

2011 ABC National

**DIVER
SITY**

Excellence Awards



Purpose

ABC is committed to supporting industry efforts to overcome the challenges and maximize the opportunities associated with an increasingly diverse workforce, client base and subcontractor/supplier base. The ABC National Diversity Excellence Awards recognize members that show leadership in diversity within their workforce, supply chain and community.

Winners of the National Diversity Excellence Awards will be recognized at the ABC National Excellence in Construction Awards celebration on February 22, 2012 at the Biltmore in Phoenix, Arizona.

Award Categories

General Contractor

- Under \$33 million
- Over \$33 million

Subcontractor

- Under \$14 million
- Over \$14 million

Entry Requirements

APPLICATION ENTRY/ DEADLINE

Application form and supporting documentation must be emailed to diversity@abc.org as one PDF file by Friday, December 2, 2011.

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, December 2, 2011
- Notification of Award Winners: December 30, 2011
- Award winners will be recognized at the ABC

National Excellence in Construction Awards celebration on February 22, 2012 at the Biltmore in Phoenix, Arizona.

MORE INFORMATION

Specific questions may be directed to the ABC national office at diversity@abc.org or 703.812.2033.



Company Information

Company name _____

Company contact _____

Address _____

Phone _____

Email _____

- Category (check one):
- | | |
|---|---|
| <input type="checkbox"/> General Contractor | <input type="checkbox"/> Subcontractor |
| <input type="checkbox"/> Under \$33 million | <input type="checkbox"/> Under \$14 million |
| <input type="checkbox"/> Over \$33 million | <input type="checkbox"/> Over \$14 million |

COMPANY DIVERSITY & TRAINING (30 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 (20 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 is the average employment tenure of minority (diverse) vs. majority employees?
 - c. 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.** Contractor 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 (20 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? (general contractor and first-tier subcontractors only)

CONTRACTOR/VENDOR RELATIONSHIPS & MEASURABLE RESULTS (30 POINTS)

- 11.** Does the company have formal mentoring programs, both across cultural groups and among similar cultural groups, with minority- and women-owned suppliers? (general contractor and first-tier subcontractors only)
 - a.** List efforts to assist minority- and women-owned businesses.
 - b.** Include testimonials from minority- and women-owned businesses.
- 12.** What is the company’s percentage of Tier I (direct contractor) and Tier II (subcontractor) spend with minority-owned business enterprises (MBEs), women-owned business enterprises (WBEs) and businesses owned by people with disabilities (including veterans)? This “spend” metric must be expressed in different ways given the relative sizes of the competing firms (i.e., number of suppliers vs. total; dollar value vs. total; percentage of supplier dollar value).