

# 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 - RMIT**  
*Academic 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

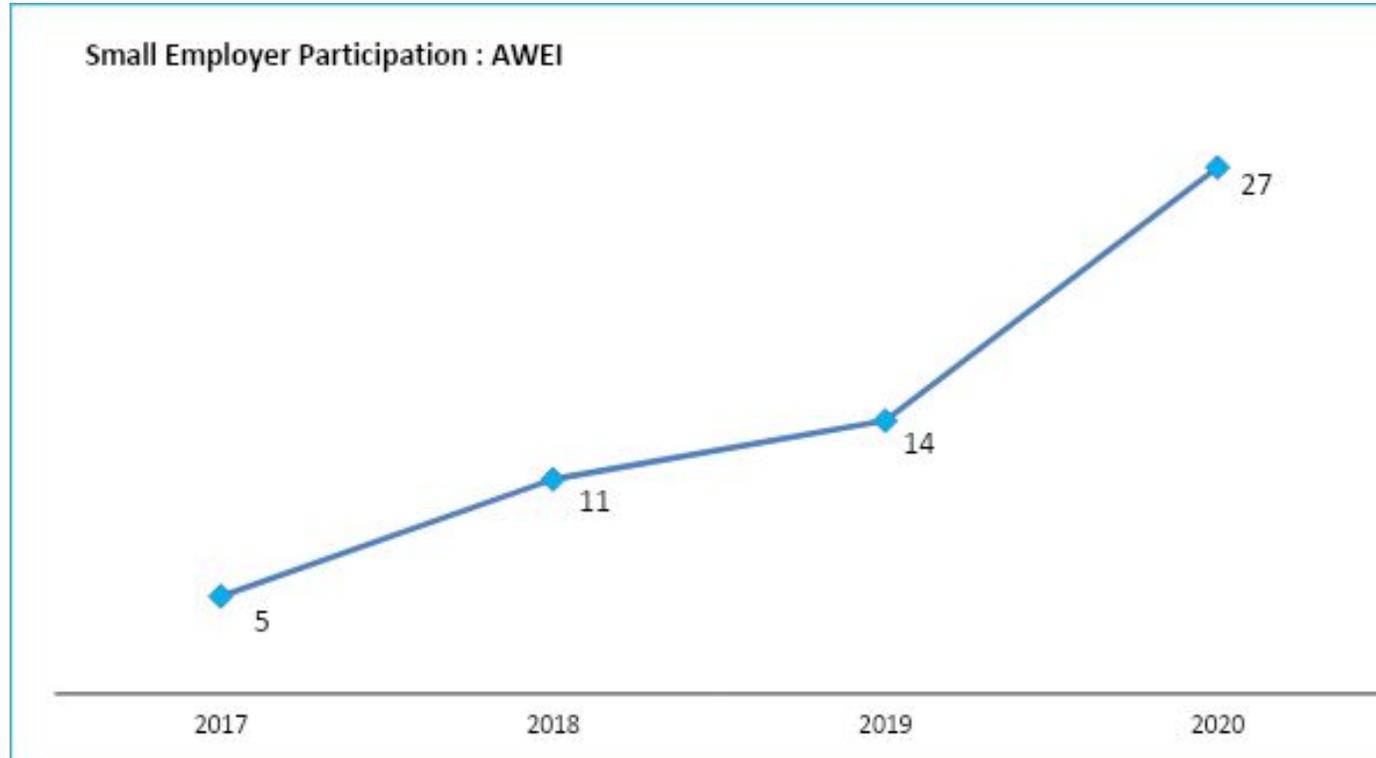
## AWEI2020 POINT ALLOCATIONS: SMALL EMPLOYER INDEX (500 employees or less)

<b>Section 1: HR Policy &amp; Diversity Practice</b>	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.
<b>Section 2: Strategy &amp; Accountability</b>	4 points	Includes LGBTIQ strategy and expertise; inclusion promotion.
<b>Section 3: LGBTIQ Employee Networks / Resource Groups</b>	8 points	Includes Senior LGBTIQ champion, network or social events; network strategy.
<b>Section 4: Visibility of Inclusion</b>	10 points	Includes days of significance; visible signs of LGBTIQ inclusion; LGBTIQ ally identification; reference guides; confidential contacts; social media.
<b>Section 5: Training, Awareness &amp; Professional Development</b>	8 points	Includes training programs delivered; professional development; additional programs/event attendance.
<b>Section 6: Executive Leadership &amp; Engagement</b>	8 points	Includes executive and CEO or equivalent(s) public advocacy and engagement.
<b>Section 7: Data Collection &amp; Reporting</b>	3 points	Includes LGBTIQ data collection, analytics and reporting.
<b>Section 8: Community Engagement</b>	6 points	Includes community engagement/events; external advocacy; fundraising;
<b>Section 9: Optional Survey</b>	2 points	Includes participation in the optional employee survey.
<b>Section 10: Additional Work</b>	5 points	Includes any additional work in LGBTIQ workplace inclusion not claimed.
<b>Total Small Employer Score</b>	100 points	Cumulative total of allocation submission points



# Annual Small Employer AWEI Participation Growth

Note: 2020 Small Employers include up to 500 employees



# Small Employer Benchmark: All



**TOP 3: (alphabetical)**

- **ADSSI Limited**
- **Dentons**
- **McCullough Robertson Lawyers**

ALL SMALL EMPLOYERS* (n=27)					
	Lowest	Average	Median	Highest	Available
<b>Section 1: HR Policy &amp; Diversity Practice: Policies &amp; Practice</b>					
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
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>	<b>7</b>	<b>55.8</b>	<b>53</b>	<b>94</b>	
	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>Section 1: HR Policy &amp; Diversity Practice: Policies &amp; Practice</b>					
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
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>	<b>7</b>	<b>37</b>	<b>53</b>	<b>79</b>	<b>94</b>

# Small Employer Benchmark: Global



**TOP 3: (alphabetical)**

- Boston Consulting Group
- Oliver Wyman
- Page Group

GLOBAL* (n=17)					
	Lowest	Average	Median	Highest	Available
<b>Section 1: HR Policy &amp; Diversity Practice: Policies &amp; Practice</b>					
Policies & Practice	2	10	11	15	15
LGBTIQ Bullying / Harrassment & Support	0	7	8	10	10
Trans / Gender Diverse Inclusion	0	5	5	14	15
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
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>	<b>28</b>	<b>58</b>	<b>59</b>	<b>84</b>	
	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>Section 1: HR Policy &amp; Diversity Practice: Policies &amp; Practice</b>					
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
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>	<b>28</b>	<b>40</b>	<b>59</b>	<b>78</b>	<b>84</b>

# Small Employer Benchmark: Private Sector



**TOP 3: (alphabetical):**

- Dentons
- McCollough Robertson Lawyers
- Page Group

PRIVATE* (n=21)					
	Lowest	Average	Median	Highest	Available
<b>Section 1: HR Policy &amp; Diversity Practice: Policies &amp; Practice</b>					
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
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>	<b>7</b>	<b>55.8</b>	<b>53</b>	<b>94</b>	
	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>Section 1: HR Policy &amp; Diversity Practice: Policies &amp; Practice</b>					
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
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>	<b>7</b>	<b>37</b>	<b>53</b>	<b>79</b>	<b>94</b>

