



THE YOUNG ACADEMY ANNUAL PLAN FOR 2023

Amsterdam, November 2022
The Young Academy

BACKGROUND

In accordance with the Regulations of The Young Academy, as adopted by the Royal Netherlands Academy of Arts and Sciences (KNAW; the “Royal Academy”), the Board of The Young Academy hereby presents its Annual Plan for 2023. The Annual Plan was discussed and approved by the members of The Young Academy on 23 November 2022 and approved by the Royal Academy’s Board on 29 November 2022.

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INTRODUCTION

In this Annual Plan, The Young Academy sets out how it intends continuing to fulfil its objectives in 2023. Information about The Young Academy's activities in previous years can be found in its Annual Reports, published at www.dejongeakademie.nl.

The Annual Plan for 2023 has been drawn up on the basis of themes that reflect the main topics addressed by The Young Academy. Sections 2 to 5 provide an overview of objectives, topics, and intended activities for each theme. Section 6 outlines The Young Academy's communication strategy. An agenda for 2023 is attached to the Annual Plan as an appendix.

1 AMBITIONS AND GUIDING PRINCIPLES FOR 2023

The Young Academy was established in 2005 and has evolved into a well-known and respected platform, a serious discussion partner for governance and policy, actively involved in raising society's awareness of science and scholarship and a frequent guest in the media. The strength of The Young Academy is to be found in its deeply felt enthusiasm for science and scholarship and the desire to share that enthusiasm with society.

The structure of The Young Academy has contributed greatly to its success. With members joining and leaving, there is a constant flow of new plans and ideas. The members are collectively responsible for what The Young Academy is and aims to be, and they are highly involved. The aim is to continue to encourage and strengthen this involvement and active engagement on the part of all members in 2023. This has become all the more important after the recent COVID-19 pandemic. Monthly online meetings are held at which ongoing projects are discussed, with scope for exploring topics in depth or presenting new ideas.

Members of The Young Academy participate frequently in symposiums, meetings of experts, councils and advisory committees of the Royal Academy, selection and assessment committees for grants, juries for Royal Academy prizes, and in science committees of its institutes. In addition to The Young Academy's own activities, members are therefore closely involved in the Royal Academy's function as a forum and advisory body. The Young Academy seeks to involve researchers from other institutions in its activities, including by holding members' days at universities or institutes and through contacts with local young academies. It also cooperates with the Society of Arts through joint projects or meetings.

The Young Academy

Within the Royal Netherlands Academy of Arts and Sciences, The Young Academy is an independent forum of 50 committed young scientists and scholars who are international frontrunners in their field. Members must have received their doctorate no more than ten years prior to their appointment to The Young Academy. They represent a broad spectrum of scientific and scholarly disciplines and work at Dutch universities and a wide range of research institutes. They are appointed for a five-year period. Each year, ten members are added and ten depart.

This method of selecting new members will also ensure in the coming years that there is sufficient balance within the membership in terms of disciplines, gender, and other relevant dimensions of diversity, as well as members' command of the Dutch language.

The Young Academy aims to develop and implement activities

- to bring young researchers actively into contact with disciplines outside their own area of specialisation and with options for conducting interdisciplinary research;*
- to encourage young researchers to develop and communicate views on the future of their own discipline, on collaboration with other disciplines, and on science policy;*
- to encourage young researchers to communicate their scientific/scholarly insights to the general public;*
- to support young researchers in their progress as such;*
- to encourage international collaboration with members of other young academies or organisations with similar objectives.*

The Young Academy organises a broad range of activities each year, ranging from media appearances to educational events, research, publications, and meetings. Key themes for the coming year include hierarchy and privilege in science and scholarship; diversity and inclusion; first-generation scholars; recognition and rewards; the balance between public and private research funding; a "smarter" academic year; dialogues on science with various audiences (for example at community centres); collective knowledge development; scientists in the media; and strengthening Scholars at Risk initiatives.

