



PROFESSIONAL SERVICES (n=4)					
	Lowest	Average	Median	Highest	Available
Section 1: HR Policy & Diversity Practice: Policies & Practice					
Policies & Practice	8	13	14	15	15
LGBTIQ Bullying / Harrassment & Support	7	9	10	10	10
Trans / Gender Diverse Inclusion	7	10	10	14	15
Strategic Focus	2	4	4	6	6
Section 2: Strategy & Accountability	2	4	4	4	4
Section 3: LGBTIQ Employee Networks / Resource Groups	5	7	7	8	8
Section 4: Visibility of Inclusion	8	9	9	10	10
Section 5: Training, Awareness & Professional Development	2	5	5	8	8
Section 6: Executive Leadership & Engagement	0	4	3	8	8
Section 7: Data Collection & Reporting	2	3	3	3	3
Section 8: Community Engagement	2	4	4	5	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	2	3	3	5	5
TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020	53	75	82	84	
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: HR Policy & Diversity Practice: Policies & Practice					
Policies & Practice	8	12	14	14	15
LGBTIQ Bullying / Harrassment & Support	7	9	10	10	10
Trans / Gender Diverse Inclusion	7	9	10	12	14
Strategic Focus	2	2	4	6	6
Section 2: Strategy & Accountability	2	4	4	4	4
Section 3: LGBTIQ Employee Networks / Resource Groups	5	6	7	8	8
Section 4: Visibility of Inclusion	8	8	9	10	10
Section 5: Training, Awareness & Professional Development	2	4	5	7	8
Section 6: Executive Leadership & Engagement	0	2	3	5	8
Section 7: Data Collection & Reporting	2	2	3	3	3
Section 8: Community Engagement	2	4	4	4	5
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	2	2	3	4	5
TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020	53	74	81.5	82.5	84