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2020



AUSTRALIAN WORKPLACE EQUALITY INDEX

THE NATIONAL  
BENCHMARK ON  
**ON AUSTRALIAN  
LGBTQ WORKPLACE  
INCLUSION**

**pride**in  
**diversity**



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# WELCOME FROM ACON'S PRIDE INCLUSIONS PROGRAMS DIRECTOR



**DAWN HOUGH**

**Director**

ACON's Pride Inclusion Programs

Pride in Diversity, Pride in Sport, Pride in Health + Wellbeing

Welcome to the 2020 AWEI Benchmarking Report. This is the first year of our fourth iteration so once again, we find ourselves raising the bar to maintain our standing against International Best Practice. This index will now stay in place for a minimum of three years.

As many of you are aware, we conduct a three-year review to ensure that we are up to speed with our partner organisations across the world. We need to ensure that here in Australia, we are on par with LGBTQ inclusion practices in the UK, US, Canada, Ireland and Hong Kong – countries that have national benchmarking indices covering this area of diversity and inclusion practice. Congratulations to everyone and all employers who have already started work on some of the new areas within the AWEI this year.

That is not to say that the bar will be raised every three years. Should our international benchmarking show that we are currently aligned to best practice, then the index will not change. Just as practice is changing rapidly here, so it is overseas. To keep abreast of these changes, we are committed to this 3-year cycle of review.

2020 has brought some significant challenges, first with bushfires and more recently the COVID-19. However, we encourage you where possible to maintain momentum in this area of your work, and utilise the many additional programs we have introduced to add additional value to you and your teams during this period.

Please also maintain your commitment to participating in the AWEI. If you participated in the AWEI2020, your 2021 submission will be much simpler, as any unchanged work submitted within Section 1: Standing Submission

is automatically carried over – the only questions you need to answer within this section are those that may have changed from your 2020 submission.

To accommodate COVID-19, any items within the submission that speak to events, training, meetings etc may all be conducted via internet technologies. Please ensure you capture evidence for these as you meet to discuss progress, hold roundtables or events online and encourage your staff to participate in many of the online /internet based training forums currently being held.

Please consider AWEI Survey participation 2021. We are opening the survey from November 1 2020 and closing it the same day as submissions. This will allow you greater flexibility in choosing the time you would need to distribute communications to your staff. The survey allows you to benchmark your staff responses against the national survey benchmark and can provide invaluable insight into the lived experiences of your employees. Index points will be based on survey participation – as the greater the number of responses, the greater the insight you will receive and the greater capacity you will have to analyse the impact your inclusion initiatives have on your employees.

I would like to thank every person who has contributed to LGBTQ workplace inclusion and organisational submissions to the AWEI. I would also like to thank Goldman Sachs who have sponsored this work since its inception in 2010 and of course the Pride Inclusions Programs team who work tirelessly throughout the year to support our members and the national benchmarking tools. Until next year, we look forward to supporting you in every way we can. We wish you a safe year ahead.

# WELCOME FROM OUR SPONSOR



**SIMON ROTHERY**

**Chief Executive Officer**

Goldman Sachs Australia & New Zealand

Goldman Sachs is honoured to sponsor the Australian Workplace Equality Index (AWEI) annual benchmarking and survey publication for the tenth consecutive year. We would like to extend our congratulations to all the organisations and their Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) networks who took part in the 2020 AWEI.

As a founding member of Pride in Diversity (PID), we hope this publication provides support and guidance to further advance the work on LGBTQ Inclusion across Australia in the same way it did for Goldman Sachs.

Our commitment to diversity and inclusion is essential to our mission as a firm: it lets us remain at the edge

of innovation, respond to the needs of our clients, and ensure that our people bring their authentic selves to work. At Goldman Sachs, we're proud of our efforts to foster diversity and inclusion both in our own workplace and in the communities where we live and work.

We are delighted to see continued progress for LGBTQ inclusion being made across Australia, and are especially heartened reflecting on the progress that has been made over the past year, both within other member organisations and across the country more broadly. We look forward to building on our success with PID and our fellow supporters of the national benchmark for LGBTQ inclusion.



# 2020 EMPLOYER OF THE YEAR: RMIT UNIVERSITY



**MARTIN BEAN**

**Vice-Chancellor and President**  
RMIT University

I'm incredibly proud that RMIT has been awarded Employer of the Year for LGBTQ inclusion for the second consecutive year. Along with the recognition of qualifying for Platinum, our achievement of Gold Employer for the third year, demonstrates our continued progress.

These achievements recognise our commitment to be a genuinely inclusive environment for our staff and students who identify as diverse genders, sexes and sexualities (DGSS). They reflect the passionate engagement and hard work of our leaders, staff and students, who celebrate diversity. This is at the durrung (heart) of who we are as a community.

At RMIT we uphold every person's right to feel safe, supported and free to be themselves. We recognise the extraordinary value that diverse lived experience adds to our working relationships and learning experiences. We also know that when we bring together many minds, perspectives and lived experiences, we transform lives and shape the world.

Our value of inclusion is steadfast and, during these difficult times, it's been encouraging to see new traditions emerge as we come together on digital channels to provide support and continue to give each other strength and a place to (noogal) belong, regardless of where we may be located.

Our DGSS Staff Network, RMIT Ally Network and DGSS Working Group are made up of hundreds of individuals who serve as visible and active advocates for our value of inclusion and provide support for our DGSS staff and students.

This includes exploring new ways to embed DGSS inclusion into our culture and community, taking a stand against homophobia and transphobia in sport and providing tailored support for trans and gender diverse people.

It has been a privilege to witness RMIT's organisational culture, values and behaviours continuing to shift towards a true appreciation of diversity, and our University flourish because of it. I look forward to seeing what more we can accomplish in the years to come.

# 2020 SMALL EMPLOYER OF THE YEAR: DENTONS



**DOUG STIPANICEV**

**CEO**

Australia Chair and Australasia Region  
Dentons

Dentons is deeply committed to diversity and inclusion both in Australia and globally. We work hard to ensure that we have policies in place to support a diverse, inclusive and flexible workplace; one where all of our employees feel valued and connected.

LGBTQ inclusion is one of our core focus areas, along with gender, culture, disability, reconciliation and flexibility. In just three years, Dentons Australia has moved from Bronze to Gold status and Small Employer of the Year.

With the support and commitment of our LGBT+ network in Australia, GLOW, Dentons has been focusing on implementing actions to create tangible change. It is very gratifying to know that our initiatives are making a positive difference to the lived experience of LGBTQ people and their Allies.

As part of the world's largest law firm, we know how important it is to embrace all aspects of diversity. We know there is more work to do, and this award strengthens our commitment to furthering diversity and inclusion in Australia.

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# METHODOLOGY

## HISTORY

The Australian Workplace Equality Index originally drew from the rich experience, expertise and methodology of the Diversity Champions Workplace Equality Index published by Stonewall in the UK.

The AWEI was officially launched in November 2010 at Australian Federal Police Headquarters in Canberra, acknowledging the AFP's early support of Pride in Diversity as a Foundation Member and their sponsorship support of the Index's initial development.

This allowed Pride in Diversity to work closely with Stonewall UK to ensure a localised starting point, targeting mid-level practice within the current Australian context. The methodology utilised by the Index was academically scrutinised by Academic Advisor Dr. Raymond Trau resulting in high praise for its rigour and objectivity.

The AWEI stands as the definitive national benchmark on LGBTQ workplace inclusion in Australia. It comprises the largest and only national employee survey designed to gauge the overall impact of inclusion initiatives on organisational culture, as well as identifying and non-identifying employees. The Index drives best practice in Australia and sets a comparative benchmark for Australian employers across all sectors. For this reason alone, the Index has to be rigorous and comprehensive.

The work compiled annually by employers submitting for the Index is a testament to the importance of LGBTQ inclusion with their current D&I initiatives.

Employer participation in the Index and the optional employee survey has grown annually since its launch in 2010 and in 2014 moved from recognising the Top 10 Employers to the Top 20 Employers.

In 2017, the first edition of the 3rd iteration of the index saw changes to submission formats and introduced Recognition Tiers. The Top 20 leader board was removed and replaced with rebranded and non-ranked Platinum, Gold, Silver, Bronze and Participation Tier Recognition/s.

The index was realigned once again in 2020 for a 4th iteration, with updates not only to formats but also to questions. There are less questions in this iteration, but each question provides more detail and options for evidence requirements to support universal usage across industries and sectors. Also introduced were newly focused areas to shift with international best practice. Further, an evidence guideline is provided with greater detail in respect to each submission question regarding why the question is asked, how the points are allocated, and how best to provide evidence.

## HOW REFLECTIVE ARE TOP EMPLOYERS OF BEST PRACTICE WITHIN AUSTRALIA?

While Awards are a nice end-result to the Index, the real intent of the Index is to gauge, monitor and align Australian practice with International best practice.

Many awards nomination processes boast a far quicker and less cumbersome submission process, but the AWEI is extremely comprehensive and evidence-based benchmark and therefore does take some time to complete.

Employers are asked a series of very specific questions in relation to areas that directly impact inclusion or the perception thereof and are required to provide evidence for all responses. Evidence may entail a detailed description of a process or alternatively copies of supporting documentation to validate responses. This ensures that all employers are measured on the same criteria while maintaining flexibility of approach.

As the Index is used for benchmarking purposes, its necessary rigour and submission process provides an accurate gauge as to the level of inclusivity currently being worked on within the submitting employer organisation.



## CURRENT ITERATIONS

AWEI 2020 saw the Standard Employer enter its 4th iteration. Likewise, the Small Employer entered its 2nd iteration.

An iteration refers to our three yearly cycle of local Index review and international benchmarking. This is necessary to ensure that our Index reflects shifts in Australian practice but also that we continue to review our Index against international benchmarks to ensure that at the minimum, we are on par with international practice, but where possible here in Australia, leading the way.

While current score levels are always nice to maintain, if we didn't conduct this 3 yearly review to shift practice, we run the risk of falling behind. The international reputation of the AWEI has been built and maintained as a direct result of its evidence base, local and international currency and three yearly iteration cycle in order to shift practice.

Upon the new Index's release, it is important to note that the journey to maintain leading practice internationally is not a six month journey, it's a three year journey, and as we start this new cycle, we can expect to encounter new questions and challenges as we start to progress practice here in Australia for the next 3 years.

As we reach the final Index in each iteration, it is not surprising that we see several of our top performing organisations reach scores very close to the full 200 point allocation. At this point, employers start to ask the question "what next", seeking guidance as to what new "leading practice looks like" going forward.

As you will note from the charts represented in this publication, entry points for each of the recognition tiers have continued to shift. Average scores have also increased year on year showing that, as a country, our work in this area is consistently improving – which is the ultimate goal of our work, both yours and ours.

In reviewing the currency of the third iteration, ending 2019, it was apparent, that due to changes in law and significant shifts in practice that some questions were either now obsolete or could be presented at a higher, less detailed level. There are still areas that we need to focus on – for example: the work of allies, bullying/harassment in the workplace, and visibly inclusive practice. Further, there are new areas that have been identified by shifts in practice and our member organisations which needed to be incorporated – for example: LGBTQ women, trans and gender diverse inclusion and recruitment, intersectionality and regional work.

In addition, we continue to be mindful of the boundaries different sectors face. Some government departments face greater restrictions in some areas; universities have a slightly different focus with emphasis on student bodies; and commercial organisations differ significantly from not-for-profit groups.

With the new iteration finalised, we saw a 33% reduction of questions, increasing the overall manageability of the instrument. We were able to simplify many of the questions and accommodate the diversity of practice and experience, by providing several multiple choice options within some of the questions.

We incorporated questions to bring us in line with international practice – these typically focused on customer/client facing support; leadership accountabilities for LGBTQ inclusion and the visible inclusion of trans and gender diverse employees alongside the incorporation of more inclusive gender markers.

We also broadened the range of our Small Employer Index to accommodate employers with up to 500 employees, allowing for a more equitable Index and more meaningful benchmarking tables for those within this group.

# INDEX POINT ALLOCATIONS

## AWEI2020 POINT ALLOCATIONS: STANDARD EMPLOYER INDEX (501 employees or more)

	Point
<b>SECTION 1:</b> Standing Submission	HR Policy & Diversity Practice
	LGBTQ Bullying / Harassment & Support
	Trans / Gender Diverse Inclusion
	Strategic Focus
<b>SECTION 2:</b> LGBTIQ Cultural Safety	22 points
<b>SECTION 3:</b> LGBTQ Employee Networks / Resource Groups	34 points
<b>SECTION 4:</b> Visibility of Inclusion	16 points
<b>SECTION 5:</b> Training, Awareness & Professional Development	12 points
<b>SECTION 6:</b> Executive Leadership & Engagement	8 points
<b>SECTION 7:</b> Data Collection & Reporting	6 points
<b>SECTION 8:</b> Community Engagement	6 points
<b>SECTION 9:</b> Optional Survey	2 points
<b>SECTION 10:</b> Additional Work	15 points
Total Standard Employer Score	200 Points

## AWEI2020 POINT ALLOCATIONS: SMALL EMPLOYER INDEX (500 employees or less)

	Point
<b>SECTION 1:</b> HR Policy & Diversity Practice	46 points
<b>SECTION 2:</b> Strategy & Accountability	4 points
<b>SECTION 3:</b> LGBTQ Employee Networks / Resource Groups	8 points
<b>SECTION 4:</b> Visibility of Inclusion	10 points
<b>SECTION 5:</b> Training, Awareness & Professional Development	8 points
<b>SECTION 6:</b> Executive Leadership & Engagement	8 points
<b>SECTION 7:</b> Data Collection & Reporting	3 points
<b>SECTION 8:</b> Community Engagement	6 points
<b>SECTION 9:</b> Optional Survey	2 points
<b>SECTION 10:</b> Additional Work	5 points
Total Small Employer Score	100 points

Note: As part of the new iteration and for the 2021 submission, Section 1 of the Small Employer will be Section 1: Standing Submission – now eligible for the carrying over of points, equitable to that of the Standard Employer.

## HOW ARE AWEI SUBMISSIONS ASSESSED?

In 2018, we fine-tuned the marking process to ensure a strict dependency on evidence for score allocation, clearly articulating that which is required for full or partial point allocation within the scoring instrument. This removed the likelihood of grey areas where evidence is not supplied in its entirety or as requested.

Using this marking rubric, each submission is marked by two different members of the team, each on separate score sheets.

As Relationship Managers are not necessarily marking their member submissions and not all submitting employers are members of Pride in Diversity, strict attention is given only to that information that appears within the submission document, ensuring equity across all submissions regardless of marker, and regardless of membership.

Once both markers have entered their scores, the spreadsheet automatically identifies where scores have differed and flags these questions for further consultation. The two markers then meet to discuss the discrepancies, reevaluating both the evidence required and the evidence supplied to agree a point value.

If an agreement can't be met, a third team member is consulted. This process is repeated until all score differences between the two markers have been investigated and finalised.

Where scores between employers are close for Employer of the Year, a third marking is completed, highlighting key standards for each submission. If two employers tie on the highest score, it may be necessary to highlight key standouts and differentiators for each submission for additional consideration. An interview with the CEO of the tying organisations may also be required.

A scorecard is then automatically generated by the scoring rubric and supplied for each submitting organisation, which now provides initial feedback for each question.

A table is then produced for Platinum, Gold, Silver, Bronze and Participating Employer Tier Recognition based on the score distribution across all submissions.

From the scores provided within the AWEI submission, the following awards are also determined:

- Achievement Award for Most Improved (largest score difference between current year and last)
- Award for the Inclusion of Trans and Gender Diverse Employees – all scores for questions throughout the index pertaining to trans and gender diverse employees are tallied along with any relevant scores for work submitted within Section 10: Additional Work. The highest score determines award recipient.
- Network of the Year Award – all scores for questions throughout the index pertaining to network activity are tallied along with any relevant scores for work submitted within Section 10: Additional Work. The highest score determines award recipient.

## LGBTQ INCLUSION AWARD NOMINATIONS

In addition to the index, organisations and/or employees can nominate their colleagues, leaders, executives and/or initiatives for awards. These awards are not based on the benchmarking instrument, but instead based on evidence supplied in support of the nomination.

## INCLUSION AWARD PROCESS

These nominations are marked against a scoring rubric and then shortlisted to three finalists based on the score achieved.

A group of 3 team members meet to evaluate the shortlisted nominations, noting work that differentiates each in addition to breadth and impact of activities submitted as supporting evidence.

All three markers must agree an overall winner based on the overall score and differentiators.

Receipt of a nomination does not guarantee that an award will be given or that the nominee will be a finalist in the respective category. Minimum criteria does need to be met.

## CONSIDER NOMINATING SOMEONE IN THESE CATEGORIES

### CEO of the Year

Recognising the outstanding support, promotion, and/or contribution to LGBTQ workplace inclusion from your CEO (or equivalent) or your most senior person within Australia.

### Executive Leadership Award

Recognising the outstanding contribution(s) to LGBTQ inclusion from a senior leader within your organisation. This person may be an Executive Sponsor, but nominations are not limited to Executive Sponsors or Champion roles.

### External Media Campaign

Focusing on the inclusion of LGBTQ people within the public / external-facing promotion of your products and/or services.

### Network Leader of the Year

Recognising the impact of individuals within network leadership groups that perform above and beyond the expectations of the role and significantly impact LGBTQ workplace inclusion as a result. This nomination is open to anyone who has a formal and leading role within the employee network leadership group.

### OUT Role Model Award

For an OUT LGBTQ individual within your organisation who has actively promoted and contributed to LGBTQ inclusion within the organisation.

