

Institution: Goldsmiths, University of London
Unit of Assessment: 21, Sociology
1. Unit context and structure, research and impact strategy

Summary of Context

Throughout its more than fifty-year history, Goldsmiths' Department of Sociology has demonstrated a commitment to making sociology matter within and beyond the academy. During this REF period, we achieved this through research focused on **six interdisciplinary and overlapping clusters** that address major issues of contemporary societies: politics, rights and justice; feminism and anti-racism; cities, multicultures and migration; science, technologies and expertise; critical social and cultural theory; and practice research and inventive methods. In various ways, each cluster engages with an understanding of 'live sociology' advanced by the Department: expanding the sociological imagination through the **study of, and critical interventions in**, contemporary social issues and their historical legacies. We understand live sociology as founded on **five values**: tackling issues of inequality, marginalization, and injustice; working in a way that cuts across conventional disciplinary boundaries both within and beyond the academy; inventing and experimenting with research methods that push the boundaries of knowledge and pedagogy; reconsidering the conventional relation between theory and practice through practice-based research; and, reaching beyond national frames via research that is transnational in scope. Through the myriad ways that staff pursue these values, we have established an internationally recognised research and teaching culture.

Sociology is a vibrant department and the largest within Goldsmiths with **44 Academic Staff** (41.1 FTE) in 2019-20. This submission also includes four academic staff from the Law Department (4.0 FTE), which Sociology played a role in establishing in 2019. Whilst Law is included as a cognate discipline, this Environment Statement focuses on Sociology. In addition to Academic Staff, in 2019/20 Sociology included five Postdoctoral Researchers, 12 Associate Lecturers and Graduate Trainee Tutors, and five professional support staff. In the same year, we taught 308 undergraduate students, plus 137 in joint programmes, 137 master's students, plus 61 in joint programmes, and 55 PhD students. Beyond traditional research outputs, we produce policy reports, journalistic articles, blogs, podcasts, exhibitions, catalogues, films and multi-media content. Moreover, our research activities inform and shape our teaching and lead to impacts including policy advice to national and international governments, public engagement activities and events with communities, and academic and non-academic collaborations.

During this REF period, the Department's research was supported by over 35 external grants with a total spend of over £10.38 million (2013-20) awarded from across a wide range of national and international funders. The Department leverages this experience to support other departments in research capacity-building, mentoring and management. Our staff are internationally recognized because of the reach and significance of their outputs; leadership of research teams and programmes; keynotes at international events; and engagements with different publics, policymakers, the third sector and creative arts. All these contributions have led to impacts not only benefitting the discipline but the knowledge, policies, capacities, and practices of local, national, and international beneficiaries, by which we mean users, partners, and publics. These contributions have collectively fostered a lively, dynamic, collegial, open, and intensive research environment.

Unit-level environment template (REF5b)

Research Clusters

Our commitment to the values of live sociology is pursued through shared questions and issues addressed under six dynamic interdisciplinary Research Clusters, which we periodically review to align with contemporary social issues and changes in staff and their research foci. Each is supported by one or more of four Research Centres and four Units hosted or co-hosted by the Department (Section 3). Here we highlight the contributions of **all** members of staff to one of the Research Clusters, recognising that their research often **straddles two or more**.

(1) Politics, rights, and justice

Research in this Cluster brings Sociology together with the disciplines of Law, Politics and Criminology. Activities are supported by the Unit for Global Justice and the Centre for the Study of Global Media and Democracy. One research strand is the study of post-conflict human rights and humanitarian law: political violence, memory and archives in Latin America (BELL); justice for conflict-related sexual violence in the former Yugoslavia (CAMPBELL); and how international law is used by different actors involved in transitional justice in Kosovo, Sierra Leone and Sri Lanka (GREWAL). That research is linked to work on gender, crime and law-breaking including on women as drug mules (FLEETWOOD); on humanitarian organisations and how they select crises (KRAUSE); the political sociology and cultural politics of human rights (NASH); the perpetrators of human rights abuses including the effects of public confessions in Turkey (YILDIZ). The cluster includes the work of Law colleagues: on the legal incidence of sustainable development in international law (BARRAL); the prurient gaze of criminal justice (DYMOCK); cross-cultural studies of human rights and criminal justice (GIANNOULOPOULOS); and the concepts of 'foreignness' and 'race' in the application of anti-discrimination protections (MYSLINSKA). Another strand includes studies of neo-liberalism and social justice: in higher education (LOVEDAY); in the Occupy movement (MATTHEWS); and in relation to new configurations of value and values (SKEGGS). Research also includes the study of children as political actors (OSWELL) and engaging with innovative methods in order to do so (NOLAS, VARVANTAKIS).

(2) Feminism and anti-racism

Social inequalities have long been a focus of research for many staff in the Department but are a central concern of this Cluster, which brings Sociology into interdisciplinary conversations through the study of Gender, Labour, Race and Ethnicity, Culture, and Religion. Activities are supported by the Centre for Feminist Research (CFR). Research includes studies of gendered ethnic and faith identities of Muslim families in Britain (AHMAD); the history of discourses of racism and immigration with a focus on the US/Mexico border (ARAGON); the relationship between time and social inequalities, including in digitally mediated societies (COLEMAN); the role and sociological impact of women's labour in churches and related communities (DAY); the complexity of transnational dying and practices of 'hospitality' in communities across Europe (GUNARATNAM); how creative practices challenge gender inequalities across the globe (GUNARATNAM and PUWAR); anti-Semitism and left-wing politics (HIRSH); the history of feminism, liberation and mobility as told through Victorian women's cycle wear (JUNGNICKEL); and, the history of 'racial elitism'—the call to live 'beyond race' (ST LOUIS).

(3) Cities, multicultures and migration

Research in this Cluster brings Sociology together with the disciplines of Human Geography and Anthropology and fields of Urban, Housing and Migration studies. Activities are supported by the Centre for Urban and Community Research (CUCR). Migration-related research includes studies of what the Brexit negotiations mean for Britons resident in the EU-27, and North American

Unit-level environment template (REF5b)

migration to Panama (BENSON); Chinese migration to London, conceptualising globalisation through everyday objects, and London's plutocracy (KNOWLES); and the 'femonationalism' that fuels forms of exploitation and domination of Muslim and female migrant labour (FARRIS). Studies of cities and multi-culture include: multiculturalism, migration and London including the impact of Jamaican (and Jamaican-influenced) music on British culture and the development of collaborative methods with research participants (BACK); how analysis of a diverse population can be conducted through the study of one site—a bowling alley in Finsbury Park, London (JACKSON); 'lived' aspects of urbanisation, securitisation and socio-political life through a focus on 'irregular settlements' and insecurity in Karachi and Islamabad (KAKER); the interrelationships between urban space, lawbreaking and social control focusing on graffiti and urban exploration (KINDYNIS); the rhythm and registers by which public buildings, including those threatened by closure such as libraries, matter within urban public space (ROBINSON); arts-led collaborations with local communities on urban policy and regeneration (ROOKE); new forms of association and exclusion mediated through the multisensory experience of urban space (RHYS-TAYLOR); the role of cosmopolitanism in the production and consumption of art in biennales (SASSATELLI); and local urban regeneration in Bellingham, Lewisham (STONEMAN and BACK).

(4) Critical social and cultural theory

The Research Cluster brings Sociology together with the disciplines of Philosophy, Politics and Science and Technology Studies (STS). Activities are supported by the Centre for Philosophy and Critical Thought (CPCT), co-hosted with the Department of English and Creative Writing, and The Unit of Play (UoP). Research includes studies of: Marxist and post-Marxist conceptions of democracy, emancipation and affect (BROMBERG); the very notion of the 'word', and the implications of the sciences of animal cognition and behaviour for social science thinking and vice versa (MOTAMEDI-FRASER); a Marxist ecofeminist approach to gender, finance capital and advertising (ODIH); the development of a pluralistic philosophy of difference and the possibilities created by divergent practices of thinking, knowing, and living with others (SAVRANSKY); and, philosophy, capitalism, 'real abstraction', and tragedy as a political form (TOSCANO).

