



DBE INDUSTRY UPDATE MEETING

DECEMBER 8, 2025

DBE INTERIM FINAL RULE (IFR) – 10/3/2025

- [Federal Register :: Disadvantaged Business Enterprise Program and Disadvantaged Business Enterprise in Airport Concessions Program Implementation Modifications](#)
- Removes race- and sex-based presumptions from definitions of “socially and economically disadvantaged individual,” and instead provides that the owner of a DBE or ACDBE applicant must demonstrate on a case-by-case basis that the individual meets criteria listed in the IFR

DBE INTERIM FINAL RULE (IFR) – FAQ DOC

- https://www.transportation.gov/sites/dot.gov/files/DBE_IFR_FAQs.pdf updated 12/1/2025
 - Should DBE Directories be taken down until the reevaluation process is completed?
 - This is up to each recipient – NDDOT has chosen to disable our DBE Directory until our reevaluation process is complete
 - Multiple additions under the Certification Reevaluation regarding the Personal Narrative requirements
 - Deadline for PN/PNWs cannot be imposed, however, an approved date can be used by agencies to set to move forward in the process
 - DBEs unaddressed after that date remain ineligible

PERSONAL NARRATIVE WORKSHOP

- Live sessions were held 12/2, 12/3 & 12/4
- Recorded version will be posted under IFR section on DBE website within 2 weeks
- PowerPoint slides will also be posted to DBE website
- Project Solutions, Inc to offer one-on-one PN assistance
 - Highly encouraged to have viewed workshop before requesting one-on-one assistance
- NDDOT DBE IFR FAQ document to be created and added to DBE website within 2 weeks

POINTS OF CLARIFICATION

- NDDOT's DBE Program is paused until the reevaluation process is completed, our program documents have been updated, and a new Triennial Goal is set
 - FHWA must approve updated DBE Program Manual, Special Provisions and Triennial Goal
- North Dakota DBEs that do not wish to pursue the reevaluation process are requested to submit a withdrawal request by 12/31/2025
 - Doing this allows NDDOT to determine which firms still need to be addressed and/or are planning to submit PN/PNW's
- Are Personal Narratives subject to ND's Open Records Law?
 - This is a case-by-case determination, at minimum medical or financial references will be redacted

A wide-angle landscape photograph of a winding asphalt road in North Dakota. The road curves through green grassy hills and valleys, with a silver pickup truck driving on it. In the background, there are more hills and a small body of water. The sky is clear and blue.

QUESTIONS?

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