



2020 BENCHMARKING DATA



GOLD/PLATINUM* (n=15)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	17	19	18	20	20
LGBTIQ+ Bullying / Harrassment & Support	9	13	14	14	14
Trans / Gender Diverse Inclusion	15	20	19	27	27
Strategic Focus	10	15	15	18	18
Total Standing Submission	56	66	67	77	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	16	20	20	22	22
Section 3: LGBTIQ Employee Networks / Resource Groups	22	30	30	34	34
Section 4: Visibility of Inclusion	12	16	16	16	16
Section 5: Training, Awareness & Professional Development	8	11	12	12	12
Section 6: Executive Leadership & Engagement	4	7	8	8	8
Section 7: Data Collection & Reporting	3	6	6	6	6
Section 8: Community Engagement	3	5	6	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	4	13	13	15	15
Total Annual Submission	97	108	108	117	121
TOTAL AWEI SUBMISSION SCORE 2020	160	175	173	194	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	17	18	18	19	20
LGBTIQ+ Bullying / Harrassment & Support	9	11	14	14	14
Trans / Gender Diverse Inclusion	15	16	19	24	27
Strategic Focus	10	13	15	18	18
Total Standing Submission	56	59	67	72	77
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	16	19	20	21	22
Section 3: LGBTIQ Employee Networks / Resource Groups	22	29	30	31	34
Section 4: Visibility of Inclusion	12	16	16	16	16
Section 5: Training, Awareness & Professional Development	8	10	12	12	12
Section 6: Executive Leadership & Engagement	4	6	8	8	8
Section 7: Data Collection & Reporting	3	6	6	6	6
Section 8: Community Engagement	3	5	6	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	4	12	13	15	15
Total Annual Submission	97	105	108	111	117
TOTAL AWEI SUBMISSION SCORE 2020	160	165	173	183	194

* Benchmark excludes small employers <500 employees