

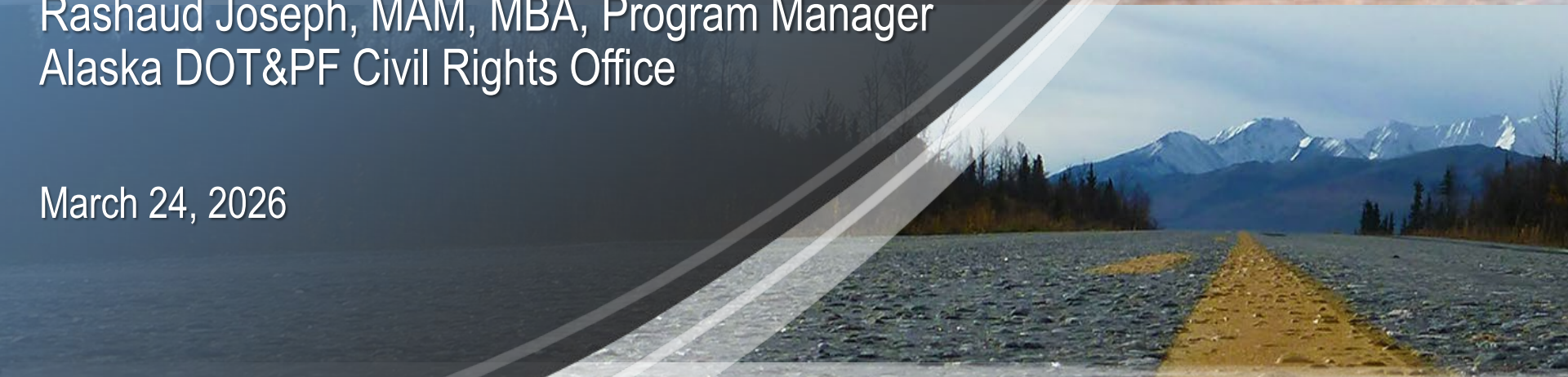
# House Transportation Committee

Department of Transportation & Public Facilities

## Civil Rights

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Alaska DOT&PF Civil Rights Office

March 24, 2026



KEEP ALASKA MOVING

# Civil Rights Office Overview

- State of Alaska
  - Department of Transportation & Public Facilities (DOT&PF)
    - Statewide Civil Rights Office (CRO)
      - » Nine Employees



# Civil Rights Office Overview

The Civil Rights Office is committed to ensuring equal opportunity for all businesses and personnel on Alaska DOT&PF projects.

DOT&PF's policy is to ensure that no person be excluded from participation, or be denied benefits, based on race, color, national origin, sex, age, or disability.

**Our Mission** is to promote fair and equitable public service, advocating non-discriminatory treatment in providing transportation services.

**Our Vision** is to ensure transportation services are provided in a non-discriminatory manner.



# Disadvantaged Business Enterprise (DBE)

The DBE program is a federal program in the United States aimed at providing opportunities for small businesses owned and controlled by socially and economically disadvantaged individuals.

**Purpose:** The primary purpose of the DBE program is to ensure nondiscrimination in the award and administration of federally funded transportation contracts and to promote diversity and inclusion in the transportation industry.

**Eligibility Criteria:** To qualify as a DBE, a business must be at least 51% owned and controlled by one or more individuals who are socially and economically disadvantaged.



# Disadvantaged Business Enterprise (DBE)

**Contracting Goals:** Federal agencies and recipients of federal funding for transportation projects are required to establish contracting goals for the participation of DBEs. These goals are typically expressed as a percentage of the total contract value and vary depending on factors such as the type of project and the demographics of the local area.

**Contracting Opportunities:** DBEs have the opportunity to participate in a wide range of transportation-related contracts, including construction, professional services, and goods procurement. They may work as prime contractors or subcontractors on federally funded projects.

**Support and Resources:** Various support mechanisms are available to help DBEs succeed, including technical assistance, mentoring programs, and access to capital. These resources aim to address the unique challenges faced by small and disadvantaged businesses in competing for government contracts.



# Disadvantaged Business Enterprise (DBE)

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**Compliance and Oversight:** Federal and State agencies responsible for administering the DBE program conduct regular monitoring and oversight to ensure compliance with program requirements. This includes reviewing contract awards, conducting site visits, and investigating complaints of discrimination or fraud.

