwriter, guitarist and entertainer, whose journey into music took a new turn in Scotland. In 2022, while pursuing a Master's degree in Sustainable Engineering at the University of Strathclyde, he fell deeply in love with Scotland and its vibrant culture.

Though he had stepped away from the Nigerian music scene to focus on engineering, Glasgow reignited his passion. After completing his Master's, Francis took his music to the streets of the city—singing with joy, spreading good vibes, and bringing smiles to thousands of faces.

It was during this time that his nickname “Mr Commando” was born, inspired by his infectious single Commando, released independently in November 2024. Since then, Francis has released several singles and two albums, Happy Land and Rent is Due—both reflecting his experiences and inspirations from life in Glasgow.

His energetic street performances have gone viral across social media, especially TikTok, where millions have watched him sing and dance with crowds. Most recently, Francis was the supporting act for Johnny Drille on his UK tour, performing in Manchester, London, Glasgow, and Birmingham.

Now, as he looks ahead, Francis is gearing up for a truly memorable event on September 27—a celebration of music, culture, and the joy of connection.





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FotoPool is the ultimate event organization tool that lets you collect, organize, and share your unforgettable memories all in one place with AI-powered features.

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- **Ticketing & Sales:** Sell tickets directly through the platform with secure payment processing and real-time analytics.
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In partnership with TBSA, you can access all photos captured tonight on **FotoPool**

- **Scan the QR code** to download FotoPool app
- Find TBSA 2025 event and join the using code below

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- Once you've joined the event, you can view and download photos from TBSA 2025 and also upload photos you took of the event you'd like to share with TBSA team.

Let FotoPool take care of your event photography so you can focus on creating unforgettable experiences.

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MEET THE JUDGES



Cllr Fatima Joji

Councillor, Westhill & District,
Aberdeenshire



Kate McCheyne

Head of Communications,
SportScotland



Edward Obi

Director,
HR Hub Plus & Peridot Recruit Limited



Dr. Susie Mitchell

Programme Director,
Glasgow City of Science and Innovation



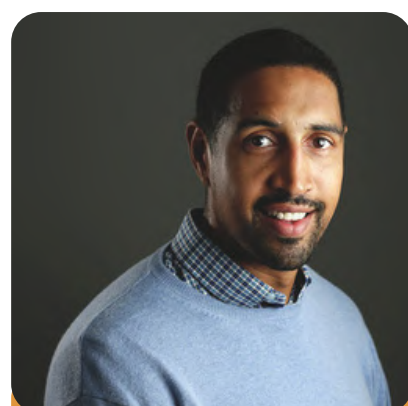
Pauline Murphy

Head of HR Operations,
Scottish Enterprise



Fatima Ceesay Lopez

Software Engineer,
JPMorgan Chase Glasgow



Kieron Achara

Executive Director,
British Basketball Federation



AWARDS CEREMONY AGENDA (ABRIDGED)

Arrival and Drinks Reception	6:00 PM
Invitation To Sit	6:40 PM
Dinner Served	7:30 PM
Awards Ceremony	9:35 PM
Entertainment & Networking	11:00 PM
Event Close	1:00 AM

DINNER MENU

STARTER

TRIO HUMMOUS FARE LA SCARPETTE

HUMMOUS (OBE ATTA, CHERMOULA, BEETROOT), FETA CRUMBS, CHICKPEA KACHUMBARI, DUKKAH, CHAPATI

(Flavours of North, West and East Africa)

MAIN

CONFIT DE CANAR

GOCHUJANG GLAZED DUCK LEGS, JOLLOF RICE, ASIAN SLAW

(Flavours of Asia and West Africa)

