



# The Hidden REF

*A grass roots movement to research celebration, not evaluation*

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There's more to research than publications

# In the last REF

**191,000**

research outputs  
registered in total

**186,000**

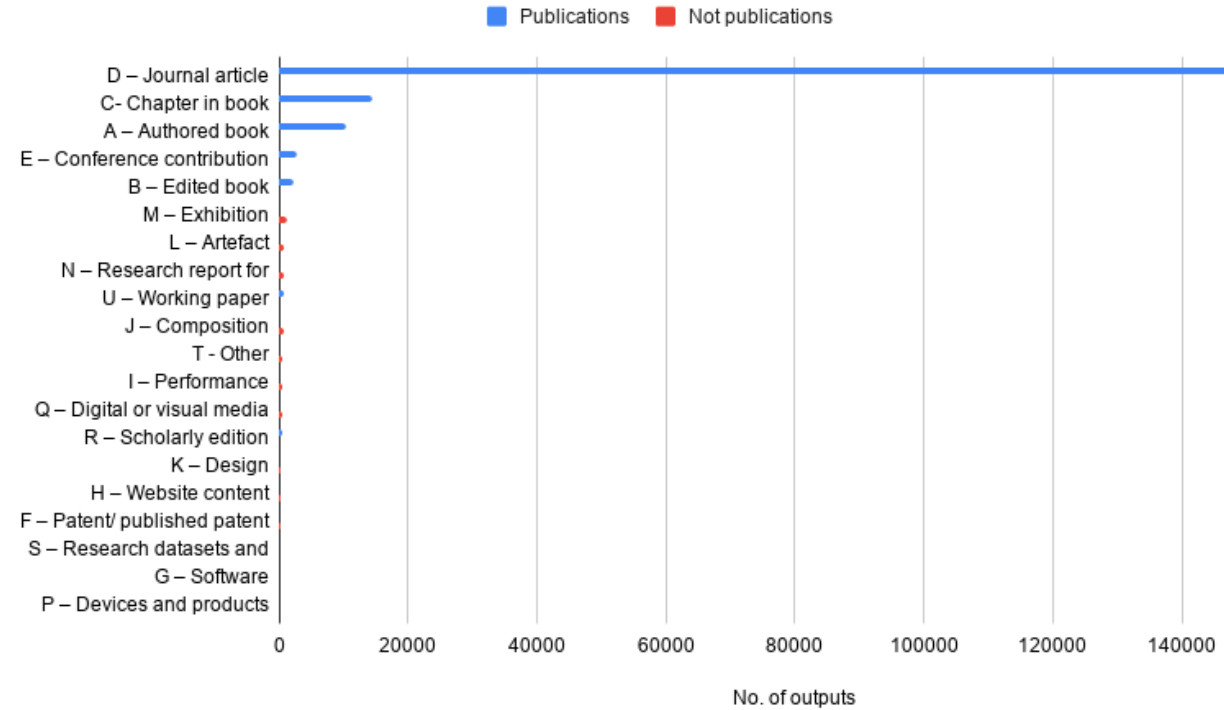
research outputs  
were publications

**Only 3%**

of outputs represented  
all other contributions  
to research

