



Florida Department of Transportation

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MEMORANDUM

DATE: November 20, 2025

TO: Transportation Partners

FROM: FDOT's Business Growth and Engagement Office

SUBJECT: Important Changes to Business Certification Programs

The purpose of this memorandum is to inform Florida-based federally funded transportation partners of recent changes in both state and federal law to reduce discriminatory practices included within the U.S. Department of Transportation's (USDOT) Disadvantaged Business Enterprise (DBE) and Airport Concession Disadvantaged Business Enterprise (ACDBE) programs.

As expressed in FDOT's response to USDOT's Request for Information (RFI) titled "Advancing a Surface Transportation Proposal that Focuses on America's Most Fundamental Infrastructure Needs", published in the Federal Register on July 21, 2025. Florida firmly believes the DBE and ACDBE programs must be repealed entirely and replaced with a program whose primary purpose is advocating for improving economic competitiveness and small business development.

Last month, USDOT issued an [Interim Final Rule](#) concerning its DBE and ACDBE programs, effectively removing the presumption based on race and sex with a focus on economic disadvantage for certification. These rules are in addition to FDOT's repeal of references to these programs in Florida Law, replacing discriminatory requirements with a state-led program focused on small business development, regardless of someone's race or sex. Accordingly, we want to share with all transportation industry vendors links to the most recent [USDOT guidance](#), [Interim Final Rule](#), and [Frequently Asked Questions](#).

While FDOT continues to work with USDOT to transition the state entirely away from the DBE and ACDBE programs, please consider this memorandum as a reminder of your responsibility to follow the new federal [Interim Final Rule](#) to prevent discriminatory contracting practices.

Separately, FDOT will launch a new state-led small business development program through the [FDOT Business Growth and Engagement Office](#) next year which will focus on economic competitiveness and small business development over any discriminatory methodology. Additional information will be provided in the months ahead including:

- Technical assistance on how to do business with FDOT
- Guidance on obtaining FDOT business certifications

- Business networking opportunities
- Additional resources to support business growth
- Setting performance goals to spur small business growth

In the interim, if you become aware of a federally-funded transportation entity that is not in compliance with the new federal protections against discriminatory contracting practices, you are encouraged to notify the department at bge.office@dot.state.fl.us. Upon receipt, FDOT will notify the entity of the requirements of Federal law and further refer such complaint to the appropriate Federal authority.

Should you have any questions about these changes, please feel free to contact us at bge.office@dot.state.fl.us or 850-414-4747.

We thank you for your continued efforts to reduce congestion and prioritize the movement of our state's supply chain.