

COMMUNITY SERVICES* (n=8)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	10	11	18	20
LGBTIQ+ Bullying / Harrassment & Support	0	5	5	11	14
Trans / Gender Diverse Inclusion	0	8	8	15	27
Strategic Focus	0	8	9	15	18
Total Standing Submission	0	31	32	59	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	2	14	14	20	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	14	15	30	34
Section 4: Visibility of Inclusion	7	11	11	16	16
Section 5: Training, Awareness & Professional Development	4	8	6	12	12
Section 6: Executive Leadership & Engagement	0	4	5	6	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	1	3	3	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	1	5	4	14	15
Total Annual Submission	27	62	64	107	121
TOTAL AWEI SUBMISSION SCORE 2020	27	93	98	166	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	6	11	15	18
LGBTIQ+ Bullying / Harrassment & Support	0	2	5	7	11
Trans / Gender Diverse Inclusion	0	7	8	9	15
Strategic Focus	0	7	9	10	15
Total Standing Submission	0	28	32	36	59
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	2	13	14	18	20
Section 3: LGBTIQ Employee Networks / Resource Groups	0	4	15	21	30
Section 4: Visibility of Inclusion	7	9	11	13	16
Section 5: Training, Awareness & Professional Development	4	6	6	10	12
Section 6: Executive Leadership & Engagement	0	2	5	6	6
Section 7: Data Collection & Reporting	0	2	3	4	6
Section 8: Community Engagement	1	2	3	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	1	3	4	4	14
Total Annual Submission	27	43	64	75	107
TOTAL AWEI SUBMISSION SCORE 2020	27	70.25	97.5	107.75	166

* Benchmark excludes small employers <500 employees