



<b>MEDIUM* (n=38)</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	11	11	20	20
LGBTIQ+ Bullying / Harrassment & Support	0	6	6	14	14
Trans / Gender Diverse Inclusion	0	7	6	26	27
Strategic Focus	0	7	6	18	18
<b>Total Standing Submission</b>	<b>0</b>	<b>31</b>	<b>27</b>	<b>75</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	12	22	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	15	15	31	34
Section 4: Visibility of Inclusion	1	10	10	16	16
Section 5: Training, Awareness & Professional Development	0	5	4	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	1	2	2	2
Section 10: Additional Work	0	3	2	15	15
<b>Total Annual Submission</b>	<b>7</b>	<b>54</b>	<b>47</b>	<b>117</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>85</b>	<b>70</b>	<b>190</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	7	11	15	20
LGBTIQ+ Bullying / Harrassment & Support	0	3	6	9	14
Trans / Gender Diverse Inclusion	0	2	6	10	26
Strategic Focus	0	2	6	10	18
<b>Total Standing Submission</b>	<b>0</b>	<b>19</b>	<b>27</b>	<b>40</b>	<b>75</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	8	12	15	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	7	15	21	31
Section 4: Visibility of Inclusion	1	5	10	14	16
Section 5: Training, Awareness & Professional Development	0	2	4	6	12
Section 6: Executive Leadership & Engagement	0	2	4	6	8
Section 7: Data Collection & Reporting	0	0	3	5	6
Section 8: Community Engagement	0	1	3	4	6
Section 9: Optional Survey	0	0	2	2	2
Section 10: Additional Work	0	1	2	5	15
<b>Total Annual Submission</b>	<b>7</b>	<b>36</b>	<b>47</b>	<b>74</b>	<b>117</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>55.75</b>	<b>70</b>	<b>113</b>	<b>190</b>

\* Benchmark excludes small employers <500 employees