



2020 BENCHMARKING DATA



BRONZE* (n=27)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	4	13	12	19	20
LGBTIQ+ Bullying / Harrassment & Support	3	8	8	14	14
Trans / Gender Diverse Inclusion	4	9	9	19	27
Strategic Focus	1	10	10	16	18
Total Standing Submission	30	39	39	57	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	7	15	15	19	22
Section 3: LGBTIQ Employee Networks / Resource Groups	9	20	20	28	34
Section 4: Visibility of Inclusion	7	12	12	16	16
Section 5: Training, Awareness & Professional Development	2	7	6	12	12
Section 6: Executive Leadership & Engagement	1	5	5	8	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	0	3	3	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	1	5	4	13	15
Total Annual Submission	53	71	70	85	121
TOTAL AWEI SUBMISSION SCORE 2020	101	110	106	127	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	4	10	12	16	19
LGBTIQ+ Bullying / Harrassment & Support	3	6	8	9	14
Trans / Gender Diverse Inclusion	4	7	9	11	19
Strategic Focus	1	9	10	11	16
Total Standing Submission	30	36	39	43	57
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	7	12	15	18	19
Section 3: LGBTIQ Employee Networks / Resource Groups	9	16	20	24	28
Section 4: Visibility of Inclusion	7	10	12	14	16
Section 5: Training, Awareness & Professional Development	2	5	6	9	12
Section 6: Executive Leadership & Engagement	1	4	5	6	8
Section 7: Data Collection & Reporting	0	2	3	5	6
Section 8: Community Engagement	0	2	3	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	1	4	4	6	13
Total Annual Submission	53	66	70	78	85
TOTAL AWEI SUBMISSION SCORE 2020	101	103.5	106	119	127

* Benchmark excludes small employers <500 employees