



**2020**  
BENCHMARKING DATA



<b>GLOBAL (n=17)</b>					
	<b>Lowest</b>	<b>Average</b>	<b>Median</b>	<b>Highest</b>	<b>Available</b>
<b>Section 1: HR Policy &amp; Diversity Practice: Policies &amp; Practice</b>					
Policies & Practice	2	10	11	15	15
LGBTIQ Bullying / Harrassment & Support	0	7	8	10	10
Trans / Gender Diverse Inclusion	0	5	5	14	15
Strategic Focus	0	4	4	6	6
<b>Section 2: Strategy &amp; Accountability</b>					
Section 2: Strategy & Accountability	0	3	2	4	4
<b>Section 3: LGBTIQ Employee Networks / Resource Groups</b>					
Section 3: LGBTIQ Employee Networks / Resource Groups	4	6	5	8	8
<b>Section 4: Visibility of Inclusion</b>					
Section 4: Visibility of Inclusion	4	8	8	10	10
<b>Section 5: Training, Awareness &amp; Professional Development</b>					
Section 5: Training, Awareness & Professional Development	0	4	4	8	8
<b>Section 6: Executive Leadership &amp; Engagement</b>					
Section 6: Executive Leadership & Engagement	0	4	4	8	8
<b>Section 7: Data Collection &amp; Reporting</b>					
Section 7: Data Collection & Reporting	0	2	2	3	3
<b>Section 8: Community Engagement</b>					
Section 8: Community Engagement	0	3	3	5	6
<b>Section 9: Optional Survey</b>					
Section 9: Optional Survey	0	1	2	2	2
<b>Section 10: Additional Work</b>					
Section 10: Additional Work	0	3	3	5	5
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>	<b>28</b>	<b>58</b>	<b>59</b>	<b>84</b>	
	<b>Lowest</b>	<b>25th percentile</b>	<b>50th percentile</b>	<b>75th percentile</b>	<b>Highest</b>
<b>Section 1: HR Policy &amp; Diversity Practice: Policies &amp; Practice</b>					
Policies & Practice	2	8	11	13	15
LGBTIQ Bullying / Harrassment & Support	0	4	8	9	10
Trans / Gender Diverse Inclusion	0	0	5	8	14
Strategic Focus	0	2	4	6	6
<b>Section 2: Strategy &amp; Accountability</b>					
Section 2: Strategy & Accountability	0	2	2	4	4
<b>Section 3: LGBTIQ Employee Networks / Resource Groups</b>					
Section 3: LGBTIQ Employee Networks / Resource Groups	4	4	5	7	8
<b>Section 4: Visibility of Inclusion</b>					
Section 4: Visibility of Inclusion	4	6	8	9	10
<b>Section 5: Training, Awareness &amp; Professional Development</b>					
Section 5: Training, Awareness & Professional Development	0	2	4	6	8
<b>Section 6: Executive Leadership &amp; Engagement</b>					
Section 6: Executive Leadership & Engagement	0	2	4	6	8
<b>Section 7: Data Collection &amp; Reporting</b>					
Section 7: Data Collection & Reporting	0	0	2	3	3
<b>Section 8: Community Engagement</b>					
Section 8: Community Engagement	0	1	3	4	5
<b>Section 9: Optional Survey</b>					
Section 9: Optional Survey	0	0	2	2	2
<b>Section 10: Additional Work</b>					
Section 10: Additional Work	0	1	3	5	5