

## INDUSTRY INCLUSION INSIGHTS • 2023 AWEI SURVEY

### Sector: Private Company

Industry: Rental, Hiring and Real Estate Services

#### General data

All data (All)		Industry (R,H&R)	
<b>192</b>		Organisations	9 4.7%
<b>40,331</b>		Respondents	1669 4.1%
<b>10,085</b>	25.0%	LGBTQ+ respondents	277 16.6%
<b>9,972</b>	24.7%	% respondents of Diverse Sexuality	276 16.5%
<b>5,220</b>	52.3%	% of Diverse Sexuality respondents 'out'	156 56.5%
<b>1,119</b>	2.8%	% respondents of Diverse Gender	22 1.3%
<b>464</b>	41.5%	% of Diverse Gender respondents 'open'	8 36.4%

#### Location

Respondents in this industry span all states and territories. A greater proportion of responses were received from NSW (All: 33.7% vs R,H&R: 48.1%) & VIC (All: 23.4% vs R,H&R: 11.4%)

Only 10.5% of Rental, Hiring and Real Estate Services industry respondents work outside of Capital city (city centre or suburbs) locations. 60.5% are based in City centres (vs All: 51.6%), with fewer in suburban Capital city locations (All: 33.2% vs R,H&R: 29.1%).

#### Organisation position

4.9% more respondents are employed in full time roles (All: 83.6% vs R,H&R: 87.7%), and there are also 16.1% more respondents likely to be in temporary/casual roles (All: 2.5% vs R,H&R: 2.9%).

They are also.

- 19.3% more likely to have been employed less than one year (All: 19.2 % vs R,H&R: 23.0%).
- 20.3% more likely to have been employed for between 1-10 years. (All: 51.8 % vs R,H&R: 62.3%).

- 34.7% less likely to have been employed between 10-20 years, (All: 19.5% vs R,H&R: 12.7%), &
- 78.6% less likely to have been employed over 20 years, (All: 9.5% vs R,H&R: 2.0%)

Respondents are 9.8% more likely to identify being in a position of CEO or equivalent or their direct reports (All: 3.7% vs R,H&R: 4.1%), and 12.4% more likely to be in level 2 positions reporting to level one staff (All: 29.6% vs R,H&R: 33.3%), and are 45% less likely to be New workforce entrants (All: 6.3% vs R,H&R: 3.5%),

#### Organisation inclusion

Respondents are:

- ✓ 5.2% more likely to believe their organisation is genuinely committed to LGBTQ diversity & inclusion (All: 85.2% vs R,H&R: 89.6%).
- 8.1% less likely to believe their organisation should put more effort into this aspect of diversity & inclusion (All: 45.7% vs R,H&R: 42.0%).

## Awareness and visibility

Within the last year:

- ✓ 10.7% more respondents are aware of training being available (All: 68.0% vs R,H&R: 75.2%),
- ✓ 17.9% more respondents attended training (All: 47.4% vs R,H&R: 55.9%).

## Bullying and Harassment

Respondents in this industry are more likely by:

- ✓ 13.0% to feel negative commentary/ jokes/innuendo targeting people of diverse sexuality and/or gender are acted upon quickly (All: 59.1% vs R,H&R: 66.8%),
- ✓ 9.9% to feel managers are willing to address workplace incivility targeting people of diverse sexuality (All: 66.0% vs R,H&R: 72.5%),
- ✓ 10.8% to feel managers address workplace incivility behaviours towards people of diverse genders (All respondents: 65.1% vs R,H&R: 72.2%),
- ✓ 7.6% to agree there are identified avenues to safely report bullying and harassment related to sexuality and/or gender (All: 75.9% vs R,H&R: 81.7%)

They also are:

- ✓ 20.8% less likely to have witnessed workplace incivility (All: 14.8% vs R,H&R: 11.7%)
- ✓ 13.8% less likely to have witnessed more severe behaviours (All: 4.6% vs R,H&R: 4.0%)
- ✓ 32.0% less likely to say they would not report workplace incivility (All: 5.3% vs R,H&R: 3.6%)
- ✓ 37.2% less likely to say they would not report severe behaviours (All: 1.7% vs R,H&R: 1.1%)

On the negative side they are 8.5% more likely to say that **no one** called out workplace incivility (All: 28.6% vs R,H&R: 31.0%)

## Health & Wellbeing

Respondents are reporting more positively within health and wellbeing factors.

