

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.

## Eligibility

**One of these must apply in order to be eligible for this award:**

- Employee size:  
Less than 50 employees
- Revenue: under \$10 million annual revenue
- Years in business: less than 7 years in business

## 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 \_\_\_\_\_

Eligibility (one of these must apply in order to be eligible for this award):

- Employee size: Less than 50 employees
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## 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 COMMITMENT (20 POINTS)

1. Does your company have a written diversity strategy or a formal commitment to diversity with respect to:
  - a. vendor/supplier inclusion
  - b. employee recruitment, hiring and promotion
2. What are some examples of how your firm supports diversity in your company, the community or your industry?
3. Describe the composition of your management team 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, veterans, people with disabilities, other; provide the same information for your remaining workforce.

### COMPANY DIVERSITY HIRING, TRAINING & RETENTION (40 POINTS)

1. Describe your company's accomplishments in employing a diverse and inclusive workforce.
  - a. List your company's external efforts to promote diversity and inclusion in the construction industry through participation in workshops, seminars and job fairs, etc., targeting minority applicants, employers and other attendees.
  - b. List any involvement with trade associations and other groups whose mission is the promotion and advancement of minority enterprises (women in construction, minority contractor associations, etc.).
2. What strategies does your company use to retain diverse talent?
3. Does your 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?

### CONTRACTOR RELATIONSHIPS & MEASURABLE RESULTS (40 POINTS)

1. Has your firm participated in a mentor-protégé or joint venture relationship with another firm? If so, describe how this experience has benefited your company and improved your level of commitment to diversity and inclusion.
2. Describe the best practices you have implemented or changed in your business as a result of your mentor-protégé or joint venture experience and how these practices have improved your company.
3. If you are a certified firm (SMWDBE), how do you reach out to other certified firms to achieve project goals on public contracts? Also, describe how you have reached out to eligible, non-certified companies to explore or secure available certification?