



# NCDOT Office of Civil Rights Overview

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## **NCDOT Office of Civil Rights**

#### **Business Services**

- Business Certification Programs (DBE, SPSF, SBE)
- Business Opportunity and Workforce Development (BOWD)
- On-the-Job Training (OJT)

### **Compliance Programs**

- Title VI Nondiscrimination Program
- Americans with Disabilities Act (ADA)
- Equal Employment Opportunity (EEO)
- Utilization and Compliance (CUF/EEOCP)



# Disadvantaged Business Enterprise Program 49 CFR part 26

### Objectives:

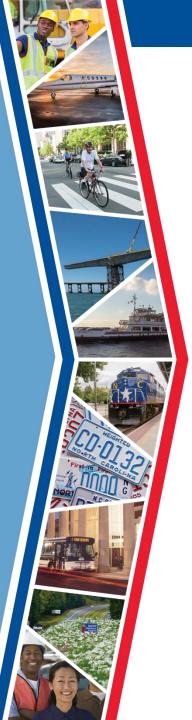
- Ensure nondiscrimination in transportation contracting (e.g. highway, transit and aviation)
- Create a level playing field where DBEs can compete fairly
- Ensure only firms that fully meet eligibility standards are permitted to participate as DBEs
- Assist in development of firms to compete successfully



## Certifications

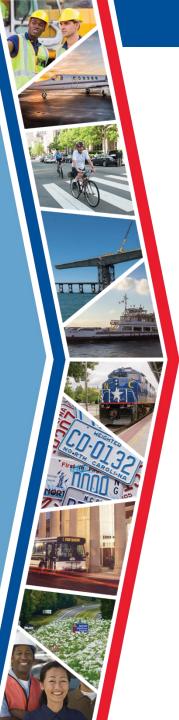
- DBE Disadvantaged Business Enterprise = Federal Projects (will get MBE or WBE designation)
- SBE Small Business Enterprise = Maintenance Projects
   \$500K
- **SPSF** Small Professional Services Firms (i.e., Consulting, Architectural, Engineering, GIS)

Certifications and renewals are now completed through the online portal at connect.ncdot.gov/becertified



# DBE Certification Basic Eligibility Criteria

- Social Disadvantage: Designated socially disadvantaged groups (i.e., minority or women-owned)
- Economic Disadvantage: PNW < \$1.32mill</li>
- Small Business Size Limits: Gross receipts < \$26.29 mill;</li>
   ACDBE < \$56.42mill</li>
- Ownership: At least 51% by disadvantaged member(s)
- Control: Management, Policy and Operations



## **Small Business Enterprise (SBE)**

- A NCDOT Program not federally mandated
- Centralized Certification
- A purchase order program for projects \$500,000 or less
- Projects will be advertised as SBE set-asides and only SBE certified firms can respond (green block)
- Prequalification and Bonding may be waived
- Race/Gender Neutral Program (no goals are set)
- GC license and bonding may be waived



## Small Professional Services Firms (SPSF)

- Developed to provide consultant opportunities for firms that meet the eligibility criteria
- Perform Professional, Scientific, or Technical work
- Certification allows firms to compete on SPSF projects in non engineering modes of work as well such right of way, environmental, real estate, and environmental surveying contracts
- Race/Gender Neutral Program (no goals are set)
- Firms must meet eligibility SBA size standards

## BUSINESS OPPORTUNITY & WORKFORCE DEVELOPMENT (BOWD)



Mentor Protégé' Program



Business Development Program



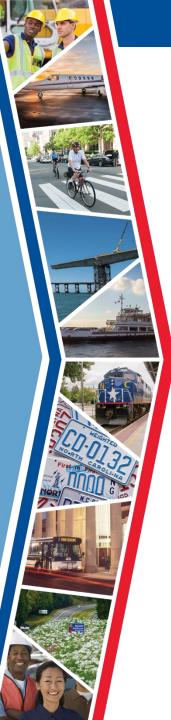
NCSU-LTAP Courses
Contracts Course – NCDOT Edition
Access To Capital



### Division Five Let List available at our exhibit table

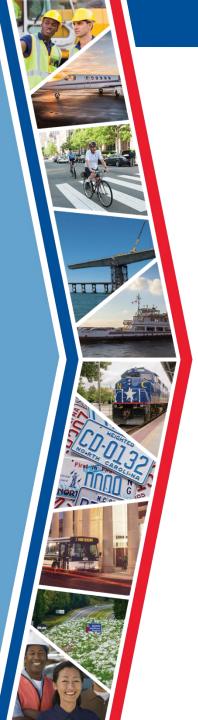
### **Upcoming Annual Needs:**

- Guardrail
- Signals and Loops
- Toll Incidental Grading
- Apply Hardwood Mulch
- Seeding and Mulching
- Sweeping and Highway Corridors
- Snow and Ice Removal
- Short line Striping



## Other Projects of Interest

- Widening for Left Turn Lane on NC 98 at Camp Kanata
- Grading and Paving of Ligon Mill Road
- NC540 Landscape Enhancement
- Grading, paving, drainage, signals for NC 96 (Zebulon Road at Perry Creek)
- Replace bridge over Smith's Creek (SR 2044 Ligon Mill in Wake Forest)
- Grading and paving Rogers Road (SR 2025) grade separation over CSX railroad



Questions??