Institution: University College London (UCL)

Unit of Assessment: 22 (Anthropology and Development Studies)

1. Unit context and structure, research and impact strategy

1.1 Context and structure

UCL Anthropology is a world-leading, multidisciplinary department that addresses the full breadth, in time and space, of the human story. Embodying the image of anthropology as the most scientific of the humanities and the most humanistic of the sciences, we conduct research in Biological, Material & Visual, Medical and Social Anthropology, bringing the links between these diverse anthropological paradigms and perspectives to bear on our collaborative engagements with research participants, users and stakeholders across the world. Since REF2014, we have maintained our excellent research environment while growing substantially. We have added new dimensions to our research infrastructure, establishing research centres in Digital Anthropology and the Anthropology of Sustainability, attracting funding for major new research projects, diversifying and expanding our doctoral and postdoctoral cohorts, and supporting them with a wide selection of funding sources. We have fostered academic and professional relationships, enhancing our participation in collaborative and interdisciplinary scholarship, leading to lasting societal and intellectual impact. A priority remains the recruitment, support and promotion of world-class researchers – staff and students – through equity, inclusivity and mutual support. We aspire to be at the forefront of an anthropology-wide effort to confront the discipline's enduringly colonial structures, and forge an actively anti-racist environment, viewing this as essential to providing an environment able to produce outstanding anthropological research of, and for, our time.
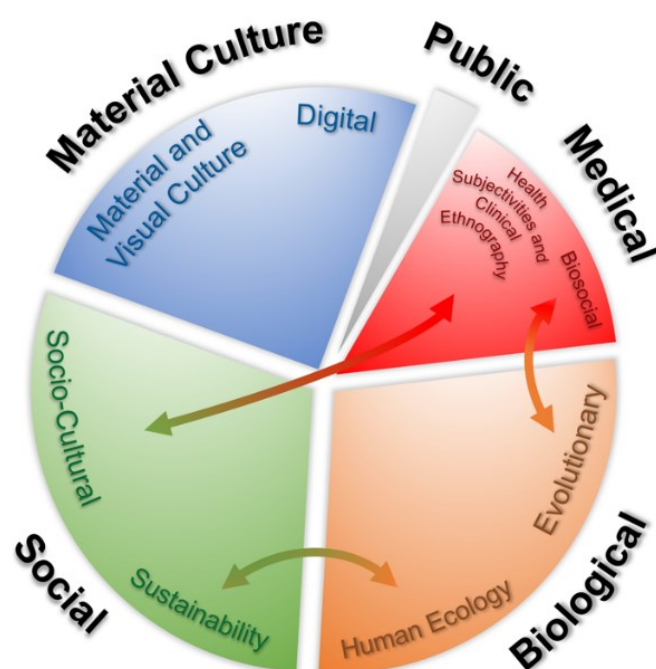

Fig. 1 The Unit's structure: five administrative sections, with four containing inter-connecting research-clusters

Overview of Unit's structure: Our broad-based department consists of five administrative sections: **Biological Anthropology**, **Material Culture**, **Social Anthropology**, **Medical Anthropology**, and **Public Anthropology**. This structure balances specialist excellence within distinct research paradigms with interdisciplinary collaborations and challenge-led research. This is conducted in countries across the globe as well as in the UK, impacting on social, cultural, medical and environmental policies and practices, as well as government and industry. This balance and impact are fostered by our four research-active sections (Biological, Material, Medical and Social), each comprising two distinct but complementary **research clusters**, with Public oriented towards knowledge exchange (*Fig 1*).

- **Biological Anthropology** comprises the **Evolutionary Anthropology** cluster, which focuses on palaeoanthropology, primatology and human behavioural ecology, and **Human Ecology,** which links with Social Anthropology to develop interdisciplinary approaches to questions of environment and development, fostering impact on policy in these fields.
- **Material Culture** includes our flagship **Material and Visual Culture** cluster and **Digital Anthropology** that explores the social and cultural dimensions of digital technologies, developing impactful initiatives in data governance.
- **Medical Anthropology** conducts research at the interface of anthropology, psychology and medical practice. The **Health Subjectivities and Clinical Ethnography** cluster brings critical insight to intercultural studies of illness and healthcare, whilst **Biosocial Medical Anthropology** address public and global health care challenges in close collaboration with Biological Anthropology.
- **Social Anthropology** includes core, ethnographically-based **Social and Cultural Anthropology** research, alongside the **Anthropology of Sustainability** cluster that investigates the relationship between social and environmental processes, linking with Biological Anthropology to foster impact on grassroots environmental practices and on conservation policy.

In addition, a fifth section, **Public Anthropology,** was instituted in 2019. Focused primarily on knowledge exchange and research-led teaching, the section cultivates links between anthropology and different professional fields, particularly in film and the creative industries, fostering a culture of community-facing innovation and enterprise.

Research energy: Research is woven into the fabric of our Department through five weekly research seminars with mostly invited speakers (Biological, Human Ecology, Material and Visual Culture, Medical, Social), and three annual public lectures (Daryll Forde Memorial, Mary Douglas Memorial, and Digital Anthropology). For more than a decade we have run an ever-effervescent programme of Research and Reading Groups (RRGs) every year, with fifteen to twenty groups meeting informally but regularly throughout each year, providing students, postdocs and staff with the opportunity to discuss shared research interests – ranging from the anthropology of Hinduism, through Lévi-Strauss's canonical formula of myth, to Big Data, waste, and the Anthropocene. In addition to student-led debates, film screenings, and experiments with multi-media ethnography, our student and staff common rooms regularly host book launches by members of our research community. Each year we curate an extensive programme of academic events, ranging from workshops to major international conferences, typically funded by our larger research grants or our research centres. Complemented by opportunities for interaction beyond the department with scholars in other fields – for example the nearby UCL's Institute of Advanced Studies - our department is celebrated for our vibrant intellectual community

1.2 Research objectives

We are committed to sustaining a nurturing research environment that empowers exciting, original and excellent research, that is internationally renowned, and that delivers global impact. This commitment is realised through two strategic objectives:

- To foster innovative interactions between our five sections, as well as interdisciplinary collaborations beyond them, bridging research paradigms of the humanities, natural, and social sciences, while maintaining core, established strengths.
- To nurture and consolidate research in specific fields of expertise, including particular regional specialisms as well as emerging research themes and theoretical orientations.

To this end, since 2014 we have implemented strategic initiatives in three key areas:

(1) To enhance its research profile and cross-disciplinary reach, in 2015 we instituted **Medical Anthropology** as distinct from Social Anthropology, facilitating its outward facing links with clinical practitioners, including UCL Medical School. This move facilitated the development of the section's pioneering programme of research in Biosocial Medical Anthropology, founded on cross-disciplinary collaborations internally, with Evolutionary Anthropology and Human Ecology, and externally, with the creation of a global network of medical and public health scholars and practitioners.

(2) We have boosted support and resources in two of our most buoyant areas of research. Enhancing its upward trajectory and impact since its foundation in 2009, we have **grown our Digital Anthropology cluster** by 2.0 FTE staff (*Knox*, *Walford*), adding research into digital infrastructures and Big Data as important new dimensions, and focusing on **pathways to impact in data governance**. In addition, our Social Anthropology section's longstanding cross-disciplinary work in human ecology and development was enhanced by instituting in 2015 the **Centre for the Anthropology of Sustainability** (CAoS). Focusing on social and cultural dimensions of sustainability, CAoS's research aims at **societal and environmental impact**, including emerging environmental applications of digital technologies, design objectives and the whole gamut of environmental interventions.

(3) Having quadrupled our research income in 2007-14, we have provided substantive support to applicants with tactical use of sabbaticals, internal peer-review, mock interviews, and expert administrative assistance within the Department and in the Faculty of Social and Historical Sciences. Our **total research income for the assessment period has been over £17m**, representing **a 61% increase** on the previous assessment period. This is balanced between large-scale and smaller grants across our four research-active sections, boosting individual staff's research trajectories, while developing core strengths and innovative interdisciplinary collaborations. Alongside 62 smaller grants, three of our four research-active sections have held at least one large project grant (with a total of eight grants larger than £500K), with the fourth section starting one next year. **Strategic recruitment** of outstanding researchers of different career stages in key research areas, detailed below, has catalysed this success.

