



# 2020 BENCHMARKING DATA



<b>HOSPITALITY * (n=7)</b>					
<b>AWEI STANDING SUBMISSION</b>	<b>Lowest</b>	<b>Average</b>	<b>Median</b>	<b>Highest</b>	<b>Available</b>
HR Policies & Practice	4	10	8	19	20
LGBTIQ+ Bullying / Harrassment & Support	2	6	4	14	14
Trans / Gender Diverse Inclusion	4	9	9	16	27
Strategic Focus	0	8	2	18	18
<b>Total Standing Submission</b>	<b>12</b>	<b>32</b>	<b>32</b>	<b>67</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	2	12	14	19	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	11	10	30	34
Section 4: Visibility of Inclusion	0	10	12	15	16
Section 5: Training, Awareness & Professional Developmen	0	5	4	12	12
Section 6: Executive Leadership & Engagement	0	3	2	6	8
Section 7: Data Collection & Reporting	0	2	2	6	6
Section 8: Community Engagement	0	2	2	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	5	3	15	15
<b>Total Annual Submission</b>	<b>7</b>	<b>52</b>	<b>59</b>	<b>111</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>21</b>	<b>84</b>	<b>98</b>	<b>178</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	4	7	8	12	19
LGBTIQ+ Bullying / Harrassment & Support	2	3	4	8	14
Trans / Gender Diverse Inclusion	4	5	9	13	16
Strategic Focus	0	2	2	15	18
<b>Total Standing Submission</b>	<b>12</b>	<b>21</b>	<b>32</b>	<b>37</b>	<b>67</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	2	7	14	19	19
Section 3: LGBTIQ Employee Networks / Resource Groups	0	5	10	14	30
Section 4: Visibility of Inclusion	0	8	12	14	15
Section 5: Training, Awareness & Professional Developmen	0	1	4	8	12
Section 6: Executive Leadership & Engagement	0	0	2	5	6
Section 7: Data Collection & Reporting	0	0	2	4	6
Section 8: Community Engagement	0	0	2	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	1	3	8	15
<b>Total Annual Submission</b>	<b>7</b>	<b>24</b>	<b>59</b>	<b>69</b>	<b>111</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>21</b>	<b>43.5</b>	<b>98</b>	<b>102.5</b>	<b>178</b>

\* Benchmark excludes small employers <500 employees