# What is REF-able is valued

REF2014: submissions into publication and non-publication categories

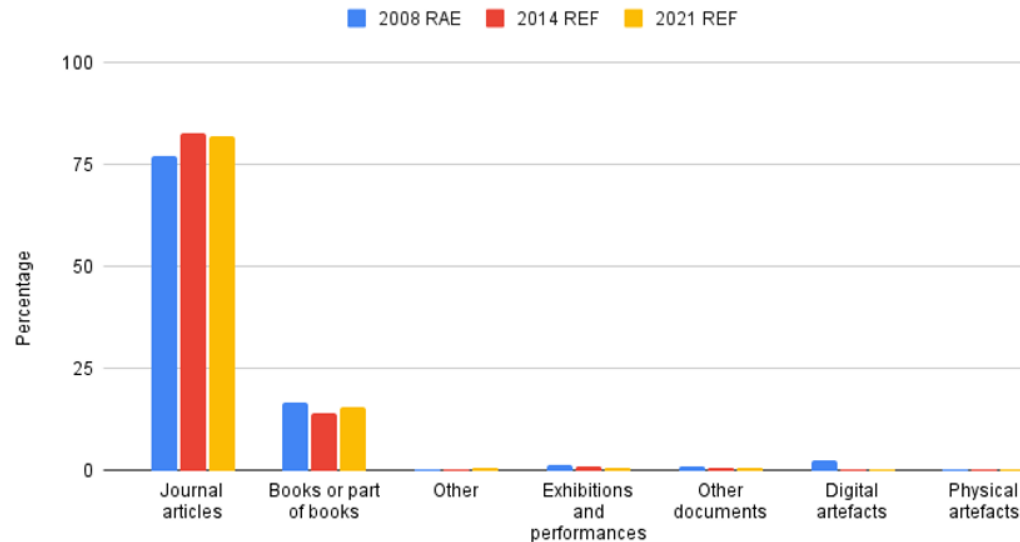




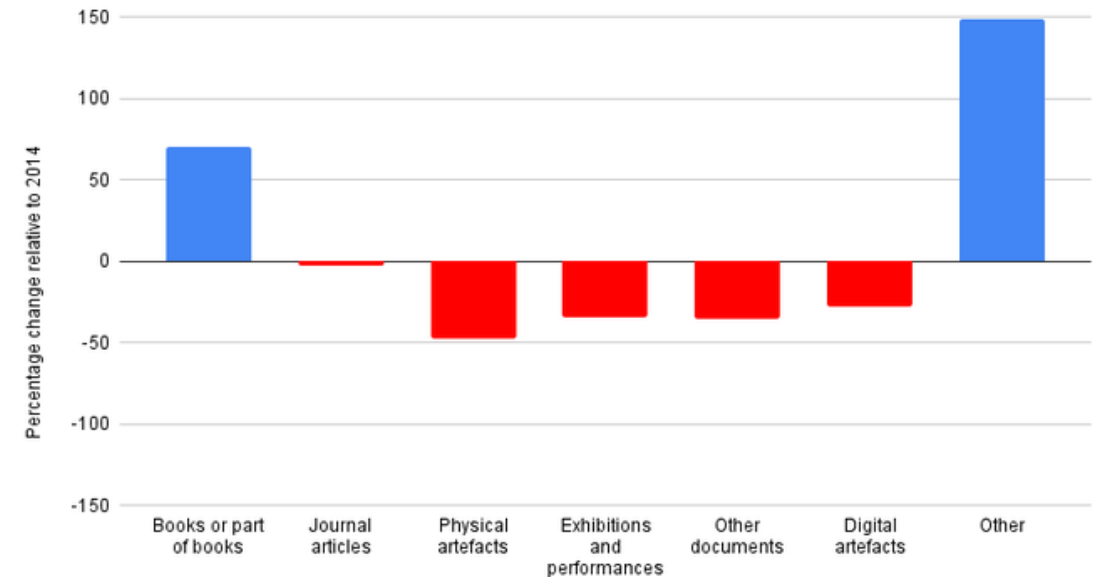
# Why is hidden stays hidden.

Performative competitiveness rather than holistic recognition and reward.

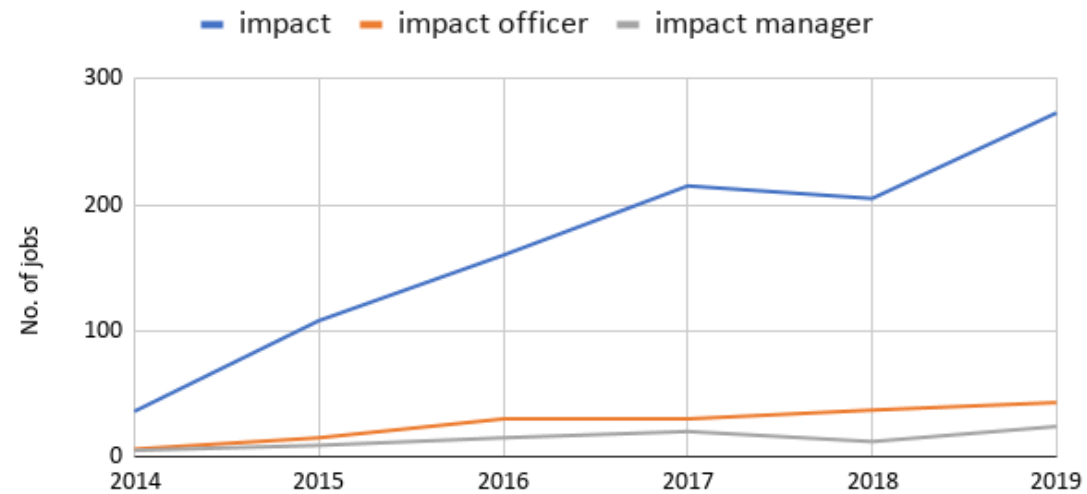
Outputs in each category as percentage of all outputs, RAE 2008, REF 2014 and REF 2021



