2020 RESULTS



The PowerPoint presentation has been developed to assist you present your AWEI results back to your executive, diversity team and network.

The PowerPoint deck may be edited to remove the slides that are not relevant to your submission.

To present this back to your teams:

- Remove any benchmarking slides and title pages that may not be relevant to you
- Using your scorecard results, add speakers notes and your scores for each section as a reference during presentations



What is the AWEI?

- Internationally recognised, gold standard, national benchmarking instrument for LGBTQ workplace inclusion in Australia
- Evidence based instrument that assesses each submission against a comprehensive rubric enabling the determination of current and leading practice annually
- Tool by which Diversity and HR professionals can measure progress on internal initiatives validated by external, independent and confidential assessment
- Tool by which Diversity and HR professionals can benchmark work against industry, sector and other employers within the same tier
- Holistic approach to LGBTQ when utilising optional AWEI employee survey
- Valuable input into strategy and planning
- Developed and assessed by Australia's not-for-profit employer support program for LGBTQ inclusion



Academically assessed & validated



"It has been my honour to assist with the validation of the scoring methodology used for the Australian Workplace Equality Index. As an academic researcher, I am impressed by the depth, breadth and vigor of this index. The questionnaire not only adopted quantitative measures to ensure objectivity, it also incorporated quality responses to verify and enhance its objectivity. In addition, the markers have taken rigorous steps to ensure that the result is fair, equitable, transparent and objective"

Dr. Raymond Trau Business/Management - RMITAcademic Advisor – Index Methodology



"I was fortunate enough to work with a highly dedicated group of people on this important project. As an academic researcher, I was tasked with applying rigorous quantitative analysis to test whether employee cognitive and behavioural factors, and their immediate work environment have a significant impact on their extent of contribution to organisations. With the broad range of organisations participating, I was able to analyse the data with a high level of confidence in our findings."

Dr. Ilro Lee Post Doctoral Research Fellow – AGSM, UNSW Business School Academic Advisor – Survey Findings

2020 RESULTS SMALL EMPLOYERS



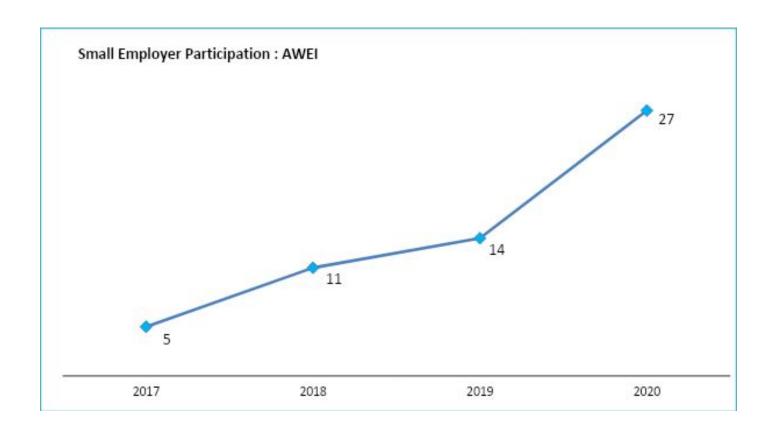
AWEI2020 POINT ALI	OCATIONS:	SMALL EMPLOYER INDEX (500 employees or less)
Section 1: HR Policy & Diversity Practice	46 points	Includes anti-discrimination clause; inclusive language/terminology; staff benefits and leave options; access to external subject matter expertise; bullying & harassment policies; support of trans / gender diverse employees; strategic focus & communication of inclusion.
Section 2: Strategy & Accountability	4 points	Includes LGBTIQ strategy and expertise; inclusion promotion.
Section 3: LGBTIQ Employee Networks / Resource Groups	8 points	Includes Senior LGBTIQ champion, network or social events; network strategy.
Section 4: Visibility of Inclusion	10 points	Includes days of significance; visible signs of LGBTIQ inclusion; LGBTIQ ally identification; reference guides; confidential contacts; social media.
Section 5: Training, Awareness & Professional Development	8 points	Includes training programs delivered; professional development; additional programs/event attendance.
Section 6: Executive Leadership & Engagement	8 points	Includes executive and CEO or equivalent(s) public advocacy and engagement.
Section 7: Data Collection & Reporting	3 points	Includes LGBTIQ data collection, analytics and reporting.
Section 8: Community Engagement	6 points	Includes community engagement/events; external advocacy; fundraising;
Section 9: Optional Survey	2 points	Includes participation in the optional employee survey.
Section 10: Additional Work	5 points	Includes any additional work in LGBTIQ workplace inclusion not claimed.
Total Small Employer Score	100 points	Cumulative total of allocation submission points





Annual Small Employer AWEI Participation Growth

Note: 2020 Small Employers include up to 500 employers





Small Employer Benchmark: All



- ADSSI Limited
- Dentons
- McCullough Robertson Lawyers

ALL SMALL EMPLOYERS* (n=27)	Lowest	Average	Median	Highest	Available
Section 1: HR Policy & Diversity Practice: Policies & Practice	Lowest	Average	Wedien	Tilgitesc	Available
Policies & Practice	2	10	10	15	15
LGBTIQ Bullying / Harrassment & Support	0	6	7	10	10
Trans / Gender Diverse Inclusion	0	5	4	14	15
Strategic Focus	0	3	4	6	6
Section 2: Strategy & Accountability	0	3	3	4	4
Section 3: LGBTIQ Employee Networks / Resource Groups	0	6	5	8	8
Section 4: Visibility of Inclusion	0	7	8	10	10
Section 5: Training, Awareness & Professional Development	0	5	4	8	8
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	2	2	3	3
Section 8: Community Engagement	0	2	2	5	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	3	3	5	5
TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020	7	55.8	53	94	
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: HR Policy & Diversity Practice: Policies & Practice					
Policies & Practice	2	7	10	13	15
LGBTIQ Bullying / Harrassment & Support	0	4	7	9	10
Trans / Gender Diverse Inclusion	0	0	4	8	14
Strategic Focus	0	2	4	6	6
Section 2: Strategy & Accountability	0	2	3	4	4
Section 3: LGBTIQ Employee Networks / Resource Groups	0	4	5	8	8
Section 4: Visibility of Inclusion	0	6	8	10	10
Section 5: Training, Awareness & Professional Development	0	2	4	7	8
Section 6: Executive Leadership & Engagement	0	2	4	6	8
Section 7: Data Collection & Reporting	0	0	2	3	3
Section 8: Community Engagement	0	1	2	4	5
Section 9: Optional Survey	0	1	2	2	2
Section 10: Additional Work	0	1	3	4	5
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Small Employer Benchmark: Global



- Boston Consulting Group
- Oliver Wyman
- Page Group

GLOBAL* (n=17)					
·	Lowest	Average	Median	Highest	Available
Section 1: HR Policy & Diversity Practice: Policies & Practice					
Policies & Practice	2	10	11	15	15
LGBTIQ Bullying / Harrassment & Support	0	7	8	10	10
Trans / Gender Diverse Inclusion	0	5	5	14	1 5
Strategic Focus	0	4	4	6	6
Section 2: Strategy & Accountability	0	3	2	4	4
Section 3: LGBTIQ Employee Networks / Resource Groups	4	6	5	8	8
Section 4: Visibility of Inclusion	4	8	8	10	10
Section 5: Training, Awareness & Professional Development	0	4	4	8	8
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	2	2	3	3
Section 8: Community Engagement	0	3	3	5	6
Section 9: Optional Survey	0	1	2	2	2
Section 10: Additional Work	0	3	3	5	5
TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020	28	58	59	84	
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: HR Policy & Diversity Practice: Policies & Practice					
Policies & Practice	2	8	11	13	15
LGBTIQ Bullying / Harrassment & Support	0	4	8	9	10
Trans / Gender Diverse Inclusion	0	0	5	8	14
Strategic Focus	0	2	4	6	6
Section 2: Strategy & Accountability	0	2	2	4	4
Section 3: LGBTIQ Employee Networks / Resource Groups	4	4	5	7	8
Section 4: Visibility of Inclusion	4	6	8	9	10
Section 5: Training, Awareness & Professional Development	0	2	4	6	8
Section 6: Executive Leadership & Engagement	0	2	4	6	8
Section 7: Data Collection & Reporting	0	0	2	3	3
Section 8: Community Engagement	0	1	3	4	5
Section 9: Optional Survey	0	0	2	2	2
Section 10: Additional Work	0	1	3	5	5
TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020	28	40	59	78	84





Small Employer Benchmark: Private Sector



- Dentons
- McCollough Robertson Lawyers
- Page Group

PRIVATE* (n=21)					
	Lowest	Average	Median	Highest	Available
Section 1: HR Policy & Diversity Practice: Policies & Practice					
Policies & Practice	2	10	10	15	15
LGBTIQ Bullying / Harrassment & Support	0	6	7	10	10
Trans / Gender Diverse Inclusion	0	5	4	14	1 5
Strategic Focus	0	3	4	6	6
Section 2: Strategy & Accountability	0	3	3	4	4
Section 3: LGBTIQ Employee Networks / Resource Groups	0	6	5	8	8
Section 4: Visibility of Inclusion	0	7	8	10	10
Section 5: Training, Awareness & Professional Development	0	5	4	8	8
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	2	2	3	3
Section 8: Community Engagement	0	2	2	5	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	3	3	5	5
TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020	7	55.8	53	94	
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: HR Policy & Diversity Practice: Policies & Practice					
Policies & Practice	2	7	10	13	15
LGBTIQ Bullying / Harrassment & Support	0	4	7	9	10
Trans / Gender Diverse Inclusion	0	0	4	8	14
Strategic Focus	0	2	4	6	6
Section 2: Strategy & Accountability	0	2	3	4	4
Section 3: LGBTIQ Employee Networks / Resource Groups	0	4	5	8	8
Section 4: Visibility of Inclusion	0	6	8	10	10
Section 5: Training, Awareness & Professional Development	0	2	4	7	8
Section 6: Executive Leadership & Engagement	0	2	4	6	8
Section 7: Data Collection & Reporting	0	0	2	3	3
Section 8: Community Engagement	0	1	2	4	5
Section 9: Optional Survey	0	1	2	2	2
Section 10: Additional Work	0	1	3	4	5
TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020	7	37	53	79	94





Small Employer Benchmark: Banking & Finance



- Deutsche Bank
- Royal Bank of Canada

BANKING/FINANCE* (n=6)					
2	Lowest	Average	Median	Highest	Available
Section 1: HR Policy & Diversity Practice: Policies & Practice					
Policies & Practice	4	8	7	13	15
LGBTIQ Bullying / Harrassment & Support	1	6	7	8	10
Trans / Gender Diverse Inclusion	0	5	6	8	15
Strategic Focus	2	4	4	6	6
Section 2: Strategy & Accountability	1	2	2	4	4
Section 3: LGBTIQ Employee Networks / Resource Groups	4	5	5	5	8
Section 4: Visibility of Inclusion	6	8	7	10	10
Section 5: Training, Awareness & Professional Development	2	4	3	8	8
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	2	2	3	3
Section 8: Community Engagement	0	2	3	4	6
Section 9: Optional Survey	0	1	2	2	2
Section 10: Additional Work	0	3	3	5	5
TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020	28	52	51	78	
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: HR Policy & Diversity Practice: Policies & Practice					
Policies & Practice	4	5	7	10	13
LGBTIQ Bullying / Harrassment & Support	1	5	7	8	8
Trans / Gender Diverse Inclusion	0	1	6	7	8
Strategic Focus	2	3	4	5	6
Section 2:Strategy & Accountability	1	2	2	2	4
Section 3: LGBTIQ Employee Networks / Resource Groups	4	4	5	5	5
Section 4: Visibility of Inclusion	6	6	7	9	10
Section 5: Training, Awareness & Professional Development	2	2	3	6	8
Section 6: Executive Leadership & Engagement	0	2	4	8	8
Section 7: Data Collection & Reporting	0	1	2	3	3
Section 8: Community Engagement	0	1	3	3	4
Section 9: Optional Survey	0	1	2	2	2
Section 10: Additional Work	0	2	3	3	5
TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020	28	36.75		Wall of Addison	1





Small Employer Benchmark: NFP/Charity



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

	Lowest	Average	Median	Highest	Available
Section 1: HR Policy & Diversity Practice: Policies & Practice					
Policies & Practice	3	10	10	15	15
LGBTIQ Bullying / Harrassment & Support	2	5	5	10	10
Trans / Gender Diverse Inclusion	0	4	2	11	15
Strategic Focus	0	2	2	6	6
Section 2: Strategy & Accountability	0	2	3	4	4
Section 3: LGBTIQ Employee Networks / Resource Groups	1	5	5	8	8
Section 4: Visibility of Inclusion	0	5	5	10	10
Section 5: Training, Awareness & Professional Development	0	5	6	8	8
Section 6: Executive Leadership & Engagement	0	4	4	6	8
Section 7: Data Collection & Reporting	0	2	2	3	3
Section 8: Community Engagement	0	1	1	2	6
Section 9: Optional Survey	0	1	1	2	2
Section 10: Additional Work	1	3	3	5	5
TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020	7	47	50	83	
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: HR Policy & Diversity Practice: Policies & Practice					
Policies & Practice	3	6	10	14	15
LGBTIQ Bullying / Harrassment & Support	2	2	5	8	10
Trans / Gender Diverse Inclusion	0	0	2	6	11
Strategic Focus	0	1	2	3	6
Section 2: Strategy & Accountability	0	2	3	3	4
Section 3: LGBTIQ Employee Networks / Resource Groups	1	4	5	6	8
Section 4: Visibility of Inclusion	0	2	5	8	10
Section 5: Training, Awareness & Professional Development	0	5	6	7	8
Section 6: Executive Leadership & Engagement	0	2	4	6	6
Section 7: Data Collection & Reporting	0	0	2	3	3
Section 8: Community Engagement	0	0	1	1	2
Section 9: Optional Survey	0	0	1	2	2
Section 10: Additional Work	1	3	3	4	5
Section 10. Additional VVOIR					





Small Employer Benchmark: Legal



- Clifford Chance
- Dentons
- McCullough Robertson Lawyers

LEGAL* (n=6)					
	Lowest	Average	Median	Highest	Available
Section 1: HR Policy & Diversity Practice: Policies & Practice					
Policies & Practice	8	12	12	15	15
LGBTIQ Bullying / Harrassment & Support	6	9	10	10	10
Trans / Gender Diverse Inclusion	0	8	8	13	15
Strategic Focus	2	5	5	6	6
Section 2: Strategy & Accountability	3	4	4	4	4
Section 3: LGBTIQ Employee Networks / Resource Groups	4	6	7	8	8
Section 4: Visibility of Inclusion	6	9	9	10	10
Section 5:Training, Awareness & Professional Development	2	6	7	8	8
Section 6: Executive Leadership & Engagement	2	5	5	8	8
Section 7: Data Collection & Reporting	0	1	0	3	3
Section 8: Community Engagement	0	3	4	5	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	3	4	5	5
TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020	53	71	70	94	
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: HR Policy & Diversity Practice: Policies & Practice					
Policies & Practice	8	10	12	14	15
LGBTIQ Bullying / Harrassment & Support	6	8	10	10	10
Trans / Gender Diverse Inclusion	0	6	8	11	13
Strategic Focus	2	3	5	6	6
Section 2: Strategy & Accountability	3	4	4	4	4
Section 3: LGBTIQ Employee Networks / Resource Groups	4	5	7	8	8
Section 4: Visibility of Inclusion	6	8	9	10	10
Section 5:Training, Awareness & Professional Development	2	3	7	8	8
Section 6: Executive Leadership & Engagement	2	4	5	6	8
Section 7: Data Collection & Reporting	0	0	0	2	3
Section 8: Community Engagement	0	2	4	5	5
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	2	4	4	5
TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020	53	54.5	69.5	85.25	94





Small Employer Benchmark: Professional Services



- Oliver Wyman
- Page Group

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





2020 Small Employer Score Distribution: Recognition Tiers



SMALL EMPLOYER TIER ENTRY POINTS						
Historical Tier Entry Points						
Index Iteration 1						
Year	2017	2018	2019			
Bronze	30	30	30			
Silver	45	45	45			
Gold	60	60	60			



Small Employer Benchmark: Participating Tier



- Aussie Broadband
- Envato
- HP Australia

PARTICIPATING* (n=12)					
	Lowest	Average	Median	Highest	Available
Section 1: HR Policy & Diversity Practice: Policies & Practice					
Policies & Practice	2	6	6	12	15
LGBTIQ Bullying / Harrassment & Support	0	4	4	9	10
Trans / Gender Diverse Inclusion	0	1	0	5	15
Strategic Focus	0	2	2	5	6
Section 2: Strategy & Accountability	0	2	2	4	4
Section 3: LGBTIQ Employee Networks / Resource Groups	0	4	4	8	8
Section 4: Visibility of Inclusion	0	5	6	8	10
Section 5: Training, Awareness & Professional Development	0	3	3	6	8
Section 6: Executive Leadership & Engagement	0	2	2	6	8
Section 7: Data Collection & Reporting	0	1	1	3	3
Section 8: Community Engagement	0	1	1	3	6
Section 9: Optional Survey	0	1	0	2	2
Section 10: Additional Work	0	1	1	3	5
TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020	7	33	35	48	
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: HR Policy & Diversity Practice: Policies & Practice					
Policies & Practice	2	4	6	8	12
LGBTIQ Bullying / Harrassment & Support	0	2	4	5	9
Trans / Gender Diverse Inclusion	0	0	0	0	5
Strategic Focus	0	1	2	3	5
Section 2: Strategy & Accountability	0	2	2	2	4
Section 3: LGBTIQ Employee Networks / Resource Groups	0	4	4	5	8
Section 4: Visibility of Inclusion	0	5	6	7	8
Section 5: Training, Awareness & Professional Development	0	2	3	4	6
Section 6: Executive Leadership & Engagement	0	0	2	2	6
Section 7: Data Collection & Reporting	0	0	1	3	3
Section 8: Community Engagement	0	0	1	2	3
Section 9: Optional Survey	0	0	0	2	2
Section 10: Additional Work	0	0	1	3	3
TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020	7	31	35	39.25	48





Small Employer Benchmark: Bronze Tier



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

BRONZE* (n=5)					
	Lowest	Average	Median	Highest	Available
Section 1: HR Policy & Diversity Practice: Policies & Practice					
Policies & Practice	8	10	9	13	15
LGBTIQ Bullying / Harrassment & Support	6	8	7	10	10
Trans / Gender Diverse Inclusion	0	4	4	7	15
Strategic Focus	1	3	3	6	6
Section 2: Strategy & Accountability	3	4	4	4	4
Section 3: LGBTIQ Employee Networks / Resource Groups	4	5	5	8	8
Section 4: Visibility of Inclusion	6	8	8	10	10
Section 5: Training, Awareness & Professional Development	2	5	6	8	8
Section 6: Executive Leadership & Engagement	2	4	4	6	8
Section 7: Data Collection & Reporting	0	1	0	2	3
Section 8: Community Engagement	0	2	2	4	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	3	3	5	5
TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020	53	59	59	67	
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: HR Policy & Diversity Practice: Policies & Practice					
Policies & Practice	8	9	9	11	13
LGBTIQ Bullying / Harrassment & Support	6	7	7	10	10
Trans / Gender Diverse Inclusion	0	4	4	5	7
Strategic Focus	1	2	3	4	6
Section 2: Strategy & Accountability	3	4	4	4	4
Section 3: LGBTIQ Employee Networks / Resource Groups	4	5	5	5	8
Section 4: Visibility of Inclusion	6	7	8	8	10
Section 5: Training, Awareness & Professional Development	2	2	6	6	8
Section 6: Executive Leadership & Engagement	2	4	4	6	6
Section 7: Data Collection & Reporting	0	0	0	2	2
Section 8: Community Engagement	0	2	2	3	4
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	2	3	4	5
TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020	53	53	59	65	67





Small Employer Benchmark: Gold Tier



- Dentons
- McCullough Robertson Lawyers
- Page Group

GOLD* (n=7)					
	Lowest	Average	Median	Highest	Available
Section 1: HR Policy & Diversity Practice: Policies & Practice					
Policies & Practice	13	14	14	15	15
LGBTIQ Bullying / Harrassment & Support	7	9	10	10	10
Trans / Gender Diverse Inclusion	8	11	11	14	15
Strategic Focus	2	5	6	6	6
Section 2: Strategy & Accountability	2	4	4	4	4
Section 3: LGBTIQ Employee Networks / Resource Groups	6	8	8	8	8
Section 4: Vi sibility of Inclusion	8	10	10	10	10
Section 5: Training, Awareness & Professional Development	4	7	7	8	8
Section 6: Executive Leadership & Engagement	0	5	6	8	8
Section 7: Data Collection & Reporting	0	2	3	3	3
Section 8: Community Engagement	1	4	5	5	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	2	4	4	5	5
TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020	80	84	83	94	
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: HR Policy & Diversity Practice: Policies & Practice					
Section 1. The Folicy & Diversity Fractice. Folicies & Fractice					
Policies & Practice	13	14	14	15	15
	13 7	14 9	14 10	15 10	15 10
Policies & Practice					
Policies & Practice LGBTIQ Bullying / Harrassment & Support	7	9	10	10	10
Policies & Practice LGBTIQ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion	7 8	9	10 11	10 13	10 14
Policies & Practice LGBTIQ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus	7 8 2 2 6	9 10 5	10 11 6	10 13 6	10 14 6
Policies & Practice LGBTIQ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Section 2: Strategy & Accountability	7 8 2 2	9 10 5 4	10 11 6 4	10 13 6 4	10 14 6 4
Policies & Practice LGBTIQ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups	7 8 2 2 6	9 10 5 4 8	10 11 6 4 8	10 13 6 4 8	10 14 6 4 8
Policies & Practice LGBTIQ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	7 8 2 2 2 6 8	9 10 5 4 8 10	10 11 6 4 8 10	10 13 6 4 8 10	10 14 6 4 8 10
Policies & Practice LGBTIQ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	7 8 2 2 6 8 4	9 10 5 4 8 10 6	10 11 6 4 8 10 7	10 13 6 4 8 10 8	10 14 6 4 8 10 8
Policies & Practice LGBTIQ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	7 8 2 2 6 8 4 0 0	9 10 5 4 8 10 6 4	10 11 6 4 8 10 7	10 13 6 4 8 10 8 7	10 14 6 4 8 10 8
Policies & Practice LGBTIQ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	7 8 2 2 6 8 4 0	9 10 5 4 8 10 6 4	10 11 6 4 8 10 7 6 3	10 13 6 4 8 10 8 7	10 14 6 4 8 10 8 8
Policies & Practice LGBTIQ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	7 8 2 2 6 8 4 0 0	9 10 5 4 8 10 6 4 1	10 11 6 4 8 10 7 6 3 5	10 13 6 4 8 10 8 7 3 5	10 14 6 4 8 10 8 8 3 5



