



<b>HEALTH &amp; WELLBEING * (n=6)</b>					
<b>AWEI STANDING SUBMISSION</b>	<b>Lowest</b>	<b>Average</b>	<b>Median</b>	<b>Highest</b>	<b>Available</b>
HR Policies & Practice	0	7	7	14	20
LGBTIQ+ Bullying / Harrassment & Support	0	4	3	9	14
Trans / Gender Diverse Inclusion	0	6	6	11	27
Strategic Focus	0	6	7	11	18
<b>Total Standing Submission</b>	<b>0</b>	<b>22</b>	<b>25</b>	<b>37</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	4	12	13	19	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	10	6	28	34
Section 4: Visibility of Inclusion	1	7	7	13	16
Section 5: Training, Awareness & Professional Development	0	5	6	10	12
Section 6: Executive Leadership & Engagement	0	3	3	6	8
Section 7: Data Collection & Reporting	0	2	2	3	6
Section 8: Community Engagement	1	4	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	4	4	11	15
<b>Total Annual Submission</b>	<b>11</b>	<b>47</b>	<b>42</b>	<b>85</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>70</b>	<b>67</b>	<b>122</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	0	5	7	11	14
LGBTIQ+ Bullying / Harrassment & Support	0	1	3	8	9
Trans / Gender Diverse Inclusion	0	4	6	8	11
Strategic Focus	0	2	7	9	11
<b>Total Standing Submission</b>	<b>0</b>	<b>16</b>	<b>25</b>	<b>32</b>	<b>37</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	4	9	13	15	19
Section 3: LGBTIQ Employee Networks / Resource Groups	0	3	6	14	28
Section 4: Visibility of Inclusion	1	7	7	9	13
Section 5: Training, Awareness & Professional Development	0	3	6	6	10
Section 6: Executive Leadership & Engagement	0	2	3	6	6
Section 7: Data Collection & Reporting	0	1	2	3	3
Section 8: Community Engagement	1	2	4	5	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	1	4	5	11
<b>Total Annual Submission</b>	<b>11</b>	<b>37</b>	<b>42</b>	<b>63</b>	<b>85</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>52.25</b>	<b>66.5</b>	<b>95</b>	<b>122</b>

\* Benchmark excludes small employers <500 employees