

ABC National  
**INCLUSION,**  
**DIVERSITY** and  
**MERIT**  
Excellence Awards



## Inclusion

A feeling of belonging. To value differences to achieve superior results. All are welcome, valued and included.

## Diversity

An appreciation of a variety of abilities, skills, and experiences. To actively seek stakeholders from diverse cultural backgrounds to achieve superior results. Giving all individuals and organizations the opportunity to compete in a fair and open marketplace.

## Merit

A dedication to providing opportunities for all. Creating the conditions for everyone to compete on a fair and level playing field. Every individual and organization has the opportunity to succeed based on merit.

## Purpose

The ABC National Inclusion, Diversity and Merit Excellence Awards recognize members that display exemplary inclusion, diversity and merit leadership in their company, workforce, supply chain and community with best-in-class recruitment policies, retention practices and training and mentoring programs.

**Note:** This document serves as a tool to help applicants gather and prepare data for the 2024 application.

All 2024 applications must be submitted electronically at [abc.org/idmawards](http://abc.org/idmawards).

## Categories

Associate	Small and Emerging Contractor
General Contractor Over \$33 Million	Subcontractor
General Contractor Under \$33 Million	Supplier

## Eligibility

Applicants must be ABC members in good standing.

### Application Entry/Important Dates

The application form must be completed online at [abc.org/idmawards](http://abc.org/idmawards) by 11:59 p.m. ET on Nov. 15, 2024. Email notifications will be sent to all applicants in late December 2024, and winners will be recognized at the 35th Annual ABC National Excellence in Construction

Awards celebration on Wednesday, Feb.26, 2025, in Las Vegas.

ABC reserves the right not to present the award or to award to one or more candidates, dependent on the suitability of the applications.

### Entry Fee

The nonrefundable entry fee of \$395 must be submitted by credit card via the online application.

### Questions?

Email [diversity@abc.org](mailto:diversity@abc.org) or call (202) 595-1505.

## Leadership Commitment

1. Share how your company's leadership demonstrates their commitment to creating an inclusive culture that welcomes diversity of thought and ultimately places the best talent on the construction field.

## Attracting, Retaining and Growing Talent

2. Describe your company's approach to recruiting all people, including historically underrepresented population segments. Describe any new initiatives your company has adopted over the last 12 months. Provide evidence of success of your approach as it relates to your recruiting over the last three years. Be sure to include how you provide a fair and level playing field for all so all recruits can compete for the job based upon merit.
3. Describe your approach to providing growth opportunities for all employees, including those from historically underrepresented populations, to achieve their career dreams based upon merit. Please provide evidence of success of your approach over the last three years as it relates to growth within your organization to upper management and leadership levels.
4. Describe your approach and unique strategies that your company utilizes to educate and retain diverse talent. Also describe your approach to create an inclusive, equitable workforce that continues to excel based on merit. Provide evidence of your success over the last three years.

## Employee Education

5. Describe IDM education your company offers to ensure culture competence across the organization and promote all individuals from all population sectors to better work together and achieve the best quality, safety, and profitability for the company. Examples may include innovative diverse workforce education programs, anti-harassment education, safety education as it relates to Total Human Health, unconscious bias education and merit-based principles.

## Supply Chain Management

6. Describe your company's approach to recruiting suppliers and contractors, including those owned by historically underrepresented population segments. Describe approaches to creating the opportunity for all those suppliers and contractors to compete on a fair and level playing field and the opportunity to be successful based upon merit. Examples may include joint ventures, mentoring programs, sponsorships, strategic relationships, etc.

## Community Engagement

7. Describe your company's approach to engagement within the communities you work to promote career opportunities for all, including historically underrepresented population segments. Share evidence of success of these efforts over the last three years. Examples may include working with nonprofit organizations, local schools, second-chance programs, veterans, churches, disability advocacy groups, etc.

## **Social Media and Application Samples**

All applicants are required to indicate yes or no to the following questions.

### **Social Media**

ABC promotes IDM Excellence winners on social media (e.g., Facebook, LinkedIn, Instagram and X). The applying company's logo is typically included, with the company name and category. The companies are generally featured after the awards gala and throughout the program year. If your company is awarded, would you like for your company to be featured on ABC's social media accounts?

### **Entry Sample Release**

Members often request samples of IDM Excellence applications. To assist those applying in future years, we would like to have winning samples available upon request. If your company is awarded, can ABC share your application with future applicants?

## **Entry Qualifications, Rights and Agreement**

All applicants are required to sign off on the following releases.

### **Property**

All entries become the property of Associated Builders and Contractors ("ABC").

### **Grant of Rights**

The applicant hereby grants to ABC the following nonexclusive rights: the right to reproduce and distribute copies of the work throughout the year as part of the competition materials described above, including the right to reprint the work, or any part thereof, whenever necessary and to license the use of the work, or any part thereof, in any medium or form of communication; and the right to use the applicant's name, photographs and biography in connection with the work. The applicant reserves all rights not specifically granted herein.

## **Safety Provision**

---

No company that experiences a safety-related fatality of a direct employee in the United States within the current program calendar year is eligible for an award. Furthermore, all IDM Excellence Award winners have a continuing duty to inform ABC of a safety-related fatality that occurred after the end of the calendar year until the time of the awards program. Such a fatality will nullify the IDM Excellence award.

## **Warranty**

---

The applicant warrants that the work is original, that its publication will not infringe on the rights of others, and that it has the full power to make this grant.

## **Notification and News Releases**

---

ABC National IDM Excellence Award winners will be notified within weeks of the judging process. News releases will be held until after the awards ceremony takes place on February 2025, in Las Vegas. Until that time, the winners' information is embargoed. ABC will provide winners with a news release and photograph(s) following the ceremony.

## **Applicant Agreement**

---

I understand the entry fee is nonrefundable.

I hereby give permission to ABC to use the photographs and any information submitted to the ABC National IDM Excellence Awards competition in ABC awards materials, including presentations and printed matter, as well as promotional materials and news releases.