



AUSTRALIAN AND NEW ZEALAND ASSOCIATION FOR MEDIEVAL AND EARLY MODERN STUDIES

ANZAMEMS Diversity and Equity Statements and Guidelines

Endorsed at the 2022 AGM (11 April 2022)

It is ANZAMEMS's goal to be a community in which all researchers feel comfortable and able to participate equally. ANZAMEMS understands that scholarship is practised by individuals working in many different conditions and with varying degrees of support for their work. We value the involvement of researchers at all career stages, and across the full range of difference within the academy, and we especially welcome newcomers to our community.

The organisation aims to provide a supportive and safe professional environment for all those interested in the study of the medieval and early modern eras and their reception. It supports all individuals—especially those from communities traditionally marginalised by the academy, including but not limited to people of colour, women, disabled people, LGBTQIA people, and members of all faiths—to share their research and develop professional networks within an environment that prizes inclusivity, generosity and courtesy. ANZAMEMS refuses to accept bullying, abuse and harassment of any kind, whether intellectual, institutional, or personal. Because of the range of disciplines and historical periods of interest to our members, ANZAMEMS appreciates that people will approach their work from a variety of critical, ideological and methodological angles. We may not always agree, but we aim to foster an environment of respectful, engaged debate in which prejudice and intolerance have no place.

Our organisation is committed to developing safe mechanisms through which members are encouraged to voice concerns and seek support. This commitment includes the virtual communities fostered by ANZAMEMS and ANZAMEMS- sponsored events and publications.

The appointment of Diversity Officers and establishment of the Diversity and Equity Subcommittee was the first step in realising this commitment. Diversity Officers are members of this Subcommittee. The Diversity Officers will provide a thorough examination of existing processes and policies in relation to equity and diversity, and will continue to review and update these processes and policies on regular basis. The Diversity Officers will report regularly to the Committee on their activities, and will provide a written report to members at each AGM—with particular focus on communicating the ways that diversity has been perpetuated in programming at ANZAMEMS events and publications, and how support for individual researchers has been developed. The Committee will ensure that the Diversity Officers are visible in the ANZAMEMS community so that any member can approach them without hesitation.

ANZAMEMS endorses the MLA's Statement of Professional Ethics, which may be read here:

http://www.mla.org/repview_profethics.