

## Co-opted Directors' Profiles

- [Carolyn Griffiths](#)
- [Colin Millar](#)
- [Steven McGhee](#)
- [Kenny Milne](#)
- [Susan Fulton](#)

### Carolyn Griffiths

Appointed: 4 May 2018

Carolyn has worked in both the public and private sectors; 23 years with Barclays Bank and 12 years in the public sector with a Local Authority. Carolyn currently works with the NHS.

Her areas of expertise include human resource development, organisational development, project management, consultation and engagement.

Carolyn has also supported the voluntary sector, having previously spent many years as Chairman of Directors for Employability Orkney.

She was Games Maker at the London 2012 Olympics, providing support and assistance to other Games Maker volunteers and is currently an adult volunteer with Police Scotland Youth Volunteers, the fastest growing youth organisation in the UK.

Carolyn has a strong sense of fairness and equality.

### Colin Millar

Appointed: 4 May 2018

Colin is currently the Chief Executive Officer (Executive Director) of the Scottish Personal Assistant Employers Network (SPAEN), having previously served on the Board and then as Chairman of the company.

Colin worked in a number of senior civilian roles within the Scottish Police Service including Head of the Criminal Records Bureau for Central Scotland Police before leaving to work in the voluntary sector.

Colin graduated in Management in 2006 and went on to become a European Foundation of Quality Management (EFQM) Business Excellence Practitioner and Accredited Assessor. He is also a Fellow of the Chartered Management



Institute (FCMI); a Member of the Institute of Directors (MIoD) and a Member of the Institute of Consulting (MIC).

As a young child, Colin had Legg-Calvé Perthes Disease, a disease which significantly impaired his mobility and independence, an experience he draws on daily as he now seeks to support others to live full; active and inclusive lives and fulfil their potential and ability.

[Back to top](#)

## **Steven McGhee**

**Appointed: 4 May 2018**

Steven has spent the last 11 years living with a complete C3 spinal cord injury, leaving him with no movement from the neck down and requiring a ventilator to breathe 24hrs a day. This situation has not prevented Steven from ensuring he stays positive, driven and an active member of society.

It is with this passion for life that Steven hopes to bring value to the Board of Directors. The nature of his lifestyle means Steven is regularly facing many of the obstacles and challenges that we want to tackle at Disability Equality Scotland. As someone with a highly complex disability, Steven has a unique insight into life, negotiating the physical landscape surrounding us while striving to fulfil his many personal goals. Therefore, he is determined to help roll out our key objectives and make a meaningful difference to others with disabilities.

Steven has volunteer experience with Spinal Injuries Scotland while also serving as a UK ambassador for the charity. He is involved in offering peer support to patients at the Queen Elizabeth University Hospital who have a spinal injury; helps create the charity's quarterly magazine and speaks on behalf of the charity at public events and functions.

Before his injury, Steven was a manager for one of Glasgow's largest retailers with responsibility for over 200 employees; budgeting payroll, stock management and sales targets exceeding, £20m per annum. His commitment to self-improvement since his injury has led Steven to study for a degree in psychology, with a view to becoming a more effective peer support volunteer.

Steven strongly believes that his experience of life with a disability mirrors the principal aims of the organization. That was his motivation behind joining the Board of Directors and he looks forward to playing a part in delivering our future goals. [Back to top](#)



## Kenny Milne

Appointed: 17 May 2018

Kenny has been mainly employed in various management structures at different levels including site manager on a busy pharmaceutical site. Whilst employed as site manager Kenny had an accident at work which led to major damage to his lower back. He needed four operations to attempt to repair the damage.

Unfortunately, these were not all successful and as a result Kenny now lives with the pain. Further to this he has also developed other health difficulties. Kenny uses a power chair to get around. Having been an able-bodied man and hands-on dad, this major change in his life was difficult for both he and his family to come to terms with.

Kenny has since taken up various volunteering roles including chairing The Three Towns Disability Forum, for seven years and chairing North Ayrshire Carers Forum for six and a half years. Through these volunteering roles, Kenny was keen to pursue a career in public involvement. He has since retrained and in 2005, with the continued support of his wife, took up employment with East Ayrshire Community Health Partnership. He is a Public Partnership Forum Coordinator and his role is to build a Public Partnership Forum for East Ayrshire.

Kenny can bring vast experience to the role as non-executive Director with Disability Equality Scotland. With his life experience, as an able-bodied person and as a disabled person, he genuinely empathizes with others who have become disabled and who are facing the same difficulties. He also brings his managerial experience to the organisation.

Kenny's true wish is for everyone, no matter their ability, race or religion, to be treated fairly and equally. That society understands that it is the environment that disables people on many occasions and that real effort is required from everyone to make this a fairer, more equal world for us all to live in and enjoy.

[Back to top](#)



## Susan Fulton

Appointed: 24 May 2018

Susan is a local authority Chartered Surveyor with a background in the construction industry, diversifying into the field of accessibility in 2004. Susan's role is varied and includes working with colleagues, members of the community and external stakeholders to try and ensure that services and designs for the built environment are inclusive.

Susan obtained her MSc in Accessibility and Inclusive Design from the University of Salford. She is a member of the Royal Institution of Chartered Surveyors (RICS) and successfully joined their Inclusive Environment Consultant (IEC) scheme. She is also a consultant member of the National Register of Access Consultants (NRAC).

The specialism of accessibility and inclusive design is important to Susan. Some of the current projects she is working on include providing inclusive design expertise to a Scottish University on a research project, taking part in the annual Civic Trust Awards in an inclusive design capacity and working with colleagues in PAMIS to promote the use of Changing Places toilets.

Susan is also a member of the Network Rail Built Environment Accessibility Panel (BEAP) where, together with disabled people / access experts, she provides advice to designers at the earliest possible stage in the design process.

[Back to top](#)