



School of Computer Science Diversity Statement

Providing a supportive and inclusive
environment for staff and students

For more information
School of Computer Science
QUT
+61 7 3138 2240 sef.csenquiry@qut.edu.au

the university
for the real world



The School of Computer Science commits to providing a supportive and inclusive environment for its staff and students. Our school embraces diversity of gender, sexual orientation, age, religion, ability, ethnicity, race and culture.

Our commitment will contribute new values, perspectives, and ways of working to transform industry, government and society. We will build on the work of others from around the world in promoting equity and diversity. We will explore new ideas and new programs to best support our people in learning and teaching, research and leadership.

We work towards achieving a healthy, diverse, inclusive and empowered community by:

- Promoting initiatives that lay the foundations of an inclusive culture that embraces all staff and students regardless of their sexual orientation, age, religion, ability and ethnicity (e.g., Unconscious Bias workshops, Mates Bystander Training).
- Ensuring that the school leadership is inclusive and diverse. Currently, 42% of our leadership team and 30% of our professoriate are women. We're actively pursuing strategies to increase our gender balance and to pursue diversity in all areas.
- Considering performance and achievement relative to opportunity for all staff recruitment and promotion activities.



- Providing flexible work arrangements for all staff, as well as allocating additional resources and support for those staff returning from a career interruption.
- Enacting strategies to support the professional development of female academics and students. This includes equity and diversity scholarships for undergraduate and postgraduate students, writing retreats for women in the early stages of their researcher careers, funding for female staff to attend professional development and leadership workshops, and award nominations that celebrate our diversity.
- Supporting initiatives for attracting girls into careers in computer science and information technology. Through the Start QUT program, we provide female students entering Year 12 a two-week intensive delivery of a first-year Bachelor of IT unit.
- Encouraging and supporting Aboriginal and Torres Strait Islander people to participate in teaching, learning and research through alternative entry pathways, summer research internships and targeted research scholarships.
- Empowering people with disabilities through a range of practical enhancements to our environment (e.g. improving the accessibility of lifts around the computer science office spaces), tailored disability support programs that acknowledge varied approaches to learning across our neurodiverse student population, and research projects focused on disability support (e.g., co-designing new technologies in partnership with people with disabilities).

We support and uphold QUT's values of ambition, curiosity, integrity, inclusiveness and innovation.

Stay in touch

We welcome input as we strive to expand our activities to promote diversity and inclusion. Please email us with any ideas, thoughts, comments or questions you have at csccommunity@qut.edu.au

