

NFP/CHARITY (n=4)					
	Lowest	Average	Median	Highest	Available
Section 1: HR Policy & Diversity Practice: Policies & Practice					
Policies & Practice	3	10	10	15	15
LGBTIQ Bullying / Harrassment & Support	2	5	5	10	10
Trans / Gender Diverse Inclusion	0	4	2	11	15
Strategic Focus	0	2	2	6	6
Section 2: Strategy & Accountability	0	2	3	4	4
Section 3: LGBTIQ Employee Networks / Resource Groups	1	5	5	8	8
Section 4: Visibility of Inclusion	0	5	5	10	10
Section 5: Training, Awareness & Professional Development	0	5	6	8	8
Section 6: Executive Leadership & Engagement	0	4	4	6	8
Section 7: Data Collection & Reporting	0	2	2	3	3
Section 8: Community Engagement	0	1	1	2	6
Section 9: Optional Survey	0	1	1	2	2
Section 10: Additional Work	1	3	3	5	5
TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020	7	47	50	83	
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: HR Policy & Diversity Practice: Policies & Practice					
Policies & Practice	3	6	10	14	15
LGBTIQ Bullying / Harrassment & Support	2	2	5	8	10
Trans / Gender Diverse Inclusion	0	0	2	6	11
Strategic Focus	0	1	2	3	6
Section 2: Strategy & Accountability	0	2	3	3	4
Section 3: LGBTIQ Employee Networks / Resource Groups	1	4	5	6	8
Section 4: Visibility of Inclusion	0	2	5	8	10
Section 5: Training, Awareness & Professional Development	0	5	6	7	8
Section 6: Executive Leadership & Engagement	0	2	4	6	6
Section 7: Data Collection & Reporting	0	0	2	3	3
Section 8: Community Engagement	0	0	1	1	2
Section 9: Optional Survey	0	0	1	2	2
Section 10: Additional Work	1	3	3	4	5
TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020	7	27.25	49.5	69.5	83