

# WISH Annual Survey 2023

## Responses:

<p><b>196</b> (146 in 2022)</p>	 <p>...<b>72%</b> work for Housing Associations or Local Authorities</p>	 <p>...<b>63%</b> work in manager/supervisor roles or as a member of the Senior Team</p>
<p><b>79%</b> WISH members</p>	<p><b>15%</b> non-WISH members</p>	<p><b>6%</b> not sure (13% in 2022)</p>
<p><b>We asked how information about WISH membership is shared with colleagues...</b></p>		
 <p>...<b>34%</b> said that it is their <b>Lead Member</b> who circulates information...</p>	 <p>...and <b>37%</b> were <b>unsure or didn't think information was shared with colleagues.</b> (40% in 2022)</p>	
<p><b>We asked if respondents had personally had any engagement with regional WISH Board members....</b></p>		
<p><b>46%</b> Yes</p>	<p><b>47%</b> No</p>	<p><b>7%</b> Unsure</p>
<p><b>We asked if respondents had previously attended WISH events (online or in person) the results showed...</b></p>		
 <p><b>44%</b> have attended both in person and online events</p>	 <p><b>10%</b> have attended in person only and <b>14%</b> online events only</p>	 <p><b>27%</b> have never attended any of our events. (32% in 2022)</p>
<p><b>We asked about topics people would like to see covered at our events, the top 5 responses were...</b></p>	<ul style="list-style-type: none"> <li>• <i>Career Development</i></li> <li>• <i>Leadership and Management</i></li> <li>• <i>Wellbeing and Health</i></li> <li>• <i>Self-awareness</i></li> <li>• <i>Sector/industry hot topics</i></li> </ul>	
<p><b>We asked respondents about the biggest barrier to attending events. The top three reasons given were....</b></p>		
 <p>A lack of time... <b>58%</b></p>	 <p>Times events are being held <b>23%</b></p>	 <p>Travel &amp; transport <b>17%</b></p>
<p><b>We asked what time of the day would be most convenient to attend events....</b></p> <p><b>The results showed no preference - a very equal split between AM, lunchtime, PM and evening</b></p>		

We asked about whether respondents would be interested in mentoring....	Yes – as a mentee 49%	Yes – as a mentor 41%	No 30%
We asked about the type of training that would help people in their roles from a drop down menu the most popular options chosen were.... <ul style="list-style-type: none"> <li>• Conquering ‘I’m not good enough’</li> <li>• Managing a busy workload</li> <li>• How to set, plan and achieve personal &amp; work goals</li> <li>• Personal coaching and support</li> </ul>	<b>Other suggestions included:</b> <ul style="list-style-type: none"> <li>• Establishing networks</li> <li>• Changing careers</li> <li>• Becoming a Board member</li> <li>• Challenging unconscious bias</li> <li>• Strategic thinking</li> </ul>		
We asked what other services respondents would like to see WISH provide:	Sessions at conferences – 121 Sessions within member organisations – 84 Advice & guidance on gender quality – 42		

## Gender Equality and Hear Her Voice:

We asked if respondents felt that there are barriers preventing women from progressing careers in housing.. <b>51% said Yes (up from 25% in 2022)</b>		
 <p>The vast majority (86%) of respondents felt that the thing that has the most positive impact on women’s careers in housing is support from the Executive and Senior Leadership Team.</p>	<b>We asked whether people had personally experienced gender inequality in their housing career...</b>  41% said YES 58% said NO  Examples provided included men in the top roles, returning to work post maternity, being overlooked for roles, men ‘sliding’ into roles	
We asked if respondents felt that their voice/opinion had ever been overlooked because of their gender.....	YES - 53%	NO – 47%
We asked respondents if they had observed women being interrupted or talked over in meetings or group discussions...		
 76% said YES  24% said NO		
We asked respondents if they had ever been in a situation at work where a woman’s ideas were ignored, but the same idea later acknowledged when repeated by a male colleague... <b>51% said YES</b>		
We asked if respondents felt that gender biases affected the way women’s expertise and opinions were received where they worked...		

44% YES		40% NO		15% NOT SURE	
We asked if respondents had personally experienced sexism in the workplace...				39% (27% 2022)	 61%
We asked how frequently respondents felt that they had to assert themselves more than a man to be heard in the professional environment...			Most people answered 'sometimes' from a choice between often sometimes or never.		
We asked if respondents felt that they had to work harder than male counterparts to get the same opportunities...			55% said YES		
We asked how respondents were currently working....		<ul style="list-style-type: none"> <li>• <u>53%</u> of respondents work over 50% of the time at home</li> <li>• <u>27%</u> of respondents work over 50% of the time in the office</li> <li>• <u>19%</u> split between office and home</li> <li>• Only 23% think changes in working arrangements are having a negative impact on women's careers. With VISIBILITY being the main issue</li> </ul>			
We asked if respondents were aware of our Presidential Campaign for 2023/24...				23% said YES	

## Social Media:

<p><b>LinkedIn</b> is the social media platform most used by respondents (<b>80%</b>) followed by Facebook (<b>72%</b>), Instagram (<b>59%</b>) and then Twitter (<b>27%</b>).</p> <p>Of those who follow WISH on social media, and this is they are most likely to use <b>LinkedIn (68%)</b>.</p>	<p>The content people would like to see more of on social media included <b>hearing from inspirational women</b>, connecting to other women and updates on job opportunities.</p>
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## The Profile of Respondents:

<ul style="list-style-type: none"> <li>• 99% of all respondents are female</li> <li>• 82% of all respondents are White</li> <li>• Almost 50% have caring responsibilities</li> <li>• The majority are in the age group of 35-54 years</li> <li>• 23% have a disability (increase from 10% last year)</li> <li>• 49% have a religion or belief</li> <li>• 83% identify as straight</li> </ul>	
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