(5) Science, Technologies and Expertise

The Research Cluster brings Sociology together with STS. Activities of this Cluster are supported by the Centre for Invention and Social Process (CISP). A particular focus concerns health and medicine-related research including the implications of vitalist and process ontologies for the ethics and politics of health and medicine (GRECO); HIV and other infectious diseases such as Ebola, TB, and COVID-19 (ROSENGARTEN); and, drug-taking in the UK (DENNIS). Examples of other forms of expertise researched include studies of 'geek culture' in the technosphere (ALLEYNE); the relationship between environmental sensing technologies and citizen engagement (GABRYS); how environmental experts produce the environment (GUGGENHEIM); the development of digital methods to map and interrogate controversies (MARRES); the unintended consequences of market solutionism and the privacy and surveillance implications of algorithmic technology (NEYLAND); and, the digital and data practices of experts in the production of official statistics and their implications for digital rights (RUPPERT).

(6) Practice research and inventive methods

The Research Cluster includes staff noted above but whose work also focuses on methodological innovations that bring Sociology together with the disciplines and practices of Art, Design, Media, Anthropology, and STS. It includes the development of sensory sociology, encompassing walking methods (BACK, RHYS-TAYLOR), affective methods (COLEMAN, GUNARATNAM), digital, visual,

Unit-level environment template (REF5b)

multi-media and multi-modal methods (ALLEYNE, DENNIS, JACKSON, MARRES, NOLAS), and arts- and design-based methods (GABRYS, JUNGNICKEL, ROOKE). It also includes exhibitions as a method of research, engagement and impact (BACK, BENSON, GUGGENHEIM, MOTAMEDI-FRASER, NOLAS, PUWAR, RUPPERT, VARVANTAKIS). The Methods Lab supports activities of this Cluster.

College-level Research Themes

Each Cluster is also connected to one or more of four interdisciplinary College Research Themes that members of the Department participate in and/or lead: Social and Economic Justice (co-led by BENSON and JACKSON); Technologies, Worlds, Politics (led by RUPPERT); Bodies, Minds and Society (co-led by GRECO); and Invention, Creativity and Experience. The Themes support interdisciplinarity by taking advantage of the College's small and devolved structure while facilitating collaborations across the humanities, arts, social sciences and computing.

Research and impact objectives achieved during the assessment period

The strategic research objectives described in REF2014 outlined aims for fostering a live sociology through research committed to the sociological craft. We achieved these broad objectives through six specific activities during this REF period:

- We **increased Department-level support for grant applications** (specified in Section 2), which contributed to a major growth in our research income since REF2014. Importantly, this led to twelve multi-year funded projects that enabled forms of impact that require long-term and sustained research and engagements with users, partners and publics nationally and internationally. Four of those projects make up our ICSs; however, the impacts they exemplify have also been realised in numerous other funded projects detailed in Section 4.
- We **extended our international** research, especially in the Global South. This is crucial to our commitment that sociology critically reflects upon postcolonial legacies and transnational relations. We achieved this through **new appointments and supporting the development of externally funded projects** for research in countries including Argentina, Burkina Faso, Chile, Colombia, Bangladesh, Brazil, Greece, India, Mexico, Pakistan, the Philippines, South Africa, Sri Lanka, Turkey, and the former Yugoslavia.
- Research and impact were supported by **annually funding** four Research Centres and four Research Units, which not only organised and hosted over 500 events open to different publics, but **engaged with users, partners and publics** through various mediums including films, podcasts, exhibitions, and practice research events.
- We **expanded our research capacity** in the substantive areas of our Research Clusters with key appointments in quantitative methods (STONEMAN), religion (AHMAD), criminology (ARAGON, FLEETWOOD, KINDYNIS), human rights (GREWAL) and social and cultural theory (BROMBERG, FARRIS, SAVRANSKY). As a result of external funding, we hired over 45 Postdoctoral researchers from around the world (e.g., Argentina, Sweden, Netherlands, Bosnia and Herzegovina, France) who contributed to our expertise, capacity, and international research profile.
- We extended our interdisciplinary work by bringing **sociology further into dialogue with philosophy** and the theoretical humanities by supporting and co-hosting (with English and Creative Writing) a new Centre for Philosophy and Critical Thought. Along with the existing Unit of Play, it provides a space for approaching philosophy as a plural and critical activity for enlarging both scholarly and public imaginations.
- We promoted our **critical interventions** in two major contemporary social issues through a website (<https://sites.gold.ac.uk/sociology/>): publications on the social consequences of the

Unit-level environment template (REF5b)

pandemic by BENSON, FARRIS, GRECO, GUNARATNAM, NOLAS, ROSENGARTEN, RUPPERT, and TOSCANO and research COLEMAN is co-leading on everyday life during a pandemic in collaboration with Mass Observation; and ARAGON, BACK, GUNARATNAM, PUWAR, and ST LOUIS's organisation and/or participation in department-led virtual events involving staff and students on **anti-racism** following the murder of George Floyd and Black Lives Matter protests.

Research Strategy over the next five years

Our Research Strategy for supporting the vitality and sustainability of future research is to further our values in the face of a volatile research and political landscape. The strategy was drafted by the Department's Research Committee (DRC) and ratified by the Department Board and the College Research and Enterprise Committee. It includes commitments to:

- Foster and build an *inclusive* culture and research infrastructure that supports all research staff and challenges exclusions from participating in research:
 - Confront and challenge racism, sexism and all forms of discrimination in our department and wider research culture.
 - Support unfunded research through a sabbatical policy (Dedicated Research Time) that is available to all staff.
 - Establish additional practices of supporting grant bidding and management so that all staff are able to pursue externally funded research.
 - Support staff at all stages of their careers, with specific initiatives tailored to early career scholars (including Doctoral, Postdoctoral Researchers and Lecturers on permanent and fixed-term contracts).
 - Identify ways to support outputs beyond text (books and articles) such as digital media (audio, video, visualisations and film) and material artefacts (exhibitions, installations).
- Develop research that applies the sociological imagination to the innovation of interdisciplinary theoretical and methodological approaches to research and impact.
- Support research-led training of the next generation of Postdoctoral and Doctoral Researchers, post-graduates and undergraduates.
- Enable and build an outward-looking and internationally engaged department through substantive areas of research and collaborations with and contributions to international networks, projects and events.
- Convene new publics beyond the academy through research-led outreach, public engagement and impact activities that involve not only dissemination but various forms of practice research, collaboration and partnerships in co-producing research with non-academics and organisations.

Facilitating and sustaining impact

Our main goal is to do research that engages with non-academics, from local communities and institutions, to governments, industry, and non-governmental organisations. We have, and will continue to support, direct and sustained relations through several mechanisms: Departmental funding of Research Centres and Units, and Research Development Funds for individual researchers to pilot research and impact strategies. The College will also continue funding research training events (e.g., media, public engagement, impact); impact and public engagement activities; and, an annual public engagement award and event, of which four Sociology staff have been recipients (FLEETWOOD, GABRYS, GUGGENHEIM, JUNGNICHEL).

