



2020 BENCHMARKING DATA



LEGAL* (n=8)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	10	14	13	17	20
LGBTIQ+ Bullying / Harrassment & Support	6	9	9	14	14
Trans / Gender Diverse Inclusion	4	12	12	20	27
Strategic Focus	1	11	11	18	18
Total Standing Submission	29	45	43	69	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	8	15	15	21	22
Section 3: LGBTIQ Employee Networks / Resource Groups	5	19	21	31	34
Section 4: Visibility of Inclusion	5	12	14	16	16
Section 5: Training, Awareness & Professional Development	0	7	7	12	12
Section 6: Executive Leadership & Engagement	0	6	6	8	8
Section 7: Data Collection & Reporting	0	4	5	6	6
Section 8: Community Engagement	0	4	5	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	1	6	3	15	15
Total Annual Submission	24	74	83	117	121
TOTAL AWEI SUBMISSION SCORE 2020	53	120	130	186	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	10	12	13	16	17
LGBTIQ+ Bullying / Harrassment & Support	6	8	9	10	14
Trans / Gender Diverse Inclusion	4	6	12	17	20
Strategic Focus	1	8	11	14	18
Total Standing Submission	29	36	43	56	69
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	8	12	15	19	21
Section 3: LGBTIQ Employee Networks / Resource Groups	5	13	21	25	31
Section 4: Visibility of Inclusion	5	10	14	16	16
Section 5: Training, Awareness & Professional Development	0	4	7	11	12
Section 6: Executive Leadership & Engagement	0	6	6	7	8
Section 7: Data Collection & Reporting	0	2	5	6	6
Section 8: Community Engagement	0	3	5	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	1	1	3	12	15
Total Annual Submission	24	49	83	99	117
TOTAL AWEI SUBMISSION SCORE 2020	53	86.25	130	147.5	186

* Benchmark excludes small employers <500 employees