



2020 BENCHMARKING DATA



BANKING & FINANCE* (n=21)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	3	11	11	20	20
LGBTIQ+ Bullying / Harrassment & Support	0	6	5	14	14
Trans / Gender Diverse Inclusion	0	8	7	25	27
Strategic Focus	0	8	8	18	18
Total Standing Submission	11	32	22	75	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	5	13	12	21	22
Section 3: LGBTIQ Employee Networks / Resource Groups	4	16	12	32	34
Section 4: Visibility of Inclusion	3	10	10	16	16
Section 5: Training, Awareness & Professional Development	2	5	4	12	12
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	0	3	2	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	5	2	15	15
Total Annual Submission	29	59	48	111	121
TOTAL AWEI SUBMISSION SCORE 2020	41	91	79	186	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	3	6	11	16	20
LGBTIQ+ Bullying / Harrassment & Support	0	2	5	8	14
Trans / Gender Diverse Inclusion	0	2	7	14	25
Strategic Focus	0	4	8	10	18
Total Standing Submission	11	16	22	40	75
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	5	8	12	16	21
Section 3: LGBTIQ Employee Networks / Resource Groups	4	8	12	24	32
Section 4: Visibility of Inclusion	3	7	10	13	16
Section 5: Training, Awareness & Professional Development	2	2	4	8	12
Section 6: Executive Leadership & Engagement	0	2	4	4	8
Section 7: Data Collection & Reporting	0	0	3	5	6
Section 8: Community Engagement	0	2	2	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	1	2	8	15
Total Annual Submission	29	36	48	70	111
TOTAL AWEI SUBMISSION SCORE 2020	41	50	79	110	186

* Benchmark excludes small employers <500 employees