

Queers
inProperty

Media & Corporate *Kit*

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Queers in Property
(QIP) is a *network for*
LGBTIQ+ people
in the property
and construction
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empowerment and
professional support.

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Fact Sheet



Our Pillars

Based in *Melbourne*, Queers in Property is an independent network connecting LGBTIQ+ people in the property and construction industry for *visibility*, *empowerment* and *professional support*.

We are a growing community of 175+ same sex attracted and gender diverse people in all fields of property and construction including development, construction, marketing, creative, media, planning, surveying, engineering, design, facilities management, recruitment, sales, facilities management and more.

We provide opportunities to meet, learn, grow and succeed in an industry where diversity and inclusion are not widely established and where LGBTIQ+ are underrepresented.

Our pillars are:

1. Visibility

By seeing each other and being seen in our industry, we create friends and role models, challenge discriminatory attitudes, and encourage acceptance.

2. Empowerment

We want members to see their own journey as a source of strength, and to be comfortable in being themselves in the workplace.

3. Support

QIPs can build their networks of LGBTIQ+ professionals for mutual professional growth. We're here to share stories and experiences to support our community and allies.

What we offer

In *everything* that we do, we seek to foster *safe spaces* to grow, learn, and build a better future together (while having some fun along the way).

The networking, education and social initiatives we currently provide are:

General Networking

Events occur regularly with only a few formalities. They are a free platform for the QIP community to connect in a welcoming and fun environment.

QHouse

Our event series focussed on topics that inform and evolve our industry. Subjects range from diversity and inclusion to relevant property content on sustainability, social impact, innovation, and design. Where possible, we showcase the achievements and work of our members and provide speaking opportunities. This allows members to build confidence and their profile in the industry.

QConnect

One-on-one connections through a monthly random pairing of two members to broaden personal networks.

Accountability Buddies

We encourage members to help each other set and achieve goals and keep each other accountable. Kind of like reciprocal mentoring.

Company Assist

We consult with property and construction companies about how to be more diverse and inclusive, and can refer you to educational services around gender identity, diversity and inclusion policies, mental health, and LGBTIQ+ inclusive practices.

Charity Work

Fundraise, volunteer and raise awareness for causes that enrich our industry and the broader community.

Companies, why *you* should get involved

The *property and construction industry* can often feel unsafe and intimidating for **LGBTIQ+** identifying people. We need the efforts and *open hearts* of companies to help create *equal opportunity* and **safe spaces for LGBTIQ+ people.**

Research* has shown that:

- › Only 32% of people at work who identify as LGBTIQ+ are out to everyone with whom they work;
- › LGBTIQ+ people in organisations with strong LGBTIQ+ leadership were 1.5x as likely as workers with none, to be out to everyone at work; and
- › Employees in organisations which are highly LGBTIQ+ inclusive are twice as likely to achieve and innovate.

We need you to get involved by creating pride networks where you have the resources to do so and / or connect your LGBTIQ+ employees with Queers in Property.

How you can partner with us:

We rely on the generosity of partner organisations, collaborators and QIPs to deliver our events and resources.

You can support us by bringing awareness to our events within your organisation, and by providing goods, services, or ideas for our events. There are many meaningful angles for partnership which we'd be pleased to discuss with you.

If you're an industry or LGBTIQ+ group and would like to collaborate, get in touch and we can make it happen.

*Diversity Council Australia (Brown, C., O'Leary, J., Trau, R., Legg, A.)
Out At Work: From Prejudice to Pride, Sydney, Diversity Council Australia, 2018.

Media

You play an *important role* in connecting queer people in property.

The network started through word of mouth and requires the trust of one on one connections.

However, your coverage of Queers in Property events helps us make new connections outside of our word of mouth networks.