### Sally Webster Ally Award

Recognising the outstanding contribution of an individual within your organisation who does not personally identify as LGBTQ, but who has made a significant contribution to LGBTQ workplace inclusion as an ally to LGBTQ people.

### Sapphire Inspire Award for LGBTQ Women

Recognising the additional challenges faced by LGBTQ women. Your nominee needs to identify as an out LGBTQ woman, who actively contributes to promoting the visibility and experiences of other LGBTQ women to qualify for this award.

2020



AUSTRALIAN WORKPLACE EQUALITY INDEX

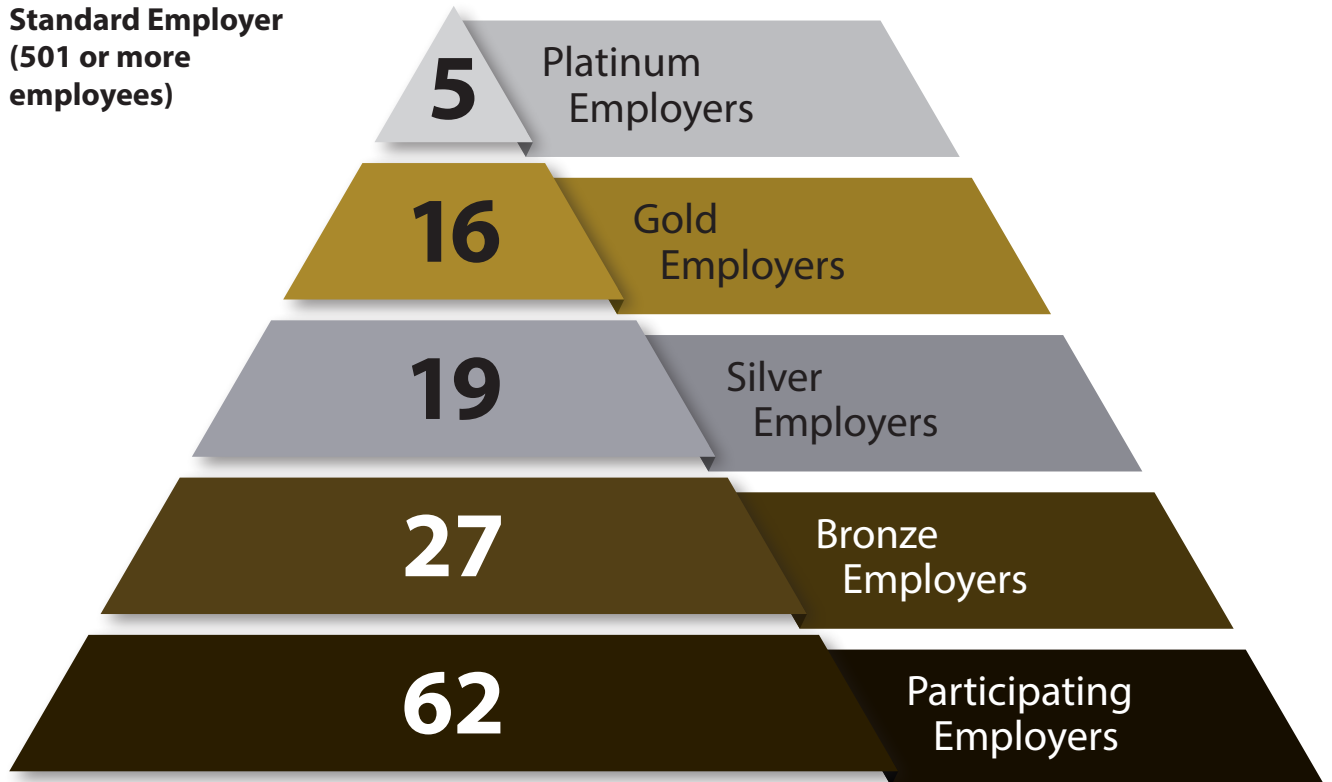
## **2020 KEY HIGHLIGHTS** FOR BOTH STANDARD & SMALL EMPLOYER



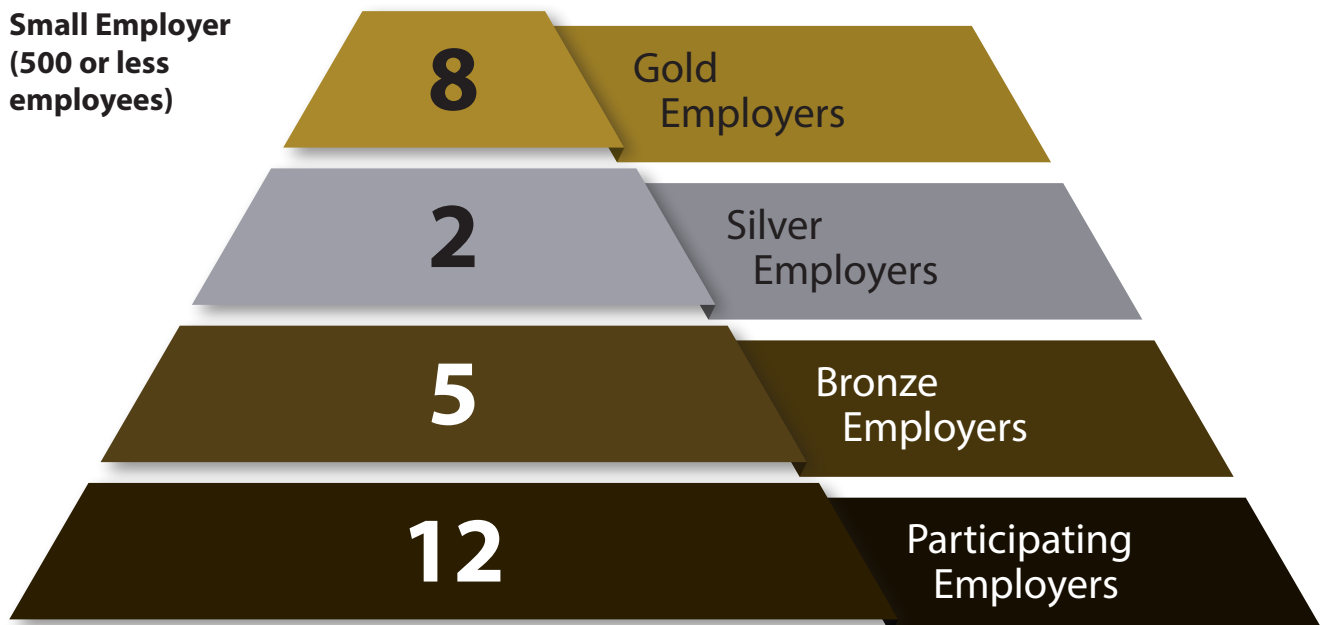


## 2020 EMPLOYER TIER RECOGNITION

**Standard Employer**  
(501 or more  
employees)



**Small Employer**  
(500 or less  
employees)



## 2020 PLATINUM TIER RECOGNITION

Platinum Employer recognition acknowledges the highest levels of performance within the AWEI over a sustained period of time. Employers must first qualify for Platinum by achieving an AWEI score within the Gold Tier range at least four out of the last five consecutive years; or be awarded Employer of the Year twice within that period. At qualification, an employer may choose to work on a project or submit once again for the AWEI. Only on successful completion of the project or AWEI submission within the Gold Tier range will the official Platinum status be awarded.

Once awarded, Platinum Employer recognition must be maintained. While maintaining Platinum status, employers can choose to submit the AWEI as per usual or alternate AWEI submissions with project work.

Should Platinum Employers choose to alternate projects and submissions, the actual reporting cycle of the AWEI reduces to once every three years due to projects taking up two reporting cycles (one during project completion and the other during project submission). Should an employer not deliver on the project or not be placed within the Gold Tier, the employer will revert to the employer tier determined by their score, unless they still meet the 4 out of 5 year validation rule.

Should an employer default on Platinum one year, they do not need to requalify. Simply meeting the criteria of Platinum again will see them regain their full Platinum Status.

### 2019 PLATINUM QUALIFIERS CURRENTLY WORKING ON PROJECTS:

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- Accenture
- EY
- Lendlease
- Macquarie Group

### 2020 PLATINUM QUALIFIERS:

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- Clayton Utz
- RMIT University

### 2020 PLATINUM EMPLOYERS:

---

- ANZ
- Commonwealth Bank
- University of Western Australia
- PwC
- Westpac

## 2020 GOLD TIER RECOGNITION

Gold recognition is the highest recognition obtainable for the current year outside of the longevity of top employer status obtained within the Platinum Tier. Gold Employers have obtained the highest scores within the AWEI. This recognition is indicative of a substantial amount of work and activity in the area of LGBTQ inclusion over the index year as assessed by the current benchmark and in comparison to all submitting employers. Gold recognition is an outstanding achievement and organisations that obtain this recognition should be applauded for their level of activity within the given year. Gold Employer status equates to the top 10% of all submissions.

### STANDARD EMPLOYER

---

- AGL Energy
- Brisbane City Council
- Capgemini
- Clayton Utz
- CSIRO
- Deloitte Australia
- Department of Agriculture
- IBM
- J.P. Morgan
- NAB
- Queensland Department of Education
- QBE Insurance Australia
- RMIT University
- SBS
- University of NSW
- Woolworths Group

### SMALL EMPLOYER

---

- ADSSI Limited
- Boston Consulting Group
- Clifford Chance
- Dentons
- Deutsche Bank
- McCullough Robertson Lawyers
- PageGroup
- Oliver Wyman

## 2020 SILVER TIER RECOGNITION

Silver recognition is given to employers that have obtained high scores on the AWEI and provided evidence of a substantial amount of sustained or new work in LGBTQ inclusion. Silver recognition is difficult to obtain and quite often, the score differences between Silver and Gold recognition are minimal. Employers awarded Silver recognition this year equate to between the top 10 – 20% of submitting organisations.

### STANDARD EMPLOYER

---

- Alcoa of Australia
- ASIO
- CBRE
- Deakin University
- Department of Social Services
- DLA Piper
- Energy Australia
- Hollard Insurance
- HSBC Australia
- KPMG Australia
- Macquarie University
- Monash University
- NSW Police Force
- Qantas
- ScentreGroup
- University of QLD
- University of Sydney
- Westpac

\*1 additional organisation wished to participate confidentially or only recognised if they achieved a certain tier.

### SMALL EMPLOYER

---

- Gilead Sciences
- Royal Bank of Canada

## 2020 BRONZE TIER RECOGNITION

Bronze recognition should not be underestimated. For many organisations, it takes several years to achieve this tier. Bronze Employers are considered active employers in LGBTQ inclusion with submissions providing detailed evidence of work in this area over the 2019 calendar year.

### STANDARD EMPLOYER

---

- ABC
- Allens
- Allianz
- Aurecon
- Australian Federal Police
- Australian Taxation Office
- Coles
- Department of Defence
- Department Education & Training, Victoria
- Department of Health
- Department of Health & Human Services, Victoria
- Griffith University
- IA
- Jacobs
- John Holland
- Maddocks
- Mercer
- NBN Co
- Salesforce
- Services Australia
- Settlement Services International
- Stockland
- The Star Entertainment Group
- Uniting
- University of Wollongong
- Victorian Department of Environment, Land Water & Planning

\*1 additional organisation wished to participate confidentially or only recognised if they achieved a certain tier.

### SMALL EMPLOYER

---

- Allen & Overy
- Key Assets – The Children's Service Provider
- Pinsent Masons
- Russell Kennedy Lawyers
- The GPT Group

## 2020 PARTICIPATING TIER

Participating in the AWEI shows commitment to LGBTQ inclusion and a desire to obtain an external assessment and measure of progress to date. Congratulations to all employers participating in the AWEI. Scores tend to vary greatly within the Participating Employer group, with the top of this tier being very close to achieving Bronze.

### STANDARD EMPLOYER

---

- Attorney Generals Department
- AMP Capital
- Arup
- Ashurst
- Aurizon
- Australia Post
- Australian Prudential Regulation Authority (APRA)
- Australian Securities and Investments Commission (ASIC)
- Australian Signals Directorate
- Australian Unity
- Avanade Australia
- BP Australia
- Charles Sturt University
- Charter Hall
- Chevron Australia
- Colin Biggers & Paisley Lawyers
- Credit Union Australia
- Crown Resorts
- Datacom
- Department of Foreign Affairs and Trade (DFAT)
- Department of Natural Resources, Mines and Energy
- Department of Prime Minister and Cabinet
- Dexus
- Energy Queensland
- Essential Energy
- GHD
- ICC Sydney
- IP Australia
- Life Without Barriers
- Nando's Australia
- Newmont
- Novartis Pharmaceuticals Australia
- NRMA
- QIC
- SAP Australia
- State Street
- UnitingCare

- University of Western Australia
- Vanguard
- Victoria University
- Virtus Health
- Zurich Financial Services Australia

\*16 additional organisations wished to participate confidentially or only recognised if they achieved a certain tier.

### SMALL EMPLOYER

---

- Aussie Broadband
- eBay Australia & NZ and Gumtree Australia
- Envato HP Australia
- Interrelate
- Liberty Financial
- Moody's Australia
- Roche

\*4 additional organisations wished to participate confidentially or only recognised if they achieved a certain tier.

# TOP PERFORMERS ACROSS INDUSTRY / SECTOR / SIZE

\* All top employers are listed alphabetically.

\* Benchmarks include only categories that met the minimum number of participating organisations required to be included, for either the Standard or Small Employer submissions.



## STANDARD EMPLOYER

---

- Capgemini
- Clayton Utz
- IBM
- QBE Insurance
- RMIT University

\*Two organisations achieved the same score.

## SMALL EMPLOYER

---

- ADSSI Limited
- Dentons
- McCullough
- Robertson Lawyers

## RECOGNITION TIER



## STANDARD EMPLOYER

---

- Capgemini
- RMIT University
- QBE Insurance

## SMALL EMPLOYER

---

- Dentons
- McCullough Robertson Lawyers
- Page Group



## STANDARD EMPLOYER

---

- CBRE
- Deakin University
- KPMG Australia
- Qantas

\*Two organisations achieved the same score.

## SMALL EMPLOYER

---

- Gilead Sciences
- Royal Bank of Canada



TOP  
3

## BRONZE (alphabetical)

### STANDARD EMPLOYER

---

- Dept. of Education and Training Victoria
- Griffith University
- Services Australia
- Settlement Services International

\*Two organisations achieved the same score.

### SMALL EMPLOYER

---

- The GPT Group
- Key Assets – The Children's Service Provider
- Pinsent Masons

TOP  
3

## PARTICIPATING

### STANDARD EMPLOYER

---

- Australian Signals Directorate
- Crown Resorts
- Dept. of Foreign Affairs and Trade
- Newmont

\*Two organisations achieved the same score.

### SMALL EMPLOYER

---

- Aussie Broadband
- Envato
- HP Australia

## SIZE (alphabetical)

TOP  
3

500 or less employees

## SMALL

- ADSSI Limited
- Dentons
- McCullough Robertson Lawyers

TOP  
3

501 – 2000 employees

## MEDIUM

### STANDARD EMPLOYER

---

- Capgemini
- Clayton Utz
- JP Morgan

TOP  
3

2001 – 8000 employees

## LARGE

### STANDARD EMPLOYER

---

- IBM
- QBE Insurance
- University of New South Wales

TOP  
3

8001 or more employees

## SIGNIFICANT

### STANDARD EMPLOYER

---

- NAB
- PwC
- RMIT University

## SECTOR

TOP  
3

### GLOBAL EMPLOYERS

#### STANDARD EMPLOYER

- Capgemini
- IBM
- RMIT University

#### SMALL EMPLOYER

- Boston Consulting Group
- Oliver Wyman
- Page Group

TOP  
3

### REGIONAL HEAD OFFICE EMPLOYERS

#### STANDARD EMPLOYER

- Deakin University
- NBN co
- University of Wollongong

TOP  
3

### FEDERAL GOVERNMENT

#### STANDARD EMPLOYER

- CSIRO
- Dept. of Agriculture
- SBS

TOP  
3

### HIGHER EDUCATION

#### STANDARD EMPLOYER

- Deakin University
- RMIT University
- University of New South Wales

TOP  
3

### NFP / CHARITY

#### STANDARD EMPLOYER

- Settlement Services International
- Uniting

#### SMALL EMPLOYER

- ADSSI Limited
- Key Assets – The Children's Service Provider

TOP  
3

### PRIVATE

#### STANDARD EMPLOYER

- Capgemini
- Clayton Utz
- IBM, QBE Insurance

\*Two organisations achieved the same score.

#### SMALL EMPLOYER

- Dentons
- McCollough Robertson Lawyers
- Page Group

TOP  
3

### PUBLIC (alphabetical)

#### STANDARD EMPLOYER

- Brisbane City Council
- Dept. of Agriculture
- Queensland Dept of Education

**TOP  
3****STATE GOVERNMENT****STANDARD EMPLOYER**

- Dept. of Education and Training Victoria
- Dept. of Health & Human Services
- NSW Police Force
- Queensland Dept. of Education

\*Two organisations achieved the same score.

**TOP  
3****COMMUNITY SERVICES****STANDARD EMPLOYER**

- Brisbane City Council
- Settlement Services International
- Victorian Dept. of Environment, Land, Water and Planning

\*Two organisations achieved the same score.

**TOP  
3****STATE /  
LOCAL GOVERNMENT****STANDARD EMPLOYER**

- Brisbane City Council
- NSW Police Force
- Queensland Dept. of Education

**INDUSTRY****TOP  
3****ENERGY / UTILITIES****STANDARD EMPLOYER**

- AGL Energy
- Energy Australia
- Victorian Dept. of Environment, Land, Water and Planning

\*Two organisations achieved the same score.

