



2020 BENCHMARKING DATA



GLOBAL* (n=59)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	12	12	20	20
LGBTIQ+ Bullying / Harrassment & Support	0	7	7	14	14
Trans / Gender Diverse Inclusion	0	10	8	27	27
Strategic Focus	0	9	9	18	18
Total Standing Submission	0	37	39	77	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	2	13	13	22	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	17	17	34	34
Section 4: Visibility of Inclusion	1	11	12	16	16
Section 5: Training, Awareness & Professional Development	0	6	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	4	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	5	3	15	15
Total Annual Submission	7	64	59	117	121
TOTAL AWEI SUBMISSION SCORE 2020	11	101	101	194	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	6	12	18	20
LGBTIQ+ Bullying / Harrassment & Support	0	3	7	11	14
Trans / Gender Diverse Inclusion	0	4	8	15	27
Strategic Focus	0	4	9	12	18
Total Standing Submission	0	21	39	56	77
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	2	10	13	18	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	9	17	25	34
Section 4: Visibility of Inclusion	1	9	12	16	16
Section 5: Training, Awareness & Professional Development	0	4	4	8	12
Section 6: Executive Leadership & Engagement	0	2	4	6	8
Section 7: Data Collection & Reporting	0	0	3	5	6
Section 8: Community Engagement	0	2	4	5	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	1	3	8	15
Total Annual Submission	7	42	59	88	117
TOTAL AWEI SUBMISSION SCORE 2020	11	65	101	143	194

* Benchmark excludes small employers <500 employees