We're thankful for the media coverage so far, including:

The Coming Out of Queers in Property

Curve, 16 October 2019

Out at Work? Queerleaders in Property

Urban Developer, 17 October 2019

Breaking Barriers in Property

John Masanauskas, Herald Sun, p.11, 17 October 2019

New LGBTQI networking groups aim to reduce stigma for community in property and construction industries

Domain, 12 December 2019

A chat with Victoria Dixon / Project Coordinator Multiplex and Diversity Champion

Gazella, 28 January 2020

Building an Inclusive Industry

Building Connection, 29 January 2020

Multiplex Flies the Flag for IDAHOBIT

Building Connection, 19 May 2020

Quotes



When the *Employee Experience team* was approached by a group of employees to set up a *Pride at Domain Group*, there was *no hesitation in supporting it*. To me the importance of this group is to send a clear signal to both current and future employees that *we see all for who they are*—and we want everyone to *bring their whole self to work*.

Rosalind Tregurtha
Group Director — Employee Experience, Domain



Its important to me to be a *queer ambassador* in the *construction and design industry*, an environment where people are still facing opposition to being their true selves. Using our respective positions in the industry to *lead for a genuine change* that the vast majority of society has aligned itself with, but which within our sector many are left wanting.

Chris McCue
Director, Carr



The Armitage Jones team wanted to thank the QIP team for an *amazing League of Legendary Lesbians event*. We have all debriefed on what a *positive, supportive and authentic event* it was. It really *sets the benchmark* for not only property industry events but *LGBTIQA+ events*. While we were so *proud* to have hosted the event we were even more *proud* to be apart of an event that was full of such lovely people who made each other feel so *welcome*. You should all be so proud of what you have created and Armitage Jones looks forward to supporting QIP and the work that you are doing in the future.

Olivia Christie
Director, Armitage Jones



Rainbow Womxn, a network for *professional LGBTI+ womxn*, has grown organically through *connections* made with Queers in Property / League of Legendary Lesbians members. We look forward to working together in the future to *increase visibility of queer people* in professional spaces.

Alix Sampson
Rainbow Womxn



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General Media Release



General Media Release

Queers in Property (QIP) is a *network* for **LGBTIQ+** people in *property* and *construction* to *connect* and *support* one another by building a **safe and inclusive community** and **change attitudes** in the industry.

QIP found the level of openness and acceptance in the industry didn't seem to align with available research and in certain sectors within the industry, members still find it difficult to be open about their same-sex attraction or gender diversity. Some are concerned that being out might negatively impact their career prospects and professional development, or worse, make them a target for bullying and harassment.

QIP have instituted a series of regular networking events and other resources to connect and elevate queer people in property and construction and improve representation and inclusion.

Founded by Meg Patten, Marketing Manager at Riverlee; Ben Rowe, Senior Development Manager at Riverlee and Rossco Karabeles, National Director at The Property Agency, and with a board of eight energetic and committed queer-leaders, the network is being driven by years of collective industry experience.

Meg explained that the property industry can feel intimidating to anyone who is not a straight identifying cisgender person and QIP aim to change that.

"Being a queer woman in property isn't easy, because of the double minority status, and because there just isn't that many of us. We aim to build a diverse queer movement representing all identities and abilities through the power of visibility. Through seeing each other and being seen, we challenge discriminatory attitudes, increase self-worth and champion acceptance," she said.

With an underlying purpose to change the attitudes and constructs within an industry shaped by privilege, Queers in Property builds inclusivity and representation and cultivates a community of queerleaders; a person who is a champion of queer change within the property industry.

For more information on Queers in Property visit queersinproperty.com.au or follow on Facebook, Instagram and LinkedIn.

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Frequently Asked Questions



FAQ's

What is a QIP?

QIP is an acronym for Queers in Property. A QIP is an LGBTIQ+ person in property and construction.

What is a Queerleader?

(noun) A Queerleader is a champion of change; someone who promotes diversity and inclusion; within the property and construction industry.

Isn't Queer offensive?

Depends who and how you're saying it. We're using it as a term of empowerment to include all sexualities and gender identities. Taking back something that was once used to insult. We're not game enough to use some of the other obscenities we've been called because we need you good folk in companies and the media to support us.

