



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, 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

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

COMPANY INCLUSION, DIVERSITY AND EQUITY HIRING, TRAINING & RETENTION (40 POINTS)

3. Describe your company's commitment to employing an inclusive, diverse and equitable workforce.
4. Describe the company efforts to provide IDE training and awareness-raising programs to ensure cultural competence across the organization.

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 IDE, including best practices you implemented and changed in your business as a result of your mentor-protégé or joint venture experience. If you haven't participated in a mentor-protégé or joint venture relationship, describe your efforts to advance your contractor relationship/network.
6. How does the company reach out to diverse firms (minority, women, veterans and Disadvantaged Business Enterprises, LGBTQ+) to collaborate on projects.
7. 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.).