

2020 ABC National

DIVERSITY

Excellence Awards

NOTE:

This document serves as a tool to help applicants gather and prepare data for the 2020 application.

All 2020 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 10, 2021 in Grapevine, Texas.

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 27, 2020.

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 27, 2020
- Notification of award winners: Mid December 2020
- Award winners will be recognized at the ABC

National Excellence in Construction Awards celebration on March 10, 2021 in Grapevine, Texas.

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 AND INCLUSION 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 and inclusion strategy or a formal commitment to diversity and inclusion with respect to external partnerships; and employee recruitment, hiring and promotion?

DIVERSITY AND INCLUSION HIRING, TRAINING & RETENTION (50 POINTS)

3. Describe the company's efforts to provide diversity and inclusion training and awareness-raising programs to ensure cultural competence across the organization.
4. Describe the progression of 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 for the last three years. Include 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.

