**National Postdoc Conference 2021**

**Visual Summary Alt Text**

The following describes a visual summary created for the National Postdoc Conference 2021.

The conference logo is presented in the top left corner it states NPDC21 and the date 24.09.21 in white text on a dark blue background which transitions to a mint green. The Liverpool city skyline is presented in the logo as a white line drawing. The N821 logo is also included.

The colours from the logo are used in the frame which is drawn around the summary.

Next to the logo is a hand written message in blue text “An Inclusive Conference BY postdocs FOR postdocs. The background to this text is a pale blue shading (indicating conference-wide messages)

Continuing right is a line drawing of three pairs of hands drawn to represent the British Sign Language letters B, S and L. Below is written the text “ An inclusive & accessible event”

**Representation of Keynote Session**

Below the conference logo are the words “Keynote Session” written in white letters on a mint green background. Below this in blue text it reads “Professor Dame Ottoline Leyser, DBE, FRS”

A headshot portrait of Professor Dame Leyser is presented to the right. She is a white woman with steely silver hair and dark eyes and eyebrows. Her lips are a pale pink and she is wearing a dark blue shirt.

Underneath is a mint green banner with blue writing “By Everyone, For Everyone” and underneath the banner blue text reads “Supporting people across the research & innovation system.

To the right of the portrait is a yellow pound sign representing the 21/22 budget of UKRI. There are 4 circles coming off the pound sign each containing blue writing. The circles are sized to represent the budget value.

The largest circle is purple and the text reads “44% University Research – block grant, infrastructure, institutes”

The next circle is above this and is a pale blue and reads “ 19% Responsive “open call” research”

The next is violet and is below the purple circle and reads “17% “open call” funding for industry”

The final circle is at the top right and in mint coloured and reads “11% PhD & Fellowships”

The UKRI logo (white letters on a dark blue square background) is presented as a head on an orange body. One the body in white writing are the words “Stewards of the System” – small text is directed to the figure reading “largest public funder of R&I in the UK”.

The figure is represented with one arm on its hip and the other pointing to a yellow rectangle shape to the right.

The yellow rectangle contains the text written in blue “Foster an outstanding research and innovation system in the UK” and the follow text is featured below this:

Invest, Convene, Catalyse.

Below this are four words each with a different colour background (utilising the same colour palette as the circles on the pound sign). They are presented next to each other running left to right:

Diversity, Connectivity, Resilience, Engagement

An orange connector flows between these words below and above the words weaving them together.

To the right of the yellow rectangle and above these words is a drawing of a yellow upside down light bulb hanging from a chain. This represents a wrecking ball and the words “breaking barriers” are presented alongside the chain. The wrecking ball is seeking to breakdown a barrier and on the other side are a group of people: “wider society” (represented as stick people with heads coloured in to represent diverse skin tones) the following words are presented alongside the people “For the greater good”

Returning to the left hand side of the summary, underneath the keynote title is a drawing of a stick woman with a yellow body. She is drawn pointing to her head. The word “Lone Genius” is crossed out and she is drawn atop a staircase where the words “1000’s of others ENABLE this research” is written and a 11 small stickpeople with yellow bodies are drawn to represent this wider diversity of contributors.

To the right of this image are the words “Traditional perceived research career: achieved by very few” written in blue text. This is illustrated by a drawing of the same stick person progressing from “undergrad” to “PhD” to “Postdoc” to “Lecturer” or to “Industry?” and to “Prof”. The stickperson is represented with a different colour body/outfit and has more traditionally female haircuts which change to indicate time progressing. At postdoc stage onwards, the figure is represented wearing glasses. The figures are on yellow elliptical backgrounds.

To the right of this drawing is a large orange arrow and the words “Need to reconceptualise success” written in the same orange.

To the right of this, is a drawing which is similar to the one on the right and where the figures representing undergrad, PhD, Postdoc, Lecturer, Industry and Prof are still present with their yellow backgrounds but not as linear as represented to the left. There are also additional drawings of the stickperson with a mint green background to differentiate representing “Volunteer”, “Business”, “Career break”, “Consultant” and “Policy” to reflect the other roles and characteristics of a successful research career.

There are small orange arrows to link the stages of career, to indicate that it is more flexible and less linear.

