

ABC Diversity Awards

**GENERAL CONTRACTOR (OVER \$20 MILLION)
& SUBCONTRACTOR (OVER \$7 MILLION) ENTRY**



2014



**Minnesota/
North Dakota Chapter**



Purpose

The MN/ND ABC 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 MN/ND ABC Diversity Excellence Awards will be recognized at the ABC Excellence in Construction Awards celebration on January 29, 2015 at the The Metropolitan Clubroom, in Golden Valley, MN.

AWARD CATEGORIES

- General Contractor Over \$20 million
- Subcontractor Over \$7 million

Entry Requirements

APPLICATION/ENTRY DEADLINE

Application form and supporting documentation must be mailed no later than September 9, 2014 to :

MN/ND ABC
10193 Crosstown Cir.
Eden Prairie, MN 55344

If you would like, please feel free to copy the answers to the Q & A sections on a separate sheet of paper.

ENTRY FEE

The entry fee of \$25 may be submitted by credit card or by check made payable to Associated Builders and Contractors. Checks should be mailed with the entry to MN/ND ABC.

IMPORTANT DATES

- Application form and supporting documentation deadline: September 9, 2014
- Notification of award Winners: October 2014
- Award winners will be recognized at the ABC Excellence in Construction Awards celebration on January 29, 2015 at The Metropolitan Clubroom in Golden Valley, MN.
- Questions may be directed to the ABC office at jeni@mnabc.com or 952.941.8693.

Company Information

Company name: _____

Company contact: _____

Address: _____

Phone: _____

Email: _____

Category (check one):

☐ General Contractor over \$20 million

☐ Subcontractor over \$7 million

Payment Information

____ Check enclosed (payable to MN/ND ABC)

____ Credit Card: ☐ Visa ☐ MasterCard ☐ American Express

Card number: _____

Exp. Date: _____ 3 Digit Code: _____

Print name on Card: _____

Authorized Signature: _____

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)

1. 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?
2. 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?
3. 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)

1. 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.
2. 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?
3. Does the company include diversity in their requests for proposals? (general contractor and first-tier subcontractors only)

CONTRACTOR/VENDOR RELATIONSHIPS & MEASUREABLE RESULTS (30 points)

1. 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.
2. 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).