2020 RESULTS STANDARD EMPLOYERS



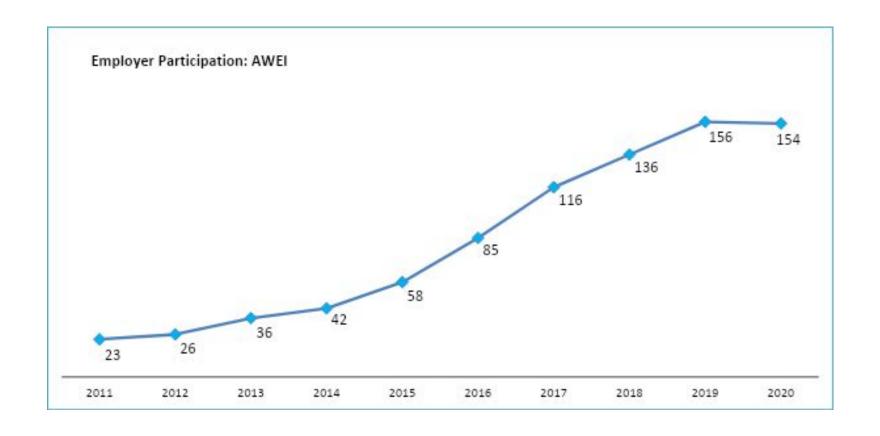
3	AWEI2020 POINT ALL	OCATIONS:	STANDARD EMPLOYER INDEX (501 employees or more)
	HR Policy & Diversity	20 points	Includes anti-discrimination clause; inclusive language/terminology; staff benefits and leave
	Practice	2	options; external subject matter expertise; DFV policy; third party policies; travel advice
Section 1:	LGBTIQ Bullying / Harassment & Support	14 points	Includes policies; grievance officers; behavioural examples; EAP provider; tracking of incidents
Standing Submission	Trans / Gender Diverse Inclusion	27 points	Includes support of trans / gender diverse employees with gender affirmation policies and leave; dress codes; uniforms; bathrooms and facilities; non-binary gender options; applicants.
	Strategic Focus	18 points	Includes external inclusion promotion; HR/diversity accountabilities; executive sponsor; customer facing inclusion and data collection; senior management accountability.
Total Standing Submis	sion Score	79 points	Total cumulative score of Section 1, which can be carried over through this iteration (2022)
Section 2: Strategy & Accountab	ility	22 points	Includes LGBTIQ strategy, advocacy, expertise; media coverage; leadership representation; inclusion promotion.
Section 3: LGBTIQ Employee Net	works / Resource Groups	34 points	Includes Senior LGBTIQ champion, network or social events; network strategy; sustainability; allies for T/GD people, women, intersex people; broader inclusion and intersectionality.
Section 4: Visibility of Inclusion		16 points	Includes days of significance; visible signs of LGBTIQ inclusion; LGBTIQ ally identification; reference guides; confidential contacts; social media.
Section 5: Training, Awareness 8	k Professional Development	12 points	Includes training programs delivered; professional development for employees and inclusion; additional programs/event attendance.
Section 6: Executive Leadership	& Engagement	8 points	Includes executive and CEO or equivalent(s) public advocacy and engagement.
Section 7:	8	6 points	Includes LGBTIQ data collection, analytics and reporting.
Data Collection & Rep	orting	-	
Section 8: Community Engageme	ant	6 points	Includes community engagement/events; external advocacy; fundraising;
Section 9:		2 points	Includes participation in the optional employee survey.
Optional Survey		5.	
Section 10: Additional Work		15 points	Includes any additional work in LGBTIQ workplace inclusion not claimed.
Total Standard Emplo	yer Score	200 points	Cumulative total of all allocated Index submission points.





Annual AWEI Submissions: Participation Growth

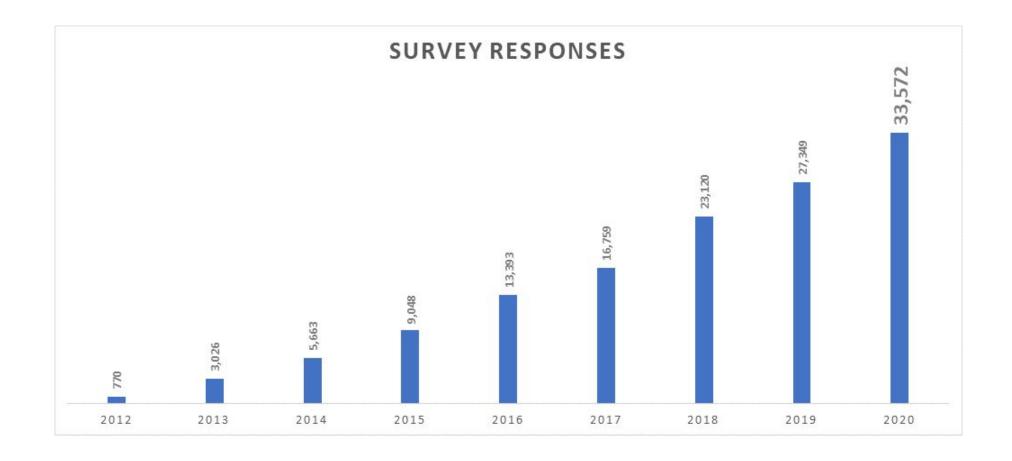
* Includes Small Employers & Platinum Partner Projects





Annual Employee Survey: Participation Growth

*Includes all employers, regardless of Employer Size



2020 RESULTS

EMPLOYER BENCHMARKS





Benchmark: All Employers



TOP 5: (alphabetical)

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

Note: *Two organisations achieved the same score.*

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	12	11	20	20
LGBTIQ+ Bullying / Harrassment & 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
Section 2: Strategy & Accountability	2	13	13	22	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	17	17	34	34
Section 4: Visibility of Inclusion	0	11	12	16	16
Section 5: Training, Awareness & Professional Development	0	6	6	12	12
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	0	3	3	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	5	4	15	15
Total Annual Submission	7	64	64	117	121
TOTAL AWEI SUBMISSION SCORE 2020	11	100	101	194	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	8	11	17	20
LGBTIQ+ Bullying / Harrassment & 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
Section 2: Strategy & Accountability	2	10	13	18	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	9	17	25	34
Section 4: Visibility of Inclusion	0	8	12	15	16
Section 5: Training, Awareness & Professional Development	0	4	6	8	12
Section 6: Executive Leadership & Engagement	0	2	4	6	8
7007	0	0	3	5	6
Section 7: Data Collection & Reporting		2	3	5	6
	0	2			
Section 8: Community Engagement	0	2	2	2	2
Section 8: Community Engagement Section 9: Optional Survey	_		2 4	2 8	2 15
Section 7: Data Collection & Reporting Section 8: Community Engagement Section 9: Optional Survey Section 10: Additional Work Total Annual Submission	0	2	_	_	

^{*} Benchmark excludes small employers <500 employees





AUSTRALIAN WORKPLACE EQUALITY INDEX



TOP 3: (alphabetical)

- Capgemini
- IBM
- RMIT University

Benchmark: Global Employers

GLOBAL* (n=59)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	12	12	20	20
LGBTIQ+ Bullying / Harrassment & 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
Section 2: Strategy & Accountability	2	13	13	22	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	17	17	34	34
Section 4: Visibility of Inclusion	1	11	12	16	16
Section 5: Training, Awareness & Professional Development	0	6	4	12	12
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	0	3	4	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	5	3	15	15
Total Annual Submission	7	64	59	117	121
TOTAL AWEI SUBMISSION SCORE 2020	11	101	101	194	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	6	12	18	20
LGBTIQ+ Bullying / Harrassment & 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
Section 2: Strategy & Accountability	2	10	13	18	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	9	17	25	34
Section 4: Visibility of Inclusion	1	9	12	16	16
Section 5: Training Awareness & Professional Development	0	4	4	8	12
Section 6: Executive Leadership & Engagement	0	2	4	6	8
Section 7: Data Collection & Reporting	0	0	3	5	6
Section 8: Community Engagement	0	2	4	5	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	1	3	8	15
Total Annual Submission	7	42	59	88	117
		74			

^{*} Benchmark excludes small employers <500 employees





AUSTRALIAN WORKPLACE EQUALITY INDEX



TOP 3: (alphabetical)

- Deakin University
- NBN co
- University of Wollongong

Benchmark: Regional Head Office Employers

AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	11	13	18	20
LGBTIQ+ 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
Section 2: Strategy & Accountability	2	11	11	20	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	13	14	22	34
Section 4: Visibility of Inclusion	5	11	11	16	16
Section 5: Training, Awareness & Professional Development	2	5	6	10	12
Section 6: Executive Leadership & Engagement	0	3	4	8	8
Section 7: Data Collection & Reporting	0	2	2	5	6
Section 8: Community Engagement	0	3	2	5	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	1	4	4	11	15
Total Annual Submission	14	54	59	90	121
TOTAL AWEI SUBMISSION SCORE 2020	22	87	90	157	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	8	13	14	18
LGBTIQ+ 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
	U	23			
AWEI ANNUAL SUBMISSION	Lowest		50th percentile		Highest
And the state of t					Highest 20
Section 2: Strategy & Accountability	Lowest	25th percentile	50th percentile	75th percentile	
Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups	Lowest 2	25th percentile	50th percentile	75th percentile	20
Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	Lowest 2 0	25th percentile 9 8	50th percentile 11 14	75th percentile 14 18	20 22
Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	Lowest 2 0 5	25th percentile 9 8	50th percentile 11 14 11	75th percentile 14 18 13	20 22 16
Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	2 0 5 2	25th percentile 9 8 8 4	50th percentile 11 14 11 6	75th percentile	20 22 16 10
Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	2 0 5 2 0	25th percentile 9 8 8 4 1	50th percentile	75th percentile	20 22 16 10 8
Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	Lowest 2 0 5 2 0 0 0 0 0 0	25th percentile 9 8 4 1 1	50th percentile	75th percentile	20 22 16 10 8 5
Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement Section 9: Optional Survey	Lowest 2 0 5 2 0 0 0 0 0 0	25th percentile 9 8 4 1 1	50th percentile 11 14 11 6 4 2	75th percentile 14 18 13 6 6 3 5	20 22 16 10 8 5
AWEI ANNUAL SUBMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement Section 9: Optional Survey Section 10: Additional Work Total Annual Submission	2 0 5 2 0 0 0 0 0 0 0 0	25th percentile 9 8 4 1 1 2	50th percentile	75th percentile 14 18 13 6 6 5 2	20 22 16 10 8 5 5

^{*} Benchmark excludes small employers <500 employees

DECIONAL* (n-11)









TOP 3: (alphabetical)

- Capgemini
- Clayton Utz
- JP Morgan

Benchmark: 501-1999 Employees

MEDIUM* (n=38)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	11	11	20	20
LGBTIQ+ Bullying / Harrassment & 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
Section 2: Strategy & Accountability	2	12	12	22	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	15	15	31	34
Section 4: Visibility of Inclusion	1	10	10	16	16
Section 5: Training Awareness & Professional Development	0	5	4	12	12
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	0	3	3	6	6
Section 9: Optional Survey	0	1	2	2	2
Section 10: Additional Work	0	3	2	15	15
Total Annual Submission	7	54	47	117	121
TOTAL AWEI SUBMISSION SCORE 2020	11	85	70	190	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	7	11	15	20
LGBTIQ+ Bullying / Harrassment & 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
Section 2: Strategy & Accountability	2	8	12	15	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	7	15	21	31
Section 4: Visibility of Inclusion	1	5	10	14	16
Section 5: Training, Awareness & Professional Development	0	2	4	6	12
Section 6: Executive Leadership & Engagement	0	2	4	6	8
Section 7: Data Collection & Reporting	0	0	3	5	6
Section 8: Community Engagement	0	1	3	4	6
Section 9: Optional Survey	0	0	2	2	2
Section 10: Additional Work	0	1	2	5	15
Total Annual Submission	7	36	47	74	117

^{*} Benchmark excludes small employers <500 employees





Benchmark: 2000-8000 Employees



- IBM
- QBE Insurance
- University of New South Wales

LARGE* (n=60)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	11	11	20	20
LGBTIQ+Bullying/Harrassment & 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
Section 2: Strategy & Accountability	2	13	13	22	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	17	18	32	34
Section 4: Visibility of Inclusion	0	11	12	16	16
Section 5: Training, Awareness & Professional Development	0	6	6	12	12
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	0	3	3	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	5	4	15	15
Total Annual Submission	9	65	65	112	121
TOTAL AWEI SUBMISSION SCORE 2020	12	101	104	186	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	7	11	16	20
LGBTIQ+Bullying/Harrassment & 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
Section 2: Strategy & Accountability	2	10	13	17	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	8	18	24	32
Section 4: Visibility of Inclusion	0	8	12	14	16
Section 5: Training, Awareness & Professional Development	0	4	6	9	12
Section 6: Executive Leadership & Engagement	0	3	4	6	8
Section 7: Data Collection & Reporting	0	0	3	6	6
Section 8: Community Engagement	0	2	3	5	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	2	4	8	15
			65	0.0	112
Total Annual Submission	9	48	65	83	112

^{*} Benchmark excludes small employers <500 employees





Benchmark: 8000+ Employees



- NAB
- PwC
- RMIT University

HR Policies & Practice	SIGNIFICANT* (n=25)					
LIGETIQ+ Bullying / Harrassment & Support 0	AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
Trans Gender Diverse Inclusion 0 13 15 27 27	HR Policies & Practice	2	13	14	19	20
1	LGBTIQ+ Bullying / Harrassment & Support	0	8	9	14	14
Total Standing Submission	Trans / Gender Diverse Inclusion	0	13	15	27	27
Average	Strategic Focus	1	11	11	18	18
Section 2: Strategy & Accountability	Total Standing Submission	9	46	48	77	79
Section 3: LGBTIQ Employee Networks / Resource Groups 3	AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 4: Visibility of Inclusion	Section 2: Strategy & Accountability	4	16	18	22	22
Section 5: Training Awareness & Professional Development 2	Section 3: LGBTIQ Employee Networks / Resource Groups	3	21	20	34	34
Section 6: Executive Leadership & Engagement 0 5 4 8 8	Section 4: Visibility of Inclusion	7	13	13	16	16
Section 7: Data Collection & Reporting 0	Section 5: Training, Awareness & Professional Development	2	7	8	12	12
Section 8: Community Engagement 0	Section 6: Executive Leadership & Engagement	0	5	4	8	8
Section 9: Optional Survey 2	Section 7: Data Collection & Reporting	0	3	3	6	6
Section 10: Additional Work 0 7 6 15 15 15	Section 8: Community Engagement	0	4	4	6	6
Total Annual Submission 29 77 75 117 121 TOTAL AWEI SUBMISSION SCORE 2020 38 123 122 194 200 AWEI STANDING SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest HR Policies & Practice 2 10 14 18 19 LGBTIQ+ Bullying / Harrassment & 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 Section 2: Strategy & Accountability 4 14 18 20 22 Section 3: LGBTIQ Employee Networks / Resource Groups 3 14 20 30 34 Section 4: Visibility of Inclusion 7 10 13 16 16 Section 5: Training, Awareness & Professional Development 2 4 8 10 12 Section 6: Executive Leadership & Engagement 0 3 4 6 8 Section 7: Data Collection & Reporting 0 2 3 6 6 Section 8: Community Engagement 0 3 4 5 6 Section 9: Optional Survey 2 2 2 2 2 2 Section 10: Additional Work 0 2 6 11 15 Total Annual Submission 29 59 75 104 117	Section 9: Optional Survey	2	2	2	2	2
TOTAL AWEI SUBMISSION SCORE 2020 38 128 122 194 200	Section 10: Additional Work	0	7	6	15	15
AWEI STANDING SUBMISSION Lowest 25th percentile 75th percentile Highest HR Policies & Practice 2 10 14 18 19 LGBTIQ+ Bullying / Harrassment & 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 SUEMISSION Lowest 25th percentile 50th percentile Highest Section 2: Strategy & Accountability 4 14 18 20 22 Section 3: LGBTIQ Employee Networks / Resource Groups 3 14 20 30 34 Section 4: Visibility of Inclusion 7 10 13 16 16 Section 5: Training, Awareness & Professional Development 2 4 8 10 12 Section 6: Executive Leadership & Engagement 0 3 4 6 8 </td <td>Total Annual Submission</td> <td>29</td> <td>77</td> <td>75</td> <td>117</td> <td>121</td>	Total Annual Submission	29	77	75	117	121
HR Policies & Practice	TOTAL AWEI SUBMISSION SCORE 2020	38	123	122	194	200
LGBTIQ+ Bullying/Harrassment & 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 Section 2: Strategy & Accountability 4 14 18 20 22 Section 3: LGBTIQ Employee Networks / Resource Groups 3 14 20 30 34 Section 4: Visibility of Inclusion 7 10 13 16 16 Section 5: Training Awareness & Professional Development 2 4 8 10 12 Section 6: Executive Leadership & Engagement 0 3 4 6 8 Section 7: Data Collection & Reporting 0 2 3 6 6 Section 9: Optional Survey 2 2 2	AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
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 SUEMISSION Lowest 25th percentile 50th percentile 75th percentile Highest Section 2: Strategy & Accountability 4 14 18 20 22 Section 3: LGBTIQ Employee Networks / Resource Groups 3 14 20 30 34 Section 4: Wisibility of Inclusion 7 10 13 16 16 Section 5: Training Awareness & Professional Development 2 4 8 10 12 Section 6: Executive Leadership & Engagement 0 3 4 6 8 Section 7: Data Collection & Reporting 0 2 3 6 6 Section 9: Optional Survey 2 2 2 2 2 Section 10: Additional Work 0 2 6 11	HR Policies & Practice	2	10	14	18	19
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 Section 2: Strategy & Accountability 4 14 18 20 22 Section 3: LGBTIQ Employee Networks / Resource Groups 3 14 20 30 34 Section 4: Misibility of Inclusion 7 10 13 16 16 Section 5: Training, Awareness & Professional Development 2 4 8 10 12 Section 6: Executive Leadership & Engagement 0 3 4 6 8 Section 7: Data Collection & Reporting 0 2 3 6 6 Section 8: Community Engagement 0 3 4 5 6 Section 9: Optional Survey 2 2 2 2 2 Section 10: Additional Work 0 2 6 11	LGBTIQ+Bullying/Harrassment & Support	0	5	9	11	14
Total Standing Submission 9 32 48 59 77 AWEI ANNUAL SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest Section 2: Strategy & Accountability 4 14 18 20 22 Section 3: LGBTIQ Employee Networks / Resource Groups 3 14 20 30 34 Section 4: Visibility of Inclusion 7 10 13 16 16 Section 5: Training, Awareness & Professional Development 2 4 8 10 12 Section 6: Executive Leadership & Engagement 0 3 4 6 8 Section 7: Data Collection & Reporting 0 2 3 6 6 Section 8: Community Engagement 0 3 4 5 6 Section 9: Optional Survey 2 2 2 2 2 Section 10: Additional Work 0 2 6 11 15 Total Annual Submission 29 59 75 104<	Trans / Gender Diverse Inclusion	0	8	15	16	27
AWEI ANNUAL SUEMISSION Lowest 25th percentile 50th percentile 75th percentile Highest Section 2: Strategy & Accountability 4 14 18 20 22 Section 3: LGBTIQ Employee Networks / Resource Groups 3 14 20 30 34 Section 4: Visibility of Inclusion 7 10 13 16 16 Section 5: Training, Awareness & Professional Development 2 4 8 10 12 Section 6: Executive Leadership & Engagement 0 3 4 6 8 Section 7: Data Collection & Reporting 0 2 3 6 6 Section 8: Community Engagement 0 3 4 5 6 Section 9: Optional Survey 2 2 2 2 2 Section 10: Additional Work 0 2 6 11 15 Total Annual Submission 29 59 75 104 117	Strategic Focus	1	8	11	16	18
Section 2: Strategy & Accountability 4 14 18 20 22 Section 3: LGBTIQ Employee Networks / Resource Groups 3 14 20 30 34 Section 4: Visibility of Inclusion 7 10 13 16 16 Section 5: Training Awareness & Professional Development 2 4 8 10 12 Section 6: Executive Leadership & Engagement 0 3 4 6 8 Section 7: Data Collection & Reporting 0 2 3 6 6 Section 8: Community Engagement 0 3 4 5 6 Section 9: Optional Survey 2 2 2 2 2 Section 10: Additional Work 0 2 6 11 15 Total Annual Submission 29 59 75 104 117	Total Standing Submission	9	32	48	59	77
Section 3: LGBTIQ Employee Networks / Resource Groups 3 14 20 30 34 Section 4: Visibility of Inclusion 7 10 13 16 16 Section 5: Training Awareness & Professional Development 2 4 8 10 12 Section 6: Executive Leadership & Engagement 0 3 4 6 8 Section 7: Data Collection & Reporting 0 2 3 6 6 Section 8: Community Engagement 0 3 4 5 6 Section 9: Optional Survey 2 2 2 2 2 Section 10: Additional Work 0 2 6 11 15 Total Annual Submission 29 59 75 104 117	AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 4: Visibility of Inclusion 7 10 13 16 16 Section 5: Training, Awareness & Professional Development 2 4 8 10 12 Section 6: Executive Leadership & Engagement 0 3 4 6 8 Section 7: Data Collection & Reporting 0 2 3 6 6 Section 8: Community Engagement 0 3 4 5 6 Section 9: Optional Survey 2 2 2 2 2 2 Section 10: Additional Work 0 2 6 11 15 Total Annual Submission 29 59 75 104 117	Section 2: Strategy & Accountability	4	14	18	20	22
Section 5: Training, Awareness & Professional Development 2 4 8 10 12 Section 6: Executive Leadership & Engagement 0 3 4 6 8 Section 7: Data Collection & Reporting 0 2 3 6 6 Section 8: Community Engagement 0 3 4 5 6 Section 9: Optional Survey 2 2 2 2 2 Section 10: Additional Work 0 2 6 11 15 Total Annual Submission 29 59 75 104 117	Section 3: LGBTIQ Employee Networks / Resource Groups	3	14	20	30	34
Section 6: Executive Leadership & Engagement 0 3 4 6 8 Section 7: Data Collection & Reporting 0 2 3 6 6 Section 8: Community Engagement 0 3 4 5 6 Section 9: Optional Survey 2 2 2 2 2 Section 10: Additional Work 0 2 6 11 15 Total Annual Submission 29 59 75 104 117	Section 4: Visibility of Inclusion	7	10	13	16	16
Section 7: Data Collection & Reporting 0 2 3 6 6 Section 8: Community Engagement 0 3 4 5 6 Section 9: Optional Survey 2 2 2 2 2 2 Section 10: Additional Work 0 2 6 11 15 Total Annual Submission 29 59 75 104 117	Section 5: Training, Awareness & Professional Development	2	4	8	10	12
Section 8: Community Engagement 0 3 4 5 6 Section 9: Optional Survey 2 2 2 2 2 2 Section 10: Additional Work 0 2 6 11 15 Total Annual Submission 29 59 75 104 117	Section 6: Executive Leadership & Engagement	0	3	4	6	8
Section 9: Optional Survey 2 2 2 2 2 Section 10: Additional Work 0 2 6 11 15 Total Annual Submission 29 59 75 104 117	Section 7: Data Collection & Reporting	0	2	3	6	6
Section 10: Additional Work 0 2 6 11 15 Total Annual Submission 29 59 75 104 117	Section 8: Community Engagement	0	3	4	5	6
Total Annual Submission 29 59 75 104 117	Section 9: Optional Survey	2	2	2	2	2
	Section 10: Additional Work	0	2	6	11	15
TOTAL A WEI SUBMISSION SCORE 2020 38 101 122 160 194	Total Annual Submission	29	59	75	104	117
	TOTAL ASSET CLIDS ALCOHOLOGODE 2020				1000	