- ✓ 9.0% more respondents feel a sense of belonging at their organisation (All: 76.1% vs R,H&R: 82.9%),
- ✓ 8.2% more likely to feel engaged within the organisation and their role (All: 80.7% vs R,H&R: 87.3%),

- ✓ 7.3% more feel they can be themselves at work (All: 82.1% vs R,H&R: 88.0%)

## Allyship

Rental, Hiring and Real Estate Services respondents are more likely to agree by:

- ✓ 8.4% that employees who wish to be allies are supported to do so (All: 70.6% vs R,H&R: 76.5%)
- ✓ 7.8% to knowing of active allies within my immediate area (All: 65.2% vs R,H&R: 70.3%)
- ✓ 9.4% to knowing of material or training available that would show them how to be an active ally (All: 55.0% vs R,H&R: 60.1%)

7.9% more respondents feel they are active allies (All: 43.2% vs R,H&R: 46.7%) and 30.0% fewer say they are "not an ally" (All: 3.6% vs R,H&R: 2.5%).

## LGBTQ+ respondents

This industry has 33.6% fewer respondents who are LGBTQ+ (of diverse sexuality, diverse gender and/or trans experience).

They are:

- 58.4% less likely to identify with a non-binary gender identity (All: 2.2% vs R,H&R: 0.9%)
- 12.2% more likely to identify as straight (All: 72.9% vs R,H&R: 81.8%),
- 42.1% less likely to identify with emerging sexual orientations (bi-pan sexual/ Queer/Asexual/different term) (All: 13.1% vs R,H&R: 7.6%)
- 60.6% less likely to use non-gendered pronouns (gender-neutral, rolling, or other pronouns) (All: 3.7% vs R,H&R: 1.4%).

## LGBTQ+ inclusivity within Rental, Hiring and Real Estate Services

Rental, Hiring and Real Estate Services respondents are 5.0% more likely to be out in the workplace.

There were only 18 respondents of diverse gender who answered questions relating to being 'open' in the workplace, this does not provide an adequate number of responses for analysis for this cohort.

Rental, Hiring and Real Estate Services LGBTQ+ respondents are:

- ✓ 7.7% less likely to agree they had experienced discrimination in the past in this workplace (All: 18.7% vs R,H&R: 17.3%)
- ✓ 13.8% less likely to spend time editing conversations or hiding who they are (All: 29.8% vs R,H&R: 25.7%)
- ✓ 14.5% more likely to feel active allies have positively impacted their sense of inclusion (All: 63.0% vs R,H&R: 72.2%),
- ✓ 9.0% more likely to feel that the level of executive endorsement of sexuality and/or gender diverse inclusion initiatives has been positive (All: 71.2% vs R,H&R: 77.6%),

Those 'out' at work are:

- ✓ 12.6% more likely to feel inclusion initiatives have had a positive impact on how they feel about their own sexuality (All: 71.5% vs R,H&R: 85.5%)
- ✓ 10.5% more likely to agree that there are visible out role models similar to themselves (All: 68.3% vs R,H&R: 75.5%)
- ✓ 9.4% more likely to feel their performance is positively impacted by being out (All: 61.8% vs R,H&R: 67.5%)
- ✓ 7.1% more likely to believe their sexuality would **not** have any impact on career progression (All: 79.4% vs R,H&R: 85.0%).
- ✓ 5.5% more likely to agree they have not encountered any exclusion based on their sexuality (All: 83.2% vs R,H&R: 87.8%)

Those 'not out' are:

- ✓ 49.9% less likely to fear being the target of discrimination due to their diverse sexuality (All: 23.2% vs R,H&R: 11.6%)
- ✓ 39.1% less likely to feel being out at work would negatively impact their career progression (All: 22.9% vs R,H&R: 14.0%)
- ✓ 30.7% less likely to be concerned they would become the target of sexualised jokes/innuendo (All: 23.5% vs R,H&R: 16.3%)
- ✓ 35.7% less likely to feel the negative social media commentary and mainstream news media reporting targeting LGBTQ people has impacted their willingness to be out (All: 27.1% vs R,H&R: 17.4%)

37.7% fewer respondents of diverse sexuality have agreed to being the target of workplace incivility behaviours, and 54.1% fewer to serious bullying and harassment.