



2020 BENCHMARKING DATA



SILVER* (n=19)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	9	15	16	20	20
LGBTIQ+ Bullying / Harrassment & Support	5	9	9	14	14
Trans / Gender Diverse Inclusion	6	16	15	26	27
Strategic Focus	7	13	14	18	18
Total Standing Submission	36	53	56	67	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	10	18	18	22	22
Section 3: LGBTIQ Employee Networks / Resource Groups	19	25	25	32	34
Section 4: Visibility of Inclusion	12	15	15	16	16
Section 5: Training, Awareness & Professional Development	4	8	8	12	12
Section 6: Executive Leadership & Engagement	3	6	6	8	8
Section 7: Data Collection & Reporting	0	4	5	6	6
Section 8: Community Engagement	2	5	5	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	9	10	15	15
Total Annual Submission	75	90	90	101	121
TOTAL AWEI SUBMISSION SCORE 2020	130	143	141	157	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	9	12	16	18	20
LGBTIQ+ Bullying / Harrassment & Support	5	6	9	11	14
Trans / Gender Diverse Inclusion	6	13	15	18	26
Strategic Focus	7	11	14	16	18
Total Standing Submission	36	48	56	57	67
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	10	17	18	20	22
Section 3: LGBTIQ Employee Networks / Resource Groups	19	22	25	27	32
Section 4: Visibility of Inclusion	12	14	15	16	16
Section 5: Training, Awareness & Professional Development	4	8	8	10	12
Section 6: Executive Leadership & Engagement	3	4	6	6	8
Section 7: Data Collection & Reporting	0	3	5	6	6
Section 8: Community Engagement	2	3	5	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	8	10	11	15
Total Annual Submission	75	82	90	97	101
TOTAL AWEI SUBMISSION SCORE 2020	130	135.5	141	149	157

* Benchmark excludes small employers <500 employees