^{*} Benchmark excludes small employers <500 employees



2020 RESULTS

SECTOR BENCHMARKS





Public Sector



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

Average	PUBLIC* (n=37)					
CESTIQ+ Bullying / Harrassment & Support 0	AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
Trans Gender Diverse Inclusion 0 8 7 21 27	HR Policies & Practice	0	12	11	20	20
Strategic Focus 0 9 10 16 18	LGBTIQ+ Bullying / Harrassment & Support	0	7	6	14	14
Total Standing Submission	Trans / Gender Diverse Inclusion	0	8	7	21	27
AWEI ANNUAL SUBMISSION Lowest Average Median Highest Available Section 2: Strategy & Accountability 2 13 12 22 22 Section 3: LGBTIQ Employee Networks / Resource Groups 0 17 17 33 34 Section 5: Under Collection (Inclusion) 3 11 1 16 16 Section 7: Training Awareness & Professional Development 2 6 6 12 12 Section 6: Executive Leadership & Engagement 0 4 4 8 8 Section 7: Data Collection & Reporting 0 4 3 6 6 Section 9: Optional Survey 0 2 2 2 2 2 Section 9: Optional Survey 0 5 4 15 15 Total Annual Submission 14 64 62 11 121 Total Annual Submission 10west 25th percentile 50th percentile 7sth percentile Highest HR Policies & Practice 0 9 </td <td>Strategic Focus</td> <td>0</td> <td>9</td> <td>10</td> <td>16</td> <td>18</td>	Strategic Focus	0	9	10	16	18
Section 2: Strategy & Accountability 2 13 12 22 22 Section 3: LGBTIQ Employee Networks / Resource Groups 0 17 17 33 34 Section 4: Visibility of Inclusion 3 11 11 16 16 Section 5: Training Awareness & Professional Development 2 6 6 12 12 Section 6: Executive Leadership & Engagement 0 4 4 8 8 Section 7: Data Collection & Reporting 0 4 3 6 6 Section 8: Community Engagement 0 3 4 6 6 Section 9: Optional Survey 0 2 2 2 2 2 Section 10: Additional Work 0 5 4 15 15 Total Annual Submission 14 64 62 111 121 TOTAL AVEL SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest HR Policies & Practice 0 9 1	Total Standing Submission	0	35	36	61	79
Section 3: LGBTIQ Employee Networks / Resource Groups 0 17 17 33 34 Section 4: Wisibility of Inclusion 3 11 11 16 16 Section 5: Training Awareness & Professional Development 2 6 6 12 12 Section 7: Data Collection & Reporting 0 4 4 8 8 Section 9: Optional Survey 0 3 4 6 6 Section 9: Optional Survey 0 2 2 2 2 Section 19: Additional Work 0 5 4 15 15 Total Annual Submission 14 64 62 111 121 TOTAL AWEI SUBMISSION SCORE 2020 22 99 101 170 200 AWEI STANDING SUBMISSION Lowest 25th percentile 75th percentile Highest HR Policies & Practice 0 9 101 16 20 LOBTIQ+ Bullying / Harrassment & Support 0 4 6 9 14 <tr< td=""><td>AWEI ANNUAL SUBMISSION</td><td>Lowest</td><td>Average</td><td>Median</td><td>Highest</td><td>Available</td></tr<>	AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 4: Visibility of Inclusion 3 11 11 16 16 Section 5: Training Awareness & Professional Development 2 6 6 12 12 Section 6: Executive Leadership & Engagement 0 4 4 8 8 Section 7: Data Collection & Reporting 0 4 3 6 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 5 4 15 15 Total Annual Submission 14 64 62 111 121 TOTAL AWEI SUBMISSION SCORE 2020 22 99 101 170 200 AWEI STANDING SUBMISSION Lowest 25th percentile 75th percentile Highest HR Policies & Practice 0 9 11 16 20 LOSTICH Bullying / Harrassment & Support 0 4 6 9 14 Trans / Gender Diverse Inclusion 0 2 36 43 61	Section 2: Strategy & Accountability	2	13	12	22	22
Section 5: Training Awareness & Professional Development 2 6 6 12 12 Section 6: Executive Leadership & Engagement 0 4 4 8 8 Section 7: Data Collection & Reporting 0 4 3 6 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 5 4 15 15 Total Annual Submission 14 64 62 111 121 TOTAL AWEI SUBMISSION SCORE 2020 22 99 101 170 200 AWEI STANDING SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest HR Policies & Practice 0 9 11 16 20 LSBTIQ+ Bullying / Harrassment & Support 0 4 6 9 14 Trans / Gender Diverse Inclusion 0 4 7 12 21 Strategic Focus 0 22 36 43 61	Section 3: LGBTIQ Employee Networks / Resource Groups	0	17	17	33	34
Section 6: Executive Leadership & Engagement 0 4 4 8 8 Section 7: Data Collection & Reporting 0 4 3 6 6 Section 9: Community Engagement 0 3 4 6 6 Section 9: Optional Survey 0 5 4 15 15 Section 10: Additional Work 0 5 4 15 15 Total Annual Submission 14 64 62 111 121 TOTAL AWEI SUBMISSION SCORE 2020 22 99 101 170 200 AWEI STANDING SUBMISSION Lowest 25th percentile 50th percentile Highest HR Policies & Practice 0 9 11 16 20 LOBSTIQ+ Bullying/ Harrassment & Support 0 4 7 12 21 Strategic Focus 0 4 7 12 21 Strategic Focus 0 5 10 11 16 Total Standing Submission 0	Section 4: Visibility of Inclusion	3	11	11	16	16
Section 7: Data Collection & Reporting 0 4 3 6 6 Section 8: Community Engagement 0 3 4 6 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 5 4 15 15 Total Annual Submission 14 64 62 111 121 TOTAL AWEI SUBMISSION 14 64 62 111 121 TOTAL AWEI SUBMISSION Lowest 25th percentile 75th percentile 75th percentile Highest HR Policies & Practice 0 9 11 16 20 LGBTIQ+ Bullying/ Harrassment & 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 1 Lowest 25th percentile 75th percentile 75th percentile 75th percenti	Section 5: Training Awareness & Professional Development	2	6	6	12	12
Section 8: Community Engagement 0 3 4 6 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 5 4 15 15 Total Annual Submission 14 64 62 111 121 TOTAL AWEI SUBMISSION SCORE 2020 22 99 101 170 200 AWEI STANDING SUBMISSION Lowest 25th percentile 75th percentile Highest HR Policies & Practice 0 9 11 16 20 LGBTIQ+ Bullying / Harrassment & 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 2 36 43 61 AWEI ANNUAL SUEMISSION Lowest 25th percentile 75th percentile Highest AWEI ANNUAL SUEMISSION 2	Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 5 4 15 15 Total Annual Submission 14 64 62 111 121 TOTAL AWEI SUBMISSION SCORE 2020 22 99 101 170 200 AWEI STANDING SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest HR Policies & Practice 0 9 11 16 20 LOBSTIQH Bullying / Harrassment & Support 0 4 6 9 14 Trans / Gender Diverse Inclusion 0 4 6 9 14 Strategic Focus 0 5 10 11 16 Total Standing Submission 0 2 36 43 61 AWEI ANNUAL SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest Section 2: Strategy & Accountability 2 10 12 17 22	Section 7: Data Collection & Reporting	0	4	3	6	6
Section 10: Additional Work 0 5 4 15 15 Total Annual Submission 14 64 62 111 121 TOTAL AWEI SUBMISSION SCORE 2020 22 99 101 170 200 AWEI STANDING SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest HR Policies & Practice 0 9 11 16 20 LGBTIQ+ Bullying / Harrassment & Support 0 4 6 9 14 Trans / Gender Diverse Inclusion 0 4 7 12 21 Strategic Focus 0 4 7 12 21 Total Standing Submission 0 2 36 43 61 AWEI ANNUAL SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest Section 2: Strategy & Accountability 2 10 12 17 22 33 Section 3: LGBTIQ Employee Networks / Resource Groups 0 12 17 <td>Section 8: Community Engagement</td> <td>0</td> <td>3</td> <td>4</td> <td>6</td> <td>6</td>	Section 8: Community Engagement	0	3	4	6	6
Total Annual Submission 14 64 62 111 121 TOTAL AWEI SUBMISSION SCORE 2020 22 99 101 170 200 AWEI STANDING SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest HR Policies & Practice 0 9 11 16 20 LGBTIQ+ Bullying/ Harrassment & 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 Section 2: Strategy & Accountability 2 10 12 17 22 Section 3: LGBTIQ Employee Networks / Resource Groups 0 12 17 22 33 Section 4: Vsibility of Inclusion 3 8 11 <th< td=""><td>Section 9: Optional Survey</td><td>0</td><td>2</td><td>2</td><td>2</td><td>2</td></th<>	Section 9: Optional Survey	0	2	2	2	2
TOTAL AWEI SUBMISSION SCORE 2020 22 99 101 170 200 AWEI STANDING SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest HR Policies & Practice 0 9 11 16 20 LGBTIQ+ Bullying/ Harrassment & 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 Section 2: Strategy & Accountability 2 10 12 17 22 Section 3: LGBTIQ Employee Networks / Resource Groups 0 12 17 22 33 Section 4: Visibility of Inclusion 3 8 11 15 16 Section 5: Training, Awareness & Professional Development 2 4	Section 10: Additional Work	0	5	4	15	15
AWEI STANDING SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest HR Policies & Practice 0 9 11 16 20 LGBTIQ+ Bullying / Harrassment & Support 0 4 6 9 14 Trans / Gender Diverse Inclusion 0 4 7 12 21 Strategic Focus 0 5 10 11 16 Strategic Focus 0 22 36 43 61 Total Standing Submission 0 22 36 43 61 AWEI ANNUAL SUEMISSION Lowest 25th percentile 50th percentile 75th percentile Highest Section 2: Strategy & Accountability 2 10 12 17 22 33 Section 3: LGBTIQ Employee Networks / Resource Groups 0 12 17 22 33 Section 4: Visibility of Inclusion 3 8 11 15 16 Section 5: Training Awareness & Professional Development 2 4	Total Annual Submission	14	64	62	111	121
HR Policies & Practice 0 9 11 16 20 LGBTIQ+ Bullying/ Harrassment & 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 75th percentile Highest Section 2: Strategy & Accountability 2 10 12 17 22 Section 3: LGBTIQ Employee Networks / Resource Groups 0 12 17 22 33 Section 4: Visibility of Inclusion 3 8 11 15 16 Section 5: Training Awareness & Professional Development 2 4 6 8 12 Section 6: Executive Leadership & Engagement 0 2 4 6 8 Section 7: Data Collection & Reporting 0 2 4 4 6	TOTAL AWEI SUBMISSION SCORE 2020	22	99	101	170	200
LGBTIQ+ Bullying / Harrassment & 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 Section 2: Strategy & Accountability 2 10 12 17 22 Section 3: LGBTIQ Employee Networks / Resource Groups 0 12 17 22 33 Section 4: Visibility of Inclusion 3 8 11 15 16 Section 5: Training Awareness & Professional Development 2 4 6 8 12 Section 6: Executive Leadership & Engagement 0 2 4 6 8 Section 7: Data Collection & Reporting 0 2 3 5 6 Section 9: Optional Survey 0 2 2	AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
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 SUEMISSION Lowest 25th percentile 50th percentile 75th percentile Highest Section 2: Strategy & Accountability 2 10 12 17 22 Section 3: LGBTIQ Employee Networks / Resource Groups 0 12 17 22 33 Section 4: Visibility of Inclusion 3 8 11 15 16 Section 5: Training Awareness & Professional Development 2 4 6 8 12 Section 6: Executive Leadership & Engagement 0 2 4 6 8 12 Section 7: Data Collection & Reporting 0 2 3 5 6 Section 9: Optional Survey 0 2 4 4 6 Section 10: Additional Work 0 1 4	HR Policies & Practice	0	9	11	16	20
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 Section 2: Strategy & Accountability 2 10 12 17 22 33 Section 3: LGBTIQ Employee Networks / Resource Groups 0 12 17 22 33 Section 4: Visibility of Inclusion 3 8 11 15 16 Section 5: Training Awareness & Professional Development 2 4 6 8 12 Section 6: Executive Leadership & Engagement 0 2 4 6 8 12 Section 7: Data Collection & Reporting 0 2 4 6 8 12 Section 9: Optional Survey 0 2 4 4 6 Section 10: Additional Work 0 1 4 8 15 Total Annual Submission 14 4	LGBTIQ+Bullying/Harrassment & Support	0	4	6	9	14
Total Standing Submission 0 22 36 43 61 AWEI ANNUAL SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest Section 2: Strategy & Accountability 2 10 12 17 22 Section 3: LGBTIQ Employee Networks / Resource Groups 0 12 17 22 33 Section 4: Visibility of Inclusion 3 8 11 15 16 Section 5: Training Awareness & Professional Development 2 4 6 8 12 Section 6: Executive Leadership & Engagement 0 2 4 6 8 Section 7: Data Collection & Reporting 0 2 4 4 6 Section 9: Optional Survey 0 2 4 4 6 Section 10: Additional Work 0 1 4 8 15 Total Annual Submission 14 43 62 80 111	Trans / Gender Diverse Inclusion	0	4	7	12	21
AWEI ANNUAL SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest Section 2: Strategy & Accountability 2 10 12 17 22 Section 3: LGBTIQ Employee Networks / Resource Groups 0 12 17 22 33 Section 4: Visibility of Inclusion 3 8 11 15 16 Section 5: Training Awareness & Professional Development 2 4 6 8 12 Section 6: Executive Leadership & Engagement 0 2 4 6 8 Section 7: Data Collection & Reporting 0 2 3 5 6 Section 8: Community Engagement 0 2 4 4 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 1 4 8 15 Total Annual Submission 14 43 62 80 111	Strategic Focus	0	5	10	11	16
Section 2: Strategy & Accountability 2 10 12 17 22 Section 3: LGBTIQ Employee Networks / Resource Groups 0 12 17 22 33 Section 4: Visibility of Inclusion 3 8 11 15 16 Section 5: Training Awareness & Professional Development 2 4 6 8 12 Section 6: Executive Leadership & Engagement 0 2 4 6 8 Section 7: Data Collection & Reporting 0 2 3 5 6 Section 8: Community Engagement 0 2 4 4 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 1 4 8 15 Total Annual Submission 14 43 62 80 111	Total Standing Submission	0	22	36	43	61
Section 3: LGBTIQ Employee Networks / Resource Groups 0 12 17 22 33 Section 4: Visibility of Inclusion 3 8 11 15 16 Section 5: Training Awareness & Professional Development 2 4 6 8 12 Section 6: Executive Leadership & Engagement 0 2 4 6 8 Section 7: Data Collection & Reporting 0 2 3 5 6 Section 8: Community Engagement 0 2 4 4 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 1 4 8 15 Total Annual Submission 14 43 62 80 111	AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 4: Visibility of Inclusion 3 8 11 15 16 Section 5: Training, Awareness & Professional Development 2 4 6 8 12 Section 6: Executive Leadership & Engagement 0 2 4 6 8 Section 7: Data Collection & Reporting 0 2 3 5 6 Section 8: Community Engagement 0 2 4 4 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 1 4 8 15 Total Annual Submission 14 43 62 80 111	Section 2: Strategy & Accountability	2	10	12	17	22
Section 5: Training, Awareness & Professional Development 2 4 6 8 12 Section 6: Executive Leadership & Engagement 0 2 4 6 8 Section 7: Data Collection & Reporting 0 2 3 5 6 Section 8: Community Engagement 0 2 4 4 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 1 4 8 15 Total Annual Submission 14 43 62 80 111	Section 3: LGBTIQ Employee Networks / Resource Groups	0	12	17	22	33
Section 6: Executive Leadership & Engagement 0 2 4 6 8 Section 7: Data Collection & Reporting 0 2 3 5 6 Section 8: Community Engagement 0 2 4 4 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 1 4 8 15 Total Annual Submission 14 43 62 80 111	Section 4: Visibility of Inclusion	3	8	11	15	16
Section 7: Data Collection & Reporting 0 2 3 5 6 Section 8: Community Engagement 0 2 4 4 6 Section 9: Optional Survey 0 2 2 2 2 2 Section 10: Additional Work 0 1 4 8 15 Total Annual Submission 14 43 62 80 111	Section 5: Training, Awareness & Professional Development	2	4	6	8	12
Section 8: Community Engagement 0 2 4 4 6 Section 9: Optional Survey 0 2 2 2 2 2 Section 10: Additional Work 0 1 4 8 15 Total Annual Submission 14 43 62 80 111	Section 6: Executive Leadership & Engagement	0	2	4	6	8
Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 1 4 8 15 Total Annual Submission 14 43 62 80 111	Section 7: Data Collection & Reporting	0	2	3	5	6
Section 10: Additional Work 0 1 4 8 15 Total Annual Submission 14 43 62 80 111	Section 8: Community Engagement	0	2	4	4	6
Total Annual Submission 14 43 62 80 111	Section 9: Optional Survey	0	2	2	2	2
	Section 10: Additional Work	0	1	4	8	15
TOTAL A WEI SUBMISSION SCORE 2020 22 65 101 122 170	Total Annual Submission	14	43	62	80	111
	TOTAL A WEI SUBMISSION SCORE 2020	22	65	101	122	170

^{*} Benchmark excludes small employers <500 employees





Private Sector



TOP 3: (alphabetical)

- Capgemini
- Clayton Utz
- IBM
- QBE Insurance

Two organisations achieved the same score.