The Young Academy emphatically makes its own voice heard and has frequently gone public in recent years by getting involved in debates and placing topics on the agenda itself, for example the situation of young researchers during the COVID-19 crisis and the need for a "smarter" academic year. It intends continuing to do so in 2023, for example regarding the themes of diversity and inclusion (with a self-categorisation pilot among its members); recognition and rewards (with a podcast series and reflection document); research funding (with a report on scientific/scholarly freedom); and education and career policy (such as "everyone the title of professor/clad in an academic gown").

The Young Academy's focus is otherwise on:

- promoting information exchange and cooperation with all components of the Royal Academy;
- expressing its opinions emphatically in the media and vis-à-vis university administrators, research funding bodies, government, and the political world;
- keeping track of important developments, such as implementation of the Recognition and Rewards programme, Open Science, the situation of refugee scientists and scholars, the effects of the 2022 Administrative Agreement on higher education and research;
- encouraging discussion of research and the public relevance of science, for example by means of lectures and symposia;
- conveying enthusiasm for and knowledge of science to children, young people, and the general public, as well as hard-to-reach target groups, and experimenting with ways to achieve this;
- continuing to develop and consolidate ideas for interdisciplinary collaboration; devoting attention to internationalisation, including through exchanges with other young academies, international organisations, and advisory bodies so as to be open to best practices from other countries.

2 SCIENCE POLICY THEME

The Young Academy intends continuing to leverage its position to proactively influence policy development and decision-making in science and scholarship. In doing so, it will continue to make its contribution from the perspective that science and scholarship have many values, all of which are important, intrinsically, socially, economically and culturally. Participation in this debate is aimed primarily at highlighting and promoting this wide range of valuable forms of scientific and scholarly activity.

The Young Academy will involve itself with current issues, but will also place topics on the political agenda itself that are not yet to be found on that agenda, or not high enough. It will also further consolidate its network of partners in the research community, for example its links with university executive boards, deans, the Dutch Research Council (NWO), the Universities of the Netherlands (UvA), the Netherlands Federation of University Medical Centres (NFU), the PhD Network Netherlands (PNN), PostdocNL, the Comenius Network, and the new Assistant Professors Network (AP-net). The network of local young academies at Dutch universities also facilitates important exchange and reinforcement. In 2023, members of The Young Academy will continue to participate actively in advisory committees, councils and juries of the Royal Academy, as well as in steering groups or committees outside that organisation, such as the national Recognition and Rewards steering group, or the committees of the NWO and the Ministry of Education, Culture and Science formed to evaluate the Starters and Incentive Grants.

Funding of the Dutch research system is an issue that will remain on the agenda, with The Young Academy continuing to advocate unfettered, curiosity-driven research. In this regard, The Young Academy represents researchers from all the various disciplines and universities or institutes.

In 2023, the Science Policy Theme will focus on the following topics and projects:

Veni, Vidi, Vanished – how do we make academia a nice place to work (once more) ?

The current academic climate is characterised by intense individualism, enormous pressure to publish, and stiff competition between researchers. PhD candidates appear to have become less interested in a career in academia. In 2020, the Eindhoven Young Academy surveyed master's degree and PhD candidates at Eindhoven University of Technology (TU/e) about how they saw working at a university. This small-scale study found that autonomy and freedom to choose one's research topic were positive aspects of a university job. The lack of a good work-life balance and ongoing uncertainty about research funding and contracts were seen as disadvantages of working there. This project broadens that study by interviewing PhD students from all disciplines. How do they view working at a university? What makes a university an attractive place to work? And what is needed to ensure that it is in fact attractive?

Fair Practice Code for researchers: does outreach work deserve more than a bunch of flowers?

Researchers are regularly invited to share their knowledge with a wider audience. Doing so requires a great deal of specialised preparation, whereas remuneration for public appearances is often limited to a bunch of flowers or a bottle of wine. A number of scholars have already initiated discussion as to whether a Fair Practice Code is necessary and what would constitute reasonable remuneration for outreach work. This calls for further elaboration and dialogue. Can outreach work be considered a core task of an academic, or is it rather a service for third parties? Will it create unfair competition with self-employed persons in the same market if academics carry out this kind of work for only token remuneration? Would fees in line with the market be viewed as acquired funding benefiting the activities of the academic (or their research group)? And anyway, what would be a competitive or reasonable fee for different kinds of outreach activities?

