



MEMORANDUM

TO: All District Vendors

FROM: Artemisé Davenport, Manager, SBE Compliance Programs
Denis J. Mulligan, General Manager

DATE: October 6, 2025

SUBJECT: **SUSPENSION OF DISADVANTAGED BUSINESS ENTERPRISE (DBE) GOAL ENFORCEMENT**

On October 3, 2025, the U.S. Department of Transportation (U.S. DOT) published an Interim Final Rule (IFR) to the Disadvantaged Business Enterprise (DBE) and Airport Concession Disadvantaged Business Enterprise (ACDBE) regulations, Title 49 Code of Federal Regulations (C.F.R.) Part 23 & 26. Effective immediately upon publication, the [IFR](#) removes race- and sex-based presumptions of social and economic disadvantage and requires all DBE firms currently certified under the old DBE certification standards to be reevaluated for DBE certification in accordance with the new standards found in § 26.111 of the IFR. Until this process is complete by the Unified Certification Program (CUCP), in our case, the California Unified Certification Program (CUCP), the DBE Program is placed on pause.

All District contracts that have established **DBE goals** are affected by the IFR. Contracts with established Small Business Enterprise (SBE) goals are still in effect for contract compliance as these goals do not consider race or sex. At this time, DBE participation is not being counted towards contract goals or the District's overall triennial DBE goal until the CUCP completes the reevaluation process described in § 26.111.

The District will issue an Amendment to modify the DBE provisions. All other terms and conditions in your Contract, Agreement, or Purchase Order will remain in full force and effect.

The District will review additional DOT guidance as released and will provide further updates to you as needed. Should you wish to leave a comment regarding the IFR, you may do on the Federal Rulemaking Portal: <http://www.regulations.gov>, and follow the online instructions for submitting comments. The comment period is open until November 3, 2025.

If you have any questions, please feel free to contact Artemisé Davenport at (415) 257-4581, or e-mail at adavenport@goldengate.org.