Below the drawing of the traditional perceived research career is a drawing of a pale blue pressure cooker with the writing “Hyper competitive environment” written on the cooker. There are yellow steam bubbles coming out of the pressure cooker with the words “feel a failure”, “bad research practices”, “Precarity for postdocs”, a sad face and an exclamation mark are also presented.

Below the cooker are the words “Creates a pressure cooker environment”

To the right is a drawing of a yellow caution sign with a drawing of someone walking a tight-rope represented on it. Above it are the words “Remove resilience on fixed term contracts”

Continuing to the right and below the drawing of the flexible career drawing are the words “Dual support system. £ incentives in Universities” and the following are presented as bullet points below this:

“career diversity”

“improved research culture”

“broad success criteria”

Below the pressure cooker figure are the words “Psychological Safety” and a drawing of two overlapping speech bubbles. One features a green tick and the other a red cross. To the right are the words “feel safe to voice ideas and disagree CONSTRUCTIVELY”

To the right (and below the words “broad success criteria referred above) is an orange rectangle with the following words in white letters “We need to reassert what we VALUE”. Below this are the words “all criteria is important but not all criteria applies to all research and all researchers”

**Information about the Conference more generally**

In the bottom left corner of the summary is a pale blue patch. On this is a photograph of the conference pocketbook of top tips that was provided to all delegates and a drawing of the conference app (including the app logo). There is also a yellow cloud shape representing “kumospace” The following words are written with arrows pointing to the resources “Excellent additional resources and opportunities to NETWORK before and during NPDC”

The Information that follows describes the content of the right two thirds of the visual summary and describes the Panel Discussion.

A dark blue rectangle is drawn at the top of the note to the right of the BSL imagery. The words “Panel Discussion” are written in white letters. Six headshot portraits are presented to the right.

The first is a portrait of the panel chair “Professor Dame Janet Beer, University of Liverpool”. The portrait shows a white woman with silver hair in a bob-cut with a fringe. She is smiling with teeth showing and has a pink-red lipstick. She is drawn with with dark-rimmed glasses. She is wearing a white blouse with black diamonds.

The second portrait to the right is of “Professor Julia Buckingham, CBE – Chair of the Concordat Strategy Group”. The portrait shows a white woman with blond voluminous hair and blue eyes. She has pearl earrings and she is smiling. She is wearing a white blazer.

The third portrait represents “Dr Annette Bramley, N8 Research Partnership”. She is a white woman and has dark shoulder-length brown hair and dark glasses. She is drawn wearing a black sleeveless top with green and white floral pattern.

The fourth portrait is of “Dr Karen Salt, UKRI”. She is a black woman with dark short curled hair piled atop her head. She has large gold hooped earrings and round rimmed glasses with a contrasting frame above and below the eyes. She is wearing a red shawl wrapped around her shoulders.

The fifth portrait is of “ Dr Edward Pyzer Knapp, IBM”. The portrait shows a white man with short brown hair and a cropped beard and moustache. He has glasses which have a dark rim at the top. He is wearing a white shirt and a maroon sweater.

The final portrait on the far right of the visual summary is of “Dr Joshua Kaggie, University of Cambridge”. He is drawn as a white man with black short hair. He has small rimless glasses and dark eyebrows. He is drawn smiling and wearing a blue shirt.

A blue rectangular banner naming the panel speakers is drawn underneath the portraits. A number of different drawings are presented below this banner illustrating the contents of the panel discussion “Collaborative Research Practices” These are described below. Faint colour-specific arrow connectors are drawn from the rectangle to the area of the note representing the contribution of each panel member.

**Prof Julia Buckingham**

Julia’s talk featured three parts drawn in a circle shape:

“1. Shared vision and purpose”. This is represented by a drawing of a purple heart with the words “shared passion” and underneath in a pink banner “creates the reason to collaborate”

A pink arrow leads to

“2. People and culture”

A drawing is presented of a question mark jigsaw puzzle (each puzzle piece is a colour of the visual summary palette) A couple of pieces are missing. Next to the question mark are 5 stick people who between them are either holding the missing puzzle pieces are are drawn as possession extra information, knowledge or resources to complete the puzzle. The following words are presented:

“Collaboration brings diverse people together”

“shared ambition to solve a problem”

“Different expertise and skills”

One of the stick people has a circle drawn around his head which leads to another drawing to the right which is a close-up of its head. Around it reads

“inclusive leadership inspires: Creativity, openness, opportunity to thrive, mutual respect, trust”

A pink arrow leads to:

“3. Communication” and below this is written “Need to work hard to create a common language” The word common language is drawn in a more cursive calligraphy to make it stand out.