**DBE Program Reauthorization:** The DBE program has undergone several reauthorizations since its inception, with updates and revisions to address evolving challenges and priorities. Reauthorization typically involves congressional action to extend the program and may include changes to eligibility criteria, contracting goals, or other program elements.

Overall, the DBE program plays a crucial role in promoting equity and diversity in the transportation industry and providing opportunities for small businesses owned by disadvantaged individuals to participate in federally funded projects.

# Disadvantaged Business Enterprise (DBE)

The DBE program is designed to remedy ongoing discrimination and the continuing effects of past discrimination in federally-assisted highway, transit, airport, and highway safety financial assistance transportation contracting markets nationwide.

The primary remedial goal and objective of the DBE program is to level the playing field by providing small businesses owned and controlled by socially and economically disadvantaged individuals a fair opportunity to compete for federally funded transportation contracts.



**Grow Your Business  
with the DBE Program!**

## Unlock Contracting Opportunities & Build Your Business!

Participation is limited to firms that establish both social and economic disadvantage through the certification process

The **Disadvantaged Business Enterprise (DBE)** Program helps small businesses compete for federally funded contracts in transportation-related industries.

The DBE Program aims to **address past and ongoing discrimination** in federally funded transportation contracting.

It **levels the playing field** by ensuring small businesses have a **fair opportunity to compete** for highway, transit, airport, and safety-related contracts.

The Alaska Unified Certification Program (AUCP) within the Alaska Department of Transportation & Public Facilities (Alaska DOT&PF) Civil Rights Office (CRO) is the only certifier of DBE firms in the State of Alaska.

### ➤ DBE Certification Eligibility

- **Ownership:** At least 51% owned and controlled by a socially/economically disadvantaged individual.
- **Citizenship:** The owner must be a U.S. citizen or lawfully admitted permanent resident of the U.S.
- **Size standard:** Firm must meet U.S.DOT Size Standards.
- **Business Type:** Firm must be organized 'for profit' business.

### ➤ DBE Certification Process

- **Submitting an Application:** Submit a completed application with supporting documents. Processing takes up to 90 days after all documents are received.
- **Eligibility Review:** The Civil Rights Office conducts owner interviews and on-site inspections before determining eligibility.
- **Annual Certification Update:** DBE firms must submit an annual affidavit confirming no changes in size, ownership, or disadvantaged status, along with supporting tax documents.

### ➤ Benefits of DBE Certification

- **Increased Visibility:** Get listed in the DBE directory for prime contractors to find you.
- **Support & Resources:** Free business development, training, and networking.
- **Long-term Growth:** Opportunities to showcase your business as a trusted partner in construction projects.

Alaska Department of Transportation & Public Facilities  
Civil Rights Office  
Phone: 907-269-0844  
Website: [dot.alaska.gov/cvirts/](http://dot.alaska.gov/cvirts/)  
Address: 2200 E 42nd Ave, Anchorage, AK 99508



# Overview of ACDBE (Airport Concession DBE Program)



# Airport Concession DBE Programs (ACDBE)

The ACDBE Program is a federal program in the United States aimed at increasing opportunities for small businesses, particularly those owned by minorities and women, to participate in concession opportunities at airports that receive federal funding.

**Establishment:** The ACDBE Program was established by the United States Department of Transportation (DOT) in 1987 through regulations issued under the authority of the Airport and Airway Improvement Act of 1982.

**Objectives:** The primary objective of the ACDBE Program is to ensure that small businesses owned and controlled by socially and economically disadvantaged individuals have a fair opportunity to participate in concession contracts at airports.

**Participation Requirements:** [Airports that receive federal financial assistance](#) through the FAA (Federal Aviation Administration) and have over \$200,000 in annual revenue from concessions are required to have an ACDBE program. These airports must establish goals for ACDBE participation in concessions contracts and make good faith efforts to meet those goals.

# Airport Concession DBE Programs (ACDBE)

**Types of Concessions:** The ACDBE Program covers a wide range of concession opportunities at airports, including food and beverage, retail, car rentals, advertising, and other services.

