



BANKING/FINANCE (n=6)					
	Lowest	Average	Median	Highest	Available
Section 1: HR Policy & Diversity Practice: Policies & Practice					
Policies & Practice	4	8	7	13	15
LGBTIQ Bullying / Harrassment & Support	1	6	7	8	10
Trans / Gender Diverse Inclusion	0	5	6	8	15
Strategic Focus	2	4	4	6	6
Section 2: Strategy & Accountability	1	2	2	4	4
Section 3: LGBTIQ Employee Networks / Resource Groups	4	5	5	5	8
Section 4: Visibility of Inclusion	6	8	7	10	10
Section 5: Training, Awareness & Professional Development	2	4	3	8	8
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	2	2	3	3
Section 8: Community Engagement	0	2	3	4	6
Section 9: Optional Survey	0	1	2	2	2
Section 10: Additional Work	0	3	3	5	5
TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020	28	52	51	78	
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: HR Policy & Diversity Practice: Policies & Practice					
Policies & Practice	4	5	7	10	13
LGBTIQ Bullying / Harrassment & Support	1	5	7	8	8
Trans / Gender Diverse Inclusion	0	1	6	7	8
Strategic Focus	2	3	4	5	6
Section 2: Strategy & Accountability	1	2	2	2	4
Section 3: LGBTIQ Employee Networks / Resource Groups	4	4	5	5	5
Section 4: Visibility of Inclusion	6	6	7	9	10
Section 5: Training, Awareness & Professional Development	2	2	3	6	8
Section 6: Executive Leadership & Engagement	0	2	4	8	8
Section 7: Data Collection & Reporting	0	1	2	3	3
Section 8: Community Engagement	0	1	3	3	4
Section 9: Optional Survey	0	1	2	2	2
Section 10: Additional Work	0	2	3	3	5
TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020	28	36.75	50.5	68.75	78