



2020 BENCHMARKING DATA



ALL SMALL EMPLOYERS (n=27)					
	Lowest	Average	Median	Highest	Available
Section 1: HR Policy & Diversity Practice: Policies & Practice					
Policies & Practice	2	10	10	15	15
LGBTIQ Bullying / Harrassment & Support	0	6	7	10	10
Trans / Gender Diverse Inclusion	0	5	4	14	15
Strategic Focus	0	3	4	6	6
Section 2: Strategy & Accountability					
Section 2: Strategy & Accountability	0	3	3	4	4
Section 3: LGBTIQ Employee Networks / Resource Groups					
Section 3: LGBTIQ Employee Networks / Resource Groups	0	6	5	8	8
Section 4: Visibility of Inclusion					
Section 4: Visibility of Inclusion	0	7	8	10	10
Section 5: Training, Awareness & Professional Development					
Section 5: Training, Awareness & Professional Development	0	5	4	8	8
Section 6: Executive Leadership & Engagement					
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting					
Section 7: Data Collection & Reporting	0	2	2	3	3
Section 8: Community Engagement					
Section 8: Community Engagement	0	2	2	5	6
Section 9: Optional Survey					
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work					
Section 10: Additional Work	0	3	3	5	5
TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020	7	55.8	53	94	
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: HR Policy & Diversity Practice: Policies & Practice					
Policies & Practice	2	7	10	13	15
LGBTIQ Bullying / Harrassment & Support	0	4	7	9	10
Trans / Gender Diverse Inclusion	0	0	4	8	14
Strategic Focus	0	2	4	6	6
Section 2: Strategy & Accountability					
Section 2: Strategy & Accountability	0	2	3	4	4
Section 3: LGBTIQ Employee Networks / Resource Groups					
Section 3: LGBTIQ Employee Networks / Resource Groups	0	4	5	8	8
Section 4: Visibility of Inclusion					
Section 4: Visibility of Inclusion	0	6	8	10	10
Section 5: Training, Awareness & Professional Development					
Section 5: Training, Awareness & Professional Development	0	2	4	7	8
Section 6: Executive Leadership & Engagement					
Section 6: Executive Leadership & Engagement	0	2	4	6	8
Section 7: Data Collection & Reporting					
Section 7: Data Collection & Reporting	0	0	2	3	3
Section 8: Community Engagement					
Section 8: Community Engagement	0	1	2	4	5
Section 9: Optional Survey					
Section 9: Optional Survey	0	1	2	2	2
Section 10: Additional Work					
Section 10: Additional Work	0	1	3	4	5
TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020	7	37	53	79	94