

SESSION 8:

New DBE Updates

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**Speakers: Kevin D. Weeden, MPA, Senior Vice President,
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2025 GAA Annual Conference & Expo | Macon, Ga | October 15 – 17



New DBE Updates

Georgia Airports Association Conference

Macon, Georgia

October 17, 2025

Presented by

Kevin Weeden, Senior Vice President

Ken Weeden & Associates, Inc.

Taffy Pippin, President

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TOPICS FOR TODAY

1 WHERE WE HAVE BEEN

2 WHERE WE ARE NOW

3 WHERE WE ARE GOING

Origins and Regulatory Evolution of the DBE and ACDBE Program

1980

**USDOT launches
the Minority**

1983

**Business Enterprise
(MBE) Program**

1987

1999

1980

1983

1987

1999

Congress enacted the first statutory provision, requiring 10% of federal highway and transit funds to go to DBEs.

1980

1983

1987

1999

Women were formally added to the groups presumed to be disadvantaged.

1980

1983

1987

1999

- Major regulatory overhaul of the DBE Program
- 49 CFR Part 26 established the DBE program
 - Uniform certification standards
 - personal net worth cap
 - narrow tailoring requirements

2005 Established the

2011 Airport

2014 Concessions

2024 DBE program

2005

2011

2014

2024

- **DBE FINAL RULE**
- **Increase of the personal net worth cap**
- **Interstate certification**
- **Small Business Element added**
- **More emphasis on monitoring and enforcement**

2005

- **Changes in DBE and ACDBE certification provisions**

2011

- **Revised Uniform Report of DBE Awards/Commitments**

2014

- **Increase in business size cap**

2024

- **Notice to the Public process streamlined**

2005

→ Personal net worth cap increased

2011

→ Proactive monitoring

→ Updated certification provisions

2014

→ Small business element for ACDBE program

2024

→ Maintenance and submittal of bidders list

→ ACDBE active participants list

A close-up photograph of a hand holding a wooden gavel, poised to strike a stack of papers on a desk. The scene is dimly lit, with a warm light source on the left creating a soft glow. The background is blurred, showing what appears to be a courtroom or office setting.

Court Cases

1994 **City of Richmond v.
J.A. Croson Company**

1995

2023

2024

1994

1995 **Adarand**
Constructors v. Peña

2023

2024

1994

1995

2023

**SFFA v. Harvard;
SFFA v. UNC**

2024

1994

1995

2023

2024

**Mid-America Milling
Company v. USDOT**

Interim Final Rule

2025

- Issued September 30, 2025; published October 3, 2025
- IFR affects DBE goals, not contracts
- Requires UCPs to apply new standards for DBE and ACDBE certification
- Must reevaluate eligibility of existing DBEs and ACDBEs
- Recipients may not count participation towards current DBE and ACDBE goals

Interim Final Rule

2025

- DBE contract goals and ACDBE concession goals can be included after recertification
- Bidders list data collection to exclude data on race and sex of majority owner
- Removes consultation requirements with minority and women's contractor groups
- Goals not required to be updated until UCP completes reevaluation process
- Shortfall analysis not required until UCP completes reevaluation process

WHAT
DOES
THE
FUTURE
HOLD?

A perspective view of a dark asphalt road stretching towards a bright sunset on the horizon. The road is flanked by dark, silhouetted hills under a blue sky with scattered white clouds. Painted in large white numbers along the center of the road are the years 2025, 2026, 2027, 2028, and 2029, with 2025 being the largest and closest to the viewer. In the distance, near the horizon, a small group of yellow figures is visible.

2025
2026
2027
2028
2029

- Ongoing Court Case
- Amended DBE and ACDBE Program
- Small Business Element



Questions?



THANK YOU!

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