Unit-level environment template (REF5b)

We will specifically support and facilitate five research activities related to working with non-academic partners and through which we have already demonstrated impacts detailed in Section 4:

- Encourage, develop, and support **funding bids that involve co-producing research**, with non-academic, external partners and which also build on and sustain existing successful partnerships and collaborations.
- Build on forms of **collaboration and inventive methods** that involve practice research, which engages with publics and partners not as research subjects but co-producers.
- Further **support, develop and disseminate inventive methods** through initiatives that cut across the Arts, Humanities and Social Sciences.
- Support staff to identify opportunities for providing **advice and submissions to government and non-government organisations** including taking up positions on advisory groups and task forces.
- Encourage and support **communication and dissemination** of research to academics and non-academics through various formats including publishing in or appearing on mainstream media (e.g., BBC) and non-traditional media (e.g., social media, openDemocracy, Discover Society), podcasts and blogs; films; and exhibitions.

Maintaining an open research environment

The Department meets the requirements of Green Open Access through the support of staff and resources of the Goldsmiths Research Online repository. In addition to Green Open Access for all outputs, we have published six books and over 40 journal articles Gold Open Access. Much of this was made possible by ESRC Open Access block funds or ERC project Open Access funds. The launch of Goldsmiths Press, a Green Open Access monograph publisher, in partnership with MIT Press, now provides a platform for publishing innovative, cross-media scholarship from the Department and College and beyond. Staff have to date published four monographs with the press with several more in production.

Supporting a culture of research integrity

Our research and impact strategies—whether researching issues of inequality or facilitating collaborations with non-academic partners—are supported by a commitment to an understanding of research ethics and integrity as both procedural and processual. Procedurally, the Department has a Research Ethics Officer (ROSENGARTEN), who reports to the Department Research Committee and is also a member of the College's Research Ethics and Integrity Sub-committee (REISC). The Officer reviews and approves the research ethics proposal forms that all PhD and Masters students must complete. Staff must submit their research ethics forms to REISC for approval. Ethical clearance must be obtained before any research project begins. Ethical considerations include the application of appropriate research protocols for projects (e.g., independence of researchers, no harm to human participants, integrity of research, fidelity to verifiable knowledge, consent to research and use of data, rights to privacy, confidentiality and anonymity) and the management of research staff. Beyond adhering to procedural ethics, the Department encourages a processual understanding of ethics where reflexivity is central to and embedded in all stages of research.

2. People

Staffing strategy and staff development

Our staff strategy and development programme are underpinned by the Department's commitment to an inclusive and supportive research culture which enables all staff to pursue research activities, impact and dissemination. During this REF period, our strategy focussed on sustaining and developing research strengths across the six Research Clusters in the following ways:

- We made **18 appointments** resulting in a net growth of seven staff and expansion of research capacity in the areas of criminology, human rights, religion, quantitative methods, and social and cultural theory. All new staff were appointed on Teaching and Research contracts (T&R) and given reduced teaching loads for their first two terms to support their research and writing.
- Supported staff in attaining externally funded projects that not only contributed to developing their careers, but also brought over **45 Postdoctoral Researchers** to the Department, whose careers were, and continue to be, supported and mentored by staff on publishing, grant bidding and career development. Some continued as Visiting Researchers (e.g., GROMMÉ, USTEK-SPILDA) and many went on to fixed-term or permanent academic posts in the UK (e.g., EHRENSTEIN, MILYAEVA, PRITCHARD, O'REILLY) and beyond (e.g., CAKICI, GROMMÉ, SCHEEL). We also hosted and mentored five Postdoctoral Researchers whose projects were externally funded (Section 3).
- Supported all **Early Career Researchers** including permanent staff (currently six, 13% of submitted staff FTE), postdoctoral researchers and staff on fixed-term T&R contracts in accordance with the Universities UK Concordat, to which Goldsmiths is signatory. Support included providing Department mentors, access to career development opportunities, personal development planning and workshops tailored to the needs of ECRs.
- Supported **researcher development** over the academic life course. All staff may choose to become a member of the Department's Research Centres and Units; are eligible for Department conference funding and can apply for Research Development Funds; are encouraged to apply for College funding (e.g., research development, public engagement and impact, Global Challenges Research Fund, research theme funds). Each new member of staff is assigned a mentor on appointment and mentoring is available on request for staff at any career stage. Annual Personal Development Reviews are conducted by the HoD, which include forward-planning for research and promotion. In this REF period, there were **24 promotions**: nine to Senior Lecturer; nine to Reader; and six to Professor.
- Provided the opportunity for all staff on T&R contracts to apply for one term of **Dedicated Research Time (sabbatical)** for every five teaching terms completed (four if the DRT is taken in the summer term). Eligibility is based on research activity plans for the DRT, time elapsed since the last DRT, and requests are approved by the HoD. Staff are required to report back on their research activities at the end of their DRT. During this REF period, **37 sabbatical terms** were approved and taken.
- **Allocated workload time** to staff who take on strategic research roles necessary to support and sustain a vibrant research culture. This includes the Director of Research (DoR), Deputy Director of Research (DDoR), and Directors of the Research Centres and Units. Staff also sit on the College Research and Enterprise Committee (BENSON, RUPPERT). In 2019, RUPPERT was appointed and seconded (0.4 FTE) to the position of College **Academic Lead for Research**, which involves facilitating interdisciplinary research across Goldsmiths; and since 2015, OSWELL has served as Pro-Warden for Research, Enterprise & Knowledge Exchange. These College-level positions benefit the profile and research of the Department and its contribution to interdisciplinary research.

Unit-level environment template (REF5b)

- Identified opportunities and encouraged staff to **apply for relevant grants** through individual meetings with the DoR and DDoR, as well as the HoD and Academic Lead for Research. All staff are offered research funding and publication advisory sessions either on a one-to-one or small group basis. Research bid surgeries are made available to staff and provide feedback on the development of funding applications. However, we value all forms of research and recognize that not all requires or can attract external funding and thus this is also not a condition of career progression.
- Provided research administrative support to all staff through the **College Research Services** office and **departmental** dedicated research administrators on bid development, costing and grant management (1.5 FTE). **Research Administrators** have expertise in budgeting, procurement, and serve as a liaison to central administrative offices such as Human Resources. They also provide administrative support to Research Centres and Units, event organisation and other research activities.
- Promoted and supported research initiatives through a **Department Research Committee (DRC)**, chaired by the DoR. This Committee is convened twice-termly and provides a forum for staff to discuss and review research-related issues and contribute to strategic decision making. While membership is formally all Readers, Professors and Directors of Centres and Units, it is open to all staff in the Department thereby making research activities and decisions transparent, addressing collective research issues, and encouraging reflexivity and knowledge-sharing. It reviews and develops the Department's research strategy; annually reviews and approves Research Centre and Unit plans for funding activities, which are also tri-annually reviewed by College; and oversees the REF process.
- Allocated funds to **Research Development** which are annually available on a competitive basis to individual members of staff seeking support for bid development or impact stemming from their research; these funds can also be accessed to support the development of departmental research culture, for example, skills capacity-building workshops. The DRC runs an annual Research Away Day designed to stimulate and sustain a collegiate and dynamic research environment.

Research students

An important part of the Department's research culture is our large, diverse, and engaged community of Postgraduate research students (PGRs), a significant proportion of whom (35%) are international. We have PhD programmes in Sociology and Visual Sociology with 55 students, and 114 theses were successfully completed since the last REF, with 16 of them funded by studentships (Section 3). We have been more selective in our admissions, focusing on ensuring a higher proportion of completions within four years, which increased by 19% within this REF cycle, while recognising that social inequalities impact on completion. In addition to the long-standing PhD programme in Sociology, the Department pioneers sociological practice-based research through its PhD in Visual Sociology, offering candidates opportunities to submit a portfolio of practical work alongside a reduced written component. PGR students are actively involved in the Department through their participation and leadership in organising international research networks, conferences, and seminar series open to colleagues and research students at Goldsmiths and beyond.