We present key research developments in each of our sections during the period of assessment, demonstrating **distinctive features** of our research profile and the **vibrancy of our research environment**:

Biological Anthropology comprises four Professors (*Homewood*, *Mace*, *Soligo*, *Sommer*, two Associate Professors (*Garaway*, *Gomez-Robles*) and five Lecturers (*Piel* and ECRs *Carter*, *Dyble*, *Salali* (proleptic), and *Woodhouse*). The **Human Ecology** cluster develops distinctive interdisciplinary approaches (running the Human Ecology Research Group (HERG) jointly with Social Anthropology's Centre for Anthropology of Sustainability), extending into the Global North our longstanding focus on Global South rural **livelihoods, resource use, conservation and development**, through UKRI-funded interdisciplinary collaborations (three ESPA-funded, one NERC, one AHRC). Its PhDs and postgraduate programmes have developed collaborative interdisciplinary links within UCL's ESRC and NERC DTPs. The cluster's research impact spans collaborative work with indigenous human rights advocacy groups, through advisory roles (Thames Estuary planning, ESRC, UN Food and Agriculture Organization, USAID, The Nature Conservancy), to supporting Global South communities to negotiate with governments and entrepreneurs. The **Evolutionary Anthropology** cluster conducts evolutionary studies of past

and present human and non-human primate behaviour, ecology and morphology. It is achieving significant success in **human behavioural and evolutionary ecology** research with the support of a wide range of funders (two ERC grants, Leverhulme, British Academy, ESRC, AHRC), with one member (*Migliano*, who took up a Chair at UZH in 2018) winning a prestigious Philip Leverhulme Prize (2017). Significant topics of research include **non-human primate behaviour, ecology and conservation**, including: long-term field research, through, for example, the co-Directorship of Tsaobis Baboon Project, Namibia (*Carter*, Templeton World Charity Foundation); founding Directorship of Greater Mahale Ecosystem Research and Conservation project, Tanzania (*Piel*, multiple funders); and founding Directorship of Gashaka Primate Project, Nigeria (*Sommer*, multiple funders). Research in evolutionary anatomy includes innovative studies of **brain evolution, primate craniofacial and postcranial variation, and the fossil record**, funded by NERC, BBSRC, British Academy, and Wenner-Gren among others. **Evolutionary Anthropology**'s research regularly features in top publications including *Science*, *Nature*, *PNAS*, and *Royal Society* journals.

Social Anthropology is our largest section, with five (4.5 FTE) hires (ECRs *Chong*, *Maqsood*, *Geraghty*, *Daly*; *Neveu-Kringelbach* appointed jointly with African Studies), joining five Professors (*Empson*, *Holbraad*, *Mandel*, *Michelutti*, *C.Stewart*) and three Associate Professors (*Abramson*, *Lewis*, *Pillen*). Its core **Social and Cultural Anthropology** cluster has developed world-leading research in new fields, including: **capitalism, financialization and new economic forms**, with *Chong*'s work in China complementing *Empson*'s ERC grant on Mongolia; **politics, violence and crime**, with *Michelutti*'s new ERC grant on economies and politics of extortion and previous ERC and ESRC-funded research on crime, 'mafias' and politics in South Asia, alongside *Holbraad*'s ERC-funded project on the anthropology of revolutions and *Geraghty*'s emerging work on post-conflict societies. The section has further developed longstanding strengths in the study of **cosmology and religion**, with projects examining Islam in South Asia, UK, and Middle East, *Maqsood*'s ERC-funded comparative project on religious diversity in urban settings, and a series of publications by *C.Stewart* and *Abramson* on historicity and myth. Study of **migration and transnational movement** expanded with *Neveu-Kringlebach*'s appointment, *Pillen*'s British Academy, Leverhulme and Nuffield funded research on Kurdish diasporas, and *Mandel*'s interdisciplinary initiative 'Engaging Refugee Narratives'. *Michelutti*'s case study on credit risk analysis in India (the only ERC Proof of Concept Grant ever awarded to an anthropologist) showcases our societal impact. The academic impact of this research is reflected in monographs and edited volumes published by Cambridge, Oxford, UCL, Harvard, Stanford, California, Duke and other prestigious academic presses. The cross-disciplinary research cluster on the **Anthropology of Sustainability** links Social Anthropology with the Human Ecology cluster. The Centre for the Anthropology of Sustainability (CAoS), led by *Lewis*, was inaugurated with an international conference in 2015, producing a field-defining Palgrave edited volume (2018). *Daly* contributes multi-species ethnographic approaches to CAoS' environmental research platform. *Lewis*' impact case study showcases the cluster's deeply impact-oriented work.

Medical Anthropology comprises three Professors (*Littlewood* (0.2 FTE), *Napier*, *Randall* (0.3 FTE), three Associate Professors (*Calabrese*, *Cook*, *Gibbon*) and one ECR Lecturer (*Parkhurst*). It has consolidated its influence in academic, clinical and policy circles through the establishment of two research clusters. **Health Subjectivities and Clinical Ethnography** sits at the interface of anthropology, psychology and medical practice. For example, *Calabrese* has published new work on mental healthcare in Bhutan. *Cook*'s research on mindfulness-based psychological interventions in the UK is cited in political advocacy documents. *Napier* wrote the *Lancet* Commission Report on the role of culture in health (see Impact Case Study). **Biosocial Medical**

Anthropology addresses public and global health care challenges through interdisciplinary collaboration. *Gibbon*'s Wellcome Trust-funded cross-disciplinary research network is expanding theoretical and methodological tools for birth cohort studies, whilst *Parkhurst's* British Academy funded research works with local scholars of global health in Addis Ababa, Harar, and Khartoum.

With six Professors (*Buchli*, *Geismar*, *Kuechler*, *Miller*, *Pinney*, *Tilley*), two Associate Professors (*Knox*, *Coupaye*), and two Lecturers (*Drazin*, ECR *Walford)*, **Material Culture** continues to define innovative and internationally recognized paradigms in the sub-disciplines it has pioneered. Its core cluster, **Material and Visual Culture**, has won four large ERC grants focused on smartphones (*Miller*), e-health (*Miller*), photography and citizenship (*Pinney*), and the anthropology of the International Space Station (*Buchli*), creating posts and opportunities for over 20 Postdoctoral Research Assistants (PDRA) highlighting our global leadership across these areas of scholarship. Research strands on materials and society, data, technology and infrastructure, and museums, curation, and collections have all generated research funding (Leverhulme, AHRC, Mellon Foundation), publications (over 15 volumes), national collaborations with cultural and civil society institutions (V&A, Tate), and with research partners in Germany, Brazil, and China, amongst other locations. **Digital Anthropology** has grown, with the Centre for Digital Anthropology sustaining regular public events, an annual lecture, student exchanges and new research projects. Core work on digital research methods delivers training in digital anthropology for research users across government departments, forming, along with *Knox*'s work on data governance, one of our Impact Case Studies.

Finally, while devoted primarily to developing and delivering teaching and knowledge exchange at the interface between anthropology and film, broadcasting and other creative industries, in the coming REF period our **Public Anthropology** section will be developing research in anthropology and creative media. With one research-active member submitted to the present REF (*M.Stewart*, the section's founder), Public Anthropology is already attracting PGR students on practice-based projects, and more research-active staff are projected to join in the coming REF period, with two having been recruited already.