Available Hit Policies & Practice	PRIVATE* (n=69)					
CGETIQ+ Bullying / Harrassment & Support 0 7 6 14 14 14 17 17 15 15 15 15 15 15	AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
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 Section 2: Strategy & Accountability 2 13 13 22 22 Section 3: LGSTIQ Employee Networks / Resource Groups 0 17 16 32 34 Section 4: Vestibility of Inclusion 0 11 12 16 16 16 Section 5: Training Awareness & Professional Development 0 6 4 12 12 Section 7: Data Collection & Reporting 0 3 2 6 6 Section 9: Optional Survey 0 2	HR Policies & Practice	0	11	11	20	20
Strategic Focus 0 8 8 18 18 18	LGBTIQ+ Bullying / Harrassment & Support	0	7	6	14	14
Total Standing Submission	Trans / Gender Diverse Inclusion	0	9	7	26	27
Average	Strategic Focus	0	8	8	18	18
Section 2: Strategy & Accountability 2	Total Standing Submission	0	35	32	75	79
Section 3: LGBTIQ Employee Networks / Resource Groups 0 17 16 32 34 Section 4: Visibility of Inclusion 0 11 12 16 16 Section 5: Training Awareness & Professional Development 0 6 4 12 12 Section 6: Executive Leadership & Engagement 0 4 4 8 8 Section 7: Data Collection & Reporting 0 3 2 6 6 Section 9: Optional Survey 0 2	AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 4: Visibility of Inclusion 0	Section 2: Strategy & Accountability	2	13	13	22	22
Section 5: Training Awareness & Professional Development 0	Section 3: LGBTIQ Employee Networks / Resource Groups	0	17	16	32	34
Section 6: Executive Leadership & Engagement 0	Section 4: Visibility of Inclusion	0	11	12	16	16
Section 7: Data Collection & Reporting 0 3 2 6 6 Section 8: Community Engagement 0 3 3 6 6 Section 9: Optional Survey 0 2 2 2 2 2 Section 10: Additional Work 0 5 3 15 15 Total Annual Submission 7 62 64 117 121 TOTAL AWEI SUBMISSION SCORE 2020 11 97 97 190 200 AWEI STANDING SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest HR Policies & Practice 0 6 11 16 20 LGBTIQ+ Bullying / Harrassment & 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	Section 5: Training, Awareness & Professional Development	0	6	4	12	12
Section 8: Community Engagement 0	Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 9: Optional Survey 0	Section 7: Data Collection & Reporting	0	3	2	6	6
Section 10: Additional Work	Section 8: Community Engagement	0	3	3	6	6
Total Annual Submission 7 62 64 117 121 TOTAL AWEI SUBMISSION SCORE 2020 11 97 97 190 200 AWEI STANDING SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest HR Policies & Practice 0 6 11 16 20 LGBTIQ+ Bullying / Harrassment & 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 Section 2: Strategy & Accountability 2 9 13 18 22 Section 3: LGBTIQ Employee Networks / Resource Groups 0 8 16 25 32 Section 4: Visibility of Inclusion 0 8 12 <th< td=""><td>Section 9: Optional Survey</td><td>0</td><td>2</td><td>2</td><td>2</td><td>2</td></th<>	Section 9: Optional Survey	0	2	2	2	2
TOTAL AWEI SUBMISSION SCORE 2020 11 97 97 190 200 AWEI STANDING SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest HR Policies & Practice 0 6 11 16 20 LGBTIQ+ Bullying/ Harrassment & 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 SUBVISSION Lowest 25th percentile 50th percentile 75th percentile Highest Section 2: Strategy & Accountability 2 9 13 18 22 Section 3: LGBTIQ Employee Networks / Resource Groups 0 8 16 25 32 Section 4: Visibility of Inclusion 0 8 12 15 16 Section 5: Training, Awareness & Professional Development 0 2	Section 10: Additional Work	0	5	3	15	15
AWEI STANDING SUBMISSION Lowest 25th percentile 50th percentile Highest HR Policies & Practice 0 6 11 16 20 LGBTIQ+ Bullying / Harrassment & 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 Highest Section 2: Strategy & Accountability 2 9 13 18 22 Section 3: LGBTIQ Employee Networks / Resource Groups 0 8 16 25 32 Section 4: Wisibility of Inclusion 0 8 12 15 16 Section 5: Training, Awareness & Professional Development 0 2 4 8 12 Section 6: Executive Leadership & Engagement 0 2 4 6 8	Total Annual Submission	7	62	64	117	121
HR Policies & Practice	TOTAL AWEI SUBMISSION SCORE 2020	11	97	97	190	200
LGBTIQ+ Bullying / Harrassment & 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 SUEMISSION Lowest 25th percentile 50th percentile Highest Section 2: Strategy & Accountability 2 9 13 18 22 Section 3: LGBTIQ Employee Networks / Resource Groups 0 8 16 25 32 Section 4: Wisibility of Inclusion 0 8 12 15 16 Section 5: Training Awareness & Professional Development 0 2 4 8 12 Section 6: Executive Leadership & Engagement 0 2 4 6 8 Section 7: Data Collection & Reporting 0 0 2 5 6 Section 9: Optional Survey 0 2 2 2 2 <	AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
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 SUEMISSION Lowest 25th percentile 50th percentile Highest Section 2: Strategy & Accountability 2 9 13 18 22 Section 3: LGBTIQ Employee Networks / Resource Groups 0 8 16 25 32 Section 4: Visibility of Inclusion 0 8 12 15 16 Section 5: Training Awareness & Professional Development 0 2 4 8 12 Section 6: Executive Leadership & Engagement 0 2 4 6 8 Section 7: Data Collection & Reporting 0 0 2 5 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 1 3 9 15	HR Policies & Practice	0	6	11	16	20
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 Section 2: Strategy & Accountability 2 9 13 18 22 Section 3: LGBTIQ Employee Networks / Resource Groups 0 8 16 25 32 Section 4: Visibility of Inclusion 0 8 12 15 16 Section 5: Training Awareness & Professional Development 0 2 4 8 12 Section 6: Executive Leadership & Engagement 0 2 4 6 8 Section 7: Data Collection & Reporting 0 2 4 6 8 Section 8: Community Engagement 0 2 3 5 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 1 3 9 1	LGBTIQ+Bullying/Harrassment & Support	0	3	6	10	14
Total Standing Submission 0 18 32 50 75 AWEI ANNUAL SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest Section 2: Strategy & Accountability 2 9 13 18 22 Section 3: LGBTIQ Employee Networks / Resource Groups 0 8 16 25 32 Section 4: Visibility of Inclusion 0 8 12 15 16 Section 5: Training, Awareness & Professional Development 0 2 4 8 12 Section 6: Executive Leadership & Engagement 0 2 4 6 8 Section 7: Data Collection & Reporting 0 0 2 5 6 Section 8: Community Engagement 0 2 3 5 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 1 3 9 15 Total Annual Submission	Trans / Gender Diverse Inclusion	0	4	7	15	26
AWEI ANNUAL SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest Section 2: Strategy & Accountability 2 9 13 18 22 Section 3: LGBTIQ Employee Networks / Resource Groups 0 8 16 25 32 Section 4: Visibility of Inclusion 0 8 12 15 16 Section 5: Training Awareness & Professional Development 0 2 4 8 12 Section 6: Executive Leadership & Engagement 0 2 4 6 8 Section 7: Data Collection & Reporting 0 0 2 5 6 Section 8: Community Engagement 0 2 3 5 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 1 3 9 15 Total Annual Submission 7 39 64 85 117	Strategic Focus	0	3	8	12	18
Section 2: Strategy & Accountability 2 9 13 18 22 Section 3: LGBTIQ Employee Networks / Resource Groups 0 8 16 25 32 Section 4: Visibility of Inclusion 0 8 12 15 16 Section 5: Training Awareness & Professional Development 0 2 4 8 12 Section 6: Executive Leadership & Engagement 0 2 4 6 8 Section 7: Data Collection & Reporting 0 0 2 5 6 Section 8: Community Engagement 0 2 3 5 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 1 3 9 15 Total Annual Submission 7 39 64 85 117	Total Standing Submission	0	18	32	50	75
Section 3: LGBTIQ Employee Networks / Resource Groups 0 8 16 25 32 Section 4: Visibility of Inclusion 0 8 12 15 16 Section 5: Training Awareness & Professional Development 0 2 4 8 12 Section 6: Executive Leadership & Engagement 0 2 4 6 8 Section 7: Data Collection & Reporting 0 0 2 5 6 Section 8: Community Engagement 0 2 3 5 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 1 3 9 15 Total Annual Submission 7 39 64 85 117	AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 4: Visibility of Inclusion 0 8 12 15 16 Section 5: Training Awareness & Professional Development 0 2 4 8 12 Section 6: Executive Leadership & Engagement 0 2 4 6 8 Section 7: Data Collection & Reporting 0 0 2 5 6 Section 8: Community Engagement 0 2 3 5 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 1 3 9 15 Total Annual Submission 7 39 64 85 117	Section 2: Strategy & Accountability	2	9	13	18	22
Section 5: Training Awareness & Professional Development 0 2 4 8 12 Section 6: Executive Leadership & Engagement 0 2 4 6 8 Section 7: Data Collection & Reporting 0 0 2 5 6 Section 8: Community Engagement 0 2 3 5 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 1 3 9 15 Total Annual Submission 7 39 64 85 117	Section 3: LGBTIQ Employee Networks / Resource Groups	0	8	16	25	32
Section 6: Executive Leadership & Engagement 0 2 4 6 8 Section 7: Data Collection & Reporting 0 0 2 5 6 Section 8: Community Engagement 0 2 3 5 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 1 3 9 15 Total Annual Submission 7 39 64 85 117	Section 4: Visibility of Inclusion	0	8	12	15	16
Section 7: Data Collection & Reporting 0 0 2 5 6 Section 8: Community Engagement 0 2 3 5 6 Section 9: Optional Survey 0 2 2 2 2 2 Section 10: Additional Work 0 1 3 9 15 Total Annual Submission 7 39 64 85 117	Section 5: Training, Awareness & Professional Development	0	2	4	8	12
Section 8: Community Engagement 0 2 3 5 6 Section 9: Optional Survey 0 2 2 2 2 2 Section 10: Additional Work 0 1 3 9 15 Total Annual Submission 7 39 64 85 117	Section 6: Executive Leadership & Engagement	0	2	4	6	8
Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 1 3 9 15 Total Annual Submission 7 39 64 85 117	Section 7: Data Collection & Reporting	0	0	2	5	6
Section 10: Additional Work 0 1 3 9 15 Total Annual Submission 7 39 64 85 117	Section 8: Community Engagement	0	2	3	5	6
Total Annual Submission 7 39 64 85 117	Section 9: Optional Survey	0	2	2	2	2
	Section 10: Additional Work	0	1	3	9	15
TOTAL AWEI SUBMISSION SCORE 2020 11 58 97 140 190	Total Annual Submission	7	39	64	85	117
	TOTAL AWEI SUBMISSION SCORE 2020	11	58	97	140	190

^{*} Benchmark excludes small employers <500 employees





Federal Government



- CSIRO
- Dept. of Agriculture
- SBS

Average	FEDERAL GOVERNMENT* (n=23)					
LIGHTIQ+ Bullying / Harrassment & Support 2	AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
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 Section 2: Strategy & Accountability 6 14 14 22 22 Section 3: LGBTIQ Employee Networks / Resource Groups 4 17 17 32 34 Section 4: Wisbility of Inclusion 3 11 11 16 16 Section 7: Graining Awareness & Professional Development 2 7 6 12 12 Section 7: Data Collection & Reporting 0 5 5 8 8 Section 7: Data Collection & Reporting 0 4 3 6 6 Section 9: Optional Survey 0 2 2 2 2 2 2 2 2 2 2 2 2 2	HR Policies & Practice	7	13	13	20	20
Strategic Focus 2 9 10 16 18 18 16 18 16 18 16 18 17 14 38 38 61 79 14 38 38 61 79 14 38 38 61 79 14 38 38 61 79 14 14 38 38 38 61 79 15 18 18 18 18 18 18 18	LGBTIQ+ Bullying / Harrassment & Support	2	7	7	14	14
Total Standing Submission	Trans / Gender Diverse Inclusion	0	8	7	21	27
Average	Strategic Focus	2	9	10	16	18
Section 2: Strategy & Accountability	Total Standing Submission	14	38	38	61	79
Section 3: LGBTIQ Employee Networks / Resource Groups	AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 4: Visibility of Inclusion 3	Section 2: Strategy & Accountability	6	14	14	22	22
Section 5: Training Awareness & Professional Development 2	Section 3: LGBTIQ Employee Networks / Resource Groups	4	17	17	32	34
Section 6: Executive Leadership & Engagement 0 5 5 8 8	Section 4: Visibility of Inclusion	3	11	11	16	16
Section 7: Data Collection & Reporting 0	Section 5: Training, Awareness & Professional Development	2	7	6	12	12
Section 8: Community Engagement 0	Section 6: Executive Leadership & Engagement	0	5	5	8	8
Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 5 3 13 15 Total Annual Submission 34 67 63 111 121 TOTAL AWEI SUBMISSION SCORE 2020 50 104 101 170 200 AWEI STANDING SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest HR Policies & Practice 7 10 13 17 20 LGBTIQ+ Bullying / Harrassment & 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 Section 3: LGBTIQ Employee Networks / Resource Groups 4 13 17 23	Section 7: Data Collection & Reporting	0	4	3	6	6
Section 10: Additional Work 0 5 3 13 15 Total Annual Submission 34 67 63 111 121 TOTAL AWEI SUBMISSION SCORE 2020 50 104 101 170 200 AWEI STANDING SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest HR Policies & Practice 7 10 13 17 20 LGBTIQ+ Bullying / Harrassment & 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 SUEMISSION Lowest 25th percentile 50th percentile 75th percentile Highest Section 2: Strategy & Accountability 6 12 14 17 22 Section 3: LGBTIQ Employee Networks / Resource Groups 4 13 17 <th< td=""><td>Section 8: Community Engagement</td><td>0</td><td>3</td><td>4</td><td>6</td><td>6</td></th<>	Section 8: Community Engagement	0	3	4	6	6
Total Annual Submission	Section 9: Optional Survey	0	2	2	2	2
TOTAL AWEI SUBMISSION SCORE 2020 50 104 101 170 200	Section 10: Additional Work	0	5	3	13	15
AWEI STANDING SUBMISSION Lowest 25th percentile 75th percentile Highest HR Policies & Practice 7 10 13 17 20 LGBTIQ+ Bullying / Harrassment & 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 SUEMISSION Lowest 25th percentile 50th percentile 75th percentile Highest Section 2: Strategy & Accountability 6 12 14 17 22 Section 3: LGBTIQ Employee Networks / Resource Groups 4 13 17 23 32 Section 4: Visibility of Inclusion 3 9 11 15 16 Section 5: Training, Awareness & Professional Development 2 4 6 10 12 Section 6: Executive Leadership & Engagement 0 3 3	Total Annual Submission	34	67	63	111	121
HR Policies & Practice	TOTAL AWEI SUBMISSION SCORE 2020	50	104	101	170	200
LGBTIQ+ Bullying / Harrassment & 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 Section 2: Strategy & Accountability 6 12 14 17 22 Section 3: LGBTIQ Employee Networks / Resource Groups 4 13 17 23 32 Section 4: Visibility of Inclusion 3 9 11 15 16 Section 5: Training Awareness & Professional Development 2 4 6 10 12 Section 6: Executive Leadership & Engagement 0 3 5 6 8 Section 7: Data Collection & Reporting 0 3 3 5 6 Section 9: Optional Survey 0 2 2 <	AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
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 SUEMISSION Lowest 25th percentile 50th percentile 75th percentile Highest Section 2: Strategy & Accountability 6 12 14 17 22 Section 3: LGBTIQ Employee Networks / Resource Groups 4 13 17 23 32 Section 4: Visibility of Inclusion 3 9 11 15 16 Section 5: Training Awareness & Professional Development 2 4 6 10 12 Section 6: Executive Leadership & Engagement 0 3 5 6 8 Section 7: Data Collection & Reporting 0 3 3 5 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 2 3 8	HR Policies & Practice	7	10	13	17	20
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 Section 2: Strategy & Accountability 6 12 14 17 22 Section 3: LGBTIQ Employee Networks / Resource Groups 4 13 17 23 32 Section 4: Misibility of Inclusion 3 9 11 15 16 Section 5: Training Awareness & Professional Development 2 4 6 10 12 Section 6: Executive Leadership & Engagement 0 3 5 6 8 Section 7: Data Collection & Reporting 0 3 3 5 6 Section 8: Community Engagement 0 3 4 4 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 2 3 8	LGBTIQ+ Bullying / Harrassment & Support	2	5	7	10	14
Total Standing Submission 14 27 38 45 61 AWEI ANNUAL SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest Section 2: Strategy & Accountability 6 12 14 17 22 Section 3: LGBTIQ Employee Networks / Resource Groups 4 13 17 23 32 Section 4: Visibility of Inclusion 3 9 11 15 16 Section 5: Training, Awareness & Professional Development 2 4 6 10 12 Section 6: Executive Leadership & Engagement 0 3 5 6 8 Section 7: Data Collection & Reporting 0 3 3 5 6 Section 8: Community Engagement 0 3 4 4 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 2 3 8 13 Total Annual Submission	Trans / Gender Diverse Inclusion	0	4	7	12	21
AWEI ANNUAL SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest Section 2: Strategy & Accountability 6 12 14 17 22 Section 3: LGBTIQ Employee Networks / Resource Groups 4 13 17 23 32 Section 4: Visibility of Inclusion 3 9 11 15 16 Section 5: Training, Awareness & Professional Development 2 4 6 10 12 Section 6: Executive Leadership & Engagement 0 3 5 6 8 Section 7: Data Collection & Reporting 0 3 3 5 6 Section 8: Community Engagement 0 3 4 4 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 2 3 8 13 Total Annual Submission 34 51 63 83 111	Strategic Focus	2	7	10	12	16
Section 2: Strategy & Accountability 6 12 14 17 22 Section 3: LGBTIQ Employee Networks / Resource Groups 4 13 17 23 32 Section 4: Visibility of Inclusion 3 9 11 15 16 Section 5: Training Awareness & Professional Development 2 4 6 10 12 Section 6: Executive Leadership & Engagement 0 3 5 6 8 Section 7: Data Collection & Reporting 0 3 3 5 6 Section 8: Community Engagement 0 3 4 4 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 2 3 8 13 Total Annual Submission 34 51 63 83 111	Total Standing Submission	14	27	38	45	61
Section 3: LGBTIQ Employee Networks / Resource Groups 4 13 17 23 32 Section 4: Visibility of Inclusion 3 9 11 15 16 Section 5: Training, Awareness & Professional Development 2 4 6 10 12 Section 6: Executive Leadership & Engagement 0 3 5 6 8 Section 7: Data Collection & Reporting 0 3 3 5 6 Section 8: Community Engagement 0 3 4 4 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 2 3 8 13 Total Annual Submission 34 51 63 83 111	AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 4: Vsibility of Inclusion 3 9 11 15 16 Section 5: Training, Awareness & Professional Development 2 4 6 10 12 Section 6: Executive Leadership & Engagement 0 3 5 6 8 Section 7: Data Collection & Reporting 0 3 3 5 6 Section 8: Community Engagement 0 3 4 4 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 2 3 8 13 Total Annual Submission 34 51 63 83 111	Section 2: Strategy & Accountability	6	12	14	17	22
Section 5: Training, Awareness & Professional Development 2 4 6 10 12 Section 6: Executive Leadership & Engagement 0 3 5 6 8 Section 7: Data Collection & Reporting 0 3 3 5 6 Section 8: Community Engagement 0 3 4 4 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 2 3 8 13 Total Annual Submission 34 51 63 83 111	Section 3: LGBTIQ Employee Networks / Resource Groups	4	13	17	23	32
Section 6: Executive Leadership & Engagement 0 3 5 6 8 Section 7: Data Collection & Reporting 0 3 3 5 6 Section 8: Community Engagement 0 3 4 4 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 2 3 8 13 Total Annual Submission 34 51 63 83 111	Section 4: Visibility of Inclusion	3	9	11	15	16
Section 7: Data Collection & Reporting 0 3 3 5 6 Section 8: Community Engagement 0 3 4 4 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 2 3 8 13 Total Annual Submission 34 51 63 83 111	Section 5: Training, Awareness & Professional Development	2	4	6	10	12
Section 8: Community Engagement 0 3 4 4 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 2 3 8 13 Total Annual Submission 34 51 63 83 111	Section 6: Executive Leadership & Engagement	0	3	5	6	8
Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 2 3 8 13 Total Annual Submission 34 51 63 83 111	Section 7: Data Collection & Reporting	0	3	3	5	6
Section 10: Additional Work 0 2 3 8 13 Total Annual Submission 34 51 63 83 111	Section 8: Community Engagement	0	3	4	4	6
Total Annual Submission 34 51 63 83 111	Section 9: Optional Survey	0	2	2	2	2
	Section 10: Additional Work	0	2	3	8	13
TOTAL A WEI SUBMISSION SCORE 2020 50 77 101 124.5 170	Total Annual Submission	34	51	63	83	111
	TOTAL AWEI SUBMISSION SCORE 2020	50	77	101	124.5	170

^{*} Benchmark excludes small employers <500 employees





State & Local Government



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

WEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
IR Policies & Practice	0	10	10	18	20
GBTIQ+Bullying/Harrassment & Support	0	5	6	11	14
rans / Gender Diverse Inclusion	0	8	8	19	27
trategic Focus	0	7	7	15	18
otal Standing Submission	0	30	30	60	79
WEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
ection 2: Strategy & Accountability	2	12	11	22	22
ection 3: LGBTIQ Employee Networks / Resource Groups	0	15	18	33	34
ection 4: Visibility of Inclusion	4	10	12	16	16
ection 5: Training, Awareness & Professional Development	2	5	4	10	12
ection 6: Executive Leadership & Engagement	0	4	4	8	8
ection 7: Data Collection & Reporting	0	3	3	6	6
ection 8: Community Engagement	0	3	3	6	6
ection 9: Optional Survey	2	2	2	2	2
ection 10: Additional Work	0	5	4	15	15
otal Annual Submission	14	59	59	107	121
OTAL AWEI SUBMISSION SCORE 2020	22	89	91	166	200
WEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
IR Policies & Practice	0	7	10	11	18
GBTIQ+Bullying/Harrassment & Support	0	3	6	8	11
rans / Gender Diverse Inclusion	0	5	8	12	19
trategic Focus	0	2	7	11	15
trategic rocus otal Standing Submission	0	2 17	7 30	11 41	
		17		41	15
otal Standing Submission	0	17	30	41	15 60
otal Standing Submission WEI ANNUAL SUBMISSION	0 Lowest	25th percentile	30 50th percentile	41 75th percentile	15 60 Highest
otal Standing Submission AWELANNUAL SUEMISSION ection 2: Strategy & Accountability	0 Lowest 2	25th percentile	30 50th percentile 11	75th percentile	15 60 Highest 22
otal Standing Submission WEI ANNUAL SUEMISSION ection 2: Strategy & Accountability ection 3: LGBTIQ Employee Networks / Resource Groups	Lowest 2	17 25th percentile 7 6	30 50th percentile 11 18	41 75th percentile 17 22	15 60 Highest 22 33
otal Standing Submission WEI ANNUAL SUEMISSION ection 2: Strategy & Accountability ection 3: LGBTIQ Employee Networks / Resource Groups ection 4: Msibility of Inclusion	0 Lowest 2 0 4	17 25th percentile 7 6	30 50th percentile 11 18 12	41 75th percentile 17 22 14	15 60 Highest 22 33 16
otal Standing Submission WEI ANNUAL SUEMISSION ection 2: Strategy & Accountability ection 3: LGBTIQ Employee Networks / Resource Groups ection 4: Visibility of Inclusion ection 5: Training Awareness & Professional Development	0 Lowest 2 0 4	17 25th percentile 7 6 6 4	30 50th percentile 11 18 12 4	41 75th percentile 17 22 14 6	15 60 Highest 22 33 16
otal Standing Submission WEI ANNUAL SUEMISSION ection 2: Strategy & Accountability ection 3: LGBTIQ Employee Networks / Resource Groups ection 4: Visibility of Inclusion ection 5: Training Awareness & Professional Development ection 6: Executive Leadership & Engagement	0 Lowest 2 0 4 2	17 25th percentile 7 6 6 4	30 50th percentile 11 18 12 4 4	41 75th percentile 17 22 14 6	15 60 Highest 22 33 16 10
otal Standing Submission WEI ANNUAL SUEMISSION ection 2: Strategy & Accountability ection 3: LGBTIQ Employee Networks / Resource Groups ection 4: Visibility of Inclusion ection 5: Training Awareness & Professional Development ection 6: Executive Leadership & Engagement ection 7: Data Collection & Reporting	0 Lowest 2 0 4 2 0	17 25th percentile 7 6 4 2 1	30 50th percentile 11 18 12 4 4 3	41 75th percentile 17 22 14 6 6 5	15 60 Highest 22 33 16 10 8
otal Standing Submission WEI ANNUAL SUEMISSION ection 2: Strategy & Accountability ection 3: LGBTIQ Employee Networks / Resource Groups ection 4: Visibility of Inclusion ection 5: Training Awareness & Professional Development ection 6: Executive Leadership & Engagement ection 7: Data Collection & Reporting ection 8: Community Engagement	0 Lowest 2 0 4 2 0 0	17 25th percentile 7 6 4 2 1	30 50th percentile 11 18 12 4 4 3 3	41 75th percentile 17 22 14 6 6 5 5	15 60 Highest 22 33 16 10 8
otal Standing Submission WEI ANNUAL SUEMISSION ection 2: Strategy & Accountability ection 3: LGBTIQ Employee Networks / Resource Groups ection 4: Visibility of Inclusion ection 5: Training, Awareness & Professional Development ection 6: Executive Leadership & Engagement ection 7: Data Collection & Reporting ection 8: Community Engagement ection 9: Optional Survey	0 Lowest 2 0 4 2 0 0 0	17 25th percentile 7 6 4 2 1 1 2	30 50th percentile 11 18 12 4 4 3 3	41 75th percentile 17 22 14 6 5 5 2	15 60 Highest 22 33 16 10 8 6

^{*} Benchmark excludes small employers <500 employees





State Government



TOP 3: (alphabetical)

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

Two organisations achieved the same score.