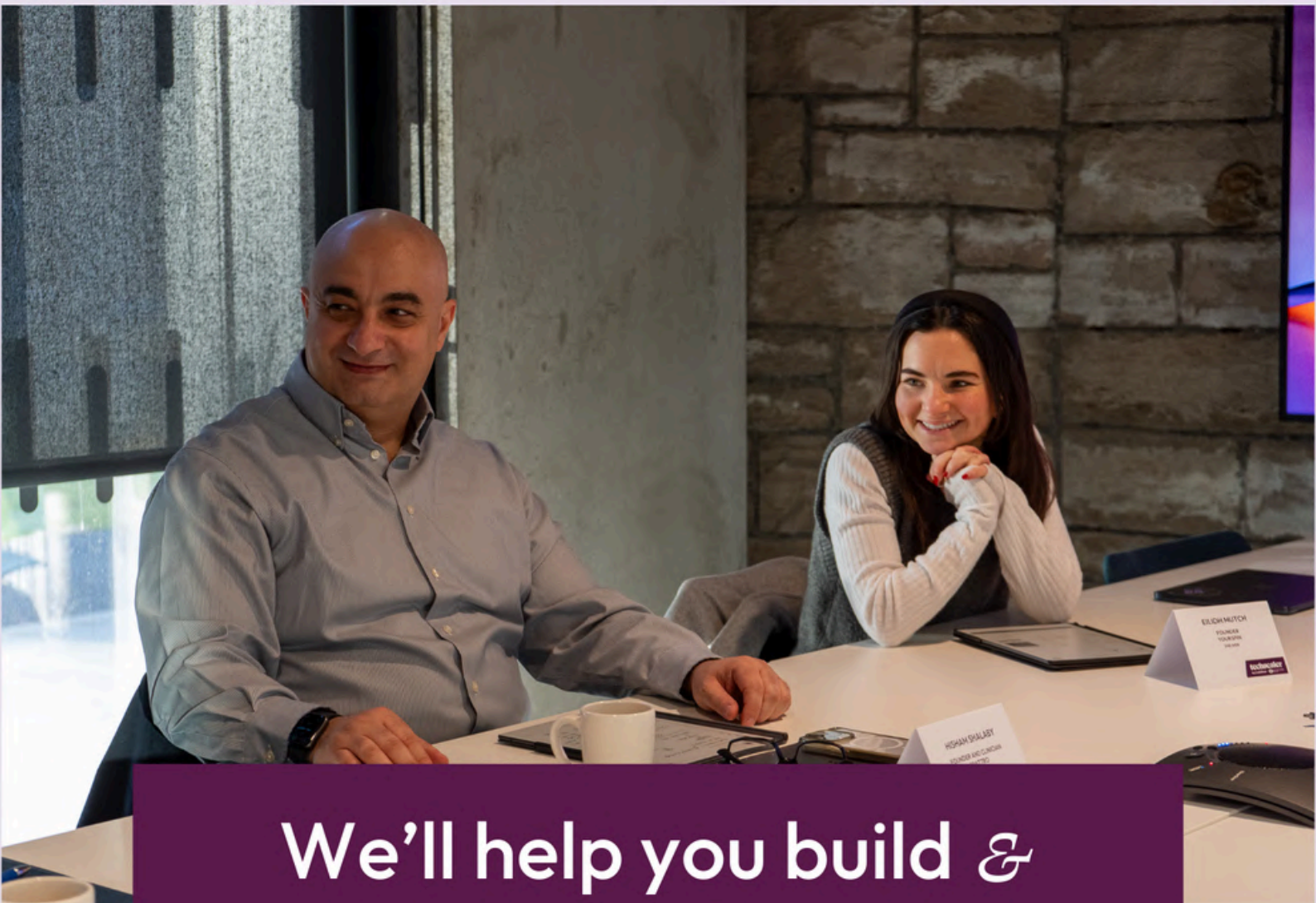
DESSERT

SOAKING GARRI

TAPIOCA COCONUT PUDDING, MANGO CHUNKS IN PUREE, TOASTED COCONUT, NUTS, MICRO CORIANDER

(Flavours of North and East Africa)

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BUSINESS OF EXCELLENCE OF THE YEAR

FEHM LOGISTICS LTD TRADING AS UVIP RECRUITMENT / CARE AT HOME

FEHM Logistics Ltd supply trained nurses, carers, and support workers to care homes and individuals' homes. The business has created local employment opportunities, prioritising the recruitment of people from diverse backgrounds, including those re-entering the workforce. Their work enhances dignity, independence, and well-being for vulnerable individuals. They also collaborate with local councils and community organisations to address urgent care needs, particularly during times of crisis. Through responsiveness, reliability, and a strong community focus, the company has built trust and established itself as a valued partner in supporting public health and social care.



M & G HEALTHCARE SERVICES LIMITED

M & G Healthcare Services Ltd t/a My Homecare Edinburgh has made a meaningful social impact across Edinburgh by enabling over 400 individuals to live independently in their own homes. Through compassionate care and housing support, the company has uplifted vulnerable adults and older people, improving their confidence, well-being, and quality of life. Staff are praised for their kindness and professionalism, often described as "like family" by those they support. The service collaborates with local agencies during health crises, ensuring timely interventions and continuity of care.



HR HUB PLUS

HR Hub Plus Limited is reshaping workplace culture and driving social impact across Scotland. Through its Mentor Circles programme, over 30 underrepresented Black professionals have secured roles, boosting workforce diversity. The Wellbeing Partnership Programme provides trauma-informed HR, mental health check-ins, and flexible working. Beyond client work, HR Hub Plus delivers pro bono workshops, supports startups and charities, and offers free advisory services to small businesses, especially during times of economic uncertainty.



SCOT-STUDY (SCOTIA WORLD LIMITED)

Scot-Study recognises the abundant cultural, fiscal, and social benefits international students bring to Scotland. Aware of the challenges that come with leaving home and moving to another country, Scot-Study goes beyond the traditional role of an international recruitment company. Through its Scot-Community, students connect via social media to make friends, share interests, and stay informed about upcoming events. The organisation hosts freshers' luncheons, Christmas soirées, and other gatherings to encourage networking, socialising, and celebrating achievements. They also assist them in finding accommodation, acting as a UK guarantor if they need one.



SHEPHA PROPERTIES LIMITED

Shepha Properties Ltd contributes to addressing the chronic housing shortage one family at a time. The company improves the local landscape and supports the local economy by engaging local contractors, merchants, professionals, and agents. Shepha Properties Ltd is committed to providing safe and stable homes for young families. Additionally, the business has made a positive social impact by helping individuals realise their ambitions of becoming homeowners or landlords in the communities where it operates.





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PROFESSIONAL RISING STAR OF THE YEAR

AKINWALE FAYEMIRO

Starting as an intern with the BBC Scottish Symphony Orchestra, Akinwale embraced every opportunity, no matter how small, to demonstrate his potential. That experience taught him how to craft narratives that resonate deeply with audiences. Progressing to a Marketing Coordinator role and later securing a placement with BBC Studios came with challenges, but each milestone reinforced his commitment to empowering others to believe they belong. Alongside his professional journey, Akinwale co-chaired an affinity group and led conversations that elevate underrepresented voices. He created *How I Got Here* to spotlight Black excellence, helping others to see a clear path for themselves.



ARNOLD MASAYILA

At Ashurst, Arnold began as a fixed-term contractor and progressed through several promotions to his current role as Specialist—one of the first three in the division. This bespoke position was created in recognition of his unique contributions. His work has been instrumental in delivering large-scale projects for major financial institutions, including successful multi-year secondments with Lloyds Banking Group and NatWest Markets. Arnold excels at building strong relationships, enabling him to support clients effectively. Beyond his technical expertise, Arnold co-leads Ashurst Glasgow's Multiculturalism Community, championing diversity and inclusion initiatives and fostering partnerships such as the one with BPU.



BAABA BERNADETTE AMOAKO

Since joining JPMorgan in March 2021 as a Junior Associate, she embraced every opportunity to learn, contribute, and grow. Within her first 16 months, Baaba was promoted to Senior Associate, reflecting her dedication and impact within the team. As a Senior Associate, she has gained internal recognition as a Subject Matter Expert (SME) in product monitoring and is regularly consulted by team leads and senior managers. Beyond her core responsibilities, Baaba is a visible advocate for engineering excellence and modernisation, leading four structured learning sessions focused on modern software standards and Python programming for non-developer technologists across the firm.