In this project, The Young Academy will bring together the views of researchers and outreach facilitators, and the experience of performers/self-employed persons. The latter group have experience of successfully

organising themselves and publishing Fair Practice Codes. For the purposes of the project, various rounds of consultation will be held, focus groups will be arranged, and a report will be produced with findings from the focus groups, overviews of the knowledge and experience shared, and advice on how Fair Practice Codes for researchers could be implemented.

Oh My Goodness! [Sjonge jonge] podcast series

A new series of podcasts by The Young Academy will appear in 2023, discussing known problems in academia on the basis of inspiring solutions found for them in the workplace. Hearing about these solutions will make one wonder all the more “Oh My Goodness!, how could that have been allowed to go on for so long and in so many places?” Two members of The Young Academy will talk to guests who were at the forefront of sometimes “revolutionary” solutions.

Less work pressure in a "smarter" academic year

In 2021, The Young Academy published its report on *A Smarter Academic Year*. Comparison with other European countries reveals that the Dutch academic year is exceptionally long. In the light of the report, the Dutch Minister of Education, Culture and Science, Robbert Dijkgraaf, invited universities to redesign their academic year to make it “smarter”, with 10 million euros being made available for pilot projects.

The pilots involve smarter structuring of existing teaching activities and a responsible reduction in the number of weeks devoted to teaching and/or exams. This will give academics more time to conduct their research and improve their teaching. Students will benefit from the extra leeway, allowing them more time for internships, for example, and greater choice as to the pace and timing of studying, preparation of papers, and testing. In 2023, The Young Academy will continue to engage in discussions on setting up and monitoring the pilots.

Research Funding Consultation

With its Research Funding Consultation project, The Young Academy is experimenting with a collective participation process. Decisions on science policy have major implications for us all. However, it is not always clear who makes those decisions, and whether they are made on the basis of proper consultation with a broad group of researchers. How can we ensure that researchers are also listened to?

In 2022, The Young Academy conducted a survey using the Participatory Value Evaluation (PVE) method. In PVE, participants face the same dilemmas and constraints that policy-makers face and must propose solutions within the given constraints. This method has already been applied successfully to issues that provoke heated public debate, such as the lifting of COVID-19 measures. The consultation results will be published in 2023.

Recognition and Rewards: At the top! Professors reflect on the academic assessment system

Although there is strong support among young researchers for a culture shift in recognising and rewarding researchers, it is unclear what the views of established academics are on this matter. After The Young Academy presented best practices in 2020 in order to inspire local Recognition and Rewards committees in developing their advice and policies, it went on in 2022 to conduct and release interviews with professors as a series of podcasts. By having researchers at the top reflect in these talks on their own career and the good but also not-so-good aspects of the current appraisal system, The Young Academy hopes to gain a better understanding of what is needed for the desired culture shift. In 2023, The Young Academy will follow up the podcast series by publishing a reflective report and organising a workshop during the Recognition & Rewards Festival.

Influence of collaboration with the private sector on research in the Netherlands

Dutch researchers are encouraged in all kinds of ways to seek funding for their research in the private sector. At the same time though, there is also resistance to international companies funding conferences and research. This kind of public-private collaboration brings with it risks, but also benefits. There is little clarity, however, as to the type and extent of private-sector participation in scientific research. In this project, The Young Academy intends conducting exploratory research into the extent of this type of funding. Which disciplines make use of private collaboration, who does and does not have access to it, and what are the effects of this type of collaboration on research in the Netherlands? The results of this study

will be shared with policy-makers, research funding bodies, and researchers. This is one of the themes that The Young Academy wishes to place on the agenda, including to trigger discussion of the issue. A report will be published in early 2023.