Most applicants approach the Department and prospective supervisors directly, based on the reputation of our staff and research. After standard checks, applicants are typically interviewed by prospective supervisors; a place is offered only where a good fit exists between the student's proposed research and the supervisors' expertise. We encourage applications from BAME

Unit-level environment template (REF5b)

students and from diverse backgrounds, as well as students with disabilities and provide reasonable adjustments as needed.

The Department runs **methods training courses** specific to each PhD programme (two term-long modules per programme), which first year students are required to pass as a condition of their upgrade from MPhil to PhD. Training in the Visual Sociology programme is supported by the Visual Sociology Lab, which provides access to an extensive range of technical resources for audio/visual production (e.g., photo, video and sound recording and editing), managed by a skilled Technical Adviser. In addition to mandatory training courses, students can participate in a range of **interdisciplinary professional development and research activities** facilitated by the Graduate School. The Department runs a more informal **fortnightly series of research workshops** where students can focus on different aspects of professional practice (e.g., publishing a research paper; engaging with the media; research ethics) in a discipline-specific, small group setting. Both students and staff also present work-in-progress in a dedicated seminar series. As part of our professional development provision, all PGR students can apply to teach on our undergraduate courses as Graduate Trainee Tutors or (if they have recently completed) as Associate Lecturers. In both cases, they can use this experience to work towards a PG Cert in the Management of Learning and Teaching in HE.

In line with College-wide regulations and policy, all students are allocated **two supervisors**, who may co-supervise on an equal basis or act as primary and second supervisor. Full-time students meet with their supervisor(s) at least once a month on average, and records of supervision are kept at both Department and College level. Supervisors are required to undertake research supervision training provided by the Graduate School every three years. Each student's progress is formally reviewed annually by the Department **Postgraduate Research Advisory Committee** (DPRAC), and appropriate action taken in cases that present a cause for concern. DPRAC meets once per term with student representatives who are invited to provide feedback on our PhD programmes.

We actively support BAME students through activities such as virtual events on anti-racism involving staff and students (Section 1). PGR students are also active participants in **Goldsmiths Racialised Postgraduate Network (GRPN)**, which the Department helped establish and has supported through dedicated office space and funding for their student-led journal: *RESET: a journal of social and academic transformation*. Staff regularly meet with GRPN sociology student representatives to identify and address concerns about racialised students' postgraduate experience to ensure they are involved in the research culture of the Department, and to create mechanisms through which their needs can be heard, as recommended in the British Sociological Association (BSA) Race and Ethnicity in British Sociology report (2020). For example, the GRPN proposed a research project that involves our Masters' students in the development of a methodology to decolonise curricula and encourage new collaborations; and our Anti-Racism Officer (GUNARATNAM), along with the Graduate School, organised an event on Decolonising Fictions, Thesis Peripheries and Disordering Whiteness (2020).

Since the last REF, we have been the **Sociology pathway** of the ESRC-accredited *London Social Science DTC*, and then one of five institutions comprising the Sociology pathway of the *South East Network of Social Science DTP (SeNSS)*. We are also part of the *Consortium for the Humanities and Arts South-East England (CHASE)*. We hosted 16 externally funded **studentships** plus an additional three funded by their home governments (Section 3).

We support our students in developing their research and professional networks through **dedicated research funds** that facilitate their attendance at conferences and the organisation of collaborative research activities involving students and staff. Students can also apply for funds through Department Research Centres and Units as well as the Graduate School. Highlights of **student-led activities** during this REF period include the monthly series, *Infrastructural Explorations*, hosted by CUCR, which addresses the relation between infrastructures and the urban landscape; the development of an international research network (the *Latin American Hub*) with a series of related events and conferences including the conference *Connected Histories of Neo-liberalisation* (2016); the co-organisation (with students from LSE) and hosting of the 12th annual international conference of *NyLon* (2014), a transnational working group of PhD students based in New York, Berlin and London.

Our postgraduates have moved on to careers and contributing to the discipline through **teaching and research in academic posts** and other professional positions both nationally and internationally. Appointments in Britain include Birkbeck, Cardiff, Glasgow, KCL, London College of Fashion, Nottingham Business School, Open University, Oxford, Roehampton, Sheffield, UCL, Warwick, Westminster, York, and Goldsmiths. Overseas appointments include: An-Najah University, Nablus, West Bank; Brandenburg Medical School; Dutch Art Institute; Alberto Hurtado University, Chile; Defensoria del Publico, Buenos Aires, and UBA, Argentina. The work of our Postgraduate students has appeared in leading international journals including *Sociology*; *European Journal of Social Theory*; *Sexualities*; *BMJ Medical Humanities*; *International Journal of Social Research Methodology*; *Theory, Culture and Society*; *Geoforum*; *Journal of Ethnic and Migration Studies*; and *Feminist Review*.

Equality and Diversity

Our commitment to staff equality in gender, sexuality, race and disability aspires to put into practice the values of live sociology that we pursue: **tackling issues of inequality**, marginalization, and social, economic and political justice within the academy. For example, the Department played a significant role in Goldsmiths being awarded the Bronze Athena SWAN award in March 2020 for its work addressing gender-related barriers to career progression. ROBINSON served as a member on the Self-Assessment Team which wrote the submission which OSWELL chairs and ROBINSON serves on the College Gender Equality Steering Group, which is now reviewing and assessing progress on the implementation of the Athena SWAN action plan.

The Department fully supports College-wide commitments to **anti-racist action** adopted in response to Goldsmiths Anti-Racist Action's (GARA) protest. We agree that inaction on racial injustice is complicity. We appointed GUNARATNAM in 2019 to serve as Department Anti-Racism Officer (with allocated workload time) to monitor, support and advise on how we have, and can improve upon, our commitments.

Existing commitments to equality and diversity and further plans for the next REF cycle include the following:

Staff recruitment and advancement

- We are committed to equality in the recruitment, support, promotion and **career advancement** of all staff. Women make up 68% of Sociology's Category A eligible staff and seven of our ten Professors. We need to do much more in our recruitment and the advancement of BAME and

Unit-level environment template (REF5b)

LGBTQ+ staff. We need to improve the representativeness of our staff promotions and appointments to management and leadership roles.

- In addition to College-wide processes for auditing equalities data at regular intervals, we will conduct a **biannual Department equalities audit** that covers *all* staff (fixed-term and permanent) by race, sexuality, gender, and disability. The audit will include appointments, promotions, leadership and management roles, research centre and unit directorships, research grant applications and awards, and publication numbers.
- We will **identify equality initiatives** such as workshops to support colleagues who usually do not apply for research grants; Research Away Days focused on publishing in a changing climate and discussion of, for example, rejections, Open Access publishing, and predatory publishing; and hold individual meetings with all staff to identify forms of support and mentoring in their production of outputs.
- We have established a formal **Anti-racism Working Group** that meets once a term to discuss, develop and review our commitments and plans and to support the work of our Anti-Racism Officer (GUNARATNAM).
- We **disagree with the casualisation of academic labour** and work hard to avoid fixed-term T&R contracts (89% of our Category A eligible staff are on permanent contracts). However, due to our success in attaining external grants, such positions have been necessary to cover the teaching responsibilities of PIs. Nevertheless, many of those who have been appointed to these temporary positions have gone on to permanent positions within the department (e.g., ARAGON, BROMBERG, LOVEDAY, RHYS-TAYLOR, ROBINSON, SAVRANSKY) and we have supported others to gain employment elsewhere (e.g., REED) or to bid for and receive external funds (e.g., YILDIZ's ESRC New Investigator Grant).
- We have an **equal and transparent workload allocation**. All staff, regardless of position, are eligible for the same levels of support, such as sabbaticals, Research Development Funds, and conference funding. The Department's workload allocations are based on transparent and agreed-to time apportionments, which aim to give all staff equal opportunity to do research.
- We provide support to all staff and research students with caring responsibilities through, for example, flexible and remote working. Staff are **supported in their career breaks** (unpaid leave, sick leave, parental and maternity leave) by having access to Department and College research support and are fully supported on their return with adjusted working patterns and loads as appropriate. Staff can request and receive reduced fractional contracts as part of a phased retirement process.

