



2020 BENCHMARKING DATA



| ENERGY/UTILITIES* (n=10) | | | | | |
|---|---------------|------------------------|------------------------|------------------------|------------------|
| AWEI STANDING SUBMISSION | Lowest | Average | Median | Highest | Available |
| HR Policies & Practice | 0 | 7 | 9 | 20 | 20 |
| LGBTIQ+ Bullying / Harrassment & Support | 0 | 4 | 3 | 14 | 14 |
| Trans / Gender Diverse Inclusion | 0 | 9 | 8 | 18 | 27 |
| Strategic Focus | 2 | 7 | 8 | 11 | 18 |
| Total Standing Submission | 9 | 28 | 27 | 63 | 79 |
| AWEI ANNUAL SUBMISSION | Lowest | Average | Median | Highest | Available |
| Section 2: Strategy & Accountability | 4 | 11 | 11 | 19 | 22 |
| Section 3: LGBTIQ Employee Networks / Resource Groups | 2 | 18 | 18 | 32 | 34 |
| Section 4: Visibility of Inclusion | 6 | 11 | 11 | 16 | 16 |
| Section 5: Training, Awareness & Professional Development | 2 | 5 | 4 | 12 | 12 |
| Section 6: Executive Leadership & Engagement | 0 | 5 | 5 | 6 | 8 |
| Section 7: Data Collection & Reporting | 0 | 3 | 3 | 6 | 6 |
| Section 8: Community Engagement | 0 | 3 | 4 | 6 | 6 |
| Section 9: Optional Survey | 0 | 2 | 2 | 2 | 2 |
| Section 10: Additional Work | 0 | 5 | 4 | 12 | 15 |
| Total Annual Submission | 25 | 62 | 59 | 107 | 121 |
| TOTAL AWEI SUBMISSION SCORE 2020 | 38 | 90 | 89 | 170 | 200 |
| AWEI STANDING SUBMISSION | Lowest | 25th percentile | 50th percentile | 75th percentile | Highest |
| HR Policies & Practice | 0 | 5 | 9 | 11 | 20 |
| LGBTIQ+ Bullying / Harrassment & Support | 0 | 3 | 3 | 6 | 14 |
| Trans / Gender Diverse Inclusion | 0 | 7 | 8 | 12 | 18 |
| Strategic Focus | 2 | 5 | 8 | 10 | 11 |
| Total Standing Submission | 9 | 18 | 27 | 33 | 63 |
| AWEI ANNUAL SUBMISSION | Lowest | 25th percentile | 50th percentile | 75th percentile | Highest |
| Section 2: Strategy & Accountability | 4 | 9 | 11 | 13 | 19 |
| Section 3: LGBTIQ Employee Networks / Resource Groups | 2 | 15 | 18 | 24 | 32 |
| Section 4: Visibility of Inclusion | 6 | 7 | 11 | 14 | 16 |
| Section 5: Training, Awareness & Professional Development | 2 | 3 | 4 | 6 | 12 |
| Section 6: Executive Leadership & Engagement | 0 | 4 | 5 | 6 | 6 |
| Section 7: Data Collection & Reporting | 0 | 1 | 3 | 6 | 6 |
| Section 8: Community Engagement | 0 | 1 | 4 | 5 | 6 |
| Section 9: Optional Survey | 0 | 2 | 2 | 2 | 2 |
| Section 10: Additional Work | 0 | 1 | 4 | 8 | 12 |
| Total Annual Submission | 25 | 52 | 59 | 71 | 107 |
| TOTAL AWEI SUBMISSION SCORE 2020 | 38 | 70 | 87 | 92 | 170 |

* Benchmark excludes small employers <500 employees