

## SMI Equality and Diversity Statement

January 2020

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, regardless of age, ability, gender, political belief, race, religion, and sexual orientation. The SMI upholds these ideals, both in terms of its administrative processes and scholarly outlook, by:

- 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* 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.

By observing these policies, the SMI strives to foster a dynamic scholarly culture that is not only mindful of issues of fairness and equality in its membership and community engagement, but also representative of the diversity of musical genre and tradition that characterizes contemporary music studies, both nationally and internationally.

The Society for Musicology in Ireland has charitable tax exemption in the Republic of Ireland, with Registered Charity Number CHY 19361.