# Small Employer Benchmark: Banking & Finance



**TOP 2: (alphabetical)**

- Deutsche Bank
- Royal Bank of Canada

<b>BANKING/FINANCE* (n=6)</b>					
	Lowest	Average	Median	Highest	Available
<b>Section 1: HR Policy &amp; Diversity Practice: Policies &amp; Practice</b>					
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
<b>Section 2: Strategy &amp; Accountability</b>					
Section 2: Strategy & Accountability	1	2	2	4	4
<b>Section 3: LGBTIQ Employee Networks / Resource Groups</b>					
Section 3: LGBTIQ Employee Networks / Resource Groups	4	5	5	5	8
<b>Section 4: Visibility of Inclusion</b>					
Section 4: Visibility of Inclusion	6	8	7	10	10
<b>Section 5: Training, Awareness &amp; Professional Development</b>					
Section 5: Training, Awareness & Professional Development	2	4	3	8	8
<b>Section 6: Executive Leadership &amp; Engagement</b>					
Section 6: Executive Leadership & Engagement	0	4	4	8	8
<b>Section 7: Data Collection &amp; Reporting</b>					
Section 7: Data Collection & Reporting	0	2	2	3	3
<b>Section 8: Community Engagement</b>					
Section 8: Community Engagement	0	2	3	4	6
<b>Section 9: Optional Survey</b>					
Section 9: Optional Survey	0	1	2	2	2
<b>Section 10: Additional Work</b>					
Section 10: Additional Work	0	3	3	5	5
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>	<b>28</b>	<b>52</b>	<b>51</b>	<b>78</b>	
	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>Section 1: HR Policy &amp; Diversity Practice: Policies &amp; Practice</b>					
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
<b>Section 2: Strategy &amp; Accountability</b>					
Section 2: Strategy & Accountability	1	2	2	2	4
<b>Section 3: LGBTIQ Employee Networks / Resource Groups</b>					
Section 3: LGBTIQ Employee Networks / Resource Groups	4	4	5	5	5
<b>Section 4: Visibility of Inclusion</b>					
Section 4: Visibility of Inclusion	6	6	7	9	10
<b>Section 5: Training, Awareness &amp; Professional Development</b>					
Section 5: Training, Awareness & Professional Development	2	2	3	6	8
<b>Section 6: Executive Leadership &amp; Engagement</b>					
Section 6: Executive Leadership & Engagement	0	2	4	8	8
<b>Section 7: Data Collection &amp; Reporting</b>					
Section 7: Data Collection & Reporting	0	1	2	3	3
<b>Section 8: Community Engagement</b>					
Section 8: Community Engagement	0	1	3	3	4
<b>Section 9: Optional Survey</b>					
Section 9: Optional Survey	0	1	2	2	2
<b>Section 10: Additional Work</b>					
Section 10: Additional Work	0	2	3	3	5
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>	<b>28</b>	<b>36.75</b>	<b>50.5</b>	<b>68.75</b>	<b>78</b>

# Small Employer Benchmark: NFP/Charity



**TOP 2: (alphabetical)**

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

NFP/CHARITY* (n=4)					
	Lowest	Average	Median	Highest	Available
<b>Section 1: HR Policy &amp; Diversity Practice: Policies &amp; Practice</b>					
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
<b>Section 2: Strategy &amp; Accountability</b>					
<b>Section 3: LGBTIQ Employee Networks / Resource Groups</b>					
<b>Section 4: Visibility of Inclusion</b>					
<b>Section 5: Training, Awareness &amp; Professional Development</b>					
<b>Section 6: Executive Leadership &amp; Engagement</b>					
<b>Section 7: Data Collection &amp; Reporting</b>					
<b>Section 8: Community Engagement</b>					
<b>Section 9: Optional Survey</b>					
<b>Section 10: Additional Work</b>					
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>	<b>7</b>	<b>47</b>	<b>50</b>	<b>83</b>	
	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>Section 1: HR Policy &amp; Diversity Practice: Policies &amp; Practice</b>					
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
<b>Section 2: Strategy &amp; Accountability</b>					
<b>Section 3: LGBTIQ Employee Networks / Resource Groups</b>					
<b>Section 4: Visibility of Inclusion</b>					
<b>Section 5: Training, Awareness &amp; Professional Development</b>					
<b>Section 6: Executive Leadership &amp; Engagement</b>					
<b>Section 7: Data Collection &amp; Reporting</b>					
<b>Section 8: Community Engagement</b>					
<b>Section 9: Optional Survey</b>					
<b>Section 10: Additional Work</b>					
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>	<b>7</b>	<b>27.25</b>	<b>49.5</b>	<b>69.5</b>	<b>83</b>

# Small Employer Benchmark: Legal



**TOP 3: (alphabetical)**

- Clifford Chance
- Dentons
- McCullough Robertson Lawyers

LEGAL* (n=6)					
	Lowest	Average	Median	Highest	Available
<b>Section 1: HR Policy &amp; Diversity Practice: Policies &amp; Practice</b>					
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
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>	<b>53</b>	<b>71</b>	<b>70</b>	<b>94</b>	
	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>Section 1: HR Policy &amp; Diversity Practice: Policies &amp; Practice</b>					
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
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>	<b>53</b>	<b>54.5</b>	<b>69.5</b>	<b>85.25</b>	<b>94</b>

# Small Employer Benchmark: Professional Services

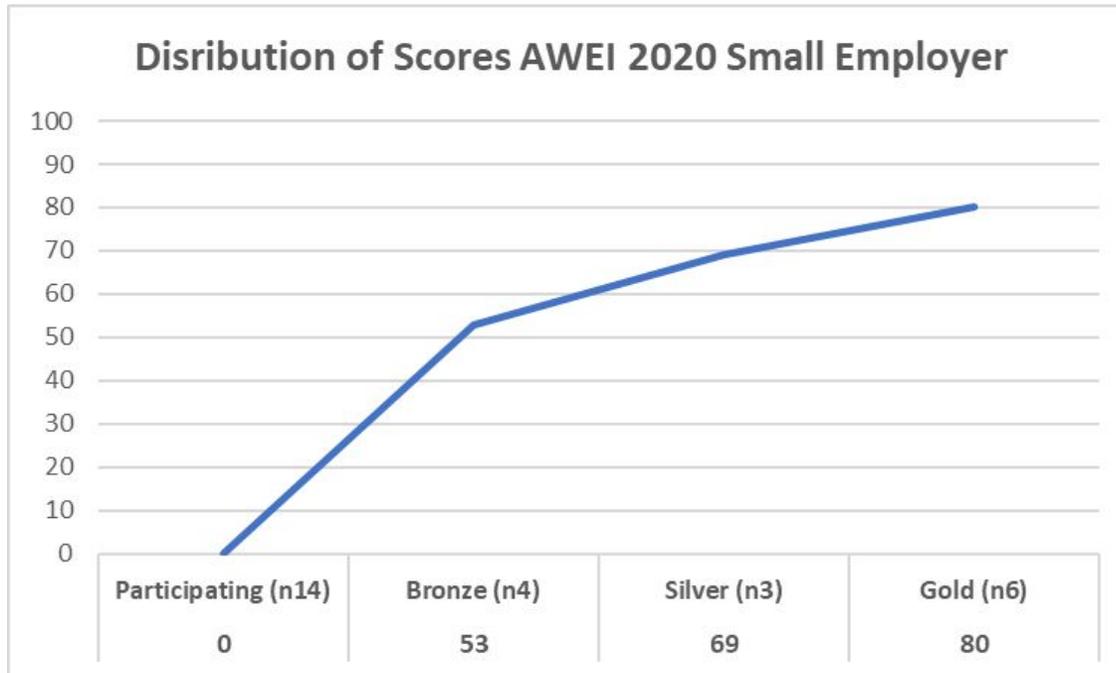


**TOP 2: (alphabetical)**

- Oliver Wyman
- Page Group

PROFESSIONAL SERVICES* (n=4)					
	Lowest	Average	Median	Highest	Available
<b>Section 1: HR Policy &amp; Diversity Practice: Policies &amp; Practice</b>					
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
<b>Section 2: Strategy &amp; Accountability</b>					
Section 2: Strategy & Accountability	2	4	4	4	4
<b>Section 3: LGBTIQ Employee Networks / Resource Groups</b>					
Section 3: LGBTIQ Employee Networks / Resource Groups	5	7	7	8	8
<b>Section 4: Visibility of Inclusion</b>					
Section 4: Visibility of Inclusion	8	9	9	10	10
<b>Section 5: Training, Awareness &amp; Professional Development</b>					
Section 5: Training, Awareness & Professional Development	2	5	5	8	8
<b>Section 6: Executive Leadership &amp; Engagement</b>					
Section 6: Executive Leadership & Engagement	0	4	3	8	8
<b>Section 7: Data Collection &amp; Reporting</b>					
Section 7: Data Collection & Reporting	2	3	3	3	3
<b>Section 8: Community Engagement</b>					
Section 8: Community Engagement	2	4	4	5	6
<b>Section 9: Optional Survey</b>					
Section 9: Optional Survey	2	2	2	2	2
<b>Section 10: Additional Work</b>					
Section 10: Additional Work	2	3	3	5	5
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>	<b>53</b>	<b>75</b>	<b>82</b>	<b>84</b>	
	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>Section 1: HR Policy &amp; Diversity Practice: Policies &amp; Practice</b>					
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
<b>Section 2: Strategy &amp; Accountability</b>					
Section 2: Strategy & Accountability	2	4	4	4	4
<b>Section 3: LGBTIQ Employee Networks / Resource Groups</b>					
Section 3: LGBTIQ Employee Networks / Resource Groups	5	6	7	8	8
<b>Section 4: Visibility of Inclusion</b>					
Section 4: Visibility of Inclusion	8	8	9	10	10
<b>Section 5: Training, Awareness &amp; Professional Development</b>					
Section 5: Training, Awareness & Professional Development	2	4	5	7	8
<b>Section 6: Executive Leadership &amp; Engagement</b>					
Section 6: Executive Leadership & Engagement	0	2	3	5	8
<b>Section 7: Data Collection &amp; Reporting</b>					
Section 7: Data Collection & Reporting	2	2	3	3	3
<b>Section 8: Community Engagement</b>					
Section 8: Community Engagement	2	4	4	4	5
<b>Section 9: Optional Survey</b>					
Section 9: Optional Survey	2	2	2	2	2
<b>Section 10: Additional Work</b>					
Section 10: Additional Work	2	2	3	4	5
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>	<b>53</b>	<b>74</b>	<b>81.5</b>	<b>82.5</b>	<b>84</b>

