

2013 ABC National

# DIVERSITY SITY

Excellence Awards

## Purpose

The ABC National Diversity Excellence Awards recognize members that display exemplary diversity 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 Diversity Excellence Awards will be recognized at the ABC National Excellence in Construction Awards celebration on February 11, 2014 at the Grand Wailea, in Maui, Hawaii.

## Award Categories

- **Supplier Member**
- **Associate Member**

## Entry Requirements

### **APPLICATION ENTRY/ DEADLINE**

Application form and supporting documentation must be emailed to [diversity@abc.org](mailto:diversity@abc.org) as one PDF file by Friday, November 15, 2013.

### **ENTRY FEE**

Each entry must be submitted with a \$295 check made payable to Associated Builders and Contractors. Checks should be mailed to ABC National, 4250 N. Fairfax Drive, 9th Floor, Arlington, VA 22203.

### **IMPORTANT DATES**

- Application form and supporting documentation deadline: Friday, November 15, 2013
- Notification of Award Winners: December 13, 2013
- Award winners will be recognized at the ABC

National Excellence in Construction Awards celebration on February 11, 2014 at the Grand Wailea, in Maui, Hawaii.

### **MORE INFORMATION**

Specific questions may be directed to the ABC national office at [diversity@abc.org](mailto:diversity@abc.org) or 703.812.2033.

## Company Information

Company name \_\_\_\_\_

Company contact \_\_\_\_\_

Address \_\_\_\_\_

Phone \_\_\_\_\_

Email \_\_\_\_\_

Category (check one):

- Supplier Member
- Associate Member

## Payment Information

\_\_\_ Check Enclosed (payable to ABC)

\_\_\_ Credit Card:    \_\_\_ Visa    \_\_\_ MasterCard    \_\_\_ American Express

Card Number: \_\_\_\_\_ Exp. Date: \_\_\_\_\_

Print Name on Card: \_\_\_\_\_

Authorized Signature: \_\_\_\_\_



### COMPANY DIVERSITY & TRAINING (40 POINTS)

- 1.** Does the company have a diversity officer or department; does this officer or department supervisor report to the CEO/executive management or to someone in HR?
  - a.** If available, please provide a copy of the diversity officer or department supervisor appointment letter.
- 2.** Does the company have a formal, written diversity strategy; is that strategy effectively communicated to the public (i.e., would we know it exists if we did not ask)?
- 3.** Does the company offer any diversity training to ensure cultural competence across the organization?
- 4.** Does the company have “employee resource groups,” also known as affinity groups or employee networks, to ensure cultural competence across the organization? These groups are used for diversity recruiting, diversity retention, employee engagement and increasing cultural competence, as well as to reach customers/clients/suppliers.

### COMPANY DIVERSITY HIRING, TRAINING & RETENTION (30 POINTS)

- 5.** Hiring, retention and promotion rates:
  - a.** What percentage of employees hired within the last year were within your diversity demographic (e.g., racial and ethnic minorities, women, veteran status, people with disabilities, etc.)?
  - b.** What strategies does your company use to retain diverse talent?
  - c.** What is the average employment tenure of minority (diverse) vs. majority employees?
  - d.** What are the management promotion rates for both groups, as well as a comparison of those employees receiving their first promotion into management?
- 6.** Training rates: Does the company have talent development programs to help employees realize their career potential (e.g., apprenticeship, management)? If so, what are the participation percentages and incentives/efforts to encourage participation?
- 7.** Recruiting metrics: What percentage of referrals are diverse candidates; what percentage of referrals come from diverse employees; if the company offers internships or hires students to work during the summer, what percentage is diverse?
  - a.** List any involvement in support of minority institutions (high school and/or college) promoting the construction industry.
  - b.** List any projects where the promotion of hiring minorities and women were established; list the results of those project goals.

### COMPANY DIVERSITY COMPOSITION (30 POINTS)

- 8.** Management and overall workforce composition: Describe the composition of your management and overall workforce by including your total number of management personnel, as well as the number of managers who satisfy the following criteria: racial and ethnic minorities, women, veteran status, people with disabilities, other; provide the same information for your remaining workforce.
- 9.** Has the company established diversity “accountability measures” for its leadership? For example, does the company tie executive (or anyone’s) compensation to satisfaction of diversity goals?
- 10.** Does the company include diversity in their requests for proposals?

