

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, all of the following must apply:

- Member company size: less than 50 employees;
- Member company revenue: under \$10 million in annual revenue
- Member company's years in business: formed less than 7 years at time of application

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 \$395 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 (20 POINTS)

1. Does the company have a diversity strategy or a formal commitment to diversity? Describe the company's strategy or commitment to diversity.
2. What are some examples of how your firm supports diversity in your company?

COMPANY DIVERSITY HIRING, TRAINING & RETENTION (40 POINTS)

3. Describe your company's commitment to employing a diverse and inclusive workforce.
4. Does the company offer any diversity training to ensure cultural competence across the organization? Please describe examples of awareness-raising programs in your company.

CONTRACTOR/SUPPLIER RELATIONSHIPS & MEASURABLE RESULTS (40 POINTS)

5. Has the company participated in a mentor-protégé or joint venture relationship with another firm? If so, describe how this relationship benefitted the company and improved your level of commitment to diversity and inclusion, including best practices you implemented and changed in your business as a result of your mentor-protégé or joint venture experience.
6. If the company is a certified firm (Small, Minority, Women and Disadvantaged Business Enterprise), how does the company reach out to other certified firms to achieve project goals on public contracts? Also, describe whether the company has reached out to eligible, non-certified companies to explore or secure available certification.
7. Describe the company's external efforts to promote diversity and inclusion in the construction industry. Examples may include participation in workshops, seminars and job fairs, etc., targeting minority applicants, employers and other attendees as well as involvement with trade associations and other groups whose mission is the promotion and advancement of minority enterprises (women in construction, minority contractor associations, etc.).