# 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



**TOP 3: (alphabetical)**

- Aussie Broadband
- Envato
- HP Australia

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

# Small Employer Benchmark: Bronze Tier



**TOP 3: (alphabetical)**

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

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

# Small Employer Benchmark: Gold Tier



**TOP 3: (alphabetical)**

- Dentons
- McCullough Robertson Lawyers
- Page Group

<b>GOLD* (n=7)</b>					
	Lowest	Average	Median	Highest	Available
<b>Section 1: HR Policy &amp; Diversity Practice: Policies &amp; Practice</b>					
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
<b>Section 2: Strategy &amp; Accountability</b>					
Section 3: LGBTIQ Employee Networks / Resource Groups	6	8	8	8	8
<b>Section 4: Visibility of Inclusion</b>					
<b>Section 5: Training, Awareness &amp; Professional Development</b>					
<b>Section 6: Executive Leadership &amp; Engagement</b>					
<b>Section 7: Data Collection &amp; Reporting</b>					
<b>Section 8: Community Engagement</b>					
<b>Section 9: Optional Survey</b>					
<b>Section 10: Additional Work</b>					
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>	<b>80</b>	<b>84</b>	<b>83</b>	<b>94</b>	
	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>Section 1: HR Policy &amp; Diversity Practice: Policies &amp; Practice</b>					
Policies & Practice	13	14	14	15	15
LGBTIQ Bullying / Harrassment & Support	7	9	10	10	10
Trans / Gender Diverse Inclusion	8	10	11	13	14
Strategic Focus	2	5	6	6	6
<b>Section 2: Strategy &amp; Accountability</b>					
Section 3: LGBTIQ Employee Networks / Resource Groups	6	8	8	8	8
<b>Section 4: Visibility of Inclusion</b>					
<b>Section 5: Training, Awareness &amp; Professional Development</b>					
<b>Section 6: Executive Leadership &amp; Engagement</b>					
<b>Section 7: Data Collection &amp; Reporting</b>					
<b>Section 8: Community Engagement</b>					
<b>Section 9: Optional Survey</b>					
<b>Section 10: Additional Work</b>					
<b>TOTAL AWEI SMALL EMPLOYER SUBMISSION SCORE 2020</b>	<b>80</b>	<b>81.5</b>	<b>83</b>	<b>85.5</b>	<b>94</b>

**2020**  
RESULTS  
**STANDARD**  
**EMPLOYERS**



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

<b>Section 1: Standing Submission</b>	<b>HR Policy &amp; Diversity Practice</b>	20 points	Includes anti-discrimination clause; inclusive language/terminology; staff benefits and leave options; external subject matter expertise; DFV policy; third party policies; travel advice
	<b>LGBTIQ Bullying / Harassment &amp; Support</b>	14 points	Includes policies; grievance officers; behavioural examples; EAP provider; tracking of incidents
	<b>Trans / Gender Diverse Inclusion</b>	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.
	<b>Strategic Focus</b>	18 points	Includes external inclusion promotion; HR/diversity accountabilities; executive sponsor; customer facing inclusion and data collection; senior management accountability.
<b>Total Standing Submission Score</b>		79 points	Total cumulative score of Section 1, which can be carried over through this iteration (2022)
<b>Section 2: Strategy &amp; Accountability</b>		22 points	Includes LGBTIQ strategy, advocacy, expertise; media coverage; leadership representation; inclusion promotion.
<b>Section 3: LGBTIQ Employee Networks / Resource Groups</b>		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.
<b>Section 4: Visibility of Inclusion</b>		16 points	Includes days of significance; visible signs of LGBTIQ inclusion; LGBTIQ ally identification; reference guides; confidential contacts; social media.
<b>Section 5: Training, Awareness &amp; Professional Development</b>		12 points	Includes training programs delivered; professional development for employees and inclusion; additional programs/event attendance.
<b>Section 6: Executive Leadership &amp; Engagement</b>		8 points	Includes executive and CEO or equivalent(s) public advocacy and engagement.
<b>Section 7: Data Collection &amp; Reporting</b>		6 points	Includes LGBTIQ data collection, analytics and reporting.
<b>Section 8: Community Engagement</b>		6 points	Includes community engagement/events; external advocacy; fundraising;
<b>Section 9: Optional Survey</b>		2 points	Includes participation in the optional employee survey.
<b>Section 10: Additional Work</b>		15 points	Includes any additional work in LGBTIQ workplace inclusion not claimed.
<b>Total Standard Employer Score</b>		200 points	Cumulative total of all allocated Index submission points.



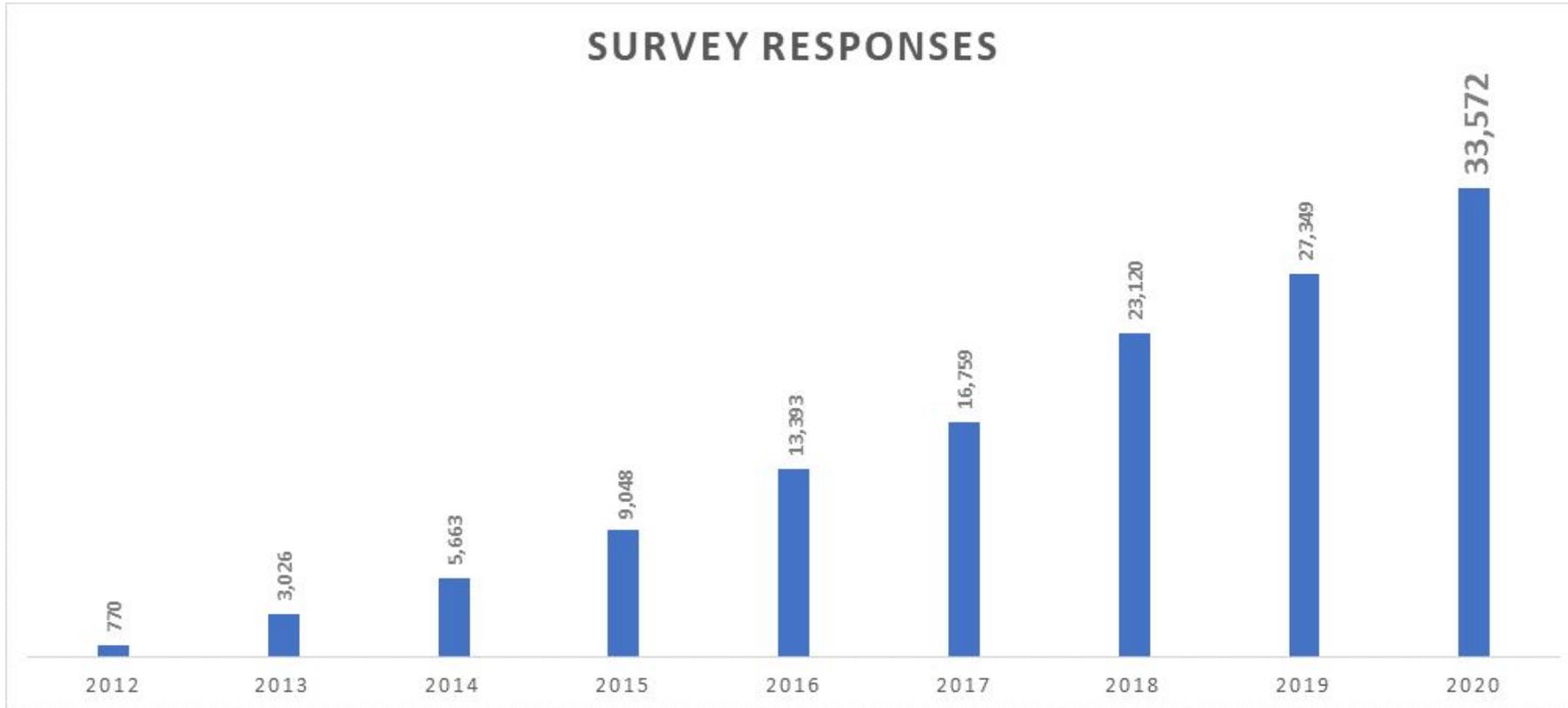
# Annual AWEI Submissions: Participation Growth