Our *strategy for the coming five years* is founded on the strengths of our five sections, and the synergies between them, targeting both internal and external collaborations and funding, and harnessing the energy that our RRGs' grassroot activities engenders. While still fostering research in the leading thematic foci of each research cluster, key overall priorities include:

- Embedding and developing an **outward-looking, community-facing research agenda** with long-term societal impact for our contributions to Culture Lab – an interdisciplinary practice-led partnership with V&A and other East Bank partners – as part of the ambitious development of **UCL East,** our new campus at Stratford.
- Drawing on our research programmes in both environmental and medical anthropology, develop new forms of academic and stakeholder collaboration to foster **impactful research on climate change and wellbeing in a post-Covid-19 world**.
- Through systematic work on EDI, active antiracism (e.g. instituting transparent feedback mechanisms, reformed recruitment practices, tailormade training for all staff, boosting our BAME staff and student network with targeted funding for antiracism-related workshops and other collective actions), and decolonization of our research protocols and priorities, as well as our pedagogies, developing **active research and pedagogy on questions of inequality, exploitation, racism and anthropology's colonial heritage and perduring structures** (see 2.1 & 2.3 below).
- While continuing to boost research through major and smaller **grant applications** across the

research clusters, deploying Departmental and Faculty expertise and resources (e.g. funding opportunity workshops, staff participation on UKRI consultations and panels) to diversify our research income through **increased UKRI and charity funding**, while continuing to pursue ERC funding for large-scale projects.

These strategic initiatives accentuate an already pressing **need for space** to facilitate our research activities. Securing further accommodation for the Unit's researchers is also a priority.

Structures for research oversight: Our **Research Committee** (RC), chaired by our Head of Research, and comprising HoD, Graduate Tutor, junior and senior representatives of our five sections, supports our research structure and initiatives. RC coordinates research strategy and monitors its implementation, supports targeted impact initiatives, provides peer review and support for grant applications and maintains oversight of research students' and postdocs' recruitment and care. It collaborates closely with Faculty research managers and, in the case of major bids, the Office of UCL's Vice-Provost for Research. All research (including that of students at all levels) is subject to departmental and, where appropriate UCL level, Research Ethics Committee approval, in which all our staff receive dedicated training, and we take data protection seriously, providing all staff with GDPR training.

Pathways to impact: Since our Department's inception in 1945, with Daryll Forde taking up its Headship and founding Chair alongside the Directorship of the International African Institute, active engagement with stakeholders, practitioners and research users has been embedded in the structure and ethos of our research. Today, at the interface of Biological and Social Anthropology, the Human Ecology and Anthropology of Sustainability research clusters operate together to produce novel approaches to natural conservation, resource management and development agendas, both in policymaking and in local communities. With a long tradition of interaction with clinical and public health practitioners, our Medical Anthropology section has multiple pathways to impact on clinical practice and public health policy through collaborative research with practitioners and policy makers (e.g. *Gibbon* and *Kilshaw*'s Wellcome-funded projects involving, respectively, collaborations with geneticists and rare disease specialists in Brazil, and miscarriage support groups in Qatar and UK). Inherently interdisciplinary, the Material Culture section has from its inception been outward-looking in its engagements with users and practitioners in, among others, museums, architecture, fashion, and the fine arts. Impact is enshrined explicitly in the mission of its growing Digital Anthropology cluster, orientated to policy, the implementation of data governance, health interventions as well as contributing to fast-developing practices in the production and use of digital technology, and in Open Access publishing.

Our four Impact Case Studies (ICS) demonstrate the central role of impact across our research. It is suggestive that the ICSs selected span our Departmental sections and clusters, from Social Anthropology (*Michelutti*'s ethnographically based credit schemes in India), through Material and Digital Anthropology (*Geismar* and *Knox* on data governance), to Anthropology of Sustainability and Human Ecology (*Lewis* on environmental justice) and Medical Anthropology (*Napier* on cultural competence in the treatment of diabetes). These ICS have been selected from a much larger pool of impact-oriented activities, reflecting the dynamism and sustainability of our departmental agenda for impact. They could have included social media's impact on marginal populations and hospices (*Miller*), rights to land use in sub-Saharan Africa (*Homewood*, *Woodhouse*), fisheries and conservation (*Garaway*), and government policies and initiatives on mindfulness (*Cook*). A culture of impactful research is also encouraged among research students aligned with the requirements of funded Postdoctoral Fellowships, UKRI- and ERC-funded PhD

studentships. Mentors and supervisors are charged with supporting ECRs involved in developing impactful initiatives emerging from their research.

Our strategy for maintaining pathways for our research to translate into wider societal impact is threefold:

a. Ensuring that funded projects' impact plans are fully implemented with the administrative support of our Departmental Manager and Finance Officer, and Faculty Research Support experts, at every stage of their development.

b. Targeted use of UCL's resources for impact-oriented initiatives; since 2014 we have secured approximately £25k in seed-corn funding from schemes including Knowledge Exchange, and Global Engagement.

c. Support for nascent research and impact initiatives (£4k annually) for RRG activities and events, often initiating longer trajectories of collaboration that produce impactful research (e.g. 'Data Power' RRG initiated reading and discussions that informed impact activities in data governance; 'care' RRG provided background reading for impact activities on public health approaches to diabetes).

In addition, an emerging pathway to impact in the coming five years stems from our Unit's leading role in **UCL East**, UCL's ambitious programme of expansion which places community engagement, innovation and enterprise at the heart of its work (see 4.2 below)

Interdisciplinary research: As with impact, interdisciplinarity has been central to our research since our inception as a broad-based Department, modelled by Daryll Forde in the 1940s on the four-field approach of US anthropology, spanning natural science, social science and humanities research paradigms, and combining them in abiding but ever-evolving ways. Of our eight research clusters, six are inherently interdisciplinary (only social anthropology and evolutionary anthropology are primarily devoted to basic disciplinary research, although their members are involved in many interdisciplinary collaborations). Our Department's leading role, historically, in developing Material Culture as an inherently interdisciplinary field at the interface of anthropology, archaeology, art history, material science, followed by the world's first Centre for Digital Anthropology, now expanded into data science, are characteristic examples of our research environment's interdisciplinary spirit.

Interdisciplinary research beyond our Department is supported in two principal ways:

a. We foster **challenge-led research** aimed at addressing pressing questions in sustainability, conservation, transnational migration and refugees, data governance, digital technology and sociality. Meeting these challenges often requires sustained collaboration with other relevant disciplines, and across our disciplinary natural and social science approaches. For example, *Lewis*'s Extreme Citizen Science project is a collaboration with UCL Geography; *Michelutti*'s ERC-funded projects on politics, violence and extortion leverage criminologists' and political scientists' input).

b. The sheer size and breadth of UCL provides ample opportunity for cross-disciplinary collaboration across the social and natural sciences, humanities and arts. Of particular value are two prime interdisciplinary structures, namely: **UCL Grand Challenges**, which in this period provided our Unit with a total of over £90k for interdisciplinary projects involving collaborations with criminologists, geographers, environmental scientists and medics, among others (e.g. *Gibbon*'s 2017 GC-funded collaboration with a computer scientist on the politics

of participation in biosocial research informed the design of her subsequent Wellcome Investigator Award 'The Biosocial Lives of Birth Cohorts'); and the **Institute of Advanced Studies**, which runs a vibrant programme of interdisciplinary events in the humanities and social sciences, funding and hosting three postdoctoral Junior Research Fellows in anthropology during this REF period, as well as international visiting fellows affiliated to our Unit, and numerous talks, film-screenings, book-launches, workshops and other events linking our researchers with scholars in other fields.

The scope of our interdisciplinary collaborations is evidenced also by the intensity of our work alongside fine artists (see 4.2 below), theatre (e.g. our RRG involving theatre practitioners on theatrical methods in anthropology, *Holbraad*'s work on ethnographic narration in Cuba, the high-profile performance of Latour's *Gaia: Global Circus* at the opening conference of our Centre for the Anthropology of Sustainability), and integration of professional film-making training into research development and dissemination, through *M.Stewart*'s Open City Docs film festival, hosted annually by our Department at venues across London (attendance c.4,000), now a fixture in the global calendar of non-fiction film festivals.

