

2018 ABC National

DIVERSITY

Excellence Awards

NOTE:

This document serves as a tool to help applicants gather and prepare data for the 2018 application.

All 2018 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 27, 2019 in Long Beach, Calif.

Eligibility

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

- **General contractor member; and**
- **Over \$33 million in annual revenue**

Entry Requirements

APPLICATION ENTRY/DEADLINE

Application form and supporting documentation must be completed online at diversity.abc.org/awards by November 16, 2018.

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 16, 2018
- Notification of award winners: Mid December 2018
- Award winners will be recognized at the ABC

National Excellence in Construction Awards celebration on March 27, 2019 in Long Beach, Calif.

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 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 formal or a written diversity strategy? If yes, how is that strategy effectively communicated to the public (i.e., would we know it exists if we did not ask)? If no, is the company developing a formal or written strategy and at what stage is the company in this regard?

COMPANY DIVERSITY COMPOSITION (20 POINTS)

3. 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.
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 TRAINING & OUTREACH (30 POINTS)

5. 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.).
6. 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 (30 POINTS)

7. Describe how the company provides support for the inclusion of diverse suppliers and subcontractors in its bids/requests for proposals.
8. What is the company's percentage of Tier I (direct contractor) and Tier II (subcontractor) spend with minority-owned business enterprises (MBEs), women-owned business enterprises (WBEs) and businesses owned by people with disabilities (including veterans)? This "spend" metric must be expressed in different ways given the relative sizes of the competing firms (i.e., number of suppliers vs. total; dollar value vs. total; percentage of supplier dollar value).

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Eligibility

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

- General contractor member, with less than \$33 million in annual revenue;
- Large/small subcontractor member

Entry Requirements

APPLICATION ENTRY/DEADLINE

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COMPANY DIVERSITY COMMITMENT (20 POINTS)

1. Does the company have dedicated program resources devoted to diversity? Describe the resources currently in place, including job description(s) of such positions, and/or any steps the company plans to take to develop such resources.

COMPANY DIVERSITY HIRING, TRAINING & RETENTION (40 POINTS)

2. Describe the composition of the company's management team and overall workforce by including the total number of management personnel as well as the number of managers who satisfy the following criteria: racial and ethnic minorities, women, veterans, people with disabilities, other; provide the same information for your remaining workforce.
3. What strategies does the company use to retain diverse talent?

CONTRACTOR/SUPPLIER RELATIONSHIPS & MEASURABLE RESULTS (40 POINTS)

4. Describe how the company provides support for the inclusion of diverse suppliers and subcontractors in its bids/requests for proposals.
5. 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.
6. 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.).



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Eligibility

In order to be eligible for this award, one 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

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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.).

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Eligibility

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

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

Entry Requirements

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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.

