



# 2020 BENCHMARKING DATA



<b>REGIONAL* (n=11)</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	11	13	18	20
LGBTIQ+ Bullying / Harrassment & Support	0	6	5	11	14
Trans / Gender Diverse Inclusion	0	9	9	26	27
Strategic Focus	0	8	7	17	18
<b>Total Standing Submission</b>	<b>8</b>	<b>34</b>	<b>32</b>	<b>67</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	11	11	20	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	13	14	22	34
Section 4: Visibility of Inclusion	5	11	11	16	16
Section 5: Training, Awareness & Professional Development	2	5	6	10	12
Section 6: Executive Leadership & Engagement	0	3	4	8	8
Section 7: Data Collection & Reporting	0	2	2	5	6
Section 8: Community Engagement	0	3	2	5	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	1	4	4	11	15
<b>Total Annual Submission</b>	<b>14</b>	<b>54</b>	<b>59</b>	<b>90</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>22</b>	<b>87</b>	<b>90</b>	<b>157</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	8	13	14	18
LGBTIQ+ Bullying / Harrassment & Support	0	3	5	9	11
Trans / Gender Diverse Inclusion	0	7	9	11	26
Strategic Focus	0	3	7	11	17
<b>Total Standing Submission</b>	<b>8</b>	<b>29</b>	<b>32</b>	<b>39</b>	<b>67</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	9	11	14	20
Section 3: LGBTIQ Employee Networks / Resource Groups	0	8	14	18	22
Section 4: Visibility of Inclusion	5	8	11	13	16
Section 5: Training, Awareness & Professional Development	2	4	6	6	10
Section 6: Executive Leadership & Engagement	0	1	4	6	8
Section 7: Data Collection & Reporting	0	1	2	3	5
Section 8: Community Engagement	0	1	2	5	5
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	1	2	4	6	11
<b>Total Annual Submission</b>	<b>14</b>	<b>43</b>	<b>59</b>	<b>66</b>	<b>90</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>22</b>	<b>71.5</b>	<b>90</b>	<b>105</b>	<b>157</b>

\* Benchmark excludes small employers <500 employees