



## ACEC/PA DIVERSITY, EQUITY, INCLUSION & BELONGING AWARDS

Name of Awards	Diversity, Equity, Inclusion & Belonging Award and Small Firm Diversity, Equity, Inclusion & Belonging Award
Purpose	The purpose of these awards is to acknowledge smaller and larger firms for their initiatives that demonstrate an understanding of DEI&B and the importance of what this means in the work environment.
Eligibility	Any ACEC/PA member firm or affiliate in good standing can submit a nomination for these awards. Members who have the DB or DBE certification, will qualify for the Small Firm category of this award.
Nominations	Only a principal of an ACEC/PA member firm or affiliate can submit a nomination for this award.
Selection of Winners	Submissions will be judged by three (3) members of the ACEC/PA Diversity, Equity, Inclusion & Belonging Committee who have not completed a submission.
Criteria for Awards	<p>Each submission must include a choice of the top three (3) out of the seven (7) DEI&amp;B focus areas. Submissions are judged on the relevance of the submission to the focus areas.</p> <ol style="list-style-type: none"> <li><b>Formal Program Development:</b> Outline your company’s current DEI&amp;B program. Provide examples of how the program has impacted your organization and describe challenges you have addressed.</li> <li><b>Recruiting Strategies:</b> Describe your company’s current strategies to attract diverse talent. Generally summarize the results of your efforts.</li> <li><b>Training Initiatives:</b> Provide examples of training opportunities your company is currently implementing to educate personnel about DEI&amp;B and what effects this has had on your company’s DEI&amp;B efforts.</li> <li><b>Workforce Diversity:</b> Demonstrate your company’s strategy and progression in improving workforce diversity for staff holding senior leadership positions.</li> <li><b>Promotion and Pay Equity:</b> Describe your company’s current process for ensuring that promotions OR compensation are impartial.</li> <li><b>Business Diversity:</b> Outline your current process to improve diversity among your business partners (i.e., subconsultants, subcontractors, vendors, etc.).</li> <li><b>Community Outreach:</b> Provide examples of community outreach your company currently participates in that support your DEI&amp;B initiatives.</li> </ol>



## PAST WINNERS

- 2020 • Jacobs Engineering Group, Inc.
- 2021 • Larson Design Group, Inc.
- 2022 • WSP USA Inc.
- 2023 • Kleinfelder and RETTEW Associates, Inc.
- 2024 • AECOM Technical Services, Inc.

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## Criteria for Awards (continued)

Please complete all data accurately. Choose the TOP THREE (3) of the seven (7) DEI&B 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.

Firms must provide a DBE certification number on the electronic form to be considered for the Small Firm DEI&B Award.

## Presentation

The awards will be presented in person to a designated representative of the firm at the Diamond Awards for Engineering Excellence gala on Jan. 23, 2025 in Lancaster, Pennsylvania.

## Awards

The awards will be of a prestigious nature as developed by the ACEC/PA Diamond Awards Committee.

## Deadline for Nominations

Noon Nov. 22, 2024 ([electronic submissions only](#))

**ACEC/PA**

AMERICAN COUNCIL OF ENGINEERING COMPANIES  
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