



2020 BENCHMARKING DATA



RETAIL* (n=7)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	4	9	8	19	20
LGBTIQ+ Bullying / Harrassment & Support	0	5	3	14	14
Trans / Gender Diverse Inclusion	2	8	4	16	27
Strategic Focus	2	9	7	18	18
Total Standing Submission	8	30	32	67	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	4	13	18	19	22
Section 3: LGBTIQ Employee Networks / Resource Groups	1	14	9	30	34
Section 4: Visibility of Inclusion	0	8	9	15	16
Section 5: Training, Awareness & Professional Development	0	6	6	12	12
Section 6: Executive Leadership & Engagement	0	4	4	6	8
Section 7: Data Collection & Reporting	0	4	6	6	6
Section 8: Community Engagement	0	3	2	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	6	4	15	15
Total Annual Submission	9	59	70	111	121
TOTAL AWEI SUBMISSION SCORE 2020	21	89	102	178	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	4	4	8	12	19
LGBTIQ+ Bullying / Harrassment & Support	0	1	3	8	14
Trans / Gender Diverse Inclusion	2	3	4	13	16
Strategic Focus	2	5	7	12	18
Total Standing Submission	8	13	32	39	67
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	4	7	18	18	19
Section 3: LGBTIQ Employee Networks / Resource Groups	1	3	9	25	30
Section 4: Visibility of Inclusion	0	5	9	12	15
Section 5: Training, Awareness & Professional Development	0	3	6	9	12
Section 6: Executive Leadership & Engagement	0	3	4	5	6
Section 7: Data Collection & Reporting	0	3	6	6	6
Section 8: Community Engagement	0	1	2	5	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	2	4	9	15
Total Annual Submission	9	26	70	85	111
TOTAL AWEI SUBMISSION SCORE 2020	21	36	102	123	178

* Benchmark excludes small employers <500 employees