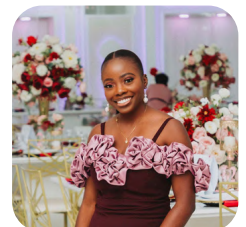
MARYAMU YAROSON

Maryamu began her journey at Sorenson in 2023 as an Administrator. Within just five months, despite being new to the company, she confidently applied for and secured an HR Generalist role. As an HR Generalist, she has led key initiatives focused on employee engagement, wellbeing, and inclusion. One notable achievement was her successful advocacy for Sorenson to become a sponsor of the Pioneer *IAmBlack Conference* in 2024. At Sorenson's 2024 end-of-year awards, she received nominations for both 'Employee of the Year' and 'Cross-Team Collaborator,' acknowledging not only her specific accomplishments but also the broader influence and strong relationships she has built across the organisation.



NACHILILA KALUBA

Nachilila has built a fulfilling career that began in computer science and software development and has evolved into a strategic, product-adjacent role where she blends technology, people, and processes. She is trusted to manage multiple complex projects, ranging from decommissioning legacy tools to coordinating communications and user testing. Nachilila has also contributed to innovative hackathons, particularly at BlackRock, where she pitched and helped develop tools that combine no-code platforms and analytics to simplify workflows for internal users. Beyond her professional work, she serves on the board of Intercultural Youth Scotland and is building two passion projects: *Maui*, a data and milestone platform designed to help African startups become investment-ready, and *ProxJobs*, a purpose-driven job matching tool focused on proximity and meaningful connections.





Together We Fly

**WHEN WE ACT TOGETHER FOR NATURE,
WE CAN DO SO MUCH MORE.**

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A photograph of a smiling Black man with a beard, wearing a white lab coat over a blue shirt and a blue lanyard. He is sitting at a desk with his hands clasped, looking towards the camera. In the background, there are laboratory shelves with various bottles and equipment.

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COMMUNITY ORGANISATION OF THE YEAR

IGBOAMAKA SCOTLAND

IgboAmaka Scotland is a vibrant community organisation dedicated to preserving the rich cultural heritage of the Igbo people while fostering unity and support for all members of the diaspora living in Scotland. IgboAmaka Scotland has partnered with local councils, African community groups, and Black-led charities to deliver joint cultural festivals, intercultural dialogues, and educational programmes. Its educational programmes have benefited over 150 children and young adults through free Igbo language classes, holiday STEM workshops, and civic education sessions.



NIGERIAN COMMUNITY IN EDINBURGH, NCIE-UK

NCIE-UK has supported over 2,000 students and immigrants in settling into life in the UK, helped more than 150 individuals secure accommodation, and assisted over 50 people in obtaining education loans. The organisation hosts free community events, including the Nigerian Cultural Heritage Festival, which attracted over 3,000 attendees in 2025, promoting inclusion and reducing isolation across five UK cities. NCIE-UK empowers more than 50 active volunteers through leadership and event roles and delivers regular educational, sports, and cultural workshops that engage over 200 youth and families annually. Through crowdfunding and community support drives, the organisation has raised more than £9,500 to assist bereaved and vulnerable individuals.



ONE COMMUNITY SCOTLAND

One Community Scotland is a youth-led organisation dedicated to supporting young people aged 14-24 from Black and Minority Ethnic (BME) communities as they settle as New Scots in Scotland. The organisation has collaborated with partners such as Skills Development Scotland, Police Scotland, the Robertson Trust, and Barclays LifeSkills. Working closely with its partners, the organisation supports young BME people in achieving their goals by providing assistance with job applications, interview preparation, and access to work experience opportunities. These efforts help lay a strong foundation for their future success in college, university, or employment.



RCCG, FOUNTAIN OF LOVE

The Church believes it has been called by God to care for one another and those in the wider community, reaching out with His love to a world that is hurting and insecure, while preparing for the coming of the Lord and Saviour, Jesus Christ. This passion reflects a deep desire to see people set free from all oppressions of the devil. Fountain of Love Church is actively engaged in serving its community by providing daily meals for the homeless and individuals recovering from alcohol and drug addiction. Each week, the Church serves at least 120 portions of food and also organises prayers and Bible study sessions through its Faith Clinic meetings. Additionally, the Church distributes food on the streets of Aberdeen every Sunday evening.



WEST Lothian AFRICAN WOMEN'S NETWORK

The West Lothian African Women's Network (WLAWN) is driving long-term change through direct support, advocacy, and system-level collaboration. Since 2021, it has delivered services to over 850 individuals, including 600+ women and 200+ young people, with a focus on leadership, employment, mental health, business, community integration and cultural identity. WLAWN has provided tailored support to over 60 survivors of domestic abuse, ensuring access to trauma-informed, culturally appropriate care. Its financial literacy and enterprise programmes have helped more than 70 women achieve income stability or start small businesses. Partnerships with more than 20 agencies have enhanced access to healthcare, education, and policing for African families in the region.





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Award presented by Mark McLane



OUTSTANDING CONTRIBUTION TO THE BLACK COMMUNITY

ANGIE MWAFULIRWA

Angie is originally from Malawi and has lived in the United Kingdom for 19 years. In 2019, she founded *Sharpen Her: the African Women's Network* to support African women settling in the UK. Her advocacy work focuses on addressing issues such as immigration, housing, and access to health and education for women. Angie is also the author of *Uncovering the New You*, a personal development manual that she uses to mentor both young people and adults. Additionally, she serves as an Independent Domestic Abuse Advocate, providing crucial support to those affected by domestic violence. She was recently awarded the highly contested PhD scholarship to research the role of the third sector in supporting refugees and asylum seekers at the University of Strathclyde.