Staff training

Goldsmiths has improved training and awareness of sexual harassment and violence supported by a dedicated HR member of staff and a new on-line platform for reporting experiences of sexual harassment and violence, which also provides support information for staff, students and visitors. Staff are required to take mandatory training provided by the College on Sexual Violence and Harassment. We fully support the College commitment to mandatory Race Awareness training and will ensure all staff comply.

Research, Teaching and Departmental Practices

The Department is committed to eradicating racism and all forms of discrimination within our research, teaching and departmental practices. To that end, we have or intend to adopt the following seven commitments:

Unit-level environment template (REF5b)

1. Support and engage with Goldsmiths' overhaul of the **College curriculum**. This will involve contributing to a race audit to be undertaken by a Racial Justice Action Group and fund a research project on decolonising reading lists (BACK AND GUNARATNAM).
2. Promote and uphold equality in our research by continuing to do research on all forms of inequality and ensuring that events organised by our Research Centres and Units include a **diversity of speakers**.
3. Seek to establish and fund a **Research Centre** on race critical studies co-hosted with other Departments.
4. Create a **BAME student representative** position on our Department Board.
5. Build on a College-wide report on racial justice (Insider-Outsider, 2019), to conduct specific research on Department staff and **students' experiences of racism** and its intersections such as a 2020 Department funded study being carried out by staff and PGR students on Sociology Students' Experiences of Study (GREWAL AND GUNARATNAM).
6. Act on the findings and recommendations of the **BSA's recent report** on Race and Ethnicity in British Sociology (2020).
7. Seek to identify and learn from other departments and colleagues about their creative modes of teaching, assessment, and retention to better understand and **address attainment gaps**.

Equality and Diversity and the REF Submission

Our equality and diversity commitments extend to the preparation of this REF submission. All parts were prepared and written by sub-groups of the Department Research Committee and in line with Goldsmiths' Code of Practice. Outputs submitted by staff for potential inclusion were considered equally and according to the REF criteria of quality (originality, significance, and rigour). Readers and Professors (18 staff), as well as two external reviewers, contributed to this review and provided quantitative scores and qualitative feedback. Alongside further discussions with staff as necessary, this was the basis on which the final output submission was determined. A sub-group also oversaw the selection of ICSs and provided support and feedback to authors and wrote this statement which had input from all staff to ensure an inclusive and representative narrative.

In terms of EDI data, there are no significant differences between the profile of staff (population) and the profile of total outputs submitted. The profile of staff submitted with 1, 2, 3, 4 or 5 outputs shows that more than half have one output. In relation to ethnicity, which is 'not known' for a relatively large number of staff, most staff who identify as BAME have one or two outputs and most staff with five outputs identify as White. In relation to this distribution, we note our commitment to avoid casualisation and T&S contracts and thereby support the research of **all** staff through T&R contracts. Furthermore, as a Department we continue to support a wide range of unconventional, interdisciplinary, practice-based and public engagement work that does not fit the REF criteria and so has not been included in our submission. At the same time, and prior to this analysis, we enacted many initiatives to support staff research, such as workshops and mentoring tailored to ECRs and Away Days on publishing in order to sustain our research culture (Staff Strategy and Development section). We have also identified further equality initiatives to support the advancement of BAME and LGBTQ+ staff (Staff Recruitment and Advancement section). The EDI data provides us with the opportunity to further reflect on these initiatives and more generally how our REF output profile, while only one measure of our research culture, can become more equally distributed.

<h3>3. Income, infrastructure and facilities</h3>

Income sources that support our research include Department, College and external funding sources. Collectively, all sources facilitate and support research and impact activities and their interrelations.

Research Centres and Units

The Department allocates £43,000 annually to Centres and Units to stimulate research collaborations, grant capture, the exchange of ideas across and beyond Goldsmiths including the dissemination of research to diverse users and publics through myriad events such as exhibitions and films. Visiting and Postdoctoral Researchers, and PhD students participate and explicitly contribute to the work of the Centres and Units. All externally funded projects (see below) and research clusters (see Section 1) are connected to one or more Centre or Unit, which serve as a focal point for scholarly exchange, support and the identification of new research initiatives, events, and funding bids.

- The **Centre for Invention and Social Process (CISP)**, currently led by GUGGENHEIM and ROSENGARTEN (with WILKIE from Design), is a space that supports researchers in the Science, Technologies and Expertise Cluster. Founded in 2003, it is interdisciplinary and engages in the exploration and examination of the role of ‘invention’ – and related terms such as creativity, innovation, technology, discovery, change and novelty – in the making of the social. CISP organises and conducts conferences, reading groups, seminars, workshops as well as supports Doctoral and Postdoctoral researchers, who lead the CISP salon and blog.
- The **Centre for Urban and Community Research (CUCR)** was established in 1994 and is a space that supports researchers in the Cities, Multicultures and Migration Research Cluster. Under the directorship of KNOWLES and then BACK, CUCR has continued its commitment to foster sociological knowledge and debates around community, crime, ecology, governance, migration, multicultural, sensory life, arts and media in contemporary cities around the world. CUCR is connected to and supports teaching in the MA Cities and Society MA. Its Streetsigns blog publishes regular contributions from members and Visiting Researchers and hosts events year-round and activities such as the ‘Infrastructures’ series of walking seminars, run by PhD students.
- The **Unit for Global Justice** has been led by BELL, as well as CAMPBELL and GREWAL and is a space that supports researchers in the Politics, Rights, and Justice Cluster. Members study the challenges of contemporary global justice. It hosts or co-hosts events throughout the year, most recently on women’s activism in Sri Lanka and justice issues in relation to Guantanamo Bay, and hosts international visiting fellows.
- The **Centre for the Study of Global Media and Democracy**, co-led by NASH and FENTON (Media, Communications and Cultural Studies (MCCS)) was established in 2007 and is a space that supports researchers in the Politics, Rights, and Justice Cluster. This interdisciplinary Centre brings together researchers from Departments of MCCS, Sociology and Politics. It hosts public lectures and debates, conferences (e.g., ‘Social Media Activism’, funded by The Sociological Review Foundation), film series, and mentors annual post-doctoral fellows.
- The **Centre for Feminist Research** is a hub for feminist research that cuts across Goldsmiths’ departments and is a space that supports researchers in the Feminism and Anti-racism Cluster. Initially launched in 2013, GUNARATNAM was co-director from 2016-2018 and PUWAR from 2020; many Sociology staff are active members. It is a hub for building and sharing research on intersectional and interdisciplinary feminist and queer studies. In addition to seminars, workshops, conferences, an annual lecture, film screenings and reading groups,

Unit-level environment template (REF5b)

the CFR also runs the Feminist Postgraduate Forum that brings together MA and doctoral students working on gender and sexuality and the Feminist Pedagogy Network that facilitates conversations on teaching and learning.

