THE JOY OF NETWORKING

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my story

Grew up in Bradford as a mixed-race child in a mainly white primary school ... aware of difference

experienced some explicit racism such as name calling

and more subtle but noticeable 'differing' such as the teacher calling me by the name of the other black girl in the school

Bradford's race riot in her teen years raised issues of inclusion, integration and race to forefront of my mind

People were living parallel lives

Studied Social policy to understand this more and undertook projects eg) Women in STEM

Experience highlighted importance of inclusion NETWORKS

Defining a network

They have many names...
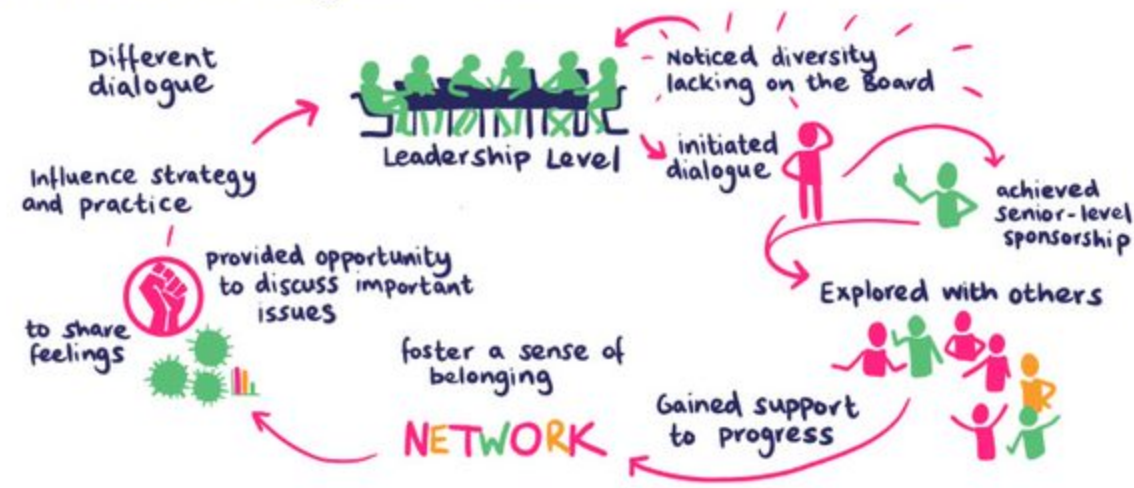
Communities of practice

Staff networks

affinity groups

but ALL seek to bring people with a common interest TOGETHER!

Share

Collaborate

Support

increase visibility

Allow you to put yourself

out there...

and open up NEW opportunities

Creating an impactful network

An example: In 2018 arrived at the School of Tropical Medicine which works in regions across the Global South

Different dialogue

Influence strategy and practice

to share feelings

provided opportunity to discuss important issues

foster a sense of belonging

NETWORK

Leadership Level

Noticed diversity lacking on the Board

initiated dialogue

achieved senior-level sponsorship

Explored with others

Gained support to progress

EDI Networks should not be responsible for fixing diversity challenges...

We are ALL responsible

- to recognise concerns
- to respond
- to champion action

Seek out your own network or establish a new one!