



2021 ABC National
**INCLUSION,
DIVERSITY and EQUITY**
Excellence Awards

NOTE:

This document serves as a tool to help applicants gather and prepare data for the 2021 application.

All 2021 applications must be submitted electronically at diversity.abc.org/awards

Purpose

The ABC National Inclusion, Diversity and Equity Excellence Awards recognize members that display exemplary inclusion, diversity and equity 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 Inclusion, Diversity and Equity Excellence Awards will be recognized at the ABC National Excellence in Construction Awards celebration on March 16, 2022 in San Antonio, Texas.

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 26, 2021.

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 26, 2021
- Notification of award winners: Mid December 2021
- Award winners will be recognized at the ABC

National Excellence in Construction Awards celebration on March 16, 2022 in San Antonio, 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 INCLUSION, DIVERSITY AND EQUITY 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 officer position, including reporting structure.
2. Does the company have an IDE strategy or formal commitment? How is that strategy effectively communicated to the public (i.e., would we know it exists if we did not ask)?

COMPANY DIVERSITY COMPOSITION (20 POINTS)

3. 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, LGBTQ+, 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 for the last three years as it relates to the company's diversity demographics (e.g., racial and ethnic minorities, women, LGBTQ+, veterans, people with disabilities, etc.).

COMPANY INCLUSION, DIVERSITY AND EQUITY TRAINING & OUTREACH (30 POINTS)

5. Describe the company's external efforts to promote IDE in the construction industry and the success of those efforts. Examples may include participation in workshops, seminars and job fairs, etc., targeting minority applicants, mentor-protege 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 IDE training to ensure cultural competence across the organization? Examples may include innovative diverse workforce training programs. 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, Women-Owned Business Enterprises, Certified LGBT Business Enterprises and businesses owned by people with disabilities (including veterans) within the last three years? 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).