



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:**

- **Supplier member**
- **Associate 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 (30 POINTS)**

- 1.** Does the company have an inclusion, diversity or equity 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 a formal commitment to IDE with respect to external partnerships; suppliers and employee recruitment, hiring and promotion?

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

- 3.** Describe the company's efforts to provide IDE 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, LGBTQ+, 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, LGBTQ+, veterans, people with disabilities, other; provide the same information for the company's remaining workforce.