- The **Methods Lab**, co-led by COLEMAN and JUNGNICHEL and previously by MOTAMEDIFRASER and PUWAR, aims to make space for developing and experimenting with methods and practices that can enrich Sociology's response to contemporary changing social worlds. The Lab supports researchers connected to the Practice Research and Inventive Methods Cluster. With links to the MA and PhD in Visual Sociology, it supports critical and creative practices through seminars, master classes, and practice-research workshops and hosts annual events such as lectures and exhibitions. In spring 2020, the Lab produced a webpage on resources for working with digital and online methods for conducting research during a pandemic.
- The **Centre for Philosophy and Critical Thought (CPCT)**, co-led by TOSCANO and NG (Department of English and Creative Writing), intervenes in and contributes to the changing landscape of philosophical research. CPCT supports researchers in the Critical Social and Cultural Theory Cluster. It runs an annual lecture and year-round seminars and workshops such as that organised by BROMBERG in 2017-18 on 'Women on the Verge of a Philosophical Breakdown.'
- The **Unit of Play (UoP)**, led by SAVRANSKY, is a transdisciplinary unit dedicated to the exploration of new ideas, problems, and possibilities that demand creative, playful, and collaborative forms of experimentation. UoP is a space that supports researchers in the Critical Social and Cultural Theory Cluster. During this REF period, it organised a series of workshops (with CISP) on the question of 'speculation' in social and cultural research, hosted events on the concept of 'problems' and a symposium series in 2019 on 'After Progress' (co-led by SAVRANSKI with Craig Lundy (Nottingham Trent University)). This led to a three year public lecture series on 'Pluralistic Variations'.

Research Development, Administration Funding and Facilities

The Department annually allocates £15,000 to a research development fund available to all staff to cover costs associated with developing research projects and bids. An annual conference fund is available to support all staff with up to £750 to attend conferences for the dissemination and sharing of research. The Department also has dedicated funds for Research Administrators (1.5 FTE) who support staff pre- and post-award. College level funding is also annually provided to support research development, bidding, training, impact development, public engagement, and post-award management. The Department is principally housed across two buildings, which accommodate staff, administrators, Visiting Researchers, Postdoctoral and PhD researchers (including the Visual Sociology Lab), as well as seminar and meeting rooms. The Department also has use of campus lecture, seminar and meeting rooms, the on-campus Curzon cinema for screenings and the Kingsland corridor exhibition space of the Richard Hoggart Building.

Externally funded research: projects, fellowships, studentships

We **increased our research income** during this period from a total spend of £3.5 million (REF 2014) to over £10.38 million (2013-20). We have acquired grants during the last 18 months not yet fully represented in this spending figure (over £2.2 million for projects led by BENSON, JUNGNICHEL and YILDIZ). Funding both supported research and enabled forms of impact that require long-term and sustained research and covered the cost of collaborations and engagements with users, partners, and publics nationally and internationally. The funding enabled us to hire additional staff (FTCs and Postdocs) and support other Department research and impact activities.

Unit-level environment template (REF5b)

We also **diversified our external funding sources**, which now includes programmes of AHRC, ESRC, GCRF, NIHR, British Academy, Leverhulme, Wellcome Trust, ERC, Marie-Sklodowska Curie, Horizon 2020 and numerous charitable foundations. Over half of staff in REF2014 held grants at some point in the cycle; for REF2021, this increased to 65%.

EU Funding (£7 million)

Nine ERC funded projects (£6.9m) were led by PIs in the Department, which supported large scale projects and sustained research over periods of five to seven years, with postdoctoral researchers and in most cases multi-country studies: CAMPBELL's Gender of Justice (ERC Starting; 2013-17), and follow-on project, Transforming Gender Justice (ERC Proof of Concept, 2017-19) (see ICS); GABRYS's Citizen Sense (ERC Starting, 2013-2019); IMRIE's Universal Design (ERC Advanced, 2014-17); JUNGNICKEL's Politics of Patents: Re-imagining Citizenship via Clothing Inventions 1820-2020 (ERC Consolidator (2019-24); NEYLAND's Market-Based Solutions to Techno-Scientific Problems (MISTS, ERC Consolidator, 2013-18); NOLAS's Connectors: An International Study into the Development of Children's Everyday Practices of Participation in Circuits of Social Action (ERC Consolidator, 2016-19) and follow-on project, the Children's Photography Archive (ERC Proof of Concept, 2019-20); and, RUPPERT's Peopling Europe: How Data Make a People (ARITHMUS) (ERC Consolidator, 2014-20) (See ICS). Additionally, ROSENGARTEN was UK PI on the EUROPACH project, Disentangling European HIV/AIDS Policies: Activism, Citizenship and Health (EU HERA and numerous national funders including AHRC, 2016-19).

UKRI Funding, Charities, Foundations and Trusts (£3.38 million)

Twelve UKRI projects were led or co-led by staff: BACK Co-I on Bass Culture (AHRC); BELL led Re-Emerging Pasts and Documentality & Display (ESRC and British Academy Sustainable Development Programme) and with her Chilean Co-I, won the 2018 NEWTON Chair's prize, extending their research to Mexico; BENSON PI of BrExpats: Freedom of Movement, Citizenship and Brexit in the Lives of Britons Resident in the EU-27 (ESRC); GUNARATNAM and PUWAR Co-Is on the globalGRACE project (AHRC, PI JOHNSON, Anthropology) and GRECO Co-I of a multi-partner clinical study trialling an intervention for patients with persistent physical symptoms (NIHR). GREWAL PI on the Education in Conflict project (AHRC GCRF) and GUNARATNAM and JACKSON Co-Is on the Mapping Immigration Controversy project (ESRC). JUNGNICKEL PI of the Bikes and Bloomers project (ESRC) and KAKER PI of the Uncertainty and Insecurity of Tenure: Developing Infrastructures of Care and Resistance in Islamabad, Pakistan (Goldsmiths GCRF). Three projects were funded by the **ESRC Future Research Leaders** programme: BENSON's Self-Building; JACKSON's The Choreography of Everyday Multiculture; and KRAUSE's Triaging Values.

Staff received prestigious fellowships, led projects and research events supported by a range of non-governmental funders.

BA/Leverhulme and Wellcome (12): BENSON's Britain and its Overseas Citizens from Decolonisation to Brexit (BA Mid-Career Fellowship); BENSON and JACKSON's Above Street Level (BA/Leverhulme); COLEMAN's Mediating Presents (Leverhulme Research Fellowship); FARRIS's Corporate Care and Migrant Workers in Times of Crisis and Austerity (Leverhulme Research Fellowship); GRECO's international workshops on Biopolitics and Psychosomatics (Wellcome Trust and CRASSH); GREWAL's Building Peaceful, Democratic Communities (British Academy Sustainable Development Fund); GROMMÉ's Valuing Life in Europe's Overseas Territories (BA/Leverhulme); GUNARATNAM's Cultures of Consent: Examining the Complexity of

Unit-level environment template (REF5b)

Sexual Misconduct and Power within Universities (BA/Leverhulme); KNOWLES's Serious Money: a Mobile Investigation of Plutocratic London (Leverhulme Major Fellowship); LOVEDAY's Casualising the Academy (BA/Leverhulme); and ROSENGARTEN and SAVRANSKY's work on interdisciplinary modes of collaboration across the social and biosciences (BA/Leverhulme) and a follow-up international event organised with NEYLAND (Brocher Foundation).

Non-governmental organisations, foundations and trusts (7): BACK and STONEMAN's local urban regeneration project in Bellingham, Lewisham with Phoenix Housing (Fellowship Inn, Heritage Lottery); FLEETWOODS's Crime & Control Ethnography Symposium (British Society of Criminology); GUGGENHEIM's project Taste! (TU Berlin, DE); GUNARATNAM's Cartographies of Hospitality (Knut and Alice Wallenberg Foundation); SASSATELLI's Cosmopolitanism in British Representation at the Venice Art Biennale (Paul Mellon Fellowship); SAVRANSKY'S After Progress symposium series (Sociological Review Foundation); and STONEMAN's commissioned research on LGBTQ+ peoples' access to safe and affordable housing (Clarion Housing).

