



# 2020 BENCHMARKING DATA



STATE GOVERNMENT * (n=11)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	10	10	18	20
LGBTIQ+ Bullying / Harrassment & Support	0	5	5	10	14
Trans / Gender Diverse Inclusion	0	9	8	19	27
Strategic Focus	0	7	8	14	18
<b>Total Standing Submission</b>	<b>0</b>	<b>30</b>	<b>30</b>	<b>60</b>	<b>79</b>
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	2	12	12	22	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	15	19	33	34
Section 4: Visibility of Inclusion	4	11	12	16	16
Section 5: Training, Awareness & Professional Development	2	5	4	10	12
Section 6: Executive Leadership & Engagement	0	5	4	8	8
Section 7: Data Collection & Reporting	0	4	5	6	6
Section 8: Community Engagement	0	3	2	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	6	4	15	15
<b>Total Annual Submission</b>	<b>25</b>	<b>60</b>	<b>62</b>	<b>105</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>27</b>	<b>90</b>	<b>92</b>	<b>165</b>	<b>200</b>
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	8	10	11	18
LGBTIQ+ Bullying / Harrassment & Support	0	3	5	7	10
Trans / Gender Diverse Inclusion	0	7	8	12	19
Strategic Focus	0	3	8	11	14
<b>Total Standing Submission</b>	<b>0</b>	<b>19</b>	<b>30</b>	<b>40</b>	<b>60</b>
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	2	8	12	16	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	6	19	22	33
Section 4: Visibility of Inclusion	4	7	12	14	16
Section 5: Training, Awareness & Professional Development	2	4	4	6	10
Section 6: Executive Leadership & Engagement	0	3	4	6	8
Section 7: Data Collection & Reporting	0	2	5	6	6
Section 8: Community Engagement	0	1	2	5	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	2	4	8	15
<b>Total Annual Submission</b>	<b>25</b>	<b>30</b>	<b>62</b>	<b>78</b>	<b>105</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>27</b>	<b>48.5</b>	<b>92</b>	<b>122</b>	<b>165</b>

\* Benchmark excludes small employers <500 employees