Leadership in Open Access: While our staff comply with funder requirements for Open Access (OA) publications in journals (99% of our outputs during the reporting period were compliant with REF Open Access), UCL Anthropology goes far beyond this in its commitment to OA publishing:

- Our staff play leading roles in developing **OA book publishing by UCL Press** – the UK's first fully OA University Press, and among the most successful globally with more than 4m downloads. Several staff (*Empson*, *Geismar*, *Holbraad*, *Tilley*), recent PhD students and Teaching Fellows have published books with the press since its foundation in 2015 and *Kuechler* sits on the Editorial Board. The most trailblazing contribution has been made by *Miller*, whose project's books have surpassed **one million downloads**, a significant proportion of the press' total downloads. Through energetic promotion activities and expert use of media exposure, *Miller* has provided a catalytic boost to UCL Press's business model.
- As Editor of Berghahn Journals' *Social Analysis*, *Holbraad* has played a leading role in **brokering Berghahn's 'flip' of 13 anthropology journals into OA** as of 2020. Facilitating preparatory meetings between Berghahn and international OA cooperative Libraria as well as Knowledge Unlatched, *Holbraad* participated in the biggest meeting of social sciences Open Access stakeholders to date (MIT, March 2019), launching Berghahn Open Anthro as a trail-blazing initiative demonstrating the value of collaborations between libraries and publishers in providing OA alternatives both to existing corporate 'pay to publish' models and to blanket 'command and control' OA policies. The *Journal of Material Culture*, founded and hosted in our Department, has also switched to OA after sustained pressure from our staff.

Leadership in research integrity: Operating within the framework of UCL's Statement of Research Integrity and Code of Conduct for Research, our staff have led in forming and implementing UCL policies on research ethics and data protection, ensuring these are suited to ethnographic and other qualitative anthropological methods. Informed by our cumulative experience in aligning large research projects with funders' rigorous ethics and data protection protocols, we have been a leading voice in UCL-wide consultation on all areas of research integrity, participating also in key committees formulating and implementing policy. For example, *M.Stewart* sits on the Steering Group of UCL's Ethics Project, developing a more diversified and responsive ethics review protocol for research across UCL; *Holbraad* represents the social sciences on UCL's GDPR Strategic Programme Board; *Randall* sat on UCL's central Research Ethics Committee until 2020. In 2020, a group of our PGRs won a competitive UCL ChangeMakers

award to work with staff building decolonial and actively anti-racist pedagogies and protocols into our doctoral training, incorporating them into our ethical review process for individual research projects.

Ensuring research integrity: All student and staff research in the department undergoes rigorous ethical review to ensure it conforms with accepted ethical and legal standards regarding data protection, research participants' rights, and consent. These align with UCL's standards and are informed by discipline specific guidelines of the Association of Social Anthropologists. Our departmental ethics committee, which reviews all research proposals, comprises members from each departmental section. Students are guided and trained in research ethics as they develop their research proposals. Students and staff whose research falls outside the low risk category and therefore must apply to the central UCL Research Ethics Committee, are supported by the departmental ethics committee in preparing their applications. All staff and students conducting research undergo GDPR training as part of the registration process for research projects.

2. People

2.1 Staffing strategy and staff development

Our staffing strategy centres, on the one hand, on attracting world-leading researchers to strengthen our established specialisms, stimulate new research fields, and foster innovative collaborations between them, while, on the other, embedding in our recruitment and staff development mechanisms a robust strategy for equality, diversity and inclusion that diversifies our research community. For example, since 2014 we have strategically grown Digital Anthropology adding 2.0 FTE (*Knox*, *Walford*) and created a buoyant political and legal anthropology team (ECRs *Maqsood* and *Geraghty* adding critical mass to a field that has attracted four major ERC grants in this period). At the same time, in a drive to ensure equal opportunities in career progression for female and BAME staff (see 2.3 below), ECR permanent appointments in these areas have also expanded our research environment's heterogeneity, making common cause with students on cross-departmental decolonizing and queer anthropology initiatives. As of 2020, through newly constituted EDI and Anti-Racisms committees, with cross-departmental representation from academics, students and professional services staff, proactive initiatives have included: creating an actionable EDI agenda for the Department; facilitating student-staff LGBTQ+ and Antiracism social networks; formal peer-to-peer assessment of antiracist pedagogy in our internal teaching evaluations; making antiracism central to our internal ethical review processes for research; mandating an equity statement alongside research and teaching statements by applicants in our hiring process; defining diversity criteria for all our hiring panels; and (with central UCL's EDI support) developing tailormade EDI training for all staff, aimed at making our Department an actively antiracist environment. Concurrently, working since 2019, our Athena Swan committee is preparing our 2022 application for Bronze.

Patterns of recruitment and progression: Continuing the trend of the previous REF period, our academic staff body (HESA3) has **grown by over 25%** since 2014 (from 30.7 FTE to 37.9 FTE). With 13 Lecturers, nine Associate Professors/Readers, and 19 Professors, our staff is roughly evenly distributed across career stages. We have been able to replace retiring, part-retiring or relocating staff with HESA3 ECRs (six Biological, two Material Culture, one Medical, four Social). Our **Promotions Review College** (HoD with all ex-HoDs, advised by Heads of Section), approves progression for junior researchers from Grade 7 to 8 (normally after two years), and considers senior academic promotions. Since 2014, seven Category A staff have been promoted to

Professor (*Buchli*, *Empson*, *Geismar*, *Holbraad*, *Mandel*, *Michelutti*, *Soligo*) and ten to Associate Professor (*Calabrese*, *Cook*, *Coupaye*, *Garaway*, *Gibbon*, *Knox*, *Lewis*, *Migliano*, *Pillen*, *Vinicius*). All staff, including postdocs, are **mentored** individually by a senior colleague, and **appraised** by the HoD or project PI annually, supported through the promotions process with reference to UCL's Academic Career Framework, and availed of UCL's varied opportunities for **professional training and development**, including in research skills and management.

In this REF submission we have included seven **postdoctoral research fellows** (PDRFs), representing an annual average of 2-3 newly funded PDRFs, with more than 15 over the reporting period, funded by, among others, Leverhulme, British Academy, ESRC, and including a proleptic UKRI Future Leader Fellowship held by *Carroll*. Adding enormous dynamism and new research horizons to our sections, PDRFs constitute 10% of our output submissions and 15% of our Category A staff. In addition to our more than 50 fixed-term **Visiting and Honorary Scholars** from across the world, our research community is greatly enhanced by over 30 **postdoctoral research assistants** (PDRAs) since 2014, funded on permanent staff's large grants, as well as postdocs visiting us from abroad funded by their own national sources or by international schemes, including Newton Trust and Marie Skłodowska-Curie Actions. Of the over 50 postdocs we have hosted since 2014, most have gone on to take up lectureships in leading universities and research institutes across the world, including, indicatively, Amsterdam, Bristol, Cambridge, Chinese Academy of Sciences (Beijing), CNRS, Goldsmiths, Haverford, Hong Kong, Imperial, Oxford, Stockholm, Zurich, and a number at UCL.

Research support: Workloads are distributed evenly through our points-based Work Allocation Model, ringfencing research and fieldwork time for all Category A staff. HESA3 ECRs entering on probation receive systematic induction in all aspects of departmental process upon arrival and are eased into a full workload over three years. All staff receive a term's sabbatical leave on completing probation and thereafter apply for a sabbatical term after every three years. Staff who secure 'buy-out' on large research projects reduce teaching to enable fieldwork and writing up, but are expected to teach for a proportion of their time, allowing departmental research and teaching to cross-fertilise (e.g. *Holbraad*'s popular course on anthropologies of revolution, based on his ERC-funded project on this theme, produced an OA book with California UP). Staff taking maternity leave receive a term's research sabbatical before returning to work, and we support staff's caring responsibilities by holding core departmental activities within core working hours (10am-4pm), enabling staff to work from home where appropriate and move flexibly between full- and part-time work. Special support was given to staff with caring responsibilities during the Covid19 pandemic (e.g. extra funding for marking and teaching relief). Staff play a leading role in Faculty-wide initiatives to ensure supportive working conditions for all (e.g. the 'Workable Lives' working group). Finally, in addition to the internal seed-corn funding sources (see 1.2, 'Pathways to Impact'), all staff receive £1k annually to support conference attendance and other research costs.

Support for impact: As part of our Departmental Impact Strategy, in line with UCL's Academic Careers Framework, research impact is a criterion for appraisal and promotion. Since 2016 ten staff have been awarded a total of more than £10k from UCL's Impact Curation team for targeted impact enhancement and evidence-gathering. The workload involved for potential Impact Case Study authors is recognised through the Work Allocation Model.