\* 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)**

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

**Note: \*Two organisations achieved the same score.\***

ALL EMPLOYERS* (n=123)					
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
<b>Total Standing Submission</b>	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
<b>Total Annual Submission</b>	7	64	64	117	121
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>100</b>	<b>101</b>	<b>194</b>	<b>200</b>
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
<b>Total Standing Submission</b>	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
Section 7: Data Collection & Reporting	0	0	3	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	4	8	15
<b>Total Annual Submission</b>	7	42	64	84	117
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>64.5</b>	<b>101</b>	<b>135.5</b>	<b>194</b>

\* Benchmark excludes small employers <500 employees

# Benchmark: Global Employers



**TOP 3: (alphabetical)**

- Caggemini
- IBM
- RMIT University

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
<b>Total Standing Submission</b>	<b>0</b>	<b>37</b>	<b>39</b>	<b>77</b>	<b>79</b>
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
<b>Total Annual Submission</b>	<b>7</b>	<b>64</b>	<b>59</b>	<b>117</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>101</b>	<b>101</b>	<b>194</b>	<b>200</b>
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
<b>Total Standing Submission</b>	<b>0</b>	<b>21</b>	<b>39</b>	<b>56</b>	<b>77</b>
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
<b>Total Annual Submission</b>	<b>7</b>	<b>42</b>	<b>59</b>	<b>88</b>	<b>117</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>65</b>	<b>101</b>	<b>143</b>	<b>194</b>

\* Benchmark excludes small employers <500 employees

# Benchmark: Regional Head Office Employers



**TOP 3: (alphabetical)**

- Deakin University
- NBN co
- University of Wollongong

REGIONAL* (n=11)					
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
<b>Total Standing Submission</b>	<b>8</b>	<b>34</b>	<b>32</b>	<b>67</b>	<b>79</b>
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
<b>Total Annual Submission</b>	<b>14</b>	<b>54</b>	<b>59</b>	<b>90</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>22</b>	<b>87</b>	<b>90</b>	<b>157</b>	<b>200</b>
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
<b>Total Standing Submission</b>	<b>8</b>	<b>29</b>	<b>32</b>	<b>39</b>	<b>67</b>
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	2	9	11	14	20
Section 3: LGBTIQ Employee Networks / Resource Groups	0	8	14	18	22
Section 4: Visibility of Inclusion	5	8	11	13	16
Section 5: Training, Awareness & Professional Development	2	4	6	6	10
Section 6: Executive Leadership & Engagement	0	1	4	6	8
Section 7: Data Collection & Reporting	0	1	2	3	5
Section 8: Community Engagement	0	1	2	5	5
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	1	2	4	6	11
<b>Total Annual Submission</b>	<b>14</b>	<b>43</b>	<b>59</b>	<b>66</b>	<b>90</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>22</b>	<b>71.5</b>	<b>90</b>	<b>105</b>	<b>157</b>

\* Benchmark excludes small employers <500 employees

# Benchmark: 501-1999 Employees



**TOP 3: (alphabetical)**

- Cargemini
- Clayton Utz
- JP Morgan

<b>MEDIUM* (n=38)</b>					
<b>AWEI STANDING SUBMISSION</b>	<b>Lowest</b>	<b>Average</b>	<b>Median</b>	<b>Highest</b>	<b>Available</b>
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
<b>Total Standing Submission</b>	<b>0</b>	<b>31</b>	<b>27</b>	<b>75</b>	<b>79</b>
<b>AWEI ANNUAL SUBMISSION</b>	<b>Lowest</b>	<b>Average</b>	<b>Median</b>	<b>Highest</b>	<b>Available</b>
Section 2: Strategy & Accountability	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
<b>Total Annual Submission</b>	<b>7</b>	<b>54</b>	<b>47</b>	<b>117</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>85</b>	<b>70</b>	<b>190</b>	<b>200</b>
<b>AWEI STANDING SUBMISSION</b>	<b>Lowest</b>	<b>25th percentile</b>	<b>50th percentile</b>	<b>75th percentile</b>	<b>Highest</b>
HR Policies & Practice	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
<b>Total Standing Submission</b>	<b>0</b>	<b>19</b>	<b>27</b>	<b>40</b>	<b>75</b>
<b>AWEI ANNUAL SUBMISSION</b>	<b>Lowest</b>	<b>25th percentile</b>	<b>50th percentile</b>	<b>75th percentile</b>	<b>Highest</b>
Section 2: Strategy & Accountability	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
<b>Total Annual Submission</b>	<b>7</b>	<b>36</b>	<b>47</b>	<b>74</b>	<b>117</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>55.75</b>	<b>70</b>	<b>113</b>	<b>190</b>

\* Benchmark excludes small employers <500 employees

# Benchmark: 2000-8000 Employees



**TOP 3: (alphabetical)**

- IBM
- QBE Insurance
- University of New South Wales

<b>LARGE* (n=60)</b>					
<b>AWEI STANDING SUBMISSION</b>	<b>Lowest</b>	<b>Average</b>	<b>Median</b>	<b>Highest</b>	<b>Available</b>
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
<b>Total Standing Submission</b>	<b>0</b>	<b>36</b>	<b>36</b>	<b>76</b>	<b>79</b>
<b>AWEI ANNUAL SUBMISSION</b>	<b>Lowest</b>	<b>Average</b>	<b>Median</b>	<b>Highest</b>	<b>Available</b>
Section 2: Strategy & Accountability	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
<b>Total Annual Submission</b>	<b>9</b>	<b>65</b>	<b>65</b>	<b>112</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>12</b>	<b>101</b>	<b>104</b>	<b>186</b>	<b>200</b>
<b>AWEI STANDING SUBMISSION</b>	<b>Lowest</b>	<b>25th percentile</b>	<b>50th percentile</b>	<b>75th percentile</b>	<b>Highest</b>
HR Policies & Practice	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
<b>Total Standing Submission</b>	<b>0</b>	<b>23</b>	<b>36</b>	<b>46</b>	<b>76</b>
<b>AWEI ANNUAL SUBMISSION</b>	<b>Lowest</b>	<b>25th percentile</b>	<b>50th percentile</b>	<b>75th percentile</b>	<b>Highest</b>
Section 2: Strategy & Accountability	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
<b>Total Annual Submission</b>	<b>9</b>	<b>48</b>	<b>65</b>	<b>83</b>	<b>112</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>12</b>	<b>69.5</b>	<b>104</b>	<b>135.25</b>	<b>186</b>