REF 2021: how outputs changed since 2014

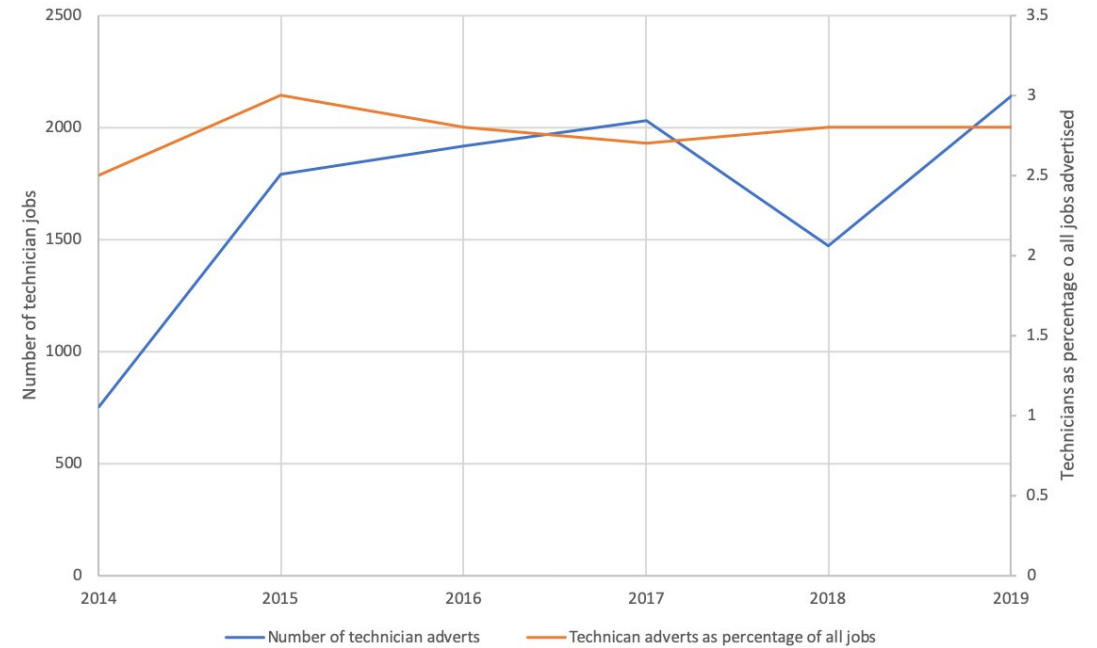


### Impacts jobs



Number of “impact” jobs advertised in jobs.ac.uk per year

### Number of technicians advertised on jobs.ac.uk



Number of technician jobs advertised on jobs.ac.uk per year, normalized against the total number of adverts released that year.

“If we don’t recognise all the work that is vital to research, then we harm our ability to conduct research.”



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## The Hidden REF

- The hidden REF is a competition that recognises all research outputs and every role that makes research possible.
- The main purpose is to campaign for a broader recognition of the work and the people who are vital to research, continues.
- Crowd-sourced submission categories to recognise everyone who contributes to the success of research.

Hidden Role	Training materials and courses	Grimpect
Citizen Science	Enabling access to facilities	Community Building
Standards	Physical artefact	Devices and products
Exhibition	Performance	Patent/Published patent application
Composition	Design	Research report for external body
Confidential report for external body	Software	Website content
Digital or visual media	Research datasets and databases	Translation