2.2 Research students

We have a well-consolidated PGR body of around 120 full- and part-time students at any given

time (e.g. 111 FTE in 2012-13, 104 FTE in 2020-21); 129 PhD and 41 MRes/Research-rated Masters' degrees have been awarded since 2014. Over this period, 70 PGRs received full funding: 47 were UKRI studentships from four different DTPs and research councils (ESRC, AHRC, EPSCR; NERC), seven from staff research grants; six received other UK grants (e.g. Wellcome Trust); four were funded by departmental and UCL philanthropic awards (including our new Mary Douglas Studentships, funded by Sigrid Rausing since 2016 strategically focused on themes relating to political anthropology); three by overseas funds; and three by employers. UCL covered overseas fees for one additional PGR. Several students received smaller temporary awards (e.g. Sasakawa scholarships or for fieldwork). PGRs are encouraged to apply for competitively awarded research funds, winning over 100 small awards from UCL Doctoral School, external bodies and Departmental research bursaries during the period. Of our 130 completed PhDs in the period, 48 went on to competitively awarded postdoctoral fellowships (including British Academy, Leverhulme, UKRI Future Leaders), 23 took up temporary university lectureships/ teaching fellowships (including at Cambridge, UCL, Virginia) and 22 took up permanent academic posts (including at Bristol, Goldsmiths, Oxford, SUNY, UCL), while others took up a wide range of posts in government and intergovernmental agencies, overseas research institutes, international NGOs and industry (including civil service, the Red Cross, ONS, and WHO).

The high quality of PGR training and supervision is set by:

(1) UKRI doctoral training standards, applied to all PGRs irrespective of funding source. Anthropology was central to UCL's successful consortia bids for funding from ESRC (UBEL DTP), AHRC (LAHP DTP) and NERC (London NERC-DTP) and is a key pathway in these DTPs. Training needs analyses for all PGRs in Anthropology mirror those for DTPs and are met within the Unit, by the DTPs (who offer training to all pathway department PGRs) and by the UCL Doctoral School. Department and DTPs encourage PGRs to take up internships and overseas institutional visits during their doctoral studies.

(2) UCL Doctoral School policy and training: UCL's personalised e-logbook systematically monitors supervision, training and progress, including upgrading, fieldwork risk assessment, ethical considerations, and study leave arrangements. This self-assessment is augmented by annual section-level review of training needs, supervision and progress. Alongside their specialist academic training within the Department, PGRs are encouraged to develop skills through courses offered by UCL's Graduate School, including training in small-group teaching, dissemination of research to academic and wider audiences, and conference organization.

(3) Departmental structures and provision: PGR recruitment criteria are high by national standards, usually requiring for entry a first class honours undergraduate degree (UK or equivalent) and/or a Distinction at Masters level. PGRs are allocated two supervisors (a primary and a secondary, or two co-supervisors). Supervisors hold regular (fortnightly to monthly) supervisory sessions with their students and this intensity of supervision extends through fieldwork. In the first year of the programme, MPhil/PhD students work towards a formal upgrade viva chaired by the co-supervisor or secondary supervisor, with at least one external assessor. After upgrade, and before leaving for the field in the second year, students attend a pre-fieldwork conference on Gender, Risk and Preparation for Fieldwork. All students are intensively trained in research ethics and risk assessment. The Graduate Tutor oversees PGRs' supervisory arrangements, offering confidential meetings to resolve any issues. Each departmental section regularly reviews the progress of its PGRs. All PGRs not in the field participate in at least one of our five weekly research seminars, also attending and presenting to at least one of over 15 RRGs. PGR are encouraged to start up their own specialist interest RRG with staff and students. Where

not previously completed at Masters level, first-year PGRs undertake departmental Research Methods training. By agreement with supervisors, MPhil/PhDs may also audit core and/or specialist options of any of our seven Masters' programmes. This training is complemented by weekly Research Design, Analysis and Presentation seminars for first-years, and a Writing-up seminar for third-year post-fieldwork students, preparing them for conference presentations as well as academic writing. To reinforce a strong sense of cohort we also run an annual writing retreat in Year Three, while final-year cohorts are encouraged to set up their own informal writing-up groups. As well as supervising PGRs, most staff teach on our graduate training seminars, as well as engaging with PGRs in RRGs. PGRs regularly organise workshops and conferences through our annual call for bids for RRG events, supported by £4K, and are encouraged where relevant to take advantage of UCL's Graduate Research Scholarships for Cross-disciplinary Training, our Erasmus/Socrates links, and other partnerships, cooperation and internships in other universities, especially overseas.

2.3 Equality and diversity

We are encouraged that the available indices for protected characteristics in our Department have marked improvements since the last REF. Of the 76% (41 of 54) staff declaring ethnicity, 9.7% (four of 41) are BAME. Forty one percent (22 of 54) of staff originate outside the UK (up from 38%, 19 of 50), including a greater than 350% increase (three to 11) in staff from outside the EU/EEA. Women comprise half (27 of 54) of category A staff (up from 46%, 23 of 50), 42% (eight of 19) of Professors (up from 36%, four of 11), and 56% (13 of 23) of senior promotions in 2014-20. We have data on other protected characteristics, but due to either few reports (n=1 disability) or else high proportions of non-declarations, e.g. sexual orientation (70%, 38 of 54) and religion/belief (67%, 36 of 54), analysis is limited for other protected characteristics. However, low BAME (four) and disability (one) representation overall and related lack of BAME Professorial staff remain priority challenges in creating an appropriately diverse, representative research environment.

Summer 2020 was a watershed in this regard. Spurred by vocal critiques by both students and staff (including students and staff of colour), our newly constituted EDI committee (including an Anti-Racisms sub-committee) developed a series of initiatives (see 2.1 above) aimed at radically re-shaping the diversity of our staff body over the coming five years, to ensure it reflects as fully as possible our location in London. Working with UCL's Race Equality Steering Group and its innovative EDI support team, we are developing bespoke antiracism training for all staff and targeted recruitment reforms. This builds on work during the assessment period addressing precarity and inequities of status and reward for staff on teaching contracts. Following a UCL-wide review, as of 2020, temporary contracts are restricted to maternity cover and 'buy-out' of permanent staff on funded research leave, and teaching staff previously on temporary contracts now have permanent 'Lectureships (Teaching)', with dedicated time for research enshrined in our Work Allocation Model.

In addition to arrangements for supporting flexible and remote working for staff with parental and other caring responsibilities (see 2.1 above), Bullying and Harassment Training is mandatory for all colleagues in line-management roles, and we have an all-staff training event planned for 2021 (postponed from 2020 due to Covid-19). In conjunction with our preparations for our 2022 Athena Swan submission, our EDI committee includes representatives for all protected characteristics and is developing a swathe of targeted initiatives, including considering non-binary gender equality, ensuring easy staff and students access to general EDI information and support, facilitating student-led pedagogical initiatives to include gender-diverse and anti-racist content and voices in

our curriculum, support, training and mentoring around mental health, disabilities and neuro-divergencies, and widening participation workshops to support students from diverse backgrounds.

EDI among graduate students: Our 2019/20 intake had equal numbers of female and male students (n=16), of which 37.5% self-identify as non-white (an increase of over 40% from 2013/14). International (non-UK) students now comprise over a third of our post-graduate students (up almost 20%). The percentage of female students awarded degrees remained constant, but the percentage of 'non-white' (29%, up almost 50% since REF2014) and disabled students (8%, up over 250%) have both increased substantially. As of 2018-19 research students can apply UCL/ Faculty funded Research Opportunities Scholarships, reserved for Black, Pakistani or Bangladeshi UK residents. Within our Department, we have active networks for LGBTQ+ and BAME students and staff, and as of 2020 our graduate students have been leading a UCL ChangeMakers project on the decolonization of ethnographic method.

