

Position on Accessibility and Inclusiveness

The past months have seen a rise in public discourse on diversity and inclusion within musicological studies and academia. There have also been calls for academic music societies and universities to act and make a change towards a more inclusive environment for all people, especially for those who are marginalized. The Society for Ethnomusicology recognizes that disabled and Deaf scholars, musicians, and performers are part of our community and, as a culturally diverse Society, we must ensure universal access within our organization. We aim for universal access and accommodation, believing the need to create spaces and places that are accessible for all people, bodies, abilities, and needs. Incorporating fully accessible spaces creates a usable environment for all people, and, in turn, strengthens the Society's obligation toward inclusiveness instead of ideologically embedding the problem within the individual.

We commit to creating a more inclusive Society because access is most effective when everyone is part of the solution. In this interest the Society for Ethnomusicology supports accessibility and inclusiveness in the following ways:

- Creating accessible presentations:
 - Use the microphone provided regardless of room size. Individuals have a varying range of auditory perception and, while some people may be able to decipher a presentation without a microphone, aural reception may not be possible for all without it.
 - Describe visual images and aim to include captions for audio and video. When possible use both visual and aural forms of communication in order to enhance access across a diverse group of individuals.
 - Incorporate a high contrast color scheme in order to heighten the definition of text from the background (for example: a white background, black font or reverse) and use a sans-serif font (such as Arial) in a large font size in presentation slides in order to facilitate visibility.
 - Consider uploading papers and/or handouts before the conference so attendees who need to translate the content into another language will have the time and means to do so.
 - Provide hard copies of papers and/or outlines of presentations, including large-print copies (16 pt. or larger) in order to facilitate access for attendees who favor visual reception over aural. Presenters may add a disclaimer as to the privacy of their personal work.
 - When presenting video footage in a foreign language, consider including English voiceovers for attendees with dyslexia.
- Captioning archived streams to ensure access for d/Deaf and hard of hearing members of the Society.
- Including the following in the conference program:

- Full notice of accessible spaces, entrances, and bathrooms within the conference hotel. This includes, but is not limited to, notice of accessible locations and services such as accessible public transit, shops, and restaurants within the area.
- An overall notice of any access concerns the Society or hotel could not address for the conference so attendees are given enough time to make additional arrangements as needed.
- Contact information for d/Deaf and hard of hearing members to request American Sign Language interpreters during conference presentations.
- A detailed list of ingredients (ahead of the conference) and alternate food options for the conference banquet for members of the Society with food allergies or dietary restrictions.
- Limiting use of perfume and fragrances. Many people are sensitive/have allergies to scents and perfumes that can cause migraines and result in them not being able to attend panels and presentations.
- Scheduling more break time in between panel sessions to ensure everyone is given enough time to make it to their next session.
- Providing a room or private area for breastfeeding.
- Providing options for or designating a quiet room with comfortable seating, room to stretch, and low lighting, away from distractions and noise, and without networking for attendees with heightened sensitivity or social anxiety.

A lack of universal access limits a wide range of people from participating in a scholarly environment and perpetuates the privileging of certain bodies and abilities over others. SEM embraces musical and cultural difference as well as the diversity that enriches our scholarship and learning communities. The Society values the inclusion of all bodies, abilities, and modes of communication and commits to creating an accessible environment for those who wish to participate in our conference and Society.