



2020 BENCHMARKING DATA



SIGNIFICANT* (n=25)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	2	13	14	19	20
LGBTIQ+ Bullying / Harrassment & Support	0	8	9	14	14
Trans / Gender Diverse Inclusion	0	13	15	27	27
Strategic Focus	1	11	11	18	18
Total Standing Submission	9	46	48	77	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	4	16	18	22	22
Section 3: LGBTIQ Employee Networks / Resource Groups	3	21	20	34	34
Section 4: Visibility of Inclusion	7	13	13	16	16
Section 5: Training, Awareness & Professional Development	2	7	8	12	12
Section 6: Executive Leadership & Engagement	0	5	4	8	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	0	4	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	7	6	15	15
Total Annual Submission	29	77	75	117	121
TOTAL AWEI SUBMISSION SCORE 2020	38	123	122	194	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	2	10	14	18	19
LGBTIQ+ Bullying / Harrassment & Support	0	5	9	11	14
Trans / Gender Diverse Inclusion	0	8	15	16	27
Strategic Focus	1	8	11	16	18
Total Standing Submission	9	32	48	59	77
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	4	14	18	20	22
Section 3: LGBTIQ Employee Networks / Resource Groups	3	14	20	30	34
Section 4: Visibility of Inclusion	7	10	13	16	16
Section 5: Training, Awareness & Professional Development	2	4	8	10	12
Section 6: Executive Leadership & Engagement	0	3	4	6	8
Section 7: Data Collection & Reporting	0	2	3	6	6
Section 8: Community Engagement	0	3	4	5	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	2	6	11	15
Total Annual Submission	29	59	75	104	117
TOTAL AWEI SUBMISSION SCORE 2020	38	101	122	160	194

* Benchmark excludes small employers <500 employees