

Society for Military History
Policies and Procedures
Diversity, Equity, and Inclusion Statement

The values of diversity, inclusion, and equity are inextricably linked to the Society for Military History's mission of scholarly, instructional, collegial, and public engagement. Therefore, we are committed to supporting and sustaining an academic community that is inclusive, diverse and equitable for all, one in which civility and respect are fostered, and in which discrimination and harassment are not tolerated.

The organization also recognizes that diversity arises both in social and professional identities, and it does not discriminate because of those, including on the basis of race, color, religion, sex, age, national origin, ethnicity, sexual orientation, gender identity and expression, disability, veterans' status, and marital status as well as the various specialties, methodologies, and approaches of military history. In addition, it does not discriminate on the basis of occupational categories such as tenure-track professors at universities and four-year colleges, community college professors, K-12 teachers, part-time and adjunct professors, public historians, archivists, librarians, historians working in the federal government, museum curators, independent professional scholars, students, and those whose avocation is history.

The SMH defines equity as the fair and just allocation of resources, opportunity, and treatment aimed at enabling success for every member of the community, and it defines inclusion as the act as well as the feeling of belonging. We endeavor to encourage and empower under-represented groups and those who experience systemic inequity to have equal opportunities and feel welcome in our organization and at our events.

We believe that creating an accessible, multicultural, welcoming, and diverse community includes efforts in recruitment, service, mentoring, culture creation, among other actions, and we will strive to further these efforts. Furthermore, history and historians can influence broader society through our teaching, scholarship, statements, and other actions. As a result, the SMH should model equitable, diverse, and inclusive principles when it communicates and interacts with the public. The President and Council, or those they appoint to represent them, will periodically reassess the climate and achievements of the SMH with regard to diversity, equity, and inclusion.