

2019 ABC National

DIVERSITY

Excellence Awards

NOTE:

This document serves as a tool to help applicants gather and prepare data for the 2019 application.

All 2019 applications must be submitted electronically at diversity.abc.org/awards

Purpose

The ABC National Diversity Excellence Awards recognize members that display exemplary diversity leadership in their company, workforce, supply chain and community with best-in-class recruitment policies, retention practices and training and mentoring programs.

Winners of the National Diversity Excellence Awards will be recognized at the ABC National Excellence in Construction Awards celebration on March 26, 2020 in Nashville, Tenn.

Eligibility

In order to be eligible for this award, one of the following must apply:

- **Supplier member**
- **Associate member**

Entry Requirements

APPLICATION ENTRY/DEADLINE

Application form and supporting documentation must be completed online at diversity.abc.org/awards by November 19, 2019.

ABC reserves the right not to present the award or to award to one or more

candidates, dependent on the suitability of the applications.

ENTRY FEE

The entry fee of \$295 may be submitted by credit card or by check made payable to Associated Builders and Contractors. Checks should be mailed to ABC National, 440

First St. NW, 2nd Floor, Washington, D.C. 20001

IMPORTANT DATES

- Online submission deadline: November 22, 2019
- Notification of award winners: Mid December 2019
- Award winners will be recognized at the ABC

National Excellence in Construction Awards celebration on March 26, 2020 in Nashville, Tenn.

MORE INFORMATION

Specific questions may be directed to the ABC national office at diversity@abc.org.

Please provide written responses to the following questions. Supporting materials may be provided as requested below or to assist in the review of a response:

COMPANY DIVERSITY COMMITMENT (30 POINTS)

- 1.** Does the company have a diversity officer or department? Describe the structure of the department or the job description of the diversity officer position, including reporting structure.
- 2.** Does the company have a diversity strategy or a formal commitment to diversity with respect to vendor/supplier inclusion; and employee recruitment, hiring and promotion?

COMPANY DIVERSITY HIRING, TRAINING & RETENTION (50 POINTS)

- 3.** Does the company offer any diversity training to ensure cultural competence across the organization? Please describe examples of awareness-raising programs in your company.
- 4.** Describe the company's hiring, retention and promotion rates as related to the company's diversity demographics (e.g., racial and ethnic minorities, women, LGBT, veterans, people with disabilities, etc.).

COMPANY DIVERSITY COMPOSITION (20 POINTS)

- 5.** Describe the composition of the company's management and overall workforce by including the company's total number of management personnel, as well as the number of managers who satisfy the following criteria: racial and ethnic minorities, women, LGBT, veterans, people with disabilities, other; provide the same information for the company's remaining workforce.

