



**DISADVANTAGED BUSINESS  
ENTERPRISE**

**Diversity, Equity, and Inclusion**

**Issued: October 1999  
Revised: August 2024**

**Approved by: Dottie Watkins  
President/CEO**

## **PURPOSE**

CapMetro has established a Disadvantaged Business Enterprise (DBE) program in accordance with regulations of the U.S. Department of Transportation (DOT), 49 CFR Part 26. CapMetro has received Federal financial assistance from the Department of Transportation, and as a condition of receiving this assistance, CapMetro has signed an assurance that it will comply with 49 CFR Part 26 including new provisions as approved in the final rule change approved by Congress in April 2024. Federal regulations require that CapMetro have an approved DBE policy in this form under Sections 49 CFR Part 26.1 and Part 26.23.

## **POLICY**

It is the policy of CapMetro to ensure that DBEs, as defined in part 26, have an equal opportunity to receive and participate in DOT-assisted contracts. It is also our policy to:

1. Ensure nondiscrimination in the award and administration of DOT assisted contracts;
2. Create a level playing field on which DBEs can compete fairly for DOT assisted contracts;
3. Ensure that the DBE Program is narrowly tailored in accordance with applicable law;
4. Ensure that only firms that fully meet 49 CFR Part 26 eligibility standards are permitted to participate as DBEs;
5. Help remove barriers to the participation of DBEs in DOT assisted contracts; and
6. Assist the development of firms that can compete successfully in the marketplace outside the DBE Program.

The DBE Liaison Officer within the Diversity, Equity, & Inclusion Office oversees all facets of the DBE program and ensures its implementation. Implementation of the DBE program is accorded the same priority as compliance with all other legal obligations incurred by CapMetro in its financial assistance agreements with the Department of Transportation.

Signature:

Dottie Watkins, President/CEO

Date: 8/7/2024