**Certification Process:** Businesses seeking ACDBE certification must apply through the Alaska Unified Certification Program (AUCP) which is responsible for certifying businesses as eligible ACDBEs. The certification process typically involves a thorough review of the business's ownership, control, and disadvantaged status.

**Compliance and Reporting:** Airports and concessionaires participating in the ACDBE Program are subject to reporting requirements to demonstrate compliance with program regulations. This includes submitting regular reports on ACDBE participation in concession contracts and activities.

**Contracting Opportunities:** The ACDBE Program provides eligible businesses with access to contracting opportunities at airports across the United States, which can help them grow their businesses and compete more effectively in the marketplace.

Overall, the ACDBE Program plays a crucial role in promoting diversity and inclusion in the aviation industry by providing opportunities for small businesses owned by socially and economically disadvantaged individuals to participate in airport concession contracts.

# Airport Concession DBE Programs (ACDBE)

Joining the ACDBE Program opens up opportunity in one of the most dynamic industries: airport concessions.

As part of this program, businesses gain priority access to lucrative contracting opportunities, partnerships with major industry players, and chances to establish their brand in a competitive market.



## Grow Your Business at Alaska's Airports with the ACDBE Program!

### Unlock Opportunities in Airport Concessions!

Do you own a small business and want to operate at an airport in Alaska?

The **Airport Concessions Disadvantaged Business Enterprise (ACDBE)** program helps socially and economically disadvantaged businesses compete for airport concession opportunities.

The ACDBE program provides **equal opportunities** for small businesses to partner with Alaska DOT&PF airports that receive federal funding from the FAA, allowing them to **compete for contracting and concession opportunities**.

**The ACDBE program is the runway to your success!**

The Alaska Unified Certification Program (AUCP) within the Alaska Department of Transportation & Public Facilities (Alaska DOT&PF) Civil Rights Office (CRO) is the only certifier of ACDBE firms in the State of Alaska.

- **ACDBE Certification Eligibility**
  - **Ownership:** At least 51% owned and controlled by a socially/economically disadvantaged individual.
  - **Citizenship:** The owner must be a U.S. citizen or lawfully admitted permanent resident of the U.S.
  - **Size standard:** Firm must meet size standards set out by 49 CFR 23.33(a).
  - **Business Type:** Firm must be organized 'for profit' business.
- **ACDBE Certification Process**
  - **Submitting an Application:** Submit a completed application with supporting documents. Processing takes up to 90 days after all documents are received.
  - **Eligibility Review:** The Civil Rights Office conducts owner interviews and on-site inspections before determining eligibility.
  - **Annual Certification Update:** ACDBE firms must submit an annual affidavit confirming no changes in size, ownership, or disadvantaged status, along with supporting tax documents.
- **Benefits of ACDBE Certification**
  - **Increased Visibility:** Get listed in the DBE directory for prime contractors to find you.
  - **Support & Resources:** Free business development, training, and networking.
  - **Long-term Growth:** Opportunities to showcase your business as a trusted partner in airport concession projects.

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Phone: 907-269-0844  
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Address: 2200 E 42nd Ave, Anchorage, AK 99508



# Small Business Element Concession (SBEC)

The goal of the SBEC Program is to create equitable opportunities for small businesses in the airport concession market. By recognizing and supporting the capabilities of these businesses, the program aims to foster a diverse and competitive concession landscape.

Through proactive strategies and adherence to established requirements, Alaska primary airports can enhance small business participation and contribute to a thriving economic environment.



## Grow Your Business at Alaska's Airports with the SBEC Program!

### Breaking Barriers, Building Opportunities: Empowering Small Businesses in Airport Concessions!

Do you own a small business and want to operate at an airport in Alaska?

The **Small Business Element Concession (SBEC)** program is designed to **create equitable opportunities** for small businesses in the airport concession market.

The program provides **eligible small businesses** the opportunity to **operate at Alaska's primary airports** by promoting **manageable subleasing options** and exploring **alternative contracting approaches** to enhance participation.

By recognizing and supporting the capabilities of these businesses, the program aims to foster a **diverse and competitive concession landscape**.

### SBEC Eligibility Requirements

- **Business Size Standard:** The owner certifies that the average gross receipts of their firm and its affiliates, calculated in accordance with 13 CFR 121.104 over the past five fiscal years, do not exceed \$56.42 million, as specified in 49 CFR 23.33(a).
- **Personal Net Worth (PNW):** The owner confirms that the net worth does not exceed the program's limit of \$2.047 million, in compliance with 49 CFR 26.68(a).

