

EXCELLENCE IN INCLUSION AWARD 2027

Submission Guide



February 5, 2027



Westin Bellevue

A banner with a dark background and a yellow diagonal stripe on the left side. The stripe contains a photograph of a modern house with a green lawn and a wooden fence. The text "EXCELLENCE IN INCLUSION AWARD" is written in large, bold, yellow capital letters across the dark background.

EXCELLENCE IN INCLUSION AWARD

As part of ACEC Washington's continued commitment to promoting diversity and inclusion in the A/E/C industry, ACEC Washington and its Diversity, Equity, Inclusion & Belonging Committee has created the Excellence in Inclusion awards program. The awards honor ACEC Member firms that are champions in advancing diversity and fostering a culture of inclusion within their workforce, their teams, and the clients and communities they serve.

By highlighting and recognizing best practices from companies developing and delivering diversity and inclusion initiatives with demonstrable success, award winners can share their record of accomplishment of achievement and commitment. By recognizing these outstanding firms, ACEC hopes to inspire other member firms to engage in activities that will promote diversity and inclusion both within their firms and throughout the engineering profession.

Criteria

Awards will be given in two entrance categories and winners may be selected from each of three firm size categories:

Entrance Categories:

- Workforce Diversity
- Diversity in Project Teams & Relationships

Firm Size Categories:

- Small (1-20 Full Time Employees)
- Mid-Sized (21-300 Full Time Employees)
- Large (301+ Full Time Employees)

EXCELLENCE IN INCLUSION AWARD

Category Definitions

Workforce Diversity

Describe how the nominated firm has demonstrated an outstanding commitment to advancing diversity and fostering a culture of inclusion within their workforce, especially as it pertains to, or is demonstrated in, any of these specific areas:

- Company diversity statement or policy
- Diversity and inclusion as part of strategic plan and/or business plan
- Diversity and inclusion training for management and leadership
- Mentoring program for diverse employees by senior management
- Employee access to diversity and inclusion resources
- Leadership commitment and accountability (e.g., including diversity and inclusion as a performance metric)
- Employee composition with clearly defined goals for broader employee diversity
- Diverse representation at all company levels
- Recruitment, retention, and promotion rates for diverse demographics
- Diverse council, employee resource groups, or similar employee networks
- Targeted efforts to attract and retain employees from diverse groups
- Flexible work arrangements or creative benefits designed to meet the needs of diverse employees
- Diversity and inclusion training for employees, including diversity and inclusion integration into other training and apprenticeship programs

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Category Definitions

Diversity in Project Teams & Relationships

Describe how the nominated firm has demonstrated an outstanding commitment to advancing diversity and fostering a culture of inclusion within their workforce, especially as it pertains to, or is demonstrated in, any of these specific areas:

- Company statement or policy on diverse and inclusive relationship/team building
- Diversity and inclusion training for project managers and marketers
- Dedicated staff focused on diversity and inclusion in teaming and relationships
- Leadership commitment and accountability to building diverse teams (e.g. including diversity and inclusion as a performance metric)
- Community outreach to diverse businesses
- Demonstrable commitment to diverse business inclusion on contracts and proposals
- Favorable contract terms and conditions for diverse businesses (e.g., assistance with bonding, quick pay, etc.)
- Collaboration or partnership with external organizations
- Fosters Mentor-Protégé relationships

EXCELLENCE IN INCLUSION AWARD

Rules/Guidelines for Submittal

1. All applications must be submitted by 11:59 p.m. Pacific Time on Monday, December 7, 2026.
2. Submissions may cover one, some, or all aspects of diversity, including age, ability, ethnicity, gender, sexual orientation, socio-economic status, race, and religion.
3. Submissions must relate to activities or initiatives conducted in the last twelve (12) months.
4. Submissions must relate to activities or initiatives conducted by the nominated firm within the state of Washington.
5. Applications will clearly state which entrance category and size category the nominated firm is submitting under. If a firm would like to submit under multiple entrance categories, they must submit separate applications for each.
6. Applications will consist of a written narrative of no more than four (4), double-spaced, 12-point font typed pages describing the nominated firm's achievements within the entrance category based on the above-listed criteria.
7. Submission may contain up to ten (10) supplemental/supporting attachments (i.e., documents or photographs) to demonstrate achievements.
8. Submission firm must be a member of ACEC WA.
9. Applications must be returned via email to Pamela Beachnau, pbeachnau@acec-wa.org by the submission deadline.
10. Winner will be notified by December 18, 2026.