EUNICE SIMPSON

Eunice was born and raised in Ghana before moving to the UK over 20 years ago. As a Black African woman, she encountered systemic barriers such as cultural isolation and racial bias. These challenges fuelled her determination to confront invisibility and create platforms for Afro-Caribbean women, young people, and families. In response, Eunice founded the West Lothian African Women's Network (WLAWN). In 2024, she co-organised West Lothian's first African Women's Leadership Conference, *Propel-HER*, which brought together professionals, community leaders, and institutions to support Black women's progression into leadership pipelines and decision-making roles. By connecting people, purpose, and power, she is helping to rewrite the future for African communities in Scotland.



FASH FASORO

In 2019 Fash founded The DataKirk to close Scotland's data-literacy gap. While working in the homelessness sector he saw that Black and minority-ethnic communities were over-represented in jobs at risk of automation, so he created after-school clubs and short courses to teach children and parents data literacy and coding. Under his leadership, programmes - such as *DaYii*, *AccelerateBLK*, *TalentPoint* and the *Data and AI Literacy Club* provide accredited training in data analytics and AI ethics, leading to nationally recognised SQA qualifications. The charity has upskilled more than 700 learners from BAME communities across central Scotland in the last 5 years and organises the Scottish Ethnic Minority Talent Summit & Festival, connecting Black talent with employers and policymakers.



OLLIE FOLAYAN

Ollie Folayan co-founded the Association for Black and Minority Ethnic Engineers in 2007 and set up the Scottish arm of AFBE-UK in 2011 to address the underrepresentation of Black and Minority Ethnic people in Engineering. Ollie's leadership within AFBE-UK has shaped the UK engineering landscape to be more equitable and representative. Such Programmes include *NextGen* which has introduced engineering to over 5000 pupils in Scotland. In 2025, he was elected Deputy President of the Institution of Chemical Engineers (IChemE). This prestigious role will see him serve as President for the 2026/2027 term, making him the first individual of Black heritage to hold this esteemed position in the institution's 103-year history.



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YOUNG PERSON OF THE YEAR

CHINEMENMA OKORIE

To bring new life into her church's children's program, Chinemenma volunteered to paint a 10-square-meter mural on one of the walls, depicting Moses parting the Red Sea. Over the course of three months, she dedicated almost every weekend to the project, motivated by the excitement of the children who eagerly checked the mural's progress each Sunday. In total, the work amounted to 80 hours, after which she returned to refresh the rest of the walls, completing the children's church makeover. Alongside her creative endeavors, Chinemenma has excelled academically. Through dedication and faith, she achieved first place in three of her four S6 subjects and was awarded the Naismith Award by her school. Her accomplishments have inspired younger Black students, with many looking up to her as a role model. Parents have also expressed admiration, noting that they hope their children emulate her achievements. Today, her name remains displayed on the walls of her high school as a lasting reminder of her impact.



ENIWAJU ADAMS

After moving to Scotland in 2023, Eniwaju was determined to make a meaningful impact despite being new to the country. As Senior Prefect at Harlaw Academy, he co-led the organisation of the school's first-ever Culture Day, uniting students in a powerful celebration of identity and heritage. Beyond school, Eniwaju serves as Media Director and Outreach Volunteer at King's Church Aberdeen and is a member of the Young Scot Equity Panel. Among his proudest achievements is representing Young Scot and Scotland's youth at the 25th Anniversary of the Scottish Parliament, where he escorted King Charles and the Royal Family as the only Black member of the royal entourage. He has also been interviewed by BBC Scotland, shared feedback with Education Scotland, and consistently uses his platforms to amplify youth voices. Eniwaju leads by example, demonstrating to other young people that their dreams are valid, their voices matter, and their stories hold power.



JAYDEN SIMPSON

As a young Black Scot, Jayden has worked to lead by example, showing that true strength lies in authenticity rather than perfection. Through his Captaincy, mentoring younger students, and challenging subtle inequalities within school life, he has consistently sought to create space for voices that are often overlooked. His proudest achievement has been fostering honest dialogue, where both students and staff felt safe to confront difficult truths. He led a whole-school assembly in which he shared his personal experiences of racism, shedding light on the everyday challenges young Black Scots face—microaggressions, isolation, and silence. Jayden followed this with a series of anti-racism talks, encouraging students and staff to reflect on bias, allyship, and the consequences of silence in the face of injustice. For Jayden, leadership is not about having all the answers—it is about presence, deep listening, and speaking up when it matters most. His aim is not only to be a voice for change but also to empower others to discover their own. If even one person feels more seen, more heard, or more confident because of his efforts, he considers that a success worth striving for.



Oba CRAIG ADETUTU

During the 2023 Glee Project, Oba played a key role in creating a positive and encouraging atmosphere within his team by sharing ideas during practice and supporting his peers. As the only Black member of the group, the journey was deeply emotional for him especially after losing one of the rounds. However, as one of the lead singers, he stayed focused, continued practising, and motivated his team to persevere. His encouragement paid off: after placing second in the semi-finals, the group gave their all in the finals and went on to win the national title. That moment reinforced his belief in the power of teamwork, resilience, and self-belief. At his current school, Oba continues to spread positivity and resilience. He was awarded the P7 Oscars Award for "Top Humour", a recognition that reflected not only his sense of fun but also his ability to bring light and joy despite challenges. For Oba, inspiring others often comes from simply being himself, proving that even when you're not around, the way you live can leave a lasting impact.



ZIBUSISO LUJKA DUBE

Zibusiso has made a significant impact on his community by co-founding the Ethnic Scotland Opportunities Committee (ESOC). What began as a culture club in S5, born from his desire to share his Southern African heritage, quickly evolved into a movement creating spaces where students could embrace their own identities while learning about others. The group's first major project was organising his school's first-ever Culture Day, which transformed the assembly hall into a vibrant celebration of music, fashion, and food. For many students, it was the first time their culture was recognised and appreciated, and for others, it was a chance to immerse themselves in traditions different from their own. Since then, ESOC has grown into a cross-school network. It has become a collective platform for young people to lead, connect, and celebrate who they are. Today, ESOC has expanded into five schools, running on a student-led model that continues to thrive beyond Zibusiso's direct leadership. His greatest contribution has been building something that grows without him, but was shaped because of him.



