

Document 3

# 2021 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.

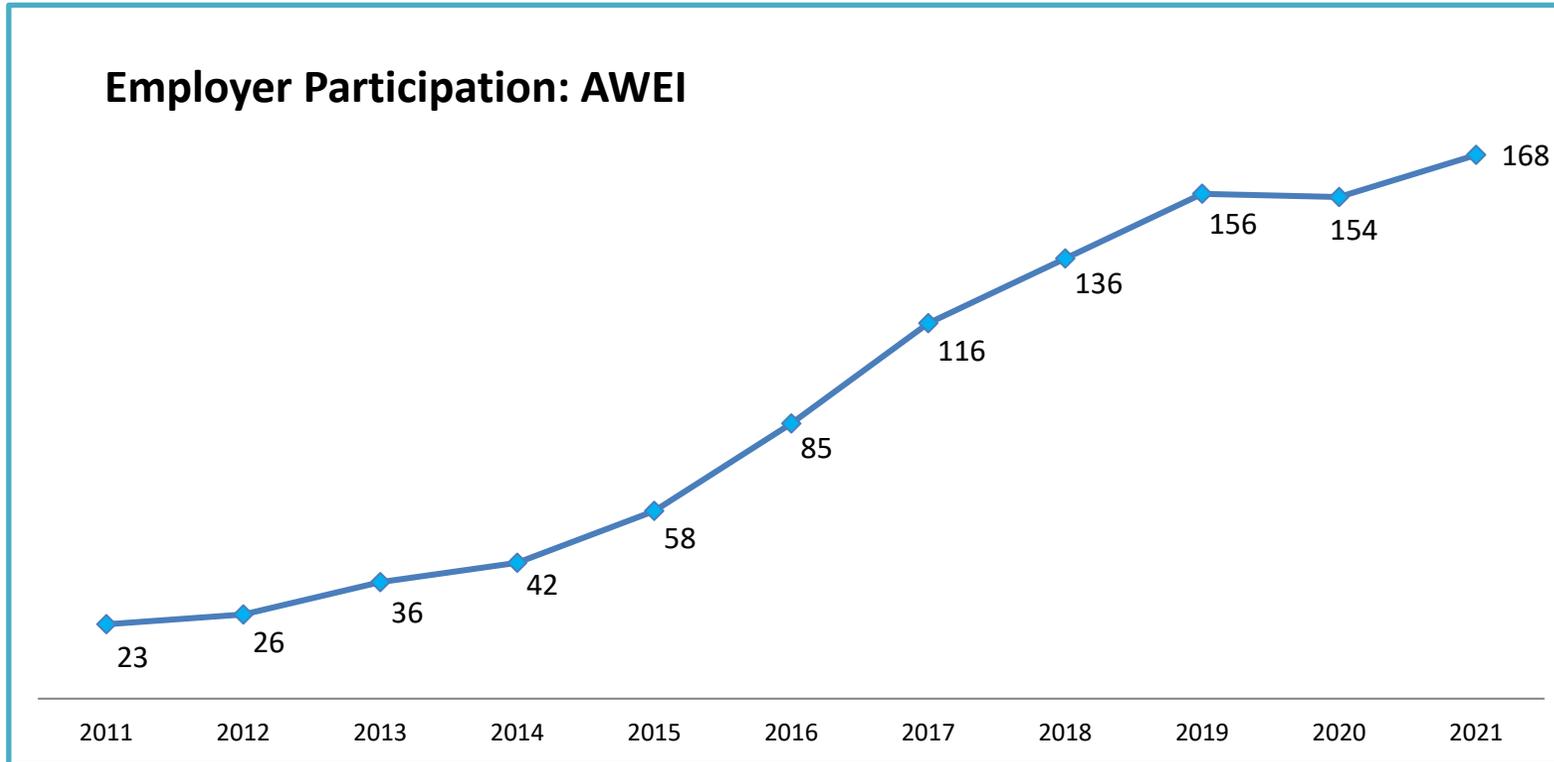
## What is the AWEI?

- 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
  - 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 Pride in Diversity, Australia's not-for-profit employer support program for LGBTQ inclusion.



# Annual AWEI Submissions: Participation Growth

\* Includes Small Employers & Platinum Partner Projects



### 2021 Submissions:

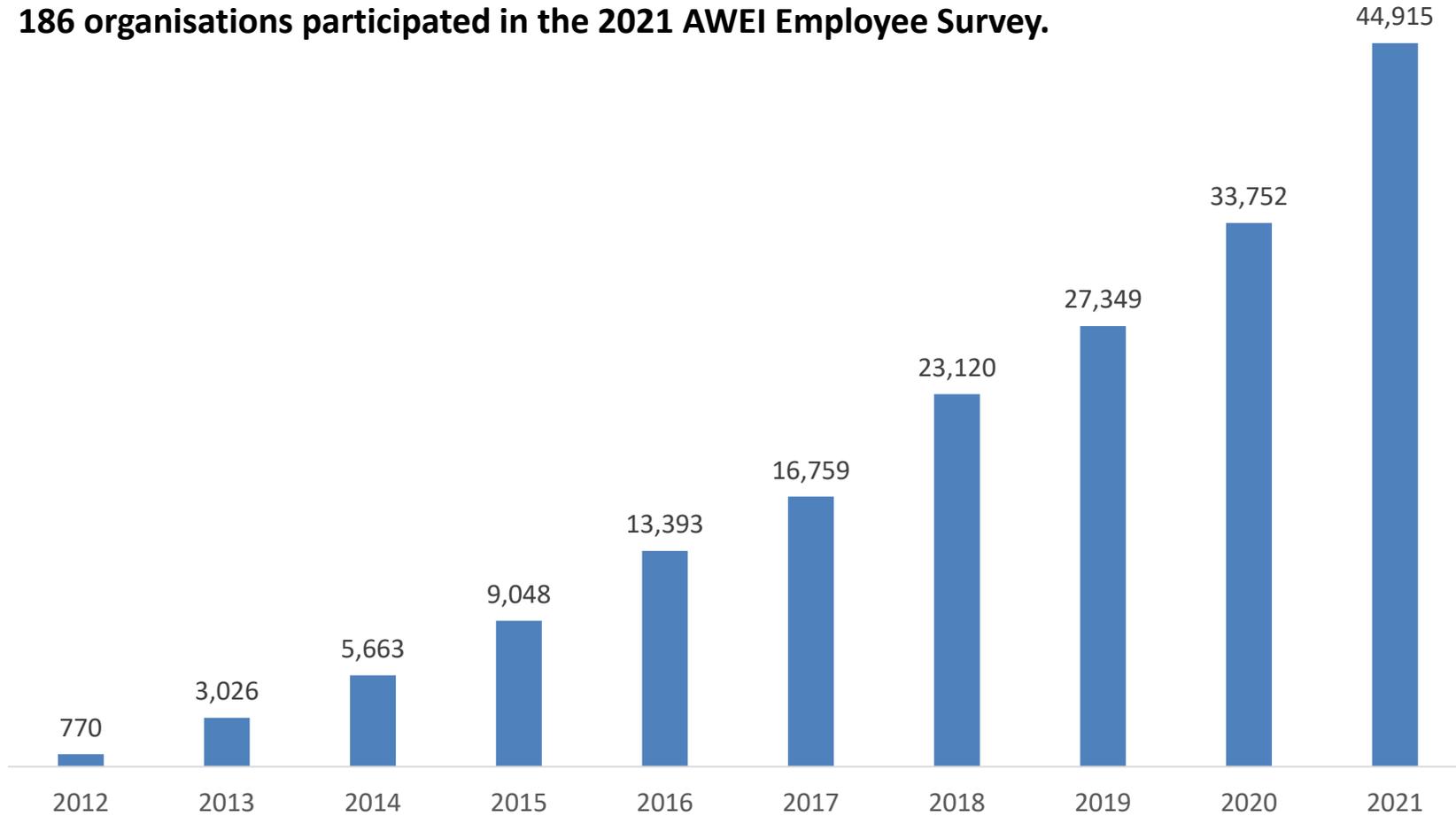
- 123 Standard Employer  
+ 4 Platinum Projects  
+ 3 Platinum Proposals
- 38 Small Employer



# Annual Employee Survey: Participation Growth

\*Includes all employers, regardless of Employer Size.

**186 organisations participated in the 2021 AWEI Employee Survey.**



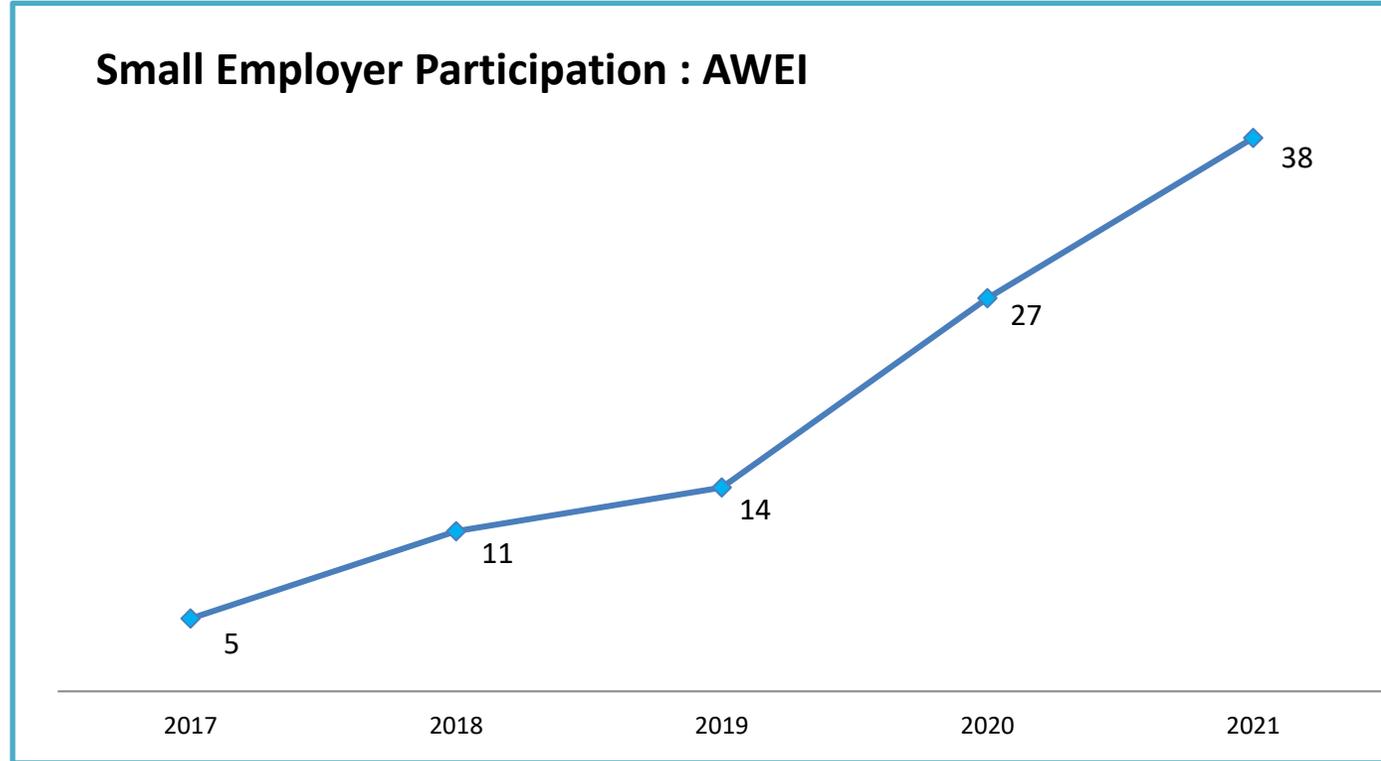
# 2021 RESULTS SMALL EMPLOYERS

## AWEI2021 POINT ALLOCATIONS: SMALL EMPLOYER (500 or less employees)

<b>Section 1: Standing Submission:</b>	<b>HR Policies &amp; Practice</b>	15 points	Includes anti-discrimination clause; inclusivity within staff benefits and leave options; third party policies; inclusion strategy.
	<b>LGBTQ Bullying / Harassment &amp; Support</b>	10 points	Includes grievance officers; behavioural examples; EAP provider.
	<b>Trans / Gender Diverse Inclusion</b>	15 points	Includes support of trans / gender diverse employees with gender affirmation policies and leave; applicants.
	<b>Strategic Focus</b>	6 points	Includes external inclusion promotion; executive sponsor.
<b>Total Standing Submission Score</b>		46 points	Total cumulative score of Section 1, which can be carried through this iteration (2022).
<b>Section 2: Strategy &amp; Accountability</b>		4 points	Includes external LGBTQ expertise; inclusion promotion.
<b>Section 3: LGBTQ Employee Networks / Resource Groups</b>		8 points	Includes network and leadership structure; network strategy.
<b>Section 4: Visibility of Inclusion</b>		10 points	Includes days of significance; visible signs of LGBTQ inclusion; LGBTQ ally identification; confidential contacts; social media.
<b>Section 5: Training, Awareness &amp; Professional Development</b>		8 points	Includes training programs delivered; training plan; 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 LGBTQ data collection and analysis.
<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 LGBTQ workplace inclusion not claimed.
<b>Total Annual Submission Score</b>		54 points	Total cumulative score of Sections 2 – 10, submitted annually.
<b>Total Standard Employer Score</b>		100 points	Cumulative total of all allocated index submission points.

# Annual Small Employer AWEI Participation Growth

Note: From 2020, the Small Employer AWEI includes organisations with up to 500 employees.



