



**Going PRO Talent Fund – Fiscal Year 2025
Diversity, Equity, and Inclusion (DEI) Category – Criteria and Documentation**

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

	Employer submits signed attestation that they qualify for the DEI category
Individual With Disability-Owned (IWD)	<p>Examples of verification:</p> <ol style="list-style-type: none"> 1. Third party verification <ol style="list-style-type: none"> a. Disability:IN Disability-Owned Business Enterprises (DOBE) b. Disability:IN Veteran Disability-Owned Business Enterprises (V-DOBE) c. Disability:IN Service-Disabled Veteran Disability-Owned Business Enterprises (SDV-DOBE) 2. Employer submits signed attestation that they qualify for the DEI category
Geographically-Disadvantaged Business Enterprise (GDBE)	<ol style="list-style-type: none"> 1. The requirements for Geographically-Disadvantaged Business Enterprise (GDBE) are detailed in. Executive Directive 2019 - 08 An indication that the GDBE satisfies one or more of the following: <ol style="list-style-type: none"> a. The GDBE is certified as a HUBZone Small Business Concern by the United States Small Business Administration. 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. 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. 2. Employer submits signed attestation that they qualify for the DEI category