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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

#SportForLife



SPORTSPERSON OF THE YEAR

BRADLEY FRANCIS

Bradley has made significant progress in his athletic performances over the past year. He won the Scottish Senior 400m Hurdles title for the first time last summer, establishing himself as Scotland's number one in the event. During the indoor season, he claimed the 400m title at the Scottish University Championships and earned a silver medal over the same distance at the Indoor British Universities Championships (BUCS). At the start of the outdoor season, he won the 400m Hurdles and 200m titles at the Scottish University Championships and finished 4th in a competitive 400m Hurdles final at Outdoor BUCS. Bradley has consistently competed in the 400m and 400m Hurdles throughout the season, setting personal bests in both events. He currently ranks 4th on the all-time Scottish 400m Hurdles list and sits within the UK top ten for the year.



EWAN OTOO

Ewan is a talented and hardworking footballer who plays for Dunfermline Athletic FC. As a young person from an ethnic minority background, Ewan not only excels in his sport but also represents the power of diversity and inclusion in Scottish football. His dedication to the game, professionalism, and strong character make him an outstanding role model for young people, particularly those from underrepresented communities. Ewan's journey reflects the values of perseverance, discipline, and leadership. He continues to inspire others with his humility, work ethic, and positive influence both on and off the pitch.



JEDIDAH AJALA

Jedidah has served as Chair of the Athletics Trust Scotland Young People's Forum since 2023, dedicating her leadership to improving the experience of young athletes within Scottish Athletics. Alongside her advocacy work, she has achieved significant personal milestones in her athletic career. In the recent indoor season, she reduced her 400m time by 5 seconds and placed in the top 10 for both the 400m and 200m at the Senior Scottish Championships, competing against older and more experienced university athletes. During the outdoor season, she secured 2nd place in the 200m and 3rd place in the 400m at the Scottish Schools Championships, improving her debut 400m time by 7 seconds to 58.24. This year has also marked a breakthrough in her 100m and 200m performances: after multiple rounds in a recent competition, she set a new 200m personal best of 25.66, down from 26.81 in 2022. In the 100m, after plateauing at 13.1 seconds in 2023, she has consistently broken the 13-second barrier, achieving a personal best of 12.4 seconds.



SAVANNAH ANTOINE

Savannah is a strong advocate for equity and representation in Scottish sport. A former international netball player and current Active Campus Coordinator, she brings lived experience of the lack of diversity in sport and now coaches at multiple levels, including national performance camps. Passionate about inclusion, she volunteers on the SSS Equality Steering Group and uses her platform to highlight the need for visible role models.



Black Professionals UK

Black Professionals United Kingdom started its journey in 2016 as Edinburgh Black Professionals. It was founded by Enoch Adeyemi who recognised the need for a holistic support structure for Black students and professionals to enable them to achieve their full career potential. Since its inception, the organisation has grown to over 6,000 members and supports more than 30 corporate partners. Our key objectives include continuously removing barriers between Black talent and the business community, contributing to shaping government policies towards a fairer outcome for all and working alongside other game-changing organisations to have a unified voice on key issues affecting the Black community.

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ALLY OF THE YEAR

CARLA HENISON

Carla is an experienced DEI professional and qualified ADHD coach with over 17 years in professional and financial services. She is passionate about creating more equitable and inclusive cultures, working collaboratively across organisations to deliver meaningful change for colleagues, clients, and the communities they serve. As the founder of her firm's Neurodiversity Group, Carla draws on her lived experience to mentor and support others, while challenging outdated processes and attitudes that stand in the way of inclusion. She believes that listening is at the heart of DEI, and that when done well, it benefits everyone.



MARK BIGGS

Mark's approach to advocacy goes beyond personal gestures, focusing instead on creating systemic and sustainable opportunities for Black people in Scotland. He is committed to leveraging his platforms to drive lasting change. A central part of his work involves embedding this advocacy within the organisations he leads. At Firstport, a Scottish charity that supports the founding and growth of social enterprises, he has championed a core strategic goal to increase the number of social enterprises founded and led by Black people—an ambition reflected in the charity's approach to awarding grants, delivering training, and providing tailored advice.



MANIRA AHMAD

Manira has brought together stakeholders from across the public and private sectors to collectively champion the rights and needs of Black communities. She has led calls for systemic anti-racism reviews within institutions such as Public Health Scotland, uniting strategic leaders and policymakers to address deeply embedded inequities. Her efforts have not only driven transformation within her own organisation but have also informed anti-racism action planning across Scotland's wider health and care system.



LAURA VAUGHAN

Laura lives and breathes her organisation's Inclusion values, leading from the front and demonstrating an unwavering commitment to Diversity, Equity and Inclusion (DE&I). Guided by her favourite saying, "Challenge Attitudes, Change Behaviours and Champion Inclusion," she applies this mindset daily and inspires others to do the same. Alongside her day job leading an area of over 700 frontline colleagues, Laura dedicates significant time to driving the DE&I agenda across a division of more than 5,000 colleagues.



SANDEEP GILL

Sandeep uses workforce data to identify opportunity gaps and collaborates with organisations championing Black talent in Scotland. She builds impactful partnerships to connect the BBC with exceptional talent. Engaging directly with individuals from Black communities, she learns their ambitions and offers guidance from her own experience. She connects them with key decision-makers who can recognise and nurture their potential. Sandeep sees herself as a vital link in matching talent with opportunity. Her focus is always on enabling talent to be recognised and flourish.



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In Glasgow, JPMorganChase currently employs over 2,600 people and is one of the largest technology employers and recruiters in Scotland. The city has been home to the firm's strategic and award-winning Technology Centre for over 25 years. In addition to Glasgow, JPMorganChase is a significant employer in **Edinburgh**, where the firm has 1,400 employees, taking the total employees in the country to 4,000.



