



2020 BENCHMARKING DATA



PROPERTY / REAL ESTATE * (n=7)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	4	12	11	20	20
LGBTIQ+ Bullying / Harrassment & Support	0	7	7	11	14
Trans / Gender Diverse Inclusion	1	7	4	15	27
Strategic Focus	3	10	11	15	18
Total Standing Submission	13	35	37	59	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	8	16	18	22	22
Section 3: LGBTIQ Employee Networks / Resource Groups	4	19	25	30	34
Section 4: Visibility of Inclusion	5	11	9	16	16
Section 5: Training, Awareness & Professional Development	2	7	6	10	12
Section 6: Executive Leadership & Engagement	2	4	4	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	0	6	4	14	15
Total Annual Submission	36	71	79	107	121
TOTAL AWEI SUBMISSION SCORE 2020	49	106	116	166	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	4	9	11	15	20
LGBTIQ+ Bullying / Harrassment & Support	0	4	7	10	11
Trans / Gender Diverse Inclusion	1	3	4	12	15
Strategic Focus	3	7	11	12	15
Total Standing Submission	13	22	37	45	59
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	8	13	18	19	22
Section 3: LGBTIQ Employee Networks / Resource Groups	4	11	25	27	30
Section 4: Visibility of Inclusion	5	8	9	14	16
Section 5: Training, Awareness & Professional Development	2	4	6	10	10
Section 6: Executive Leadership & Engagement	2	3	4	5	8
Section 7: Data Collection & Reporting	0	3	5	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	36	43	79	96	107
TOTAL AWEI SUBMISSION SCORE 2020	49	64	116	140.5	166

* Benchmark excludes small employers <500 employees