

Equality, Diversity & Inclusivity policy

The Society for the Medieval Mediterranean recognises that discrimination exists within society. This policy has been created to ensure that in pursuing its aims the Society takes all reasonable measures to eliminate discrimination and to promote equality, diversity and inclusivity.

This policy applies to members of the Society's Executive Board, the Editors, Editorial Board and Advisory Board of *al-Masāq*, in addition to anyone in receipt of funding or sponsorship from the Society, including organisers of the Society's biennial conferences. They are expected to comply with this policy and encourage others to achieve its aims.

The Society is committed to fostering an inclusive culture which values diversity and promotes inclusivity in all of its activities. The Society recognises its legal duties concerning equality and diversity and intends to treat all people equally and with respect, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) or sexual orientation. The Society acknowledges that people may face unequal attitudes, treatment or exclusion from opportunities on many other bases in addition to these, and that different characteristics intersect.

In the course of pursuing its aims, the Society commits to:

- apply objective criteria to assess merit when evaluating and judging applications for prizes awarded by the Society;
- encourage diversity in participants at SMM events and conferences, and among applicants for SMM prizes;
- take reasonable measures to ensure that Society events are accessible to people with disabilities by providing alternative formats for essential materials where resources are available;
- ensure that decisions taken by the Executive Board, the Editors, Editorial Board and Advisory Board of *al-Masāq*, in addition to anyone in receipt of funding or sponsorship from the Society adhere to this policy.

Overall responsibility for this policy and its implementation lies with the Executive Board of the SMM.

This policy has been agreed by the Society's Executive Board. Any new members of the Executive Board, the Editors, Editorial Board and Advisory Board of *al-Masāq*, and anyone in receipt of funding or sponsorship from the Society will be notified of the policy.

This policy will be regularly reviewed by the Executive Board, will be posted on the Society's public website, and all those undertaking activities on behalf of or sponsored by the Society, will be directed to adhere to it.

Last reviewed: November 2020