\* Benchmark excludes small employers <500 employees

# Benchmark: 8000+ Employees



**TOP 3: (alphabetical)**

- NAB
- PwC
- RMIT University

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

\* Benchmark excludes small employers <500 employees

# 2020 RESULTS

## SECTOR BENCHMARKS



# Public Sector



**TOP 3: (alphabetical)**

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

<b>PUBLIC* (n=37)</b>					
<b>AWEI STANDING SUBMISSION</b>	<b>Lowest</b>	<b>Average</b>	<b>Median</b>	<b>Highest</b>	<b>Available</b>
HR Policies & Practice	0	12	11	20	20
LGBTIQ+ Bullying/ Harrassment & Support	0	7	6	14	14
Trans / Gender Diverse Inclusion	0	8	7	21	27
Strategic Focus	0	9	10	16	18
<b>Total Standing Submission</b>	<b>0</b>	<b>35</b>	<b>36</b>	<b>61</b>	<b>79</b>
<b>AWEI ANNUAL SUBMISSION</b>	<b>Lowest</b>	<b>Average</b>	<b>Median</b>	<b>Highest</b>	<b>Available</b>
Section 2: Strategy & Accountability	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
Section 10: Additional Work	0	5	4	15	15
<b>Total Annual Submission</b>	<b>14</b>	<b>64</b>	<b>62</b>	<b>111</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>22</b>	<b>99</b>	<b>101</b>	<b>170</b>	<b>200</b>
<b>AWEI STANDING SUBMISSION</b>	<b>Lowest</b>	<b>25th percentile</b>	<b>50th percentile</b>	<b>75th percentile</b>	<b>Highest</b>
HR Policies & Practice	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
<b>Total Standing Submission</b>	<b>0</b>	<b>22</b>	<b>36</b>	<b>43</b>	<b>61</b>
<b>AWEI ANNUAL SUBMISSION</b>	<b>Lowest</b>	<b>25th percentile</b>	<b>50th percentile</b>	<b>75th percentile</b>	<b>Highest</b>
Section 2: Strategy & Accountability	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
<b>Total Annual Submission</b>	<b>14</b>	<b>43</b>	<b>62</b>	<b>80</b>	<b>111</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>22</b>	<b>65</b>	<b>101</b>	<b>122</b>	<b>170</b>

\* Benchmark excludes small employers <500 employees

# Private Sector



**TOP 3: (alphabetical)**

- Capgemini
- Clayton Utz
- IBM
- QBE Insurance

**\*Two organisations achieved the same score.\***

PRIVATE* (n=69)					
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	8	8	18	18
<b>Total Standing Submission</b>	<b>0</b>	<b>35</b>	<b>32</b>	<b>75</b>	<b>79</b>
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	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 8: Community Engagement	0	3	3	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	5	3	15	15
<b>Total Annual Submission</b>	<b>7</b>	<b>62</b>	<b>64</b>	<b>117</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>97</b>	<b>97</b>	<b>190</b>	<b>200</b>
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
<b>Total Standing Submission</b>	<b>0</b>	<b>18</b>	<b>32</b>	<b>50</b>	<b>75</b>
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
<b>Total Annual Submission</b>	<b>7</b>	<b>39</b>	<b>64</b>	<b>85</b>	<b>117</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>58</b>	<b>97</b>	<b>140</b>	<b>190</b>

\* Benchmark excludes small employers <500 employees

# Federal Government



**TOP 3: (alphabetical)**

- CSIRO
- Dept. of Agriculture
- SBS

FEDERAL GOVERNMENT* (n=23)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	7	13	13	20	20
LGBTIQ+ Bullying/ Harrassment & Support	2	7	7	14	14
Trans / Gender Diverse Inclusion	0	8	7	21	27
Strategic Focus	2	9	10	16	18
<b>Total Standing Submission</b>	<b>14</b>	<b>38</b>	<b>38</b>	<b>61</b>	<b>79</b>
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: Visibility of Inclusion	3	11	11	16	16
Section 5: Training, Awareness & Professional Development	2	7	6	12	12
Section 6: Executive Leadership & Engagement	0	5	5	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
Section 10: Additional Work	0	5	3	13	15
<b>Total Annual Submission</b>	<b>34</b>	<b>67</b>	<b>63</b>	<b>111</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>50</b>	<b>104</b>	<b>101</b>	<b>170</b>	<b>200</b>
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
<b>Total Standing Submission</b>	<b>14</b>	<b>27</b>	<b>38</b>	<b>45</b>	<b>61</b>
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
<b>Total Annual Submission</b>	<b>34</b>	<b>51</b>	<b>63</b>	<b>83</b>	<b>111</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>50</b>	<b>77</b>	<b>101</b>	<b>124.5</b>	<b>170</b>

\* Benchmark excludes small employers <500 employees

# State & Local Government



**TOP 3: (alphabetical)**

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

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

\* 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.\***

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

\* Benchmark excludes small employers <500 employees

# Higher Education



**TOP 3: (alphabetical)**

- 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
<b>Total Standing Submission</b>	<b>28</b>	<b>50</b>	<b>50</b>	<b>77</b>	<b>79</b>
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
<b>Total Annual Submission</b>	<b>49</b>	<b>77</b>	<b>81</b>	<b>117</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>80</b>	<b>127</b>	<b>132</b>	<b>194</b>	<b>200</b>
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	7	12	16	18	18
LGBTIQ+ Bullying/ Harrassment & Support	3	6	10	11	14
Trans / Gender Diverse Inclusion	6	8	13	19	27
Strategic Focus	2	9	11	16	18
<b>Total Standing Submission</b>	<b>28</b>	<b>34</b>	<b>50</b>	<b>56</b>	<b>77</b>
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	9	11	17	19	22
Section 3: LGBTIQ Employee Networks / Resource Groups	13	17	20	25	34
Section 4: Visibility of Inclusion	9	12	13	14	16
Section 5: Training, Awareness & Professional Development	4	4	6	8	12
Section 6: Executive Leadership & Engagement	2	2	4	6	8
Section 7: Data Collection & Reporting	0	3	6	6	6
Section 8: Community Engagement	1	2	3	5	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	2	4	6	11	15
<b>Total Annual Submission</b>	<b>49</b>	<b>59</b>	<b>81</b>	<b>90</b>	<b>117</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>80</b>	<b>93</b>	<b>132</b>	<b>149</b>	<b>194</b>

\* Benchmark excludes small employers <500 employees

# Not-for-Profit / Charities



**TOP 2: (alphabetical)**

- Settlement Services International
- Uniting

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

\* Benchmark excludes small employers <500 employees

# 2020 RESULTS

INDUSTRY BENCHMARKING



# ASX Top 50



**TOP 3: (alphabetical)**

- 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
<b>Total Standing Submission</b>	<b>0</b>	<b>38</b>	<b>35</b>	<b>75</b>	<b>79</b>
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
<b>Total Annual Submission</b>	<b>12</b>	<b>70</b>	<b>75</b>	<b>111</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>12</b>	<b>108</b>	<b>109</b>	<b>186</b>	<b>200</b>
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
<b>Total Standing Submission</b>	<b>0</b>	<b>16</b>	<b>35</b>	<b>62</b>	<b>75</b>
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
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	1	7	12	15
<b>Total Annual Submission</b>	<b>12</b>	<b>38</b>	<b>75</b>	<b>104</b>	<b>111</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>12</b>	<b>54.25</b>	<b>109</b>	<b>166.25</b>	<b>186</b>

\* Benchmark excludes small employers <500 employees

# Banking & Finance



**TOP 3: (alphabetical)**

- JP Morgan
- NAB
- QBE Insurance

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
<b>Total Standing Submission</b>	<b>11</b>	<b>32</b>	<b>22</b>	<b>75</b>	<b>79</b>
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
<b>Total Annual Submission</b>	<b>29</b>	<b>59</b>	<b>48</b>	<b>111</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>41</b>	<b>91</b>	<b>79</b>	<b>186</b>	<b>200</b>
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
<b>Total Standing Submission</b>	<b>11</b>	<b>16</b>	<b>22</b>	<b>40</b>	<b>75</b>
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
<b>Total Annual Submission</b>	<b>29</b>	<b>36</b>	<b>48</b>	<b>70</b>	<b>111</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>41</b>	<b>50</b>	<b>79</b>	<b>110</b>	<b>186</b>

\* Benchmark excludes small employers <500 employees

# Community Services



**TOP 3: (alphabetical)**

- 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
<b>Total Standing Submission</b>	<b>0</b>	<b>31</b>	<b>32</b>	<b>59</b>	<b>79</b>
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
<b>Total Annual Submission</b>	<b>27</b>	<b>62</b>	<b>64</b>	<b>107</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>27</b>	<b>93</b>	<b>98</b>	<b>166</b>	<b>200</b>
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
<b>Total Standing Submission</b>	<b>0</b>	<b>28</b>	<b>32</b>	<b>36</b>	<b>59</b>
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	1	3	4	4	14
<b>Total Annual Submission</b>	<b>27</b>	<b>43</b>	<b>64</b>	<b>75</b>	<b>107</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>27</b>	<b>70.25</b>	<b>97.5</b>	<b>107.75</b>	<b>166</b>