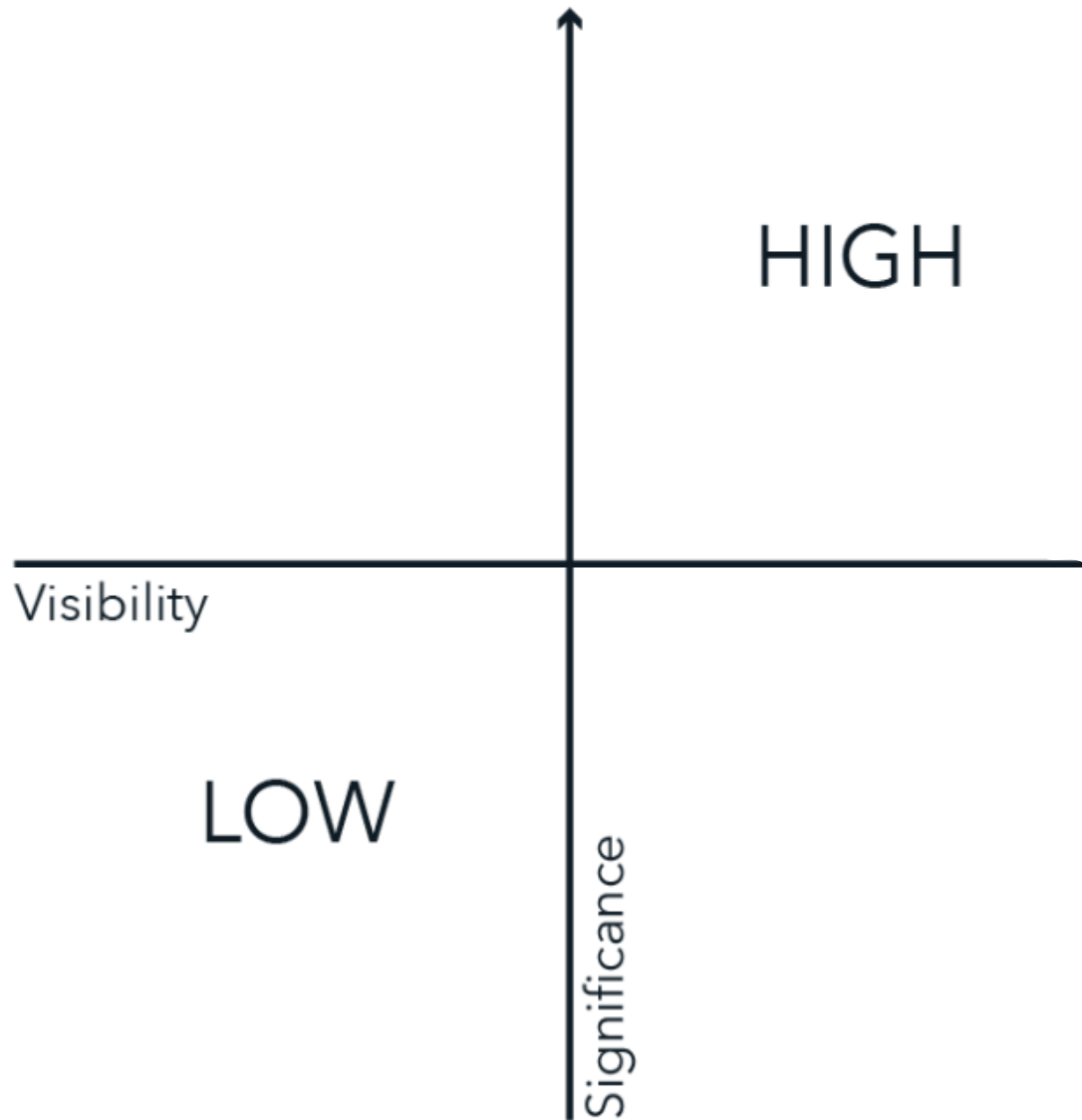


### 5 panels

1. Hidden Role
2. Practices
3. Contexts
4. Applications
5. Communicative







# Evaluation approach

- Peer review
  - Anonymising applications
  - Peer review
  - International and Experts
- Criteria
  - Significance and Degree of oversight (visibility)



“Has clearly been the driving force behind lots of practical changes that have benefited others.”

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“has a central role in helping the next generation of scholar, and this should be recognized.”



“[Submission has an] emphasis on recognition of the need for networking, bridge-building, and listening; skills that are not often recognized or rewarded in academia.”

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“[It’s] clear that this individual has materially contributed not only to the success of the project, but simultaneously created an environment in which others can thrive too.”



# The winners



The 'go to guy' who 'hid his voluminous light under a bushel, so that most of the time people don't realize what essential work he has carried out on a daily basis to keep the laboratory running smoothly'.



Hidden Role Highly Commended. Mr Kevin Atkins, Site engineer at the Marine Biological Association, Plymouth, UK.



*“Library work is often extremely collaborative and multi-disciplinary; it doesn't fit into a world view tied to the traditional REF. The Hidden REF award is a celebration of this collaboration between curators, software engineers and volunteers.”*

Dr Mia Ridge, Digital Curator, British Library

**Winner:** Contexts category for LibCrowds





The Accra (Ghana) Story Mappers. Growing up on the Streets project.  
University of Dundee

*“This story map will improve the image of street children – we are not as bad as you think. We are living in harsh conditions, but we are just trying to make a living.”* Bediako, May 2017.

## **Growing up on the Streets project. University of Dundee**

**Highly Commended:** Applications of  
Research Panel

**Highly Commended:** Hidden Role panel

*“It is fantastic to be able to go back to our youth researchers and tell them they have been recognised alongside technicians and other support staff at top universities. One of our partners talked about being humbled by this recognition, which really is richly deserved.”*

**Prof Lorraine van Blerk (University of Dundee)**

## Edinburgh Race Equality Network (EREN)

A member-led network of racially minoritized staff and allies working to build anti-racist community and advance racial justice within the University of Edinburgh and higher education.

