



NEW MINORITY/WOMEN BUSINESS ENTERPRISE (M/WBE) POLICY

January 8, 2020

FREQUENTLY ASKED QUESTIONS (FAQ)

What is a Disparity Study?

- A legal review and analysis of DFW's current Business Diversity programs.
- Compares the utilization of minority- or women-owned business enterprises (M/WBEs) with the availability of M/WBEs in DFW Airport's geographic and product markets.

Why is a Disparity Study important for DFW?

- Important to implement legally defensible programs that can withstand a constitutional challenge
- Provides quantitative and qualitative evidence of disparity to support race- and gender-conscious programs
- Establishes aspirational and contract-specific goals

What was the key focus of the Disparity Study? Assessing race and gender discrimination only in airport contracts.

What was the relevant market area used for the Disparity Study?

- All counties in North Texas were evaluated as relevant market areas. DFW Airport's market area was determined based on the large percentage of locations that account for 75% of DFW airport contract and subcontract dollar amounts:
 - Non-FAA funded contracts: Dallas, Tarrant, Denton and Collin Counties
 - FAA funded contracts: Dallas, Denton and Tarrant Counties
 - Concessions contracts: Dallas, Tarrant, Harris, Midland, Denton and Collin Counties
 - Car-rental concessions contracts: Tarrant County (TX) and Los Angeles County (CA)

Which Business Diversity Programs were included in the Disparity Study?

- Minority Business Enterprise
- Minority/Women Business Enterprise
- Disadvantaged Business Enterprise
- Airport Concessions Disadvantaged Business Enterprise
- Small Business Enterprise Program

Was community input considered as a part of the Disparity Study?

Yes. A public meeting, stakeholder listening sessions and business owner interviews were conducted with business owners and representatives from industry organizations, advocacy organizations and chambers of commerce interested in DFW's Business Diversity Programs and contracting activities.

What were the key findings of the Disparity Study?

- Construction: disparity identified for gender and all ethnic groups
- Architectural & Engineering: disparity identified for gender and all ethnic groups

- Professional & Non-Professional Services: disparity identified for gender and all ethnic groups
- Concessions: disparity identified for gender and all ethnic groups

What are the key changes to the existing local programs?

- Construction: DFW will reinstate the M/WBE Program and the SBE Program will be discontinued.
- Architectural & Engineering: DFW will continue the current M/WBE Program
- Professional & Non-Professional Services: DFW will reinstate the M/WBE Program and the SBE Program will be discontinued.
- Use of a Relevant Market Area: DFW will reduce the Relevant Market Area from 12-counties to 4-counties to include Dallas, Tarrant, Collin and Denton counties.

What are the key changes to the existing federal programs?

- Construction/A&E (Grant Funded): DFW will continue the current DBE Program
- Airport Concessions: DFW will continue with the current ACDBE Program and offer an SBE Program

When will these changes go into effect?

June 1, 2020

How often is the local M/WBE Program Policy changed? The policy is subject to change after a Disparity Study is conducted which is every 5-7 years.

How can I obtain a copy of the Disparity Study?

Study documents are available online at www.dfwairport.com/bdd/publications

What happens if we currently have an expenditure contract with DFW with an M/WBE, MBE, DBE or SBE commitment or a lease agreement with an ACDBE commitment?

Existing contracts and lease agreements with business diversity commitments will continue as is under the former Business Diversity Program guidelines as applicable. New solicitations issued on or after June 1, 2020 will be subject to the new Business Diversity Program guidelines.

If I am currently a certified ACDBE, do I need to obtain the SBE certification in order to do business with DFW?

Certification is not a requirement to do business with DFW. However, an SBE firm must be certified for their participation to be credited towards the Program goal.

What are the certification requirements for a Small Business Enterprise (SBE)?

- Business size based on the Small Business Administration (SBA) size standards.
- Annual business revenues averaged over three years

Who should I contact to obtain Certifications?

Contact the Certification entity you are currently certified with or one of the following:

- North Central Texas Regional Certification Agency (NCTRCA), www.nctrca.org
- Women's Business Council Southwest (WBCS), www.wbcswest.org
- Dallas/Fort Worth Minority Supplier Development Council (DFWMSDC), www.dfwmsdc.org