\* Benchmark excludes small employers <500 employees

# Energy/Utilities



**TOP 3: (alphabetical)**

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

ENERGY/UTILITIES* (n=10)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	7	9	20	20
LGBTIQ+ Bullying/ Harrassment & Support	0	4	3	14	14
Trans / Gender Diverse Inclusion	0	9	8	18	27
Strategic Focus	2	7	8	11	18
<b>Total Standing Submission</b>	<b>9</b>	<b>28</b>	<b>27</b>	<b>63</b>	<b>79</b>
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	4	11	11	19	22
Section 3: LGBTIQ Employee Networks / Resource Groups	2	18	18	32	34
Section 4: Visibility of Inclusion	6	11	11	16	16
Section 5: Training, Awareness & Professional Development	2	5	4	12	12
Section 6: Executive Leadership & Engagement	0	5	5	6	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	4	12	15
<b>Total Annual Submission</b>	<b>25</b>	<b>62</b>	<b>59</b>	<b>107</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>38</b>	<b>90</b>	<b>89</b>	<b>170</b>	<b>200</b>
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	5	9	11	20
LGBTIQ+ Bullying/ Harrassment & Support	0	3	3	6	14
Trans / Gender Diverse Inclusion	0	7	8	12	18
Strategic Focus	2	5	8	10	11
<b>Total Standing Submission</b>	<b>9</b>	<b>18</b>	<b>27</b>	<b>33</b>	<b>63</b>
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	4	9	11	13	19
Section 3: LGBTIQ Employee Networks / Resource Groups	2	15	18	24	32
Section 4: Visibility of Inclusion	6	7	11	14	16
Section 5: Training, Awareness & Professional Development	2	3	4	6	12
Section 6: Executive Leadership & Engagement	0	4	5	6	6
Section 7: Data Collection & Reporting	0	1	3	6	6
Section 8: Community Engagement	0	1	4	5	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	1	4	8	12
<b>Total Annual Submission</b>	<b>25</b>	<b>52</b>	<b>59</b>	<b>71</b>	<b>107</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>38</b>	<b>70</b>	<b>87</b>	<b>92</b>	<b>170</b>

\* Benchmark excludes small employers <500 employees

# Health & Wellbeing



**TOP 3: (alphabetical)**

- Department of Health
- Life without Barriers
- Uniting

HEALTH & WELLBEING * (n=6)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	7	7	14	20
LGBTIQ+ Bullying/ Harrassment & Support	0	4	3	9	14
Trans / Gender Diverse Inclusion	0	6	6	11	27
Strategic Focus	0	6	7	11	18
<b>Total Standing Submission</b>	<b>0</b>	<b>22</b>	<b>25</b>	<b>37</b>	<b>79</b>
AWEI ANNUAL SUBMISSION	Lowest	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: 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 8: Community Engagement	1	4	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	4	4	11	15
<b>Total Annual Submission</b>	<b>11</b>	<b>47</b>	<b>42</b>	<b>85</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>70</b>	<b>67</b>	<b>122</b>	<b>200</b>
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
<b>Total Standing Submission</b>	<b>0</b>	<b>16</b>	<b>25</b>	<b>32</b>	<b>37</b>
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
Section 10: Additional Work	0	1	4	5	11
<b>Total Annual Submission</b>	<b>11</b>	<b>37</b>	<b>42</b>	<b>63</b>	<b>85</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>52.25</b>	<b>66.5</b>	<b>95</b>	<b>122</b>

\* Benchmark excludes small employers <500 employees

# Hospitality



**TOP 3: (alphabetical)**

- Coles
- The Star Entertainment Group
- Woolworths

<b>HOSPITALITY * (n=7)</b>					
<b>AWEI STANDING SUBMISSION</b>	<b>Lowest</b>	<b>Average</b>	<b>Median</b>	<b>Highest</b>	<b>Available</b>
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
<b>Total Standing Submission</b>	<b>12</b>	<b>32</b>	<b>32</b>	<b>67</b>	<b>79</b>
<b>AWEI ANNUAL SUBMISSION</b>	<b>Lowest</b>	<b>Average</b>	<b>Median</b>	<b>Highest</b>	<b>Available</b>
Section 2: Strategy & Accountability	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
<b>Total Annual Submission</b>	<b>7</b>	<b>52</b>	<b>59</b>	<b>111</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>21</b>	<b>84</b>	<b>98</b>	<b>178</b>	<b>200</b>
<b>AWEI STANDING SUBMISSION</b>	<b>Lowest</b>	<b>25th percentile</b>	<b>50th percentile</b>	<b>75th percentile</b>	<b>Highest</b>
HR Policies & Practice	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
<b>Total Standing Submission</b>	<b>12</b>	<b>21</b>	<b>32</b>	<b>37</b>	<b>67</b>
<b>AWEI ANNUAL SUBMISSION</b>	<b>Lowest</b>	<b>25th percentile</b>	<b>50th percentile</b>	<b>75th percentile</b>	<b>Highest</b>
Section 2: Strategy & Accountability	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
<b>Total Annual Submission</b>	<b>7</b>	<b>24</b>	<b>59</b>	<b>69</b>	<b>111</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>21</b>	<b>43.5</b>	<b>98</b>	<b>102.5</b>	<b>178</b>

\* Benchmark excludes small employers <500 employees

# Insurance



**TOP 3: (alphabetical)**

- Hollard Insurance
- Qantas
- QBE Insurance

<b>INSURANCE* (n=12)</b>					
<b>AWEI STANDING SUBMISSION</b>	<b>Lowest</b>	<b>Average</b>	<b>Median</b>	<b>Highest</b>	<b>Available</b>
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
<b>Total Standing Submission</b>	<b>12</b>	<b>32</b>	<b>27</b>	<b>75</b>	<b>79</b>
<b>AWEI ANNUAL SUBMISSION</b>	<b>Lowest</b>	<b>Average</b>	<b>Median</b>	<b>Highest</b>	<b>Available</b>
Section 2: Strategy & Accountability	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
<b>Total Annual Submission</b>	<b>33</b>	<b>63</b>	<b>64</b>	<b>111</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>49</b>	<b>95</b>	<b>91</b>	<b>186</b>	<b>200</b>
<b>AWEI STANDING SUBMISSION</b>	<b>Lowest</b>	<b>25th percentile</b>	<b>50th percentile</b>	<b>75th percentile</b>	<b>Highest</b>
HR Policies & Practice	4	7	10	17	19
LGBTIQ+ Bullying/ Harrassment & Support	0	3	4	7	14
Trans / Gender Diverse Inclusion	0	2	4	10	25
Strategic Focus	0	5	8	10	18
<b>Total Standing Submission</b>	<b>12</b>	<b>16</b>	<b>27</b>	<b>41</b>	<b>75</b>
<b>AWEI ANNUAL SUBMISSION</b>	<b>Lowest</b>	<b>25th percentile</b>	<b>50th percentile</b>	<b>75th percentile</b>	<b>Highest</b>
Section 2: Strategy & Accountability	7	10	13	16	20
Section 3: LGBTIQ Employee Networks / Resource Groups	4	8	16	24	32
Section 4: Visibility of Inclusion	3	9	12	14	16
Section 5: Training, Awareness & Professional Development	2	4	4	10	10
Section 6: Executive Leadership & Engagement	2	2	4	6	8
Section 7: Data Collection & Reporting	0	0	2	4	6
Section 8: Community Engagement	0	2	3	5	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	1	5	7	13
<b>Total Annual Submission</b>	<b>33</b>	<b>36</b>	<b>64</b>	<b>75</b>	<b>111</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>49</b>	<b>54.5</b>	<b>90.5</b>	<b>113</b>	<b>186</b>