Postdoctoral Fellowships

The Department hosted and mentored five Postdoctoral Fellows whose projects were externally funded: DENNIS in relation to CISP (Mildred Blaxter, Wellcome Trust Research Fellowship); FARRIS (Marie Skłodowska Curie Fellowship), now a Senior Lecturer in the Department; HARRIS in relation to the Methods Lab (ESRC SeNSS Postdoctoral Researcher), now a Leverhulme Early Career Fellow, Birkbeck; ROTTENBERG (Marie Skłodowska Curie Fellow), now an Associate Professor, University of Nottingham; and, UPTON (Mildred Blaxter).

Doctoral Studentships

The Department hosted and supervised eight ESRC studentships awarded through the DTC and then DTP; four AHRC studentships (awarded through CHASE); two Wellcome Trust studentships hosted by CISP; one British Council studentship (HESPAL - *Higher Education Scholarship Palestine* scheme); and one funded through JUNGNIKEL's ERC project. We supported international students in their applications to funding bodies in their own countries, have hosted students funded by CONICYT (Chilean Ministry of Education) and by the Turkish Ministry of Education. The Department currently has no internally funded PhD studentships, but is constantly exploring ways of enhancing available funding for our students such as including PhD positions in grant proposals when possible.

4. Collaboration and contribution to the research base, economy and society

Staff made major contributions to sustaining and developing the discipline and extending Sociology's interdisciplinary engagements, both within the UK and internationally. They did so by maintaining relationships with a wide range of non-academic users, partners, and publics including: civil society organisations; thinktanks; policy-makers, government experts and members of parliament; industry and business; and digital, broadcast and print media. Staff are supported—through training, time, and internal and external resources—to work with diverse groups to deliver research that has impact, reach and significance. In the following ways, they demonstrate how sociology makes a difference within and beyond the academy:

Engagements with research users, beneficiaries or audiences to develop impact

We engaged and developed relationships with different users, partners, and publics in sustained and enduring ways, in many instances made possible by externally funded projects. Four of those projects make up our **Impact Case Studies (ICS)**, which addressed and intervened in major

Unit-level environment template (REF5b)

issues facing contemporary societies such as Brexit. They achieved impact through multi-year and multi-method research and sustained collaborations, which led to expert testimony and advice to government departments, parliaments, and practitioners as well as professionals in the IT, transport, and security industries.

The impacts exemplified in our ICSs were also realised in numerous other projects specifically those that experiment with and further develop **inventive and collaborative sociological methods that achieve impact through engagements with users, partners, and publics**. For example:

- Connectors, led by NOLAS, uses multimodal ethnography and creative and visual methods that engage children across three global cities and led to the creation of the Children's Photography Archive, which disseminates **research to non-academics through creative outputs**; GUGGENHEIM'S collaborative sandtables with artists, experts and publics; various projects on disasters (Turner Contemporary, Delphina Foundation); and JUNGNICHEL's storytelling through inventive women's cyclewear and sewing workshops as practice research events.
- Staff work with colleagues in the Anthropology Department on the globalGRACE project, which involves **collaborative and non-hierarchical partnerships** with NGOs in South Africa and the UK. GUNARATNAM is partnering with academics, NGOs, sex workers, and the public in South Africa on sex work, gendered inequalities and wellbeing; and PUWAR with professionals in the museum and galleries sector.
- Impact and engagement approaches are being taken forward in JUNGNICHEL's Politics of Patents project (ERC Consolidator 2019-24) which combines sewing, quantitative analysis and archival methods of practice research, and the creation of a clothing invention reconstruction lab to work with sewing collectives, feminist/queer/non-binary clothes inventors; and BENSON's Rebordering Britain and Britons After Brexit (2021-23), which includes working with policy makers, civil society and grassroots migrant-led organisations.

Our research also reached myriad publics through **creative modes of dissemination** including the following examples:

- The production of **films** (e.g., BELL, JACKSON, JUNGNICHEL) including SAVRANSKY's collaboration with artist Sonia Levy on a film installation, For the Love of Corals: An Ecology of Perhaps, which was showcased at the Critical Zones exhibition (curated by Bruno Latour and Peter Weibel) at the ZKM | Centre for Arts and Media, Karlsruhe, DE, and then at the Heidelberger Kunstverein Exhibition on Water (2020).
- The production of **podcasts and blogs** (e.g., BACK, BENSON, NOLAS) including blogs by Centre members for the series CISP Online and CUCR Streetsigns.
- **Presentations** at public forums and lectures outside the academy (BELL, PUWAR) including DAY's talks at churches.
- **Media broadcasts, publications and alternative** media such as contributions to BBC 4's Thinking Allowed programme (BACK, BELL, COLEMAN, BENSON, KNOWLES) including LOVEDAY's discussion of attitudes to social mobility within higher education. Staff have also contributed to BBC News (BENSON), BBC's 'Countryfile' (JUNGNICHEL) and OpenDemocracy (NASH, RUPPERT).
- **Curating/or participating in exhibitions** and other forms of outreach to non-academic publics (e.g., BACK, BENSON, COLEMAN, GRECO, GUGGENHEIM, RUPPERT, SAVRANSKY) including MOTAMEDI-FRASER and PUWAR's 'Migrating Dreams and Nightmares (2015), an

Unit-level environment template (REF5b)

exhibition that brought the words and images of Berger's *A Seventh Man* (1975) to the walls of the academy to examine the hopes and fears of contemporary migrants and refugees.

Expert advice and consultation

Our staff have served as **experts** on government task forces and provided **expert testimony** and evidence to parliamentary inquiries including:

- The Algorithms in Decision-Making Inquiry, House of Commons Science and Technology Committee, UK (NEYLAND).
- Citizens' Rights Inquiry, House of Commons EU Justice Subcommittee, UK (BENSON).
- Select Committee on Sexual Violence in Conflict, House of Lords, UK; Committee on Women's Rights and Gender Equality and Committee on Legal Affairs, EU Parliament; Prevent Sexual Violence Initiative, FCO, UK (CAMPBELL).
- Expert evidence on anti-Semitism for overseas trials in South Africa (2017) and USA (in 2019) (HIRSH).
- Expert advice to and membership on Eurostat's Big Data Task Force (2014-18) (RUPPERT).

Staff also perform **advisory roles** and have relationships and partnerships with external organisations including:

- The **research advisory groups** of independent, non-governmental public bodies including the Sentencing Council (FLEETWOOD); Family Rehabilitation Centre of Sri Lanka (GREWAL); and Office of the Children's Commissioner (NOLAS).
- **Relationships with ThinkTanks, Third Sector/Civil Society Organisations and NGOs** including: Joseph Rowntree Foundation and the Migration Policy Institute Europe (BENSON); UN Women, European Center for Constitutional and Human Rights, Women's Court for the former Yugoslavia, WILPF (CAMPBELL); Headway East London (GRECO); Family Rehabilitation Centre, Sri Lanka and Law and Society Trust, Sri Lanka (GREWAL); Commission for Countering Extremism (HIRSH); Karachi URBANLab (KAKER); Runnymede Trust (KNOWLES); Coventry Society City of Litter Campaign (PUWAR); International HIV/AIDS Alliance (ROSENGARTEN); and NGOs at the World Economic Forum in Davos, CH in 2017 (RUPPERT).
- Relationships and partnerships **with industry, cultural and creative sectors** including: IPSOS Mori (FARRIS); Media Diversified (GUNARATNAM); Women Leaders in Museums Network (PUWAR); and the Horniman Museum (ROOKE).

Research collaborations

Staff lead and participate in national and international academic projects that establish enduring relations between UK Sociology and numerous disciplines and institutions around the world. These include seven major international academic collaborations (BACK, GUGGENHEIM, GUNARATNAM, NEYLAND, PUWAR, ROOKE) including ROSENGARTEN's work on the EUROPACH project, Disentangling European HIV/AIDS Policies: Activism, Citizenship and Health with Humboldt-Universität zu Berlin, DE; University of Basel, CH; and Jagiellonian University, PO plus civil society partners in each country.