# Small Employer Benchmark: All



**TOP 3: (alphabetical)**

- Dentons
- Deutsche Bank
- Oliver Wyman

ALL SMALL EMPLOYERS* (n38)					
AWEI STANDING SUBMISSION: HR POLICY & DIVERSTIY PRACTICE	Lowest	Average	Median	Highest	Available
Section 1: Polidces & Practice	0	10	12	15	15
Section 1: LGBTQ Bullying / Harassment & Support	0	6	6	10	10
Section 1: Trans / Gender Diverse Inclusion	0	5	4	15	15
Section 1: Strategic Focus	0	4	4	6	6
Total Standing Submission	0	25	27	44	46
AWEI ANNUAL SUBMISSION	Lowest	Lowest	Lowest	Lowest	Available
Section 2: Strategy & Accountability	0	3	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	0	5	5	8	8
Section 4: Visibility of Inclusion	1	7	8	10	10
Section 5: Training, Awareness & Professional Development	0	4	4	8	8
Section 6: Executive Leadership & Engagement	0	3	2	8	8
Section 7: Data Collection & Reporting	0	1	2	3	3
Section 8: Community Engagement	0	2	2	6	6
Section 9: Optional Survey	0	1	2	2	2
Section 10: Additional Work	0	3	4	5	5
Total Annual Submission	5	30	33	50	54
TOTAL AWEI SUBMISSION SCORE 2021	7	56	59	94	100
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	8	12	13	15
LGBTQ Bullying / Harassment & Support	0	4	6	10	10
Trans / Gender Diverse Inclusion	0	0	4	9	15
Strategic Focus	0	2	4	6	6
Total Standing Submission	0	16	27	37	44
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Lowest
Section 2: Strategy & Accountability	0	2	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	0	3	5	7	8
Section 4: Visibility of Inclusion	1	6	8	10	10
Section 5: Training, Awareness & Professional Development	0	2	4	6	8
Section 6: Executive Leadership & Engagement	0	2	2	4	8
Section 7: Data Collection & Reporting	0	0	2	3	3
Section 8: Community Engagement	0	0	2	4	6
Section 9: Optional Survey	0	0	2	2	2
Section 10: Additional Work	0	1	4	5	5
Total Annual Submission	5	22	33	40	50
TOTAL AWEI SUBMISSION SCORE 2021	7	37	59	73	94

# Small Employer Benchmark: Global



**TOP 3: (alphabetical)**

- Dentons
- Deutsche Bank
- Oliver Wyman

GLOBAL SMALL EMPLOYERS* (n23)					
AWEI STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE	Lowest	Average	Median	Highest	Available
Section 1: Policies & Practice	2	11	12	15	15
Section 1: LGBTQ Bullying / Harassment & Support	3	7	8	10	10
Section 1: Trans / Gender Diverse Inclusion	0	6	5	14	15
Section 1: Strategic Focus	0	4	5	6	6
Total Standing Submission	6	28	28	44	46
AWEI ANNUAL SUBMISSION	Lowest	Lowest	Lowest	Lowest	Available
Section 2: Strategy & Accountability	0	3	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	1	6	6	8	8
Section 4: Visibility of Inclusion	3	8	8	10	10
Section 5: Training, Awareness & Professional Development	0	4	4	8	8
Section 6: Executive Leadership & Engagement	0	3	2	8	8
Section 7: Data Collection & Reporting	0	1	2	3	3
Section 8: Community Engagement	0	2	2	6	6
Section 9: Optional Survey	0	1	2	2	2
Section 10: Additional Work	0	3	3	5	5
Total Annual Submission	13	33	33	50	54
TOTAL AWEI SUBMISSION SCORE 2021	24	60	60	94	100
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	2	10	12	14	15
LGBTQ Bullying / Harassment & Support	3	5	8	10	10
Trans / Gender Diverse Inclusion	0	3	5	9	14
Strategic Focus	0	2	5	6	6
Total Standing Submission	6	18	28	37	44
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Lowest
Section 2: Strategy & Accountability	0	2	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	1	5	6	7	8
Section 4: Visibility of Inclusion	3	8	8	10	10
Section 5: Training, Awareness & Professional Development	0	2	4	7	8
Section 6: Executive Leadership & Engagement	0	2	2	4	8
Section 7: Data Collection & Reporting	0	0	2	2	3
Section 8: Community Engagement	0	1	2	4	6
Section 9: Optional Survey	0	0	2	2	2
Section 10: Additional Work	0	1	3	5	5
Total Annual Submission	13	23	33	42	50
TOTAL AWEI SUBMISSION SCORE 2021	24	42	60	77	94

# Small Employer Benchmark: Regional



**TOP 3: (alphabetical)**

- ADSSI
- Aussie Broadband
- Initiative Media

REGIONAL SMALL EMPLOYERS* (n5)					
AWEI STANDING SUBMISSION: HR POLICY & DIVERSTIY PRACTICE	Lowest	Average	Median	Highest	Available
Section 1: Polidies & Practice	3	11	12	15	15
Section 1: LGBTQ Bullying / Harassment & Support	0	6	7	10	10
Section 1: Trans / Gender Diverse Inclusion	0	4	2	11	15
Section 1: Strategic Focus	1	4	4	6	6
Total Standing Submission	4	24	28	40	46
AWEI ANNUAL SUBMISSION	Lowest	Lowest	Lowest	Lowest	Available
Section 2: Strategy & Accountability	1	3	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	0	4	5	7	8
Section 4: Visibility of Inclusion	1	5	5	8	10
Section 5: Training, Awareness & Professional Development	2	4	4	6	8
Section 6: Executive Leadership & Engagement	0	4	4	6	8
Section 7: Data Collection & Reporting	0	1	1	2	3
Section 8: Community Engagement	0	3	2	6	6
Section 9: Optional Survey	0	1	2	2	2
Section 10: Additional Work	0	3	4	5	5
Total Annual Submission	13	28	33	39	54
TOTAL AWEI SUBMISSION SCORE 2021	17	53	67	73	100
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	3	12	12	12	15
LGBTQ Bullying / Harassment & Support	0	4	7	8	10
Trans / Gender Diverse Inclusion	0	0	2	7	11
Strategic Focus	1	2	4	6	6
Total Standing Submission	4	18	28	32	40
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Lowest
Section 2: Strategy & Accountability	1	4	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	0	3	5	6	7
Section 4: Visibility of Inclusion	1	4	5	8	8
Section 5: Training, Awareness & Professional Development	2	2	4	4	6
Section 6: Executive Leadership & Engagement	0	2	4	6	6
Section 7: Data Collection & Reporting	0	0	1	2	2
Section 8: Community Engagement	0	2	2	4	6
Section 9: Optional Survey	0	0	2	2	2
Section 10: Additional Work	0	4	4	4	5
Total Annual Submission	13	18	33	39	39
TOTAL AWEI SUBMISSION SCORE 2021	17	36	67	71	73

# Small Employer Benchmark: NFP/Charity



**TOP 2: (alphabetical)**

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

NFP/CHARITY SMALL EMPLOYERS* (n4)					
AWEI STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE	Lowest	Average	Median	Highest	Available
Section 1: Policies & Practice	2	10	12	15	15
Section 1: LGBTQ Bullying / Harassment & Support	4	7	6	10	10
Section 1: Trans / Gender Diverse Inclusion	0	4	2	11	15
Section 1: Strategic Focus	1	3	3	6	6
Total Standing Submission	10	24	22	40	46
AWEI ANNUAL SUBMISSION	Lowest	Lowest	Lowest	Lowest	Available
Section 2: Strategy & Accountability	2	4	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	2	4	5	6	8
Section 4: Visibility of Inclusion	5	7	7	9	10
Section 5: Training, Awareness & Professional Development	2	4	5	6	8
Section 6: Executive Leadership & Engagement	0	3	3	6	8
Section 7: Data Collection & Reporting	1	2	3	3	3
Section 8: Community Engagement	0	2	2	4	6
Section 9: Optional Survey	0	1	1	2	2
Section 10: Additional Work	1	4	5	5	5
Total Annual Submission	26	31	32	34	54
TOTAL AWEI SUBMISSION SCORE 2021	44	55	51	73	100
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	2	8	12	14	15
LGBTQ Bullying / Harassment & Support	4	4	6	9	10
Trans / Gender Diverse Inclusion	0	0	2	6	11
Strategic Focus	1	2	3	5	6
Total Standing Submission	10	15	22	31	40
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Lowest
Section 2: Strategy & Accountability	2	4	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	2	4	5	5	6
Section 4: Visibility of Inclusion	5	6	7	8	9
Section 5: Training, Awareness & Professional Development	2	4	5	5	6
Section 6: Executive Leadership & Engagement	0	2	3	5	6
Section 7: Data Collection & Reporting	1	2	3	3	3
Section 8: Community Engagement	0	2	2	3	4
Section 9: Optional Survey	0	0	1	2	2
Section 10: Additional Work	1	3	5	5	5
Total Annual Submission	26	30	32	33	34
TOTAL AWEI SUBMISSION SCORE 2021	44	46	51	59	73

# Small Employer Benchmark: Private Sector



## TOP 3: (alphabetical)

- Dentons
- Deutsche Bank
- Oliver Wyman

PRIVATE SECTOR SMALL EMPLOYERS* (n30)					
AWEI STANDING SUBMISSION: HR POLICY & DIVERSTIY PRACTICE	Lowest	Average	Median	Highest	Available
Section 1: Polidces & Practice	0	10	12	15	15
Section 1: LGBTQ Bullying / Harassment & Support	0	7	8	10	10
Section 1: Trans / Gender Diverse Inclusion	0	6	5	15	15
Section 1: Strategic Focus	0	4	5	6	6
Total Standing Submission	0	26	28	44	46
AWEI ANNUAL SUBMISSION	Lowest	Lowest	Lowest	Lowest	Available
Section 2: Strategy & Accountability	0	3	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	0	5	6	8	8
Section 4: Visibility of Inclusion	1	7	8	10	10
Section 5: Training, Awareness & Professional Development	0	4	4	8	8
Section 6: Executive Leadership & Engagement	0	3	3	8	8
Section 7: Data Collection & Reporting	0	1	0	3	3
Section 8: Community Engagement	0	3	2	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	3	4	5	5
Total Annual Submission	5	31	34	50	54
TOTAL AWEI SUBMISSION SCORE 2021	7	58	64	94	100
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	8	12	13	15
LGBTQ Bullying / Harassment & Support	0	4	8	10	10
Trans / Gender Diverse Inclusion	0	1	5	9	15
Strategic Focus	0	2	5	6	6
Total Standing Submission	0	18	28	37	44
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Lowest
Section 2: Strategy & Accountability	0	2	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	0	4	6	8	8
Section 4: Visibility of Inclusion	1	6	8	10	10
Section 5: Training, Awareness & Professional Development	0	2	4	6	8
Section 6: Executive Leadership & Engagement	0	2	3	4	8
Section 7: Data Collection & Reporting	0	0	0	2	3
Section 8: Community Engagement	0	2	2	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	1	4	5	5
Total Annual Submission	5	19	34	42	50
TOTAL AWEI SUBMISSION SCORE 2021	7	37	64	78	94

# Small Employer Benchmark: Banking & Finance



**TOP 3: (alphabetical)**

- Deutsche Bank
- Liberty Financial
- Northern Trust

BANKING / FINANCE SMALL EMPLOYERS* (n6)					
AWEI STANDING SUBMISSION: HR POLICY & DIVERSTIY PRACTICE	Lowest	Average	Median	Highest	Available
Section 1: Polidies & Practice	8	11	11	14	15
Section 1: LGBTQ Bullying / Harassment & Support	3	6	6	10	10
Section 1: Trans / Gender Diverse Inclusion	0	5	4	11	15
Section 1: Strategic Focus	2	4	3	6	6
Total Standing Submission	14	25	24	39	46
AWEI ANNUAL SUBMISSION	Lowest	Lowest	Lowest	Lowest	Available
Section 2: Strategy & Accountability	2	3	2	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	0	6	7	8	8
Section 4: Visibility of Inclusion	2	7	8	10	10
Section 5: Training, Awareness & Professional Development	0	4	4	8	8
Section 6: Executive Leadership & Engagement	0	3	3	8	8
Section 7: Data Collection & Reporting	0	1	0	3	3
Section 8: Community Engagement	0	3	2	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	3	3	5	5
Total Annual Submission	12	31	31	50	54
TOTAL AWEI SUBMISSION SCORE 2021	26	56	57	89	100
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	8	9	11	12	14
LGBTQ Bullying / Harassment & Support	3	4	6	8	10
Trans / Gender Diverse Inclusion	0	1	4	8	11
Strategic Focus	2	2	3	5	6
Total Standing Submission	14	18	24	30	39
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Lowest
Section 2: Strategy & Accountability	2	2	2	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	0	5	7	8	8
Section 4: Visibility of Inclusion	2	7	8	8	10
Section 5: Training, Awareness & Professional Development	0	2	4	6	8
Section 6: Executive Leadership & Engagement	0	2	3	4	8
Section 7: Data Collection & Reporting	0	0	0	2	3
Section 8: Community Engagement	0	2	2	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	2	3	5	5
Total Annual Submission	12	24	31	38	50
TOTAL AWEI SUBMISSION SCORE 2021	26	42	57	66	89

# Small Employer Benchmark: Community Services



**TOP 2: (alphabetical)**

- Public Record Office Victoria
- Key Assets - The Children's Service Provider

COMMUNITY SERVICES SMALL EMPLOYERS* (n4)					
AWEI STANDING SUBMISSION: HR POLICY & DIVERSTIY PRACTICE	Lowest	Average	Median	Highest	Available
Section 1: Polidies & Practice	2	10	12	14	15
Section 1: LGBTQ Bullying / Harassment & Support	3	5	4	10	10
Section 1: Trans / Gender Diverse Inclusion	0	3	2	8	15
Section 1: Strategic Focus	1	3	3	4	6
Total Standing Submission	10	21	22	29	46
AWEI ANNUAL SUBMISSION	Lowest	Lowest	Lowest	Lowest	Available
Section 2: Strategy & Accountability	1	3	3	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	2	4	5	6	8
Section 4: Visibility of Inclusion	6	8	8	9	10
Section 5: Training, Awareness & Professional Development	2	4	5	6	8
Section 6: Executive Leadership & Engagement	0	2	2	4	8
Section 7: Data Collection & Reporting	1	3	3	3	3
Section 8: Community Engagement	0	2	1	4	6
Section 9: Optional Survey	0	1	0	2	2
Section 10: Additional Work	1	3	4	5	5
Total Annual Submission	23	29	29	34	54
TOTAL AWEI SUBMISSION SCORE 2021	44	49	50	54	100
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	2	8	12	13	14
LGBTQ Bullying / Harassment & Support	3	4	4	6	10
Trans / Gender Diverse Inclusion	0	0	2	5	8
Strategic Focus	1	2	3	4	4
Total Standing Submission	10	15	22	28	29
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Lowest
Section 2: Strategy & Accountability	1	2	3	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	2	4	5	5	6
Section 4: Visibility of Inclusion	6	7	8	8	9
Section 5: Training, Awareness & Professional Development	2	4	5	5	6
Section 6: Executive Leadership & Engagement	0	2	2	3	4
Section 7: Data Collection & Reporting	1	3	3	3	3
Section 8: Community Engagement	0	0	1	3	4
Section 9: Optional Survey	0	0	0	1	2
Section 10: Additional Work	1	2	4	5	5
Total Annual Submission	23	25	29	32	34
TOTAL AWEI SUBMISSION SCORE 2021	44	46	50	53	54

# Small Employer Benchmark: Health & Wellbeing



**TOP 3: (alphabetical):**

- ADSSI
- Interrelate
- Roche

HEALTH & WELLBEING SMALL EMPLOYERS* (n6)					
AWEI STANDING SUBMISSION: HR POLICY & DIVERSTIY PRACTICE	Lowest	Average	Median	Highest	Available
Section 1: Polidies & Practice	3	8	8	15	15
Section 1: LGBTQ Bullying / Harassment & Support	0	5	5	10	10
Section 1: Trans / Gender Diverse Inclusion	0	3	0	11	15
Section 1: Strategic Focus	1	3	2	6	6
Total Standing Submission	4	20	14	40	46
AWEI ANNUAL SUBMISSION	Lowest	Lowest	Lowest	Lowest	Available
Section 2: Strategy & Accountability	2	3	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	0	4	5	7	8
Section 4: Visibility of Inclusion	1	6	6	10	10
Section 5: Training, Awareness & Professional Development	2	4	3	6	8
Section 6: Executive Leadership & Engagement	0	3	2	6	8
Section 7: Data Collection & Reporting	0	1	1	3	3
Section 8: Community Engagement	0	1	0	2	6
Section 9: Optional Survey	0	1	0	2	2
Section 10: Additional Work	0	3	4	5	5
Total Annual Submission	13	25	27	36	54
TOTAL AWEI SUBMISSION SCORE 2021	17	45	40	73	100
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	3	5	8	12	15
LGBTQ Bullying / Harassment & Support	0	4	5	7	10
Trans / Gender Diverse Inclusion	0	0	0	7	11
Strategic Focus	1	2	2	5	6
Total Standing Submission	4	11	14	32	40
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Lowest
Section 2: Strategy & Accountability	2	3	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	0	3	5	6	7
Section 4: Visibility of Inclusion	1	4	6	8	10
Section 5: Training, Awareness & Professional Development	2	2	3	5	6
Section 6: Executive Leadership & Engagement	0	2	2	4	6
Section 7: Data Collection & Reporting	0	0	1	3	3
Section 8: Community Engagement	0	0	0	2	2
Section 9: Optional Survey	0	0	0	2	2
Section 10: Additional Work	0	2	4	5	5
Total Annual Submission	13	18	27	33	36
TOTAL AWEI SUBMISSION SCORE 2021	17	30	40	67	73

