

Society for Music Analysis  
Equality and Diversity Mission Statement

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The Society for Music Analysis is committed to the ideals of dignity and equality of opportunity for all people, irrespective of race, gender, age, or any other such characteristic by which people identify themselves or are identified by others. Our aim is to cultivate a scholarly environment that is inclusive, supportive, and free from unfair discrimination. In line with these objectives, the SMA is committed to promoting and developing equality of opportunity by:

- Communicating in clear and unbiased language its commitment to issues of equality and diversity to all its members;
- Establishing and maintaining transparent criteria for any processes followed to select members of the Board of Trustees, Society Officers, Society Representatives, or any selection process (such as consideration of conference participation, SMA Travel Grant awards, or publication);
- Considering the diversity of any groups involved in selection processes;
- Raising awareness of unconscious bias for groups involved in selection processes;
- Taking positive action to redress any under-representation of particular sub-groups within the discipline;
- Establishing and maintaining new activities and strategic initiatives that are of long-term benefit to our under-represented members;
- Establishing and maintaining a commitment to outreach and diversity via the society's Education Officers;
- Developing, fostering, and participating in dedicated roundtables, panels, and other collegial environments for addressing political, ethical, and moral issues;
- Consulting and working with interested groups and individuals, both internal and external.

The SMA's Board of Trustees has responsibility for ensuring that the Society operates within the legal framework for equality and for implementing this policy throughout its activities. The SMA values diversity, and recognises and celebrates the diversity of its membership, both existing and prospective. Any comments on this subject may be directed to the Society's Equality and Diversity Officer, Dr Anne Hyland ([anne.hyland@manchester.ac.uk](mailto:anne.hyland@manchester.ac.uk)).

Anne M. Hyland

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