We acknowledge that we may not always get it right, but commit ourselves to being open to change and willing to continue learning from the people we are hoping to represent.

Do you have to be LGBTIQ+ to get involved?

No. Allies are encouraged to come along to our events and learn how to back us to thrive in the workplace. Generally our content and events will be provided and run by LGBTIQ+ people as we want to chart our own path, but you can help by showing up in support for us.

How many are you?

We started as three, we have a board of eight and now we're more than 175. We are inclusive and we interact regularly. We have QIP's in development, construction, marketing, planning, quantity surveying, engineering, design, facilities management, recruitment, and so many more sectors.

It's not been easy to find one another. Not everyone is 'out', so we started asking around and have slowly connected with those who are in a position to.

I'm an employer in the property and construction space. Should I promote QIP's to my employees?

Yes. Supporting LGBTIQ+ people to bring their whole selves to work will pay dividends. The DCA Out at Work study is a must read for employers. It says that LGBTIQ+ employees who are 'out' at work to everyone are:

- > 50% more likely to innovate than workers who are not out to everyone;
- > 35% more likely to work highly effectively in their team; and
- > 28% more likely to provide excellent customer/client service.

FAQ's

How can I support my queer staff?

So many ways, but here are a few to get you thinking:

1. Promote a culture that is inclusive and supportive of diversity. That includes the boss man (yes, we're making an assumption).
2. Training! Understand the difference between gender, sexuality and what the letters in the LGBTIQ+ alphabet means.
3. Call out unacceptable behaviour as you see it. At our League of Legendary Lesbians event, this was a key takeaway.
4. Start a Pride group, celebrate important LGBTIQ+ calendar days when they fall and your LGBTIQ+ staff every day.
5. Understand your privilege and how that frames your view of the world. Then be brave about how and where you can contribute.

Check the resources section of our website for more ideas or feel free to email and we can point you in the right direction.

How can I support Queers in Property?

We're open to collaborations in the right form. We prefer authenticity and long-term partnerships. The easiest way to support QIP's is to tell your employees and the industry about us so that we can connect and empower LGBTIQ+ people.

The way that we are currently working with our partner organisations is through the provision of goods and services to enable us to get together, usually combined with a common idea or goal. Your corporate support could include providing event spaces, catering, and creative.

Get in touch if you'd like to discuss how we can work together.

Tell me about your functions?

We run regular functions, and we try to make them fun. We have our regular networking functions; where we spotlight our amazing QIP's and focus on getting to know each other; and our QHouse events which are more structured and explore a subject or project and aim to increase our understanding or provide access to something special.

Why another diversity group?

We're incredibly privileged in property and construction, literally creating our future built environments. Imagine if the people crafting them were from a more diverse background and better represented those who would live, work and play in them.

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Further Resources



Further Resources

For employers:

- › [LGBTIQ Inclusive Language Guide](#) explains the LGBTIQ acronym and how to use language inclusively.
- › [Pride in Diversity](#) is the national not-for-profit employer support program for LGBTIQ+ workplace inclusion specialising in HR, organisational change and workplace diversity.
- › [List of LGBTIQ+ inclusive employers by Pride in Diversity](#).
- › [The Diversity Council of Australia](#) is a wealth of resources for companies on things diversity and inclusion, including training and research.
- › [Out at Work: From Prejudice to Pride](#) from the Diversity Council of Australia provides insights from survey of LGBTIQ+ people in the workplace.
- › [Department of Premier and Cabinet \(Vic\) LGBTIQ Inclusion Plan 2019-2021](#) is a good example of a strategy to create a queer inclusive workplace.

Mentoring, education and support

- › [Out for Australia](#) seeks to support and mentor aspiring queer professionals as they navigate their way through the early stages of their careers.
- › [Grad Australia](#) discusses the value of an LGBTIQ+ mentor and how to find one.
- › [The Pinnacle Foundation](#) provides educational and vocational support to young adults across Australia where their gender identity, sexual orientation or sexual characteristics have hindered achievement of their career or personal development.

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Thank
you

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