



# 2020 BENCHMARKING DATA



<b>PARTICIPATING * (n=94)</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	8	8	17	20
LGBTIQ+ Bullying / Harrassment & Support	0	4	3	11	14
Trans / Gender Diverse Inclusion	0	4	4	14	27
Strategic Focus	0	5	4	18	18
<b>Total Standing Submission</b>	<b>0</b>	<b>21</b>	<b>22</b>	<b>41</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	10	10	19	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	10	9	24	34
Section 4: Visibility of Inclusion	0	8	8	16	16
Section 5: Training, Awareness & Professional Development	0	4	4	6	12
Section 6: Executive Leadership & Engagement	0	3	2	6	8
Section 7: Data Collection & Reporting	0	2	1	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	2	1	9	15
<b>Total Annual Submission</b>	<b>7</b>	<b>41</b>	<b>41</b>	<b>66</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>62</b>	<b>64</b>	<b>98</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	6	8	11	17
LGBTIQ+ Bullying / Harrassment & Support	0	2	3	5	11
Trans / Gender Diverse Inclusion	0	1	4	7	14
Strategic Focus	0	2	4	7	18
<b>Total Standing Submission</b>	<b>0</b>	<b>14</b>	<b>22</b>	<b>28</b>	<b>41</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	10	12	19
Section 3: LGBTIQ Employee Networks / Resource Groups	0	5	9	15	24
Section 4: Visibility of Inclusion	0	5	8	11	16
Section 5: Training, Awareness & Professional Development	0	2	4	5	6
Section 6: Executive Leadership & Engagement	0	2	2	4	6
Section 7: Data Collection & Reporting	0	0	1	3	6
Section 8: Community Engagement	0	1	2	3	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	1	1	3	9
<b>Total Annual Submission</b>	<b>7</b>	<b>30</b>	<b>41</b>	<b>54</b>	<b>66</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>45.75</b>	<b>63.5</b>	<b>80.25</b>	<b>98</b>

\* Benchmark excludes small employers <500 employees