



## Going PRO Talent Fund Fiscal Year 2023

### Diversity, Equity, and Inclusion Category (DEI) – Criteria and Documentation

DEI Category	Documentation
Minority-Owned	<p>Examples of verification:</p> <ol style="list-style-type: none"> <li>1. U.S. Small Business Administration (SBA) - Preliminary assessment of qualification can be obtained <a href="#">here</a> <ol style="list-style-type: none"> <li>a. <a href="#">Small Disadvantaged Business</a></li> <li>b. <a href="#">8(a) Business Development Program</a></li> </ol> </li> <li>2. Third party verification           <ol style="list-style-type: none"> <li>a. <a href="#">National Minority Supplier Development Council</a></li> </ol> </li> <li>3. Additional programs requiring verification of eligibility           <ol style="list-style-type: none"> <li>a. <a href="#">Michigan Department of Transportation (MDOT) Disadvantaged Business Enterprise (DBE)</a></li> </ol> </li> <li>4. Employer submits signed attestation that they qualify for the DEI category</li> </ol>
Women-Owned	<p>Examples of verification:</p> <ol style="list-style-type: none"> <li>1. <a href="#">SBA</a> – Preliminary assessment of qualification can be obtained <a href="#">here</a>.           <ol style="list-style-type: none"> <li>a. Women-Owned Small Business (WOSB) Federal Contracting Program</li> <li>b. Economically Disadvantaged Women-Owned Small Business (EDWOSB) Federal Contracting Program</li> </ol> </li> <li>2. Third party verification           <ol style="list-style-type: none"> <li>a. <a href="#">National Women Business Owners Corporation</a></li> <li>b. <a href="#">U.S. Women’s Chamber of Commerce</a></li> <li>c. <a href="#">Women’s Business Enterprise National Council</a></li> </ol> </li> <li>3. Additional programs that require verification of eligibility           <ol style="list-style-type: none"> <li>a. <a href="#">Michigan Department of Transportation (MDOT) Disadvantaged Business Enterprise (DBE)</a></li> </ol> </li> <li>4. Employer submits signed attestation that they qualify for the DEI category</li> </ol>
Veteran-Owned	<p>Examples of verification:</p> <ol style="list-style-type: none"> <li>1. <a href="#">SBA</a> <ol style="list-style-type: none"> <li>a. Service-Disabled Veteran Owned Small Business Program (SDVOSB)</li> <li>b. Surplus Personal Property for Veteran-Owned Small Business Program</li> </ol> </li> <li>2. Third party verification           <ol style="list-style-type: none"> <li>a. <a href="#">Vets First Verification Program</a></li> <li>b. <a href="#">Disability:IN</a> Veteran Disability-Owned Business Enterprises (V-DOBE)</li> <li>c. <a href="#">Disability:IN</a> Service-Disabled Veteran Disability-Owned Business Enterprises (SDV-DOBE)</li> </ol> </li> </ol>

	<p>3. Socio-economic status section of business profile at <a href="https://sam.gov">SAM.gov</a> Employer submits signed attestation that they qualify for the DEI category</p>
<p>Individual With Disability-Owned (IWD)</p>	<p>Examples of verification:</p> <ol style="list-style-type: none"> <li>1. Third party verification             <ol style="list-style-type: none"> <li>a. <a href="#">Disability:IN</a> Disability-Owned Business Enterprises (DOBE)</li> <li>b. <a href="#">Disability:IN</a> Veteran Disability-Owned Business Enterprises (V-DOBE)</li> <li>c. <a href="#">Disability:IN</a> Service-Disabled Veteran Disability-Owned Business Enterprises (SDV-DOBE)</li> </ol> </li> <li>3. Employer submits signed attestation that they qualify for the DEI category</li> </ol>
<p>Geographically-Disadvantaged Business Enterprise (GDBE)</p>	<ol style="list-style-type: none"> <li>1. The requirements for Geographically-Disadvantaged Business Enterprise (GDBE) are detailed in. <a href="#">Executive Directive 2019 - 08</a> An indication that the GDBE satisfies one or more of the following:             <ol style="list-style-type: none"> <li>a. The GDBE is certified as a HUBZone Small Business Concern by the United States Small Business Administration.</li> <li>b. The GDBE principal place of business is located within a population census tract that is a low-income community designated as a Qualified Opportunity Zone by the United States Secretary of the Treasury pursuant to 26 USC 1400Z-1.</li> <li>c. A majority of the employees of the GDBE either work at a location within a Qualified Opportunity Zone or maintain a principal residence within a Qualified Opportunity Zone.</li> </ol> </li> <li>2. Employer submits signed attestation that they qualify for the DEI category</li> </ol>