Above this and alongside the drawing of the purple heart is a drawing of two stick people with pink speech bubbles coming from each and which overlap. In the overlap a pink star is drawn. The following words appear below “smooths out issues BEFORE they become problems”

**Dr Annette Bramley**

As Annette talked about individuals having to work together to solve problems her talk is described on a background of overlapping pastel coloured circles like a venn diagram to represent collaboration – this is underpinned by shared values represented by a drawing of handshake on the top of the venn diagram. The following text is presented on this background:

“Complex wicked ill-defined problems” (NB the word wicked is drawn in a contrasting green)

“need to transcend boundaries” (drawn on a green background)

“cannot solve within a single discipline”

“individuals make a conscious effort to work together

* To share KNOWLEDGE
* To COORDINATE activity
* To share POWER & CONTROL
* To develop TRUST”

**Dr Karen Salt**

Karen emphasized that “research by it’s nature IS collaborative” and this text was written on a dark pink rectangle held up by six stick people with different bodies to represent disciplinary diversity. The following words are written underneath the stick people:

“Depend on” “Support” “Boost” “Nurture” along with the words “Many stakeholders provide the foundation & create the community”

Four key points were then discussed:

“1. Value – recognise and signal how participants value the contributions of other”

“2. Engagement – collaboration must be sustainable”

“3. Financing – plan and agree how finances are set up. Failure to do this right can break relationships”

“4. Equity – consider what an equitable partnership looks like…”

**Dr Edward Pyzer Knapp**

“Multidisciplinary teams should share a sense of purpose & vision of success BUT not always a shared view of HOW to succeed. A strong team should feel safe to”

Three circles are then presented below running left to right

A yellow circle featuring two white speech bubbles. The word “share” is written below.

A purple circle featuring a white thumbs down icon. The words “disagree/critique is written below.

A mint green circle featuring a white arrow that splits three ways. The words “Try different approaches” is written below.

The following text is written:

“Strong communication is not about volume or frequency. It is about the QUALITY of communication (shared verbal & non verbal language)”

This is illustrated with a drawing of a megaphone in a red circle with a line crossed through and a stick person with a yellow body winking with the word “eg. microexpressions”

**Dr Joshua Kaggie**

Illustrated with a stick person with a yellow body on a green hill holding a sign with “lofty principles” written on it. The following words are presented:

“Our goal as academics is to collaborate. We build on the work that has come BEFORE us. We set the FOUNDATION for those who FOLLOW.

**QUESTION & ANSWERS.** Questions were invited by delegates and answered by the panel members. Content in the bottom right corner of the visual summary has sought to capture some of this.

Below Annette’s Venn diagram is a dark blue rectangle with the word “OPPORTUNITY” written in white text. Above it reads: “Postdocs should be given”

The following text is then presented with different colour background around the word opportunity.

“To have conversations about career aspirations” – pink background

“to engage with funding process” – mint green background

“ to seek out partnerships” – yellow background – a line continues “use conferences to network outside of your discipline”

“to develop their CVs” – orange background

“to shape the projects” – purple background.

To the right of this drawing is an image of a green rocket ship with yellow fins and nose-cone and flames coming from its boosters. There is text written to the right on top of seven faint purple baby footprints. The text reads “There is no need to shoot for the moon when starting to collaborate….start small”

The final drawing appears to the top right of this (and below Joshua’s lofty principles) – and features two pairs of eyes – one pair is blue and one is drawn brown (the eyes are drawn as semi circles with eye-lashes The semi circles contain irises and pupils). The following writing is drawn below:

“Benefit of collaboration is more than one set of eyes (transparency/ reproducibility)

In the bottom corner of the visual summary is the authors tag written in a bright blue text: @swantonsketches.

This Alt text summary has been produced by Katrina Swanton (Swanton Sketches) on behalf of the National Postdoc Conference 2021 to accompany the visual summary produced from the conference.

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