National politics

In recent years, The Young Academy has actively maintained direct contact with parliamentarians. This has been valuable not only in placing important science policy issues on the agenda of the Dutch House of Representatives, but also in keeping parliamentarians informed. The Young Academy aims to maintain existing contacts, get to know new spokespersons, and liaise with various political parties on policy and funding for research and teaching.

The Young Academy also remains committed to the Parliament and Science project alongside the UNL, Royal Academy, NWO, TNO, and NFU. The core aim is to have scientific knowledge play a greater role in parliamentary debate by informing Members of Parliament about recent scientific insights regarding the topics for which policies are being developed.

3 SCIENCE AND SOCIETY THEME

The aim of the Science and Society theme is to increase knowledge of and interest in science in society. The group targeted is a broad one: The Young Academy wishes to reach children and adults other than those who are already interested in science and who actively inform themselves about it. In addition to the new projects described below, members of The Young Academy will highlight existing projects such as the *Mundus Digital* board game and the comic book *The Scarab and the Mysterious Disease*.

Some of the activities for this theme had to be put on hold during the COVID-19 crisis due to the restrictions, which prevented target groups from being reached. Those activities will now begin again. The following activities and projects are on the agenda for 2023:

Collaboration with media parties

In 2023 too, members of The Young Academy will take part in various radio and TV programmes, festivals, and blogs, for example by giving lectures at the Oerol Festival, or being interviewed in the media. The Young Academy will itself proactively seek opportunities and will also gladly accept suitable invitations. The Young Academy aims in this way to promote the accessibility of science and scientists for a wide audience. At the same time, such appearances are an opportunity to provide people with sound information.

Collective knowledge development: exploratory research on transdisciplinarity in science

Research funding bodies are increasingly funding transdisciplinary research. Take, for example, multi-year NWO programmes such as the Knowledge and Innovation Agreement (KIC) and the National Research Agenda (NWA) or the recently established “convergence alliance” between Erasmus University, the Erasmus Medical Centre, and Delft University of Technology (convergence.nl). Transdisciplinary research is research in which the knowledge and expertise of civil-society stakeholders and businesses is involved from the outset, and throughout the empirical cycle. The underlying idea is that complex scientific and social problems – such as tackling the COVID-19 crisis or restoring biodiversity – cannot be solved by approaching them from just a single discipline but only by integrating the know-how gained within various different disciplines (within academia) and fields of practice (outside academia). Moreover, transdisciplinary research can also lead to new fundamental scientific questions and insights.

In essence, transdisciplinary research means repositioning science in relation to society. A (strict) separation between science and society during research has long been seen as necessary to achieve reliable and objective knowledge development. The task of the researcher was then to inform society about research results so that it could then start utilising that scientific knowledge. Transdisciplinary research is based on a different premise, namely a constructivist view of knowledge development. This starts from the idea that relevant knowledge is developed in multiple places within society and that knowledge generation and knowledge use cannot therefore be separated in advance. Setting up and conducting transdisciplinary research is still complicated, partly because many researchers and universities do not yet have routines and best practices in place for the necessary knowledge-sharing, meaning that knowledge development through a wider community is currently not being utilised to its full potential.

In this project, qualitative interviews are conducted to clarify best practices regarding the design and performance of transdisciplinary research. Through this, we hope to learn how to create scientific and societal added value and how to facilitate and assess transdisciplinary research more effectively, as well as formulate recommendations (especially for research funding bodies such as NWO/ZonMW and universities).