DIVERSITY CHAMPION OF THE YEAR

JANET LONDELE

Janet's advocacy extends beyond personal advancement to creating access and visibility for Black people across Scotland. She uses her platform and position to push for structural change in how Black individuals are hired, supported, and developed. Beyond the workplace, Janet advocates for mental health in the Black community, drawing on her experience as a survivor of domestic and emotional abuse. She has organised mental health walks for Glasgow's Congolese community, hosted open conversations through Mibelu, and appeared on Jambo Radio to help break the silence surrounding these issues. Her work is dedicated to filling the gaps she once faced, so the next generation of Black professionals in Scotland can build on a stronger foundation.



OLUSEGUN ELIJAH ADEJARE

As a Career Coach, Olusegun has consistently provided free career advice to Black individuals and people of Black origin in Scotland, supporting them in finding clarity and purpose in their career journeys. For the past two years, he has led the *Spring to Success Career* Empowerment Initiative in collaboration with the youth-led charity One Community Scotland. Through this programme, he has helped young adults from Black and Ethnic Minority backgrounds secure roles and break into corporate environments, empowering them to overcome self-doubt and believe in the possibility of thriving in major corporate organisations.



OMOWUNMI OLA-EDAGBAMI

Since founding Black Scottish Stories, Omowunmi has been driven by the belief that Black stories deserve to be seen, heard, and valued. Beyond storytelling, Omowunmi has actively partnered with charities, community groups, and businesses to spotlight opportunities for Black people in Scotland, particularly in underrepresented fields such as technology, entrepreneurship, and cultural heritage. One of her proudest achievements is the launch of *blackscottishstories.ai*, an AI-powered storytelling platform that enables people to share their experiences on their own terms. This innovation has helped build a growing archive of narratives that challenge stereotypes and inspire belonging.



RAMATU UMAR BAKO

Ramatu Bako leads the North Lanarkshire Engagement and Participation Network, actively connecting Black and underrepresented communities to the network through targeted outreach. As Grant Manager of the Growth Pot Fund, she strategically created opportunities for these communities to access funding for empowering and educational projects. She collaborates with local charities and participates in Scottish Government Lived Experience groups and strategic panels, especially in areas lacking Black representation. Her active involvement in these forums inspires others to engage in discussions and advocate for increased representation.



VIRGINIA TOVI (VEE)

Vee's passion and purpose have always been to challenge systems and create opportunities for Black people in Scotland, with a particular focus on Black women. Over the past 20 years, her dedication to social justice has shaped a career marked by pro bono employment law advice, accompanying Black individuals to hearings involving racial discrimination or harassment, influencing policy, and driving meaningful change within public institutions. Her advocacy has led to at least 15 organisations overhauling recruitment practices to appoint Black apprentices, board members, and senior leaders. She authored *Increasing Ethnic Minority Representation at Work*, a practical guide widely circulated and praised across Scotland's public sector.



- To amplify the visibility of the winners and finalists, we will spotlight them across our social media platform to help them achieve even greater success.
- Speaker Series that features TBSA finalists and winners to share knowledge and amplify excellence across the community.
- Amplifying allyship by working with Scottish businesses to embed an allyship spirit into their culture.
- Continuously identify and amplify messages of groups supporting older people in our community who have paved the path for us to live the life we have today.
- Amplify the voices of groups working in anti-discrimination education in schools and colleges across the country.
- Amplify the voices of groups working to support Black-owned businesses across the country.

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SUSTAINABILITY CHAMPION OF THE YEAR

AYANDA AGRIPPA MAMBA

Ayanda Agrippa is a passionate advocate for inclusive innovation and sustainability. As Innovations and Communications Coordinator at CivaLabs, he has helped grow the organisation's Launchpad incubator to over 100 members, supporting underrepresented minority entrepreneurs in the UK. Originally from Eswatini, Ayanda's personal experience of structural barriers drives his mission to create opportunities for others. Through community storytelling and outreach, he champions equity, representation, and entrepreneurship as pathways to long-term sustainability and lasting change.



DR. AKPOJOTOR EKPEKI

Dr. Akpojotor studied Systems Engineering in Nigeria and began his career with an oil and gas consultancy firm before resigning to return to Delta State to manage his family's fish farm. The farm was among the first in the region to adopt recirculating aquaculture technology and later expanded into large pond systems to support community development. This vision was deeply rooted in his father's background as a fisherman, who believed in finding sustainable alternatives as traditional fishing had become unviable due to crude oil production in the region. Determined to build expertise, he pursued an MSc in Aquaculture in Scotland and, in 2016, began a PhD. For him, sustainable aquaculture is not only a livelihood but also a pathway to regional transformation. Today, as an academic, Dr. Akpojotor trains others and actively promotes Education for Sustainable Development. His commitment to sustainability extends beyond teaching; he has mentored young people, provided support to farmers through his platform *TheNigerianFishFarmer.org*, and contributed innovative solutions to aquaculture challenges through consultancy work worldwide.



IFEANYI ENEBELI

Ifeanyi is a versatile environmental and safety professional with experience in environmental and safety auditing, environmental assessments, development and implementation of management systems, Environmental monitoring and stakeholder management. He actively promotes a culture of continual improvement in environmental management, working to embed knowledge and consistency of the management system at every level of the organisation. Through regular reviews, innovation, and timely updates, Ifeanyi ensures that the Environmental Management System remains effective, relevant, and aligned with best practices.



LIZA KENGRAN VERNYUY

Liza is a food security enthusiast who combines engineering innovation with grassroots impact to promote sustainable solutions in vulnerable communities. She began her work by designing an electric food dehydrator that reduced post-harvest losses by 85% for over 80 smallholder farmers in Cameroon. This technology not only improved food preservation but also served as a practical educational tool for women-led cooperatives. She currently serves as Sustainable Food Systems Curriculum Manager at The King's Foundation, where she translates complex food security challenges into hands-on learning experiences for diverse audiences.



