

**SMI Equality and Diversity
Statement**

January 2020

Updated October 2023

The Society for Musicology in Ireland (SMI) is committed to equal opportunity and fair representation for all its members and those who participate in its activities. At the heart of our mission lies a desire to cultivate a supportive and inclusive community in which colleagues are valued and treated respectfully. The SMI upholds these ideals, both in terms of its administrative processes and scholarly outlook, by:

- Treating equally all members, volunteers, Council members, and members of the public with whom the society engages. In line with Ireland's Equal Status Acts, nobody should encounter discrimination on the following grounds: gender, marital status, family status, age, disability, sexual orientation, race, religion, membership of the Traveller community.
- Promoting good practice and equality of opportunity in the recruitment of Council members, including the Society President, the Honorary Secretary, the Honorary Treasurer, the Honorary Membership Secretary, the Web Administrator, and the Student Representative.
- Prioritizing transparent and unbiased language in all correspondence and criteria for selection processes.
- Encouraging diversity within the Organizing Committees for the Annual Plenary Conference, as well as in Selection Committees for SMI awards, conference grants, and publications in the *Journal of the Society for Musicology in Ireland (JSMI)* and our book series *Irish Musical Studies*.
- Supporting initiatives that increase the presence of under-represented members of the Society.
- Nurturing the work of research students through the Annual Postgraduate Conference and Careers Forum.
- Embracing a wide range of musical cultures and critical approaches in the Society's programme of activities and publications and in its support of external scholarly events.
- Encouraging a spirit of collegiality – founded upon the principles of respect, open-mindedness, and professionalism – among all members of the Society.
- Supporting members at different career stages, circumstances, and socio-economic backgrounds, including but not limited to: students, scholars in precarious employment and independent scholars.
- Taking a broad view of musicology as pertaining to the study of all genres and practices of music, which may be pursued through diverse approaches and methodologies.

By observing these policies, the SMI strives to foster a dynamic scholarly culture that is mindful of issues of fairness and equality.