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

^{*} Benchmark excludes small employers <500 employees





Higher Education



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

HIGHER EDUCATION * (n=13)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	7	15	16	18	20
LGBTIQ+Bullying/Harrassment & 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
Section 2: Strategy & Accountability	9	16	17	22	22
Section 3: LGBTIQ Employee Networks / Resource Groups	13	22	20	34	34
Section 4: Visibility of Inclusion	9	13	13	16	16
Section 5: Training Awareness & Professional Development	4	7	6	12	12
Section 6: Executive Leadership & Engagement	2	4	4	8	8
Section 7: Data Collection & Reporting	0	5	6	6	6
Section 8: Community Engagement	1	3	3	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	2	7	6	15	15
Total Annual Submission	49	77	81	117	121
TOTAL AWEI SUBMISSION SCORE 2020	80	127	132	194	200
Control of the Contro					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
AWEI STANDING SUBMISSION HR Policies & Practice	Lowest 7	25th percentile	50th percentile	75th percentile	Highest 18
Coomercia con a company wa			·		
HR Policies & Practice	7	12	16	18	18
HR Policies & Practice LGBTIQ+ Bullying/Harrassment & Support	7 3	12 6	16 10	18 11	18 14
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion	7 3 6	12 6 8	16 10 13	18 11 19	18 14 27
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus	7 3 6 2	12 6 8 9	16 10 13 11	18 11 19 16 56	18 14 27 18
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission	7 3 6 2 28	12 6 8 9	16 10 13 11 50	18 11 19 16 56	18 14 27 18 77
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWELANNUAL SUEMISSION	7 3 6 2 28 Lowest	12 6 8 9 34 25th percentile	16 10 13 11 50 50th percentile	18 11 19 16 56 75th percentile	18 14 27 18 77 Highest
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWELANNUAL SUEMISSION Section 2: Strategy & Accountability	7 3 6 2 28 Lowest 9	12 6 8 9 34 25th percentile	16 10 13 11 50 50th percentile	18 11 19 16 56 75th percentile	18 14 27 18 77 Highest
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups	7 3 6 2 28 Lowest 9	12 6 8 9 34 25th percentile 11	16 10 13 11 50 50th percentile 17 20	18 11 19 16 56 75th percentile 19 25	18 14 27 18 77 Highest 22 34
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	7 3 6 2 28 Lowest 9 13	12 6 8 9 34 25th percentile 11 17	16 10 13 11 50 50th percentile 17 20 13	18 11 19 16 56 75th percentile 19 25 14	18 14 27 18 77 Highest 22 34
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training Awareness & Professional Development	7 3 6 2 28 Lowest 9 13 9	12 6 8 9 34 25th percentile 11 17 12	16 10 13 11 50 50th percentile 17 20 13 6	18 11 19 16 56 75th percentile 19 25 14	18 14 27 18 77 Highest 22 34 16
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	7 3 6 2 28 Lowest 9 13 9	12 6 8 9 34 25th percentile 11 17 12 4	16 10 13 11 50 50th percentile 17 20 13 6 4	18 11 19 16 56 75th percentile 19 25 14 8	18 14 27 18 77 Highest 22 34 16 12 8
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	7 3 6 2 28 Lowest 9 13 9 4 2	12 6 8 9 34 25th percentile 11 17 12 4 2	16 10 13 11 50 50th percentile 17 20 13 6 4	18 11 19 16 56 75th percentile 19 25 14 8 6	18 14 27 18 77 Highest 22 34 16 12 8
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	7 3 6 2 28 Lowest 9 13 9 4 2	12 6 8 9 34 25th percentile 11 17 12 4 2	16 10 13 11 50 50th percentile 17 20 13 6 4 6	18 11 19 16 56 75th percentile 19 25 14 8 6 6 5	18 14 27 18 77 Highest 22 34 16 12 8 6
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement Section 9: Optional Survey	7 3 6 2 28 Lowest 9 13 9 4 2 0	12 6 8 9 34 25th percentile 11 17 12 4 2 3	16 10 13 11 50 50th percentile 17 20 13 6 4 6 3 2	18 11 19 16 56 75th percentile 19 25 14 8 6 6 5 2	18 14 27 18 77 Highest 22 34 16 12 8 6 6

^{*} Benchmark excludes small employers <500 employees





Not-for-Profit / Charities



- Settlement Services International
- Uniting

Average	NFP/CHARITY * (n=4)					
LSBTIQ+ Bullying / Harrassment & Support	AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
Trans / Gender Diverse Inclusion	HR Policies & Practice	4	10	10	17	20
Strategic Focus	LGBTIQ+ Bullying / Harrassment & Support	0	4	4	9	14
Total Standling Submission	Trans / Gender Diverse Inclusion	6	8	8	11	27
Average Median Highest Available	Strategic Focus	6	9	8	12	18
Section 2: Strategy & Accountability	Total Standing Submission	20	31	32	42	79
Section 3: LGBTIQ Employee Networks / Resource Groups 3 12 10 26 34	AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 4: Misibility of Inclusion 7	Section 2: Strategy & Accountability	13	16	16	19	22
Section 5: Training Awareness & Professional Development 6	Section 3: LGBTIQ Employee Networks / Resource Groups	3	12	10	26	34
Section 6: Executive Leadership & Engagement 0	Section 4: Visibility of Inclusion	7	8	8	9	16
Section 7: Data Collection & Reporting 2 3 3 3 6	Section 5: Training Awareness & Professional Development	6	9	8	12	12
Section 8: Community Engagement	Section 6: Executive Leadership & Engagement	0	4	4	6	8
Section 9: Optional Survey	Section 7: Data Collection & Reporting	2	3	3	3	6
Section 10: Additional Work 3	Section 8: Community Engagement	1	3	3	5	6
Total Annual Submission 39 58 57 80 121 TOTAL AWEI SUBMISSION SCORE 2020 59 89 88 122 200 AWEI STANDING SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest HR Policies & Practice 4 6 10 15 17 LGBTIQ+ Bullying / Harrassment & 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 Section 2: Strategy & Accountability 13 15 16 18 19 Section 3: LGBTIQ Employee Networks / Resource Groups 3 4 10 19 26 Section 4: Visibility of Inclusion 7 7 8	Section 9: Optional Survey	0	1	1	2	2
TOTAL AWEI SUBMISSION SCORE 2020 59 89 88 122 200	Section 10: Additional Work	3	4	4	5	15
AWEI STANDING SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest HR Policies & Practice 4 6 10 15 17 LGBTIQ+ Bullying / Harrassment & 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 Section 2: Strategy & Accountability 13 15 16 18 19 Section 3: LGBTIQ Employee Networks / Resource Groups 3 4 10 19 26 Section 4: Visibility of Inclusion 7 7 8 9 9 Section 5: Training Awareness & Professional Development 6 8 11 12 Section 6: Executive Leadership & Engagement 0 2 4 <td>Total Annual Submission</td> <td>39</td> <td>58</td> <td>57</td> <td>80</td> <td>121</td>	Total Annual Submission	39	58	57	80	121
HR Policies & Practice	TOTAL AWEI SUBMISSION SCORE 2020	59	89	88	122	200
Light Q+ Bullying / Harrassment & Support 0	AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
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 Section 2: Strategy & Accountability 13 15 16 18 19 Section 3: LGBTIQ Employee Networks / Resource Groups 3 4 10 19 26 Section 4: Visibility of Inclusion 7 7 8 9 9 Section 5: Training Awareness & Professional Development 6 8 11 12 Section 6: Executive Leadership & Engagement 0 2 4 6 6 Section 7: Data Collection & Reporting 2 2 3 3 3 Section 9: Optional Survey 0 1 1 2 2 Section 10: Additional Work 3 4 4 4 4 <t< td=""><td>HR Policies & Practice</td><td>4</td><td>6</td><td>10</td><td>15</td><td>17</td></t<>	HR Policies & Practice	4	6	10	15	17
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 Section 2: Strategy & Accountability 13 15 16 18 19 Section 3: LGBTIQ Employee Networks / Resource Groups 3 4 10 19 26 Section 4: Visibility of Inclusion 7 7 8 9 9 Section 5: Training Awareness & Professional Development 6 6 8 11 12 Section 6: Executive Leadership & Engagement 0 2 4 6 6 Section 7: Data Collection & Reporting 2 2 3 3 3 Section 8: Community Engagement 1 2 3 4 5 Section 10: Additional Work 3 4 4 4 5 Total Annual Submission 39 43 57 72 <td< td=""><td>LGBTIQ+ Bullying / Harrassment & Support</td><td>0</td><td>2</td><td>4</td><td>6</td><td>9</td></td<>	LGBTIQ+ Bullying / Harrassment & Support	0	2	4	6	9
Total Standing Submission 20 28 32 35 42 AWEI ANNUAL SUEMISSION Lowest 25th percentile 50th percentile 75th percentile Highest Section 2: Strategy & Accountability 13 15 16 18 19 Section 3: LGBTIQ Employee Networks / Resource Groups 3 4 10 19 26 Section 4: Misibility of Inclusion 7 7 8 9 9 Section 5: Training Awareness & Professional Development 6 8 11 12 Section 6: Executive Leadership & Engagement 0 2 4 6 6 Section 7: Data Collection & Reporting 2 2 3 3 3 Section 8: Community Engagement 1 2 3 4 5 Section 9: Optional Survey 0 1 1 2 2 Section 10: Additional Work 3 4 4 4 5 Total Annual Submission 39 43 57 72 80	Trans / Gender Diverse Inclusion	6	8	8	9	11
AWEI ANNUAL SUEMISSION Lowest 25th percentile 50th percentile 75th percentile Highest Section 2: Strategy & Accountability 13 15 16 18 19 Section 3: LGBTIQ Employee Networks / Resource Groups 3 4 10 19 26 Section 4: Msibility of Inclusion 7 7 8 9 9 Section 5: Training Awareness & Professional Development 6 8 11 12 Section 6: Executive Leadership & Engagement 0 2 4 6 6 Section 7: Data Collection & Reporting 2 2 3 3 3 Section 8: Community Engagement 1 2 3 4 5 Section 9: Optional Survey 0 1 1 2 2 Section 10: Additional Work 3 4 4 4 5 Total Annual Submission 39 43 57 72 80	Strategic Focus	6	7	8	10	12
Section 2: Strategy & Accountability 13 15 16 18 19 Section 3: LGBTIQ Employee Networks / Resource Groups 3 4 10 19 26 Section 4: Misibility of Inclusion 7 7 8 9 9 Section 5: Training Awareness & Professional Development 6 6 8 11 12 Section 6: Executive Leadership & Engagement 0 2 4 6 6 Section 7: Data Collection & Reporting 2 2 3 3 3 Section 8: Community Engagement 1 2 3 4 5 Section 9: Optional Survey 0 1 1 2 2 Section 10: Additional Work 3 4 4 4 5 Total Annual Submission 39 43 57 72 80	Total Standing Submission	20	28	32	35	42
Section 3: LGBTIQ Employee Networks / Resource Groups 3 4 10 19 26 Section 4: Misibility of Inclusion 7 7 8 9 9 Section 5: Training Awareness & Professional Development 6 8 11 12 Section 6: Executive Leadership & Engagement 0 2 4 6 6 Section 7: Data Collection & Reporting 2 2 3 3 3 Section 8: Community Engagement 1 2 3 4 5 Section 9: Optional Survey 0 1 1 2 2 Section 10: Additional Work 3 4 4 4 5 Total Annual Submission 39 43 57 72 80	AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 4: Misibility of Inclusion 7 7 8 9 9 Section 5: Training Awareness & Professional Development 6 6 8 11 12 Section 6: Executive Leadership & Engagement 0 2 4 6 6 Section 7: Data Collection & Reporting 2 2 3 3 3 Section 8: Community Engagement 1 2 3 4 5 Section 9: Optional Survey 0 1 1 2 2 Section 10: Additional Work 3 4 4 4 5 Total Annual Submission 39 43 57 72 80	Section 2: Strategy & Accountability	13	15	16	18	19
Section 5: Training Awareness & Professional Development 6 6 8 11 12 Section 6: Executive Leadership & Engagement 0 2 4 6 6 Section 7: Data Collection & Reporting 2 2 3 3 3 Section 8: Community Engagement 1 2 3 4 5 Section 9: Optional Survey 0 1 1 2 2 Section 10: Additional Work 3 4 4 4 5 Total Annual Submission 39 43 57 72 80	Section 3: LGBTIQ Employee Networks / Resource Groups	3	4	10	19	26
Section 6: Executive Leadership & Engagement 0 2 4 6 6 Section 7: Data Collection & Reporting 2 2 3 3 3 Section 8: Community Engagement 1 2 3 4 5 Section 9: Optional Survey 0 1 1 2 2 Section 10: Additional Work 3 4 4 4 5 Total Annual Submission 39 43 57 72 80	Section 4: Visibility of Inclusion	7	7	8	9	9
Section 7: Data Collection & Reporting 2 2 3 3 Section 8: Community Engagement 1 2 3 4 5 Section 9: Optional Survey 0 1 1 2 2 Section 10: Additional Work 3 4 4 4 5 Total Annual Submission 39 43 57 72 80	Section 5: Training Awareness & Professional Development	6	6	8	11	12
Section 8: Community Engagement 1 2 3 4 5 Section 9: Optional Survey 0 1 1 2 2 Section 10: Additional Work 3 4 4 4 5 Total Annual Submission 39 43 57 72 80	Section 6: Executive Leadership & Engagement	0	2	4	6	6
Section 9: Optional Survey 0 1 1 2 2 Section 10: Additional Work 3 4 4 4 5 Total Annual Submission 39 43 57 72 80	Section 7: Data Collection & Reporting	2	2	3	3	3
Section 10: Additional Work 3 4 4 4 5 Total Annual Submission 39 43 57 72 80	Section 8: Community Engagement	1	2	3	4	5
Total Annual Submission 39 43 57 72 80	Section 9: Optional Survey	0	1	1	2	2
	Section 10: Additional Work	3	4	4	4	5
TOTAL AWEI SUBMISSION SCORE 2020 59 70.25 88 107 122	Total Annual Submission	39	43	57	72	80
	TOTAL A WEI SUBMISSION SCORE 2020	59	70.25	88	107	122

^{*} Benchmark excludes small employers <500 employees



2020 RESULTS

INDUSTRY BENCHMARKING





ASX Top 50



- NAB
- QBE Insurance
- Woolworths

ASX TOP 50* (n=14)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	11	11	20	20
LGBTIQ+ Bullying / Harrassment & 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
Section 2: Strategy & Accountability	2	14	17	20	22
Section 3: LGBTIQ Employee Networks / Resource Groups	2	19	21	32	34
Section 4: Visibility of Inclusion	4	11	11	16	16
Section 5: Training Awareness & Professional Development	2	7	7	12	12
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	4	6	6	6
Section 8: Community Engagement	0	4	4	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	7	7	15	15
Total Annual Submission	12	70	75	111	121
TOTAL AWEI SUBMISSION SCORE 2020	12	108	109	186	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	5	11	18	20
LGBTIQ+ Bullying / Harrassment & 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
Section 2: Strategy & Accountability	2	10	17	18	20
Section 3: LGBTIQ Employee Networks / Resource Groups	2	8	21	29	32
Section 4: Visibility of Inclusion	4	8	11	15	16
Section 5: Training, Awareness & Professional Development	2	4	7	10	12
Section 6: Executive Leadership & Engagement	0	3	4	6	8
Section 7: Data Collection & Reporting	0	0	6	6	6
Section 8: Community Engagement	0	2	4	6	6
		1	2	2	2
Section 9: Optional Survey	0	2			
Section 9: Optional Survey Section 10: Additional Work	0	1	7	12	15
	_				

^{*} Benchmark excludes small employers <500 employees





AUSTRALIAN WORKPLACE EQUALITY INDEX



TOP 3: (alphabetical)

- JP Morgan
- NAB
- QBE Insurance

Banking & Finance

BANKING & FINANCE* (n=21)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	3	11	11	20	20
LGBTIQ+ Bullying / Harrassment & 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
Section 2: Strategy & Accountability	5	13	12	21	22
Section 3: LGBTIQ Employee Networks / Resource Groups	4	16	12	32	34
Section 4: Visibility of Inclusion	3	10	10	16	16
Section 5: Training, Awareness & Professional Development	2	5	4	12	12
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	0	3	2	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	5	2	15	15
Total Annual Submission	29	59	48	111	121
TOTAL AWEI SUBMISSION SCORE 2020	41	91	79	186	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	3	6	11	16	20
LGBTIQ+ Bullying / Harrassment & 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
Section 2: Strategy & Accountability	5	8	12	16	21
Section 3: LGBTIQ Employee Networks / Resource Groups	4	8	12	24	32
Section 4: Visibility of Inclusion	3	7	10	13	16
Section 5: Training, Awareness & Professional Development	2	2	4	8	12
Section 6: Executive Leadership & Engagement	0	2	4	4	8
Section 7: Data Collection & Reporting	0	0	3	5	6
Section 8: Community Engagement	0	2	2	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	1	2	8	15
Total Annual Submission	29	36	48	70	111
Total Allina Gabinission					

^{*} Benchmark excludes small employers <500 employees





Community Services



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

COMMUNITY SERVICES* (n=8)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	10	11	18	20
LGBTIQ+Bullying/Harrassment & 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
Section 2: Strategy & Accountability	2	14	14	20	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	14	15	30	34
Section 4: Visibility of Inclusion	7	11	11	16	16
Section 5: Training Awareness & Professional Development	4	8	6	12	12
Section 6: Executive Leadership & Engagement	0	4	5	6	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	1	3	3	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	1	5	4	14	15
Total Annual Submission	27	62	64	107	121
TOTAL AWEI SUBMISSION SCORE 2020	27	93	98	166	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	6	11	15	18
LGBTIQ+Bullying/Harrassment & 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
Section 2: Strategy & Accountability	2	13	14	18	20
Section 3: LGBTIQ Employee Networks / Resource Groups	0	4	15	21	30
Section 4: Visibility of Inclusion	7	9	11	13	16
Section 5: Training Awareness & Professional Development	4	6	6	10	12
Section 6: Executive Leadership & Engagement	0	2	5	6	6
Section 7: Data Collection & Reporting	0	2	3	4	6
Section 8: Community Engagement	1	2	3	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work		_		4	14
SECTION 10 Madrional Mork	1	3	4	4	14
Total Annual Submission	1 27	43	64	75	107