Not Just Anybody!: first-generation scholars and their experiences in science and scholarship

First-generation scholars are those whose parents didn't go to university themselves. The Young Academy will interview first-generation scholars at universities to survey their experiences and make recommendations to increase equality of opportunity in Dutch academia. Educational inequality is widespread; children without university-educated parents receive lower grades, are recommended for a less challenging secondary school, and are less likely to go to university. And if they do take a university programme, they often feel less at home there. It is not therefore surprising that first-generation scholars are under-represented in academia. They face a unique challenge: how do they find their way in an academic world with unwritten rules and a hidden curriculum, without the aid of an existing social network? What is their experience in Dutch academia? How do they navigate between the two worlds – the one they grew up in and the one in which they now find themselves? What role does their background play in their academic career? And how can Dutch universities and research funding bodies contribute to equal opportunities for first-generation scholars? The aim of "Not Just Anybody!" [*Niet de eerste de beste*] is to answer these questions by interviewing 15-20 first-generation scholars. A report on their experiences will be published in 2023. With this project, we are giving a voice to first-generation scholars and will work with them to draw up specific recommendations to increase diversity and inclusion in Dutch academia.

How about a good conversation? How to bring about effective dialogue between scientists and the public

In collaboration with Hedwig te Molder (VU University Amsterdam), "How about a good conversation?" got off the ground in 2019. This project looks at how effective dialogue can be brought about between scientists and members of the public so as to underpin future activities in this area with research. The first conversations took place in 2021 and results are expected in the first half of 2023.

Lil' Scientists

Children are by nature mini-scientists. The best way to introduce them to science is to put them to work and let them do some actual research. This is possible with citizen science, a method that researchers increasingly deploy to answer scientific and social questions. The "Lil' Scientists" project is targeted at young people aged 10-14, mostly from underprivileged backgrounds – a target group that is currently hardly reached by science communication projects, but for which the IMC Weekend School has been doing highly successful pioneering work for more than 20 years. The COVID-19 restrictions hampered implementation of the project at schools, and after some lessons at the first pilot schools it was therefore decided to carry out this part mainly digitally. In 2022 and 2023, the project will be expanded further, using a National Research Agenda (NWA) grant to supplement existing funding.

4 CONTENT AND INTERDISCIPLINARITY THEME

The Content and Interdisciplinarity theme provides a platform for content exchange and cooperation in both teaching and research. It encourages members and others to look across disciplinary boundaries and shows that doing so can generate value and mutual inspiration. It also deals with overarching science themes and examines options and methods of interdisciplinary research and teaching.

Each year, The Young Academy gives content – i.e. research – a prominent role at meetings of members through short lectures that they present. This encourages an exchange of content and inspiration, and provides an excellent starting point for members to apply for a project grant for interdisciplinary collaboration.

This theme also promotes member-to-member cooperation and includes activities to encourage this, such as a members' day inspired by content and cooperation. This has become all the more important since the COVID-19 crisis.

In 2023, the Content and Interdisciplinarity theme will focus on:

InterScience The Young Academy

InterScience is a series of interdisciplinary evenings with several lectures on a single topic, from different disciplines. With these lectures, The Young Academy offers interested parties the opportunity to see cross-connections and contrasts between the different disciplines. Cooperation will again be sought with the Society of Arts, following successful jointly organised evenings in previous years. The topic for 2023 is "Time Machine". The lectures will take place in February in collaboration with the Naturalis Biodiversity Center.

Lectures by members about their work

During members' days, members give substantive lectures to inform one another about their research, and inspire them with it. This successful formula will continue in 2023.

The Arts and Science

The Society of Arts' Arts and Science theme brings together scientists (including members of The Young Academy) and artists. They focus on art/science projects in which the equality of the two domains is a crucial basic principle. The theme is also intended to collect knowledge jointly and focus on solutions to the challenges facing society. In collaboration with the Society of Arts, The Young Academy will continue to organise meetings, such as Mingler Live, at which artists and scientists from inside and outside the Royal Academy can meet, art/science projects are presented, and collaborative partnerships are encouraged.

***About My Brain* podcast series**

A new six-part podcast series will appear in 2023: *About My Brain*. This interdisciplinary series aims to interpret neuroscience for the general public (i.e. society as a whole), to help the "interested layman" learn more about the brain. The intention is also to encourage researchers themselves to look at the same problem from different perspectives, so as to gain new insights and enrich their thinking. A thematic approach focusing on interdisciplinarity will apply. Among the ideas for topics are "A day in the life of a brain" and "The life cycle of the brain".

