**The Joy of Networking**

The visual notes have been created within a template which utilises the University of Liverpool’s ‘Making an Impact 2022’ and the Academy’s colour schemes of dark purple, a golden orange and accents of pink, green and blue. The bottom of the note includes a colourful banner incorporating the Making an Impact 2022 visual which includes bright colourful triangles. The Academy which has a purple background and a colourful pyramid of stripes. A second Academy banner focussed on Researcher Development which has a white banner with an image made up of four colourful petals (purple, pink, green and orange) It states “positive and inclusive research culture”. The final banner is the logo of the University of Liverpool featuring a blue shield with three doves and a book in the centre. Underneath this runs the social media information:

www.liverpool.ac.uk/researcher/making-impact

#unilivimpact22

@LivResearcher

@LivUniAcademy

And the words “illustrated by @swantonsketches”

The title of the podcast “The Joy of Networking” is presented in the top banner which also includes a drawing of a radio microphone with waves coming out representing the podcast format.

Underneath is a monochrome portrait of the speaker – Ayo Barley, EDI Consultant. The portrait features a black woman with curly hair piled on top of her head.

To the left and below the portrait is written the following:

“My story: Grew up in Bradford as a mixed-race child in a mainly white primary school… aware of difference”

A pink speech bubble appears below this containing “experienced some explicit racism such as name-calling”

A green speech bubble is featured below that “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 the forefront of my mind – people were living parallel lives”

The parallel lives concept is illustrated with a set of green stick figures on one side of the words and a similar set of pink figures on the other side.

An illustration of a degree diploma accompanies this text “Studied social policy to understand this more and undertook projects eg. Women in STEM”

“Experience highlighted importance of inclusion NETWORKS

Returning to the top and to the right of Ayo’s portrait a green speech bubble is drawn from Ayo “Defining a network”

“They have many names”

“Communities of practice” is written in an orange container

“Staff networks” appears in a pink container

“affinity groups” in a purple container

A bracket appears below these containers and these words are written under that “but ALL seek to bring people with a common interest TOGETHER!”

Below this are four icons drawn to represent

* Share
* Collaborate
* Support
* Increase visibility

An arrow is drawn pointing towards a drawing of the globe – accompanied by the words “Allow you to put yourself out there and open up NEW opportunities”

Back at the top and on the right hand side of the note in a pink container are the words “Creating an impactful network”

Underneath: “An example – in 2018 arrived at the School of Tropical Medicine which works in regions across the Global South”

Below this is a circular drawing it starts at the top with a drawing of a board meeting attended by only green stick figures. A pink stick figure (representing Ayo) is on the right. Ayo noticed that diversity was lacking at leadership level and initiated dialogue. One of the green figures is drawn to the right of Ayo to symbolise that she achieved senior-level sponsorship and explored with others (represented by stick figures of all colours). The circle goes on to illustrate that Ayo gained support to progress and created a network to foster a sense of belonging. The network allowed for topics such as the impact of covid on BME communities and the BLM movement to be discussed and for feelings to be shared. The network influenced strategy and practice and led to a different dialogue at Board level.

Underneath the drawing is the statement “EDI Networks should not be responsible for fixing diversity challenges…. We are ALL responsible

* To recognise concerns
* To respond
* To champion action”

This is illustrated by the same Board table drawing as featured above but some of the green figures have been replaced and the membership is now more representative.

Underneath in an orange container “seek out your own network or establish a new one!”