### EREN Purpose and Remit

A network which aims to promote and advance racial justice within the University of Edinburgh and higher education. Our three key areas of activity and our remit can be found here.

### EREN Team

Information on the EREN Team members, how you can join the Network and how to join the Network and Affiliated Networks at the University of Edinburgh.

### EREN REAR Action Plan working group

EREN's REAR Action Plan working group meets to identify key points in the Race Equality and Anti-racism (REAR) plan that EREN would like to provide strategic guidance, intervention and advocacy.

### EREN Islamophobia working group

EREN's Islamophobia working group meets to address and tackle Islamophobia at the University of Edinburgh.

### EREN Events

Edinburgh Race Equality Network (EREN) Events

### EREN Book Club

Details of upcoming sessions and the ground rules of the EREN Book Club. All are welcome to join.

### EREN Blog

Thoughts, opinions and stories are found here on the EREN Blog pages

### EREN Resources

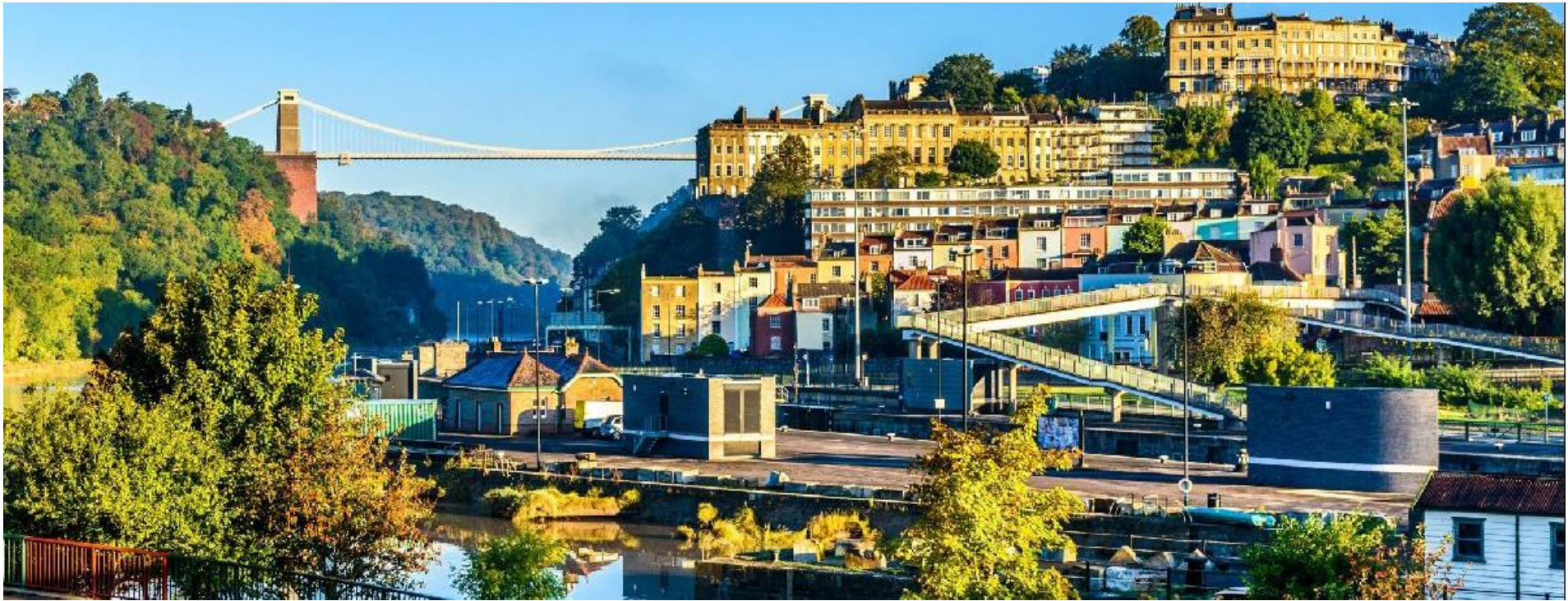
EREN has gathered here some informative resources, including who you can contact, and development opportunities.

## Winner: Contexts panel University of Edinburgh Race Equality Network

*“That our work is seen and recognised. That we have value. That we must continue our work. We have come a long way in 5 years. Let’s celebrate our successes and use them to keep us moving forwards, as the work is far from over.”*

David Creighton-Offord (EREN Co-Convenor)





# The Hidden REF Festival

- “The festival not ending in a riot that requires armed police to intervene”
- 21 September, Bristol (UK)