# Small Employer Benchmark: Legal



### TOP 3: (alphabetical)

- Colin Biggers & Paisley Lawyers
- Dentons
- McCullough Robertson Lawyers

LEGAL SMALL EMPLOYERS* (n7)					
AWEI STANDING SUBMISSION: HR POLICY & DIVERSTIY PRACTICE	Lowest	Average	Median	Highest	Available
Section 1: Polidies & Practice	10	13	13	15	15
Section 1: LGBTQ Bullying / Harassment & Support	6	9	10	10	10
Section 1: Trans / Gender Diverse Inclusion	2	9	9	15	15
Section 1: Strategic Focus	4	6	6	6	6
Total Standing Submission	24	36	35	44	46
AWEI ANNUAL SUBMISSION	Lowest	Lowest	Lowest	Lowest	Available
Section 2: Strategy & Accountability	4	4	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	5	7	8	8	8
Section 4: Visibility of Inclusion	6	9	10	10	10
Section 5: Training, Awareness & Professional Development	2	6	6	8	8
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	1	0	3	3
Section 8: Community Engagement	2	3	4	4	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	4	5	5	5
Total Annual Submission	27	40	43	50	54
TOTAL AWEI SUBMISSION SCORE 2021	58	76	84	92	100
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	10	12	13	14	15
LGBTQ Bullying / Harassment & Support	6	9	10	10	10
Trans / Gender Diverse Inclusion	2	6	9	12	15
Strategic Focus	4	6	6	6	6
Total Standing Submission	24	33	35	42	44
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Lowest
Section 2: Strategy & Accountability	4	4	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	5	6	8	8	8
Section 4: Visibility of Inclusion	6	8	10	10	10
Section 5: Training, Awareness & Professional Development	2	5	6	7	8
Section 6: Executive Leadership & Engagement	0	2	4	7	8
Section 7: Data Collection & Reporting	0	0	0	2	3
Section 8: Community Engagement	2	3	4	4	4
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	4	5	5	5
Total Annual Submission	27	34	43	47	50
TOTAL AWEI SUBMISSION SCORE 2021	58	63	84	87	92

# Small Employer Benchmark: Professional Services



**TOP 3: (alphabetical)**

- Boston Consulting Group
- Colin Biggers & Paisley Lawyers
- Oliver Wyman

PROFESSIONAL SERVICES SMALL EMPLOYERS* (n8)					
AWEI STANDING SUBMISSION: HR POLICY & DIVERSTIY PRACTICE	Lowest	Average	Median	Highest	Available
Section 1: Polidies & Practice	10	13	13	15	15
Section 1: LGBTQ Bullying / Harassment & Support	6	9	10	10	10
Section 1: Trans / Gender Diverse Inclusion	2	9	9	15	15
Section 1: Strategic Focus	4	6	6	6	6
Total Standing Submission	24	36	35	44	46
AWEI ANNUAL SUBMISSION	Lowest	Lowest	Lowest	Lowest	Available
Section 2: Strategy & Accountability	4	4	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	5	7	8	8	8
Section 4: Visibility of Inclusion	6	9	10	10	10
Section 5: Training, Awareness & Professional Development	2	6	6	8	8
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	1	0	3	3
Section 8: Community Engagement	2	3	4	4	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	4	5	5	5
Total Annual Submission	0	35	39	50	54
TOTAL AWEI SUBMISSION SCORE 2021	0	67	75	92	100
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	10	12	13	14	15
LGBTQ Bullying / Harassment & Support	6	9	10	10	10
Trans / Gender Diverse Inclusion	2	6	9	12	15
Strategic Focus	4	6	6	6	6
Total Standing Submission	24	33	35	42	44
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Lowest
Section 2: Strategy & Accountability	4	4	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	5	6	8	8	8
Section 4: Visibility of Inclusion	6	8	10	10	10
Section 5: Training, Awareness & Professional Development	2	5	6	7	8
Section 6: Executive Leadership & Engagement	0	2	4	7	8
Section 7: Data Collection & Reporting	0	0	0	2	3
Section 8: Community Engagement	2	3	4	4	4
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	4	5	5	5
Total Annual Submission	0	32	39	46	50
TOTAL AWEI SUBMISSION SCORE 2021	0	59	75	87	92

# Small Employer Benchmark: Technology/Telco



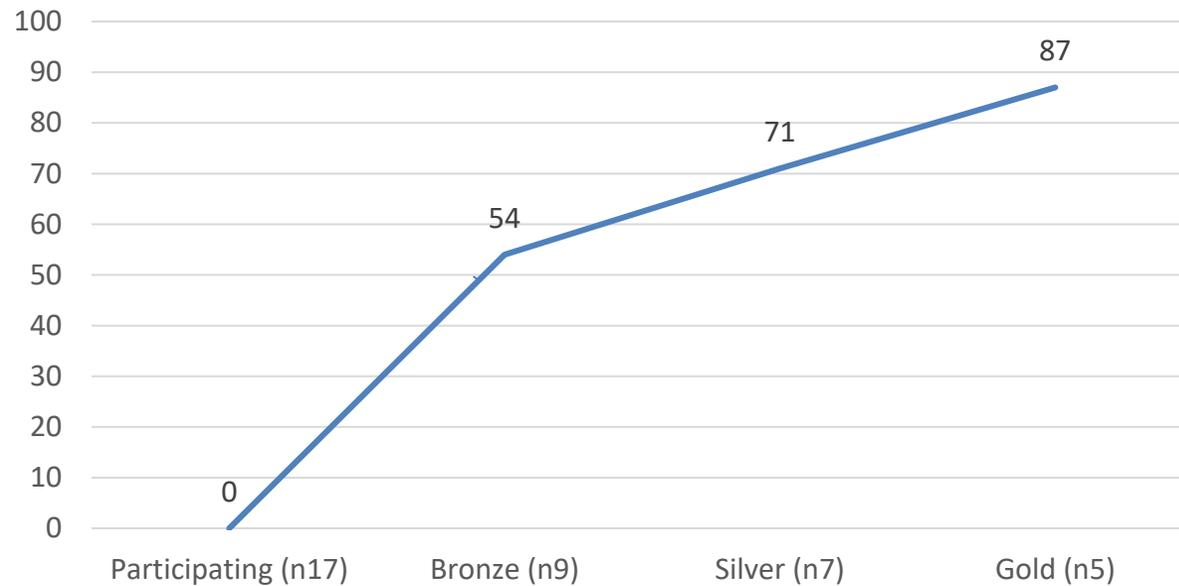
**TOP 3: (alphabetical)**

- Aussie Broadband
- HP Australia
- Telecommunications Industry Ombudsman (TIO)

TECH/TELCO SMALL EMPLOYERS* (n7)					
AWEI STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE	Lowest	Average	Median	Highest	Available
Section 1: Policies & Practice	2	7	7	12	15
Section 1: LGBTQ Bullying / Harassment & Support	3	5	4	10	10
Section 1: Trans / Gender Diverse Inclusion	0	2	0	7	15
Section 1: Strategic Focus	0	2	2	4	6
Total Standing Submission	6	16	18	28	46
AWEI ANNUAL SUBMISSION	Lowest	Lowest	Lowest	Lowest	Available
Section 2: Strategy & Accountability	0	2	2	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	1	3	3	5	8
Section 4: Visibility of Inclusion	3	6	6	10	10
Section 5: Training, Awareness & Professional Development	0	3	4	6	8
Section 6: Executive Leadership & Engagement	0	3	2	4	8
Section 7: Data Collection & Reporting	0	1	0	3	3
Section 8: Community Engagement	0	3	2	6	6
Section 9: Optional Survey	0	1	0	2	2
Section 10: Additional Work	0	2	1	5	5
Total Annual Submission	13	24	18	39	54
TOTAL AWEI SUBMISSION SCORE 2021	24	40	36	67	100
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	2	3	7	11	12
LGBTQ Bullying / Harassment & Support	3	4	4	6	10
Trans / Gender Diverse Inclusion	0	0	0	4	7
Strategic Focus	0	2	2	4	4
Total Standing Submission	6	14	18	18	28
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Lowest
Section 2: Strategy & Accountability	0	2	2	3	4
Section 3: LGBTQ Employee Networks / Resource Groups	1	2	3	5	5
Section 4: Visibility of Inclusion	3	5	6	8	10
Section 5: Training, Awareness & Professional Development	0	1	4	5	6
Section 6: Executive Leadership & Engagement	0	2	2	4	4
Section 7: Data Collection & Reporting	0	0	0	2	3
Section 8: Community Engagement	0	1	2	4	6
Section 9: Optional Survey	0	0	0	2	2
Section 10: Additional Work	0	0	1	4	5
Total Annual Submission	13	17	18	31	39
TOTAL AWEI SUBMISSION SCORE 2021	24	32	36	45	67

# 2021 Small Employer Score Distribution: Recognition Tiers

2021 Tier Entry Points



Small Employer Tier Entry Points					
Historical					Current
Index Iteration 1			Index Iteration 2		
Year	2017	2018	2019	2020	2021
<b>Bronze</b>	30	30	30	80	<b>87</b>
<b>Silver</b>	45	45	45	60	<b>71</b>
<b>Gold</b>	60	60	60	53	<b>54</b>

# Small Employer Benchmark: Participating Tier



**TOP 3: (alphabetical)**

**\*Three organisations not for publication.\***

PARTICIPATING SMALL EMPLOYERS* (n17)					
AWEI STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE	Lowest	Average	Median	Highest	Available
Section 1: Policies & Practice	0	7	7	14	15
Section 1: LGBTQ Bullying / Harassment & Support	0	3	4	6	10
Section 1: Trans / Gender Diverse Inclusion	0	2	0	8	15
Section 1: Strategic Focus	0	2	2	4	6
Total Standing Submission	0	14	16	29	46
AWEI ANNUAL SUBMISSION	Lowest	Lowest	Lowest	Lowest	Available
Section 2: Strategy & Accountability	0	2	2	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	0	3	3	6	8
Section 4: Visibility of Inclusion	1	5	6	10	10
Section 5: Training, Awareness & Professional Development	0	2	2	6	8
Section 6: Executive Leadership & Engagement	0	2	2	4	8
Section 7: Data Collection & Reporting	0	1	0	3	3
Section 8: Community Engagement	0	1	0	4	6
Section 9: Optional Survey	0	1	2	2	2
Section 10: Additional Work	0	2	1	5	5
Total Annual Submission	5	20	18	34	54
TOTAL AWEI SUBMISSION SCORE 2021	7	34	33	52	100
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	3	7	10	14
LGBTQ Bullying / Harassment & Support	0	3	4	4	6
Trans / Gender Diverse Inclusion	0	0	0	4	8
Strategic Focus	0	1	2	2	4
Total Standing Submission	0	10	16	18	29
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Lowest
Section 2: Strategy & Accountability	0	2	2	2	4
Section 3: LGBTQ Employee Networks / Resource Groups	0	1	3	5	6
Section 4: Visibility of Inclusion	1	3	6	8	10
Section 5: Training, Awareness & Professional Development	0	0	2	4	6
Section 6: Executive Leadership & Engagement	0	2	2	2	4
Section 7: Data Collection & Reporting	0	0	0	3	3
Section 8: Community Engagement	0	0	0	2	4
Section 9: Optional Survey	0	0	2	2	2
Section 10: Additional Work	0	0	1	3	5
Total Annual Submission	5	13	18	27	34
TOTAL AWEI SUBMISSION SCORE 2021	7	26	33	45	52

# Small Employer Benchmark: Bronze Tier



**TOP 3: (alphabetical)**

- Aussie Broadband
- Northern Trust
- Russell Kennedy Lawyers

BRONZE SMALL EMPLOYERS* (n9)					
AWEI STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE	Lowest	Average	Median	Highest	Available
Section 1: Policies & Practice	10	12	12	14	15
Section 1: LGBTQ Bullying / Harassment & Support	5	8	8	10	10
Section 1: Trans / Gender Diverse Inclusion	2	6	4	12	15
Section 1: Strategic Focus	1	4	4	6	6
Total Standing Submission	24	29	28	37	46
AWEI ANNUAL SUBMISSION	Lowest	Lowest	Lowest	Lowest	Available
Section 2: Strategy & Accountability	0	3	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	3	6	5	8	8
Section 4: Visibility of Inclusion	6	8	8	10	10
Section 5: Training, Awareness & Professional Development	0	5	5	8	8
Section 6: Executive Leadership & Engagement	0	2	2	4	8
Section 7: Data Collection & Reporting	0	1	1	3	3
Section 8: Community Engagement	0	3	2	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	1	3	4	5	5
Total Annual Submission	23	33	33	40	54
TOTAL AWEI SUBMISSION SCORE 2021	54	62	64	67	100
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	10	10	12	12	14
LGBTQ Bullying / Harassment & Support	5	6	8	10	10
Trans / Gender Diverse Inclusion	2	4	4	9	12
Strategic Focus	1	2	4	5	6
Total Standing Submission	24	26	28	32	37
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Lowest
Section 2: Strategy & Accountability	0	2	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	3	5	5	8	8
Section 4: Visibility of Inclusion	6	8	8	9	10
Section 5: Training, Awareness & Professional Development	0	4	5	6	8
Section 6: Executive Leadership & Engagement	0	0	2	4	4
Section 7: Data Collection & Reporting	0	0	1	2	3
Section 8: Community Engagement	0	2	2	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	1	3	4	4	5
Total Annual Submission	23	27	33	39	40
TOTAL AWEI SUBMISSION SCORE 2021	54	59	64	66	67

# Small Employer Benchmark: Silver Tier



**TOP 3: (alphabetical)**

- Boston Consulting Group
- Clifford Chance
- Page Group

<b>SILVER SMALL EMPLOYERS* (n7)</b>					
<b>AWEI STANDING SUBMISSION: HR POLICY &amp; DIVERSITY PRACTICE</b>	<b>Lowest</b>	<b>Average</b>	<b>Median</b>	<b>Highest</b>	<b>Available</b>
Section 1: Policies & Practice	10	13	13	15	15
Section 1: LGBTQ Bullying / Harassment & Support	7	9	10	10	10
Section 1: Trans / Gender Diverse Inclusion	4	8	7	11	15
Section 1: Strategic Focus	6	6	6	6	6
<b>Total Standing Submission</b>	<b>28</b>	<b>36</b>	<b>37</b>	<b>42</b>	<b>46</b>
<b>AWEI ANNUAL SUBMISSION</b>	<b>Lowest</b>	<b>Lowest</b>	<b>Lowest</b>	<b>Lowest</b>	<b>Available</b>
Section 2: Strategy & Accountability	2	4	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	5	7	7	8	8
Section 4: Visibility of Inclusion	5	9	10	10	10
Section 5: Training, Awareness & Professional Development	2	6	6	8	8
Section 6: Executive Leadership & Engagement	2	5	4	8	8
Section 7: Data Collection & Reporting	0	2	2	3	3
Section 8: Community Engagement	0	3	2	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	2	4	5	5	5
<b>Total Annual Submission</b>	<b>33</b>	<b>40</b>	<b>39</b>	<b>49</b>	<b>54</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>71</b>	<b>76</b>	<b>73</b>	<b>84</b>	<b>100</b>
<b>INTERQUARTILE RANGES</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	15	15
LGBTQ Bullying / Harassment & Support	7	8	10	10	10
Trans / Gender Diverse Inclusion	4	6	7	10	11
Strategic Focus	6	6	6	6	6
<b>Total Standing Submission</b>	<b>28</b>	<b>34</b>	<b>37</b>	<b>39</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>Lowest</b>
Section 2: Strategy & Accountability	2	4	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	5	6	7	7	8
Section 4: Visibility of Inclusion	5	8	10	10	10
Section 5: Training, Awareness & Professional Development	2	4	6	8	8
Section 6: Executive Leadership & Engagement	2	4	4	6	8
Section 7: Data Collection & Reporting	0	1	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	2	4	5	5	5
<b>Total Annual Submission</b>	<b>33</b>	<b>37</b>	<b>39</b>	<b>44</b>	<b>49</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>71</b>	<b>73</b>	<b>73</b>	<b>81</b>	<b>84</b>

