

## Diversity in the Housing sector Quiz

- **According to the Inside Housing survey conducted in 2021, from the organisations that responded, how many had all-white executive teams??**
  - a) 36
  - b) 41
  - c) 62
  - d) 84

Answer: **62 (out of 101 respondents)**, the number of associations with all-white executive teams. Four provided no information on ethnicity of executives

- **Based on the same survey respondents, how many associations said they had all white boards?**
  - a) 14
  - b) 25
  - c) 38
  - d) 52

Answer: **25**, the number of associations responded they have all-white boards, out of 101 respondents

- **Based on the same survey respondents, what percentage of board members were women?**
  - a) 14%
  - b) 26%
  - c) 53%
  - d) 41%

Answer: **41** Percentage of board members who are women. **31** Associations with only one woman at executive level. Four have only one woman at board level. **42** Percentage of executives who are women.

When Inside Housing did its first survey in 2016, 4 in 10 board members were female and that figure has barely changed since.

- **Based on the same survey respondents, what proportion of housing association board members identify as LGBT?**
  - a) 1.6%
  - b) 2.6%
  - c) 3.1%
  - d) 4.2%

Answer: **2.6%**. This equals to **30** board members who identify as lesbian or gay. There are no trans people at exec or board level.

- **What proportion of housing association board members identify as living with a disability?**
  - a) 1.6%
  - b) 4.9%
  - c) 3.1%
  - d) 2.7%

Answer: **4.9%** of board members who landlords were able to tell us are disabled. This is still well below both estimates of the number of disabled people in the UK population (24%) and the number of social homes that include a disabled resident (also about 18% in England).

Inside Housing also included some questions relating to schooling of Board members and Exec teams to get a better understanding of socio-economic backgrounds of those in senior leadership but the responses were disappointing but few associations provided any answers. Out of the G15, no associations provided this data.

A total of 71 associations did not provide any data on the schooling of their board members. For those that did answer (around 30 associations), 9% of board members attended an independent school aged 11-16, and another 9% preferred not to say. Forty-two associations provided an answer relating to their executive, giving us a figure of 8%. However, it is hard to interpret these answers from such a small sample.

In total, only 31 executives and 29 board members were eligible for free school meals as children, with the vast majority not sharing or holding this information.