



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](https://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, 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**

Application form and supporting documentation must be completed online at [diversity.abc.org/awards](https://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](mailto: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 dedicated program resources devoted to IDE? 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 INCLUSION, DIVERSITY AND EQUITY HIRING, TRAINING & RETENTION (40 POINTS)

2. Describe the composition of the company's management team and overall workforce for the last three years. Include 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, LGBTQ+; provide the same information for your remaining workforce.
3. What strategies does the company use to retain diverse talent and an inclusive and equitable workforce?

### 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. How does the company reach out to other diverse firms (minority, women, veteran and Disadvantaged Business Enterprises, LGBT Business Enterprises) to collaborate on projects?
6. Describe the company's external efforts to promote IDE 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.).