# Small Employer Benchmark: Gold Tier



**TOP 2: (alphabetical)**

- Dentons
- Oliver Wyman

GOLD SMALL EMPLOYERS* (n5)					
AWEI STANDING SUBMISSION: HR POLICY & DIVERSTIY PRACTICE	Lowest	Average	Median	Highest	Available
Section 1: Polidies & Practice	13	14	14	15	15
Section 1: LGBTQ Bullying / Harassment & Support	8	10	10	10	10
Section 1: Trans / Gender Diverse Inclusion	11	12	11	15	15
Section 1: Strategic Focus	6	6	6	6	6
Total Standing Submission	39	42	42	44	46
AWEI ANNUAL SUBMISSION	Lowest	Lowest	Lowest	Lowest	Available
Section 2: Strategy & Accountability	4	4	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	8	8	8	8	8
Section 4: Visibility of Inclusion	10	10	10	10	10
Section 5: Training, Awareness & Professional Development	6	6	6	8	8
Section 6: Executive Leadership & Engagement	4	6	6	8	8
Section 7: Data Collection & Reporting	0	1	0	3	3
Section 8: Community Engagement	3	4	4	4	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	5	5	5	5	5
Total Annual Submission	43	47	45	50	54
TOTAL AWEI SUBMISSION SCORE 2021	87	88	87	92	100
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	13	14	14	15	15
LGBTQ Bullying / Harassment & Support	8	10	10	10	10
Trans / Gender Diverse Inclusion	11	11	11	12	15
Strategic Focus	6	6	6	6	6
Total Standing Submission	39	42	42	42	44
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Lowest
Section 2: Strategy & Accountability	4	4	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	8	8	8	8	8
Section 4: Visibility of Inclusion	10	10	10	10	10
Section 5: Training, Awareness & Professional Development	6	6	6	6	8
Section 6: Executive Leadership & Engagement	4	6	6	8	8
Section 7: Data Collection & Reporting	0	0	0	2	3
Section 8: Community Engagement	3	4	4	4	4
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	5	5	5	5	5
Total Annual Submission	43	45	45	50	50
TOTAL AWEI SUBMISSION SCORE 2021	87	87	87	89	92

# 2021 RESULTS STANDARD EMPLOYERS



## AWEI2021 POINT ALLOCATIONS: STANDARD EMPLOYER (501 or more employees)

<b>Section 1: Standing Submission:</b>	<b>HR Policies &amp; 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>LGBTQ Bullying / Harassment &amp; Support</b>	14 points	Includes polices; 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 through this iteration (2022).
<b>Section 2: Strategy &amp; Accountability</b>		22 points	Includes LGBTQ strategy, advocacy, expertise, media coverage, leadership representation, inclusion promotion.
<b>Section 3: LGBTQ Employee Networks / Resource Groups</b>		34 points	Includes senior LGBTQ 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 LGBTQ inclusion; LGBTQ 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 LGBTQ 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 LGBTQ workplace inclusion not claimed.
<b>Total Annual Submission Score</b>		121 points	Total cumulative score of Sections 2 – 10, submitted annually.
<b>Total Standard Employer Score</b>		200 points	Cumulative total of all allocated index submission points.

# 2021 RESULTS

## EMPLOYER BENCHMARKS



# Benchmark: All Employers



## TOP 3: (alphabetical)

- Caggemini
- NAB
- University of Sydney

ALL EMPLOYERS* (n123)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	13	14	20	20
LGBTQ Bullying / Harassment & Support	0	8	7	14	14
Trans / Gender Diverse Inclusion	0	12	10	27	27
Strategic Focus	0	11	11	18	18
Total Standing Submission	6	43	42	79	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	2	13	13	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	19	19	34	34
Section 4: Visibility of Inclusion	0	12	13	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	2	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	6	4	15	15
Total Annual Submission	11	66	66	119	121
TOTAL AWEI SUBMISSION SCORE 2021	23	109	107	197	200
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	8	14	18	20
LGBTQ Bullying / Harassment & Support	0	4	7	12	14
Trans / Gender Diverse Inclusion	0	7	10	19	27
Strategic Focus	0	6	11	15	18
Total Standing Submission	6	27	42	64	79
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	2	9	13	18	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	12	19	27	34
Section 4: Visibility of Inclusion	0	9	13	14	16
Section 5: Training, Awareness & Professional Development	0	4	6	9	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	2	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	2	4	10	15
Total Annual Submission	11	44	66	85	119
TOTAL AWEI SUBMISSION SCORE 2021	23	71	107	146	197

\* Benchmark excludes small employers <500 employees

# Benchmark: Global Head Office Employers



**TOP 3: (alphabetical)**

- Caggemini
- NAB
- University of Sydney

GLOBAL (n71)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	13	14	20	20
LGBTQ Bullying / Harassment & Support	0	8	7	14	14
Trans / Gender Diverse Inclusion	0	12	10	27	27
Strategic Focus	0	11	11	18	18
Total Standing Submission	6	42	42	79	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	2	13	12	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	18	18	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	2	2	6	6
Section 8: Community Engagement	0	3	4	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	5	4	15	15
Total Annual Submission	11	64	62	119	121
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>23</b>	<b>106</b>	<b>106</b>	<b>197</b>	<b>200</b>
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	7	14	19	20
LGBTQ Bullying / Harassment & Support	0	4	7	13	14
Trans / Gender Diverse Inclusion	0	4	10	19	27
Strategic Focus	0	6	11	15	18
Total Standing Submission	6	22	42	64	79
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	2	8	12	18	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	8	18	26	34
Section 4: Visibility of Inclusion	0	9	12	14	16
Section 5: Training, Awareness & Professional Development	0	2	6	10	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	4	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	2	4	9	15
Total Annual Submission	11	39	62	84	119
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>23</b>	<b>61</b>	<b>106</b>	<b>145</b>	<b>197</b>

\* Benchmark excludes small employers <500 employees

# Benchmark: Regional Head Office Employers



**TOP 3: (alphabetical)**

- Energy Queensland
- University of Wollongong

**\*Plus one organisation not for publication.\***

REGIONAL (n11)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	3	11	10	18	20
LGBTQ Bullying / Harassment & Support	0	8	9	14	14
Trans / Gender Diverse Inclusion	1	11	12	24	27
Strategic Focus	4	9	8	17	18
Total Standing Submission	12	38	36	73	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	2	10	10	21	22
Section 3: LGBTQ Employee Networks / Resource Groups	4	15	15	24	34
Section 4: Visibility of Inclusion	5	11	13	15	16
Section 5: Training, Awareness & Professional Development	0	5	4	10	12
Section 6: Executive Leadership & Engagement	0	3	4	6	8
Section 7: Data Collection & Reporting	0	2	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	3	2	10	15
Total Annual Submission	15	51	52	79	121
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>27</b>	<b>89</b>	<b>86</b>	<b>152</b>	<b>200</b>
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	3	7	10	15	18
LGBTQ Bullying / Harassment & Support	0	5	9	10	14
Trans / Gender Diverse Inclusion	1	5	12	14	24
Strategic Focus	4	5	8	11	17
Total Standing Submission	12	26	36	48	73
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	2	8	10	12	21
Section 3: LGBTQ Employee Networks / Resource Groups	4	9	15	21	24
Section 4: Visibility of Inclusion	5	9	13	14	15
Section 5: Training, Awareness & Professional Development	0	3	4	6	10
Section 6: Executive Leadership & Engagement	0	2	4	4	6
Section 7: Data Collection & Reporting	0	0	3	3	5
Section 8: Community Engagement	0	0	2	2	4
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	1	2	3	10
Total Annual Submission	15	40	52	67	79
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>27</b>	<b>59</b>	<b>86</b>	<b>115</b>	<b>152</b>

\* Benchmark excludes small employers <500 employees

# Benchmark: 501-1999 Employees



### TOP 3: (alphabetical)

- Caggemini
- J.P. Morgan
- Special Broadcasting Services (SBS)

MEDIUM* (n43)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	11	11	20	20
LGBTQ Bullying / Harassment & Support	0	7	6	14	14
Trans / Gender Diverse Inclusion	0	9	9	27	27
Strategic Focus	0	9	8	18	18
Total Standing Submission	6	36	33	78	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	0	3	0	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	1	15	13	34	34
Section 4: Visibility of Inclusion	3	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	2	2	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	4	3	15	15
Total Annual Submission	13	56	55	119	121
TOTAL AWEI SUBMISSION SCORE 2021	26	92	89	197	200
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	7	11	17	20
LGBTQ Bullying / Harassment & Support	0	4	6	10	14
Trans / Gender Diverse Inclusion	0	5	9	12	27
Strategic Focus	0	5	8	12	18
Total Standing Submission	6	23	33	44	78
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	0	8	11	15	22
Section 3: LGBTQ Employee Networks / Resource Groups	1	8	13	23	34
Section 4: Visibility of Inclusion	3	8	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	2	3	6
Section 8: Community Engagement	0	1	2	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	1	3	6	15
Total Annual Submission	13	36	55	76	119
TOTAL AWEI SUBMISSION SCORE 2021	26	59	89	115	119

\* Benchmark excludes small employers <500 employees

# Benchmark: 2000-8000 Employees



## TOP 4: (alphabetical)

- AGL Energy
- IBM
- MinterEllison
- QBE Insurance
- University of Sydney

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

LARGE*(n60)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	2	14	15	20	20
LGBTQ Bullying / Harassment & Support	0	8	9	14	14
Trans / Gender Diverse Inclusion	1	13	13	27	27
Strategic Focus	2	11	11	18	18
Total Standing Submission	10	46	46	79	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	2	13	14	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	19	20	34	34
Section 4: Visibility of Inclusion	0	12	13	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	6	5	15	15
Total Annual Submission	11	68	72	116	121
TOTAL AWEI SUBMISSION SCORE 2021	27	115	121	192	200
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	2	10	15	19	20
LGBTQ Bullying / Harassment & Support	0	4	9	12	14
Trans / Gender Diverse Inclusion	1	7	13	19	27
Strategic Focus	2	7	11	15	18
Total Standing Submission	10	31	46	64	79
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	2	10	14	18	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	14	20	27	34
Section 4: Visibility of Inclusion	0	10	13	15	16
Section 5: Training, Awareness & Professional Development	0	4	6	10	12
Section 6: Executive Leadership & Engagement	0	2	4	6	8
Section 7: Data Collection & Reporting	0	0	3	6	6
Section 8: Community Engagement	0	2	3	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	2	5	10	15
Total Annual Submission	11	47	72	85	116
TOTAL AWEI SUBMISSION SCORE 2021	27	78	121	147	192

\* Benchmark excludes small employers <500 employees

# Benchmark: 8000+ Employees



## TOP 3: (alphabetical)

- Deloitte
- NAB
- Woolworths Group

SIGNIFICANT* (n20)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	1	14	14	20	20
LGBTQ Bullying / Harassment & Support	2	9	10	14	14
Trans / Gender Diverse Inclusion	1	14	15	27	27
Strategic Focus	4	13	14	18	18
Total Standing Submission	11	51	50	79	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	4	15	17	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	24	26	33	34
Section 4: Visibility of Inclusion	1	13	14	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	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	8	8	15	15
Total Annual Submission	12	80	83	114	121
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>23</b>	<b>131</b>	<b>141</b>	<b>191</b>	<b>200</b>
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	1	13	14	19	20
LGBTQ Bullying / Harassment & Support	2	6	10	14	14
Trans / Gender Diverse Inclusion	1	8	15	20	27
Strategic Focus	4	11	14	18	18
Total Standing Submission	11		50	71	79
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	4	12	17	19	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	21	26	31	33
Section 4: Visibility of Inclusion	1	12	14	14	16
Section 5: Training, Awareness & Professional Development	2	4	7	10	12
Section 6: Executive Leadership & Engagement	0	4	4	6	8
Section 7: Data Collection & Reporting	0	2	3	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	4	8	13	15
Total Annual Submission	12	67	83	98	114
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>23</b>	<b>102</b>	<b>141</b>	<b>169</b>	<b>191</b>

\* Benchmark excludes small employers <500 employees

# 2021 RESULTS

## SECTOR BENCHMARKS



# Benchmark: Federal Government



## TOP 3: (alphabetical)

- Australian Broadcasting Corporation (ABC)
- Services Australia
- Special Broadcasting Services (SBS)

FEDERAL GOVT (n19)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	4	15	16	20	20
LGBTQ Bullying / Harassment & Support	2	9	7	14	14
Trans / Gender Diverse Inclusion	0	13	10	27	27
Strategic Focus	0	12	14	18	18
Total Standing Submission	6	49	43	77	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	8	14	14	21	22
Section 3: LGBTQ Employee Networks / Resource Groups	6	21	19	33	34
Section 4: Visibility of Inclusion	8	13	13	16	16
Section 5: Training, Awareness & Professional Development	2	7	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	2	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	5	2	15	15
Total Annual Submission	35	72	76	109	121
TOTAL AWEI SUBMISSION SCORE 2021	45	121	117	185	200
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	4	13	16	19	20
LGBTQ Bullying / Harassment & Support	2	5	7	13	14
Trans / Gender Diverse Inclusion	0	7	10	22	27
Strategic Focus	0	8	14	16	18
Total Standing Submission	6	38	43	70	77
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	8	11	14	19	21
Section 3: LGBTQ Employee Networks / Resource Groups	6	15	19	31	33
Section 4: Visibility of Inclusion	8	10	13	16	16
Section 5: Training, Awareness & Professional Development	2	4	6	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	2	2	4	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	2	2	10	15
Total Annual Submission	35	48	76	97	109
TOTAL AWEI SUBMISSION SCORE 2021	45	82	117	168	185

# Benchmark: State Government



### TOP 3: (alphabetical)

- Queensland Dept. of Education
- Dept. of Education & Training Victoria
- Victoria Police