### SBEC Certification Process

- Fill out **SBEC Declaration of Eligibility (DOE)**
- Provide **Business Gross Receipts Documentation for the last five (5) years**.
- Fill out **Personal Net Worth (PNW) Statement**

### Benefits of SBEC Program

- **Increased Opportunities:** Small businesses gain better access to airport concession contracts tailored to their size and capacity. This also helps to expand capabilities, build reliability, and secure repeat business and larger contracts.
- **Subleasing Opportunities:** Small businesses can sublease portions of larger concession contracts.
- **Visibility and Networking:** The program boosts small businesses' visibility, allowing them to build reputations and network with other businesses and government entities for growth.

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Address: 2200 E 42nd Ave, Anchorage, AK 99508

# Other Programs in CRO

**On-the-Job Training (OJT) Program:** The primary goal of the OJT program is to increase the number of skilled workers in the transportation industry by providing practical training and job placement assistance.

**Title VI Program:** Prohibits discrimination on the basis of race, color, or national origin in programs and activities receiving federal financial assistance.



**Americans with Disabilities Act (ADA):** The act prohibits discrimination against individuals with disabilities in all areas of public life, including employment, transportation, public accommodations, and governmental activities. It aims to ensure equal opportunities, full participation, and access to goods, services, and employment for people with disabilities.

# On the Job Training Program Overview

The OJT Program as a prerequisite for ongoing federal-aid highway construction project funding.

Acknowledging the importance of training women and minority workers in the construction trades, the program aims to achieve the following objectives:

- Provide training and improve the skills of women and minorities so that they have the opportunity and access to higher paying skilled trade jobs and achieve journeyman status; and
- Broaden the labor pool to meet the projected future labor needs in the construction industry



[dot.alaska.gov/cvlrts/forms/OJT-Brochure.pdf](https://dot.alaska.gov/cvlrts/forms/OJT-Brochure.pdf)

# Why ADA Matters

## IT'S THE LAW

- Ensures safe, equal access for the public
  - Applies during all construction phases
  - Required under ADA Title II and Section 504
- Title II of the ADA
  - Requires state and local governments to ensure programs and activities are accessible to individuals with disabilities
    - Subtitle A
    - Subtitle B
- Section 504 of the Rehabilitation Act
  - Mandates that recipients of federal funding must comply with the same accessibility standards as public entities

**Impacts of  
Construction**



# Accessibility Standards

	<b>PROWAG*</b> <b>(Pedestrian Accessibility Route)</b>	<b>2010 ADAAG**</b> <b>(Accessible Route)</b>
Width	Minimum 48-inches required in right-of-way; no exceptions for temporary width reduction (R302.2)	Minimum 36-inches with allowance to reduce to 32-inches for short lengths. (403.5.1.)
Grade	Can follow the grade of adjacent roadway without the requirement of ramps (handrail or edge protection) (R304.2.1.) (R407.1)	Ramp required where grade is between 5% and 8.33%. Requires handrails and edge protection where the rise is greater than 6-inches. Rise is limited to 30-inches before a landing is required. (403.3, 405.6, 405.8)
Curb ramp match points	Guidelines provide a maximum 15-foot cutoff for ramp length and allowance of grades greater than 8.33% (R304.2.1)	No cutoff distance noted. Grade cannot exceed 8.33%. (405.2)
Accessibility on-street parking	Parallel on-street parking spaces shall connect to pedestrian access routes. Parking spaces must be a minimum of 24-feet long and 13-feet wide and not encroach on the traveled way (R310)	Nothing stated in the ADA Guidelines.
Detectable warning fields	Required at street and railroad crossings and unprotected transit stops (R305.2)	ADA refers to U.S. DOT requirements for detectable warning fields.
Pedestrian crossing cross slope	Cross slope can be up to 5%. If the crossing is at mid-block, cross slope can match the road grade.	The maximum cross slope is 2.1%. (405.3)

The U.S. Access Board

ADAAG\*\*  
Americans with Disabilities Act Accessibility Guidelines

PROWAG\*  
Public Right-of-Way Accessibility Guidelines

Additional information about the Access Board can be found on their [website](#). Information about the Access Board's guidelines for [transportation vehicles](#) and [facilities](#) can be found on their website.