^{*} Benchmark excludes small employers <500 employees





Energy/Utilities



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

Lowest	Average	Median	Highest	Available
0	7	9	20	20
0	4	3	14	14
0	9	8	18	27
2	7	8	11	18
9	28	27	63	79
Lowest	Average	Median	Highest	Available
4	11	11	19	22
2	18	18	32	34
6	11	11	16	16
2	5	4	12	12
0	5	5	6	8
0	3	3	6	6
0	3	4	6	6
0	2	2	2	2
0	5	4	12	15
25	62	59	107	121
38	90	89	170	200
Lowest	25th percentile	50th percentile	75th percentile	Highest
0	5	9	11	20
0	3	3	6	14
0	7	8	12	18
2	5	8	10	11
9	18	27	33	63
Lowest	25th percentile	50th percentile	75th percentile	Highest
4	9	11	13	19
2	15	18	24	32
6	7	11	14	16
2	3	4	6	12
0	4	5	6	6
0	1	3	6	6
0	1	4	5	6
0	2	2	2	2
0	1	4	8	12
25	52	59	71	107
38	70	87	92	170
	0 0 0 0 2 9 Lowest 4 2 6 2 0 0 0 0 0 0 25 38 Lowest 0 0 0 2 9 Lowest 4 2 6 2 0 0 0 0 0 2 9 Lowest 4 2 6 2 0 0 0 0 0 2 9 Lowest 4 2 6 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 7 0 4 0 9 2 7 9 28 Lowest Average 4 11 2 18 6 11 2 5 0 5 0 3 0 3 0 2 0 3 0 2 0 5 25 62 38 90 Lowest 25th percentile 0 5 0 3 0 7 2 5 9 18 Lowest 25th percentile 4 9 2 15 6 7 2 3 0 4 0 1 0 1 0 2	0 7 9 0 4 3 0 9 8 2 7 8 9 28 27 Lowest Average Median 4 11 11 2 18 18 6 11 11 2 5 4 0 5 5 0 3 3 0 3 4 0 5 5 0 3 4 0 2 2 0 5 4 25 62 59 38 90 89 Lowest 25th percentile 50th percentile 0 7 8 2 5 8 9 18 27 Lowest 25th percentile 50th percentile 4 9 11 2 3 4 0 4 5 10 4	0 7 9 20 0 4 3 14 0 9 8 18 2 7 8 11 9 28 27 63 Lowest Average Median Highest 4 11 11 19 2 18 18 32 6 11 11 16 2 5 4 12 0 5 5 6 0 3 3 6 0 3 4 6 0 3 4 6 0 2 2 2 0 5 4 12 25 62 59 107 38 90 89 170 Lowest 25th percentile 50th percentile 75th percentile 0 7 8 12 2 5

^{*} Benchmark excludes small employers <500 employees





Health & Wellbeing



- Department of Health
- Life without Barriers
- Uniting

AVEISTANDING SUBMISSION Lowest Average Median Highest Available HR Policies & Practice	HEALTH & WELLBEING * (n=6)					
CGETIQ+ Bullying / Harrassment & Support 0	AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
Trans / Gender Diverse Inclusion	HR Policies & Practice	0	7	7	14	20
Strategic Focus	LGBTIQ+ Bullying / Harrassment & Support	0	4	3	9	14
Total Standing Submission	Trans / Gender Diverse Inclusion	0	6	6	11	27
Average Median Highest Available Section 2: Strategy & Accountability 4 12 13 19 22 Section 3: LGBTIQ Employee Networks / Resource Groups 0 10 6 28 34 Section 4: Valsibility of Inclusion 1 7 7 13 16 Section 5: Training Awareness & Professional Development 0 5 6 10 12 Section 6: Executive Leadership & Engagement 0 3 3 6 8 Section 7: Data Collection & Reporting 0 2 2 3 6 Section 9: Optional Survey 2 2 2 2 2 2 Section 9: Optional Survey 2 2 2 2 2 2 Section 10: Additional Work 0 4 4 11 15 Total Annual Submission 11 47 42 85 121 Total Annual Submission 11 70 67 122 200 AWEI STANIDING SUBMISSION Lowest 25th percentile Soth percentile Highest Highest Hardicas & Practice 0 5 7 11 14 Strategic Focus 0 2 7 9 11 Total Stranding Submission 0 16 25 32 37 AWEI ANNUAL SUBMISSION Lowest 25th percentile Soth percentile Section 3: UsBTIQ Employee Networks / Resource Groups 0 3 6 6 Section 3: UsBTIQ Employee Networks / Resource Groups 0 1 7 7 9 13 Section 3: UsBTIQ Employee Networks / Resource Groups 0 1 7 7 9 13 Section 6: Executive Leadership & Engagement 0 2 3 6 6 Section 7: Data Collection & Reporting 0 1 2 3 3 Section 6: Executive Leadership & Engagement 0 2 3 6 6 Section 7: Data Collection & Reporting 0 1 2 3 3 Section 9: Optional Survey 2 2 2 2 2 2 2 Section 10: Additional Work 0 1 4 5 11 Total Annual Submission 1 7 7 9 13 Section 9: Optional Survey 2 2 2 2 2 2 2 Section 10: Additional Work 0 1 4 5 11 Total Annual Submission 1 7 7 6 6 Section 9: Optional Survey 2 2 2 2 2 2 Section 10: Additional Work 0 1 4 5 11 Total Annual Submission 1 7 7 6 6 Section 9: Optional Survey 2 2 2 2 2 2 Section 10: Additional Work	Strategic Focus	0	6	7	11	18
Section 2: Strategy & Accountability	Total Standing Submission	0	22	25	37	79
Section 3: LGBTIQ Employee Networks / Resource Groups 0 10 6 28 34 Section 4: Visibility of Inclusion 1 7 7 13 16 Section 5: Training Awareness & Professional Development 0 5 6 10 12 Section 6: Executive Leadership & Engagement 0 3 3 6 8 Section 7: Data Collection & Reporting 0 2 2 3 6 Section 9: Optional Survey 2 <td>AWEI ANNUAL SUBMISSION</td> <td>Lowest</td> <td>Average</td> <td>Median</td> <td>Highest</td> <td>Available</td>	AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 4: Wisibility of Inclusion 1 7 7 13 16 Section 5: Training Awareness & Professional Development 0 5 6 10 12 Section 6: Executive Leadership & Engagement 0 3 3 6 8 Section 7: Data Collection & Reporting 0 2 2 3 6 Section 9: Optional Survey 2<	Section 2: Strategy & Accountability	4	12	13	19	22
Section 5: Training Awareness & Professional Development 0 5 6 10 12	Section 3: LGBTIQ Employee Networks / Resource Groups	0	10	6	28	34
Section 6: Executive Leadership & Engagement 0	Section 4: Visibility of Inclusion	1	7	7	13	16
Section 7: Data Collection & Reporting 0 2 2 3 6 Section 8: Community Engagement 1 4 4 6 6 Section 9: Optional Survey 2	Section 5: Training, Awareness & Professional Development	0	5	6	10	12
Section 8: Community Engagement	Section 6: Executive Leadership & Engagement	0	3	3	6	8
Section 9: Optional Survey 2	Section 7: Data Collection & Reporting	0	2	2	3	6
Section 10: Additional Work	Section 8: Community Engagement	1	4	4	6	6
Total Annual Submission 11 47 42 85 121 TOTAL AWEI SUBMISSION SCORE 2020 11 70 67 122 200 AWEI STANDING SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest HR Policies & Practice 0 5 7 11 14 LGBTIQ+ Bullying/ Harrassment & 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 Section 2: Strategy & Accountability 4 9 13 15 19 Section 3: LGBTIQ Employee Networks / Resource Groups 0 3 6 14 28 Section 4: Visibility of Inclusion 1 7 7 9	Section 9: Optional Survey	2	2	2	2	2
TOTAL AWEI SUBMISSION SCORE 2020 11 70 67 122 200 AWEI STANDING SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest HR Policies & Practice 0 5 7 11 14 LGBTIQ+ Bullying / Harrassment & Support 0 1 3 8 9 Trans / Gender Diverse Inclusion 0 4 6 8 11 Strategic Focus 0 2 7 9 11 Total Standing Subm ission 0 16 25 32 37 AWEI ANNUAL SUEMISSION Lowest 25th percentile 50th percentile 75th percentile Highest Section 2: Strategy & Accountability 4 9 13 15 19 Section 3: LGBTIQ Employee Networks / Resource Groups 0 3 6 14 28 Section 4: Visibility of Inclusion 1 7 7 9 13 Section 5: Training, Awareness & Professional Development 0 3	Section 10: Additional Work	0	4	4	11	15
AWEI STANDING SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest HR Policies & Practice 0 5 7 11 14 LGBTIQ+ Bullying/ Harrassment & 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 SUEMISSION Lowest 25th percentile 50th percentile Highest Section 2: Strategy & Accountability 4 9 13 15 19 Section 3: LGBTIQ Employee Networks / Resource Groups 0 3 6 14 28 Section 4: Wisibility of Inclusion 1 7 7 9 13 Section 5: Training Awareness & Professional Development 0 3 6 6 10 Section 6: Executive Leadership & Engagement 0 2 3 6	Total Annual Submission	11	47	42	85	121
HR Policies & Practice	TOTAL AWEI SUBMISSION SCORE 2020	11	70	67	122	200
LGBTIQ+ Bullying / Harrassment & 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 SUEMISSION Lowest 25th percentile 50th percentile Highest Section 2: Strategy & Accountability 4 9 13 15 19 Section 3: LGBTIQ Employee Networks / Resource Groups 0 3 6 14 28 Section 4: Visibility of Inclusion 1 7 7 9 13 Section 5: Training Awareness & Professional Development 0 3 6 6 10 Section 6: Executive Leadership & Engagement 0 2 3 6 6 Section 7: Data Collection & Reporting 0 1 2 3 3 Section 9: Optional Survey 2 2 2 2 2 2 <th>AWEI STANDING SUBMISSION</th> <th>Lowest</th> <th>25th percentile</th> <th>50th percentile</th> <th>75th percentile</th> <th>Highest</th>	AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
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 SUEMISSION Lowest 25th percentile 50th percentile 75th percentile Highest Section 2: Strategy & Accountability 4 9 13 15 19 Section 3: LGBTIQ Employee Networks / Resource Groups 0 3 6 14 28 Section 3: LGBTIQ Employee Networks / Resource Groups 0 3 6 14 28 Section 4: Visibility of Inclusion 1 7 7 9 13 Section 5: Training Awareness & Professional Development 0 3 6 6 10 Section 6: Executive Leadership & Engagement 0 2 3 6 6 Section 7: Data Collection & Reporting 0 1 2 3 3 Section 9: Optional Survey 2 2 2	HR Policies & Practice	0	5	7	11	14
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 Section 2: Strategy & Accountability 4 9 13 15 19 Section 3: LGBTIQ Employee Networks / Resource Groups 0 3 6 14 28 Section 4: Visibility of Inclusion 1 7 7 9 13 Section 5: Training Awareness & Professional Development 0 3 6 6 10 Section 6: Executive Leadership & Engagement 0 2 3 6 6 Section 7: Data Collection & Reporting 0 1 2 3 3 Section 8: Community Engagement 1 2 4 5 6 Section 9: Optional Survey 2 2 2 2 2 2 Section 10: Additional Work 0 1 4 5 <td>LGBTIQ+ Bullying / Harrassment & Support</td> <td>0</td> <td>1</td> <td>3</td> <td>8</td> <td>9</td>	LGBTIQ+ Bullying / Harrassment & Support	0	1	3	8	9
Total Standing Submission 0 16 25 32 37 AWEI ANNUAL SUEMISSION Lowest 25th percentile 50th percentile 75th percentile Highest Section 2: Strategy & Accountability 4 9 13 15 19 Section 3: LGBTIQ Employee Networks / Resource Groups 0 3 6 14 28 Section 4: Visibility of Inclusion 1 7 7 9 13 Section 5: Training Awareness & Professional Development 0 3 6 6 10 Section 6: Executive Leadership & Engagement 0 2 3 6 6 Section 7: Data Collection & Reporting 0 1 2 3 3 Section 8: Community Engagement 1 2 4 5 6 Section 9: Optional Survey 2 2 2 2 2 2 Section 10: Additional Work 0 1 4 5 11 Total Annual Submission 11 37 42	Trans / Gender Diverse Inclusion	0	4	6	8	11
AWEI ANNUAL SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest Section 2: Strategy & Accountability 4 9 13 15 19 Section 3: LGBTIQ Employee Networks / Resource Groups 0 3 6 14 28 Section 4: Visibility of Inclusion 1 7 7 9 13 Section 5: Training Awareness & Professional Development 0 3 6 6 10 Section 6: Executive Leadership & Engagement 0 2 3 6 6 Section 7: Data Collection & Reporting 0 1 2 3 3 Section 8: Community Engagement 1 2 4 5 6 Section 9: Optional Survey 2 2 2 2 2 2 Section 10: Additional Work 0 1 4 5 11 Total Annual Submission 11 37 42 63 85	Strategic Focus	0	2	7	9	11
Section 2: Strategy & Accountability 4 9 13 15 19 Section 3: LGBTIQ Employee Networks / Resource Groups 0 3 6 14 28 Section 4: Visibility of Inclusion 1 7 7 9 13 Section 5: Training Awareness & Professional Development 0 3 6 6 10 Section 6: Executive Leadership & Engagement 0 2 3 6 6 Section 7: Data Collection & Reporting 0 1 2 3 3 Section 8: Community Engagement 1 2 4 5 6 Section 9: Optional Survey 2 2 2 2 2 2 Section 10: Additional Work 0 1 4 5 11 Total Annual Submission 11 37 42 63 85	Total Standing Submission	0	16	25	32	37
Section 3: LGBTIQ Employee Networks / Resource Groups 0 3 6 14 28 Section 4: Visibility of Inclusion 1 7 7 9 13 Section 5: Training Awareness & Professional Development 0 3 6 6 10 Section 6: Executive Leadership & Engagement 0 2 3 6 6 Section 7: Data Collection & Reporting 0 1 2 3 3 Section 8: Community Engagement 1 2 4 5 6 Section 9: Optional Survey 2 2 2 2 2 2 Section 10: Additional Work 0 1 4 5 11 Total Annual Submission 11 37 42 63 85	AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 4: Visibility of Inclusion 1 7 7 9 13 Section 5: Training Awareness & Professional Development 0 3 6 6 10 Section 6: Executive Leadership & Engagement 0 2 3 6 6 Section 7: Data Collection & Reporting 0 1 2 3 3 Section 8: Community Engagement 1 2 4 5 6 Section 9: Optional Survey 2 2 2 2 2 2 Section 10: Additional Work 0 1 4 5 11 Total Annual Submission 11 37 42 63 85	Section 2: Strategy & Accountability	4	9	13	15	19
Section 5: Training Awareness & Professional Development 0 3 6 6 10 Section 6: Executive Leadership & Engagement 0 2 3 6 6 Section 7: Data Collection & Reporting 0 1 2 3 3 Section 8: Community Engagement 1 2 4 5 6 Section 9: Optional Survey 2 2 2 2 2 2 Section 10: Additional Work 0 1 4 5 11 Total Annual Submission 11 37 42 63 85	Section 3: LGBTIQ Employee Networks / Resource Groups	0	3	6	14	28
Section 6: Executive Leadership & Engagement 0 2 3 6 6 Section 7: Data Collection & Reporting 0 1 2 3 3 Section 8: Community Engagement 1 2 4 5 6 Section 9: Optional Survey 2 2 2 2 2 2 Section 10: Additional Work 0 1 4 5 11 Total Annual Submission 11 37 42 63 85	Section 4: Visibility of Inclusion	1	7	7	9	13
Section 7: Data Collection & Reporting 0 1 2 3 3 Section 8: Community Engagement 1 2 4 5 6 Section 9: Optional Survey 2 2 2 2 2 2 Section 10: Additional Work 0 1 4 5 11 Total Annual Submission 11 37 42 63 85	Section 5: Training Awareness & Professional Development	0	3	6	6	10
Section 8: Community Engagement 1 2 4 5 6 Section 9: Optional Survey 2 2 2 2 2 2 Section 10: Additional Work 0 1 4 5 11 Total Annual Submission 11 37 42 63 85	Section 6: Executive Leadership & Engagement	0	2	3	6	6
Section 9: Optional Survey 2 2 2 2 2 Section 10: Additional Work 0 1 4 5 11 Total Annual Submission 11 37 42 63 85	Section 7: Data Collection & Reporting	0	1	2	3	3
Section 10: Additional Work 0 1 4 5 11 Total Annual Submission 11 37 42 63 85	Section 8: Community Engagement	1	2	4	5	6
Total Annual Submission 11 37 42 63 85	Section 9: Optional Survey	2	2	2	2	2
	Section 10: Additional Work	0	1	4	5	11
TOTAL AWEI SUBMISSION SCORE 2020 11 52.25 66.5 95 122	Total Annual Submission	11	37	42	63	85
	TOTAL A WEI SUBMISSION SCORE 2020	11	52.25	66.5	95	122

^{*} Benchmark excludes small employers <500 employees





Hospitality



- Coles
- The Star Entertainment Group
- Woolworths

HOSPITALITY * (n=7)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	4	10	8	19	20
LGBTIQ+Bullying/Harrassment & 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
Section 2: Strategy & Accountability	2	12	14	19	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	11	10	30	34
Section 4: Visibility of Inclusion	0	10	12	15	16
Section 5: Training Awareness & Professional Development	0	5	4	12	12
Section 6: Executive Leadership & Engagement	0	3	2	6	8
Section 7: Data Collection & Reporting	0	2	2	6	6
Section 8: Community Engagement	0	2	2	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	5	3	15	15
Total Annual Submission	7	52	59	111	121
TOTAL AWEI SUBMISSION SCORE 2020	21	84	98	178	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	4	7	8	12	19
LGBTIQ+ Bullying / Harrassment & 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
Section 2: Strategy & Accountability	2	7	14	19	19
Section 3: LGBTIQ Employee Networks / Resource Groups	0	5	10	14	30
Section 4: Visibility of Inclusion	0	8	12	14	15
Section 5: Training, Awareness & Professional Development	0	1	4	8	12
Section 6: Executive Leadership & Engagement	0	0	2	5	6
Section 7: Data Collection & Reporting	0	0	2	4	6
Section 8: Community Engagement	0	0	2	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	1	3	8	15
Total Annual Submission	7	24	59	69	111
TOTAL AWEI SUBMISSION SCORE 2020	21	43.5	98	102.5	178

^{*} Benchmark excludes small employers <500 employees





Insurance



TOP 3: (alphabetical)

- Hollard Insurance
- Qantas
- QBE Insurance

INSURANCE* (n=12)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	4	11	10	19	20
LGBTIQ+ Bullying / Harrassment & 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
Section 2: Strategy & Accountability	7	13	13	20	22
Section 3: LGBTIQ Employee Networks / Resource Groups	4	16	16	32	34
Section 4: Visibility of Inclusion	3	11	12	16	16
Section 5: Training, Awareness & Professional Development	2	6	4	10	12
Section 6: Executive Leadership & Engagement	2	4	4	8	8
Section 7: Data Collection & Reporting	0	2	2	6	6
Section 8: Community Engagement	0	3	3	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	5	5	13	15
Total Annual Submission	33	63	64	111	121
Total Allitual oublinission		03	04	111	14.1
TOTAL AWEI SUBMISSION SCORE 2020	49	95	91	186	200
		95		186	
TOTAL AWEI SUBMISSION SCORE 2020	49	95	91	186	200
TOTAL AWEI SUBMISSION SCORE 2020 AWEI STANDING SUBMISSION	49 Lowest	95 25th percentile	91 50th percentile	186 75th percentile	200 Highest
TOTAL AWEI SUBMISSION SCORE 2020 AWEI STANDING SUBMISSION HR Policies & Practice	49 Lowest 4	95 25th percentile 7	91 50th percentile	186 75th percentile 17	200 Highest 19
TOTAL AWEI SUBMISSION SCORE 2020 AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support	49 Lowest 4	95 25th percentile 7 3	91 50th percentile 10 4	186 75th percentile 17 7	200 Highest 19
TOTAL AWEI SUBMISSION SCORE 2020 AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion	49 Lowest 4 0	25th percentile 7 3 2	91 50th percentile 10 4 4	186 75th percentile 17 7 10	200 Highest 19 14 25
TOTAL AWEI SUBMISSION SCORE 2020 AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus	49 Lowest 4 0	95 25th percentile 7 3 2 5 16	50th percentile 10 4 4 8	186 75th percentile 17 7 10 10 41	200 Highest 19 14 25
TOTAL AWEI SUBMISSION SCORE 2020 AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission	49 Lowest 4 0 0 0	95 25th percentile 7 3 2 5 16	91 50th percentile 10 4 4 8 27	186 75th percentile 17 7 10 10 41	200 Highest 19 14 25 18 75
TOTAL AWEI SUBMISSION SCORE 2020 AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION	Lowest 4 0 0 12 Lowest	95 25th percentile 7 3 2 5 16 25th percentile	91 50th percentile 10 4 4 8 27 50th percentile	186 75th percentile 17 7 10 10 41 75th percentile	200 Highest 19 14 25 18 75 Highest
TOTAL AWEI SUBMISSION SCORE 2020 AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability	49 Lowest 4 0 0 12 Lowest 7	95 25th percentile 7 3 2 5 16 25th percentile 10	91 50th percentile 10 4 4 8 27 50th percentile	186 75th percentile 17 7 10 10 41 75th percentile 16	200 Highest 19 14 25 18 75 Highest 20
TOTAL AWEI SUBMISSION SCORE 2020 AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups	49 Lowest 4 0 0 12 Lowest 7 4	95 25th percentile 7 3 2 5 16 25th percentile 10 8	50th percentile 10 4 4 8 27 50th percentile 13 16	186 75th percentile 17 7 10 10 41 75th percentile 16 24	200 Highest 19 14 25 18 75 Highest 20 32
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUBMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training Awareness & Professional Development	49 Lowest 4 0 0 0 12 Lowest 7 4 3	95 25th percentile 7 3 2 5 16 25th percentile 10 8 9	91 50th percentile 10 4 8 27 50th percentile 13 16 12	186 75th percentile 17 7 10 10 41 75th percentile 16 24 14	200 Highest 19 14 25 18 75 Highest 20 32 16
AWEI SUBMISSION SCORE 2020 AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	49 Lowest 4 0 0 12 Lowest 7 4 3 2	95 25th percentile 7 3 2 5 16 25th percentile 10 8 9 4	91 50th percentile 10 4 8 27 50th percentile 13 16 12 4	186 75th percentile 17 7 10 10 41 75th percentile 16 24 14 10	200 Highest 19 14 25 18 75 Highest 20 32 16 10
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUBMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training Awareness & Professional Development Section 6: Executive Leadership & Engagement	49 Lowest 4 0 0 12 Lowest 7 4 3 2 2	95 25th percentile 7 3 2 5 16 25th percentile 10 8 9 4 2	91 50th percentile 10 4 8 27 50th percentile 13 16 12 4 4	186 75th percentile 17 7 10 10 41 75th percentile 16 24 14 10 6	200 Highest 19 14 25 18 75 Highest 20 32 16 10 8
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUBMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	49 Lowest 4 0 0 0 12 Lowest 7 4 3 2 2 0	95 25th percentile 7 3 2 5 16 25th percentile 10 8 9 4 2 0	91 50th percentile 10 4 8 27 50th percentile 13 16 12 4 4 2	186 75th percentile 17 7 10 10 41 75th percentile 16 24 14 10 6 4	200 Highest 19 14 25 18 75 Highest 20 32 16 10 8
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUBMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	49 Lowest 4 0 0 0 12 Lowest 7 4 3 2 2 0 0	95 25th percentile 7 3 2 5 16 25th percentile 10 8 9 4 2 0 2	91 50th percentile 10 4 8 27 50th percentile 13 16 12 4 4 2 3	186 75th percentile 17 7 10 10 41 75th percentile 16 24 14 10 6 4 5	200 Highest 19 14 25 18 75 Highest 20 32 16 10 8 6