STATE GOVERNMENT (n9)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	2	12	14	18	20
LGBTQ Bullying / Harassment & Support	0	6	7	12	14
Trans / Gender Diverse Inclusion	3	11	12	20	27
Strategic Focus	3	10	10	18	18
Total Standing Submission	10	40	41	65	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	3	11	10	19	22
Section 3: LGBTQ Employee Networks / Resource Groups	5	20	22	32	34
Section 4: Visibility of Inclusion	6	12	13	14	16
Section 5: Training, Awareness & Professional Development	0	5	4	10	12
Section 6: Executive Leadership & Engagement	0	4	4	6	8
Section 7: Data Collection & Reporting	2	3	3	6	6
Section 8: Community Engagement	0	2	2	6	6
Section 9: Optional Survey	0	1	1	2	2
Section 10: Additional Work	0	7	7	15	15
Total Annual Submission	31	65	63	99	121
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>41</b>	<b>105</b>	<b>108</b>	<b>164</b>	<b>200</b>
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	2	10	14	15	18
LGBTQ Bullying / Harassment & Support	0	6	7	8	12
Trans / Gender Diverse Inclusion	3	8	12	13	20
Strategic Focus	3	6	10	13	18
Total Standing Submission	10	36	41	45	65
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	3	7	10	16	19
Section 3: LGBTQ Employee Networks / Resource Groups	5	14	22	26	32
Section 4: Visibility of Inclusion	6	13	13	14	14
Section 5: Training, Awareness & Professional Development	0	4	4	8	10
Section 6: Executive Leadership & Engagement	0	4	4	5	6
Section 7: Data Collection & Reporting	2	3	3	3	6
Section 8: Community Engagement	0	0	2	4	6
Section 9: Optional Survey	0	0	1	2	2
Section 10: Additional Work	0	3	7	10	15
Total Annual Submission	31	44	63	80	99
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>41</b>	<b>80</b>	<b>108</b>	<b>140</b>	<b>164</b>

\* Benchmark excludes small employers <500 employees

# Benchmark: NFP / Charity



**TOP 2: (alphabetical)**

- CoHealth
- Settlement Services International

NFP/CHARITY (n4)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	2	11	13	18	20
LGBTQ Bullying / Harassment & Support	3	4	4	5	14
Trans / Gender Diverse Inclusion	4	8	9	10	27
Strategic Focus	4	9	10	13	18
<b>Total Standing Submission</b>	<b>13</b>	<b>33</b>	<b>37</b>	<b>43</b>	<b>79</b>
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	5	12	13	18	22
Section 3: LGBTQ Employee Networks / Resource Groups	1	18	21	29	34
Section 4: Visibility of Inclusion	3	9	10	12	16
Section 5: Training, Awareness & Professional Development	2	6	6	8	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	0	3	4	4	6
Section 9: Optional Survey	0	1	1	2	2
Section 10: Additional Work	0	5	6	8	15
<b>Total Annual Submission</b>	<b>13</b>	<b>59</b>	<b>68</b>	<b>88</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>26</b>	<b>92</b>	<b>105</b>	<b>131</b>	<b>200</b>
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	2	7	13	17	18
LGBTQ Bullying / Harassment & Support	3	4	4	4	5
Trans / Gender Diverse Inclusion	4	7	9	10	10
Strategic Focus	4	8	10	12	13
<b>Total Standing Submission</b>	<b>13</b>	<b>27</b>	<b>37</b>	<b>43</b>	<b>43</b>
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	5	10	13	15	18
Section 3: LGBTQ Employee Networks / Resource Groups	1	15	21	24	29
Section 4: Visibility of Inclusion	3	8	10	11	12
Section 5: Training, Awareness & Professional Development	2	4	6	8	8
Section 6: Executive Leadership & Engagement	0	4	5	5	6
Section 7: Data Collection & Reporting	0	2	3	4	6
Section 8: Community Engagement	0	3	4	4	4
Section 9: Optional Survey	0	1	1	2	2
Section 10: Additional Work	0	4	6	7	8
<b>Total Annual Submission</b>	<b>13</b>	<b>48</b>	<b>68</b>	<b>79</b>	<b>88</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>26</b>	<b>83</b>	<b>105</b>	<b>113</b>	<b>131</b>

\* Benchmark excludes small employers <500 employees

# Benchmark: Public Sector



### TOP 3: (alphabetical)

- Australian Broadcasting Corporation (ABC)
- NBN Co.
- Special Broadcasting Services (SBS)

PUBLIC SECTOR (n=28)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	2	14	15	20	20
LGBTQ Bullying / Harassment & Support	0	8	7	14	14
Trans / Gender Diverse Inclusion	0	13	12	27	27
Strategic Focus	0	11	13	18	18
Total Standing Submission	6	46	43	77	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	3	13	13	21	22
Section 3: LGBTQ Employee Networks / Resource Groups	5	20	21	33	34
Section 4: Visibility of Inclusion	6	13	13	16	16
Section 5: Training, Awareness & Professional Development	0	6	5	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	6	3	15	15
Total Annual Submission	31	70	73	109	121
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>41</b>	<b>116</b>	<b>114</b>	<b>185</b>	<b>200</b>
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	2	11	15	18	20
LGBTQ Bullying / Harassment & Support	0	5	7	12	14
Trans / Gender Diverse Inclusion	0	7	12	19	27
Strategic Focus	0	6	13	16	18
Total Standing Submission	6	37	43	66	77
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	3	9	13	18	21
Section 3: LGBTQ Employee Networks / Resource Groups	5	15	21	29	33
Section 4: Visibility of Inclusion	6	11	13	14	16
Section 5: Training, Awareness & Professional Development	0	4	5	9	12
Section 6: Executive Leadership & Engagement	0	3	4	6	8
Section 7: Data Collection & Reporting	0	2	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	2	3	10	15
Total Annual Submission	31	45	73	96	109
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>41</b>	<b>80</b>	<b>114</b>	<b>155</b>	<b>185</b>

\* Benchmark excludes small employers <500 employees

# Benchmark: Private Sector



**TOP 3: (alphabetical)**

- Cargemini
- NAB
- QBE Insurance

PRIVATE (n79)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	12	13	20	20
LGBTQ Bullying / Harassment & Support	0	8	7	14	14
Trans / Gender Diverse Inclusion	0	12	9	27	27
Strategic Focus	0	10	10	18	18
<b>Total Standing Submission</b>	<b>7</b>	<b>42</b>	<b>39</b>	<b>79</b>	<b>79</b>
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	2	12	12	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	18	18	34	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	2	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>11</b>	<b>64</b>	<b>59</b>	<b>119</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>23</b>	<b>105</b>	<b>95</b>	<b>197</b>	<b>200</b>
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	8	13	19	20
LGBTQ Bullying / Harassment & Support	0	4	7	13	14
Trans / Gender Diverse Inclusion	0	5	9	19	27
Strategic Focus	0	6	10	15	18
<b>Total Standing Submission</b>	<b>7</b>	<b>24</b>	<b>39</b>	<b>62</b>	<b>79</b>
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	2	8	12	16	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	9	18	26	34
Section 4: Visibility of Inclusion	0	9	12	14	16
Section 5: Training, Awareness & Professional Development	0	3	4	9	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	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	2	4	9	15
<b>Total Annual Submission</b>	<b>11</b>	<b>41</b>	<b>59</b>	<b>83</b>	<b>119</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>23</b>	<b>66</b>	<b>95</b>	<b>143</b>	<b>197</b>

# Benchmark: Universities



## TOP 3: (alphabetical)

- University of New South Wales (UNSW)
- University of Sydney
- Macquarie University

UNIVERSITIES (n12)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	7	15	16	20	20
LGBTQ Bullying / Harassment & Support	2	9	10	14	14
Trans / Gender Diverse Inclusion	2	15	16	26	27
Strategic Focus	5	13	13	18	18
Total Standing Submission	17	51	52	78	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	2	15	16	21	22
Section 3: LGBTQ Employee Networks / Resource Groups	4	21	22	31	34
Section 4: Visibility of Inclusion	9	13	14	16	16
Section 5: Training, Awareness & Professional Development	2	7	6	12	12
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	4	5	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	9	10	15	15
Total Annual Submission	20	76	82	114	121
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>37</b>	<b>128</b>	<b>135</b>	<b>192</b>	<b>200</b>
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	7	11	16	18	20
LGBTQ Bullying / Harassment & Support	2	7	10	11	14
Trans / Gender Diverse Inclusion	2	10	16	19	26
Strategic Focus	5	10	13	18	18
Total Standing Submission	17	41	52	65	78
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	2	13	16	19	21
Section 3: LGBTQ Employee Networks / Resource Groups	4	20	22	25	31
Section 4: Visibility of Inclusion	9	11	14	15	16
Section 5: Training, Awareness & Professional Development	2	4	6	10	12
Section 6: Executive Leadership & Engagement	0	2	4	5	8
Section 7: Data Collection & Reporting	0	2	5	6	6
Section 8: Community Engagement	0	2	2	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	7	10	13	15
Total Annual Submission	20	71	82	87	114
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>37</b>	<b>105</b>	<b>135</b>	<b>148</b>	<b>192</b>

\* Benchmark excludes small employers <500 employees

# 2021 RESULTS

INDUSTRY BENCHMARKING



# Benchmark: ASX Top 50



## TOP 4: (alphabetical)

- AGL Energy
- NAB
- QBE Insurance
- Woolworths Group

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

ASX TOP 50 (n15)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	14	18	20	20
LGBTQ Bullying / Harassment & Support	0	10	14	14	14
Trans / Gender Diverse Inclusion	0	17	20	27	27
Strategic Focus	0	13	13	18	18
Total Standing Submission	7	54	68	79	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	4	16	18	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	6	24	28	33	34
Section 4: Visibility of Inclusion	7	13	14	16	16
Section 5: Training, Awareness & Professional Development	0	7	8	12	12
Section 6: Executive Leadership & Engagement	0	5	4	8	8
Section 7: Data Collection & Reporting	0	3	5	6	6
Section 8: Community Engagement	0	5	6	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	1	8	9	15	15
Total Annual Submission	30	83	91	114	121
TOTAL AWEI SUBMISSION SCORE 2021	38	137	158	191	200
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	10	18	20	20
LGBTQ Bullying / Harassment & Support	0	6	14	14	14
Trans / Gender Diverse Inclusion	0	10	20	23	27
Strategic Focus	0	10	13	18	18
Total Standing Submission	7	39	68	73	79
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	4	12	18	20	22
Section 3: LGBTQ Employee Networks / Resource Groups	6	20	28	31	33
Section 4: Visibility of Inclusion	7	11	14	16	16
Section 5: Training, Awareness & Professional Development	0	5	8	10	12
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	0	5	6	6
Section 8: Community Engagement	0	4	6	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	1	3	9	14	15
Total Annual Submission	30	63	91	110	114
TOTAL AWEI SUBMISSION SCORE 2021	38	102	158	186	191

\* Benchmark excludes small employers <500 employees

# Benchmark: Aged Care



## TOP 2: (alphabetical)

- Department of Health
- Life Without Barriers

AGED CARE (n4)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	1	11	13	18	20
LGBTQ Bullying / Harassment & Support	4	6	6	9	14
Trans / Gender Diverse Inclusion	2	7	9	10	27
Strategic Focus	4	9	11	12	18
Total Standing Submission	11	34	41	43	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	4	11	12	15	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	13	17	19	34
Section 4: Visibility of Inclusion	1	8	10	12	16
Section 5: Training, Awareness & Professional Development	2	4	4	6	12
Section 6: Executive Leadership & Engagement	0	1	0	5	8
Section 7: Data Collection & Reporting	0	1	1	2	6
Section 8: Community Engagement	0	2	2	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	1	4	3	9	15
Total Annual Submission	12	46	55	61	121
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>23</b>	<b>79</b>	<b>96</b>	<b>102</b>	<b>200</b>
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	1	9	13	14	18
LGBTQ Bullying / Harassment & Support	4	4	6	8	9
Trans / Gender Diverse Inclusion	2	6	9	10	10
Strategic Focus	4	9	11	11	12
Total Standing Submission	11	33	41	42	43
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	4	9	12	13	15
Section 3: LGBTQ Employee Networks / Resource Groups	0	12	17	18	19
Section 4: Visibility of Inclusion	1	7	10	11	12
Section 5: Training, Awareness & Professional Development	2	4	4	5	6
Section 6: Executive Leadership & Engagement	0	0	0	1	5
Section 7: Data Collection & Reporting	0	0	1	2	2
Section 8: Community Engagement	0	2	2	3	4
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	1	1	3	6	9
Total Annual Submission	12	41	55	60	61
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>23</b>	<b>73</b>	<b>96</b>	<b>102</b>	<b>102</b>

\* Benchmark excludes small employers <500 employees

# Benchmark: Banking & Financial Services



**TOP 3: (alphabetical)**

- Deloitte
- NAB
- QBE Insurance

BANKING & FINANCIAL SERVICES (n23)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	12	11	20	20
LGBTQ Bullying / Harassment & Support	0	7	6	14	14
Trans / Gender Diverse Inclusion	0	10	8	27	27
Strategic Focus	0	10	9	18	18
<b>Total Standing Submission</b>	<b>6</b>	<b>38</b>	<b>33</b>	<b>79</b>	<b>79</b>
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	4	13	12	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	1	16	18	32	34
Section 4: Visibility of Inclusion	3	10	10	16	16
Section 5: Training, Awareness & Professional Development	0	5	4	12	12
Section 6: Executive Leadership & Engagement	0	3	4	8	8
Section 7: Data Collection & Reporting	0	2	2	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>13</b>	<b>59</b>	<b>57</b>	<b>113</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>26</b>	<b>98</b>	<b>88</b>	<b>191</b>	<b>200</b>
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	5	11	18	20
LGBTQ Bullying / Harassment & Support	0	4	6	12	14
Trans / Gender Diverse Inclusion	0	3	8	13	27
Strategic Focus	0	5	9	14	18
<b>Total Standing Submission</b>	<b>6</b>	<b>25</b>	<b>33</b>	<b>54</b>	<b>79</b>
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	4	10	12	17	22
Section 3: LGBTQ Employee Networks / Resource Groups	1	8	18	23	32
Section 4: Visibility of Inclusion	3	9	10	13	16
Section 5: Training, Awareness & Professional Development	0	3	4	9	12
Section 6: Executive Leadership & Engagement	0	2	4	4	8
Section 7: Data Collection & Reporting	0	0	2	4	6
Section 8: Community Engagement	0	1	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>13</b>	<b>38</b>	<b>57</b>	<b>74</b>	<b>113</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>26</b>	<b>66</b>	<b>88</b>	<b>129</b>	<b>191</b>

\* Benchmark excludes small employers <500 employees

# Benchmark: Community Services



**TOP 2: (alphabetical)**

- Macquarie University
- Settlement Services International

COMMUNITY SERVICES (n8)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	2	13	13	20	20
LGBTQ Bullying / Harassment & Support	2	6	5	10	14
Trans / Gender Diverse Inclusion	5	10	9	17	27
Strategic Focus	3	12	12	18	18
Total Standing Submission	12	40	40	65	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	3	13	14	18	22
Section 3: LGBTQ Employee Networks / Resource Groups	5	20	21	29	34
Section 4: Visibility of Inclusion	9	13	13	16	16
Section 5: Training, Awareness & Professional Development	4	6	5	10	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	0	3	2	4	6
Section 9: Optional Survey	0	1	2	2	2
Section 10: Additional Work	2	7	7	11	15
Total Annual Submission	33	68	71	88	121
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>45</b>	<b>108</b>	<b>110</b>	<b>150</b>	<b>200</b>
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	2	11	13	17	20
LGBTQ Bullying / Harassment & Support	2	4	5	7	10
Trans / Gender Diverse Inclusion	5	8	9	11	17
Strategic Focus	3	10	12	14	18
Total Standing Submission	12	38	40	43	65
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	3	12	14	15	18
Section 3: LGBTQ Employee Networks / Resource Groups	5	18	21	26	29
Section 4: Visibility of Inclusion	9	12	13	14	16
Section 5: Training, Awareness & Professional Development	4	4	5	8	10
Section 6: Executive Leadership & Engagement	0	2	5	6	6
Section 7: Data Collection & Reporting	0	2	3	4	6
Section 8: Community Engagement	0	2	2	4	4
Section 9: Optional Survey	0	0	2	2	2
Section 10: Additional Work	2	5	7	9	11
Total Annual Submission	33	60	71	81	88
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>45</b>	<b>101</b>	<b>110</b>	<b>121</b>	<b>150</b>

