

Get involved!

Staff Equity Networks and email groups provide an opportunity for QUT's diverse staff community to gather equity-related information relevant to their interests on a professional and personal level.

Staff Equity Networks encourage exchange of ideas and information, intellectual debate, allow consultation on projects and sharing of expertise. Staff will also get regular news on current events happening on campus, and in the wider community.

Visit www.equity.qut.edu.au/programs/forstaff/networks and join up!

Visit the Equity Section website: www.equity.qut.edu.au

Our website contains:

- events and latest news
- information on staff email discussion groups
- details of QUT's Ally Network and its members
- a list of Discrimination Contact Officers

Email the Equity Section: equityenq@qut.edu.au

Equity Section Locations

Gardens Point
Room X105, Level 1, X Block
Phone 3138 2699

Kelvin Grove
Room C301, Level 3, C Block
Phone 3138 5601

Carseldine and Caboolture by appointment

Staff Equity Networks



Ally Network
Discrimination Contact Officer Network
Diversity Network
GALNet
WomeNet

Equity Forum

The Equity_Forum email group was established to provide a forum for promotion of equity-related programs and activities and for discussion of equity issues amongst QUT staff and students.

Staff use the email discussion group **equity_forum@qut.edu.au** to share ideas, pose questions, seek help, suggest strategies, publicise activities or post other information that may be useful in promoting equity at QUT.

Staff Diversity Network

The QUT Staff Diversity Network is open to all QUT staff from culturally and linguistically diverse backgrounds and staff who strongly identify with, or are willing to support, people from culturally and linguistically diverse backgrounds.

The Staff Diversity Network has an Organising Committee which develops a program of activities focussed on cultural diversity and manages a Language Register.

The **diversity@qut.edu.au** email discussion group provides a forum for members of the Staff Diversity Network and provides opportunities for staff to seek advice and exchange views, provide advice on cultural protocols and language through the language register and to advertise activities of the Staff Diversity Network and the wider community.

Women Staff Network (WomeNet)

The Women Staff Network, or WomeNet, is open to all women at all levels in academic, research, technical, and professional positions at QUT. WomeNet provides opportunities for women staff to network, professional development, and discuss issues affecting them as women staff at QUT.

The **womenet@qut.edu.au** email discussion group provides a forum for women staff at QUT to discuss issues of common interest, to advertise events and promote other activities of interest to women staff.

How to subscribe to staff networks

Equity Forum, the Diversity Network and WomeNet are self-subscription groups through QUT Virtual. This means you can subscribe and unsubscribe as needed.

- 1 Go to *Interest Groups* in QUT Virtual
- 2 Click on *Interest Groups* main menu
- 3 Choose *Self-Subscription groups*
- 4 Find the relevant interest group
- 5 Click *Subscribe*

Gay and Lesbian Network (GALNet)

The QUT Gay and Lesbian Staff Network (GALNet) began in November 1993. This network is open to staff who identify as lesbian, gay, bisexual, transgender, intersex or queer (LGBTIQ).

The group meets socially, as well as formally on issues relating to working at QUT and on issues affecting the LGBTIQ community. This group is managed for and by LGBTIQ staff and membership to the group is NOT managed through QUT Virtual therefore membership is confidential. Email **galnetenq@qut.edu.au** to talk to the GALNet Administrator.

Discrimination Contact Officer Network

A Discrimination Contact Officer (DCO) is usually the first point of contact and information for staff and students involved in a complaint of discrimination or harassment (eg race, gender, sexuality, or disability discrimination).

A Discrimination Contact Officer may be approached by a staff or student who has experienced discrimination or harassment, or if a complaint of discrimination or harassment has been made against them. Supervisors and managers may also seek advice if involved in conciliating a complaint.

Discrimination Contact Officers are provided with formal training on legislation and policy covering discrimination and harassment and how to handle complaints with sensitivity and confidentiality.

Ally Network

The Ally Network is a joint initiative of the University and the Student Guild. It aims to create a university environment that is safe and welcoming of staff and students who identify as lesbian, gay, bisexual, transgender, intersex or queer (LGBTIQ).

The Ally Network consists of trained staff who have an understanding of and are familiar with sexuality and gender issues and can provide support to LGBTIQ staff and students by providing 'safe zones' and a point of contact.

Becoming an Ally or Discrimination Contact Officer

Ally Network members and Discrimination Contact Officers perform an important function by providing advice, support and referral to staff and students on issues surrounding sexuality and gender, discrimination and harassment. To become an Ally Network member or Discrimination Contact Officer refer to the Equity Training and Development Calendar for relevant training dates at

www.equity.qut.edu.au/programs/forstaff/trainingdev/