

MFAA DIVERSITY, EQUITY AND INCLUSION (DEI) SURVEY



FEBRUARY 2024



370 MFAA members completed the survey



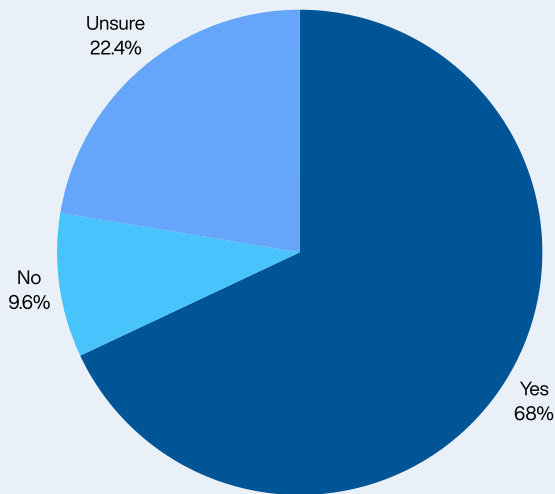
The survey asked MFAA members about their experience and perceptions on DEI



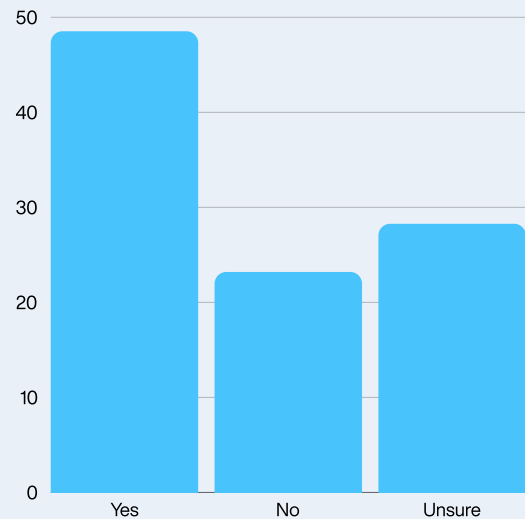
The survey provides a snapshot of the industry

Industry leaders are viewed as being open-minded about promoting DEI

Do you believe our industry leaders are open-minded about promoting diversity and inclusion?

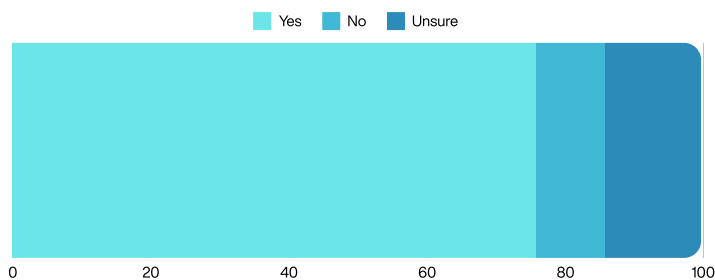


Do you believe our industry leaders consider diversity and inclusion to be an important business priority?

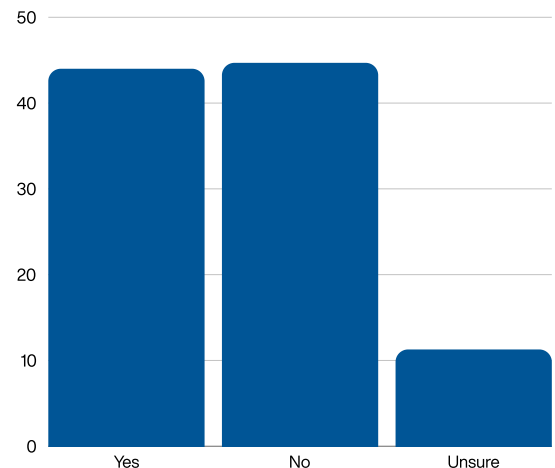


Most people would promote the industry to people of diverse backgrounds, but less than half believe there is a business case for DEI

Would you promote this industry to individuals of diverse ethnicities, ages, sexual orientations, and genders?



Do you believe that greater support for diversity and inclusion within the industry will have a positive impact on a business' bottom line?