\* Benchmark excludes small employers <500 employees

# Benchmark: Computer Software



## TOP 3: (alphabetical)

- Fujitsu
- Salesforce
- SAP Australia

COMPUTER SOFTWARE (n7)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	9	13	13	17	20
LGBTQ Bullying / Harassment & Support	0	8	6	14	14
Trans / Gender Diverse Inclusion	2	12	13	19	27
Strategic Focus	6	10	8	15	18
<b>Total Standing Submission</b>	<b>18</b>	<b>42</b>	<b>48</b>	<b>64</b>	<b>79</b>
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	8	11	12	15	22
Section 3: LGBTQ Employee Networks / Resource Groups	3	18	22	25	34
Section 4: Visibility of Inclusion	7	12	13	15	16
Section 5: Training, Awareness & Professional Development	2	4	4	6	12
Section 6: Executive Leadership & Engagement	2	4	4	8	8
Section 7: Data Collection & Reporting	0	2	2	3	6
Section 8: Community Engagement	0	4	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	3	2	10	15
<b>Total Annual Submission</b>	<b>31</b>	<b>59</b>	<b>57</b>	<b>84</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>49</b>	<b>101</b>	<b>107</b>	<b>148</b>	<b>200</b>
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	9	17	19	20	17
LGBTQ Bullying / Harassment & Support	0	7	9	12	14
Trans / Gender Diverse Inclusion	2	11	13	24	19
Strategic Focus	6	9	11	14	15
<b>Total Standing Submission</b>	<b>18</b>	<b>39</b>	<b>50</b>	<b>68</b>	<b>64</b>
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	8	14	16	19	15
Section 3: LGBTQ Employee Networks / Resource Groups	3	14	19	28	25
Section 4: Visibility of Inclusion	7	10	14	15	15
Section 5: Training, Awareness & Professional Development	2	6	8	9	6
Section 6: Executive Leadership & Engagement	2	5	6	7	8
Section 7: Data Collection & Reporting	0	2	6	6	3
Section 8: Community Engagement	0	4	4	5	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	1	5	11	10
<b>Total Annual Submission</b>	<b>31</b>	<b>60</b>	<b>69</b>	<b>97</b>	<b>84</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>49</b>	<b>103</b>	<b>111</b>	<b>165</b>	<b>148</b>

\* Benchmark excludes small employers <500 employees

# Benchmark: Construction



## TOP 3: (alphabetical)

- Aurecon
- Jacobs
- Scentre Group

CONSTRUCTION (n9)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	8	14	14	19	20
LGBTQ Bullying / Harassment & Support	2	8	7	11	14
Trans / Gender Diverse Inclusion	4	11	12	24	27
Strategic Focus	2	8	8	15	18
Total Standing Submission	16	41	38	63	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	6	13	13	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	7	18	21	32	34
Section 4: Visibility of Inclusion	4	11	11	15	16
Section 5: Training, Awareness & Professional Development	2	6	6	10	12
Section 6: Executive Leadership & Engagement	0	3	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	4	3	12	15
Total Annual Submission	28	64	76	112	121
TOTAL AWEI SUBMISSION SCORE 2021	44	105	118	168	200
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	8	10	14	17	19
LGBTQ Bullying / Harassment & Support	2	6	7	10	11
Trans / Gender Diverse Inclusion	4	7	12	14	24
Strategic Focus	2	6	8	11	15
Total Standing Submission	16	31	38	55	63
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	6	10	13	16	22
Section 3: LGBTQ Employee Networks / Resource Groups	7	8	21	26	32
Section 4: Visibility of Inclusion	4	10	11	14	15
Section 5: Training, Awareness & Professional Development	2	4	6	8	10
Section 6: Executive Leadership & Engagement	0	2	4	5	8
Section 7: Data Collection & Reporting	0	0	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	2	3	7	12
Total Annual Submission	28	36	76	80	112
TOTAL AWEI SUBMISSION SCORE 2021	44	72	118	131	168

\* Benchmark excludes small employers <500 employees

# Benchmark: Education



### TOP 3: (alphabetical)

- Queensland Department of Education
- University of New South Wales (UNSW)
- University of Sydney

EDUCATION (n15)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	1	14	16	20	20
LGBTQ Bullying / Harassment & Support	2	9	10	14	14
Trans / Gender Diverse Inclusion	2	14	17	26	27
Strategic Focus	4	12	12	18	18
Total Standing Submission	11	49	49	78	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	2	14	15	21	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	20	21	32	34
Section 4: Visibility of Inclusion	1	12	14	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	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	8	9	15	15
Total Annual Submission	12	72	81	114	121
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>23</b>	<b>121</b>	<b>135</b>	<b>192</b>	<b>200</b>
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	1	16	19	20	20
LGBTQ Bullying / Harassment & Support	2	7	11	14	14
Trans / Gender Diverse Inclusion	2	11	19	23	26
Strategic Focus	4	10	12	18	18
Total Standing Submission	11	43	63	71	78
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	2	13	16	20	21
Section 3: LGBTQ Employee Networks / Resource Groups	0	17	28	33	32
Section 4: Visibility of Inclusion	1	10	14	16	16
Section 5: Training, Awareness & Professional Development	2	6	10	10	12
Section 6: Executive Leadership & Engagement	0	4	6	8	8
Section 7: Data Collection & Reporting	0	0	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	3	5	15	15
Total Annual Submission	12	61	81	112	114
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>23</b>	<b>105</b>	<b>143</b>	<b>185</b>	<b>192</b>

\* Benchmark excludes small employers <500 employees

# Benchmark: Energy / Utilities



**TOP 3: (alphabetical)**

- AGL Energy
- EnergyAustralia
- Origin Energy

ENERGY/UTILITIES (n13)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	5	12	11	20	20
LGBTQ Bullying / Harassment & Support	3	7	7	14	14
Trans / Gender Diverse Inclusion	2	11	12	24	27
Strategic Focus	2	9	9	15	18
Total Standing Submission	21	39	36	73	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	4	12	11	20	22
Section 3: LGBTQ Employee Networks / Resource Groups	6	20	19	33	34
Section 4: Visibility of Inclusion	7	13	13	16	16
Section 5: Training, Awareness & Professional Development	0	6	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	3	2	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	5	2	15	15
Total Annual Submission	39	68	63	113	121
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>62</b>	<b>107</b>	<b>88</b>	<b>186</b>	<b>200</b>
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	5	15	19	20	20
LGBTQ Bullying / Harassment & Support	3	7	11	14	14
Trans / Gender Diverse Inclusion	2	12	19	24	24
Strategic Focus	2	8	12	18	15
Total Standing Submission	21	42	63	71	73
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	4	13	16	19	20
Section 3: LGBTQ Employee Networks / Resource Groups	6	15	28	33	33
Section 4: Visibility of Inclusion	7	10	14	16	16
Section 5: Training, Awareness & Professional Development	0	6	10	10	10
Section 6: Executive Leadership & Engagement	2	4	6	8	8
Section 7: Data Collection & Reporting	0	0	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	3	5	14	15
Total Annual Submission	39	62	81	110	113
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>62</b>	<b>108</b>	<b>143</b>	<b>184</b>	<b>186</b>

\* Benchmark excludes small employers <500 employees

# Benchmark: Engineering



## TOP 3: (alphabetical)

- Aurecon
- Jacobs
- John Holland

ENGINEERING (n9)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	6	13	11	19	20
LGBTQ Bullying / Harassment & Support	3	7	7	11	14
Trans / Gender Diverse Inclusion	3	10	7	24	27
Strategic Focus	5	9	8	15	18
<b>Total Standing Submission</b>	<b>21</b>	<b>38</b>	<b>36</b>	<b>63</b>	<b>79</b>
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	4	12	13	16	22
Section 3: LGBTQ Employee Networks / Resource Groups	8	16	12	30	34
Section 4: Visibility of Inclusion	5	11	12	15	16
Section 5: Training, Awareness & Professional Development	0	6	6	10	12
Section 6: Executive Leadership & Engagement	2	4	4	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	3	2	8	15
<b>Total Annual Submission</b>	<b>28</b>	<b>57</b>	<b>50</b>	<b>81</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>55</b>	<b>95</b>	<b>81</b>	<b>143</b>	<b>200</b>
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	6	9	11	17	19
LGBTQ Bullying / Harassment & Support	3	5	7	7	11
Trans / Gender Diverse Inclusion	3	5	7	13	24
Strategic Focus	5	6	8	12	15
<b>Total Standing Submission</b>	<b>21</b>	<b>28</b>	<b>36</b>	<b>45</b>	<b>63</b>
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	4	8	13	16	16
Section 3: LGBTQ Employee Networks / Resource Groups	8	10	12	21	30
Section 4: Visibility of Inclusion	5	10	12	13	15
Section 5: Training, Awareness & Professional Development	0	4	6	6	10
Section 6: Executive Leadership & Engagement	2	2	4	4	6
Section 7: Data Collection & Reporting	0	0	3	5	6
Section 8: Community Engagement	0	0	4	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	1	2	3	8
<b>Total Annual Submission</b>	<b>28</b>	<b>44</b>	<b>50</b>	<b>76</b>	<b>81</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>55</b>	<b>78</b>	<b>81</b>	<b>126</b>	<b>143</b>

\* Benchmark excludes small employers <500 employees

# Benchmark: Health & Wellbeing



## TOP 3: (alphabetical)

- CoHealth
- Macquarie University
- Queensland Health

HEALTH + WELLBEING (n8)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	12	13	20	20
LGBTQ Bullying / Harassment & Support	0	6	7	10	14
Trans / Gender Diverse Inclusion	7	10	10	17	27
Strategic Focus	0	10	11	18	18
Total Standing Submission	7	37	41	65	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	6	12	12	15	22
Section 3: LGBTQ Employee Networks / Resource Groups	9	18	19	27	34
Section 4: Visibility of Inclusion	9	11	10	16	16
Section 5: Training, Awareness & Professional Development	2	5	4	10	12
Section 6: Executive Leadership & Engagement	0	2	2	5	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	0	3	3	4	6
Section 9: Optional Survey	0	1	1	2	2
Section 10: Additional Work	1	5	6	9	15
Total Annual Submission	31	59	60	85	121
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>38</b>	<b>97</b>	<b>102</b>	<b>150</b>	<b>200</b>
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	10	13	15	20
LGBTQ Bullying / Harassment & Support	0	4	7	8	10
Trans / Gender Diverse Inclusion	7	8	10	10	17
Strategic Focus	0	8	11	12	18
Total Standing Submission	7	31	41	42	65
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	6	11	12	14	15
Section 3: LGBTQ Employee Networks / Resource Groups	9	15	19	22	27
Section 4: Visibility of Inclusion	9	9	10	12	16
Section 5: Training, Awareness & Professional Development	2	4	4	7	10
Section 6: Executive Leadership & Engagement	0	0	2	4	5
Section 7: Data Collection & Reporting	0	0	3	4	6
Section 8: Community Engagement	0	2	3	4	4
Section 9: Optional Survey	0	0	1	2	2
Section 10: Additional Work	1	3	6	8	9
Total Annual Submission	31	50	60	66	85
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>38</b>	<b>88</b>	<b>102</b>	<b>105</b>	<b>150</b>

\* Benchmark excludes small employers <500 employees

# Benchmark: Information Services



**TOP 2: (alphabetical)**

- Caggemini
- Fujitsu

INFO SERVICES (n7)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	10	11	20	20
LGBTQ Bullying / Harassment & Support	0	7	6	14	14
Trans / Gender Diverse Inclusion	0	10	8	26	27
Strategic Focus	2	8	7	18	18
<b>Total Standing Submission</b>	<b>8</b>	<b>35</b>	<b>28</b>	<b>78</b>	<b>79</b>
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	4	11	10	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	3	14	12	34	34
Section 4: Visibility of Inclusion	8	11	9	16	16
Section 5: Training, Awareness & Professional Development	2	5	4	12	12
Section 6: Executive Leadership & Engagement	2	4	4	8	8
Section 7: Data Collection & Reporting	0	1	0	6	6
Section 8: Community Engagement	0	3	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	3	1	15	15
<b>Total Annual Submission</b>	<b>30</b>	<b>54</b>	<b>41</b>	<b>119</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>38</b>	<b>89</b>	<b>77</b>	<b>197</b>	<b>200</b>
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	6	11	15	20
LGBTQ Bullying / Harassment & Support	0	3	6	11	14
Trans / Gender Diverse Inclusion	0	4	8	15	26
Strategic Focus	2	5	7	10	18
<b>Total Standing Submission</b>	<b>8</b>	<b>21</b>	<b>28</b>	<b>46</b>	<b>78</b>
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	4	8	10	13	22
Section 3: LGBTQ Employee Networks / Resource Groups	3	5	12	20	34
Section 4: Visibility of Inclusion	8	9	9	14	16
Section 5: Training, Awareness & Professional Development	2	2	4	6	12
Section 6: Executive Leadership & Engagement	2	2	4	5	8
Section 7: Data Collection & Reporting	0	0	0	2	6
Section 8: Community Engagement	0	1	4	5	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	1	1	4	15
<b>Total Annual Submission</b>	<b>30</b>	<b>34</b>	<b>41</b>	<b>61</b>	<b>119</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>38</b>	<b>57</b>	<b>77</b>	<b>100</b>	<b>197</b>

\* Benchmark excludes small employers <500 employees

# Benchmark: Insurance



**TOP 3: (alphabetical)**

- Allianz
- Hollard Insurance
- QBE Insurance

<b>INSURANCE (n13)</b>					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	2	11	11	20	20
LGBTQ Bullying / Harassment & Support	0	6	6	14	14
Trans / Gender Diverse Inclusion	0	10	7	27	27
Strategic Focus	4	9	7	18	18
<b>Total Standing Submission</b>	<b>9</b>	<b>35</b>	<b>31</b>	<b>79</b>	<b>79</b>
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	5	11	11	20	22
Section 3: LGBTQ Employee Networks / Resource Groups	1	13	11	30	34
Section 4: Visibility of Inclusion	3	10	10	16	16
Section 5: Training, Awareness & Professional Development	0	4	4	10	12
Section 6: Executive Leadership & Engagement	0	2	3	5	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	3	1	15	15
<b>Total Annual Submission</b>	<b>13</b>	<b>48</b>	<b>49</b>	<b>108</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>26</b>	<b>83</b>	<b>80</b>	<b>187</b>	<b>200</b>
<b>INTERQUARTILE RANGES</b>					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	2	7	11	13	20
LGBTQ Bullying / Harassment & Support	0	3	6	8	14
Trans / Gender Diverse Inclusion	0	4	7	11	27
Strategic Focus	4	6	7	13	18
<b>Total Standing Submission</b>	<b>9</b>	<b>18</b>	<b>31</b>	<b>40</b>	<b>79</b>
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	5	8	11	12	20
Section 3: LGBTQ Employee Networks / Resource Groups	1	6	11	17	30
Section 4: Visibility of Inclusion	3	6	10	14	16
Section 5: Training, Awareness & Professional Development	0	2	4	6	10
Section 6: Executive Leadership & Engagement	0	0	3	4	5
Section 7: Data Collection & Reporting	0	0	2	3	6
Section 8: Community Engagement	0	0	2	2	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	1	1	4	15
<b>Total Annual Submission</b>	<b>13</b>	<b>24</b>	<b>49</b>	<b>59</b>	<b>108</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>26</b>	<b>56</b>	<b>80</b>	<b>94</b>	<b>187</b>