\* Benchmark excludes small employers <500 employees



**TOP 3: (alphabetical)**

- Clayton Utz
- KPMG Australia
- MinterEllison

<b>LEGAL* (n=8)</b>					
<b>AWEI STANDING SUBMISSION</b>	<b>Lowest</b>	<b>Average</b>	<b>Median</b>	<b>Highest</b>	<b>Available</b>
HR Policies & Practice	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
<b>Total Standing Submission</b>	<b>29</b>	<b>45</b>	<b>43</b>	<b>69</b>	<b>79</b>
<b>AWEI ANNUAL SUBMISSION</b>	<b>Lowest</b>	<b>Average</b>	<b>Median</b>	<b>Highest</b>	<b>Available</b>
Section 2: Strategy & Accountability	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
<b>Total Annual Submission</b>	<b>24</b>	<b>74</b>	<b>83</b>	<b>117</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>53</b>	<b>120</b>	<b>130</b>	<b>186</b>	<b>200</b>
<b>AWEI STANDING SUBMISSION</b>	<b>Lowest</b>	<b>25th percentile</b>	<b>50th percentile</b>	<b>75th percentile</b>	<b>Highest</b>
HR Policies & Practice	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
<b>Total Standing Submission</b>	<b>29</b>	<b>36</b>	<b>43</b>	<b>56</b>	<b>69</b>
<b>AWEI ANNUAL SUBMISSION</b>	<b>Lowest</b>	<b>25th percentile</b>	<b>50th percentile</b>	<b>75th percentile</b>	<b>Highest</b>
Section 2: Strategy & Accountability	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 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	1	1	3	12	15
<b>Total Annual Submission</b>	<b>24</b>	<b>49</b>	<b>83</b>	<b>99</b>	<b>117</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>53</b>	<b>86.25</b>	<b>130</b>	<b>147.5</b>	<b>186</b>

\* Benchmark excludes small employers <500 employees

# Professional Services



**TOP 3: (alphabetical)**

- Capgemini
- Clayton Utz
- PwC

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
<b>Total Standing Submission</b>	<b>22</b>	<b>43</b>	<b>36</b>	<b>75</b>	<b>79</b>
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
<b>Total Annual Submission</b>	<b>24</b>	<b>73</b>	<b>65</b>	<b>117</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>53</b>	<b>116</b>	<b>105</b>	<b>190</b>	<b>200</b>
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
<b>Total Standing Submission</b>	<b>22</b>	<b>28</b>	<b>36</b>	<b>56</b>	<b>75</b>
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
Section 10: Additional Work	1	2	4	13	15
<b>Total Annual Submission</b>	<b>24</b>	<b>45</b>	<b>65</b>	<b>103</b>	<b>117</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>53</b>	<b>71.5</b>	<b>104.5</b>	<b>158.75</b>	<b>190</b>

\* Benchmark excludes small employers <500 employees

# Property & Construction



**TOP 3: (alphabetical)**

- Brisbane City Council
- CBRE
- Qantas

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
<b>Total Standing Submission</b>	<b>9</b>	<b>34</b>	<b>31</b>	<b>60</b>	<b>79</b>
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
<b>Total Annual Submission</b>	<b>29</b>	<b>70</b>	<b>75</b>	<b>107</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>38</b>	<b>104</b>	<b>106</b>	<b>166</b>	<b>200</b>
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	2	8	9	15	20
LGBTIQ+ Bullying/ Harrassment & Support	0	4	7	11	12
Trans / Gender Diverse Inclusion	0	3	5	10	15
Strategic Focus	3	7	8	12	18
<b>Total Standing Submission</b>	<b>9</b>	<b>22</b>	<b>31</b>	<b>45</b>	<b>60</b>
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
<b>Total Annual Submission</b>	<b>29</b>	<b>43</b>	<b>75</b>	<b>93</b>	<b>107</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>38</b>	<b>64</b>	<b>106</b>	<b>140.5</b>	<b>166</b>

\* Benchmark excludes small employers <500 employees

# Property / Real Estate



**TOP 3: (alphabetical)**

- Brisbane City Council
- CBRE
- ScentreGroup

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

\* Benchmark excludes small employers <500 employees

# Resources / Mining



**TOP 3: (alphabetical)**

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

RESOURCES / MINING * (n=8)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	7	8	16	20
LGBTIQ+ Bullying/ Harrassment & Support	0	5	4	12	14
Trans / Gender Diverse Inclusion	0	6	4	24	27
Strategic Focus	0	6	6	11	18
<b>Total Standing Submission</b>	<b>0</b>	<b>24</b>	<b>22</b>	<b>63</b>	<b>79</b>
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	2	11	12	17	22
Section 3: LGBTIQ Employee Networks / Resource Groups	2	14	16	23	34
Section 4: Visibility of Inclusion	4	10	10	16	16
Section 5: Training, Awareness & Professional Development	2	5	4	6	12
Section 6: Executive Leadership & Engagement	0	4	4	7	8
Section 7: Data Collection & Reporting	0	2	0	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	2	1	4	15
<b>Total Annual Submission</b>	<b>12</b>	<b>51</b>	<b>58</b>	<b>82</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>12</b>	<b>75</b>	<b>78</b>	<b>145</b>	<b>200</b>
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	4	8	10	16
LGBTIQ+ Bullying/ Harrassment & Support	0	3	4	6	12
Trans / Gender Diverse Inclusion	0	0	4	8	24
Strategic Focus	0	4	6	9	11
<b>Total Standing Submission</b>	<b>0</b>	<b>13</b>	<b>22</b>	<b>31</b>	<b>63</b>
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	2	9	12	13	17
Section 3: LGBTIQ Employee Networks / Resource Groups	2	7	16	22	23
Section 4: Visibility of Inclusion	4	8	10	11	16
Section 5: Training, Awareness & Professional Development	2	4	4	6	6
Section 6: Executive Leadership & Engagement	0	4	4	6	7
Section 7: Data Collection & Reporting	0	0	0	3	6
Section 8: Community Engagement	0	1	4	5	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	1	1	3	4
<b>Total Annual Submission</b>	<b>12</b>	<b>38</b>	<b>58</b>	<b>63</b>	<b>82</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>12</b>	<b>53.75</b>	<b>77.5</b>	<b>93.25</b>	<b>145</b>

\* Benchmark excludes small employers <500 employees

# Retail



**TOP 3: (alphabetical)**

- 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
<b>Total Standing Submission</b>	<b>8</b>	<b>30</b>	<b>32</b>	<b>67</b>	<b>79</b>
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
<b>Total Annual Submission</b>	<b>9</b>	<b>59</b>	<b>70</b>	<b>111</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>21</b>	<b>89</b>	<b>102</b>	<b>178</b>	<b>200</b>
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
Trans / Gender Diverse Inclusion	2	3	4	13	16
Strategic Focus	2	5	7	12	18
<b>Total Standing Submission</b>	<b>8</b>	<b>13</b>	<b>32</b>	<b>39</b>	<b>67</b>
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	4	7	18	18	19
Section 3: LGBTIQ Employee Networks / Resource Groups	1	3	9	25	30
Section 4: Visibility of Inclusion	0	5	9	12	15
Section 5: Training, Awareness & Professional Development	0	3	6	9	12
Section 6: Executive Leadership & Engagement	0	3	4	5	6
Section 7: Data Collection & Reporting	0	3	6	6	6
Section 8: Community Engagement	0	1	2	5	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	2	4	9	15
<b>Total Annual Submission</b>	<b>9</b>	<b>26</b>	<b>70</b>	<b>85</b>	<b>111</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>21</b>	<b>36</b>	<b>102</b>	<b>123</b>	<b>178</b>

\* Benchmark excludes small employers <500 employees

# Technology / Communications



**TOP 3: (alphabetical)**

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

\* Benchmark excludes small employers <500 employees

# 2020 RESULTS

## EMPLOYER TIER BENCHMARKING DATA



# 2020 Standard Employer Score Distribution: Recognition Tiers



STANDARD EMPLOYER Historical Tier Entry Points									
	Iteration 1			Iteration 2			Iteration 3		
Year	2011	2012	2013	2014	2015	2016	2017	2018	2019
<b>Bronze</b>	45	50	50	68	70	70	73	80	98
<b>Silver</b>	56	60	65	91	107	114	105	117	133
<b>Gold</b>	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
<b>Total Standing Submission</b>	<b>0</b>	<b>21</b>	<b>22</b>	<b>41</b>	<b>79</b>
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
<b>Total Annual Submission</b>	<b>7</b>	<b>41</b>	<b>41</b>	<b>66</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>62</b>	<b>64</b>	<b>98</b>	<b>200</b>
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	6	8	11	17
LGBTIQ+ Bullying/ Harrassment & Support	0	2	3	5	11
Trans / Gender Diverse Inclusion	0	1	4	7	14
Strategic Focus	0	2	4	7	18
<b>Total Standing Submission</b>	<b>0</b>	<b>14</b>	<b>22</b>	<b>28</b>	<b>41</b>
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	2	7	10	12	19
Section 3: LGBTIQ Employee Networks / Resource Groups	0	5	9	15	24
Section 4: Visibility of Inclusion	0	5	8	11	16
Section 5: Training, Awareness & Professional Development	0	2	4	5	6
Section 6: Executive Leadership & Engagement	0	2	2	4	6
Section 7: Data Collection & Reporting	0	0	1	3	6
Section 8: Community Engagement	0	1	2	3	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	1	1	3	9
<b>Total Annual Submission</b>	<b>7</b>	<b>30</b>	<b>41</b>	<b>54</b>	<b>66</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>11</b>	<b>45.75</b>	<b>63.5</b>	<b>80.25</b>	<b>98</b>

