



Illinois Department of Transportation

Office of Business & Workforce Diversity
2300 South Dirksen Parkway / Springfield, Illinois 62764

MESSAGE TO ILLINOIS TRANSPORTATION PARTNERS & CONTRACTORS

To Our Valued Transportation Partners,

The Illinois Department of Transportation (IDOT) is issuing this important message regarding Disadvantaged Business Enterprise (DBE) goals.

Due to the U.S. Department of Transportation's Interim Final Rule (IFR) and subsequent guidance, IDOT will not be including DBE goals on newly advertised projects and contracts until the DBE reevaluation process is completed. This is a direct result of the IFR requirement that the [Illinois Unified Certification Program \(UCP\) Partners](#), which includes IDOT, reevaluate all currently certified DBE firms to ensure compliance with updated federal guidelines. Once that reevaluation process is completed, IDOT intends to include DBE goals on projects and contracts where applicable.

DBE goals will remain intact on all contracts executed prior to October 3, 2025, the date of the IFR. All commitments to DBE subcontractors, suppliers, and trucking firms made through the approved DBE Utilization Plans on those contracts must be honored. The termination provisions under 49 CFR § 26.53(f) are unchanged and remain in effect.

While IDOT is required to make changes to the DBE program to remain in compliance with federal regulations, this does not reflect a change in IDOT's long-standing commitment to equity, inclusion, and opportunity in the transportation industry, especially because all businesses are impacted when there are limited opportunities for small business inclusion.

IDOT acknowledges that the implementation of the IFR may have consequences that further limit opportunities for DBEs to secure contracts which promote economic mobility and generational wealth-building for disadvantaged individuals. While DBE goals are set to 0%, the need for inclusive and equitable participation in our industry remains unchanged.

We would like to acknowledge the great work that you, our industry partners have done to contract with DBE firms. This is a critical moment for Illinois residents, businesses, and transportation partners to come together and continue to uphold our shared responsibility to advance equity. We strongly encourage all prime contractors and industry stakeholders to continue engaging, supporting, and hiring DBE firms during this period to help ensure fair access to opportunity and long-term economic inclusion. We also strongly encourage DBE firms to continuing bidding as prime contractors and seeking subcontracting opportunities where DBE certification is not a requirement to participate on IDOT projects.

We urge you to lead by example and continue to provide meaningful opportunities to disadvantaged small businesses. Your partnership is essential to ensuring that Illinois'

transportation infrastructure reflects the diversity, resilience, and talent of all communities we serve.

Thank you for your commitment to inclusive economic growth and for helping us build a stronger, more equitable future.