\* Benchmark excludes small employers <500 employees

# Benchmark: Law Enforcement



### TOP 3: (alphabetical)

- Department of Home Affairs
- Victoria Police

\*Plus one organisation not for publication.\*

LAW ENFORCEMENT (n5)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	8	13	14	18	20
LGBTQ Bullying / Harassment & Support	3	7	6	14	14
Trans / Gender Diverse Inclusion	2	10	8	24	27
Strategic Focus	4	10	12	17	18
<b>Total Standing Submission</b>	<b>20</b>	<b>40</b>	<b>37</b>	<b>73</b>	<b>79</b>
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	8	14	12	21	22
Section 3: LGBTQ Employee Networks / Resource Groups	9	20	22	28	34
Section 4: Visibility of Inclusion	9	12	13	14	16
Section 5: Training, Awareness & Professional Development	2	5	6	8	12
Section 6: Executive Leadership & Engagement	3	4	4	6	8
Section 7: Data Collection & Reporting	2	3	3	5	6
Section 8: Community Engagement	0	2	2	4	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	6	2	15	15
<b>Total Annual Submission</b>	<b>36</b>	<b>68</b>	<b>79</b>	<b>96</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>63</b>	<b>109</b>	<b>117</b>	<b>152</b>	<b>200</b>
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	8	11	14	14	18
LGBTQ Bullying / Harassment & Support	3	5	6	6	14
Trans / Gender Diverse Inclusion	2	6	8	11	24
Strategic Focus	4	5	12	13	17
<b>Total Standing Submission</b>	<b>20</b>	<b>27</b>	<b>37</b>	<b>44</b>	<b>73</b>
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	8	9	12	19	21
Section 3: LGBTQ Employee Networks / Resource Groups	9	19	22	22	28
Section 4: Visibility of Inclusion	9	11	13	13	14
Section 5: Training, Awareness & Professional Development	2	2	6	8	8
Section 6: Executive Leadership & Engagement	3	3	4	4	6
Section 7: Data Collection & Reporting	2	2	3	3	5
Section 8: Community Engagement	0	2	2	4	4
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	2	2	11	15
<b>Total Annual Submission</b>	<b>36</b>	<b>51</b>	<b>79</b>	<b>80</b>	<b>96</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>63</b>	<b>71</b>	<b>117</b>	<b>140</b>	<b>152</b>

\* Benchmark excludes small employers <500 employees

# Benchmark: Legal



### TOP 3: (alphabetical)

- Deloitte
- KPMG
- MinterEllison

LEGAL (n12)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	3	15	17	20	20
LGBTQ Bullying / Harassment & Support	0	9	8	14	14
Trans / Gender Diverse Inclusion	2	12	10	27	27
Strategic Focus	4	11	11	18	18
Total Standing Submission	10	46	43	79	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	4	14	15	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	9	21	19	34	34
Section 4: Visibility of Inclusion	6	12	12	16	16
Section 5: Training, Awareness & Professional Development	0	6	6	12	12
Section 6: Executive Leadership & Engagement	2	5	6	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	6	5	15	15
Total Annual Submission	31	72	67	116	121
TOTAL AWEI SUBMISSION SCORE 2021	41	118	110	186	200
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	3	12	17	19	20
LGBTQ Bullying / Harassment & Support	0	6	8	12	14
Trans / Gender Diverse Inclusion	2	7	10	17	27
Strategic Focus	4	5	11	16	18
Total Standing Submission	10	38	43	63	79
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	4	9	15	18	22
Section 3: LGBTQ Employee Networks / Resource Groups	9	15	19	28	34
Section 4: Visibility of Inclusion	6	9	12	14	16
Section 5: Training, Awareness & Professional Development	0	2	6	10	12
Section 6: Executive Leadership & Engagement	2	4	6	6	8
Section 7: Data Collection & Reporting	0	2	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	2	5	9	15
Total Annual Submission	31	50	67	97	116
TOTAL AWEI SUBMISSION SCORE 2021	41	82	110	162	186

\* Benchmark excludes small employers <500 employees

# Benchmark: Media & Entertainment



**TOP 2: (alphabetical)**

- Australian Broadcasting Corporation (ABC)
- Special Broadcasting Services (SBS)

<b>MEDIA &amp; ENTERTAINMENT (n4)</b>					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	3	12	12	20	20
LGBTQ Bullying / Harassment & Support	2	7	7	13	14
Trans / Gender Diverse Inclusion	8	17	17	27	27
Strategic Focus	5	12	13	18	18
<b>Total Standing Submission</b>	<b>19</b>	<b>48</b>	<b>49</b>	<b>77</b>	<b>79</b>
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	7	15	15	21	22
Section 3: LGBTQ Employee Networks / Resource Groups	3	18	19	31	34
Section 4: Visibility of Inclusion	5	12	13	16	16
Section 5: Training, Awareness & Professional Development	2	7	7	10	12
Section 6: Executive Leadership & Engagement	0	3	3	6	8
Section 7: Data Collection & Reporting	0	2	2	5	6
Section 8: Community Engagement	0	4	5	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	3	9	8	15	15
<b>Total Annual Submission</b>	<b>26</b>	<b>70</b>	<b>73</b>	<b>108</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>45</b>	<b>118</b>	<b>121</b>	<b>185</b>	<b>200</b>
<b>INTERQUARTILE RANGES</b>					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	3	3	12	20	20
LGBTQ Bullying / Harassment & Support	2	2	7	12	13
Trans / Gender Diverse Inclusion	8	9	17	26	27
Strategic Focus	5	10	13	16	18
<b>Total Standing Submission</b>	<b>19</b>	<b>23</b>	<b>49</b>	<b>74</b>	<b>77</b>
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	7	9	15	20	21
Section 3: LGBTQ Employee Networks / Resource Groups	3	7	19	30	31
Section 4: Visibility of Inclusion	5	8	13	16	16
Section 5: Training, Awareness & Professional Development	2	4	7	10	10
Section 6: Executive Leadership & Engagement	0	2	3	5	6
Section 7: Data Collection & Reporting	0	1	2	4	5
Section 8: Community Engagement	0	3	5	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	3	5	8	12	15
<b>Total Annual Submission</b>	<b>26</b>	<b>37</b>	<b>73</b>	<b>105</b>	<b>108</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>45</b>	<b>60</b>	<b>121</b>	<b>179</b>	<b>185</b>
* Benchmark excludes small employers <500 employees					

# Benchmark: Mining



**TOP 3: (alphabetical)**

- Alcoa
- BHP
- Woodside

MINING (n8)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	1	9	9	20	20
LGBTQ Bullying / Harassment & Support	3	6	6	10	14
Trans / Gender Diverse Inclusion	1	8	4	25	27
Strategic Focus	2	7	5	15	18
<b>Total Standing Submission</b>	<b>11</b>	<b>29</b>	<b>22</b>	<b>70</b>	<b>79</b>
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	4	9	9	17	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	15	13	30	34
Section 4: Visibility of Inclusion	1	10	12	15	16
Section 5: Training, Awareness & Professional Development	2	5	4	10	12
Section 6: Executive Leadership & Engagement	0	2	2	4	8
Section 7: Data Collection & Reporting	0	2	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	3	2	9	15
<b>Total Annual Submission</b>	<b>12</b>	<b>50</b>	<b>47</b>	<b>91</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>23</b>	<b>79</b>	<b>70</b>	<b>141</b>	<b>200</b>
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	1	5	9	12	20
LGBTQ Bullying / Harassment & Support	3	4	6	8	10
Trans / Gender Diverse Inclusion	1	2	4	10	25
Strategic Focus	2	4	5	9	15
<b>Total Standing Submission</b>	<b>11</b>	<b>19</b>	<b>22</b>	<b>31</b>	<b>70</b>
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	4	7	9	10	17
Section 3: LGBTQ Employee Networks / Resource Groups	0	11	13	19	30
Section 4: Visibility of Inclusion	1	9	12	13	15
Section 5: Training, Awareness & Professional Development	2	4	4	5	10
Section 6: Executive Leadership & Engagement	0	2	2	3	4
Section 7: Data Collection & Reporting	0	0	3	3	6
Section 8: Community Engagement	0	2	3	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	1	2	3	9
<b>Total Annual Submission</b>	<b>12</b>	<b>43</b>	<b>47</b>	<b>54</b>	<b>91</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>23</b>	<b>62</b>	<b>70</b>	<b>96</b>	<b>141</b>

# Benchmark: Professional Services



## TOP 3: (alphabetical)

- Caggemini
- Deloitte
- IBM

PROFESSIONAL SERVICES (n21)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	3	16	18	20	20
LGBTQ Bullying / Harassment & Support	2	9	10	14	14
Trans / Gender Diverse Inclusion	2	14	13	27	27
Strategic Focus	2	12	12	18	18
<b>Total Standing Submission</b>	<b>16</b>	<b>51</b>	<b>51</b>	<b>79</b>	<b>79</b>
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	6	14	15	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	7	21	21	34	34
Section 4: Visibility of Inclusion	4	12	14	16	16
Section 5: Training, Awareness & Professional Development	0	6	6	12	12
Section 6: Executive Leadership & Engagement	0	5	6	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	1	6	5	15	15
<b>Total Annual Submission</b>	<b>26</b>	<b>71</b>	<b>76</b>	<b>119</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>44</b>	<b>122</b>	<b>123</b>	<b>197</b>	<b>200</b>
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	3	14	18	19	20
LGBTQ Bullying / Harassment & Support	2	6	10	14	14
Trans / Gender Diverse Inclusion	2	9	13	20	27
Strategic Focus	2	8	12	15	18
<b>Total Standing Submission</b>	<b>16</b>	<b>40</b>	<b>51</b>	<b>64</b>	<b>79</b>
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	6	9	15	16	22
Section 3: LGBTQ Employee Networks / Resource Groups	7	17	21	26	34
Section 4: Visibility of Inclusion	4	10	14	14	16
Section 5: Training, Awareness & Professional Development	0	2	6	10	12
Section 6: Executive Leadership & Engagement	0	2	6	6	8
Section 7: Data Collection & Reporting	0	0	3	5	6
Section 8: Community Engagement	0	4	4	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	1	3	5	8	15
<b>Total Annual Submission</b>	<b>26</b>	<b>55</b>	<b>76</b>	<b>84</b>	<b>119</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>44</b>	<b>98</b>	<b>123</b>	<b>148</b>	<b>197</b>

\* Benchmark excludes small employers <500 employees

# Benchmark: Property



**TOP 3: (alphabetical)**

- CBRE
- Dexus
- Scentre Group

PROPERTY (n9)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	3	11	10	20	20
LGBTQ Bullying / Harassment & Support	0	6	9	11	14
Trans / Gender Diverse Inclusion	1	7	5	18	27
Strategic Focus	2	7	5	14	18
<b>Total Standing Submission</b>	<b>12</b>	<b>32</b>	<b>25</b>	<b>63</b>	<b>79</b>
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	2	10	7	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	4	11	7	32	34
Section 4: Visibility of Inclusion	4	10	10	14	16
Section 5: Training, Awareness & Professional Development	0	4	4	10	12
Section 6: Executive Leadership & Engagement	0	3	2	8	8
Section 7: Data Collection & Reporting	0	2	0	6	6
Section 8: Community Engagement	0	3	2	6	6
Section 9: Optional Survey	0	1	2	2	2
Section 10: Additional Work	0	4	2	13	15
<b>Total Annual Submission</b>	<b>15</b>	<b>47</b>	<b>36</b>	<b>112</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>27</b>	<b>79</b>	<b>66</b>	<b>168</b>	<b>200</b>
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	3	8	10	17	20
LGBTQ Bullying / Harassment & Support	0	2	9	10	11
Trans / Gender Diverse Inclusion	1	4	5	7	18
Strategic Focus	2	4	5	11	14
<b>Total Standing Submission</b>	<b>12</b>	<b>16</b>	<b>25</b>	<b>39</b>	<b>63</b>
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	2	6	7	10	22
Section 3: LGBTQ Employee Networks / Resource Groups	4	7	7	12	32
Section 4: Visibility of Inclusion	4	6	10	14	14
Section 5: Training, Awareness & Professional Development	0	2	4	4	10
Section 6: Executive Leadership & Engagement	0	0	2	5	8
Section 7: Data Collection & Reporting	0	0	0	3	6
Section 8: Community Engagement	0	2	2	4	6
Section 9: Optional Survey	0	1	2	2	2
Section 10: Additional Work	0	1	2	3	13
<b>Total Annual Submission</b>	<b>15</b>	<b>28</b>	<b>36</b>	<b>56</b>	<b>112</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>27</b>	<b>44</b>	<b>66</b>	<b>95</b>	<b>168</b>

\* Benchmark excludes small employers <500 employees

# Benchmark: Rail & Logistics



**TOP 2: (alphabetical)**

- Aurecon
- Australia Post

RAIL & LOGISTICS (n4)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	10	12	11	17	20
LGBTQ Bullying / Harassment & Support	2	6	6	10	14
Trans / Gender Diverse Inclusion	2	10	7	24	27
Strategic Focus	6	8	8	12	18
<b>Total Standing Submission</b>	<b>23</b>	<b>36</b>	<b>30</b>	<b>63</b>	<b>79</b>
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	10	14	15	16	22
Section 3: LGBTQ Employee Networks / Resource Groups	8	16	16	23	34
Section 4: Visibility of Inclusion	10	11	11	13	16
Section 5: Training, Awareness & Professional Development	4	6	5	8	12
Section 6: Executive Leadership & Engagement	0	3	3	6	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	2	2	5	15
<b>Total Annual Submission</b>	<b>35</b>	<b>58</b>	<b>59</b>	<b>80</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>66</b>	<b>95</b>	<b>85</b>	<b>143</b>	<b>200</b>
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	10	10	11	13	17
LGBTQ Bullying / Harassment & Support	2	5	6	7	10
Trans / Gender Diverse Inclusion	2	4	7	13	24
Strategic Focus	6	6	8	10	12
<b>Total Standing Submission</b>	<b>23</b>	<b>27</b>	<b>30</b>	<b>39</b>	<b>63</b>
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	10	12	15	16	16
Section 3: LGBTQ Employee Networks / Resource Groups	8	11	16	20	23
Section 4: Visibility of Inclusion	10	11	11	12	13
Section 5: Training, Awareness & Professional Development	4	4	5	7	8
Section 6: Executive Leadership & Engagement	0	2	3	5	6
Section 7: Data Collection & Reporting	0	0	3	6	6
Section 8: Community Engagement	0	2	3	5	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	0	2	4	5
<b>Total Annual Submission</b>	<b>35</b>	<b>46</b>	<b>59</b>	<b>71</b>	<b>80</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>66</b>	<b>75</b>	<b>85</b>	<b>104</b>	<b>143</b>

