



# 2020 BENCHMARKING DATA



<b>RESOURCES / MINING * (n=8)</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	7	8	16	20
LGBTIQ+ Bullying / Harrassment & Support	0	5	4	12	14
Trans / Gender Diverse Inclusion	0	6	4	24	27
Strategic Focus	0	6	6	11	18
<b>Total Standing Submission</b>	<b>0</b>	<b>24</b>	<b>22</b>	<b>63</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	12	17	22
Section 3: LGBTIQ Employee Networks / Resource Groups	2	14	16	23	34
Section 4: Visibility of Inclusion	4	10	10	16	16
Section 5: Training, Awareness & Professional Developmen	2	5	4	6	12
Section 6: Executive Leadership & Engagement	0	4	4	7	8
Section 7: Data Collection & Reporting	0	2	0	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	2	1	4	15
<b>Total Annual Submission</b>	<b>12</b>	<b>51</b>	<b>58</b>	<b>82</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>12</b>	<b>75</b>	<b>78</b>	<b>145</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	4	8	10	16
LGBTIQ+ Bullying / Harrassment & Support	0	3	4	6	12
Trans / Gender Diverse Inclusion	0	0	4	8	24
Strategic Focus	0	4	6	9	11
<b>Total Standing Submission</b>	<b>0</b>	<b>13</b>	<b>22</b>	<b>31</b>	<b>63</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	12	13	17
Section 3: LGBTIQ Employee Networks / Resource Groups	2	7	16	22	23
Section 4: Visibility of Inclusion	4	8	10	11	16
Section 5: Training, Awareness & Professional Developmen	2	4	4	6	6
Section 6: Executive Leadership & Engagement	0	4	4	6	7
Section 7: Data Collection & Reporting	0	0	0	3	6
Section 8: Community Engagement	0	1	4	5	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	1	1	3	4
<b>Total Annual Submission</b>	<b>12</b>	<b>38</b>	<b>58</b>	<b>63</b>	<b>82</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>12</b>	<b>53.75</b>	<b>77.5</b>	<b>93.25</b>	<b>145</b>

\* Benchmark excludes small employers <500 employees