



2020 BENCHMARKING DATA



PUBLIC* (n=37)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	12	11	20	20
LGBTIQ+ Bullying / Harrassment & Support	0	7	6	14	14
Trans / Gender Diverse Inclusion	0	8	7	21	27
Strategic Focus	0	9	10	16	18
Total Standing Submission	0	35	36	61	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	2	13	12	22	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	17	17	33	34
Section 4: Visibility of Inclusion	3	11	11	16	16
Section 5: Training, Awareness & Professional Development	2	6	6	12	12
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	4	3	6	6
Section 8: Community Engagement	0	3	4	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	5	4	15	15
Total Annual Submission	14	64	62	111	121
TOTAL AWEI SUBMISSION SCORE 2020	22	99	101	170	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	9	11	16	20
LGBTIQ+ Bullying / Harrassment & Support	0	4	6	9	14
Trans / Gender Diverse Inclusion	0	4	7	12	21
Strategic Focus	0	5	10	11	16
Total Standing Submission	0	22	36	43	61
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	2	10	12	17	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	12	17	22	33
Section 4: Visibility of Inclusion	3	8	11	15	16
Section 5: Training, Awareness & Professional Development	2	4	6	8	12
Section 6: Executive Leadership & Engagement	0	2	4	6	8
Section 7: Data Collection & Reporting	0	2	3	5	6
Section 8: Community Engagement	0	2	4	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	1	4	8	15
Total Annual Submission	14	43	62	80	111
TOTAL AWEI SUBMISSION SCORE 2020	22	65	101	122	170

* Benchmark excludes small employers <500 employees