**TOP  
3****ASX TOP 50****STANDARD EMPLOYER**

- NAB
- QBE Insurance
- Woolworths

**TOP  
3****HEALTH + WELLBEING****STANDARD EMPLOYER**

- Department of Health
- Life without Barriers
- Uniting

**TOP  
3****BANKING & FINANCE****STANDARD EMPLOYER**

- JP Morgan
- NAB
- QBE Insurance

**SMALL EMPLOYER**

- Deutsche Bank
- Royal Bank of Canada

**TOP  
3****HOSPITALITY****STANDARD EMPLOYER**

- Coles
- The Star Entertainment Group
- Woolworths

TOP  
3

## INSURANCE

### STANDARD EMPLOYER

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- Hollard Insurance
- Qantas
- QBE Insurance

TOP  
3

## LEGAL

### STANDARD EMPLOYER

---

- Clayton Utz
- KPMG Australia

\*The third organisation wished to remain confidential.

### SMALL EMPLOYER

---

- Clifford Chance
- Dentons
- McCullough Robertson Lawyers

TOP  
3

## PROFESSIONAL SERVICES

### STANDARD EMPLOYER

---

- Capgemini
- Clayton Utz
- PwC

### SMALL EMPLOYER

---

- Oliver Wyman
- Page Group

TOP  
3

## PROPERTY / CONSTRUCTION

### STANDARD EMPLOYER

---

- Brisbane City Council
- CBRE
- Qantas

TOP  
3

## PROPERTY / REAL ESTATE

### STANDARD EMPLOYER

---

- Brisbane City Council
- CBRE
- ScentreGroup

TOP  
3

## RESOURCES / MINING

### STANDARD EMPLOYER

---

- Alcoa of Australia
- Dept. of Natural Resources
- Mines and Energy, Newmont

TOP  
3

## RETAIL

### STANDARD EMPLOYER

---

- ScentreGroup
- Stockland
- Woolworths

TOP  
3

## TECHNOLOGY / TELECOMMUNICATIONS

### STANDARD EMPLOYER

---

- IBM
- NBN co
- Salesforce

2020



AUSTRALIAN WORKPLACE EQUALITY INDEX

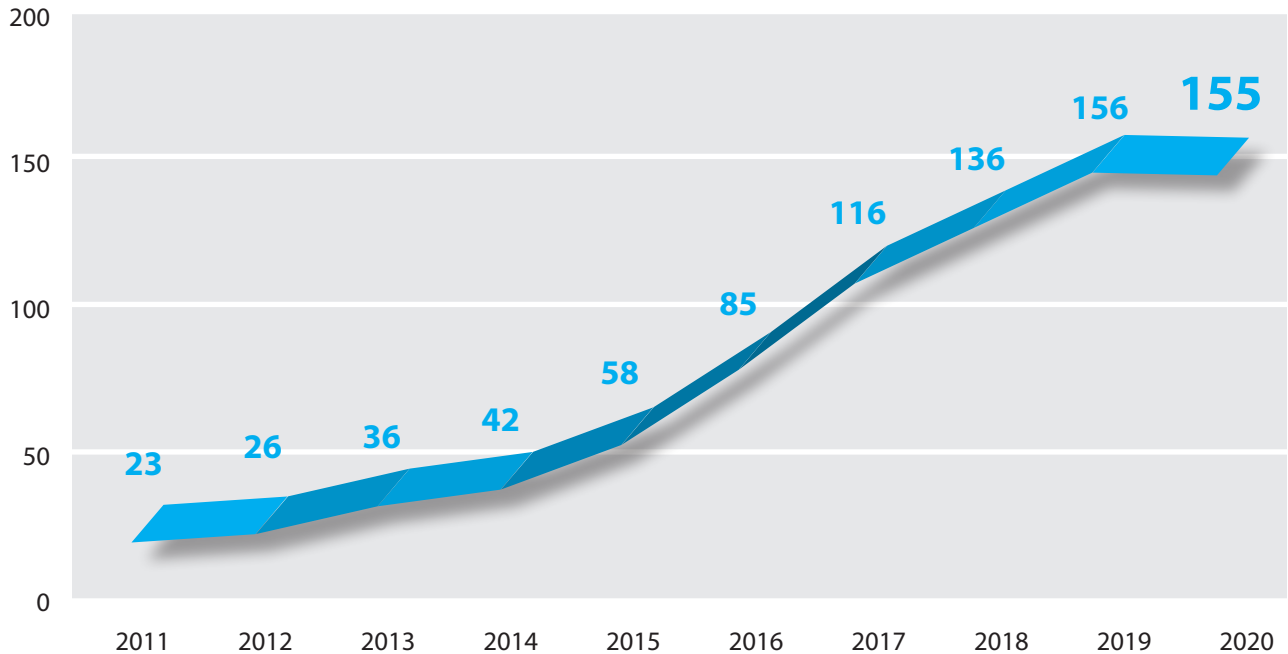
# AUSTRALIAN WORKPLACE EQUALITY INDEX 2020 BENCHMARKING DATA





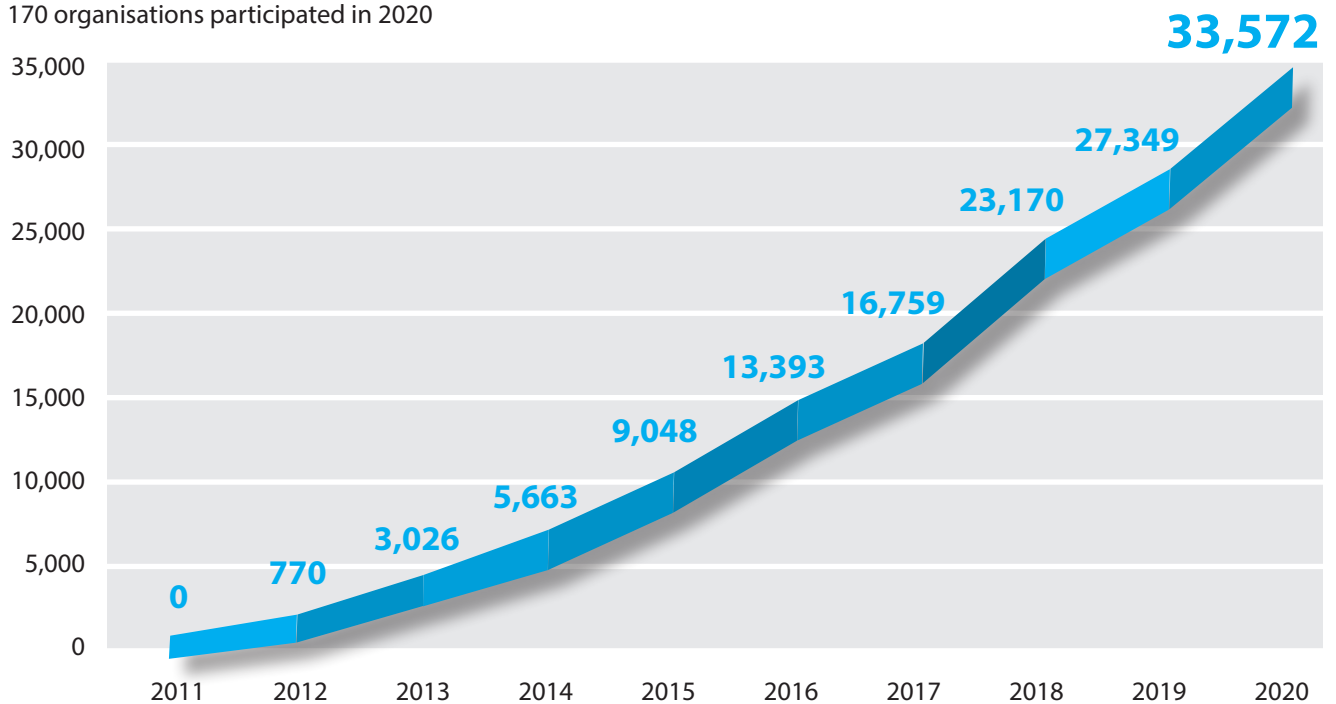
# PARTICIPATION OVERVIEWS

## HISTORICAL AWEI PARTICIPATION – ALL EMPLOYERS



## HISTORICAL AWEI OPTIONAL EMPLOYEE SURVEY PARTICIPATION – ALL EMPLOYERS

170 organisations participated in 2020



## INDUSTRY


	Standard	Industry	Small	
	3	Aged Care	1	
	14	All listed ASX Top 50		
	1	Automotive: Wholesale and Retail		
	21	Banking & Financial Services	6	
	8	Community Services	1	
	3	Computer Software		
	6	Construction		
	4	Disability Services	1	
	10	Energy / Utilities		
	5	Engineering		
	6	Health & Wellbeing	4	
	7	Hospitality		
	2	Information Services		
	2	Infrastructure		
	12	Insurance	1	
	3	Law Enforcement		
	8	Legal	6	
	1	Manufacturing		
	3	Media & Entertainment		
	2	Pharmaceuticals	2	
	14	Professional Services & Consulting	4	
	11	Property / Construction		
	7	Property / Real Estate		
	5	Rail & Logistics Transportation		
	1	Recruitment		
	4	Research & Development		
	8	Resources/Mining		
	7	Retail	1	
	8	Technology/Telecommunications	3	
	3	Tourism/Gaming		

## SECTOR PARTICIPATION (EXCLUDES PLATINUM PARTNER PROJECTS/WORK)




Standard	Sector	Small
48	Government Participation	3
59	Global:	17
11	Regional Head Office	3
15	Gold	8
19	Silver	2
27	Bronze	5
94	Participating	12


## WITHIN THE LAST 5 YEARS



PRIVATE		
Standard	Year	Small
51	2016	n/a
72	2017	3
75	2018	8
85	2019	12
69	2020	21



GOVERNMENT		
Standard	Year	Small
21	2016	n/a
27	2017	1
31	2018	1
38	2019	0
48	2020	3



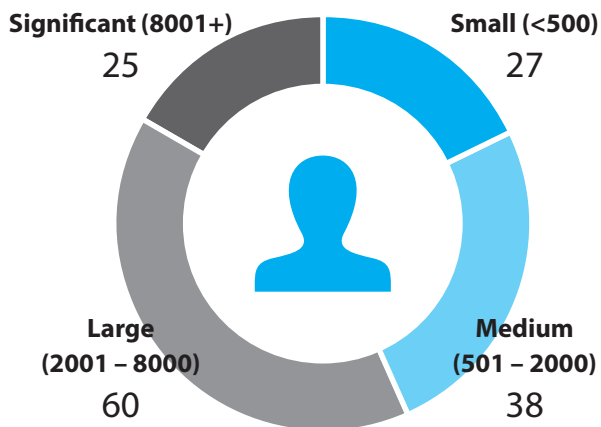
HIGHER EDUCATION		
Standard	Year	Small
9	2016	n/a
15	2017	0
14	2018	0
12	2019	0
13	2020	2

NFP/CHARITY		
Standard	Year	Small
4	2016	n/a
2	2017	1
5	2018	1
5	2019	2
4	2020	4

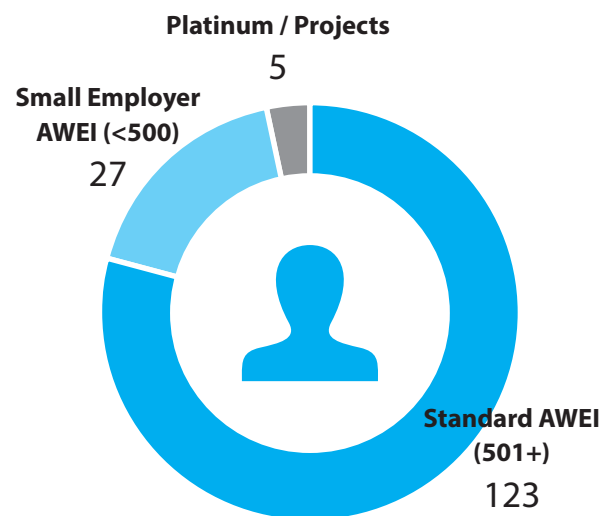
## PARTICIPATION BY EMPLOYER SIZE

\*Small Employer size defined by 500 employees or less for 2020, historically 200 employees or less.

\*Excludes Platinum Employers and Platinum projects



## PARTICIPATION BY TYPE



## FULL BENCHMARKING

Your individual AWEI results allow you to gauge progress year-on-year while providing you with valuable information that can feed directly into your D&I strategy.

Sector, Industry, Employer Size and Employer Tier benchmarks provide a comparative gauge as to how your scores compare to other submitting organisations within the assessed year..

### YOUR EMPLOYER SCORE

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- Use your score to assess improvements in LGBTQ inclusivity.
- Utilise AWEI results to determine strategy, where you excel and areas for improvement.
- Benchmark your work against other employer organisations active in this space.

### EMPLOYER SIZE BENCHMARK

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- Compare benchmark data to see where employers of a similar size are more or less active

### SECTOR BENCHMARK

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- Benchmark LGBTQ inclusion work against other employers within your sector.
- Understand sector trends, areas for improvement and areas of good practice.

### INDUSTRY BENCHMARK

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- Where available, benchmark your work against your industry peers.
- Understand industry trends, areas for improvement and areas of good practice.

### TIER BENCHMARK

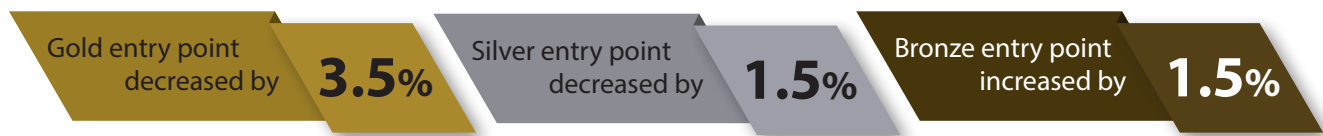
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- Compare your scores against organisations within the same tier ranking.
- Benchmark your scores against current tier and next tier up to identify areas of opportunity and growth.

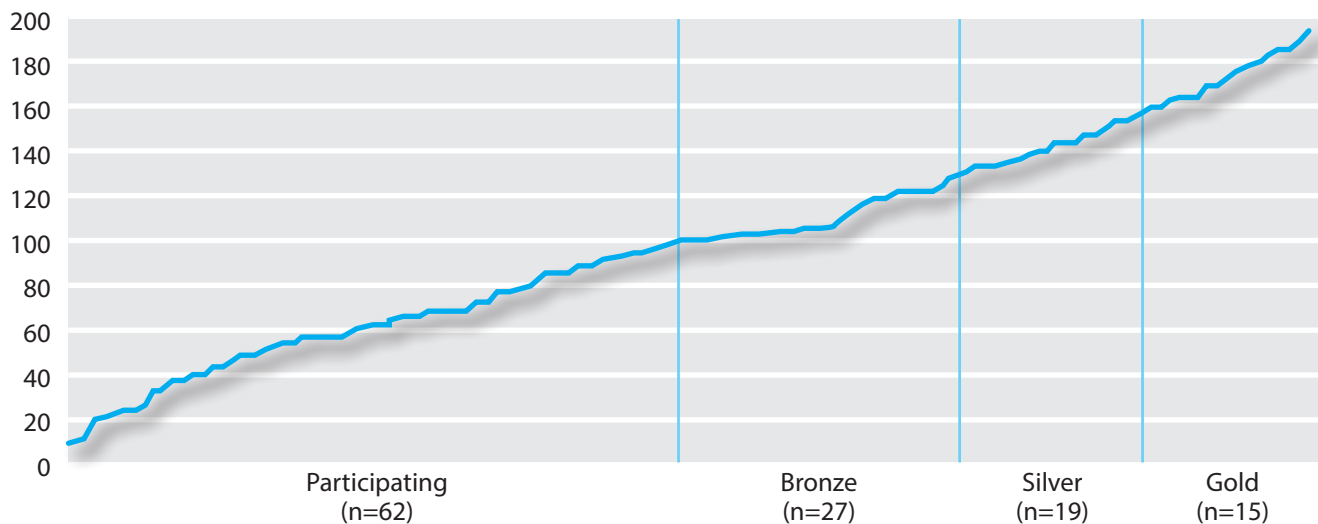


## DISTRIBUTION OF SCORES: STANDARD EMPLOYER

Standard AWEI: Increase of 0.7% in average score



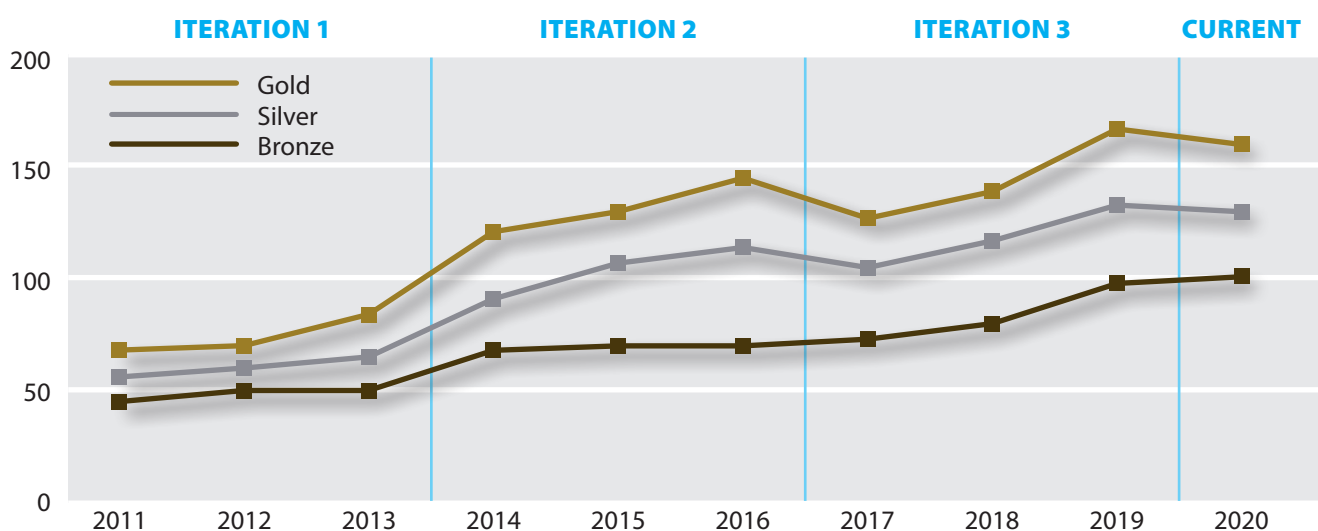
## 2020 STANDARD EMPLOYER SCORE DISTRIBUTION



## HISTORICAL TIER ENTRY POINTS

AWEI Recognition Tier point requirements change year on year, and are solely determined by the scores achieved within each annual Index. These requirements are not pre-determined.

