

# Inclusion, Diversity and Merit Committee

## Membership At-A-Glance



### Benefits:

- Develop personal, professional and leadership skills
- Network with ABC staff, members and volunteers
- Guide the National Association to visibly and meaningfully lead inclusion, diversity and merit in the construction industry by partnering with and embracing all stakeholders to create genuine business opportunities leading to economic development

### Eligibility Requirements:

- Active ABC chapter membership at time of application and throughout entire term
- Contractor or representative from partner association
- Expertise in IDM, human resources, organizational development and leadership

**Scope:** The Committee supports the ABC strategic goal to continuously grow and deliver value to a diverse and committed membership. It provides leadership and direction to chapters and member companies to embrace IDM as an empowering competitive advantage through education, awareness and business practices.

**Strategic Goal:** To continuously grow and deliver value to a diverse and committed membership.

### Values:

- Innovation and creativity
- Modeling the concept of partnering, seeking opportunities when possible
- Action-oriented
- Accountability
- Collaboration and inclusivity

### Duties

- Regularly attend meetings and show commitment
- Participate in decision-making
- Respect and support the majority decisions of the Committee
- Approach all Committee issues with an open mind, prepared to make the best decisions for everyone involved

### Preferred Background

- Previous attendance at ABC meetings and events
- Strong understanding of ABC National's strategic goals
- Experience with:
  - Inclusion, diversity and merit
  - Human resources
  - Organizational development
  - Leadership

### Time

### Commitment:

- Minimum one-year term subject to reappointment
- Three in-person Committee meetings in conjunction with ABC winter, summer and fall conferences
- Monthly 1-hour virtual meetings
- Time to perform committee assignments