Cantata for Invertebrates/All the Sea you Cannot See

The great majority of the 2-3 million species of fauna that have been described are invertebrates, i.e. animals without bones: insects, snails, jellyfish, crabs, and sponges, to name but a few groups. As vertebrates, however, humans have an unconscious preference for other vertebrates. Animals without a backbone are ignored or loathed, despite these "un-charismatic" species being crucial to the functioning of our ecosystems. Without invertebrates, we cannot survive. In this project, a scientist (a member of The

Young Academy) and an artist (a member of the Society of Arts) will meet in an art-science partnership, culminating in an interdisciplinary, music-theatre performance that celebrates the beautiful diversity of life forms, gives them expression, and addresses their position so as to create awareness. The performance will be a contemplation on the climate crisis, more specifically the position of invertebrates in the earth's largest ecosystem, the sea. *Cantata for Invertebrates* will be performed in 2025 by the Netherlands Bach Society.

5 INTERNATIONALISATION THEME

The Internationalisation theme aims to reinforce the merits, quality, and impact of science and scholarship internationally. With that in mind, it organises activities with two core goals.

- 1 Strengthening the position of young scientists and scholars worldwide and improving the diversity and sustainability of science/scholarship in general by linking up with European and global initiatives:
 - a. Representing young researchers on scientific advisory bodies;
 - b. Contributing to solving global problems, such as academia's carbon emissions, scientists/scholars in high-risk situations, and sustainability goals.
- 2 A Dutch academia that is more inclusive and attractive for international scientists and scholars to come to the Netherlands or remain here:
 - c. Bilingual release of all utterances and documents of The Young Academy;
 - d. Keeping *A Beginner's Guide to Dutch Academia* up to date;
 - e. Identifying instances of exclusion or inequality at universities;
 - f. Linking up with the Caribbean part of the Kingdom of the Netherlands.

The Young Academy collaborates with young academies in other countries and international organisations in the field of science and scholarship, such as the Global Young Academy (GYA), the Young Academy of Europe (YAE), the European National Young Academies (ENYA), Neth-ER, the InterAcademy Partnership (IAP), the European Commission, and other European organisations.

Networking with other (European) young academies is important for setting up activities in an international context, including in the field of science policy, but also the Sustainable Development Goals formulated by the United Nations, i.e. societal problems intended to be solved before 2030.

The Young Academy also wants the voice of young researchers to be heard in relation to European science policy. It is a participant in various European stakeholder platforms and working groups and has a delegate within the European Young Academies Scientific Advice Structure (YASAS), which participates as an equal partner in SAPEA, part of the European Science Advice Mechanism.

In 2023, this includes the following activities:

A Beginner's Guide to Dutch Academia 2.0

In 2022, The Young Academy published a new online version of *A Beginner's Guide to Dutch Academia*, a handbook comprising mainly factual information about the academic system in the Netherlands. The Young Academy's aim with this publication is to assist researchers who are new to the Netherlands in getting started within the Dutch system and its work culture. The guide will be updated each year.

Refugee scientists/scholars

In 2016, The Young Academy launched the Science Buddies project to link up refugee scientists and scholars with counterparts in the Netherlands. In close collaboration with The Young Academy and the Foundation for Refugee Students (UAF), the NWO then organised the Hestia – Impulse for Refugees in Science programme, to help refugee scientists more effectively in finding paid work in Dutch academia. The Young Academy is closely involved in evaluating the programme, maintains contact with Hestia laureates, and is committed to working with the other parties involved, such as the UAF, to support refugee scientists/scholars in the Netherlands in various ways. These activities will continue in 2023, with all parties involved considering how best to help them. In addition, the theme will work to support colleagues in countries where academic freedom is under threat, for example by helping to ensure that temporary and flexible bursary programmes are available for refugee scientists/scholars, for both the acute and medium term.

