ACEC/PA is looking for firms who want to showcase their Diversity & Inclusion efforts!

Submissions will be judged by three (3) members of the ACEC/PA Diversity & Inclusion Committee who will not be submitting nominations. Judges will evaluate each response on a point scale. Points will be based on several factors including:

- Quantifiable depth of benefits
- Impact and change in behaviors
- Quantify impact and changes to business performance
- Level of engagement within the organization, etc.

Judges will independently review and score each submission then convene to combine all three (3) scores. In the case of a tie, a 4th judge, whose firm is not participating, will be solicited from the ACEC/PA Diversity & Inclusion Committee to review and score the submissions to break the tie.

Each submission must include a choice of the top three (3) out of the seven (7) D&I focus areas. Submissions are judged on the relativity of the submission to the focus areas.

1. **Formal Program Development**: Outline your company’s current D&I program. Provide examples of how the program has impacted your organization and describe challenges you have addressed.
2. **Recruiting Strategies**: Describe your company’s current strategies to attract diverse talent. Generally summarize the results of your efforts.
3. **Training Initiatives**: Provide examples of training opportunities your company is currently implementing to educate personnel about D&I and what effects this has had on your company’s D&I efforts.
4. **Workforce Diversity**: Demonstrate your company’s strategy and progression in improving workforce diversity for staff holding senior leadership positions.
5. **Promotion and Pay Equity**: Describe your company’s current process for ensuring that promotions OR compensation are impartial.
6. **Business Diversity**: Outline your current process to improve diversity among your business partners (i.e., subconsultants, subcontractors, vendors, etc.).
7. **Community Outreach**: Provide examples of community outreach your company currently participates in that support your D&I initiatives.

Please complete all data accurately. Choose the TOP THREE (3) of the seven (7) D&I focus areas your submission will showcase. Submissions are judged on the relativity of the submission to the focus areas. Submissions must be articulated without photos although photos can be supplied as a separate single document in a PPT format with labels/captions. Any recommendations or subsequent letters or additional supportive documents will be uploaded and labeled separate from the essay or PPT submission. The submission must be supplied in a Word document limited to three (3) pages 8.5” x 11”; side margins; single-spaced text; 12 pt. font size. One PPT slide with photos and two (2) additional documents can be submitted. This is a total of three (3) supporting documents plus up to a three (3) page essay.

For questions regarding the 2020 ACEC/PA Diversity & Inclusion Award, please contact Leeann Sherman at 800-651-1946. Submission deadline is November 6th, 2020 at 12pm.