OLUWAKEMI ODUNSI-UJIAGBE

Oluwakemi's commitment to sustainability is not merely professional; it is a personal revolution driven by the urgent recognition that the planet requires decisive action rather than rhetoric. She spearheaded the Kaimshop Sustainability Project at Robert Gordon University, where she led engagement through awareness and education. Her efforts resulted in a remarkable 600% increase in volunteer participation, inducting over 600 students into the circular economy drive and diverting approximately 500,000 grams of waste from Aberdeen landfill. Beyond the university, Oluwakemi contributes to waste minimisation efforts at Barnardo's, applying the 3R model (Reduce, Reuse, Recycle) to embed circular economy principles within their operations. Through these initiatives, she continues to extend her impact across diverse community sectors.





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PROFESSIONAL SENIOR LEADER OF THE YEAR

ADETOKUNBO DAUDU

Adetokunbo is the Lead Software Engineer at JPMorgan. He led the *Colour Brave* initiative, a Diversity, Equity, and Inclusion project in EMEA that addressed sensitive issues affecting minority groups within and beyond the firm. As the initiative evolved into *Brave Spaces*, it became a platform for individuals to share their struggles, learn from one another, and rebuild relationships. In his current role, Adetokunbo serves as both Scrum Lead and Software Engineer Lead within a team of nine, combining technical expertise with leadership responsibilities. Throughout his career, he has consistently embraced opportunities to lead, notably building the Black Organisation for Leadership Development community in Scotland from the ground up and establishing a strong foundation for its continued growth.



AMAECHI NSOFOR

Amaechi established and currently leads the Africa practice at Grant Thornton. As Head of the Africa Business Group, he specialises in Insolvency & Asset Recovery, with a particular focus on the African continent. He collaborates closely with 25 African member firms within the Grant Thornton network to identify, secure, and deliver high-profile projects across Africa. Amaechi also co-founded the Africa Special Interest Group at the Institute of Directors (IoD), which aims to foster investment links between Africa and the UK, including Scottish-based businesses. Through this platform, he actively promotes economic collaboration and works to create meaningful opportunities for businesses to grow and succeed.



CORNILIUS CHIKWAMA

Cornilius holds a senior leadership position at Audit Scotland, serving as a member of both the organisation's Leadership Group and the Leadership Team for the Performance Audit and Best Value Group. In this capacity, he directs performance audit programmes and supports the Scottish Parliament and the Accounts Commission in scrutinising the Scottish Government and local authorities across Scotland. He was appointed Honorary Professor at Edinburgh Business School, where he contributes to teaching Advanced Economic Policy. Recognised as a leader in his field, Cornilius has been invited to serve on various boards, including as Chair of the Board for the Centre for Doctoral Training in Sustainable Management of UK Marine Resources—a partnership of six leading UK marine science institutions.



DAMI ONALAJA-ALI

Dami currently serves as the Strategic Programme Lead for JPMorgan SE, where he has designed and executed enterprise-wide frameworks across multiple regulatory jurisdictions, impacting over 5,000 employees. He launched the firm's first global reverse mentoring programme to bridge the gap between talent and access, enabling senior leaders from around the world to be mentored by young Black professionals—many of whom have gone on to become career sponsors. He is also the author of *Confessions from the Pause Button*, a book exploring resilience, rejection, and navigating careers as an outsider. The book has become a touchstone in coaching and mentoring conversations across Scotland and beyond, with free copies distributed to Black high school and university students across the country.



DR GIOVANNI T RIGBY

Dr Giovanni works in Obstetrics and Gynaecology as a Senior Registrar, with responsibilities that include managing the labour ward, covering acute gynaecology on-calls, conducting clinics, and leading theatre sessions. He is also actively involved in teaching junior doctors rotating through Obstetrics and Gynaecology, as well as participating in clinical governance and quality assurance activities. In 2023-2024, he was nominated as the Equality, Diversity, and Inclusion Representative for the Southeast of Scotland Obstetrics and Gynaecology (SESOG) committee. In this role, he advocated for the welfare of all Obstetrics and Gynaecology trainees across the southeast region, working to foster an inclusive and supportive training and working environment.



DR UCHE ILOKA

Dr Uche is a Senior Lecturer at the School of Law and Social Sciences at Robert Gordon University, where he leads the Research Degrees Programme. His portfolio covers the PhD, Professional Doctorate, and MRes programmes, ensuring academic rigour, strategic alignment, and a high-quality student experience across postgraduate research provision. In this role, he oversees supervision development, strengthens research culture, and supports doctoral progression, contributing to the School's recent 100% satisfaction rating in the 2024 iPRES survey. Beyond the university, he is the founding and senior partner of Greydorn Associates, a specialist law consultancy he established in 2018.





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WHO WE ARE & WHAT WE DO



Knowvate Hub is a Community Interest Company committed to building a thriving global network of ethnic minority entrepreneurs. Founded in 2023 in Scotland by Onyinye Igbokwe, together with co-founders Enoch Adeyemi and Joshua Adeyemi, KnowVate Hub empowers entrepreneurs through tailored resources, access to networks, funding opportunities, workshops, mentorship, and advocacy.

Since its inception, KnowVate Hub has supported over 400 entrepreneurs through initiatives such as the Ideation Bootcamp and networking events like Include and Inspire. In April 2024, it expanded its impact with the launch of an online resource platform, now serving more than 200 members.

Our mission is simple: to nurture a global community of Black and ethnic minority entrepreneurs, driving innovation and collaboration while inspiring Scotland's BAME founders to build boldly, differently, and successfully.



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CREATIVE OF THE YEAR

AKINWALE FAYEMIRO

Akinwale has made significant strides in arts marketing and documentary storytelling, with a focus on highlighting Black excellence within the UK community. One of his most notable achievements is the development of the short documentary *How I Got Here*, which features senior-level professionals, successful entrepreneurs, and academic scholars, aiming to educate, inform, and inspire early-career professionals on navigating their career paths. He has also deepened his involvement in the marketing and performing arts sector, notably chairing a session at the recent Arts Marketing Association (AMA) Conference and co-chairing the AMA's Melanated Global Majority Affinity Group.



