



2020 BENCHMARKING DATA



STATE/LOCAL* (n=14)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	10	10	18	20
LGBTIQ+ Bullying / Harrassment & Support	0	5	6	11	14
Trans / Gender Diverse Inclusion	0	8	8	19	27
Strategic Focus	0	7	7	15	18
Total Standing Submission	0	30	30	60	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	2	12	11	22	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	15	18	33	34
Section 4: Visibility of Inclusion	4	10	12	16	16
Section 5: Training, Awareness & Professional Developmen	2	5	4	10	12
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	0	3	3	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	5	4	15	15
Total Annual Submission	14	59	59	107	121
TOTAL AWEI SUBMISSION SCORE 2020	22	89	91	166	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	7	10	11	18
LGBTIQ+ Bullying / Harrassment & Support	0	3	6	8	11
Trans / Gender Diverse Inclusion	0	5	8	12	19
Strategic Focus	0	2	7	11	15
Total Standing Submission	0	17	30	41	60
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	2	7	11	17	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	6	18	22	33
Section 4: Visibility of Inclusion	4	6	12	14	16
Section 5: Training, Awareness & Professional Developmen	2	4	4	6	10
Section 6: Executive Leadership & Engagement	0	2	4	6	8
Section 7: Data Collection & Reporting	0	1	3	5	6
Section 8: Community Engagement	0	1	3	5	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	1	4	8	15
Total Annual Submission	14	30	59	79	107
TOTAL AWEI SUBMISSION SCORE 2020	22	46.75	91	122	166

* Benchmark excludes small employers <500 employees