Caribbean part of the Netherlands

The Young Academy is committed to making the Dutch academic landscape more accessible to people from the Caribbean. It does so, for example, by pointing out at university meetings that the Kingdom of the Netherlands does not consist only of its European component. Scientists and scholars from the Caribbean part of the Kingdom can also join The Young Academy. The Young Academy is a member of the liaison group for setting up a scientific network organisation, the Dutch Caribbean Research Platform (DUCARP).

Bilingual information provision

The Young Academy produces material in English as well as Dutch and aims to make as many documents as possible available in both languages. Information in English can be a source of inspiration for young academics in other countries (including those in the course of formation) and is an important source of information for scientists and scholars in the Netherlands whose command of Dutch is limited or non-existent.

In 2022, The Young Academy's regulations were amended to stipulate that new members must have at least a good *passive* command of Dutch (this was previously an *active* command). This means that they must be able to understand texts and conversations in Dutch at academic level. Members attending Young Academy meetings may address the meeting in a language other than Dutch as long as the other attendees understand that language (this is referred to as the "receptive multilingualism" [*lingua receptiva*] principle). It is generally Dutch that serves as the working language within The Young Academy and it is the responsibility of the selection committee to ensure that members have a sufficient command of it.

6 COMMUNICATION

The Young Academy intends continuing to pursue a number of communication goals. An online members' environment was set up in 2020 and in 2021, a new website was launched, reflecting The Young Academy's vision and identity. The website is a key tool in The Young Academy's external communication strategy. The Young Academy also intends expressing its opinions emphatically in the media and vis-à-vis government and the political world.

Important target groups for The Young Academy are:

- policy-makers and organisations in the scientific/scholarly field (the Dutch Ministry of Education, Culture and Science, the Association of Universities in the Netherlands (VSNU), the Netherlands Federation of University Medical Centres (NFU), the Dutch Research Council (NWO), the Netherlands Organisation for Health Research and Development (ZonMw), local young academies, executive boards of universities);
- (young) scientists and scholars in the Kingdom of the Netherlands (for certain projects also abroad);
- fellow organisations in the Netherlands and abroad, such as national and local young academies;
- the general public, individuals with an interest in science/scholarship (lay people), and various groups in society who do not naturally come into contact with science and scholarship;
- members and alumni of The Young Academy, the Royal Academy's Learned Society, and the Society of Arts;
- members of the Dutch House of Representatives holding the science portfolio;
- the media, opinion leaders.

There may also be other target groups for specific objectives and projects.

Video portraits of members of The Young Academy

In previous years, short, accessible videos were produced about the research of Young Academy members. A new series of video portraits will be made in 2023 of new members. The portraits make it easier to get an idea of what these researchers are working on.

For profiling itself and promoting its projects, The Young Academy receives support from the Communication Department of the Royal Academy's Bureau. It seeks advice about communication at an early stage of project development so that they can be launched as effectively as possible. Where necessary, a communication plan is drawn up for each project or activity, with a strategy for dealing with target groups, the message, and communication tools.

APPENDIX: TIMELINE 2023

Calendar of recurring activities for The Young Academy

Month	Meetings of members	New members and selection committee	Annual documents cycle	Young Academy Bursaries Committee
January	24/1 at the Trippenhuis	The Board welcomes new members, with photos and preparations for the installation gathering		
February				First round deadline: 15/2
March	28/3 at the Trippenhuis	22/3: installation of new members and change of Board	Approval of draft Annual Report at members' meeting	Allocation of bursaries
April	01/4: change of Board	01/4: start of membership of The Young Academy; start of submission of recommendations for membership of The Young Academy	Final version of Annual Report	
May	12-13/5: members' weekend away			
June		Mid-June: deadline for submission of recommendations for membership of The Young Academy		
July				
August				
September	22/9 away day	Selection of new members and call for new Board members	Approval of draft Annual Plan and draft budget at members' meeting	
October			Final version of Annual Plan and budget	Second round deadline: 15/10
November	23/11 at the Trippenhuis			Allocation of bursaries
December				