

# Anticipating Delegate Needs: Reflections on Inclusive Practices at The National Postdoc Conference



Karishma Joshi, Sharon Henson, Dr Lennie Foster, C-DICE

Listening to the diverse voices of our steering group and wider networks enabled us to proactively put in place interventions that National Postdoc Conference 2023 (NPDC23) a welcoming and enjoyable conference for all.

## British Sign Language Interpreter

Proactively booked in advance due to a six-month lead time. The Interpreter was present for all sessions in the plenary room.



## Accessibility Key

Created for and included on the conference programme to highlight how interactive and accessible each session is.

“Accessibility: it was great to see sign language interpreters, every conference should have this” – anonymous postdoctoral researcher

“Great to see the signer, and really glad of the Wellbeing Area” – anonymous industry rep

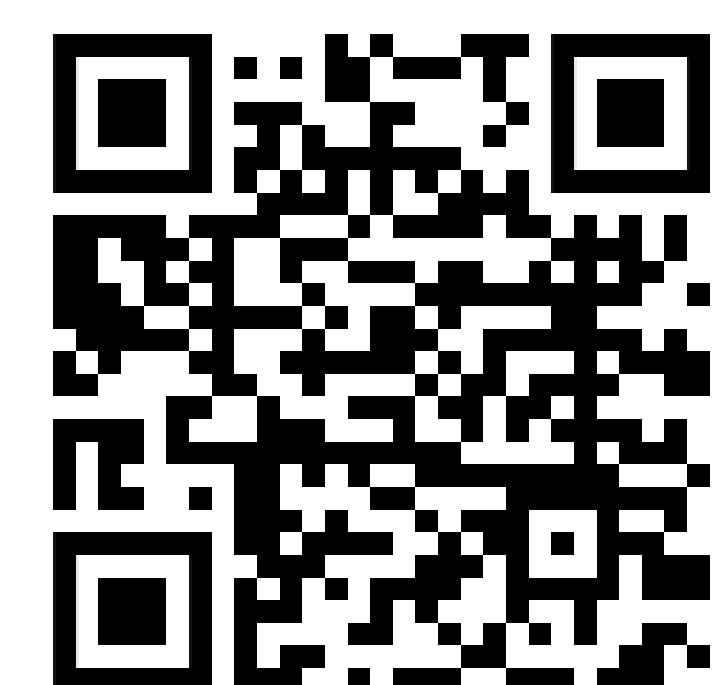
## Wellbeing Space

A quiet space available all day with a range of calming activities for delegates.



The conference was warm and welcoming for all, and all postdoctoral researchers felt that their voices could be heard, and their needs were met.

These practices are now embedded in all our events, and we were pleased to see that other projects have adopted the accessibility key in their activities. The National ECR Net Zero Conference 2024 adapted and included the interactivity levels of sessions on their programme.



Scan the QR code to read the full C-DICE blog of how we made NPDC23 inclusive and accessible.