



2020 BENCHMARKING DATA



PROPERTY & CONSTRUCTION* (n=11)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	2	11	9	20	20
LGBTIQ+ Bullying / Harrassment & Support	0	7	7	12	14
Trans / Gender Diverse Inclusion	0	7	5	15	27
Strategic Focus	3	10	8	18	18
Total Standing Submission	9	34	31	60	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	4	15	15	22	22
Section 3: LGBTIQ Employee Networks / Resource Groups	4	19	25	30	34
Section 4: Visibility of Inclusion	5	12	12	16	16
Section 5: Training, Awareness & Professional Developmen	2	7	6	10	12
Section 6: Executive Leadership & Engagement	2	5	4	8	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	0	4	4	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	5	4	14	15
Total Annual Submission	29	70	75	107	121
TOTAL AWEI SUBMISSION SCORE 2020	38	104	106	166	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	2	8	9	15	20
LGBTIQ+ Bullying / Harrassment & Support	0	4	7	11	12
Trans / Gender Diverse Inclusion	0	3	5	10	15
Strategic Focus	3	7	8	12	18
Total Standing Submission	9	22	31	45	60
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	4	11	15	19	22
Section 3: LGBTIQ Employee Networks / Resource Groups	4	11	25	27	30
Section 4: Visibility of Inclusion	5	8	12	16	16
Section 5: Training, Awareness & Professional Developmen	2	4	6	10	10
Section 6: Executive Leadership & Engagement	2	4	4	6	8
Section 7: Data Collection & Reporting	0	0	3	6	6
Section 8: Community Engagement	0	3	4	5	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	2	4	10	14
Total Annual Submission	29	43	75	93	107
TOTAL AWEI SUBMISSION SCORE 2020	38	64	106	140.5	166

* Benchmark excludes small employers <500 employees