



PROFESSIONAL SERVICES* (n=14)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	6	14	13	20	20
LGBTIQ+ Bullying / Harrassment & Support	3	9	9	14	14
Trans / Gender Diverse Inclusion	1	11	9	26	27
Strategic Focus	1	10	9	18	18
Total Standing Submission	22	43	36	75	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	5	15	15	21	22
Section 3: LGBTIQ Employee Networks / Resource Groups	5	19	19	31	34
Section 4: Visibility of Inclusion	5	12	13	16	16
Section 5: Training, Awareness & Professional Development	2	7	6	12	12
Section 6: Executive Leadership & Engagement	0	5	6	8	8
Section 7: Data Collection & Reporting	0	4	5	6	6
Section 8: Community Engagement	0	4	4	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	1	7	4	15	15
Total Annual Submission	24	73	65	117	121
TOTAL AWEI SUBMISSION SCORE 2020	53	116	105	190	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	6	12	13	17	20
LGBTIQ+ Bullying / Harrassment & Support	3	6	9	10	14
Trans / Gender Diverse Inclusion	1	5	9	19	26
Strategic Focus	1	5	9	14	18
Total Standing Submission	22	28	36	56	75
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	5	13	15	18	21
Section 3: LGBTIQ Employee Networks / Resource Groups	5	9	19	28	31
Section 4: Visibility of Inclusion	5	8	13	16	16
Section 5: Training, Awareness & Professional Development	2	4	6	12	12
Section 6: Executive Leadership & Engagement	0	3	6	6	8
Section 7: Data Collection & Reporting	0	3	5	6	6
Section 8: Community Engagement	0	2	4	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	1	2	4	13	15
Total Annual Submission	24	45	65	103	117
TOTAL AWEI SUBMISSION SCORE 2020	53	71.5	104.5	158.75	190

* Benchmark excludes small employers <500 employees