Collaborations also included leading and/or participating in **national and international networks** (BACK, CAMPBELL, COLEMAN, GREWAL, FARRIS, KNOWLES) including BELL's contributions to the establishment of a scholarly network on social aspects of memory with colleagues in USA, Chile, Argentina and Mexico (CONICYT funded, Chile) and ROBINSON's membership on the Early Career Urban Researchers Network (NYLON).

Indicators of wider influence

Staff lead and serve on major national and international journals and book series including being **Editors or Co/Associate Editors of five journals: *The Sociological Review* (BENSON, JACKSON); *Feminist Review* (GUNARATNAM); *Entanglements* (NOLAS); *Big Data & Society* (RUPPERT); and *Identities* (ST LOUIS)**. We are also **Editorial Board members** on 23 international journals that cover general to specialist and interdisciplinary areas. Eight staff are **book series editors** including the BSA's 21st Century Standpoints, Polity Press and Routledge Advances in Ethnography series (BACK); and participate in publishing initiatives that seek to produce high-quality, peer-reviewed, **open access publications**, including Mattering Press (GUGGENHEIM), and Goldsmiths Press (BACK, COLEMAN, GABRYS, GUNARATNAM).

Staff serve on **national and international grant committees**, including the ESRC (BENSON, CAMPBELL, DAY, OSWELL, RUPPERT) and AHRC (JUNGNICKEL) Peer Review Colleges, the Wellcome Trust HSS Expert Review Group (MOTAMEDI-FRASER) and three ERC Starting Grant SH3 panels (RUPPERT).

Beginning in 2017, KNOWLES **directed** the BA's Cities & Infrastructure programme and in 2019 was appointed Director of the Urban Infrastructures of Well-Being Programme, a £1.5 billion GCRF fund. With this **prestigious appointment** KNOWLES is supporting 23 teams of researchers and practitioners from the UK and 20 different countries across Latin America, Asia, Africa, and the Middle East.

Receiving Fellowships and Prizes

Fellowships held by staff recognise our contributions and include the Academy of the Social Sciences (BACK; KNOWLES); Royal Geographic Society (KNOWLES); and Royal Society of Arts (NEYLAND). Staff have been recipients of **international prizes and appointments** including: BELL the Newton Prize, which recognises excellent research and impact in international collaboration (2018); FLEETWOOD the British Society of Criminology book prize (2015); GUGGENHEIM the Amsterdamska Award (EASST, 2014); and, KRAUSE the BSA Philip Abrams Memorial Prize (2015). ROSENGARTEN was made Honorary Professor in the Centre for Social Research in Health, UNSW, AU; and RUPPERT, the Honorary van Doorn Chair at the University of Rotterdam, NL (2018). Staff have also been nominated and shortlisted for prestigious book prizes including the BSA/ Thinking Allowed Ethnography Award (JACKSON, KNOWLES).

Delivering National and International Invited Keynotes

Staff have been invited and delivered **keynotes** at over 100 national and international conferences and events that recognise our significant contributions to Sociology and beyond. Below we name one keynote for each staff person and the total each delivered since 2013 to illustrate the range and international reach of our recognition:

- BACK (15) including the Antipode RGS-IBG Lecture at the Royal Geographical Society to mark the 50th anniversary of the journal, UK (2019); BELL (7) including the United Nations Programme for Development, NE (2016); BENSON (6) including the European Sociological Association, UK (2019); CAMPBELL (3) including the 'Against Our Will' Forty Years After: Exploring the Field of Sexual Violence in Armed Conflict, DE (2015); COLEMAN (6) at the Transmediale Festival, DE (2019); DAY (4) at the Dutch Association for the Study of Religion, NL (2015); and, FLEETWOOD at Counter-Narratives of Punishment and Criminal Justice, DE (2018).

Unit-level environment template (REF5b)

- FARRIS (5) including Gender Politics in Turbulent Times, DE (2017); GRECO (5) at Translation in Medicine, AT (2016); GUGGENHEIM (4) including at the Conference on Comparison, DE (2019); GREWAL (6) including Everyday Life of Human Rights Law, PT (2018); GUNARATNAM (3) at Hospitality, Hostility and Everything in Between in an Era of Forced Displacements, SE (2019); HIRSH at the Academic Engagement Conference, US (2016); JUNGNICHEL at Invisible Design, PO (2014); KNOWLES (10) including Megacities at the Moscow Urban Forum, RU (2018); MOTAMEDI-FRASER at Environmental Change and Ritualised Relationships with the Other-Than-Human World, US (2019); and, NASH (2) including Rethinking Political Sociology, CL (2017).
- NEYLAND (4) including the Arts Meets Radical Openness festival, AT (2016); NOLAS at the European Sociological Association, UK (2019); PUWAR at the Gender and Cultures of In/Equality in Europe: Visions, Poetics, Strategies, NL (2019); ROOKE at the American International University, UK (2018); RUPPERT (10) including at the Annual meeting of the Dutch and Flemish Sociological Associations, NL (2018); SAVRANSKY (2) at the Annual Conference of 4S and European Association for the Study of Science and Technology (EASST), ES (2016); and TOSCANO at the University of Maryland Film Studies Symposium, US (2018).

Serving on Scientific Committees of Major Conferences

Staff have **organised or served** on the scientific committees of major academic conferences.

International (3) include 'Against Our Will': Forty Years After: Exploring the Field of Sexual Violence in Armed Conflict Conference, DE (2015) (CAMPBELL); EASST Conference, UK (2018) (JUNGNICHEL); and, Impact of Social Sciences and Humanities for a European Research Agenda Conference, AT (2018) (RUPPERT). **National (7)** include Undisciplining, The Sociological Review Conference (2018) (BENSON, JACKSON); BSA Sociology of Religion Annual Conferences (2014, 2018) (DAY); Historical Materialism Annual Conferences (2016, 2017) (FARRIS); BA Cities and Infrastructures Conference (2016) (KNOWLES); and Paradoxes of Capitalism and Human Rights (2015) (NASH).

Holding Visiting Appointments

Staff have held over 20 **visiting appointments** across the world including South and Central America, East Asia, Australia and Oceania, North America, and Europe such as FARRIS's appointments at the University of Sydney, AU; University of Cagliari, IT; Fudan University Shanghai, CI; and Princeton, US. They take active roles in subject associations and research networks such as DAY's contributions to the BSA Sociology of Religion Study Group and HIRSH's to the ESA Research Network on Ethnic Relations, Racism and Anti-Semitism.

Final Reflections on our Research Environment

The recognition of our contributions to the discipline is evidenced by the range of national and international keynotes we deliver; the journals and conference organising committees on which we serve; the fellowships, prizes and visiting academic appointments we receive; and the grant panels on which we serve, including KNOWLES as director of two major funding programmes of the BA. In these and other ways we have not only been recognised by our peers but have made significant contributions to interdisciplinary research in the social sciences and humanities nationally and internationally.

This statement exemplifies how the Department practices an understanding of live sociology through the study of, and critical interventions in, contemporary social issues. Notably, we

Unit-level environment template (REF5b)

demonstrate how sociology can make a difference by tackling issues of inequality and social justice across our different practices: not only in our research and teaching but also in our very departmental practices. We have done much to advance the careers of women and research on gender, equality, and diversity and are committed to doing more in relation to ECRs, BAME and LGBTQ+ staff. From practices of recruitment, workload allocations, and sabbaticals, to curriculum reviews, organising anti-racism events and working groups, we have sought to critically reflect upon and tackle inequalities. But we recognise much more can and needs to be done. To that end we have adopted seven forward looking commitments (Section 2) through which we seek to further address inequalities in the research, teaching and departmental practices that make up our research environment.