\* Benchmark excludes small employers <500 employees

# Tier: Bronze Employers



**TOP 3: (alphabetical)**

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

\*Two organisations achieved the same score.\*

<b>BRONZE* (n=27)</b>					
<b>AWEI STANDING SUBMISSION</b>	<b>Lowest</b>	<b>Average</b>	<b>Median</b>	<b>Highest</b>	<b>Available</b>
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
<b>Total Standing Submission</b>	<b>30</b>	<b>39</b>	<b>39</b>	<b>57</b>	<b>79</b>
<b>AWEI ANNUAL SUBMISSION</b>	<b>Lowest</b>	<b>Average</b>	<b>Median</b>	<b>Highest</b>	<b>Available</b>
Section 2: Strategy & Accountability	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
<b>Total Annual Submission</b>	<b>53</b>	<b>71</b>	<b>70</b>	<b>85</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>101</b>	<b>110</b>	<b>106</b>	<b>127</b>	<b>200</b>
<b>AWEI STANDING SUBMISSION</b>	<b>Lowest</b>	<b>25th percentile</b>	<b>50th percentile</b>	<b>75th percentile</b>	<b>Highest</b>
HR Policies & Practice	4	10	12	16	19
LGBTIQ+ Bullying/ Harrassment & Support	3	6	8	9	14
Trans / Gender Diverse Inclusion	4	7	9	11	19
Strategic Focus	1	9	10	11	16
<b>Total Standing Submission</b>	<b>30</b>	<b>36</b>	<b>39</b>	<b>43</b>	<b>57</b>
<b>AWEI ANNUAL SUBMISSION</b>	<b>Lowest</b>	<b>25th percentile</b>	<b>50th percentile</b>	<b>75th percentile</b>	<b>Highest</b>
Section 2: Strategy & Accountability	7	12	15	18	19
Section 3: LGBTIQ Employee Networks / Resource Groups	9	16	20	24	28
Section 4: Visibility of Inclusion	7	10	12	14	16
Section 5: Training, Awareness & Professional Development	2	5	6	9	12
Section 6: Executive Leadership & Engagement	1	4	5	6	8
Section 7: Data Collection & Reporting	0	2	3	5	6
Section 8: Community Engagement	0	2	3	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	1	4	4	6	13
<b>Total Annual Submission</b>	<b>53</b>	<b>66</b>	<b>70</b>	<b>78</b>	<b>85</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>101</b>	<b>103.5</b>	<b>106</b>	<b>119</b>	<b>127</b>

\* Benchmark excludes small employers <500 employees

# Tier: Silver Employers



**TOP 3: (alphabetical)**

- Deakin University
- KPMG Australia
- Qantas
- CBRE

**\*Two organisations achieved the same score.\***

<b>SILVER* (n=19)</b>					
<b>AWEI STANDING SUBMISSION</b>	<b>Lowest</b>	<b>Average</b>	<b>Median</b>	<b>Highest</b>	<b>Available</b>
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	19	14	18	18
<b>Total Standing Submission</b>	<b>36</b>	<b>53</b>	<b>56</b>	<b>67</b>	<b>79</b>
<b>AWEI ANNUAL SUBMISSION</b>	<b>Lowest</b>	<b>Average</b>	<b>Median</b>	<b>Highest</b>	<b>Available</b>
Section 2: Strategy & Accountability	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
<b>Total Annual Submission</b>	<b>75</b>	<b>90</b>	<b>90</b>	<b>101</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>130</b>	<b>143</b>	<b>141</b>	<b>157</b>	<b>200</b>
<b>AWEI STANDING SUBMISSION</b>	<b>Lowest</b>	<b>25th percentile</b>	<b>50th percentile</b>	<b>75th percentile</b>	<b>Highest</b>
HR Policies & Practice	9	12	16	18	20
LGBTIQ+ Bullying/ Harrassment & Support	5	6	9	11	14
Trans / Gender Diverse Inclusion	6	13	15	18	26
Strategic Focus	7	11	14	16	18
<b>Total Standing Submission</b>	<b>36</b>	<b>48</b>	<b>56</b>	<b>57</b>	<b>67</b>
<b>AWEI ANNUAL SUBMISSION</b>	<b>Lowest</b>	<b>25th percentile</b>	<b>50th percentile</b>	<b>75th percentile</b>	<b>Highest</b>
Section 2: Strategy & Accountability	10	17	18	20	22
Section 3: LGBTIQ Employee Networks / Resource Groups	19	22	25	27	32
Section 4: Visibility of Inclusion	12	14	15	16	16
Section 5: Training, Awareness & Professional Development	4	8	8	10	12
Section 6: Executive Leadership & Engagement	3	4	6	6	8
Section 7: Data Collection & Reporting	0	3	5	6	6
Section 8: Community Engagement	2	3	5	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	8	10	11	15
<b>Total Annual Submission</b>	<b>75</b>	<b>82</b>	<b>90</b>	<b>97</b>	<b>101</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>130</b>	<b>135.5</b>	<b>141</b>	<b>149</b>	<b>157</b>

\* Benchmark excludes small employers <500 employees

# Tier: Gold & Platinum Employers



**TOP 3: (alphabetical)**

- Caggemini
- RMIT University
- QBE Insurance

<b>GOLD/PLATINUM* (n=15)</b>					
<b>AWEI STANDING SUBMISSION</b>	<b>Lowest</b>	<b>Average</b>	<b>Median</b>	<b>Highest</b>	<b>Available</b>
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
<b>Total Standing Submission</b>	<b>56</b>	<b>66</b>	<b>67</b>	<b>77</b>	<b>79</b>
<b>AWEI ANNUAL SUBMISSION</b>	<b>Lowest</b>	<b>Average</b>	<b>Median</b>	<b>Highest</b>	<b>Available</b>
Section 2: Strategy & Accountability	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
<b>Total Annual Submission</b>	<b>97</b>	<b>108</b>	<b>108</b>	<b>117</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>160</b>	<b>175</b>	<b>173</b>	<b>194</b>	<b>200</b>
<b>AWEI STANDING SUBMISSION</b>	<b>Lowest</b>	<b>25th percentile</b>	<b>50th percentile</b>	<b>75th percentile</b>	<b>Highest</b>
HR Policies & Practice	17	18	18	19	20
LGBTIQ+ Bullying/ Harrassment & Support	9	11	14	14	14
Trans / Gender Diverse Inclusion	15	16	19	24	27
Strategic Focus	10	13	15	18	18
<b>Total Standing Submission</b>	<b>56</b>	<b>59</b>	<b>67</b>	<b>72</b>	<b>77</b>
<b>AWEI ANNUAL SUBMISSION</b>	<b>Lowest</b>	<b>25th percentile</b>	<b>50th percentile</b>	<b>75th percentile</b>	<b>Highest</b>
Section 2: Strategy & Accountability	16	19	20	21	22
Section 3: LGBTIQ Employee Networks / Resource Groups	22	29	30	31	34
Section 4: Visibility of Inclusion	12	16	16	16	16
Section 5: Training, Awareness & Professional Development	8	10	12	12	12
Section 6: Executive Leadership & Engagement	4	6	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	12	13	15	15
<b>Total Annual Submission</b>	<b>97</b>	<b>105</b>	<b>108</b>	<b>111</b>	<b>117</b>
<b>TOTAL AWEI SUBMISSION SCORE 2020</b>	<b>160</b>	<b>165</b>	<b>173</b>	<b>183</b>	<b>194</b>

\* Benchmark excludes small employers <500 employees