49

54.5

90.5

113

TOTAL AWEI SUBMISSION SCORE 2020



^{*} Benchmark excludes small employers <500 employees



Legal



- Clayton Utz
- KPMG Australia
- MinterEllison

LEGAL* (n=8)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	10	14	13	17	20
LGBTIQ+ Bullying / Harrassment & 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
Section 2: Strategy & Accountability	8	15	15	21	22
Section 3: LGBTIQ Employee Networks / Resource Groups	5	19	21	31	34
Section 4: Visibility of Inclusion	5	12	14	16	16
Section 5: Training Awareness & Professional Development	0	7	7	12	12
Section 6: Executive Leadership & Engagement	0	6	6	8	8
Section 7: Data Collection & Reporting	0	4	5	6	6
Section 8: Community Engagement	0	4	5	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	1	6	3	15	15
Total Annual Submission	24	74	83	117	121
TOTAL AWEI SUBMISSION SCORE 2020	53	120	130	186	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	10	12	13	16	17
LGBTIQ+Bullying/Harrassment & 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
Section 2: Strategy & Accountability	8	12	15	19	21
Section 3: LGBTIQ Employee Networks / Resource Groups	5	13	21	25	31
Section 4: Visibility of Inclusion	5	10	14	16	16
Section 5: Training, Awareness & Professional Development	0	4	7	11	12
Section 6: Executive Leadership & Engagement	0	6	6	7	8
Section 7: Data Collection & Reporting	0	2	5	6	6
	- 				
Section 8: Community Engagement	0	3	5	6	6
Section 8: Community Engagement Section 9: Optional Survey		3 2	5 2	6 2	6 2
Said safes an employee parties and employee	0				
Section 9: Optional Survey	0	2	2	2	2

^{*} Benchmark excludes small employers <500 employees







TOP 3: (alphabetical)

- Capgemini
- Clayton Utz
- PwC

Professional Services

PROFESSIONAL SERVICES* (n=14)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	6	14	13	20	20
LGBTIQ+ Bullying / Harrassment & 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
Section 2: Strategy & Accountability	5	15	15	21	22
Section 3: LGBTIQ Employee Networks / Resource Groups	5	19	19	31	34
Section 4: Visibility of Inclusion	5	12	13	16	16
Section 5: Training, Awareness & Professional Development	2	7	6	12	12
Section 6: Executive Leadership & Engagement	0	5	6	8	8
Section 7: Data Collection & Reporting	0	4	5	6	6
Section 8: Community Engagement	0	4	4	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	1	7	4	15	15
Total Annual Submission	24	73	65	117	121
TOTAL AWEI SUBMISSION SCORE 2020	53	116	105	190	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	6	12	13	17	20
LGBTIQ+ Bullying / Harrassment & 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
Section 2: Strategy & Accountability	5	13	15	18	21
Section 3: LGBTIQ Employee Networks / Resource Groups	5	9	19	28	31
Section 4: Visibility of Inclusion	5	8	13	16	16
Section 5: Training Awareness & Professional Development	2	4	6	12	12
Section 6: Executive Leadership & Engagement	0	3	6	6	8
Section 7: Data Collection & Reporting	0	3	5	6	6
Section 8: Community Engagement	0	2	4	6	6
Section 9: Optional Survey	0	2	2	2	2
7 Co. N. 1999 AV 2000 D. 1990 Co. 1990					
Section 10: Additional Work	1	2	4	13	15
Section 10: Additional Work Total Annual Submission	1 24	2 45	4 65	13 103	15 117

^{*} Benchmark excludes small employers <500 employees





AUSTRALIAN WORKPLACE EQUALITY INDEX



TOP 3: (alphabetical)

- Brisbane City Council
- CBRE
- Qantas

Property & Construction

PROPERTY & CONSTRUCTION* (n=11)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	2	11	9	20	20
LGBTIQ+ Bullying / Harrassment & 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
Section 2: Strategy & Accountability	4	15	15	22	22
Section 3: LGBTIQ Employee Networks / Resource Groups	4	19	25	30	34
Section 4: Visibility of Inclusion	5	12	12	16	16
Section 5: Training, Awareness & Professional Development	2	7	6	10	12
Section 6: Executive Leadership & Engagement	2	5	4	8	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	0	4	4	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	5	4	14	15
Total Annual Submission	29	70	75	107	121
TOTAL AWEI SUBMISSION SCORE 2020	38	104	106	166	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	2	8	9	15	20
.GBTIQ+Bullying/Harrassment & 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
Section 2: Strategy & Accountability	4	11	15	19	22
Section 3: LGBTIQ Employee Networks / Resource Groups	4	11	25	27	30
Section 4: Visibility of Inclusion	5	8	12	16	16
Section 5: Training, Awareness & Professional Development	2	4	6	10	10
Section 6: Executive Leadership & Engagement	2	4	4	6	8
Section 7: Data Collection & Reporting	0	0	3	6	6
Section 8: Community Engagement	0	3	4	5	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	2	4	10	14
Total Annual Submission	29	43	75	93	107
TOTAL AWEI SUBMISSION SCORE 2020					

^{*} Benchmark excludes small employers <500 employees





Property / Real Estate



- Brisbane City Council
- CBRE
- ScentreGroup

HR Policies & Practice	PROPERTY / REAL ESTATE * (n=7)					
LIGHTIQ+ Bullying / Harrassment & Support 0 7 7 11 14	AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
Trans Gender Diverse Inclusion	HR Policies & Practice	4	12	11	20	20
Strategic Focus 3	LGBTIQ+ Bullying / Harrassment & Support	0	7	7	11	14
Total Standing Submission	Trans / Gender Diverse Inclusion	1	7	4	15	27
Average Median Highest Available	Strategic Focus	3	10	11	15	18
Section 2: Strategy & Accountability	Total Standing Submission	13	35	37	59	79
Section 3: LGBTIQ Employee Networks / Resource Groups	AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 4: Visibility of Inclusion	Section 2: Strategy & Accountability	8	16	18	22	22
Section 5: Training Awareness & Professional Development 2	Section 3: LGBTIQ Employee Networks / Resource Groups	4	19	25	30	34
Section 6: Executive Leadership & Engagement 2	Section 4: Visibility of Inclusion	5	11	9	16	16
Section 7: Data Collection & Reporting 0	Section 5: Training, Awareness & Professional Development	2	7	6	10	12
Section 8: Community Engagement 0	Section 6: Executive Leadership & Engagement	2	4	4	8	8
Section 9: Optional Survey 0	Section 7: Data Collection & Reporting	0	4	5	6	6
Section 10: Additional Work 0 6 4 14 15 Total Annual Submission 36 71 79 107 121 TOTAL AWEI SUBMISSION SCORE 2020 49 106 116 166 200 AWEI STANDING SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest HR Policies & Practice 4 9 11 15 20 LGBTIQ+ Bullying / Harrassment & 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 SUEMISSION Lowest 25th percentile 75th percentile Highest Section 2: Strategy & Accountability 8 13 18 19 22 Section 3: LGBTIQ Employee Networks / Resource Groups 4 11 25 27 30 <	Section 8: Community Engagement	0	4	4	6	6
Total Annual Submission 36 71 79 107 121 TOTAL AWEI SUBMISSION SCORE 2020 49 106 116 166 200 AWEI STANDING SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest HR Policies & Practice 4 9 11 15 20 LGBTIQ+ Bullying / Harrassment & Support 0 4 7 10 11 Trans / Gender Diverse Inclusion 1 3 4 12 15 Strategic Focus 3 7 11 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 Section 2: Strategy & Accountability 8 13 18 19 22 Section 3: LGBTIQ Employee Networks / Resource Groups 4 11 25 27	Section 9: Optional Survey	0	2	2	2	2
TOTAL AWEI SUBMISSION SCORE 2020	Section 10: Additional Work	0	6	4	14	15
AWEI STANDING SUBMISSION Lowest 25th percentile 75th percentile Highest HR Policies & Practice 4 9 11 15 20 LGBTIQ+ Bullying / Harrassment & 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 SUEMISSION Lowest 25th percentile 50th percentile 75th percentile Highest Section 2: Strategy & Accountability 8 13 18 19 22 Section 3: LGBTIQ Employee Networks / Resource Groups 4 11 25 27 30 Section 4: Visibility of Inclusion 5 8 9 14 16 Section 5: Training, Awareness & Professional Development 2 4 6 10 10 Section 6: Executive Leadership & Engagement 2 3 4	Total Annual Submission	36	71	79	107	121
HR Policies & Practice	TOTAL AWEI SUBMISSION SCORE 2020	49	106	116	166	200
LGBTIQ+ Bullying / Harrassment & Support 0	AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
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 SUEMISSION Lowest 25th percentile 50th percentile 75th percentile Highest Section 2: Strategy & Accountability 8 13 18 19 22 Section 3: LGBTIQ Employee Networks / Resource Groups 4 11 25 27 30 Section 4: Visibility of Inclusion 5 8 9 14 16 Section 5: Training Awareness & Professional Development 2 4 6 10 10 Section 6: Executive Leadership & Engagement 2 3 4 5 8 Section 7: Data Collection & Reporting 0 3 5 6 6 Section 9: Optional Survey 0 2 2 2 2 2 Section 10: Additional Work 0 2 4	HR Policies & Practice	4	9	11	15	20
Strategic Focus 3 7 11 12 15 Total Standing Submission 13 22 37 45 59 AWEI ANNUAL SUBMISSION Lowest 25th percentile 75th percentile Highest Section 2: Strategy & Accountability 8 13 18 19 22 Section 3: LGBTIQ Employee Networks / Resource Groups 4 11 25 27 30 Section 4: Misibility of Inclusion 5 8 9 14 16 Section 5: Training Awareness & Professional Development 2 4 6 10 10 Section 6: Executive Leadership & Engagement 2 3 4 5 8 Section 7: Data Collection & Reporting 0 3 5 6 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 2 4 10 14 Total Annual Submission 36 43 79 96 107	LGBTIQ+ Bullying / Harrassment & Support	0	4	7	10	11
Total Standing Submission 13 22 37 45 59 AWEI ANNUAL SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest Section 2: Strategy & Accountability 8 13 18 19 22 Section 3: LGBTIQ Employee Networks / Resource Groups 4 11 25 27 30 Section 4: Visibility of Inclusion 5 8 9 14 16 Section 5: Training, Awareness & Professional Development 2 4 6 10 10 Section 6: Executive Leadership & Engagement 2 3 4 5 8 Section 7: Data Collection & Reporting 0 3 5 6 6 Section 8: Community Engagement 0 3 4 5 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 2 4 10 14 Total Annual Submission	Trans / Gender Diverse Inclusion	1	3	4	12	15
AWEI ANNUAL SUBMISSION Lowest 25th percentile 50th percentile 75th percentile Highest Section 2: Strategy & Accountability 8 13 18 19 22 Section 3: LGBTIQ Employee Networks / Resource Groups 4 11 25 27 30 Section 4: Visibility of Inclusion 5 8 9 14 16 Section 5: Training, Awareness & Professional Development 2 4 6 10 10 Section 6: Executive Leadership & Engagement 2 3 4 5 8 Section 7: Data Collection & Reporting 0 3 5 6 6 Section 8: Community Engagement 0 3 4 5 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 2 4 10 14 Total Annual Submission 36 43 79 96 107	Strategic Focus	3	7	11	12	15
Section 2: Strategy & Accountability 8 13 18 19 22 Section 3: LGBTIQ Employee Networks / Resource Groups 4 11 25 27 30 Section 4: Visibility of Inclusion 5 8 9 14 16 Section 5: Training Awareness & Professional Development 2 4 6 10 10 Section 6: Executive Leadership & Engagement 2 3 4 5 8 Section 7: Data Collection & Reporting 0 3 5 6 6 Section 8: Community Engagement 0 3 4 5 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 2 4 10 14 Total Annual Submission 36 43 79 96 107	Total Standing Submission	13	22	37	45	59
Section 3: LGBTIQ Employee Networks / Resource Groups 4 11 25 27 30 Section 4: Visibility of Inclusion 5 8 9 14 16 Section 5: Training Awareness & Professional Development 2 4 6 10 10 Section 6: Executive Leadership & Engagement 2 3 4 5 8 Section 7: Data Collection & Reporting 0 3 5 6 6 Section 8: Community Engagement 0 3 4 5 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 2 4 10 14 Total Annual Submission 36 43 79 96 107	AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 4: Visibility of Inclusion 5 8 9 14 16 Section 5: Training, Awareness & Professional Development 2 4 6 10 10 Section 6: Executive Leadership & Engagement 2 3 4 5 8 Section 7: Data Collection & Reporting 0 3 5 6 6 Section 8: Community Engagement 0 3 4 5 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 2 4 10 14 Total Annual Submission 36 43 79 96 107	Section 2: Strategy & Accountability	8	13	18	19	22
Section 5: Training, Awareness & Professional Development 2 4 6 10 10 Section 6: Executive Leadership & Engagement 2 3 4 5 8 Section 7: Data Collection & Reporting 0 3 5 6 6 Section 8: Community Engagement 0 3 4 5 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 2 4 10 14 Total Annual Submission 36 43 79 96 107	Section 3: LGBTIQ Employee Networks / Resource Groups	4	11	25	27	30
Section 6: Executive Leadership & Engagement 2 3 4 5 8 Section 7: Data Collection & Reporting 0 3 5 6 6 Section 8: Community Engagement 0 3 4 5 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 2 4 10 14 Total Annual Submission 36 43 79 96 107	Section 4: Visibility of Inclusion	5	8	9	14	16
Section 7: Data Collection & Reporting 0 3 5 6 6 Section 8: Community Engagement 0 3 4 5 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 2 4 10 14 Total Annual Submission 36 43 79 96 107	Section 5: Training, Awareness & Professional Development	2	4	6	10	10
Section 8: Community Engagement 0 3 4 5 6 Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 2 4 10 14 Total Annual Submission 36 43 79 96 107	Section 6: Executive Leadership & Engagement	2	3	4	5	8
Section 9: Optional Survey 0 2 2 2 2 Section 10: Additional Work 0 2 4 10 14 Total Annual Submission 36 43 79 96 107	Section 7: Data Collection & Reporting	0	3	5	6	6
Section 10: Additional Work 0 2 4 10 14 Total Annual Submission 36 43 79 96 107	Section 8: Community Engagement	0	3	4	5	6
Total Annual Submission 36 43 79 96 107	Section 9: Optional Survey	0	2	2	2	2
	Section 10: Additional Work	0	2	4	10	14
TOTAL AWEI SUBMISSION SCORE 2020 49 64 116 140.5 166	Total Annual Submission	36	43	79	96	107
	TOTAL AWEI SUBMISSION SCORE 2020	49	64	116	140.5	166

^{*} Benchmark excludes small employers <500 employees





Resources / Mining



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

Lowest	Average	Median	Highest	Available
0	7	8	16	20
0	5	4	12	14
0	6	4	24	27
0	6	6	11	18
0	24	22	63	79
Lowest	Average	Median	Highest	Available
2	11	12	17	22
2	14	16	23	34
4	10	10	16	16
2	5	4	6	12
0	4	4	7	8
0	2	0	6	6
0	3	4	6	6
0	2	2	2	2
0	2	1	4	15
12	51	58	82	121
12	75	78	145	200
Lowest	25th percentile	50th percentile	75th percentile	Highest
0	4	8	10	16
0	3	4	6	12
0	0	4	8	24
0	4	6	9	11
0	13	22	31	63
A company of the same of				
Lowest	25th percentile	50th percentile	75th percentile	Highest
Lowest 2	25th percentile	50th percentile	75th percentile	Highest 17
2	9	12	13	17
2 2	9 7	12 16	13 22	17 23
2 2 4	9 7 8	12 16 10	13 22 11	17 23 16
2 2 4 2	9 7 8 4	12 16 10 4	13 22 11 6	17 23 16 6
2 2 4 2	9 7 8 4	12 16 10 4 4	13 22 11 6	17 23 16 6 7
2 2 4 2 0	9 7 8 4 4	12 16 10 4 4	13 22 11 6 6 3	17 23 16 6 7
2 2 4 2 0 0	9 7 8 4 4 0	12 16 10 4 4 0	13 22 11 6 6 3	17 23 16 6 7 6
2 2 4 2 0 0	9 7 8 4 4 0 0 1 1 2 2	12 16 10 4 4 0 4	13 22 11 6 6 3 5	17 23 16 6 7 6 6
	0 0 0 0 0 Lowest 2 2 4 2 0 0 0 0 0 0 12 12 12 Lowest	0 7 0 5 0 6 0 6 0 24 Lowest Average 2 11 2 14 4 10 2 5 0 4 0 2 0 3 0 2 0 2 12 51 12 75 Lowest 25th percentile 0 4 0 3 0 0 0 4	0 7 8 0 5 4 0 6 4 0 6 6 0 24 22 Lowest Average Median 2 11 12 2 14 16 4 10 10 2 5 4 0 2 0 0 3 4 0 2 2 0 2 2 0 2 1 12 51 58 12 75 78 Lowest 25th percentile 50th percentile 0 4 8 0 3 4 0 4 6	0 7 8 16 0 5 4 12 0 6 4 24 0 6 6 11 0 24 22 63 Lowest Average Median Highest 2 11 12 17 2 14 16 23 4 10 10 16 2 5 4 6 0 4 4 7 0 2 0 6 0 3 4 6 0 2 2 2 0 2 1 4 12 51 58 82 12 75 78 145 Lowest 25th percentile 50th percentile 75th percentile 0 4 8 10 0 4 8 10 0 4 6 9

^{*} Benchmark excludes small employers <500 employees





Retail



- ScentreGroup
- Stockland
- Woolworths

RETAIL* (n=7)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	4	9	8	19	20
LGBTIQ+ Bullying / Harrassment & Support	0	5	3	14	14
Trans / Gender Diverse Inclusion	2	8	4	16	27
Strategic Focus	2	9	7	18	18
Total Standing Submission	8	30	32	67	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	4	13	18	19	22
Section 3: LGBTIQ Employee Networks / Resource Groups	1	14	9	30	34
Section 4: Visibility of Inclusion	0	8	9	15	16
Section 5: Training, Awareness & Professional Development	0	6	6	12	12
Section 6: Executive Leadership & Engagement	0	4	4	6	8
Section 7: Data Collection & Reporting	0	4	6	6	6
Section 8: Community Engagement	0	3	2	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	6	4	15	15
Total Annual Submission	9	59	70	111	121
TOTAL AWEI SUBMISSION SCORE 2020	21	89	102	178	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	4	4	8	12	19
LGBTIQ+Bullying/Harrassment & Support	0	1	3	8	14
	0 2	1 3	3 4	8 13	14 16
Trans / Gender Diverse Inclusion					
Trans / Gender Diverse Inclusion Strategic Focus	2	3	4	13	16
Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission	2	3 5 13	4 7	13 12 39	16 18
Trans/Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION	2 2 8	3 5 13	4 7 32	13 12 39	16 18 67
Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability	2 2 8 Lowest	3 5 13 25th percentile	4 7 32 50th percentile	13 12 39 75th percentile	16 18 67 Highest
Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability	2 2 8 Lowest 4	3 5 13 25th percentile	4 7 32 50th percentile 18	13 12 39 75th percentile 18	16 18 67 Highest 19
Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUBMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups	2 2 8 Lowest 4 1	3 5 13 25th percentile 7	4 7 32 50th percentile 18 9	13 12 39 75th percentile 18 25	16 18 67 Highest 19 30
Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	2 2 8 Lowest 4 1	3 5 13 25th percentile 7 3	4 7 32 50th percentile 18 9	13 12 39 75th percentile 18 25 12	16 18 67 Highest 19 30
Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	2 2 8 Lowest 4 1	3 5 13 25th percentile 7 3 5	4 7 32 50th percentile 18 9 9	13 12 39 75th percentile 18 25 12	16 18 67 Highest 19 30 15
Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	2 8 Lowest 4 1 0	3 5 13 25th percentile 7 3 5 3	4 7 32 50th percentile 18 9 9	13 12 39 75th percentile 18 25 12 9	16 18 67 Highest 19 30 15
Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	2 8 Lowest 4 1 0 0	3 5 13 25th percentile 7 3 5 3 3	4 7 32 50th percentile 18 9 9 6 4	13 12 39 75th percentile 18 25 12 9 5	16 18 67 Highest 19 30 15 12 6
Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Misibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement Section 9: Optional Survey	2 8 Lowest 4 1 0 0	3 5 13 25th percentile 7 3 5 3 3	4 7 32 50th percentile 18 9 9 6 4	13 12 39 75th percentile 18 25 12 9 5	16 18 67 Highest 19 30 15 12 6
Section 5: Training Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	2 8 Lowest 4 1 0 0 0 0	3 5 13 25th percentile 7 3 5 3 5 3 1	4 7 32 50th percentile 18 9 9 6 4 6 2	13 12 39 75th percentile 18 25 12 9 5 6 5	16 18 67 Highest 19 30 15 12 6 6





Technology / Communications



- IBM
- NBN co
- Salesforce

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



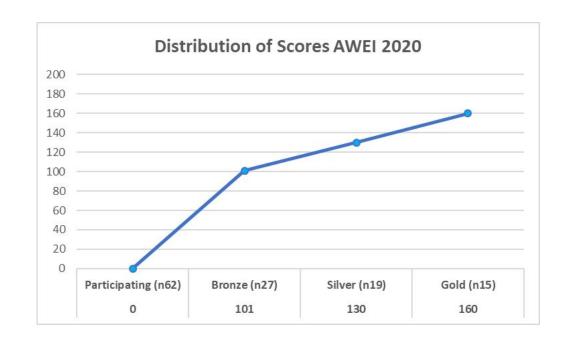
2020 RESULTS

EMPLOYER TIER
BENCHMARKING DATA





2020 Standard Employer Score Distribution: Recognition Tiers



STANDARD EMPLOYER Historical Tier Entry Points									
	Iteration 1			lt	eration	2	li	eration	3
Year	2011	2012	2013	2014	2015	2016	2017	2018	2019
Bronze	45	50	50	68	70	70	73	80	98
Silver	56	60	65	91	107	114	105	117	133
Gold	68	70	84	121	130	145	127	139	167



Tier: Participating Employers



TOP 3: (alphabetical)

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

Two organisations achieved the same score.

