

Diversity Classification Definitions and Certifying Organizations

We require certification from one of the below Organizations and/or Federal/State Agencies

THIRD PARTY CERTIFICATION AGENCIES

National Minority Supplier Development Council (NMSDC)

- 1 **Minority Owned Small Business** - A minority-owned business is a for-profit enterprise, regardless of size, physically located in the United States or its trust territories, which is 51% owned, operated and controlled by minority group members. For the purposes of the National Minority Supplier Development Council's (NMSDC) program, a minority group member is an individual who is at least 25% Asian, Black, Hispanic or Native American. Minority eligibility is established via a combination of screenings, interviews and site visits. Ownership, in the case of a publicly-owned business, means that at least 51% of the stock is owned by one or more minority group members. For more details, visit the [NMSDC website](http://www.nmsdc.org/mbes/mbe-certification/) (<http://www.nmsdc.org/mbes/mbe-certification/>).

Women's Business Enterprise National Council (WBENC)

- 2 **Women Business Enterprise (WBE)** – At least 51% of this business (or at least 51% of the stock) is owned by one or more women; and the daily business is controlled by one or more women. For more details, visit [WBENC website](http://www.wbenc.org/government/) (<http://www.wbenc.org/government/>) or the U.S. SBA Woman-Owned Small Business program [website](https://www.sba.gov/contracting/government-contracting-programs/women-owned-small-businesses) (<https://www.sba.gov/contracting/government-contracting-programs/women-owned-small-businesses>).

National Gay & Lesbian Chamber of Commerce

- 3 **LGBTQ owned business** - Majority (at least 51%) owned, operated, managed, and controlled by an LGBT person or persons who are either U.S. citizens or lawful permanent residents and exercises independence from any non-LGBT business enterprise. For more details, visit [NGLCC website](http://www.nglcc.org/get-certified) (www.nglcc.org/get-certified)

U.S. Business Leadership Network (USBLN)

- 4 **Disability Supplier** - businesses that are 51% or more owned, operated, controlled and managed by individual(s) with disabilities. For more details, visit the US Business Leadership Network [USBLN website](http://www.usbln.org/dsdp_overview.html) (http://www.usbln.org/dsdp_overview.html).

FEDERAL GOVERNMENT

U.S. Small Business Administration (SBA)

- 5 **Small Disadvantaged Business (SDB)** – To self-represent as an SDB, register your business in the Federal System for Award Management, provided your company meets the SBA eligibility criteria for SDBs. Generally, this means that:
 - a. The firm must be 51% or more owned and control by one or more disadvantaged persons.
 - b. The disadvantaged person or persons must be socially disadvantaged and economically disadvantaged. www.sba.gov/contracting/government-contracting-programs/8a-business-development-program/eligibility-requirements/social-disadvantage-eligibility
 - c. The firm must be small, according to SBA's size standards (for more information, go to: www.sba.gov/contracting/getting-started-contractor/make-sure-you-meet-sba-size-standards/small-business-size-regulations)
- 6 **HUBZone Small Business** – Business must be located in a "historically underutilized business zone" or HUBZone and be owned and controlled by one or more US citizens; additionally at least 35% of its employees must reside in a HUBZone. See the [U.S. SBA HUBZone Program website](http://www.sba.gov/contracting/government-contracting-programs/hubzone-program) (www.sba.gov/contracting/government-contracting-programs/hubzone-program)
- 7 **SBA 8(a) Small Business** – Business must be at least 51% owned and controlled by a socially- and economically-disadvantaged individual or individuals who are of good character and citizens of the United States. For further details and application information, go to the [US SBA's Business Development Program website](http://www.sba.gov/contracting/government-contracting-programs/8a-business-development-program/about-8a-business-development-program) (www.sba.gov/contracting/government-contracting-programs/8a-business-development-program/about-8a-business-development-program)
- 8 **Small Business** - Small business size standards define the largest that a business concern, including all of its affiliates, may be and yet qualify as a small business concern for most U.S. SBA and other federal programs. The SBA has established two widely used size standards – average # of employees over the past 12 months, and average annual receipts for the past 3 years. However, many exceptions exist. For details, see either website at www.sba.gov/contracting/getting-started-contractor/qualifying-small-business You will need to review the Size Standards for your primary NAICS codes using the Size Standards Tool at www.sba.gov/tools/size-standards-tool
- 9 **Women-Owned Small Business Federal Contract Program** - visit www.sba.gov/contracting/government-contracting-programs/women-owned-small-businesses for details.

Federal Government – Veterans Administration (VA)

- 10 **Veteran-owned Small Business (VOSB)** – At least 51% of the business must be owned (or 51% of the stock) by one or more veterans, and the daily business operations of the business are controlled by one or more veterans. View the U.S. Department of Veterans Affairs [website](http://www.va.gov/osdbu/verification) for more details. (www.va.gov/osdbu/verification)
- 11 **Service-Disabled Veteran-Owned Small Business (SDVOSB)** – Must be at least 51 % owned or controlled by one or more American Veteran(s) with service-connected physical or mental impairments. View the U.S. Department of Veterans Affairs [website](http://www.va.gov/osdbu/verification) for more details. ([http://www.va.gov/osdbu/verification/](http://www.va.gov/osdbu/verification))

Federal Government – Department of Transportation (DoT)

- 12 U.S. DoT's Disadvantaged Business Enterprise (DBE) program - provides a vehicle for increasing the participation by MBEs and WBEs in state and local procurement. To be certified as a DBE, a firm must be a small business owned and controlled by socially and economically disadvantaged individuals. For details, visit www.transportation.gov/civil-rights/disadvantaged-business-enterprise

STATE AND LOCAL GOVERNMENT – SUPPLIER DIVERSITY PROGRAMS

- 13 State and Local offices of Supplier Diversity often provide information on special programs for Small or Diverse Business.