



<b>TECHNOLOGY / TELCO* (n=8)</b>					
<b>AWEI STANDING SUBMISSION</b>	<b>Lowest</b>	<b>Average</b>	<b>Median</b>	<b>Highest</b>	<b>Available</b>
HR Policies & Practice	6	11	10	18	20
LGBTIQ+ Bullying / Harrassment & Support	0	8	9	14	14
Trans / Gender Diverse Inclusion	0	7	6	21	27
Strategic Focus	1	8	7	18	18
<b>Total Standing Submission</b>	<b>11</b>	<b>34</b>	<b>29</b>	<b>71</b>	<b>79</b>
<b>AWEI ANNUAL SUBMISSION</b>	<b>Lowest</b>	<b>Average</b>	<b>Median</b>	<b>Highest</b>	<b>Available</b>
Section 2: Strategy & Accountability	5	11	10	22	22
Section 3: LGBTIQ Employee Networks / Resource Groups	3	14	14	29	34
Section 4: Visibility of Inclusion	3	11	13	16	16
Section 5: Training, Awareness & Professional Development	2	5	4	12	12
Section 6: Executive Leadership & Engagement	0	3	3	8	8
Section 7: Data Collection & Reporting	0	2	1	6	6
Section 8: Community Engagement	0	3	4	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	4	2	12	15
<b>Total Annual Submission</b>	<b>23</b>	<b>55</b>	<b>49</b>	<b>112</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>34</b>	<b>88</b>	<b>78</b>	<b>183</b>	<b>200</b>
<b>AWEI STANDING SUBMISSION</b>	<b>Lowest</b>	<b>25th percentile</b>	<b>50th percentile</b>	<b>75th percentile</b>	<b>Highest</b>
HR Policies & Practice	6	7	10	13	18
LGBTIQ+ Bullying / Harrassment & Support	0	7	9	11	14
Trans / Gender Diverse Inclusion	0	3	6	9	21
Strategic Focus	1	4	7	11	18
<b>Total Standing Submission</b>	<b>11</b>	<b>24</b>	<b>29</b>	<b>41</b>	<b>71</b>
<b>AWEI ANNUAL SUBMISSION</b>	<b>Lowest</b>	<b>25th percentile</b>	<b>50th percentile</b>	<b>75th percentile</b>	<b>Highest</b>
Section 2: Strategy & Accountability	5	8	10	13	22
Section 3: LGBTIQ Employee Networks / Resource Groups	3	5	14	19	29
Section 4: Visibility of Inclusion	3	7	13	16	16
Section 5: Training, Awareness & Professional Development	2	2	4	7	12
Section 6: Executive Leadership & Engagement	0	2	3	5	8
Section 7: Data Collection & Reporting	0	0	1	4	6
Section 8: Community Engagement	0	1	4	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	2	2	5	12
<b>Total Annual Submission</b>	<b>23</b>	<b>36</b>	<b>49</b>	<b>66</b>	<b>112</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>34</b>	<b>64.5</b>	<b>78</b>	<b>102.5</b>	<b>183</b>

\* Benchmark excludes small employers <500 employees