



2020 BENCHMARKING DATA



| GOLD* (n=7) | | | | | |
|---|-----------|-----------------|-----------------|-----------------|-----------|
| | Lowest | Average | Median | Highest | Available |
| Section 1: HR Policy & Diversity Practice: Policies & Practice | | | | | |
| Policies & Practice | 13 | 14 | 14 | 15 | 15 |
| LGBTIQ Bullying / Harrassment & Support | 7 | 9 | 10 | 10 | 10 |
| Trans / Gender Diverse Inclusion | 8 | 11 | 11 | 14 | 15 |
| Strategic Focus | 2 | 5 | 6 | 6 | 6 |
| Section 2: Strategy & Accountability | 2 | 4 | 4 | 4 | 4 |
| Section 3: LGBTIQ Employee Networks / Resource Groups | 6 | 8 | 8 | 8 | 8 |
| Section 4: Visibility of Inclusion | 8 | 10 | 10 | 10 | 10 |
| Section 5: Training, Awareness & Professional Development | 4 | 7 | 7 | 8 | 8 |
| Section 6: Executive Leadership & Engagement | 0 | 5 | 6 | 8 | 8 |
| Section 7: Data Collection & Reporting | 0 | 2 | 3 | 3 | 3 |
| Section 8: Community Engagement | 1 | 4 | 5 | 5 | 6 |
| Section 9: Optional Survey | 2 | 2 | 2 | 2 | 2 |
| Section 10: Additional Work | 2 | 4 | 4 | 5 | 5 |
| TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020 | 80 | 84 | 83 | 94 | |
| | Lowest | 25th percentile | 50th percentile | 75th percentile | Highest |
| Section 1: HR Policy & Diversity Practice: Policies & Practice | | | | | |
| Policies & Practice | 13 | 14 | 14 | 15 | 15 |
| LGBTIQ Bullying / Harrassment & Support | 7 | 9 | 10 | 10 | 10 |
| Trans / Gender Diverse Inclusion | 8 | 10 | 11 | 13 | 14 |
| Strategic Focus | 2 | 5 | 6 | 6 | 6 |
| Section 2: Strategy & Accountability | 2 | 4 | 4 | 4 | 4 |
| Section 3: LGBTIQ Employee Networks / Resource Groups | 6 | 8 | 8 | 8 | 8 |
| Section 4: Visibility of Inclusion | 8 | 10 | 10 | 10 | 10 |
| Section 5: Training, Awareness & Professional Development | 4 | 6 | 7 | 8 | 8 |
| Section 6: Executive Leadership & Engagement | 0 | 4 | 6 | 7 | 8 |
| Section 7: Data Collection & Reporting | 0 | 1 | 3 | 3 | 3 |
| Section 8: Community Engagement | 1 | 4 | 5 | 5 | 5 |
| Section 9: Optional Survey | 2 | 2 | 2 | 2 | 2 |
| Section 10: Additional Work | 2 | 3 | 4 | 5 | 5 |
| TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020 | 80 | 81.5 | 83 | 85.5 | 94 |