EDI in our preparation for REF: All eligible staff have been included in our selection, including all PDRFs. All eligible staff submitted up to five outputs for review, each of which was reviewed by at least two members of our REF Support and Review College (*Holbraad* as REF lead, alongside *Kuechler*, *Gibbon*, *Homewood*, *Sommer*, *Soligo*, and *Garaway* – a group that is representative of the gender balance of our staff as a whole), all of whom received training in unconscious bias. We can report near equality in average submissions per FTE and likelihood of output selections for gender (Fig 2a) and across ethnicity groups (Fig 2b), while being acutely aware of BAME under-representation amongst our staff as a whole. Taking a supportively collegial approach to output selection, the REF lead engaged in iterative individual dialogue with each staff member throughout REF preparation, ensuring that decisions were made consultatively, on the principle that REF performance should be a reflection, rather than driver, of our research excellence.
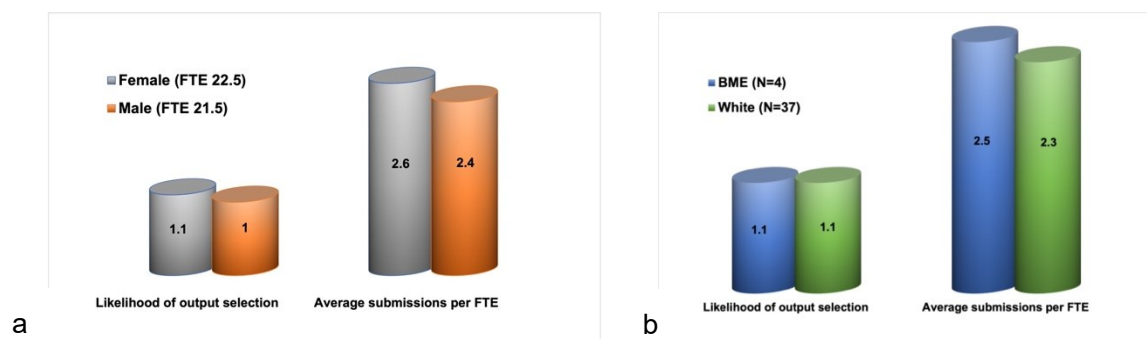

Fig 2. Likelihood of REF output selection and average submissions across gender (a) and ethnicity (b)

3. Income, infrastructure and facilities

Research funding portfolio: The Unit's total research income over the assessment period exceeded £10m, spread across the department's sections, and increasing year on year. This figure masks a massive, sustained increase in grants competitively awarded (but not yet fully spent), totaling £17.2m during the period (excluding standalone doctoral grants). This represents a 61% improvement on the total £10.7m awarded in the previous REF period, and far surpasses the 52 research grants commencing prior to 2014. The 70 competitively awarded research grants commencing during the REF period illustrate the success of our research strategy, with a broad base of small individual grants showing vigorous research activity across the whole unit, through

medium-size collaborations, to one or more large project awards in each section. Of the £17.2m awarded in this REF period, there were 43 grants of under £100k, 21 of £100k-£1m, and six over £1m (*Buchli*, *Empson*, *Holbraad*, *Mace, Miller*, *Pinney*). The value of our research grants commencing each year rose from £2.4m (2013/2014) to over £5.8m (2019/2020).

Space and facilities: UCL strategic investment in Anthropology between 2014and 2020 supported on-going improvements of our Department's building (inaugurated in the previous REF period) to accommodate our growing research community, strengthening collaboration across our sections. Research groups funded via large grants have, as far as possible, their own dedicated spaces to enable linked PGRs and PDRAs to work in close association. In addition, we have a postdoctoral research space (capacity of eight). Where possible, other PGRs are allocated individual space in two postgraduate workrooms (32 workstations; priority given to third- and fourth-years returned from the field, and students with special requirements). The Daryll Forde Seminar room seats 50 for research seminars and research methods courses. Two common rooms, for staff and students, are booked for informal research group meetings and workshops, frequent book launches and other research-related social activities. Our PGRs and PDRFs also make full use of central UCL facilities, including the interdisciplinary activities and dedicated spaces of the Institute of Advanced Studies. While equipped with a ramp, fully accessible lifts and toilets, and an evacuation lift, our building lacks automatic doors. We plan, therefore, to conduct a full **accessibility audit** of our facilities following full return to the premises when the pandemic ends.

Public Anthropology has been housed across three floors of a wing in the University of London Student Central building, providing media production and editing spaces for students (including PhD students using film) with 110 workstations, a dedicated Virtual Reality suite and a sonic exploration lab. Offering research-led, practice-based training to a large number of students and members of the media industries, the section's large inventory of specialist equipment in film and VR production allows individual users to borrow equipment for the duration of their training / research projects. UCL East's suite of dedicated cutting-edge media spaces – including a cinema, a black-box research space for Immersive Storytelling, grading, dub and podcast suites –will open in 2023.

Research labs and collections: £60k was secured from the Faculty in 2017 to upgrade and expand the **Palaeoanthropology and Comparative Anatomy lab**, including acquisition of six new powerful graphics stations, a high-end mobile workstation, self-positioning handheld surface scanner (bringing the total number of operational scanners to five), and 3D printer, allowing us to continue growing our fossil and comparative anatomy cast collections with in-house prints. Together with our **osteological collections**, this creates a world-class research environment for palaeoanthropology and comparative evolutionary anatomy. Supported by a part-time Curator-Collections Manager, the **UCL Ethnography Collections** continue to underpin teaching and research in the department, hosting visiting artists, community groups, visits from source communities as well as running WP activities. Notable activities during the REF period that generated new forms of public engagement with research include: a Heritage Lottery Fund supported project with the Congo Great Lakes Community Association that resulted in a new community-oriented online resource and a departmental exhibition; several artist collaborations leading to UCL and national exhibitions; and an ongoing series of exhibitions curated by students, staff, and visiting researchers focused on topics such as fieldwork and women in anthropology.

Administrative and technical support: The Department has a dedicated Finance and Research Administrator and a European Research Grants Officer, providing pre- and post-award support to

PIs and their project teams, and, since 2018, a dedicated Research Programmes Administrator to support all PGR students from enrolment to viva. We also have a dedicated IT technician, as well as full-time AV equipment specialists.

Support and resources for research projects: Our Faculty's Research Facilitation team support individuals and groups with grant applications, providing feedback on drafts, organizing practice panel interviews, and facilitating links with stakeholders and contributions to research policy and impact. The European Research and Innovation Office supports our EU projects pre- and post-award. Other institution-wide structures supporting impact and knowledge exchange include UCL's Public Engagement Unit as well as the Office of the Vice Provost for Innovation and Enterprise. We have received a total of more than £150k from UCL's many internal research-related funds, including the Dean's Strategic Fund, Grand Challenges, Beacon Bursaries, Global Engagement, Knowledge Exchange, and Access Funds.

Libraries and other London-wide facilities: UCL's Anthropology Library collection leverages outstanding online resources, with additional world-class libraries in easy reach (Senate House, British Museum anthropology library, British Library). The critical mass of sister institutions nearby (Goldsmiths, LSE, Roehampton, SOAS) stimulates a vigorous research culture, exemplified by our regular hosting of the annual Anthropology in London conference.

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

4.1 Research collaborations, networks and interdisciplinary dynamics

During the assessment period staff led and participated in a wide range of collaborations, making significant contributions to the discipline, as well as forging interdisciplinary links. Our broad-based structure encourages small-scale and responsive projects, networked into bottom-up RRGs as well as our research clusters, leading through to collaborative grants and large team projects, engaging with researchers across UCL and beyond, and with local, national and international users.

Between 2014 and 2021, research collaborations included ad-hoc, long-term, and institutionally-supported partnerships (e.g. ERC, UKRI, Leverhulme and British Academy funded), reflecting the diversity of our Unit's research. Our staff entered into research project and/or network collaborations with more than 50 universities and research institutions in the UK and internationally, including in Australia, Austria, Bhutan, Brazil, Canada, Chile, China, Cuba, Denmark, Ecuador, Ethiopia, Finland, France, Germany, India, Indonesia, Ireland, Israel, Japan, Kenya, Malta, Nepal, Netherlands, New Zealand, Norway, Portugal, Qatar, South Africa, Spain, Sudan, Sweden, Switzerland, Tanzania, and the US. Our researchers have engaged in interdisciplinary collaborations with scholars working in archaeology, architecture, astrophysics, botany, computer science, conservation, data science, economics, epidemiology, fine art, genetics, history, linguistics, medical sciences (e.g. obstetrics and gynaecology), ornithology, philosophy, psychology and psychotherapy.

