

GENERAL CONTRACTOR (UNDER \$33 MILLION)
& LARGE/SMALL SUBCONTRACTOR ENTRY FORM

2022 ABC National
**INCLUSION,
DIVERSITY and
EQUITY**

Excellence Awards



NOTE:

This document serves as a tool to help applicants gather and prepare data for the 2022 application.

All 2022 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, 2023 in Kissimmee, Florida.

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**

APPLICATION ENTRY/ DEADLINE

Application form and supporting documentation must be completed online at diversity.abc.org/awards by Nov. 18, 2022.

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, Suite 200, Washington, DC, 20001.

IMPORTANT DATES

- Online submission deadline: Nov. 18, 2022
- Notification of award winners: Mid-December 2022
- Award winners will be

recognized at the ABC National Excellence in Construction Awards celebration on March 16, 2023, in Kissimmee, Florida.

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 dedicated program resources devoted to IDE? What new initiatives has your company adopted in the last 12 months? 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 AND 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, LGBTQ+, veterans, people with disabilities, other; 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?
4. Does the company offer any IDE training to ensure cultural competence across the organization? Examples may include innovative diverse workforce training programs, safety training as it relates to Total Human Health and unconscious bias. Please describe examples of awareness-raising programs in your company.

CONTRACTOR/SUPPLIER RELATIONSHIPS AND MEASURABLE RESULTS (40 POINTS)

5. Describe how the company provides support for the inclusion of diverse suppliers and subcontractors in its bids/requests for proposals.
6. How does the company reach out to other diverse firms (minority, women, veteran and Disadvantaged Business Enterprises, LGBT Business Enterprises) to collaborate on projects?
7. Describe the company's external efforts to promote IDE in the construction industry and the success of those efforts. Be sure to include success metrics over the last 12 months. Examples may include participation in workshops, seminars and job fairs, etc.; targeting diverse 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, LGBTQ+ organizations, veterans, people with disabilities, etc.).