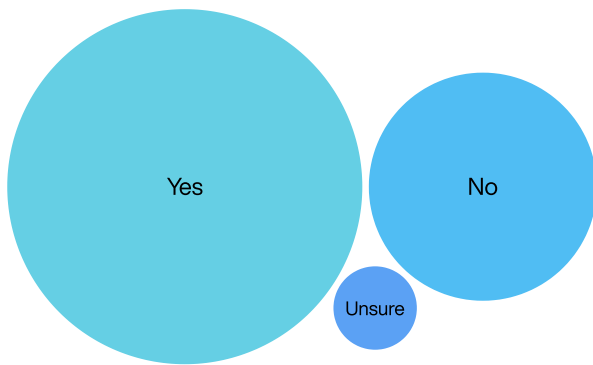
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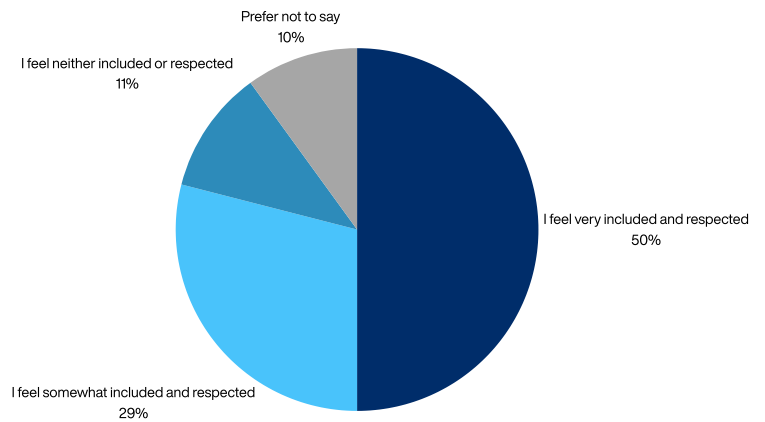
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While having a diversity of representation is seen as important to most of our members, only half feel fully included and respected

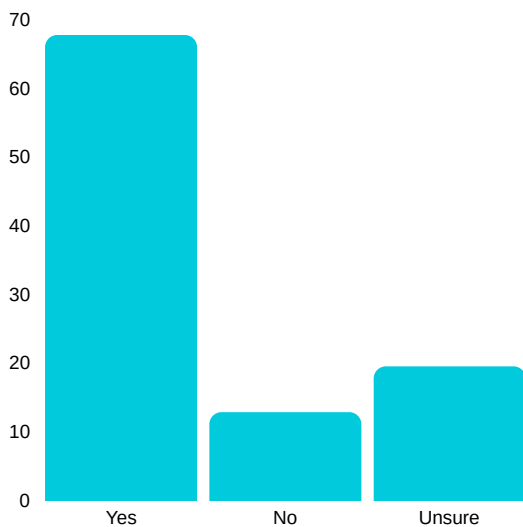
Do you think having industry members with a diversity of representation, experience, perspectives and beliefs is important to the industry?



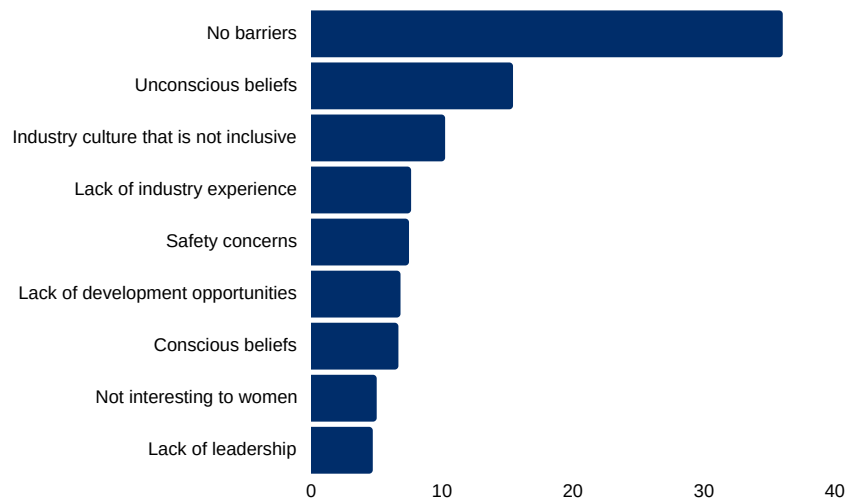
What are your personal experiences around inclusion?



Do you believe everyone, regardless of gender, race, age disability, sexual identification or orientation is provided the same opportunities for development and advancements?



What do you believe are the biggest barriers for women working in this industry?



The Mortgage & Finance Association of Australia (MFAA) is the peak national body for the mortgage and finance broking industry with over 15,000 members. MFAA members include mortgage and finance brokers, aggregators, lenders, mortgage managers, mortgage insurers and other suppliers to the mortgage and finance broking industry. Our purpose is to empower our members to prosper and thrive, ensuring Australians benefit from competition and choice.