BAI IBRAHIM CHAM

He is the first Gambian and currently the only Black journalist at STV News. Aware of the visibility and responsibility his presence carries, he has embraced the role with professionalism and purpose. As a multimedia Journalist, Ibrahim demonstrates full versatility—reporting, filming, and editing his own stories for both television and digital platforms. Since joining, he has consistently produced high-performing content, with several of his stories ranking among the most-viewed on STV's social media channels. Notable features include coverage of Glasgow's Afro Nights Out and an inside look at the mythical Kelpies in Falkirk.



BOLADE EMMANUEL OLAYINKA

Bolade is a videographer with over 15 years of experience, dedicated to the belief that success holds greater value when it is shared. He sees himself not only as a creative professional but also as an ambassador for visual storytelling, particularly for young people who may not see a clear pathway into the creative industry. One of his most notable achievements was directing a professional music video for the New Dawn Choir, which gained significant traction on YouTube and social media, amassing over 500,000 views within the first few weeks. He was invited to direct key scenes and contribute to the visual style of an upcoming Netflix movie by Omilan Film Production Company in Edinburgh, currently in post-production and scheduled for release early next year.



BOLUWAJI APANISILE

Boluwaji is a visual storyteller and creative entrepreneur, as well as a member of The Royal Photographic Society (Scotland chapter). In 2025, he launched a complimentary online masterclass in visual storytelling, guiding participants through the art of using imagery to craft compelling narratives. His work was selected for inclusion in *The Colour of Memory*, a group exhibition at Allora Gallery in Montenegro, where he explored diasporic nostalgia through layered photographic montages. In the United Kingdom, Boluwaji's pieces were featured in both the Wells Art Contemporary 2025 by Parker Harris and the Royal Photographic Society's Creative Eye Group Digital Exhibition 2025, platforms renowned for championing boundary-pushing imagery and digital innovation.



FAKANKUN AYO-OLA MICHAEL

Ay Bangz is a Nigerian-born, Aberdeen-based artist, he proudly represents both his African heritage and the diversity within Scotland's creative landscape. Through his music, Ay Bangz blends RnB, Soul and Afro fused styles, using his art to bridge cultural gaps and create space for underrepresented voices. Beyond the stage, he actively engages with younger creatives, offering guidance and encouragement to aspiring musicians, particularly those from Black and immigrant communities. He regularly speaks at local creative events, shares his journey transparently on social media, and provides honest insights into navigating the music industry as an independent artist.



MUMINAH KOLEOSO

Muminah is dedicated to serving as an ambassador for diversity, creativity, and social justice through journalism. Her work focuses on amplifying underrepresented voices, a commitment that led her to join Pass the Mic's Writers Programme to address the underrepresentation of women of colour in Scottish media. She has published articles in various digital and print outlets, including *Black Ballad*, *Bookstr*, and *Friday Magazine*, and was shortlisted for the 2024 New2theScene Poetry Competition. As a poet, Muminah has performed at major events such as the Edinburgh International Book Festival, Push the Boat Out Festival, and the inaugural Brown Shuga Books Festival celebrating African literature.



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PROFESSOR SIR GEOFF PALMER OUTSTANDING STUDENT OF THE YEAR AWARD

ABDULAZIZ HARUNA DAHIRU

Abdulaziz Haruna Dahiru is a member of the Nigerian society in Scotland. He recently graduated top of his class from the University of Strathclyde, and he won the Department of Government's best graduating student in the area of International Relations. He holds a first class undergraduate degree obtained from Ahmadu Bello University before winning a scholarship to study at the University of Strathclyde. Abdulaziz has been actively campaigning for pursuit of knowledge on his social media and a strong interest in politics and International Relations. He has engaged himself in various activities of the Nigerian society of the University of Strathclyde.



NATASHA CHITAMBO

As a student of the University of Strathclyde, Natasha served as Communications Lead for the Erasmus Student Network (ESN) in 2024/2025, promoting inclusivity and cross-cultural interaction. She managed ESN's social media platforms and strengthened connections between international and local students. Natasha has also contributed to several high-profile projects and events, including Global Entrepreneurship Week, where she hosted a Women's Entrepreneurship Day panel discussion featuring inspiring women in business. She played a key role in developing the Entrepreneurship section of the Students' Union website, managing multiple drafts to ensure alignment with both the Union's and Strathclyde Inspire's media requirements. This section now serves as an accessible hub for students to explore entrepreneurial opportunities and support.



SETH ODEI ASARE

Seth served as President of the Postgraduate Law School's Academic and Social Council at Robert Gordon University. In this role, he organised the school's first educational trip to Europe under the Global Governance Law and International Relations module—an initiative he led twice. These trips gave students the opportunity to visit institutions such as the United Nations, World Trade Organisation, International Court of Justice, and International Monetary Fund, where they attended lectures to gain practical knowledge. As Student Union President (Education and Welfare), Seth also launched the Student Takeover with Supper Club, a scheme providing free supper and breakfast to students as a measure to help mitigate the impact of the rising cost of living.



TIMIEBI OVINPERE

Timiebi as student at the University of the West of Scotland has consistently worked to enhance the academic experience and foster an inclusive community for his peers. He represented the University at three major National Union of Students conferences—NUS Scotland, NUS UK, and the NUS Liberation Conference—where he voiced the university's perspectives on key student issues such as housing and international students' work restrictions. His contributions also extended to institutional planning, including work on the Self-Evaluation Action Plan (SEAP), a mandatory submission to the Scottish Funding Council. This ensured that student voices were embedded in the university's strategic self-assessment and improvement initiatives, directly shaping policy and development priorities.



ZAHRA GUEYE

Zahra served as President of the St Andrews African Caribbean Society, having previously held the roles of Vice President and Secretary. She founded the society's flagship event, the *Panel of Power*, in response to the university's lack of formal Black History Month celebrations. The initiative aimed to strengthen the relationship between the university and its Afro-Caribbean students and has since become an annual success, attracting 15 esteemed guests to St Andrews under the society's banner. Zahra has secured multiple corporate internships and is now beginning her graduate role at Goldman Sachs. She has also forged partnerships with *10,000 Black Interns and SEO London*, opening new opportunities for Black students at the university.








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