

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:

- **Member company size less than 50 employees**
- **Member company annual revenue under \$10 million**
- **Member company formed less than 7 years ago at time of application**

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 an IDE strategy or formal commitment? Describe the company's strategy or commitment efforts over the last 12 months.
2. Describe how your company's leadership demonstrates a commitment to creating a culture of inclusion, diversity and equity by sharing four examples of employee policies or practices that demonstrate all are welcome and valued.

COMPANY INCLUSION, DIVERSITY AND EQUITY HIRING, TRAINING AND 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 AND MEASURABLE RESULTS (40 POINTS)

5. Has the company participated in a mentor-protege or joint venture relationship with another firm? If so, describe how this relationship benefited 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-protege or joint venture experience. If you haven't participated in a mentor-protege or joint venture relationship, describe your efforts to advance your contractor relationship/network.
6. How does the company reach out to diverse firms (minority-owned, women-owned, veteran-owned, Disadvantaged Business Enterprises, LGBTQ+-owned) 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' groups, disability advocacy groups, etc.).