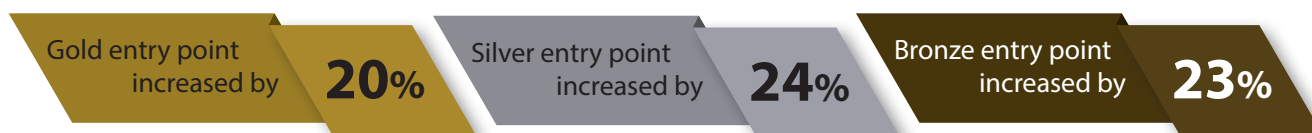
## TIER ENTRY POINTS: AWEI STANDARD EMPLOYER – BASED ON A 200 POINT INDEX



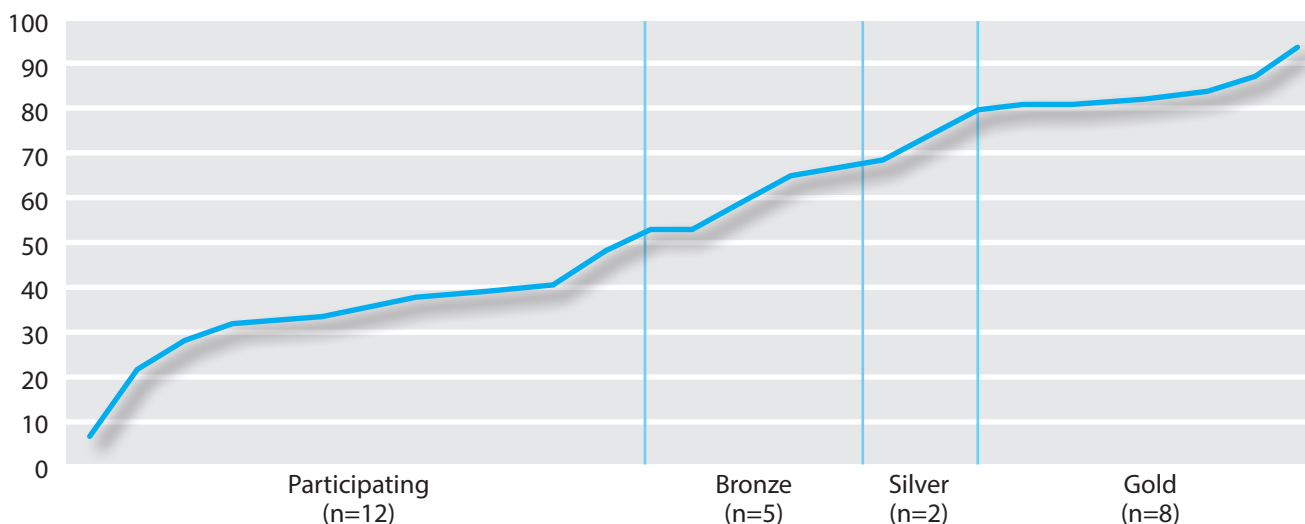
Note: The score drop in entry level points required for Silver and Gold in 2016/2017 is a result of introducing Platinum Tier in 2017. Those with a 5 year history of Gold recognition moved from Gold into Platinum, allowing top Silver performers to move into Gold thus lowering the entry point.

## DISTRIBUTION OF SCORES: SMALL EMPLOYER

Small Employer: Increase of 51.2% in average score



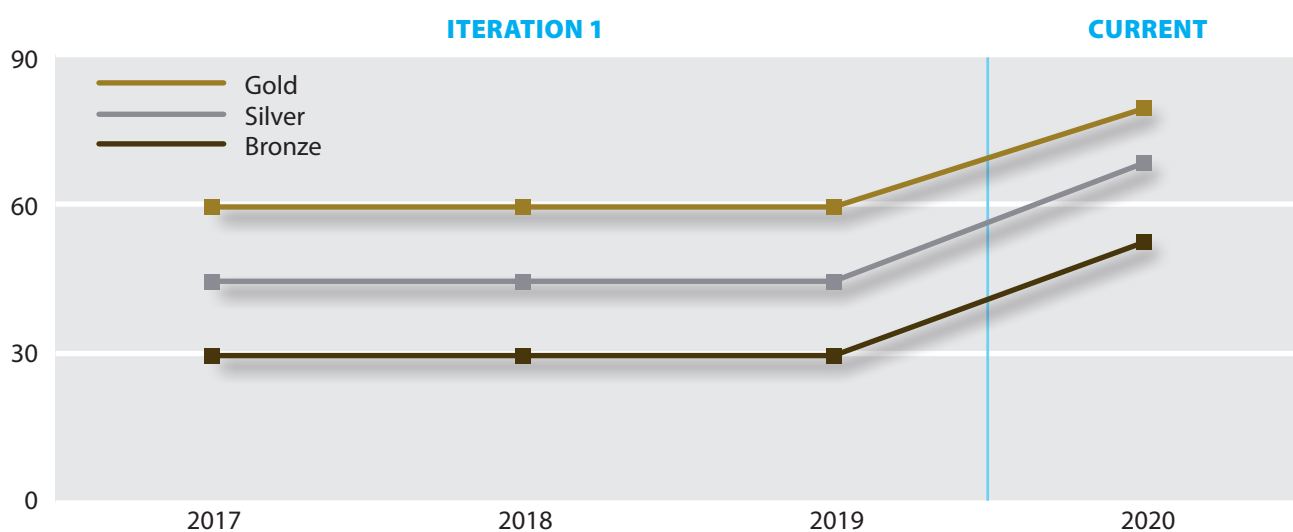
## 2020 SMALL EMPLOYER SCORE DISTRIBUTION



## HISTORICAL TIER ENTRY POINTS

AWEI Recognition Tier point requirements change year on year, and are solely determined by the scores achieved within each annual Index. These requirements are not pre-determined.

## TIER ENTRY POINTS: AWEI SMALL EMPLOYER – BASED ON A 100 POINT INDEX



Note: In 2020, the Small Employer submission shifted from 200 employees or less to 500 employees or less. This may have had an impact on the shift in entry points of recognition tiers.

2020



AUSTRALIAN WORKPLACE EQUALITY INDEX

# AUSTRALIAN WORKPLACE EQUALITY INDEX 2020 BENCHMARKING TABLES



# BENCHMARK

## ALL EMPLOYERS\* (n=123)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	12	11	20	20
LGBTQ+ Bullying / Harassment & Support	0	7	6	14	14
Trans / Gender Diverse Inclusion	0	9	8	27	27
Strategic Focus	0	9	9	18	18
Total Standing Submission	0	36	35	77	79

AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
<b>SECTION 2</b> Strategy & Accountability	2	13	13	22	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	0	17	17	34	34
<b>SECTION 4</b> Visibility of Inclusion	0	11	12	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	0	6	6	12	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	4	4	8	8
<b>SECTION 7</b> Data Collection & Reporting	0	3	3	6	6
<b>SECTION 8</b> Community Engagement	0	3	3	6	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	5	4	15	15
Total Annual Submission	7	64	64	117	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>100</b>	<b>101</b>	<b>194</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	8	11	17	20
LGBTQ+ Bullying / Harassment & Support	0	3	6	10	14
Trans / Gender Diverse Inclusion	0	4	8	15	27
Strategic Focus	0	4	9	12	18
Total Standing Submission	0	22	35	50	77

AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 2</b> Strategy & Accountability	2	10	13	18	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	0	9	17	25	34
<b>SECTION 4</b> Visibility of Inclusion	0	8	12	15	16
<b>SECTION 5</b> Training, Awareness & Professional Development	0	4	6	8	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	2	4	6	8
<b>SECTION 7</b> Data Collection & Reporting	0	0	3	5	6
<b>SECTION 8</b> Community Engagement	0	2	3	5	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	1	4	8	15
Total Annual Submission	7	42	64	84	117

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>64.5</b>	<b>101</b>	<b>135.5</b>	<b>194</b>
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\* Benchmark excludes small employers <500 employees

# BENCHMARK GLOBAL\* (n=59)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	12	12	20	20
LGBTQ+ Bullying / Harassment & Support	0	7	7	14	14
Trans / Gender Diverse Inclusion	0	10	8	27	27
Strategic Focus	0	9	9	18	18
Total Standing Submission	0	37	39	77	79

AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
<b>SECTION 2</b> Strategy & Accountability	2	13	13	22	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	0	17	17	34	34
<b>SECTION 4</b> Visibility of Inclusion	1	11	12	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	0	6	4	12	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	4	4	8	8
<b>SECTION 7</b> Data Collection & Reporting	0	3	3	6	6
<b>SECTION 8</b> Community Engagement	0	3	4	6	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	5	3	15	15
Total Annual Submission	7	64	59	117	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>101</b>	<b>101</b>	<b>194</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	6	12	18	20
LGBTQ+ Bullying / Harassment & Support	0	3	7	11	14
Trans / Gender Diverse Inclusion	0	4	8	15	27
Strategic Focus	0	4	9	12	18
Total Standing Submission	0	21	39	56	77

AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 2</b> Strategy & Accountability	2	10	13	18	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	0	9	17	25	34
<b>SECTION 4</b> Visibility of Inclusion	1	9	12	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	0	4	4	8	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	2	4	6	8
<b>SECTION 7</b> Data Collection & Reporting	0	0	3	5	6
<b>SECTION 8</b> Community Engagement	0	2	4	5	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	1	3	8	15
Total Annual Submission	7	42	59	88	117

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>65</b>	<b>101</b>	<b>143</b>	<b>194</b>
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\* Benchmark excludes small employers <500 employees

# BENCHMARK REGIONAL\* (n=11)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	11	13	18	20
LGBTQ+ Bullying / Harrassment & Support	0	6	5	11	14
Trans / Gender Diverse Inclusion	0	9	9	26	27
Strategic Focus	0	8	7	17	18
Total Standing Submission	8	34	32	67	79

AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
<b>SECTION 2</b> Strategy & Accountability	2	11	11	20	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	0	13	14	22	34
<b>SECTION 4</b> Visibility of Inclusion	5	11	11	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	5	6	10	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	3	4	8	8
<b>SECTION 7</b> Data Collection & Reporting	0	2	2	5	6
<b>SECTION 8</b> Community Engagement	0	3	2	5	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	1	4	4	11	15
Total Annual Submission	14	54	59	90	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>22</b>	<b>87</b>	<b>90</b>	<b>157</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	8	13	14	18
LGBTQ+ Bullying / Harrassment & Support	0	3	5	9	11
Trans / Gender Diverse Inclusion	0	7	9	11	26
Strategic Focus	0	3	7	11	17
Total Standing Submission	8	29	32	39	67

AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 2</b> Strategy & Accountability	2	9	11	14	20
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	0	8	14	18	22
<b>SECTION 4</b> Visibility of Inclusion	5	8	11	13	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	4	6	6	10
<b>SECTION 6</b> Executive Leadership & Engagement	0	1	4	6	8
<b>SECTION 7</b> Data Collection & Reporting	0	1	2	3	5
<b>SECTION 8</b> Community Engagement	0	1	2	5	5
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	1	2	4	6	11
Total Annual Submission	14	43	59	66	90

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>22</b>	<b>71.5</b>	<b>90</b>	<b>105</b>	<b>157</b>
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\* Benchmark excludes small employers <500 employees

# BENCHMARK GOLD/PLATINUM\* (n=16)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	17	19	18	20	20
LGBTQ+ Bullying / Harassment & Support	9	13	14	14	14
Trans / Gender Diverse Inclusion	15	20	19	27	27
Strategic Focus	10	15	15	18	18
Total Standing Submission	56	66	67	77	79

AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
<b>SECTION 2</b> Strategy & Accountability	16	20	20	22	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	22	30	30	34	34
<b>SECTION 4</b> Visibility of Inclusion	12	16	16	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	8	11	12	12	12
<b>SECTION 6</b> Executive Leadership & Engagement	4	7	8	8	8
<b>SECTION 7</b> Data Collection & Reporting	3	6	6	6	6
<b>SECTION 8</b> Community Engagement	3	5	6	6	6
<b>SECTION 9</b> Optional Survey	2	2	2	2	2
<b>SECTION 10</b> Additional Work	4	13	13	15	15
Total Annual Submission	97	108	108	117	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>160</b>	<b>175</b>	<b>173</b>	<b>194</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	17	18	18	19	20
LGBTQ+ Bullying / Harassment & Support	9	11	14	14	14
Trans / Gender Diverse Inclusion	15	16	19	24	27
Strategic Focus	10	13	15	18	18
Total Standing Submission	56	59	67	72	77

AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 2</b> Strategy & Accountability	16	19	20	21	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	22	29	30	31	34
<b>SECTION 4</b> Visibility of Inclusion	12	16	16	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	8	10	12	12	12
<b>SECTION 6</b> Executive Leadership & Engagement	4	6	8	8	8
<b>SECTION 7</b> Data Collection & Reporting	3	6	6	6	6
<b>SECTION 8</b> Community Engagement	3	5	6	6	6
<b>SECTION 9</b> Optional Survey	2	2	2	2	2
<b>SECTION 10</b> Additional Work	4	12	13	15	15
Total Annual Submission	97	105	108	111	117

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>160</b>	<b>165</b>	<b>173</b>	<b>183</b>	<b>194</b>
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\* Benchmark excludes small employers <500 employees

# BENCHMARK SILVER\* (n=19)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	9	15	16	20	20
LGBTQ+ Bullying / Harassment & Support	5	9	9	14	14
Trans / Gender Diverse Inclusion	6	16	15	26	27
Strategic Focus	7	13	14	18	18
Total Standing Submission	36	53	56	67	79

AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
<b>SECTION 2</b> Strategy & Accountability	10	18	18	22	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	19	25	25	32	34
<b>SECTION 4</b> Visibility of Inclusion	12	15	15	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	4	8	8	12	12
<b>SECTION 6</b> Executive Leadership & Engagement	3	6	6	8	8
<b>SECTION 7</b> Data Collection & Reporting	0	4	5	6	6
<b>SECTION 8</b> Community Engagement	2	5	5	6	6
<b>SECTION 9</b> Optional Survey	2	2	2	2	2
<b>SECTION 10</b> Additional Work	1	9	10	15	15
Total Annual Submission	75	90	90	101	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>130</b>	<b>143</b>	<b>141</b>	<b>157</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	9	12	16	18	20
LGBTQ+ Bullying / Harassment & Support	5	6	9	11	14
Trans / Gender Diverse Inclusion	6	13	15	18	26
Strategic Focus	7	11	14	16	18
Total Standing Submission	36	48	56	57	67

AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 2</b> Strategy & Accountability	10	17	18	20	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	19	22	25	27	32
<b>SECTION 4</b> Visibility of Inclusion	12	14	15	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	4	8	8	10	12
<b>SECTION 6</b> Executive Leadership & Engagement	3	4	6	6	8
<b>SECTION 7</b> Data Collection & Reporting	0	3	5	6	6
<b>SECTION 8</b> Community Engagement	2	4	5	6	6
<b>SECTION 9</b> Optional Survey	2	2	2	2	2
<b>SECTION 10</b> Additional Work	1	8	10	11	15
Total Annual Submission	75	82	90	97	101

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>130</b>	<b>135.5</b>	<b>141</b>	<b>149</b>	<b>157</b>
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\* Benchmark excludes small employers <500 employees

# BENCHMARK BRONZE\* (n=27)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	4	13	12	19	20
LGBTQ+ Bullying / Harassment & Support	3	8	8	14	14
Trans / Gender Diverse Inclusion	4	9	9	19	27
Strategic Focus	1	10	10	16	18
Total Standing Submission	30	39	39	57	79

AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
<b>SECTION 2</b> Strategy & Accountability	7	15	15	19	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	9	20	20	28	34
<b>SECTION 4</b> Visibility of Inclusion	7	12	12	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	7	6	12	12
<b>SECTION 6</b> Executive Leadership & Engagement	1	5	5	8	8
<b>SECTION 7</b> Data Collection & Reporting	0	3	3	6	6
<b>SECTION 8</b> Community Engagement	0	3	3	6	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	1	5	4	13	15
Total Annual Submission	53	71	70	85	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>101</b>	<b>110</b>	<b>106</b>	<b>127</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	4	10	12	16	19
LGBTQ+ Bullying / Harassment & Support	3	6	8	9	14
Trans / Gender Diverse Inclusion	4	7	9	11	19
Strategic Focus	1	9	10	11	16
Total Standing Submission	30	36	39	43	57

AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 2</b> Strategy & Accountability	7	12	15	18	19
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	9	16	20	24	28
<b>SECTION 4</b> Visibility of Inclusion	7	10	12	14	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	5	6	9	12
<b>SECTION 6</b> Executive Leadership & Engagement	1	4	5	6	8
<b>SECTION 7</b> Data Collection & Reporting	0	2	3	5	6
<b>SECTION 8</b> Community Engagement	0	2	3	4	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	1	4	4	6	13
Total Annual Submission	53	66	70	78	85

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>101</b>	<b>103.5</b>	<b>106</b>	<b>119</b>	<b>127</b>
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\* Benchmark excludes small employers <500 employees

# BENCHMARK PARTICIPATING\* (n=62)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	8	8	17	20
LGBTQ+ Bullying / Harassment & Support	0	4	3	11	14
Trans / Gender Diverse Inclusion	0	4	4	14	27
Strategic Focus	0	5	4	18	18
Total Standing Submission	0	21	22	41	79

AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
<b>SECTION 2</b> Strategy & Accountability	2	10	10	19	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	0	10	9	24	34
<b>SECTION 4</b> Visibility of Inclusion	0	8	8	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	0	4	4	6	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	3	2	6	8
<b>SECTION 7</b> Data Collection & Reporting	0	2	1	6	6
<b>SECTION 8</b> Community Engagement	0	2	2	6	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	2	1	9	15
Total Annual Submission	7	41	41	66	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>62</b>	<b>64</b>	<b>98</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	6	8	11	17
LGBTQ+ Bullying / Harassment & Support	0	2	3	5	11
Trans / Gender Diverse Inclusion	0	1	4	7	14
Strategic Focus	0	2	4	7	18
Total Standing Submission	0	14	22	28	41

AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 2</b> Strategy & Accountability	2	7	10	12	19
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	0	5	9	15	24
<b>SECTION 4</b> Visibility of Inclusion	0	5	8	11	16
<b>SECTION 5</b> Training, Awareness & Professional Development	0	2	4	5	6
<b>SECTION 6</b> Executive Leadership & Engagement	0	2	2	4	6
<b>SECTION 7</b> Data Collection & Reporting	0	0	1	3	6
<b>SECTION 8</b> Community Engagement	0	1	2	3	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	1	1	3	9
Total Annual Submission	7	30	41	54	66

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>45.75</b>	<b>63.5</b>	<b>80.25</b>	<b>98</b>
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\* Benchmark excludes small employers <500 employees

# BENCHMARK MEDIUM\* (n=38)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	11	11	20	20
LGBTQ+ Bullying / Harassment & Support	0	6	6	14	14
Trans / Gender Diverse Inclusion	0	7	6	26	27
Strategic Focus	0	7	6	18	18
Total Standing Submission	0	31	27	75	79

AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
<b>SECTION 2</b> Strategy & Accountability	2	12	12	22	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	0	15	15	31	34
<b>SECTION 4</b> Visibility of Inclusion	1	10	10	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	0	5	4	12	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	4	4	8	8
<b>SECTION 7</b> Data Collection & Reporting	0	3	3	6	6
<b>SECTION 8</b> Community Engagement	0	3	3	6	6
<b>SECTION 9</b> Optional Survey	0	1	2	2	2
<b>SECTION 10</b> Additional Work	0	3	2	15	15
Total Annual Submission	7	54	47	117	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>85</b>	<b>70</b>	<b>190</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	7	11	15	20
LGBTQ+ Bullying / Harassment & Support	0	3	6	9	14
Trans / Gender Diverse Inclusion	0	2	6	10	26
Strategic Focus	0	2	6	10	18
Total Standing Submission	0	19	27	40	75

AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 2</b> Strategy & Accountability	2	8	12	15	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	0	7	15	21	31
<b>SECTION 4</b> Visibility of Inclusion	1	5	10	14	16
<b>SECTION 5</b> Training, Awareness & Professional Development	0	2	4	6	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	2	4	6	8
<b>SECTION 7</b> Data Collection & Reporting	0	0	3	5	6
<b>SECTION 8</b> Community Engagement	0	1	3	4	6
<b>SECTION 9</b> Optional Survey	0	0	2	2	2
<b>SECTION 10</b> Additional Work	0	1	2	5	15
Total Annual Submission	7	37	47	74	117

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>55.75</b>	<b>70</b>	<b>113</b>	<b>190</b>
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\* Benchmark excludes small employers <500 employees

# BENCHMARK LARGE\* (n=60)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	11	11	20	20
LGBTQ+ Bullying / Harassment & Support	0	7	6	14	14
Trans / Gender Diverse Inclusion	0	9	7	26	27
Strategic Focus	0	9	9	18	18
Total Standing Submission	0	36	36	76	79

AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
<b>SECTION 2</b> Strategy & Accountability	2	13	13	22	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	0	17	18	32	34
<b>SECTION 4</b> Visibility of Inclusion	0	11	12	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	0	6	6	12	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	4	4	8	8
<b>SECTION 7</b> Data Collection & Reporting	0	3	3	6	6
<b>SECTION 8</b> Community Engagement	0	3	3	6	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	5	4	15	15
Total Annual Submission	9	65	65	112	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>12</b>	<b>101</b>	<b>104</b>	<b>186</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	7	11	16	20
LGBTQ+ Bullying / Harassment & Support	0	3	6	10	14
Trans / Gender Diverse Inclusion	0	4	7	13	26
Strategic Focus	0	6	9	11	18
Total Standing Submission	0	23	36	46	76

AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 2</b> Strategy & Accountability	2	10	13	17	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	0	8	18	24	32
<b>SECTION 4</b> Visibility of Inclusion	0	8	12	14	16
<b>SECTION 5</b> Training, Awareness & Professional Development	0	4	6	9	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	3	4	6	8
<b>SECTION 7</b> Data Collection & Reporting	0	0	3	6	6
<b>SECTION 8</b> Community Engagement	0	2	3	5	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	2	4	8	15
Total Annual Submission	9	48	65	83	112

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>12</b>	<b>69.5</b>	<b>104</b>	<b>135.25</b>	<b>186</b>
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\* Benchmark excludes small employers <500 employees

# BENCHMARK SIGNIFICANT\* (n=25)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	2	13	14	19	20
LGBTQ+ Bullying / Harassment & Support	0	8	9	14	14
Trans / Gender Diverse Inclusion	0	13	15	27	27
Strategic Focus	1	11	11	18	18
Total Standing Submission	9	46	48	77	79

AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
<b>SECTION 2</b> Strategy & Accountability	4	16	18	22	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	3	21	20	34	34
<b>SECTION 4</b> Visibility of Inclusion	7	13	13	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	7	8	12	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	5	4	8	8
<b>SECTION 7</b> Data Collection & Reporting	0	3	3	6	6
<b>SECTION 8</b> Community Engagement	0	4	4	6	6
<b>SECTION 9</b> Optional Survey	2	2	2	2	2
<b>SECTION 10</b> Additional Work	0	7	6	15	15
Total Annual Submission	29	77	75	117	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>38</b>	<b>123</b>	<b>122</b>	<b>194</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	2	10	14	18	19
LGBTQ+ Bullying / Harassment & Support	0	5	9	11	14
Trans / Gender Diverse Inclusion	0	8	15	16	27
Strategic Focus	1	8	11	16	18
Total Standing Submission	9	32	48	59	77

AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 2</b> Strategy & Accountability	4	14	18	20	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	3	14	20	30	34
<b>SECTION 4</b> Visibility of Inclusion	7	10	13	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	4	8	10	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	3	4	6	8
<b>SECTION 7</b> Data Collection & Reporting	0	2	3	6	6
<b>SECTION 8</b> Community Engagement	0	3	4	5	6
<b>SECTION 9</b> Optional Survey	2	2	2	2	2
<b>SECTION 10</b> Additional Work	0	2	6	11	15
Total Annual Submission	29	59	75	104	117

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>38</b>	<b>101</b>	<b>122</b>	<b>160</b>	<b>194</b>
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\* Benchmark excludes small employers <500 employees

# BENCHMARK PRIVATE\* (n=69)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	11	11	20	20
LGBTQ+ Bullying / Harassment & Support	0	7	6	14	14
Trans / Gender Diverse Inclusion	0	9	7	26	27
Strategic Focus	0	8	8	18	18
Total Standing Submission	0	35	32	75	79

AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
<b>SECTION 2</b> Strategy & Accountability	2	13	13	22	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	0	17	16	32	34
<b>SECTION 4</b> Visibility of Inclusion	0	11	12	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	0	6	4	12	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	4	4	8	8
<b>SECTION 7</b> Data Collection & Reporting	0	3	2	6	6
<b>SECTION 8</b> Community Engagement	0	3	3	6	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	5	3	15	15
Total Annual Submission	7	62	64	117	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>97</b>	<b>97</b>	<b>190</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	6	11	16	20
LGBTQ+ Bullying / Harassment & Support	0	3	6	10	14
Trans / Gender Diverse Inclusion	0	4	7	15	26
Strategic Focus	0	3	8	12	18
Total Standing Submission	0	18	32	50	75

AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 2</b> Strategy & Accountability	2	9	13	18	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	0	8	16	25	32
<b>SECTION 4</b> Visibility of Inclusion	0	8	12	15	16
<b>SECTION 5</b> Training, Awareness & Professional Development	0	2	4	8	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	2	4	6	8
<b>SECTION 7</b> Data Collection & Reporting	0	0	2	5	6
<b>SECTION 8</b> Community Engagement	0	2	3	5	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	1	3	9	15
Total Annual Submission	7	39	64	85	117

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>58</b>	<b>97</b>	<b>140</b>	<b>190</b>
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\* Benchmark excludes small employers <500 employees

# BENCHMARK PUBLIC\* (n=37)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	12	11	20	20
LGBTQ+ Bullying / Harassment & Support	0	7	6	14	14
Trans / Gender Diverse Inclusion	0	8	7	21	27
Strategic Focus	0	9	10	16	18
Total Standing Submission	0	35	36	61	79

AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
<b>SECTION 2</b> Strategy & Accountability	2	13	12	22	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	0	17	17	33	34
<b>SECTION 4</b> Visibility of Inclusion	3	11	11	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	6	6	12	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	4	4	8	8
<b>SECTION 7</b> Data Collection & Reporting	0	4	3	6	6
<b>SECTION 8</b> Community Engagement	0	3	4	6	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	5	4	15	15
Total Annual Submission	14	64	62	111	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>22</b>	<b>99</b>	<b>101</b>	<b>170</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	9	11	16	20
LGBTQ+ Bullying / Harassment & Support	0	4	6	9	14
Trans / Gender Diverse Inclusion	0	4	7	12	21
Strategic Focus	0	5	10	11	16
Total Standing Submission	0	22	36	43	61

AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 2</b> Strategy & Accountability	2	10	12	17	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	0	12	17	22	33
<b>SECTION 4</b> Visibility of Inclusion	3	8	11	15	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	4	6	8	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	2	4	6	8
<b>SECTION 7</b> Data Collection & Reporting	0	2	3	5	6
<b>SECTION 8</b> Community Engagement	0	2	4	4	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	1	4	8	15
Total Annual Submission	14	43	62	80	111

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>22</b>	<b>65</b>	<b>101</b>	<b>122</b>	<b>170</b>
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\* Benchmark excludes small employers <500 employees

# BENCHMARK FEDERAL GOVERNMENT\* (n=23)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	7	13	13	20	20
LGBTQ+ Bullying / Harassment & Support	2	7	7	14	14
Trans / Gender Diverse Inclusion	0	8	7	21	27
Strategic Focus	2	9	10	16	18
Total Standing Submission	14	38	38	61	79

AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
<b>SECTION 2</b> Strategy & Accountability	6	14	14	22	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	4	17	17	32	34
<b>SECTION 4</b> Visibility of Inclusion	3	11	11	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	7	6	12	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	5	5	8	8
<b>SECTION 7</b> Data Collection & Reporting	0	4	3	6	6
<b>SECTION 8</b> Community Engagement	0	3	4	6	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	5	3	13	15
Total Annual Submission	34	67	63	111	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>50</b>	<b>104</b>	<b>101</b>	<b>170</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	7	10	13	17	20
LGBTQ+ Bullying / Harassment & Support	2	5	7	10	14
Trans / Gender Diverse Inclusion	0	4	7	12	21
Strategic Focus	2	7	10	12	16
Total Standing Submission	14	27	38	45	61

AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 2</b> Strategy & Accountability	6	12	14	17	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	4	13	17	23	32
<b>SECTION 4</b> Visibility of Inclusion	3	9	11	15	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	5	6	10	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	3	5	6	8
<b>SECTION 7</b> Data Collection & Reporting	0	3	3	5	6
<b>SECTION 8</b> Community Engagement	0	3	4	4	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	2	3	8	13
Total Annual Submission	34	51	63	83	111

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>50</b>	<b>77</b>	<b>101</b>	<b>124.5</b>	<b>170</b>
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\* Benchmark excludes small employers <500 employees

# BENCHMARK STATE/LOCAL\* (n=14)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	10	10	18	20
LGBTQ+ Bullying / Harassment & 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
<b>SECTION 2</b> Strategy & Accountability	2	12	11	22	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	0	15	18	33	34
<b>SECTION 4</b> Visibility of Inclusion	4	10	12	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	5	4	10	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	4	4	8	8
<b>SECTION 7</b> Data Collection & Reporting	0	3	3	6	6
<b>SECTION 8</b> Community Engagement	0	3	3	6	6
<b>SECTION 9</b> Optional Survey	2	2	2	2	2
<b>SECTION 10</b> Additional Work	0	5	4	15	15
Total Annual Submission	14	59	59	107	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>22</b>	<b>89</b>	<b>91</b>	<b>166</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	7	10	11	18
LGBTQ+ Bullying / Harassment & 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
<b>SECTION 2</b> Strategy & Accountability	2	7	11	17	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	0	6	18	22	33
<b>SECTION 4</b> Visibility of Inclusion	4	6	12	14	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	4	4	6	10
<b>SECTION 6</b> Executive Leadership & Engagement	0	2	4	6	8
<b>SECTION 7</b> Data Collection & Reporting	0	1	3	5	6
<b>SECTION 8</b> Community Engagement	0	1	3	5	6
<b>SECTION 9</b> Optional Survey	2	2	2	2	2
<b>SECTION 10</b> Additional Work	0	1	4	8	15
Total Annual Submission	14	30	59	79	107

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>22</b>	<b>46.75</b>	<b>91</b>	<b>122</b>	<b>166</b>
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\* Benchmark excludes small employers <500 employees

# BENCHMARK STATE GOVERNMENT\* (n=11)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	10	10	18	20
LGBTQ+ Bullying / Harassment & Support	0	5	5	10	14
Trans / Gender Diverse Inclusion	0	9	8	19	27
Strategic Focus	0	7	8	14	18
Total Standing Submission	0	30	30	60	79

AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
<b>SECTION 2</b> Strategy & Accountability	2	12	12	22	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	0	15	19	33	34
<b>SECTION 4</b> Visibility of Inclusion	4	11	12	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	5	4	10	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	5	4	8	8
<b>SECTION 7</b> Data Collection & Reporting	0	4	5	6	6
<b>SECTION 8</b> Community Engagement	0	3	2	6	6
<b>SECTION 9</b> Optional Survey	2	2	2	2	2
<b>SECTION 10</b> Additional Work	0	6	4	15	15
Total Annual Submission	25	60	62	105	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>27</b>	<b>90</b>	<b>92</b>	<b>165</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	8	10	11	18
LGBTQ+ Bullying / Harassment & Support	0	3	5	7	10
Trans / Gender Diverse Inclusion	0	7	8	12	19
Strategic Focus	0	3	8	11	14
Total Standing Submission	0	19	30	40	60

AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 2</b> Strategy & Accountability	2	8	12	16	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	0	6	19	22	33
<b>SECTION 4</b> Visibility of Inclusion	4	7	12	14	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	4	4	6	10
<b>SECTION 6</b> Executive Leadership & Engagement	0	3	4	6	8
<b>SECTION 7</b> Data Collection & Reporting	0	2	5	6	6
<b>SECTION 8</b> Community Engagement	0	1	2	5	6
<b>SECTION 9</b> Optional Survey	2	2	2	2	2
<b>SECTION 10</b> Additional Work	0	2	4	8	15
Total Annual Submission	25	30	62	78	105

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>27</b>	<b>48.5</b>	<b>92</b>	<b>122</b>	<b>165</b>
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\* Benchmark excludes small employers <500 employees

# BENCHMARK HIGHER EDUCATION\* (n=13)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	7	15	16	18	20
LGBTQ+ Bullying / Harassment & Support	3	9	10	14	14
Trans / Gender Diverse Inclusion	6	15	13	27	27
Strategic Focus	2	12	11	18	18
Total Standing Submission	28	50	50	77	79

AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
<b>SECTION 2</b> Strategy & Accountability	9	16	17	22	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	13	22	20	34	34
<b>SECTION 4</b> Visibility of Inclusion	9	13	13	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	4	7	6	12	12
<b>SECTION 6</b> Executive Leadership & Engagement	2	4	4	8	8
<b>SECTION 7</b> Data Collection & Reporting	0	5	6	6	6
<b>SECTION 8</b> Community Engagement	1	4	3	6	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	2	7	6	15	15
Total Annual Submission	49	77	81	117	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>80</b>	<b>127</b>	<b>134</b>	<b>194</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	7	12	16	18	18
LGBTQ+ Bullying / Harassment & Support	3	6	10	11	14
Trans / Gender Diverse Inclusion	6	8	13	19	27
Strategic Focus	2	9	11	16	18
Total Standing Submission	28	34	50	56	77

AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 2</b> Strategy & Accountability	9	11	17	19	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	13	17	20	25	34
<b>SECTION 4</b> Visibility of Inclusion	9	12	13	14	16
<b>SECTION 5</b> Training, Awareness & Professional Development	4	4	6	8	12
<b>SECTION 6</b> Executive Leadership & Engagement	2	2	4	6	8
<b>SECTION 7</b> Data Collection & Reporting	0	3	6	6	6
<b>SECTION 8</b> Community Engagement	1	2	3	5	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	2	4	6	11	15
Total Annual Submission	49	59	81	90	117

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>80</b>	<b>93</b>	<b>134</b>	<b>149</b>	<b>194</b>
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\* Benchmark excludes small employers <500 employees

# BENCHMARK NFP/CHARITY\* (n=4)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	4	10	10	17	20
LGBTQ+ Bullying / Harassment & Support	0	4	4	9	14
Trans / Gender Diverse Inclusion	6	8	8	11	27
Strategic Focus	6	9	8	12	18
Total Standing Submission	20	31	32	42	79

AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
<b>SECTION 2</b> Strategy & Accountability	13	16	16	19	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	3	12	10	26	34
<b>SECTION 4</b> Visibility of Inclusion	7	8	8	9	16
<b>SECTION 5</b> Training, Awareness & Professional Development	6	9	8	12	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	4	4	6	8
<b>SECTION 7</b> Data Collection & Reporting	2	3	3	3	6
<b>SECTION 8</b> Community Engagement	1	3	3	5	6
<b>SECTION 9</b> Optional Survey	0	1	1	2	2
<b>SECTION 10</b> Additional Work	3	4	4	5	15
Total Annual Submission	39	58	57	80	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>59</b>	<b>89</b>	<b>88</b>	<b>122</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	4	6	10	15	17
LGBTQ+ Bullying / Harassment & Support	0	2	4	6	9
Trans / Gender Diverse Inclusion	6	8	8	9	11
Strategic Focus	6	7	8	10	12
Total Standing Submission	20	28	32	35	42

AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 2</b> Strategy & Accountability	13	15	16	18	19
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	3	4	10	19	26
<b>SECTION 4</b> Visibility of Inclusion	7	7	8	9	9
<b>SECTION 5</b> Training, Awareness & Professional Development	6	6	8	11	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	2	4	6	6
<b>SECTION 7</b> Data Collection & Reporting	2	2	3	3	3
<b>SECTION 8</b> Community Engagement	1	2	3	4	5
<b>SECTION 9</b> Optional Survey	0	1	1	2	2
<b>SECTION 10</b> Additional Work	3	4	4	4	5
Total Annual Submission	39	43	57	72	80

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>59</b>	<b>70.25</b>	<b>88</b>	<b>107</b>	<b>122</b>
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\* Benchmark excludes small employers <500 employees

# BENCHMARK

## ASX TOP 50\* (n=14)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	11	11	20	20
LGBTQ+ Bullying / Harassment & Support	0	7	6	14	14
Trans / Gender Diverse Inclusion	0	10	7	25	27
Strategic Focus	0	11	11	18	18
Total Standing Submission	0	38	35	75	79

AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
<b>SECTION 2</b> Strategy & Accountability	2	14	17	20	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	2	19	21	32	34
<b>SECTION 4</b> Visibility of Inclusion	4	11	11	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	7	7	12	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	4	4	8	8
<b>SECTION 7</b> Data Collection & Reporting	0	4	6	6	6
<b>SECTION 8</b> Community Engagement	0	4	4	6	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	7	7	15	15
Total Annual Submission	12	70	75	111	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>12</b>	<b>108</b>	<b>109</b>	<b>186</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	5	11	18	20
LGBTQ+ Bullying / Harassment & Support	0	3	6	14	14
Trans / Gender Diverse Inclusion	0	2	7	16	25
Strategic Focus	0	7	11	15	18
Total Standing Submission	0	16	35	62	75

AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 2</b> Strategy & Accountability	2	10	17	18	20
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	2	8	21	29	32
<b>SECTION 4</b> Visibility of Inclusion	4	8	11	15	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	4	7	10	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	3	4	6	8
<b>SECTION 7</b> Data Collection & Reporting	0	0	6	6	6
<b>SECTION 8</b> Community Engagement	0	2	4	6	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	1	7	12	15
Total Annual Submission	12	38	75	104	111

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>12</b>	<b>54.25</b>	<b>109</b>	<b>166.25</b>	<b>186</b>
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\* Benchmark excludes small employers <500 employees

# BENCHMARK BANKING & FINANCE\* (n=21)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	3	11	11	20	20
LGBTQ+ Bullying / Harassment & Support	0	6	5	14	14
Trans / Gender Diverse Inclusion	0	8	7	25	27
Strategic Focus	0	8	8	18	18
Total Standing Submission	11	32	22	75	79

AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
<b>SECTION 2</b> Strategy & Accountability	5	13	12	21	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	4	16	12	32	34
<b>SECTION 4</b> Visibility of Inclusion	3	10	10	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	5	4	12	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	4	4	8	8
<b>SECTION 7</b> Data Collection & Reporting	0	3	3	6	6
<b>SECTION 8</b> Community Engagement	0	3	2	6	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	5	2	15	15
Total Annual Submission	29	59	48	111	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>41</b>	<b>91</b>	<b>79</b>	<b>186</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	3	6	11	16	20
LGBTQ+ Bullying / Harassment & Support	0	2	5	8	14
Trans / Gender Diverse Inclusion	0	2	7	14	25
Strategic Focus	0	4	8	10	18
Total Standing Submission	11	16	22	40	75

AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 2</b> Strategy & Accountability	5	8	12	16	21
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	4	8	12	24	32
<b>SECTION 4</b> Visibility of Inclusion	3	7	10	13	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	2	4	8	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	2	4	4	8
<b>SECTION 7</b> Data Collection & Reporting	0	0	3	5	6
<b>SECTION 8</b> Community Engagement	0	2	2	4	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	1	2	8	15
Total Annual Submission	29	36	48	70	111

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>41</b>	<b>50</b>	<b>79</b>	<b>110</b>	<b>186</b>
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\* Benchmark excludes small employers <500 employees

# BENCHMARK COMMUNITY SERVICES\* (n=8)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	10	11	18	20
LGBTQ+ Bullying / Harassment & Support	0	5	5	11	14
Trans / Gender Diverse Inclusion	0	8	8	15	27
Strategic Focus	0	8	9	15	18
Total Standing Submission	0	31	32	59	79

AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
<b>SECTION 2</b> Strategy & Accountability	2	14	14	20	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	0	14	15	30	34
<b>SECTION 4</b> Visibility of Inclusion	7	11	11	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	4	8	6	12	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	4	5	6	8
<b>SECTION 7</b> Data Collection & Reporting	0	3	3	6	6
<b>SECTION 8</b> Community Engagement	1	3	3	6	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	1	5	4	14	15
Total Annual Submission	27	62	64	107	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>27</b>	<b>93</b>	<b>98</b>	<b>166</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	6	11	15	18
LGBTQ+ Bullying / Harassment & Support	0	2	5	7	11
Trans / Gender Diverse Inclusion	0	7	8	9	15
Strategic Focus	0	7	9	10	15
Total Standing Submission	0	28	32	36	59

AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 2</b> Strategy & Accountability	2	13	14	18	20
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	0	4	15	21	30
<b>SECTION 4</b> Visibility of Inclusion	7	9	11	13	16
<b>SECTION 5</b> Training, Awareness & Professional Development	4	6	6	10	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	2	5	6	6
<b>SECTION 7</b> Data Collection & Reporting	0	2	3	4	6
<b>SECTION 8</b> Community Engagement	1	2	3	4	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	1	3	4	4	14
Total Annual Submission	27	43	64	75	107

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>27</b>	<b>70.25</b>	<b>97.5</b>	<b>107.75</b>	<b>166</b>
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\* Benchmark excludes small employers <500 employees

# BENCHMARK ENERGY/UTILITIES\* (n=10)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	8	9	20	20
LGBTQ+ Bullying / Harassment & Support	0	4	3	14	14
Trans / Gender Diverse Inclusion	0	9	8	18	27
Strategic Focus	2	7	8	11	18
Total Standing Submission	9	28	27	63	79

AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
<b>SECTION 2</b> Strategy & Accountability	4	11	11	19	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	2	18	18	32	34
<b>SECTION 4</b> Visibility of Inclusion	6	11	11	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	5	4	12	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	5	5	6	8
<b>SECTION 7</b> Data Collection & Reporting	0	3	3	6	6
<b>SECTION 8</b> Community Engagement	0	3	4	6	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	5	4	12	15
Total Annual Submission	25	62	59	107	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>38</b>	<b>90</b>	<b>89</b>	<b>170</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	5	9	11	20
LGBTQ+ Bullying / Harassment & Support	0	3	3	6	14
Trans / Gender Diverse Inclusion	0	7	8	12	18
Strategic Focus	2	5	8	10	11
Total Standing Submission	9	18	27	33	63

AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 2</b> Strategy & Accountability	4	9	11	13	19
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	2	15	18	24	32
<b>SECTION 4</b> Visibility of Inclusion	6	7	11	14	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	3	4	6	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	4	5	6	6
<b>SECTION 7</b> Data Collection & Reporting	0	1	3	6	6
<b>SECTION 8</b> Community Engagement	0	1	4	5	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	1	4	8	12
Total Annual Submission	25	52	59	71	107

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>38</b>	<b>70.75</b>	<b>88.5</b>	<b>100.25</b>	<b>170</b>
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\* Benchmark excludes small employers <500 employees

# BENCHMARK HEALTH & WELLBEING\* (n=6)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	7	7	14	20
LGBTQ+ Bullying / Harassment & Support	0	4	3	9	14
Trans / Gender Diverse Inclusion	0	6	6	11	27
Strategic Focus	0	6	7	11	18
Total Standing Submission	0	22	25	37	79

AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
<b>SECTION 2</b> Strategy & Accountability	4	12	13	19	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	0	10	6	28	34
<b>SECTION 4</b> Visibility of Inclusion	1	7	7	13	16
<b>SECTION 5</b> Training, Awareness & Professional Development	0	5	6	10	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	3	3	6	8
<b>SECTION 7</b> Data Collection & Reporting	0	2	2	3	6
<b>SECTION 8</b> Community Engagement	1	4	4	6	6
<b>SECTION 9</b> Optional Survey	2	2	2	2	2
<b>SECTION 10</b> Additional Work	0	4	4	11	15
Total Annual Submission	11	47	42	85	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>70</b>	<b>67</b>	<b>122</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	5	7	11	14
LGBTQ+ Bullying / Harassment & Support	0	1	3	8	9
Trans / Gender Diverse Inclusion	0	4	6	8	11
Strategic Focus	0	2	7	9	11
Total Standing Submission	0	16	25	32	37

AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 2</b> Strategy & Accountability	4	9	13	15	19
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	0	3	6	14	28
<b>SECTION 4</b> Visibility of Inclusion	1	7	7	9	13
<b>SECTION 5</b> Training, Awareness & Professional Development	0	3	6	6	10
<b>SECTION 6</b> Executive Leadership & Engagement	0	2	3	6	6
<b>SECTION 7</b> Data Collection & Reporting	0	1	2	3	3
<b>SECTION 8</b> Community Engagement	1	2	4	5	6
<b>SECTION 9</b> Optional Survey	2	2	2	2	2
<b>SECTION 10</b> Additional Work	0	1	4	5	11
Total Annual Submission	11	37	42	63	85

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>52.25</b>	<b>66.5</b>	<b>95</b>	<b>122</b>
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\* Benchmark excludes small employers <500 employees

# BENCHMARK HOSPITALITY\* (n=7)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	4	10	8	19	20
LGBTQ+ Bullying / Harassment & Support	2	6	4	14	14
Trans / Gender Diverse Inclusion	4	9	9	16	27
Strategic Focus	0	8	2	18	18
Total Standing Submission	12	32	32	67	79

AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
<b>SECTION 2</b> Strategy & Accountability	2	12	14	19	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	0	11	10	30	34
<b>SECTION 4</b> Visibility of Inclusion	0	10	12	15	16
<b>SECTION 5</b> Training, Awareness & Professional Development	0	5	4	12	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	3	2	6	8
<b>SECTION 7</b> Data Collection & Reporting	0	2	2	6	6
<b>SECTION 8</b> Community Engagement	0	2	2	6	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	5	3	15	15
Total Annual Submission	7	52	59	111	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>21</b>	<b>84</b>	<b>98</b>	<b>178</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	4	7	8	12	19
LGBTQ+ Bullying / Harassment & Support	2	3	4	8	14
Trans / Gender Diverse Inclusion	4	5	9	13	16
Strategic Focus	0	2	2	15	18
Total Standing Submission	12	21	32	37	67

AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 2</b> Strategy & Accountability	2	7	14	19	19
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	0	5	10	14	30
<b>SECTION 4</b> Visibility of Inclusion	0	8	12	14	15
<b>SECTION 5</b> Training, Awareness & Professional Development	0	1	4	8	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	0	2	5	6
<b>SECTION 7</b> Data Collection & Reporting	0	0	2	4	6
<b>SECTION 8</b> Community Engagement	0	0	2	4	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	1	3	8	15
Total Annual Submission	7	24	59	69	111

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>21</b>	<b>43.5</b>	<b>98</b>	<b>102.5</b>	<b>178</b>
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\* Benchmark excludes small employers <500 employees

# BENCHMARK INSURANCE\* (n=12)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	4	11	10	19	20
LGBTQ+ Bullying / Harassment & Support	0	5	4	14	14
Trans / Gender Diverse Inclusion	0	8	4	25	27
Strategic Focus	0	8	8	18	18
Total Standing Submission	12	32	27	75	79

AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
<b>SECTION 2</b> Strategy & Accountability	7	13	13	20	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	4	16	16	32	34
<b>SECTION 4</b> Visibility of Inclusion	3	11	12	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	6	4	10	12
<b>SECTION 6</b> Executive Leadership & Engagement	2	4	4	8	8
<b>SECTION 7</b> Data Collection & Reporting	0	2	2	6	6
<b>SECTION 8</b> Community Engagement	0	3	3	6	6
<b>SECTION 9</b> Optional Survey	2	2	2	2	2
<b>SECTION 10</b> Additional Work	0	5	5	13	15
Total Annual Submission	33	63	64	111	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>49</b>	<b>95</b>	<b>91</b>	<b>186</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	4	7	10	17	19
LGBTQ+ Bullying / Harassment & Support	0	3	4	7	14
Trans / Gender Diverse Inclusion	0	2	4	10	25
Strategic Focus	0	5	8	10	18
Total Standing Submission	12	16	27	41	75

AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 2</b> Strategy & Accountability	7	10	13	16	20
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	4	8	16	24	32
<b>SECTION 4</b> Visibility of Inclusion	3	9	12	14	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	4	4	10	10
<b>SECTION 6</b> Executive Leadership & Engagement	2	2	4	6	8
<b>SECTION 7</b> Data Collection & Reporting	0	0	2	4	6
<b>SECTION 8</b> Community Engagement	0	2	3	5	6
<b>SECTION 9</b> Optional Survey	2	2	2	2	2
<b>SECTION 10</b> Additional Work	0	1	5	7	13
Total Annual Submission	33	36	64	75	111

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>49</b>	<b>54.5</b>	<b>90.5</b>	<b>113</b>	<b>186</b>
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\* Benchmark excludes small employers <500 employees

# BENCHMARK LEGAL\* (n=8)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	10	14	13	17	20
LGBTQ+ Bullying / Harassment & Support	6	9	9	14	14
Trans / Gender Diverse Inclusion	4	12	12	20	27
Strategic Focus	1	11	11	18	18
Total Standing Submission	29	45	43	69	79

AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
<b>SECTION 2</b> Strategy & Accountability	8	15	15	21	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	5	19	21	31	34
<b>SECTION 4</b> Visibility of Inclusion	5	12	14	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	0	7	7	12	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	6	6	8	8
<b>SECTION 7</b> Data Collection & Reporting	0	4	5	6	6
<b>SECTION 8</b> Community Engagement	0	4	5	6	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	1	6	3	15	15
Total Annual Submission	24	75	83	117	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>53</b>	<b>120</b>	<b>130</b>	<b>186</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	10	12	13	16	17
LGBTQ+ Bullying / Harassment & Support	6	8	9	10	14
Trans / Gender Diverse Inclusion	4	6	12	17	20
Strategic Focus	1	8	11	14	18
Total Standing Submission	29	36	43	56	69

AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 2</b> Strategy & Accountability	8	12	15	19	21
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	5	13	21	25	31
<b>SECTION 4</b> Visibility of Inclusion	5	10	14	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	0	6	7	11	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	6	6	7	8
<b>SECTION 7</b> Data Collection & Reporting	0	2	5	6	6
<b>SECTION 8</b> Community Engagement	0	3	5	6	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	1	1	3	12	15
Total Annual Submission	24	49	83	99	117

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>53</b>	<b>86.75</b>	<b>130</b>	<b>147.5</b>	<b>186</b>
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\* Benchmark excludes small employers <500 employees

# BENCHMARK PROFESSIONAL SERVICES\* (n=14)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	6	14	13	20	20
LGBTQ+ Bullying / Harassment & Support	3	9	9	14	14
Trans / Gender Diverse Inclusion	1	11	9	26	27
Strategic Focus	1	10	9	18	18
Total Standing Submission	22	43	36	75	79

AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
<b>SECTION 2</b> Strategy & Accountability	5	15	15	21	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	5	19	19	31	34
<b>SECTION 4</b> Visibility of Inclusion	5	12	13	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	7	6	12	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	5	6	8	8
<b>SECTION 7</b> Data Collection & Reporting	0	4	5	6	6
<b>SECTION 8</b> Community Engagement	0	4	4	6	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	1	7	4	15	15
Total Annual Submission	24	73	65	117	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>53</b>	<b>116</b>	<b>105</b>	<b>190</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	6	12	13	17	20
LGBTQ+ Bullying / Harassment & Support	3	6	9	10	14
Trans / Gender Diverse Inclusion	1	5	9	19	26
Strategic Focus	1	5	9	14	18
Total Standing Submission	22	28	36	56	75

AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 2</b> Strategy & Accountability	5	13	15	18	21
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	5	9	19	28	31
<b>SECTION 4</b> Visibility of Inclusion	5	8	13	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	4	6	12	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	3	6	6	8
<b>SECTION 7</b> Data Collection & Reporting	0	3	5	6	6
<b>SECTION 8</b> Community Engagement	0	2	4	6	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	1	2	4	13	15
Total Annual Submission	24	45	65	103	117

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>53</b>	<b>71.5</b>	<b>104.5</b>	<b>158.75</b>	<b>190</b>
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\* Benchmark excludes small employers <500 employees

# BENCHMARK PROPERTY & CONSTRUCTION\* (n=11)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	2	11	9	20	20
LGBTQ+ Bullying / Harassment & Support	0	7	7	12	14
Trans / Gender Diverse Inclusion	0	7	5	15	27
Strategic Focus	3	10	8	18	18
Total Standing Submission	9	34	31	60	79

AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
<b>SECTION 2</b> Strategy & Accountability	4	15	15	22	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	4	19	25	30	34
<b>SECTION 4</b> Visibility of Inclusion	5	12	12	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	7	6	10	12
<b>SECTION 6</b> Executive Leadership & Engagement	2	5	4	8	8
<b>SECTION 7</b> Data Collection & Reporting	0	3	3	6	6
<b>SECTION 8</b> Community Engagement	0	4	4	6	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	5	4	14	15
Total Annual Submission	29	70	75	107	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>38</b>	<b>104</b>	<b>106</b>	<b>166</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	2	8	9	15	20
LGBTQ+ Bullying / Harassment & Support	0	4	7	11	12
Trans / Gender Diverse Inclusion	0	3	5	10	15
Strategic Focus	3	7	8	12	18
Total Standing Submission	9	22	31	45	60

AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 2</b> Strategy & Accountability	4	11	15	19	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	4	11	25	27	30
<b>SECTION 4</b> Visibility of Inclusion	5	8	12	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	4	6	10	10
<b>SECTION 6</b> Executive Leadership & Engagement	2	4	4	6	8
<b>SECTION 7</b> Data Collection & Reporting	0	0	3	6	6
<b>SECTION 8</b> Community Engagement	0	3	4	5	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	2	4	10	14
Total Annual Submission	29	43	75	93	107

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>38</b>	<b>64</b>	<b>106</b>	<b>140.5</b>	<b>166</b>
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\* Benchmark excludes small employers <500 employees

# BENCHMARK PROPERTY/REAL ESTATE\* (n=7)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	4	12	11	20	20
LGBTQ+ Bullying / Harassment & Support	0	7	7	11	14
Trans / Gender Diverse Inclusion	1	7	4	15	27
Strategic Focus	3	10	11	15	18
Total Standing Submission	13	35	37	59	79

AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
<b>SECTION 2</b> Strategy & Accountability	8	16	18	22	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	4	19	25	30	34
<b>SECTION 4</b> Visibility of Inclusion	5	11	9	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	7	6	10	12
<b>SECTION 6</b> Executive Leadership & Engagement	2	4	4	8	8
<b>SECTION 7</b> Data Collection & Reporting	0	4	5	6	6
<b>SECTION 8</b> Community Engagement	0	4	4	6	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	6	4	14	15
Total Annual Submission	36	71	79	107	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>49</b>	<b>106</b>	<b>116</b>	<b>166</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	4	9	11	15	20
LGBTQ+ Bullying / Harassment & Support	0	4	7	10	11
Trans / Gender Diverse Inclusion	1	3	4	12	15
Strategic Focus	3	7	11	12	15
Total Standing Submission	13	22	37	45	59

AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 2</b> Strategy & Accountability	8	13	18	19	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	4	11	25	27	30
<b>SECTION 4</b> Visibility of Inclusion	5	8	9	14	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	4	6	10	10
<b>SECTION 6</b> Executive Leadership & Engagement	2	3	4	5	8
<b>SECTION 7</b> Data Collection & Reporting	0	3	5	6	6
<b>SECTION 8</b> Community Engagement	0	3	4	5	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	2	4	10	14
Total Annual Submission	36	43	79	96	107

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>49</b>	<b>64</b>	<b>116</b>	<b>140.5</b>	<b>166</b>
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\* Benchmark excludes small employers <500 employees

# BENCHMARK RESOURCES/MINING\* (n=8)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	7	8	16	20
LGBTQ+ Bullying / Harassment & Support	0	5	4	12	14
Trans / Gender Diverse Inclusion	0	6	4	24	27
Strategic Focus	0	6	6	11	18
Total Standing Submission	0	24	22	63	79

AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
<b>SECTION 2</b> Strategy & Accountability	2	11	12	17	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	2	14	16	23	34
<b>SECTION 4</b> Visibility of Inclusion	4	10	10	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	5	4	6	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	4	4	7	8
<b>SECTION 7</b> Data Collection & Reporting	0	2	0	6	6
<b>SECTION 8</b> Community Engagement	0	3	4	6	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	2	1	4	15
Total Annual Submission	12	51	58	82	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>12</b>	<b>75</b>	<b>78</b>	<b>145</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	4	8	10	16
LGBTQ+ Bullying / Harrassment & Support	0	3	4	6	12
Trans / Gender Diverse Inclusion	0	0	4	8	24
Strategic Focus	0	4	6	9	11
Total Standing Submission	0	13	22	31	63

AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 2</b> Strategy & Accountability	2	9	12	13	17
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	2	7	16	22	23
<b>SECTION 4</b> Visibility of Inclusion	4	8	10	11	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	4	4	6	6
<b>SECTION 6</b> Executive Leadership & Engagement	0	4	4	6	7
<b>SECTION 7</b> Data Collection & Reporting	0	0	0	3	6
<b>SECTION 8</b> Community Engagement	0	1	4	5	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	1	1	3	4
Total Annual Submission	12	38	58	63	82

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>12</b>	<b>53.75</b>	<b>77.5</b>	<b>93.25</b>	<b>145</b>
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\* Benchmark excludes small employers <500 employees

# BENCHMARK TECHNOLOGY / TELCO\* (n=8)

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	6	11	10	18	20
LGBTQ+ Bullying / Harassment & Support	0	8	9	14	14
Trans / Gender Diverse Inclusion	0	7	6	21	27
Strategic Focus	1	8	7	18	18
Total Standing Submission	11	34	29	71	79

AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
<b>SECTION 2</b> Strategy & Accountability	5	11	10	22	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	3	14	14	29	34
<b>SECTION 4</b> Visibility of Inclusion	3	11	13	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	6	5	12	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	3	3	8	8
<b>SECTION 7</b> Data Collection & Reporting	0	2	1	6	6
<b>SECTION 8</b> Community Engagement	0	3	4	6	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	4	2	12	15
Total Annual Submission	23	55	49	112	121

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>34</b>	<b>89</b>	<b>78</b>	<b>183</b>	<b>200</b>
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AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	6	7	10	13	18
LGBTQ+ Bullying / Harassment & Support	0	7	9	11	14
Trans / Gender Diverse Inclusion	0	3	6	9	21
Strategic Focus	1	4	7	11	18
Total Standing Submission	11	24	29	41	71

AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 2</b> Strategy & Accountability	5	8	10	13	22
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups	3	5	14	19	29
<b>SECTION 4</b> Visibility of Inclusion	3	7	13	16	16
<b>SECTION 5</b> Training, Awareness & Professional Development	2	2	5	7	12
<b>SECTION 6</b> Executive Leadership & Engagement	0	2	3	5	8
<b>SECTION 7</b> Data Collection & Reporting	0	0	1	4	6
<b>SECTION 8</b> Community Engagement	0	1	4	4	6
<b>SECTION 9</b> Optional Survey	0	2	2	2	2
<b>SECTION 10</b> Additional Work	0	2	2	5	12
Total Annual Submission	23	38	49	66	112

<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>34</b>	<b>66</b>	<b>78</b>	<b>102.5</b>	<b>183</b>
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\* Benchmark excludes small employers <500 employees



THERE IS A WAY TO MEASURE  
HOW EFFECTIVE YOUR LGBTQ  
INCLUSION INITIATIVES ARE!





2020



AUSTRALIAN WORKPLACE EQUALITY INDEX

**AUSTRALIAN WORKPLACE  
EQUALITY INDEX 2020  
SMALL EMPLOYER  
BENCHMARKING TABLES**



# BENCHMARK

## ALL SMALL EMPLOYERS\* (n=27)

AWEI ANNUAL SUBMISSION		Lowest	Average	Median	Highest	Available
<b>SECTION 1</b> HR Policy & Diversity Practice: Policies & Practice	Policies & Practice	2	10	10	15	15
	LGBTQ Bullying / Harassment & Support	0	6	7	10	10
	Trans / Gender Diverse Inclusion	0	5	4	14	15
	Strategic Focus	0	3	4	6	6
<b>SECTION 2</b> Strategy & Accountability		0	3	3	4	4
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups		0	6	5	8	8
<b>SECTION 4</b> Visibility of Inclusion		0	7	8	10	10
<b>SECTION 5</b> Training, Awareness & Professional Development		0	5	4	8	8
<b>SECTION 6</b> Executive Leadership & Engagement		0	4	4	8	8
<b>SECTION 7</b> Data Collection & Reporting		0	2	2	3	3
<b>SECTION 8</b> Community Engagement		0	2	2	5	6
<b>SECTION 9</b> Optional Survey		0	2	2	2	2
<b>SECTION 10</b> Additional Work		0	3	3	5	5
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>		<b>7</b>	<b>55.9</b>	<b>53</b>	<b>94</b>	<b>100</b>

AWEI ANNUAL SUBMISSION		Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 1</b> HR Policy & Diversity Practice: Policies & Practice	Policies & Practice	2	7	10	13	15
	LGBTQ Bullying / Harassment & Support	0	4	7	9	10
	Trans / Gender Diverse Inclusion	0	0	4	8	14
	Strategic Focus	0	2	4	6	6
<b>SECTION 2</b> Strategy & Accountability		0	2	3	4	4
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups		0	4	5	8	8
<b>SECTION 4</b> Visibility of Inclusion		0	6	8	10	10
<b>SECTION 5</b> Training, Awareness & Professional Development		0	2	4	7	8
<b>SECTION 6</b> Executive Leadership & Engagement		0	2	4	6	8
<b>SECTION 7</b> Data Collection & Reporting		0	0	2	3	3
<b>SECTION 8</b> Community Engagement		0	1	2	4	5
<b>SECTION 9</b> Optional Survey		0	1	2	2	2
<b>SECTION 10</b> Additional Work		0	1	3	4	5
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>		<b>7</b>	<b>37</b>	<b>53</b>	<b>80.5</b>	<b>94</b>

# BENCHMARK GOLD\* (n=8)

AWEI ANNUAL SUBMISSION		Lowest	Average	Median	Highest	Available
<b>SECTION 1</b> HR Policy & Diversity Practice: Policies & Practice	Policies & Practice	13	14	14	15	15
	LGBTQ Bullying / Harassment & Support	7	9	10	10	10
	Trans / Gender Diverse Inclusion	8	11	11	14	15
	Strategic Focus	2	5	6	6	6
<b>SECTION 2</b> Strategy & Accountability		2	4	4	4	4
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups		6	8	8	8	8
<b>SECTION 4</b> Visibility of Inclusion		8	10	10	10	10
<b>SECTION 5</b> Training, Awareness & Professional Development		4	7	7	8	8
<b>SECTION 6</b> Executive Leadership & Engagement		0	5	6	8	8
<b>SECTION 7</b> Data Collection & Reporting		0	2	3	3	3
<b>SECTION 8</b> Community Engagement		1	4	5	5	6
<b>SECTION 9</b> Optional Survey		2	2	2	2	2
<b>SECTION 10</b> Additional Work		2	4	4	5	5
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>		<b>80</b>	<b>84</b>	<b>83</b>	<b>94</b>	<b>100</b>

AWEI ANNUAL SUBMISSION		Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 1</b> HR Policy & Diversity Practice: Policies & Practice	Policies & Practice	13	14	14	15	15
	LGBTQ Bullying / Harassment & Support	7	9	10	10	10
	Trans / Gender Diverse Inclusion	8	10	11	13	14
	Strategic Focus	2	5	6	6	6
<b>SECTION 2</b> Strategy & Accountability		2	4	4	4	4
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups		6	8	8	8	8
<b>SECTION 4</b> Visibility of Inclusion		8	10	10	10	10
<b>SECTION 5</b> Training, Awareness & Professional Development		4	6	7	8	8
<b>SECTION 6</b> Executive Leadership & Engagement		0	4	6	7	8
<b>SECTION 7</b> Data Collection & Reporting		0	1	3	3	3
<b>SECTION 8</b> Community Engagement		1	4	5	5	5
<b>SECTION 9</b> Optional Survey		2	2	2	2	2
<b>SECTION 10</b> Additional Work		2	3	4	5	5
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>		<b>80</b>	<b>81.5</b>	<b>83</b>	<b>85.5</b>	<b>94</b>

# BENCHMARK BRONZE\* (n=5)

AWEI ANNUAL SUBMISSION		Lowest	Average	Median	Highest	Available
<b>SECTION 1</b> HR Policy & Diversity Practice: Policies & Practice	Policies & Practice	8	10	9	13	15
	LGBTQ Bullying / Harassment & Support	6	8	7	10	10
	Trans / Gender Diverse Inclusion	0	4	4	7	15
	Strategic Focus	1	3	3	6	6
<b>SECTION 2</b> Strategy & Accountability		3	4	4	4	4
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups		4	5	5	8	8
<b>SECTION 4</b> Visibility of Inclusion		6	8	8	10	10
<b>SECTION 5</b> Training, Awareness & Professional Development		2	5	6	8	8
<b>SECTION 6</b> Executive Leadership & Engagement		2	4	4	6	8
<b>SECTION 7</b> Data Collection & Reporting		0	1	0	2	3
<b>SECTION 8</b> Community Engagement		0	2	2	4	6
<b>SECTION 9</b> Optional Survey		2	2	2	2	2
<b>SECTION 10</b> Additional Work		1	3	3	5	5
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>		<b>53</b>	<b>59</b>	<b>59</b>	<b>67</b>	<b>100</b>

AWEI ANNUAL SUBMISSION		Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 1</b> HR Policy & Diversity Practice: Policies & Practice	Policies & Practice	8	9	9	11	13
	LGBTQ Bullying / Harassment & Support	6	7	7	10	10
	Trans / Gender Diverse Inclusion	0	4	4	5	7
	Strategic Focus	1	2	3	4	6
<b>SECTION 2</b> Strategy & Accountability		3	4	4	4	4
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups		4	5	5	5	8
<b>SECTION 4</b> Visibility of Inclusion		6	7	8	8	10
<b>SECTION 5</b> Training, Awareness & Professional Development		2	2	6	6	8
<b>SECTION 6</b> Executive Leadership & Engagement		2	4	4	6	6
<b>SECTION 7</b> Data Collection & Reporting		0	0	0	2	2
<b>SECTION 8</b> Community Engagement		0	2	2	3	4
<b>SECTION 9</b> Optional Survey		2	2	2	2	2
<b>SECTION 10</b> Additional Work		1	2	3	4	5
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>		<b>53</b>	<b>53</b>	<b>59</b>	<b>65</b>	<b>67</b>

# BENCHMARK PARTICIPATING\* (n=12)

AWEI ANNUAL SUBMISSION		Lowest	Average	Median	Highest	Available
<b>SECTION 1</b> HR Policy & Diversity Practice: Policies & Practice	Policies & Practice	2	6	6	12	15
	LGBTQ Bullying / Harassment & Support	0	4	4	9	10
	Trans / Gender Diverse Inclusion	0	1	0	5	15
	Strategic Focus	0	2	2	5	6
<b>SECTION 2</b> Strategy & Accountability		0	2	2	4	4
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups		0	4	4	8	8
<b>SECTION 4</b> Visibility of Inclusion		0	5	6	8	10
<b>SECTION 5</b> Training, Awareness & Professional Development		0	3	3	6	8
<b>SECTION 6</b> Executive Leadership & Engagement		0	2	2	6	8
<b>SECTION 7</b> Data Collection & Reporting		0	1	1	3	3
<b>SECTION 8</b> Community Engagement		0	1	1	3	6
<b>SECTION 9</b> Optional Survey		0	1	0	2	2
<b>SECTION 10</b> Additional Work		0	1	1	3	5
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>		<b>7</b>	<b>33</b>	<b>35</b>	<b>48</b>	<b>100</b>



AWEI ANNUAL SUBMISSION		Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 1</b> HR Policy & Diversity Practice: Policies & Practice	Policies & Practice	2	4	6	8	12
	LGBTQ Bullying / Harassment & Support	0	2	4	5	9
	Trans / Gender Diverse Inclusion	0	0	0	0	5
	Strategic Focus	0	1	2	3	5
<b>SECTION 2</b> Strategy & Accountability		0	2	2	2	4
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups		0	4	4	5	8
<b>SECTION 4</b> Visibility of Inclusion		0	5	6	7	8
<b>SECTION 5</b> Training, Awareness & Professional Development		0	2	3	4	6
<b>SECTION 6</b> Executive Leadership & Engagement		0	0	2	2	6
<b>SECTION 7</b> Data Collection & Reporting		0	0	1	3	3
<b>SECTION 8</b> Community Engagement		0	0	1	2	3
<b>SECTION 9</b> Optional Survey		0	0	0	2	2
<b>SECTION 10</b> Additional Work		0	0	1	3	3
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>		<b>7</b>	<b>31</b>	<b>35</b>	<b>39.25</b>	<b>48</b>

