



<b>FEDERAL GOVERNMENT* (n=23)</b>					
<b>AWEI STANDING SUBMISSION</b>	<b>Lowest</b>	<b>Average</b>	<b>Median</b>	<b>Highest</b>	<b>Available</b>
HR Policies & Practice	7	13	13	20	20
LGBTIQ+ Bullying / Harrassment & Support	2	7	7	14	14
Trans / Gender Diverse Inclusion	0	8	7	21	27
Strategic Focus	2	9	10	16	18
<b>Total Standing Submission</b>	<b>14</b>	<b>38</b>	<b>38</b>	<b>61</b>	<b>79</b>
<b>AWEI ANNUAL SUBMISSION</b>	<b>Lowest</b>	<b>Average</b>	<b>Median</b>	<b>Highest</b>	<b>Available</b>
Section 2: Strategy & Accountability	6	14	14	22	22
Section 3: LGBTIQ Employee Networks / Resource Groups	4	17	17	32	34
Section 4: Visibility of Inclusion	3	11	11	16	16
Section 5: Training, Awareness & Professional Development	2	7	6	12	12
Section 6: Executive Leadership & Engagement	0	5	5	8	8
Section 7: Data Collection & Reporting	0	4	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	3	13	15
<b>Total Annual Submission</b>	<b>34</b>	<b>67</b>	<b>63</b>	<b>111</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>50</b>	<b>104</b>	<b>101</b>	<b>170</b>	<b>200</b>
<b>AWEI STANDING SUBMISSION</b>	<b>Lowest</b>	<b>25th percentile</b>	<b>50th percentile</b>	<b>75th percentile</b>	<b>Highest</b>
HR Policies & Practice	7	10	13	17	20
LGBTIQ+ Bullying / Harrassment & Support	2	5	7	10	14
Trans / Gender Diverse Inclusion	0	4	7	12	21
Strategic Focus	2	7	10	12	16
<b>Total Standing Submission</b>	<b>14</b>	<b>27</b>	<b>38</b>	<b>45</b>	<b>61</b>
<b>AWEI ANNUAL SUBMISSION</b>	<b>Lowest</b>	<b>25th percentile</b>	<b>50th percentile</b>	<b>75th percentile</b>	<b>Highest</b>
Section 2: Strategy & Accountability	6	12	14	17	22
Section 3: LGBTIQ Employee Networks / Resource Groups	4	13	17	23	32
Section 4: Visibility of Inclusion	3	9	11	15	16
Section 5: Training, Awareness & Professional Development	2	4	6	10	12
Section 6: Executive Leadership & Engagement	0	3	5	6	8
Section 7: Data Collection & Reporting	0	3	3	5	6
Section 8: Community Engagement	0	3	4	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	2	3	8	13
<b>Total Annual Submission</b>	<b>34</b>	<b>51</b>	<b>63</b>	<b>83</b>	<b>111</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>50</b>	<b>77</b>	<b>101</b>	<b>124.5</b>	<b>170</b>

\* Benchmark excludes small employers <500 employees