PARTICIPATING * (n=94)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	8	8	17	20
LGBTIQ+Bullying/Harrassment & 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
Section 2: Strategy & Accountability	2	10	10	19	22
Section 3: LGBTIQ Employee Networks / Resource Groups	0	10	9	24	34
Section 4: Visibility of Inclusion	0	8	8	16	16
Section 5: Training, Awareness & Professional Development	0	4	4	6	12
Section 6: Executive Leadership & Engagement	0	3	2	6	8
Section 7: Data Collection & Reporting	0	2	1	6	6
Section 8: Community Engagement	0	2	2	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	2	1	9	15
Total Annual Submission	7	41	41	66	121
TOTAL AWEI SUBMISSION SCORE 2020	11	62	64	98	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
AWEI STANDING SUBMISSION HR Policies & Practice	Lowest 0	25th percentile	50th percentile 8	75th percentile	Highest 17
Control of the Contro		· ·			
HR Policies & Practice	0	6	8	11	17
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support	0	6 2	8	11 5	17 11
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion	0 0 0	6 2 1	8 3 4	11 5 7	17 11 14
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus	0 0 0	6 2 1 2 14	8 3 4 4	11 5 7 7 28	17 11 14 18
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission	0 0 0 0	6 2 1 2 14	8 3 4 4 22	11 5 7 7 28	17 11 14 18 41
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWELANNUAL SUEMISSION	0 0 0 0 0 Lowest	6 2 1 2 1 4 25th percentile	8 3 4 4 22 50th percentile	11 5 7 7 28 75th percentile	17 11 14 18 41 Highest
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability	0 0 0 0 0 Lowest 2	6 2 1 2 14 25th percentile 7	8 3 4 4 22 50th percentile	11 5 7 7 28 75th percentile	17 11 14 18 41 Highest
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUBMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups	0 0 0 0 0 Lowest 2	6 2 1 2 14 25th percentile 7 5	8 3 4 4 22 50th percentile 10 9	11 5 7 7 28 75th percentile 12 15	17 11 14 18 41 Highest 19 24
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	0 0 0 0 0 Lowest 2 0	6 2 1 2 14 25th percentile 7 5 5	8 3 4 4 22 50th percentile 10 9	11 5 7 7 28 75th percentile 12 15	17 11 14 18 41 Highest 19 24
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	0 0 0 0 0 Lowest 2 0	6 2 1 2 14 25th percentile 7 5 5 2	8 3 4 4 22 50th percentile 10 9 8	11 5 7 7 28 75th percentile 12 15 11	17 11 14 18 41 Highest 19 24 16
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	0 0 0 0 Lowest 2 0 0	6 2 1 2 14 25th percentile 7 5 5 2	8 3 4 4 22 50th percentile 10 9 8 4	11 5 7 7 28 75th percentile 12 15 11 5	17 11 14 18 41 Highest 19 24 16 6
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	0 0 0 0 Lowest 2 0 0	6 2 1 2 14 25th percentile 7 5 5 2 2 0	8 3 4 4 22 50th percentile 10 9 8 4 2	11 5 7 7 28 75th percentile 12 15 11 5 4	17 11 14 18 41 Highest 19 24 16 6
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	0 0 0 0 Lowest 2 0 0 0	6 2 1 2 14 25th percentile 7 5 5 2 2 0	8 3 4 4 22 50th percentile 10 9 8 4 2 1	11 5 7 7 28 75th percentile 12 15 11 5 4 3 3	17 11 14 18 41 Highest 19 24 16 6 6
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Misibility of Inclusion Section 5: Training Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement Section 9: Optional Survey	0 0 0 0 Lowest 2 0 0 0	6 2 1 2 14 25th percentile 7 5 5 2 2 2 0 1 1 2 2	8 3 4 4 22 50th percentile 10 9 8 4 2 1 2 2	11 5 7 7 28 75th percentile 12 15 11 5 4 3 3 2	17 11 14 18 41 Highest 19 24 16 6 6 6
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Misibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement Section 9: Optional Survey Section 10: Additional Work	0 0 0 0 Lowest 2 0 0 0 0	6 2 1 2 14 25th percentile 7 5 5 2 2 0 1 2 1	8 3 4 4 22 50th percentile 10 9 8 4 2 1 2 1 2 1	11 5 7 7 28 75th percentile 12 15 11 5 4 3 3 2 3	17 11 14 18 41 Highest 19 24 16 6 6 6 2





Tier: Bronze Employers



TOP 3: (alphabetical)

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

Two organisations achieved the same score.

BRONZE* (n=27)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	4	13	12	19	20
LGBTIQ+Bullying/Harrassment & 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
Section 2: Strategy & Accountability	7	15	15	19	22
Section 3: LGBTIQ Employee Networks / Resource Groups	9	20	20	28	34
Section 4: Visibility of Inclusion	7	12	12	16	16
Section 5: Training, Awareness & Professional Development	2	7	6	12	12
Section 6: Executive Leadership & Engagement	1	5	5	8	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	0	3	3	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	1	5	4	13	15
Total Annual Submission	53	71	70	85	121
TOTAL AWEI SUBMISSION SCORE 2020	101	110	106	127	200
		110	100	127	200
AWEI STANDING SUBMISSION	Lowest		50th percentile		Highest
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
AWEI STANDING SUBMISSION HR Policies & Practice	Lowest 4	25th percentile	50th percentile	75th percentile	Highest 19
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support	Lowest 4 3	25th percentile 10	50th percentile 12 8	75th percentile 16	Highest 19 14
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion	Lowest 4 3 4	25th percentile 10 6 7	50th percentile 12 8 9	75th percentile 16 9 11	Highest 19 14 19
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus	4 3 4 1	25th percentile	50th percentile	75th percentile 16 9 11 11 43	Highest 19 14 19 16
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission	Lowest 4 3 4 1 30	25th percentile	50th percentile	75th percentile 16 9 11 11 43	Highest 19 14 19 16 57
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUBMISSION	Lowest 4 3 4 1 30 Lowest	25th percentile	50th percentile 12 8 9 10 39 50th percentile	75th percentile 16 9 11 11 43 75th percentile	Highest 19 14 19 16 57 Highest
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability	Lowest 4 3 4 1 30 Lowest 7	25th percentile	50th percentile 12 8 9 10 39 50th percentile 15	75th percentile 16 9 11 11 43 75th percentile 18	Highest 19 14 19 16 57 Highest 19
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUBMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups	Lowest 4 3 4 1 30 Lowest 7 9	25th percentile	50th percentile	75th percentile 16 9 11 11 43 75th percentile 18 24	Highest 19 14 19 16 57 Highest 19 28
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUBMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	Lowest 4 3 4 1 30 Lowest 7 9 7	25th percentile	50th percentile 12 8 9 10 39 50th percentile 15 20 12	75th percentile 16 9 11 11 43 75th percentile 18 24 14	Highest 19 14 19 16 57 Highest 19 28 16
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUBMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Misibility of Inclusion Section 5: Training Awareness & Professional Development	Lowest 4 3 4 1 30 Lowest 7 9 7 2	25th percentile 10 6 7 9 36 25th percentile 12 16 10 5	50th percentile 12 8 9 10 39 50th percentile 15 20 12 6	75th percentile 16 9 11 11 43 75th percentile 18 24 14 9	Highest 19 14 19 16 57 Highest 19 28 16 12
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUBMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Misibility of Inclusion Section 5: Training Awareness & Professional Development Section 6: Executive Leadership & Engagement	Lowest 4 3 4 1 30 Lowest 7 9 7 2 1	25th percentile	50th percentile 12 8 9 10 39 50th percentile 15 20 12 6 5	75th percentile 16 9 11 11 43 75th percentile 18 24 14 9	Highest 19 14 19 16 57 Highest 19 28 16 12 8
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUBMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Misibility of Inclusion Section 5: Training Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	Lowest 4 3 4 1 30 Lowest 7 9 7 2 1 0	25th percentile	50th percentile 12 8 9 10 39 50th percentile 15 20 12 6 5 3	75th percentile 16 9 11 11 43 75th percentile 18 24 14 9 6 5	Highest 19 14 19 16 57 Highest 19 28 16 12 8
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUBMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	Lowest 4 3 4 1 30 Lowest 7 9 7 2 1 0 0	25th percentile	50th percentile 12 8 9 10 39 50th percentile 15 20 12 6 5 3 3	75th percentile 16 9 11 11 43 75th percentile 18 24 14 9 6 5	Highest 19 14 19 16 57 Highest 19 28 16 12 8 6
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUBMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement Section 9: Optional Survey	Lowest 4 3 4 1 30 Lowest 7 9 7 2 1 0 0	25th percentile	50th percentile 12 8 9 10 39 50th percentile 15 20 12 6 5 3 3 2	75th percentile 16 9 11 11 43 75th percentile 18 24 14 9 6 5 4	Highest 19 14 19 16 57 Highest 19 28 16 12 8 6 6
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement Section 9: Optional Survey Section 10: Additional Work	Lowest 4 3 4 1 30 Lowest 7 9 7 2 1 0 0 0 1	25th percentile	50th percentile 12 8 9 10 39 50th percentile 15 20 12 6 5 3 3 2 4	75th percentile 16 9 11 11 43 75th percentile 18 24 14 9 6 5 4 2	Highest 19 14 19 16 57 Highest 19 28 16 12 8 6 6 2 13







TOP 3: (alphabetical)

- Deakin University
- KPMG Australia
- Qantas
- CBRE

Two organisations achieved the same score.

Tier: Silver Employers

SILVER* (n=19)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	9	15	16	20	20
LGBTIQ+Bullying/Harrassment & 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
Section 2: Strategy & Accountability	10	18	18	22	22
Section 3: LGBTIQ Employee Networks / Resource Groups	19	25	25	32	34
Section 4: Visibility of Inclusion	12	15	15	16	16
Section 5: Training Awareness & Professional Development	4	8	8	12	12
Section 6: Executive Leadership & Engagement	3	6	6	8	8
Section 7: Data Collection & Reporting	0	4	5	6	6
Section 8: Community Engagement	2	5	5	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	9	10	15	15
Total Annual Submission	75	90	90	101	121
TOTAL AWEI SUBMISSION SCORE 2020	130	143	141	157	200
TOTAL ATTENDED TO SCORE 2020	130	143	141	15/	200
AWEI STANDING SUBMISSION	Lowest		50th percentile		Highest
			2017.00		
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
AWEI STANDING SUBMISSION HR Policies & Practice	Lowest 9	25th percentile	50th percentile	75th percentile	Highest 20
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support	Lowest 9 5	25th percentile 12 6	50th percentile	75th percentile 18 11	Highest 20 14
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion	Lowest 9 5	25th percentile 12 6 13	50th percentile 16 9 15	75th percentile 18 11 18	Highest 20 14 26
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus	5 6	25th percentile	50th percentile 16 9 15 14	75th percentile 18 11 18 16 57	Highest 20 14 26 18
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission	Lowest 9 5 6 7 36	25th percentile	50th percentile 16 9 15 14 56	75th percentile 18 11 18 16 57	Highest 20 14 26 18
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUBMISSION	Lowest 9 5 6 7 36 Lowest	25th percentile 12 6 13 11 48 25th percentile	50th percentile 16 9 15 14 56 50th percentile	75th percentile 18 11 18 16 57 75th percentile	Highest 20 14 26 18 67 Highest
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability	Lowest 9 5 6 7 36 Lowest	25th percentile 12 6 13 11 48 25th percentile 17	50th percentile 16 9 15 14 56 50th percentile 18	75th percentile 18 11 18 16 57 75th percentile 20	Highest 20 14 26 18 67 Highest 22
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUBMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups	Lowest 9 5 6 7 36 Lowest 10 19	25th percentile	50th percentile 16 9 15 14 56 50th percentile 18 25	75th percentile 18 11 18 16 57 75th percentile 20 27	Highest 20 14 26 18 67 Highest 22 32
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUBMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	Lowest 9 5 6 7 36 Lowest 10 19	25th percentile 12 6 13 11 48 25th percentile 17 22 14	50th percentile 16 9 15 14 56 50th percentile 18 25 15	75th percentile 18 11 18 16 57 75th percentile 20 27 16	Highest 20 14 26 18 67 Highest 22 32 16
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUBMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Misibility of Inclusion Section 5: Training Awareness & Professional Development	Lowest 9 5 6 7 36 Lowest 10 19 12 4	25th percentile 12 6 13 11 48 25th percentile 17 22 14 8	50th percentile 16 9 15 14 56 50th percentile 18 25 15 8	75th percentile 18 11 18 16 57 75th percentile 20 27 16 10	Highest 20 14 26 18 67 Highest 22 32 16 12
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUBMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	Lowest 9 5 6 7 36 Lowest 10 19 12 4 3	25th percentile 12 6 13 11 48 25th percentile 17 22 14 8 4	50th percentile 16 9 15 14 56 50th percentile 18 25 15 8 6	75th percentile 18 11 18 16 57 75th percentile 20 27 16 10 6	Highest 20 14 26 18 67 Highest 22 32 16 12 8
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUBMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	Lowest 9 5 6 7 36 Lowest 10 19 12 4 3	25th percentile 12 6 13 11 48 25th percentile 17 22 14 8 4 3	50th percentile 16 9 15 14 56 50th percentile 18 25 15 8 6 5	75th percentile 18 11 18 16 57 75th percentile 20 27 16 10 6 6	Highest 20 14 26 18 67 Highest 22 32 16 12 8
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUBMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	Lowest 9 5 6 7 36 Lowest 10 19 12 4 3 0	25th percentile 12 6 13 11 48 25th percentile 17 22 14 8 4 3 3	50th percentile 16 9 15 14 56 50th percentile 18 25 15 8 6 5 5	75th percentile 18 11 18 16 57 75th percentile 20 27 16 10 6 6 6	Highest 20 14 26 18 67 Highest 22 32 16 12 8 6
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement Section 9: Optional Survey	Lowest 9 5 6 7 36 Lowest 10 19 12 4 3 0 2	25th percentile 12 6 13 11 48 25th percentile 17 22 14 8 4 3 3 2	50th percentile 16 9 15 14 56 50th percentile 18 25 15 8 6 5 2	75th percentile 18 11 18 16 57 75th percentile 20 27 16 10 6 6 6	Highest 20 14 26 18 67 Highest 22 32 16 12 8 6 6
AWEI STANDING SUBMISSION HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUBMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement Section 9: Optional Survey Section 10: Additional Work	Lowest 9 5 6 7 36 Lowest 10 19 12 4 3 0 2 2 1	25th percentile 12 6 13 11 48 25th percentile 17 22 14 8 4 3 3 2	50th percentile 16 9 15 14 56 50th percentile 18 25 15 8 6 5 2 10	75th percentile 18 11 18 16 57 75th percentile 20 27 16 10 6 6 6 2 11	Highest 20 14 26 18 67 Highest 22 32 16 12 8 6 6 2 15





Tier: Gold & Platinum Employers



- Capgemini
- RMIT University
- QBE Insurance

GOLD/PLATINUM* (n=15)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	17	19	18	20	20
LGBTIQ+ Bullying / Harrassment & 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
Section 2: Strategy & Accountability	16	20	20	22	22
Section 3: LGBTIQ Employee Networks / Resource Groups	22	30	30	34	34
Section 4: Visibility of Inclusion	12	16	16	16	16
Section 5: Training, Awareness & Professional Development	8	11	12	12	12
Section 6: Executive Leadership & Engagement	4	7	8	8	8
Section 7: Data Collection & Reporting	3	6	6	6	6
Section 8: Community Engagement	3	5	6	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	4	13	13	15	15
Total Annual Submission	97	108	108	117	121
TOTAL AWEI SUBMISSION SCORE 2020	160	175	173	194	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
AWEI STANDING SUBMISSION HR Policies & Practice	Lowest 17	25th percentile	50th percentile	75th percentile	Highest 20
Scores a reported and an action of the second secon					
HR Policies & Practice	17	18	18	19	20
HR Policies & Practice LGBTIQ+ Bullying/ Harrassment & Support	17 9	18 11	18 14	19 14	20 14
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion	17 9 15	18 11 16	18 14 19	19 14 24	20 14 27
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus	17 9 15 10	18 11 16 13 59	18 14 19 15	19 14 24 18 72	20 14 27 18
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission	17 9 15 10 56	18 11 16 13 59	18 14 19 15	19 14 24 18 72	20 14 27 18 77
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWELANNUAL SUEMISSION	17 9 15 10 56 Lowest	18 11 16 13 59 25th percentile	18 14 19 15 67 50th percentile	19 14 24 18 72 75th percentile	20 14 27 18 77 Highest
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability	17 9 15 10 56 Lowest	18 11 16 13 59 25th percentile	18 14 19 15 67 50th percentile	19 14 24 18 72 75th percentile 21	20 14 27 18 77 Highest
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups	17 9 15 10 56 Lowest 16 22	18 11 16 13 59 25th percentile 19 29	18 14 19 15 67 50th percentile 20 30	19 14 24 18 72 75th percentile 21 31	20 14 27 18 77 Highest 22 34
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Msibility of Inclusion	17 9 15 10 56 Lowest 16 22	18 11 16 13 59 25th percentile 19 29 16	18 14 19 15 67 50th percentile 20 30 16	19 14 24 18 72 75th percentile 21 31 16	20 14 27 18 77 Highest 22 34
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training Awareness & Professional Development	17 9 15 10 56 Lowest 16 22 12	18 11 16 13 59 25th percentile 19 29 16	18 14 19 15 67 50th percentile 20 30 16	19 14 24 18 72 75th percentile 21 31 16	20 14 27 18 77 Highest 22 34 16
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training Awareness & Professional Development Section 6: Executive Leadership & Engagement	17 9 15 10 56 Lowest 16 22 12 8	18 11 16 13 59 25th percentile 19 29 16 10	18 14 19 15 67 50th percentile 20 30 16 12 8	19 14 24 18 72 75th percentile 21 31 16 12 8	20 14 27 18 77 Highest 22 34 16 12
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWEI ANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	17 9 15 10 56 Lowest 16 22 12 8 4	18 11 16 13 59 25th percentile 19 29 16 10 6	18 14 19 15 67 50th percentile 20 30 16 12 8 6	19 14 24 18 72 75th percentile 21 31 16 12 8 6	20 14 27 18 77 Highest 22 34 16 12 8
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWELANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	17 9 15 10 56 Lowest 16 22 12 8 4 3	18 11 16 13 59 25th percentile 19 29 16 10 6	18 14 19 15 67 50th percentile 20 30 16 12 8 6	19 14 24 18 72 75th percentile 21 31 16 12 8 6 6	20 14 27 18 77 Highest 22 34 16 12 8
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWELANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement Section 9: Optional Survey	17 9 15 10 56 Lowest 16 22 12 8 4 3	18 11 16 13 59 25th percentile 19 29 16 10 6 5 2	18 14 19 15 67 50th percentile 20 30 16 12 8 6 6	19 14 24 18 72 75th percentile 21 31 16 12 8 6 6 2	20 14 27 18 77 Highest 22 34 16 12 8 6
HR Policies & Practice LGBTIQ+ Bullying / Harrassment & Support Trans / Gender Diverse Inclusion Strategic Focus Total Standing Submission AWELANNUAL SUEMISSION Section 2: Strategy & Accountability Section 3: LGBTIQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement Section 9: Optional Survey Section 10: Additional Work	17 9 15 10 56 Lowest 16 22 12 8 4 3 3 2	18 11 16 13 59 25th percentile 19 29 16 10 6 6 5 2	18 14 19 15 67 50th percentile 20 30 16 12 8 6 6 2 13	19 14 24 18 72 75th percentile 21 31 16 12 8 6 6 2 15	20 14 27 18 77 Highest 22 34 16 12 8 6