# BENCHMARK GLOBAL\* (n=17)

AWEI ANNUAL SUBMISSION		Lowest	Average	Median	Highest	Available
<b>SECTION 1</b> HR Policy & Diversity Practice: Policies & Practice	Policies & Practice	2	10	11	15	15
	LGBTQ Bullying / Harassment & Support	0	7	8	10	10
	Trans / Gender Diverse Inclusion	0	5	5	14	15
	Strategic Focus	0	4	4	6	6
<b>SECTION 2</b> Strategy & Accountability		0	3	2	4	4
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups		4	6	5	8	8
<b>SECTION 4</b> Visibility of Inclusion		4	8	8	10	10
<b>SECTION 5</b> Training, Awareness & Professional Development		0	4	4	8	8
<b>SECTION 6</b> Executive Leadership & Engagement		0	4	4	8	8
<b>SECTION 7</b> Data Collection & Reporting		0	2	2	3	3
<b>SECTION 8</b> Community Engagement		0	3	3	5	6
<b>SECTION 9</b> Optional Survey		0	1	2	2	2
<b>SECTION 10</b> Additional Work		0	3	3	5	5
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>		<b>28</b>	<b>58</b>	<b>59</b>	<b>84</b>	<b>100</b>

AWEI ANNUAL SUBMISSION		Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 1</b> HR Policy & Diversity Practice: Policies & Practice	Policies & Practice	2	8	11	13	15
	LGBTQ Bullying / Harassment & Support	0	4	8	9	10
	Trans / Gender Diverse Inclusion	0	0	5	8	14
	Strategic Focus	0	2	4	6	6
<b>SECTION 2</b> Strategy & Accountability		0	2	2	4	4
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups		4	4	5	7	8
<b>SECTION 4</b> Visibility of Inclusion		4	6	8	9	10
<b>SECTION 5</b> Training, Awareness & Professional Development		0	2	4	6	8
<b>SECTION 6</b> Executive Leadership & Engagement		0	2	4	6	8
<b>SECTION 7</b> Data Collection & Reporting		0	0	2	3	3
<b>SECTION 8</b> Community Engagement		0	1	3	4	5
<b>SECTION 9</b> Optional Survey		0	0	2	2	2
<b>SECTION 10</b> Additional Work		0	1	3	5	5
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>		<b>28</b>	<b>40</b>	<b>59</b>	<b>80</b>	<b>84</b>

# BENCHMARK PRIVATE\* (n=21)

AWEI ANNUAL SUBMISSION		Lowest	Average	Median	Highest	Available
<b>SECTION 1</b> HR Policy & Diversity Practice: Policies & Practice	Policies & Practice	2	10	10	15	15
	LGBTQ Bullying / Harassment & Support	0	6	7	10	10
	Trans / Gender Diverse Inclusion	0	5	4	14	15
	Strategic Focus	0	3	4	6	6
<b>SECTION 2</b> Strategy & Accountability		0	3	3	4	4
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups		0	6	5	8	8
<b>SECTION 4</b> Visibility of Inclusion		0	7	8	10	10
<b>SECTION 5</b> Training, Awareness & Professional Development		0	5	4	8	8
<b>SECTION 6</b> Executive Leadership & Engagement		0	4	4	8	8
<b>SECTION 7</b> Data Collection & Reporting		0	2	2	3	3
<b>SECTION 8</b> Community Engagement		0	2	2	5	6
<b>SECTION 9</b> Optional Survey		0	2	2	2	2
<b>SECTION 10</b> Additional Work		0	3	3	5	5
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>		<b>7</b>	<b>55.9</b>	<b>53</b>	<b>94</b>	<b>100</b>

AWEI ANNUAL SUBMISSION		Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 1</b> HR Policy & Diversity Practice: Policies & Practice	Policies & Practice	2	7	10	13	15
	LGBTQ Bullying / Harassment & Support	0	4	7	9	10
	Trans / Gender Diverse Inclusion	0	0	4	8	14
	Strategic Focus	0	2	4	6	6
<b>SECTION 2</b> Strategy & Accountability		0	2	3	4	4
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups		0	4	5	8	8
<b>SECTION 4</b> Visibility of Inclusion		0	6	8	10	10
<b>SECTION 5</b> Training, Awareness & Professional Development		0	2	4	7	8
<b>SECTION 6</b> Executive Leadership & Engagement		0	2	4	6	8
<b>SECTION 7</b> Data Collection & Reporting		0	0	2	3	3
<b>SECTION 8</b> Community Engagement		0	1	2	4	5
<b>SECTION 9</b> Optional Survey		0	1	2	2	2
<b>SECTION 10</b> Additional Work		0	1	3	4	5
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>		<b>7</b>	<b>37</b>	<b>53</b>	<b>80.5</b>	<b>94</b>

# BENCHMARK NFP/CHARITY\* (n=4)

AWEI ANNUAL SUBMISSION		Lowest	Average	Median	Highest	Available
<b>SECTION 1</b> HR Policy & Diversity Practice: Policies & Practice	Policies & Practice	3	10	10	15	15
	LGBTQ Bullying / Harassment & Support	2	5	5	10	10
	Trans / Gender Diverse Inclusion	0	4	2	11	15
	Strategic Focus	0	2	2	6	6
<b>SECTION 2</b> Strategy & Accountability		0	2	3	4	4
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups		1	5	5	8	8
<b>SECTION 4</b> Visibility of Inclusion		0	5	5	10	10
<b>SECTION 5</b> Training, Awareness & Professional Development		0	5	6	8	8
<b>SECTION 6</b> Executive Leadership & Engagement		0	4	4	6	8
<b>SECTION 7</b> Data Collection & Reporting		0	2	2	3	3
<b>SECTION 8</b> Community Engagement		0	1	1	2	6
<b>SECTION 9</b> Optional Survey		0	1	1	2	2
<b>SECTION 10</b> Additional Work		1	3	3	5	5
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>		<b>7</b>	<b>47</b>	<b>50</b>	<b>83</b>	<b>100</b>

AWEI ANNUAL SUBMISSION		Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 1</b> HR Policy & Diversity Practice: Policies & Practice	Policies & Practice	3	6	10	14	15
	LGBTQ Bullying / Harassment & Support	2	2	5	8	10
	Trans / Gender Diverse Inclusion	0	0	2	6	11
	Strategic Focus	0	1	2	3	6
<b>SECTION 2</b> Strategy & Accountability		0	2	3	3	4
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups		1	4	5	6	8
<b>SECTION 4</b> Visibility of Inclusion		0	2	5	8	10
<b>SECTION 5</b> Training, Awareness & Professional Development		0	5	6	7	8
<b>SECTION 6</b> Executive Leadership & Engagement		0	2	4	6	6
<b>SECTION 7</b> Data Collection & Reporting		0	0	2	3	3
<b>SECTION 8</b> Community Engagement		0	0	1	1	2
<b>SECTION 9</b> Optional Survey		0	0	1	2	2
<b>SECTION 10</b> Additional Work		1	3	3	4	5
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>		<b>7</b>	<b>27.25</b>	<b>49.5</b>	<b>69.5</b>	<b>83</b>

# BENCHMARK BANKING & FINANCE\* (n=6)

AWEI ANNUAL SUBMISSION		Lowest	Average	Median	Highest	Available
<b>SECTION 1</b> HR Policy & Diversity Practice: Policies & Practice	Policies & Practice	4	8	7	13	15
	LGBTQ Bullying / Harassment & Support	1	6	7	8	10
	Trans / Gender Diverse Inclusion	0	5	6	8	15
	Strategic Focus	2	4	4	6	6
<b>SECTION 2</b> Strategy & Accountability		1	2	2	4	4
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups		4	5	5	7	8
<b>SECTION 4</b> Visibility of Inclusion		6	8	7	10	10
<b>SECTION 5</b> Training, Awareness & Professional Development		2	4	3	8	8
<b>SECTION 6</b> Executive Leadership & Engagement		0	4	4	8	8
<b>SECTION 7</b> Data Collection & Reporting		0	2	2	3	3
<b>SECTION 8</b> Community Engagement		0	2	3	4	6
<b>SECTION 9</b> Optional Survey		0	1	2	2	2
<b>SECTION 10</b> Additional Work		0	3	3	5	5
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>		<b>28</b>	<b>53</b>	<b>51</b>	<b>81</b>	<b>100</b>



AWEI ANNUAL SUBMISSION		Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 1</b> HR Policy & Diversity Practice: Policies & Practice	Policies & Practice	4	5	7	10	13
	LGBTQ Bullying / Harassment & Support	1	5	7	8	8
	Trans / Gender Diverse Inclusion	0	1	6	7	8
	Strategic Focus	2	3	4	5	6
<b>SECTION 2</b> Strategy & Accountability		1	2	2	2	4
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups		4	4	5	5	7
<b>SECTION 4</b> Visibility of Inclusion		6	6	7	9	10
<b>SECTION 5</b> Training, Awareness & Professional Development		2	2	3	6	8
<b>SECTION 6</b> Executive Leadership & Engagement		0	2	4	8	8
<b>SECTION 7</b> Data Collection & Reporting		0	1	2	3	3
<b>SECTION 8</b> Community Engagement		0	1	3	3	4
<b>SECTION 9</b> Optional Survey		0	1	2	2	2
<b>SECTION 10</b> Additional Work		0	2	3	3	5
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>		<b>28</b>	<b>36.75</b>	<b>50.5</b>	<b>68.75</b>	<b>81</b>

# BENCHMARK PROFESSIONAL SERVICES\* (n=4)

AWEI ANNUAL SUBMISSION		Lowest	Average	Median	Highest	Available
<b>SECTION 1</b> HR Policy & Diversity Practice: Policies & Practice	Policies & Practice	8	13	14	15	15
	LGBTQ Bullying / Harassment & Support	7	9	10	10	10
	Trans / Gender Diverse Inclusion	7	10	10	14	15
	Strategic Focus	2	4	4	6	6
<b>SECTION 2</b> Strategy & Accountability		2	4	4	4	4
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups		5	7	7	8	8
<b>SECTION 4</b> Visibility of Inclusion		8	9	9	10	10
<b>SECTION 5</b> Training, Awareness & Professional Development		2	5	5	8	8
<b>SECTION 6</b> Executive Leadership & Engagement		0	4	3	8	8
<b>SECTION 7</b> Data Collection & Reporting		2	3	3	3	3
<b>SECTION 8</b> Community Engagement		2	4	4	5	6
<b>SECTION 9</b> Optional Survey		2	2	2	2	2
<b>SECTION 10</b> Additional Work		2	3	3	5	5
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>		<b>53</b>	<b>75</b>	<b>82</b>	<b>84</b>	<b>100</b>

AWEI ANNUAL SUBMISSION		Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 1</b> HR Policy & Diversity Practice: Policies & Practice	Policies & Practice	8	12	14	14	15
	LGBTQ Bullying / Harassment & Support	7	9	10	10	10
	Trans / Gender Diverse Inclusion	7	9	10	12	14
	Strategic Focus	2	2	4	6	6
<b>SECTION 2</b> Strategy & Accountability		2	4	4	4	4
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups		5	6	7	8	8
<b>SECTION 4</b> Visibility of Inclusion		8	8	9	10	10
<b>SECTION 5</b> Training, Awareness & Professional Development		2	4	5	7	8
<b>SECTION 6</b> Executive Leadership & Engagement		0	2	3	5	8
<b>SECTION 7</b> Data Collection & Reporting		2	2	3	3	3
<b>SECTION 8</b> Community Engagement		2	4	4	4	5
<b>SECTION 9</b> Optional Survey		2	2	2	2	2
<b>SECTION 10</b> Additional Work		2	2	3	4	5
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>		<b>53</b>	<b>74</b>	<b>81.5</b>	<b>82.5</b>	<b>84</b>

# BENCHMARK LEGAL\* (n=6)

AWEI ANNUAL SUBMISSION		Lowest	Average	Median	Highest	Available
<b>SECTION 1</b> HR Policy & Diversity Practice: Policies & Practice	Policies & Practice	8	12	12	15	15
	LGBTQ Bullying / Harassment & Support	6	9	10	10	10
	Trans / Gender Diverse Inclusion	0	8	8	13	15
	Strategic Focus	2	5	5	6	6
<b>SECTION 2</b> Strategy & Accountability		3	4	4	4	4
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups		4	6	7	8	8
<b>SECTION 4</b> Visibility of Inclusion		6	9	9	10	10
<b>SECTION 5</b> Training, Awareness & Professional Development		2	6	7	8	8
<b>SECTION 6</b> Executive Leadership & Engagement		2	5	5	8	8
<b>SECTION 7</b> Data Collection & Reporting		0	1	0	3	3
<b>SECTION 8</b> Community Engagement		0	3	4	5	6
<b>SECTION 9</b> Optional Survey		2	2	2	2	2
<b>SECTION 10</b> Additional Work		1	3	4	5	5
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>		<b>53</b>	<b>71</b>	<b>70</b>	<b>94</b>	<b>100</b>

AWEI ANNUAL SUBMISSION		Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 1</b> HR Policy & Diversity Practice: Policies & Practice	Policies & Practice	8	10	12	14	15
	LGBTQ Bullying / Harassment & Support	6	8	10	10	10
	Trans / Gender Diverse Inclusion	0	6	8	11	13
	Strategic Focus	2	3	5	6	6
<b>SECTION 2</b> Strategy & Accountability		3	4	4	4	4
<b>SECTION 3</b> LGBTQ Employee Networks / Resource Groups		4	5	7	8	8
<b>SECTION 4</b> Visibility of Inclusion		6	8	9	10	10
<b>SECTION 5</b> Training, Awareness & Professional Development		2	3	7	8	8
<b>SECTION 6</b> Executive Leadership & Engagement		2	4	5	6	8
<b>SECTION 7</b> Data Collection & Reporting		0	0	0	2	3
<b>SECTION 8</b> Community Engagement		0	2	4	5	5
<b>SECTION 9</b> Optional Survey		2	2	2	2	2
<b>SECTION 10</b> Additional Work		1	2	4	4	5
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>		<b>53</b>	<b>54.5</b>	<b>69.5</b>	<b>85.25</b>	<b>94</b>



## EXPECTATION SETTING

Now is the time to have conversations with your teams, particularly with your executives, and set expectations.

While the bar has been raised for every employer participating, our aim is higher – and continues to grow. Our latest AWEI iterations are current and we are equal with the best by international comparison, continuing to lead the way with best practices.

While 2020 has brought its unique challenges, we encourage you to maintain momentum in your endeavours for LGBTQ diversity and inclusion work. Especially during challenging times, diversity and inclusion is at its most vulnerable.

Utilise the additional programs we've introduced, as part of our EXTRA series during COVID-19.

Continue with your AWEI Submissions, as your LGBTQ inclusion work should not be overlooked and should continue to expand and/or lead the way.

Please consider AWEI Survey Participation 2021. The Survey will open from November 1 2020 and close 12 March 2021. You may request your unique link on the AWEI website.

And remember, our team is here to assist you. If you would like us to speak to your executive or present these changes to enable their expectations to be set accordingly, we would be happy to assist.

We look forward to sharing our results next year as our journey into upholding international leadership in this important area of diversity and inclusion practice continues.

# Participate in the 2021 AWEI Employee Survey

Understand your  
results **and** the  
impact of your  
LGBTQ inclusion  
work on your  
people!



Participating in the AWEI is critical for benchmarking, assessment against current best practice, and guiding strategy work in LGBTQ inclusion. It's all about measuring what you are doing, showing progress and staying ahead of the game ... but it doesn't give you insight into the lived experience of your employees, inform you on the overall impact of your inclusion initiatives, or give you a gauge as to how your LGBTQ inclusion programs are viewed.

By participating in the AWEI, you have access to the optional employee survey. Not only will you get additional points for participating, but you will receive a high level analysis of all survey responses (all anonymous) alongside access to

the de-identified raw data to allow you to incorporate your results into your own analytics. You will also be able to use your survey results to benchmark against the published survey results annually.

Participation in the AWEI and the optional employee survey will provide you with a holistic approach to measuring both the progress and impact of your work in LGBTQ inclusion.

The Survey will open 1 November 2020 and close 12 March 2021. All participating employers will be allocated unique URL's.

For more information, call (02) 9206 2139 or visit:  
**[www.pid-awei.com.au/submission-documents](http://www.pid-awei.com.au/submission-documents)**

# pridein diversity

## PRIDE IN DIVERSITY

**T** (02) 9206 2139  
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Any content extracted from this publication must be done so only with the prior consent of ACON's Pride Inclusion Programs and must be referenced accordingly. Soft copies of this publication can be downloaded free of charge from the members section of our website.

For more information about ACON's Pride Inclusion Programs and LGBTQ Inclusion within Australian workplaces, health service provision or sport, visit: [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au)

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## ACKNOWLEDGEMENT OF COUNTRY

We recognise the diversity of Aboriginal and Torres Strait Islander people, their cultures, languages, experiences and practices, and the richness of their contributions to the places where we work, live and play.

We acknowledge the Traditional Owners of the lands and waters. We honour and pay respect to Elders past, present and emerging, and extend our respect to all Aboriginal and Torres Strait Islander people.