\* Benchmark excludes small employers <500 employees

# Benchmark: Research & Development



**TOP 2: (alphabetical)**

- CBRE
- Macquarie University

RESEARCH & DEVELOPMENT (n5)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	0	14	16	20	20
LGBTQ Bullying / Harassment & Support	0	9	10	14	14
Trans / Gender Diverse Inclusion	7	12	9	19	27
Strategic Focus	0	10	10	18	18
Total Standing Submission	7	45	44	70	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	6	12	10	21	22
Section 3: LGBTQ Employee Networks / Resource Groups	9	20	17	31	34
Section 4: Visibility of Inclusion	8	12	11	16	16
Section 5: Training, Awareness & Professional Development	2	6	6	10	12
Section 6: Executive Leadership & Engagement	0	2	2	4	8
Section 7: Data Collection & Reporting	0	3	2	6	6
Section 8: Community Engagement	0	2	2	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	2	4	3	9	15
Total Annual Submission	31	62	52	97	121
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>38</b>	<b>107</b>	<b>96</b>	<b>167</b>	<b>200</b>
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	0	15	16	19	20
LGBTQ Bullying / Harassment & Support	0	10	10	12	14
Trans / Gender Diverse Inclusion	7	9	9	17	19
Strategic Focus	0	4	10	18	18
Total Standing Submission	7	41	44	65	70
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	6	9	10	15	21
Section 3: LGBTQ Employee Networks / Resource Groups	9	15	17	27	31
Section 4: Visibility of Inclusion	8	9	11	16	16
Section 5: Training, Awareness & Professional Development	2	2	6	10	10
Section 6: Executive Leadership & Engagement	0	2	2	2	4
Section 7: Data Collection & Reporting	0	0	2	6	6
Section 8: Community Engagement	0	0	2	2	4
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	2	3	3	3	9
Total Annual Submission	31	45	52	85	97
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>38</b>	<b>86</b>	<b>96</b>	<b>150</b>	<b>167</b>

\* Benchmark excludes small employers <500 employees

# Benchmark: Retail



### TOP 3: (alphabetical)

- Coles
- Scentre Group
- Woolworths Group

RETAIL (n13)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	3	10	9	20	20
LGBTQ Bullying / Harassment & Support	0	6	4	14	14
Trans / Gender Diverse Inclusion	1	10	8	21	27
Strategic Focus	2	10	9	18	18
<b>Total Standing Submission</b>	<b>13</b>	<b>36</b>	<b>24</b>	<b>72</b>	<b>79</b>
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	4	13	15	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	16	18	32	34
Section 4: Visibility of Inclusion	0	10	12	16	16
Section 5: Training, Awareness & Professional Development	0	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	4	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	6	5	14	15
<b>Total Annual Submission</b>	<b>11</b>	<b>63</b>	<b>66</b>	<b>114</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>27</b>	<b>99</b>	<b>89</b>	<b>186</b>	<b>200</b>
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	3	5	9	15	20
LGBTQ Bullying / Harassment & Support	0	2	4	11	14
Trans / Gender Diverse Inclusion	1	4	8	16	21
Strategic Focus	2	6	9	13	18
<b>Total Standing Submission</b>	<b>13</b>	<b>20</b>	<b>24</b>	<b>55</b>	<b>72</b>
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	4	7	15	20	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	4	18	28	32
Section 4: Visibility of Inclusion	0	9	12	14	16
Section 5: Training, Awareness & Professional Development	0	2	4	10	10
Section 6: Executive Leadership & Engagement	0	2	4	6	8
Section 7: Data Collection & Reporting	0	0	3	6	6
Section 8: Community Engagement	0	2	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	3	5	10	14
<b>Total Annual Submission</b>	<b>11</b>	<b>39</b>	<b>66</b>	<b>102</b>	<b>114</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>27</b>	<b>62</b>	<b>89</b>	<b>157</b>	<b>186</b>

\* Benchmark excludes small employers <500 employees

# Benchmark: Technology & Telco



**TOP 3: (alphabetical)**

- AGL Energy
- Capgemini
- IBM

TECHNOLOGY & TELCO (n16)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	3	13	15	20	20
LGBTQ Bullying / Harassment & Support	0	10	13	14	14
Trans / Gender Diverse Inclusion	2	14	12	26	27
Strategic Focus	2	11	10	18	18
<b>Total Standing Submission</b>	<b>18</b>	<b>47</b>	<b>49</b>	<b>78</b>	<b>79</b>
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	6	13	13	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	3	20	20	34	34
Section 4: Visibility of Inclusion	5	12	14	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	4	4	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>26</b>	<b>68</b>	<b>61</b>	<b>119</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>45</b>	<b>115</b>	<b>111</b>	<b>197</b>	<b>200</b>
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	3	11	15	16	20
LGBTQ Bullying / Harassment & Support	0	6	13	14	14
Trans / Gender Diverse Inclusion	2	8	12	20	26
Strategic Focus	2	6	10	15	18
<b>Total Standing Submission</b>	<b>18</b>	<b>27</b>	<b>49</b>	<b>65</b>	<b>78</b>
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	6	9	13	18	22
Section 3: LGBTQ Employee Networks / Resource Groups	3	12	20	29	34
Section 4: Visibility of Inclusion	5	9	14	15	16
Section 5: Training, Awareness & Professional Development	2	2	4	7	12
Section 6: Executive Leadership & Engagement	0	2	4	7	8
Section 7: Data Collection & Reporting	0	0	3	4	6
Section 8: Community Engagement	0	2	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	2	4	9	15
<b>Total Annual Submission</b>	<b>26</b>	<b>41</b>	<b>61</b>	<b>90</b>	<b>119</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>45</b>	<b>74</b>	<b>111</b>	<b>156</b>	<b>197</b>

\* Benchmark excludes small employers <500 employees

# 2021 RESULTS

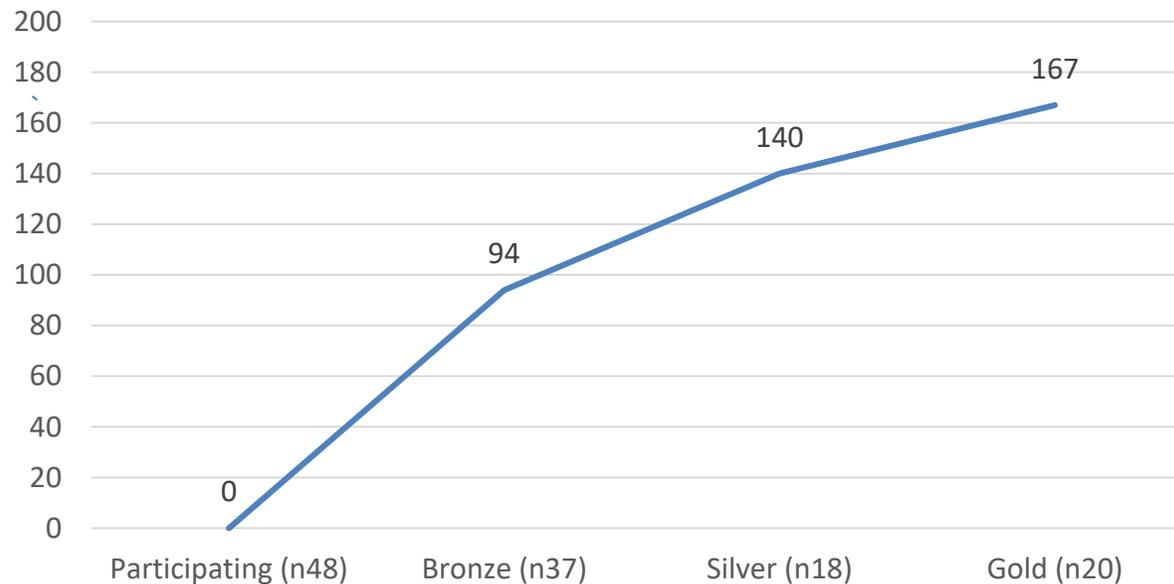
EMPLOYER TIER  
BENCHMARKING DATA



# 2021 Standard Employer Score Distribution: Recognition Tiers

Standard Employer Tier Entry Points											
Historical											Current
Index Iteration 1			Index Iteration 2			Index Iteration 3			Index Iteration 4		
Year	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
<b>Bronze</b>	45	50	50	68	70	70	73	80	98	101	<b>94</b>
<b>Silver</b>	56	60	65	91	107	114	105	117	133	130	<b>140</b>
<b>Gold</b>	68	70	84	121	130	145	127	139	167	160	<b>167</b>

2021 Tier Entry Points



# Tier: Participating Employers



**TOP 5: (alphabetical)**

- Australia Post
- ME Bank

**\*Plus one organisation not for publication.\***

<b>PARTICIPATING* (n=48)</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	8	8	18	20
LGBTQ Bullying / Harassment & Support	0	4	4	13	14
Trans / Gender Diverse Inclusion	0	5	5	13	27
Strategic Focus	0	6	5	14	18
<b>Total Standing Submission</b>	<b>6</b>	<b>23</b>	<b>23</b>	<b>43</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	8	8	16	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	10	8	24	34
Section 4: Visibility of Inclusion	0	9	9	14	16
Section 5: Training, Awareness & Professional Development	0	3	4	10	12
Section 6: Executive Leadership & Engagement	0	2	2	8	8
Section 7: Data Collection & Reporting	0	1	0	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	2	9	15
<b>Total Annual Submission</b>	<b>11</b>	<b>38</b>	<b>39</b>	<b>76</b>	<b>121</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>23</b>	<b>61</b>	<b>64</b>	<b>92</b>	<b>200</b>
<b>INTERQUARTILE RANGES</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	4	8	10	18
LGBTQ Bullying / Harassment & Support	0	2	4	6	13
Trans / Gender Diverse Inclusion	0	2	5	7	13
Strategic Focus	0	4	5	7	14
<b>Total Standing Submission</b>	<b>6</b>	<b>14</b>	<b>23</b>	<b>30</b>	<b>43</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	6	8	10	16
Section 3: LGBTQ Employee Networks / Resource Groups	0	6	8	15	24
Section 4: Visibility of Inclusion	0	7	9	12	14
Section 5: Training, Awareness & Professional Development	0	2	4	4	10
Section 6: Executive Leadership & Engagement	0	0	2	4	8
Section 7: Data Collection & Reporting	0	0	0	3	6
Section 8: Community Engagement	0	0	2	2	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	1	2	3	9
<b>Total Annual Submission</b>	<b>11</b>	<b>30</b>	<b>39</b>	<b>48</b>	<b>76</b>
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>23</b>	<b>45</b>	<b>64</b>	<b>79</b>	<b>92</b>

\* Benchmark excludes small employers <500 employees

# Tier: Bronze Employers



## TOP 5: (alphabetical)

- Allianz
  - Department of Industry, Innovation & Science
  - University of Western Australia
  - University of Wollongong
  - Victoria University
- Note: \*Two organisations achieved the same score.\*

BRONZE* (n=37)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	7	15	15	20	20
LGBTQ Bullying / Harassment & Support	2	7	7	14	14
Trans / Gender Diverse Inclusion	5	11	10	25	27
Strategic Focus	4	11	11	16	18
Total Standing Submission	26	45	44	70	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	6	13	13	21	22
Section 3: LGBTQ Employee Networks / Resource Groups	9	20	20	30	34
Section 4: Visibility of Inclusion	8	13	13	16	16
Section 5: Training, Awareness & Professional Development	2	6	6	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	4	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	6	6	15	15
Total Annual Submission	50	70	71	89	121
TOTAL AWEI SUBMISSION SCORE 2021	94	115	114	138	200
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	7	12	15	17	20
LGBTQ Bullying / Harassment & Support	2	6	7	9	14
Trans / Gender Diverse Inclusion	5	8	10	13	25
Strategic Focus	4	10	11	14	16
Total Standing Submission	26	39	44	50	70
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	6	11	13	15	21
Section 3: LGBTQ Employee Networks / Resource Groups	9	18	20	23	30
Section 4: Visibility of Inclusion	8	10	13	14	16
Section 5: Training, Awareness & Professional Development	2	4	6	8	10
Section 6: Executive Leadership & Engagement	0	4	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	2	6	8	15
Total Annual Submission	50	60	71	80	89
TOTAL AWEI SUBMISSION SCORE 2021	94	102	114	126	138

# Tier: Silver Employers



### TOP 3: (alphabetical)

- DLA Piper
- Norton Rose Fulbright
- Origin Energy

SILVER* (n=18)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	11	17	18	20	20
LGBTQ Bullying / Harassment & Support	6	12	12	14	14
Trans / Gender Diverse Inclusion	11	19	19	25	27
Strategic Focus	6	15	15	18	18
Total Standing Submission	44	63	65	73	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	0	15	16	21	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	22	25	32	34
Section 4: Visibility of Inclusion	0	12	14	16	16
Section 5: Training, Awareness & Professional Development	0	7	7	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	0	1	2	2	2
Section 10: Additional Work	0	8	9	15	15
Total Annual Submission	0	76	82	102	121
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>140</b>	<b>138</b>	<b>146</b>	<b>164</b>	<b>200</b>
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	11	17	18	19	20
LGBTQ Bullying / Harassment & Support	6	10	12	14	14
Trans / Gender Diverse Inclusion	11	18	19	22	25
Strategic Focus	6	13	15	18	18
Total Standing Submission	44	61	65	67	73
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	0	14	16	19	21
Section 3: LGBTQ Employee Networks / Resource Groups	0	21	25	28	32
Section 4: Visibility of Inclusion	0	12	14	14	16
Section 5: Training, Awareness & Professional Development	0	6	7	10	12
Section 6: Executive Leadership & Engagement	0	4	4	6	8
Section 7: Data Collection & Reporting	0	0	3	5	6
Section 8: Community Engagement	0	3	4	6	6
Section 9: Optional Survey	0	0	2	2	2
Section 10: Additional Work	0	4	9	10	15
Total Annual Submission	0	79	82	91	102
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>140</b>	<b>141</b>	<b>146</b>	<b>152</b>	<b>164</b>

\* Benchmark excludes small employers <500 employees

# Tier: Gold & Platinum Employers



**TOP 3: (alphabetical)**

- Caggemini
- NAB
- University of Sydney

PLATINUM/GOLD* (n=20)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	15	19	20	20	20
LGBTQ Bullying / Harassment & Support	11	14	14	14	14
Trans / Gender Diverse Inclusion	16	23	24	27	27
Strategic Focus	11	17	18	18	18
Total Standing Submission	56	73	73	79	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	14	20	20	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	22	31	32	34	34
Section 4: Visibility of Inclusion	14	15	16	16	16
Section 5: Training, Awareness & Professional Development	4	10	10	12	12
Section 6: Executive Leadership & Engagement	4	6	6	8	8
Section 7: Data Collection & Reporting	3	6	6	6	6
Section 8: Community Engagement	2	5	6	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	2	12	15	15	15
Total Annual Submission	95	108	109	119	121
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>167</b>	<b>180</b>	<b>185</b>	<b>197</b>	<b>200</b>
INTERQUARTILE RANGES					
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	15	19	20	20	20
LGBTQ Bullying / Harassment & Support	11	14	14	14	14
Trans / Gender Diverse Inclusion	16	20	24	26	27
Strategic Focus	11	16	18	18	18
Total Standing Submission	56	70	73	77	79
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	14	19	20	21	22
Section 3: LGBTQ Employee Networks / Resource Groups	22	31	32	32	34
Section 4: Visibility of Inclusion	14	15	16	16	16
Section 5: Training, Awareness & Professional Development	4	10	10	12	12
Section 6: Executive Leadership & Engagement	4	5	6	8	8
Section 7: Data Collection & Reporting	3	6	6	6	6
Section 8: Community Engagement	2	4	6	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	2	11	15	15	15
Total Annual Submission	95	104	109	113	119
<b>TOTAL AWEI SUBMISSION SCORE 2021</b>	<b>167</b>	<b>172</b>	<b>185</b>	<b>186</b>	<b>197</b>

\* Benchmark excludes small employers <500 employees