



2020 BENCHMARKING DATA



LARGE* (n=60)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	11	11	20	20
LGBTIQ+ Bullying / Harrassment & Support	0	7	6	14	14
Trans / Gender Diverse Inclusion	0	9	7	26	27
Strategic Focus	0	9	9	18	18
Total Standing Submission	0	36	36	76	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	18	32	34
Section 4: Visibility of Inclusion	0	11	12	16	16
Section 5: Training, Awareness & Professional Development	0	6	6	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	3	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	5	4	15	15
Total Annual Submission	9	65	65	112	121
TOTAL AWEI SUBMISSION SCORE 2020	12	101	104	186	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	7	11	16	20
LGBTIQ+ Bullying / Harrassment & Support	0	3	6	10	14
Trans / Gender Diverse Inclusion	0	4	7	13	26
Strategic Focus	0	6	9	11	18
Total Standing Submission	0	23	36	46	76
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	2	10	13	17	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	8	18	24	32
Section 4: Visibility of Inclusion	0	8	12	14	16
Section 5: Training, Awareness & Professional Development	0	4	6	9	12
Section 6: Executive Leadership & Engagement	0	3	4	6	8
Section 7: Data Collection & Reporting	0	0	3	6	6
Section 8: Community Engagement	0	2	3	5	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	2	4	8	15
Total Annual Submission	9	48	65	83	112
TOTAL AWEI SUBMISSION SCORE 2020	12	69.5	104	135.25	186

* Benchmark excludes small employers <500 employees