



2020 BENCHMARKING DATA



BRONZE* (n=5)					
	Lowest	Average	Median	Highest	Available
Section 1: HR Policy & Diversity Practice: Policies & Practice					
Policies & Practice	8	10	9	13	15
LGBTIQ Bullying / Harrassment & Support	6	8	7	10	10
Trans / Gender Diverse Inclusion	0	4	4	7	15
Strategic Focus	1	3	3	6	6
Section 2: Strategy & Accountability	3	4	4	4	4
Section 3: LGBTIQ Employee Networks / Resource Groups	4	5	5	8	8
Section 4: Visibility of Inclusion	6	8	8	10	10
Section 5: Training, Awareness & Professional Development	2	5	6	8	8
Section 6: Executive Leadership & Engagement	2	4	4	6	8
Section 7: Data Collection & Reporting	0	1	0	2	3
Section 8: Community Engagement	0	2	2	4	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	3	3	5	5
TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020	53	59	59	67	
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: HR Policy & Diversity Practice: Policies & Practice					
Policies & Practice	8	9	9	11	13
LGBTIQ Bullying / Harrassment & Support	6	7	7	10	10
Trans / Gender Diverse Inclusion	0	4	4	5	7
Strategic Focus	1	2	3	4	6
Section 2: Strategy & Accountability	3	4	4	4	4
Section 3: LGBTIQ Employee Networks / Resource Groups	4	5	5	5	8
Section 4: Visibility of Inclusion	6	7	8	8	10
Section 5: Training, Awareness & Professional Development	2	2	6	6	8
Section 6: Executive Leadership & Engagement	2	4	4	6	6
Section 7: Data Collection & Reporting	0	0	0	2	2
Section 8: Community Engagement	0	2	2	3	4
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	2	3	4	5
TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020	53	53	59	65	67