



INSURANCE* (n=12)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	4	11	10	19	20
LGBTIQ+ Bullying / Harrassment & Support	0	5	4	14	14
Trans / Gender Diverse Inclusion	0	8	4	25	27
Strategic Focus	0	8	8	18	18
Total Standing Submission	12	32	27	75	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	7	13	13	20	22
Section 3: LGBTIQ Employee Networks / Resource Groups	4	16	16	32	34
Section 4: Visibility of Inclusion	3	11	12	16	16
Section 5: Training, Awareness & Professional Development	2	6	4	10	12
Section 6: Executive Leadership & Engagement	2	4	4	8	8
Section 7: Data Collection & Reporting	0	2	2	6	6
Section 8: Community Engagement	0	3	3	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	5	5	13	15
Total Annual Submission	33	63	64	111	121
TOTAL AWEI SUBMISSION SCORE 2020	49	95	91	186	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	4	7	10	17	19
LGBTIQ+ Bullying / Harrassment & Support	0	3	4	7	14
Trans / Gender Diverse Inclusion	0	2	4	10	25
Strategic Focus	0	5	8	10	18
Total Standing Submission	12	16	27	41	75
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	7	10	13	16	20
Section 3: LGBTIQ Employee Networks / Resource Groups	4	8	16	24	32
Section 4: Visibility of Inclusion	3	9	12	14	16
Section 5: Training, Awareness & Professional Development	2	4	4	10	10
Section 6: Executive Leadership & Engagement	2	2	4	6	8
Section 7: Data Collection & Reporting	0	0	2	4	6
Section 8: Community Engagement	0	2	3	5	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	1	5	7	13
Total Annual Submission	33	36	64	75	111
TOTAL AWEI SUBMISSION SCORE 2020	49	54.5	90.5	113	186

* Benchmark excludes small employers <500 employees