



# 2020 BENCHMARKING DATA



<b>LEGAL (n=6)</b>					
	Lowest	Average	Median	Highest	Available
<b>Section 1: HR Policy &amp; Diversity Practice: Policies &amp; Practice</b>					
Policies & Practice	8	12	12	15	15
LGBTIQ Bullying / Harrassment & Support	6	9	10	10	10
Trans / Gender Diverse Inclusion	0	8	8	13	15
Strategic Focus	2	5	5	6	6
<b>Section 2: Strategy &amp; Accountability</b>					
Section 2: Strategy & Accountability	3	4	4	4	4
<b>Section 3: LGBTIQ Employee Networks / Resource Groups</b>					
Section 3: LGBTIQ Employee Networks / Resource Groups	4	6	7	8	8
<b>Section 4: Visibility of Inclusion</b>					
Section 4: Visibility of Inclusion	6	9	9	10	10
<b>Section 5: Training, Awareness &amp; Professional Development</b>					
Section 5: Training, Awareness & Professional Development	2	6	7	8	8
<b>Section 6: Executive Leadership &amp; Engagement</b>					
Section 6: Executive Leadership & Engagement	2	5	5	8	8
<b>Section 7: Data Collection &amp; Reporting</b>					
Section 7: Data Collection & Reporting	0	1	0	3	3
<b>Section 8: Community Engagement</b>					
Section 8: Community Engagement	0	3	4	5	6
<b>Section 9: Optional Survey</b>					
Section 9: Optional Survey	2	2	2	2	2
<b>Section 10: Additional Work</b>					
Section 10: Additional Work	1	3	4	5	5
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>	<b>53</b>	<b>71</b>	<b>70</b>	<b>94</b>	
	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>Section 1: HR Policy &amp; Diversity Practice: Policies &amp; Practice</b>					
Policies & Practice	8	10	12	14	15
LGBTIQ Bullying / Harrassment & Support	6	8	10	10	10
Trans / Gender Diverse Inclusion	0	6	8	11	13
Strategic Focus	2	3	5	6	6
<b>Section 2: Strategy &amp; Accountability</b>					
Section 2: Strategy & Accountability	3	4	4	4	4
<b>Section 3: LGBTIQ Employee Networks / Resource Groups</b>					
Section 3: LGBTIQ Employee Networks / Resource Groups	4	5	7	8	8
<b>Section 4: Visibility of Inclusion</b>					
Section 4: Visibility of Inclusion	6	8	9	10	10
<b>Section 5: Training, Awareness &amp; Professional Development</b>					
Section 5: Training, Awareness & Professional Development	2	3	7	8	8
<b>Section 6: Executive Leadership &amp; Engagement</b>					
Section 6: Executive Leadership & Engagement	2	4	5	6	8
<b>Section 7: Data Collection &amp; Reporting</b>					
Section 7: Data Collection & Reporting	0	0	0	2	3
<b>Section 8: Community Engagement</b>					
Section 8: Community Engagement	0	2	4	5	5
<b>Section 9: Optional Survey</b>					
Section 9: Optional Survey	2	2	2	2	2
<b>Section 10: Additional Work</b>					
Section 10: Additional Work	1	2	4	4	5
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>	<b>53</b>	<b>54.5</b>	<b>69.5</b>	<b>85.25</b>	<b>94</b>