

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:

- **Supplier member**
- **Associate 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 (30 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.

INCLUSION, DIVERSITY AND EQUITY HIRING, TRAINING AND 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 over the last three years related to 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.