As is characteristic for anthropology, many of these collaborations and networks stem from relationships developed by individual researchers with colleagues and institutions in countries where they conduct research. To take just two of many examples: *Holbraad* has over two decades established close links with the Cuban Institute of Anthropology, conducting collaborative research with its staff and students. Results include an article co-authored with five Cuban scholars, published in *Social Anthropology* (2020), and a Cuban researcher undertaking a Wenner-Gren funded PhD at UCL. *Mace* has established collaborations with the Chinese Academy of Sciences

(CAS), Beijing, and then the School of Life Sciences, Lanzhou University, with Lanzhou or CAS PDRAs and/or PhDs working with *Mace*, and UCL postdocs and PhDs visiting China to collaborate on research there. These collaborations have, since 2014, resulted so far in 16 publications in high impact refereed journals (e.g. *Nature Human Behaviour*, *Nature Communications and Scientific Reports*), and enhanced global travel and enrichment of ideas, researchers and students, and promote the decolonization of anthropological knowledge and practice.

In addition to this outward-looking intellectual profile, two factors underpin our emphasis on cross-institutional, international and interdisciplinary collaborations. Firstly, UCL's central London location and global projection (see Institutional Environment Statement, Section 1) make our Department a hub for a constant flow of visitors participating in our five weekly seminars, plethora of RRGs, workshops, and larger events. Secondly, this sense of buzz is strategically resourced, with Departmental and Faculty funds generously supporting travel in and out of the Department, and targeted use of Visiting and Honorary scholarships.

Such peer-to-peer collaborations have provided the impetus for many of our more formally instituted and funded national and international, interdisciplinary collaborations and networks. For example, our 11 ERC projects during the reporting period have had extensive international collaborations built into their design, deepening relationships and forging new ones across the globe (e.g. institutional collaborations in South Asia with *Michelutti*, *Maqsood* and *Pinney*'s projects, and intense traffic with China thanks to *Mace* and *Miller*, whose projects have produced four books in Mandarin). Beyond our ERC projects, indicative examples of more than a dozen formally instituted and/or funded networks, most involving researchers from multiple disciplines, include:

- In Human Ecology, *Homewood* and *Woodhouse* lead multiple interdisciplinary collaborations with national and international research partners (including KCL, Imperial, Edinburgh, Copenhagen, Michigan, Dar es Salaam, the Ashoka Trust for Research in Ecology and the Environment (India), and Stockholm Resilience Centre, alongside multiple policymaker and practitioner agencies) to analyse and evaluate impacts of major conservation initiatives. Just one of these NERC ESPA-funded collaborations has produced over 20 peer-reviewed publications (including *Nature Sustainability*, *Nature Scientific Data*, and *World Development*).
- *Buchli*'s ERC-funded ethnographic study of the International Space Station relies on interdisciplinary collaborations with space scientists (e.g. in robotics, engineering, astronomy, space medicine and psychology), forged through formal links with the International Space University Strasbourg and the International Astronautical Federation. The group's public-facing activities are hosted at the Centre for Outer Space Studies at UCL's Institute of Advanced Studies.
- With Wellcome Trust support, *Gibbon* created and leads the 'Biosocial Birth Cohort Research Network', comprising over 30 epidemiologists, geneticist and social scientists, from leading research institutions in Brazil, Canada, France, Mexico, Portugal, South Africa, Switzerland, and the US, among others, exploring Global North and South longitudinal birth cohort studies. Collaborative publications include a high-profile OA series in *Somatosphere*.
- Funded by EPSRC and ERC, *Lewis* co-founded and co-directs the interdisciplinary Extreme Citizen Science (ExCiteS) research group, which brings together anthropologists, geographers, computer scientists, designers, electronic engineers, and ecologists to develop tools and methodologies that enable diverse communities to initiate Citizen Science projects. *Lewis*'s Impact Case Study illustrates some of the group's many innovative outputs and impacts.

Research on Covid-19: Seeking to contribute to the global effort to control the pandemic, staff have been funded to conduct emergency research in a range of areas (e.g. *Emmott*'s British-Academy-funded study of social support networks for mothers, *Salali*'s comparative project on vaccine hesitancy in the UK and Turkey, and *Geismar*, *Gibbon* and *Parkhurst*'s embedded ethnography of decision-making in the first months of the pandemic in the Royal Free Hospital). The Centre for Digital Anthropology have led a crowd-sourced project on 'Collecting Covid-19', collating digital ethnographies of people's everyday experience of Covid-19 around the world, while our blog 'Consciously Quarantined' provides medical anthropological perspectives on diverse facets of the pandemic's development (see 4.2 below).

4.2 Engagement with non-academic publics

Anthropologists at UCL have a long tradition of societal impact and public engagement – e.g. the longstanding interactions of our Human Ecology cluster with policymakers and other stakeholders in environment and development, the many interfaces between our medical anthropologists and health practitioners, and the efforts of some of our most influential researchers, from Mary Douglas to Danny Miller, proactively to engage with wide and diverse readerships and audiences. As explained in 1.1 above, this outward-looking profile is inherent in the UoA's structure, each section containing an impact and public-oriented cluster, as well as the 2019 institution of Public Anthropology as a new section devoted to rendering porous and mutually enriching the relations between our research and teaching and society at large, including an array of industries. Our seminar programme *Anthropology in the Professional World* draws upon these outward-looking relationships, and deepens them by connecting them to our energetic work on careers for our students.

Community engagement and advocacy: The interests of communities among and with whom staff carry out research are central in shaping the research and its impact, through their involvement in research design, feedback, and uptake of the results. In addition to the community-oriented work presented in ICSs (*Lewis*, *Michelutti* and *Napier*: citizen science and environmental justice, community loan credit, and diabetes prevention respectively), examples include: *Miller*'s ERC-funded work with UK hospice residents developing age-appropriate smartphone apps; *Pinney*'s ERC-funded community-led art exhibitions in Mumbai and Dhaka; and PDRF *Carroll*'s British Academy and UKRI-funded collaboration with Orthodox clergy and communities in the UK and Greece on the ritual use of textiles. Our commitment to promoting the interests of communities and research participants in need of support is also at the heart of our **advisory roles in legal process** (e.g. *Michelutti*'s ERC- and ESRC-funded research team's specialist advice to legal experts in 120 asylum cases in UK and European courts; *M.Stewart's* regular expert evidence in Romani immigrants cases).

Community engagement includes activities within **UCL and London**. In response to the challenges of online working during the Covid-19 pandemic, PDRF *O'Connor* led a UCL Grand Challenges-funded ethnographic study of professional services staff working from home, adopted as a showcase of UCL's HR strategy. *Knox*'s participation in Oldham Energy Futures, a community-based collaborative research on energy planning supported by Google/ICLEI-Local Governments for Sustainability, and *Mandel*'s UCL-funded knowledge exchange project on refugee poetry and art, developed with London refugee communities, exemplify our relationships with local authorities and communities. Engagements with different East London audiences and communities are a major dimension of our leading role in **UCL East**, with *M.Stewart* and *Geismar* brokering collaborations with the boroughs surrounding the Olympic Park, local schools and other community institutions, to develop practice-led research and

knowledge exchange in the coming REF period. Our new **Public Anthropology** section, based in UCL East as of 2022, has initiated work with local communities and institutions (Bromley by Bow Centre, working with Burdett Estate teenage boys; Macmillan; and Redbridge Public Libraries), as well as with London-based media industries, through our contribution to AHRC-funded National Centre for Immersive Storytelling, developing factual storytelling through VR technology.

