



2020 BENCHMARKING DATA



PARTICIPATING* (n=12)					
	Lowest	Average	Median	Highest	Available
Section 1: HR Policy & Diversity Practice: Policies & Practice					
Policies & Practice	2	6	6	12	15
LGBTIQ Bullying / Harrassment & Support	0	4	4	9	10
Trans / Gender Diverse Inclusion	0	1	0	5	15
Strategic Focus	0	2	2	5	6
Section 2: Strategy & Accountability	0	2	2	4	4
Section 3: LGBTIQ Employee Networks / Resource Groups	0	4	4	8	8
Section 4: Visibility of Inclusion	0	5	6	8	10
Section 5: Training, Awareness & Professional Development	0	3	3	6	8
Section 6: Executive Leadership & Engagement	0	2	2	6	8
Section 7: Data Collection & Reporting	0	1	1	3	3
Section 8: Community Engagement	0	1	1	3	6
Section 9: Optional Survey	0	1	0	2	2
Section 10: Additional Work	0	1	1	3	5
TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020	7	33	35	48	
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: HR Policy & Diversity Practice: Policies & Practice					
Policies & Practice	2	4	6	8	12
LGBTIQ Bullying / Harrassment & Support	0	2	4	5	9
Trans / Gender Diverse Inclusion	0	0	0	0	5
Strategic Focus	0	1	2	3	5
Section 2: Strategy & Accountability	0	2	2	2	4
Section 3: LGBTIQ Employee Networks / Resource Groups	0	4	4	5	8
Section 4: Visibility of Inclusion	0	5	6	7	8
Section 5: Training, Awareness & Professional Development	0	2	3	4	6
Section 6: Executive Leadership & Engagement	0	0	2	2	6
Section 7: Data Collection & Reporting	0	0	1	3	3
Section 8: Community Engagement	0	0	1	2	3
Section 9: Optional Survey	0	0	0	2	2
Section 10: Additional Work	0	0	1	3	3
TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020	7	31	35	39.25	48