Contributions to policy and industry: Our researchers have delivered expert data, knowledge and guidance to **local, national and international government, policy organisations, charities, NGOs and businesses.** Indicative examples of the over 100 institutions and stakeholders whom our staff have supported and advised include DfID (now FCDO), Home Office, DTI, UK Money and Pensions Services, All Party Design and Innovation Group, Ada Lovelace Institute, the Tanzanian, Mongolian and Bolivian governments, various UN agencies, the World Bank, Mongol Bank, European Space Agency, Birdlife International, India Habitat Centre, Sodexo, Novo Nordisk, and Unilever. While links with creative industries are integral to the work of our Public Anthropology section, other enterprise activities include *Kuechler* and *Drazin*'s participation in an AHRC Creative Industry Partnership Project on Business of Fashion, Textile and Technology, supported by *Kuechler*'s Directorship at the UAL London College of Fashion. Staff consultancy work (e.g. *Napier*'s longstanding work with Novartis) and our many CPD programmes for government departments (e.g. with HMRC, DWP, GDS, DVLA, FCO and MoD) also provide platforms for further engagement with industry and policymakers.

Our work with **medical and public health** professionals and institutions deserves special mention. Sometimes drawing also on our own staff's professional experience in medicine (*Pillen*), psychology and psychotherapy (*Calabrese*), and psychiatry (*Littlewood*), policy work includes: *Gibbon*'s Wellcome-funded collaboration with epidemiologists in Brazil, on public policies on rare genetic diseases; *Cook*'s sustained participation in the all-party Parliamentary Group Inquiry on the use of Mindfulness-Based Cognitive Therapy (MBCT) in the public sector, resulting in MBCT becoming mandated in Improving Access to Psychological Therapy services across the UK, and MBCT teacher training receiving national funding through Health Education England; and *Miller*'s ERC-funded work developing health related initiatives including telepsychiatry services in Uganda. Drawing on his Cities Changing Diabetes work (presented in his ICS and connected to *Parkhurst*'s work with thinktank Health 2020 developing policy on the UK's obesity and diabetes epidemic), in 2020 *Napier*, as part of his work with the SONAR Global network and the Institut Pasteur, secured £422k from the ERC's scheme for International Network of Social Sciences Research Centres to use Rapid Assessment of Vulnerable Populations in the global public health response to the Covid-19 pandemic.

In addition to Open City Docs, our annual film festival (see 1.2, 'Interdisciplinary research'), **galleries and museums** further facilitate our engagement with diverse research users and audiences. A number of our large team projects have produced high-profile exhibitions in London as well as in countries where research was conducted (e.g. in London, collaborations between *Empson*'s research team and Mongolian artists exhibited in Greengrassi Gallery, *Holbraad*'s show in Space Gallery with the Social Morphologies Research Unit (an interdisciplinary research team of anthropologists and art practitioners), and *Pinney*'s exhibitions with South Asian photographers in Delhi, Dhaka and Tbilisi). *Buchli*, *Geismar* and *Sommer* have curated and/or participated in art-shows in London, New York and elsewhere, while PDRF *Schacter* produced at the Brunei Gallery the first major exhibition of Filipino contemporary art. *Geismar* held a one-year Mellon Research Fellowship at Tate Modern, collaborating with the V&A to research social relationships underpinning museum collections. In addition to frequent collaborations with the British Museum

(e.g. *Buchli*'s curation of an exhibition on communist currencies), we have close relations with the Horniman (*Coupaye*) and Natural History Museum (*Soligo*).

Finally, writing for and appearing in the **media** is a mainstay of our staff's efforts to reach and engage with wide and diverse audiences, in the countries where staff conduct research, and in the UK/internationally. While some media interventions are directed at mass audiences (e.g. through BBC, Bloomberg, Forbes, Le Monde, Newsweek, New York Times, The Economist and Time Magazine) and have sometimes 'gone viral' (e.g. *Miller*'s blog post on the decline of youth participation in Facebook), others are targeted thematically or geographically to specific audiences and research users (e.g. New Scientist, Resonance FM, Scientific American, The Conversation, The Hindu). 'Consciously Quarantined', our blog presenting global Medical Anthropological perspectives on the Covid-19 pandemic to over 30,000 visitors, is one of many examples of our efforts to render our research relevant and impactful to wider publics. These efforts include also frequent contributions to popular online anthropology fora such as Allegra Lab and Somatosphere.

4.3 Indicators of wider influence, contributions to and recognition by the research base

During the reporting period, our Category A staff **published** 20 single/co-authored monographs and more than 20 edited/co-edited volumes and journal special issues, with academic presses including California, Cambridge, Chicago, Duke, Harvard, Stanford and UCL, more than 150 book chapters, and over 300 peer-reviewed articles in journals including *American Ethnologist, Annual Review, CSSH, Current Anthropology, Hau, JRAI, Nature, PNAS, PTRS, Public Culture, Science,* and *The Lancet*. Staff gave more than 50 **keynote and high-profile named and distinguished public lectures**, including at the Ashmolean Museum, Max Planck Institute, and Royal Academy, and plenary lectures at ASA and EASA among many others. They organised over 100 **conferences and workshops** and over 30 panels at major international conferences, and held **Visiting Fellowships and Professorships** at more than ten different universities/ research institutes internationally, including All Souls, Bard, Delhi, Havana, Max Planck, Stanford, Tate Modern, and UCLA. **Honours** in this period have included two elected British Academy Fellowships (*Kuechler*, *Pinney*), two elected Academy of Social Sciences Fellowships (*Kuechler*, *Miller*), a Newton Prize for Brazil (*Lewis*) and an Honorary Doctorate from Gothenburg University (*Rowlands*). Our active contributions to **learned societies** and **professional bodies** includes roles as President of EHBEA (*Mace*) and Secretary of ASA (*Knox*).

Our international, interdisciplinary reach and contribution is evident by the number and range of staff's **journal editorships,** including *Animal Behaviour, Anthropology and Photography, Evolutionary Human Sciences, Folia Primatologica, Journal of Human Evolution, Journal of the Royal Anthropological Institute, Social Analysis*, with *Anthropology and Medicine, Home Cultures* and *Journal of Material* Culture published in-house, all attracting high-calibre submissions also from fields beyond anthropology. Staff also edit high-profile **book series**, with publishers including Berghahn, Harvard, Routledge and UCL Press. Nineteen members of staff, from all career stages, have been **editorial board members** of more than 30 journals, including *Big Data and Society, Hau, History and Anthropology, Human Ecology, Journal of the Royal Anthropological Institute, Medical Anthropology, Nature: Scientific Data, Social Analysis* and *Social Anthropology/Anthropologie Sociale.*

Staff **peer-reviewed** hundreds of articles (including for all the main journals), **reviewed book manuscripts** for leading publishers including Berghahn, Bloomsbury, California, Cambridge, Chicago, Columbia, Duke, Manchester, MIT, Palgrave MacMillan, Routledge and UCL Press and **refereed research proposals** for, among others, British Academy, Carnegie Trust, Leverhulme

Trust, ERC, ESRC, and Wellcome Trust. Staff acted as **panel members or advisors for numerous funding agencies**, including AHRC, Austrian Academy of Sciences, British Academy, ERC, ESRC, Foundation for Science and Technology (Portugal), German Research Foundation, GCRF, Leverhulme Trust, Marie Skłodowska-Curie Actions, National Science Foundation (USA), Netherlands Organisation for Scientific Research, Research Council of Norway, Swiss National Science Foundation, and Wellcome Trust. They refereed **senior academic promotions** for numerous universities internationally, and served on **quality assessment** of anthropology departments and other learned bodies in the UK and abroad (e.g. Goldsmiths, Gothenburg, Universidad Católica Chile); and on **REF2021** subpanel 22 (*Kuechler*). Finally, our staff **examined almost 200 doctorates** across the UK and internationally, including at Cambridge, NYU, Paris Nanterre, Universitat Autonoma de Barcelona, UC Berkeley and UC Santa Cruz.

These are some of the practical ways in which the Unit's staff have contributed to the vitality and sustainability of the discipline of anthropology in Britain and beyond, rendering tangible our intellectual contributions at the highest level on an international scale. We see our achievements in this REF period as a sound foundation on which to continue our upward trajectory of world-class research able to open up new horizons for thinking and acting in the world after the pandemic.