3/23/2026



# What is PROWAG?

Accessibility guidelines that specifically address the challenges pedestrians with disabilities face when traveling in the public right-of-way such as:

- Sidewalks
- Crosswalks
- Shared-use paths
- On-street parking
- Pedestrian signals



# PROWAG Update

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PROWAG is currently not enforceable as it has not yet been adopted by the U.S. Department of Justice. Until this department adopts PROWAG into regulations, it remains a set of guidelines rather than a federal standard. Once adopted, it will become enforceable under the ADA.



Federal PROWAG standards now adopted.

- Applies to new and altered ROW facilities
- Curb ramps, signals, and sidewalks must comply

# What PROWAG Means

Once the PROWAG is enforced, it means that

New construction and alterations of transit stops in the public right-of-way must comply with technical accessibility specifications

This includes requirements for

Boarding and alighting areas

Boarding platforms

Transit shelters

Accessible connections to existing pedestrian circulation paths

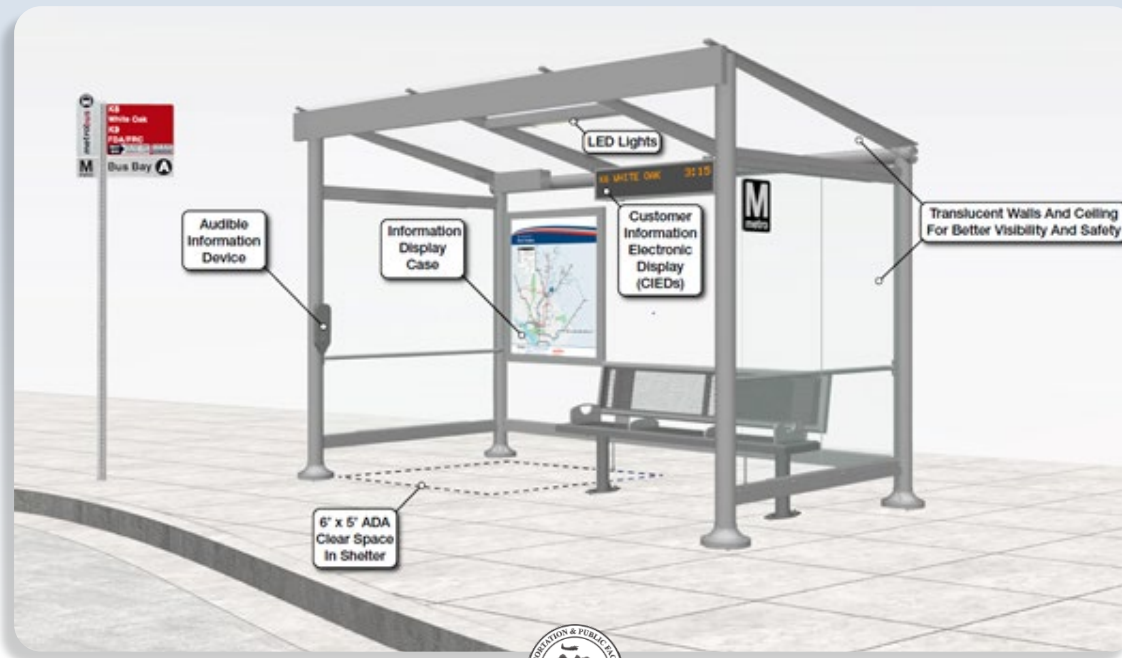
Standard curb ramp slopes and widths

Detectable warnings required at crossings

Accessible pushbutton placement required

# Transit Stops & Shelters Accessibility

- Accessible path to bus stop
- Clear area for wheelchair access
- Bus Boarding Areas: Must have a **firm, stable surface** with minimum dimensions of 96" long by 60" wide and a slope not exceeding 1:48
  - [Appendix A to 49 CFR Part 37, ADA Standards for Transportation Facilities](#)



# Temporary Pedestrian Access During Construction

- Maintain accessible route
- Minimum 48-inch pathway
- Provide detectable barriers
- Use clear detour signage
- Maintain continuous pedestrian access
  - Temporary routes must be firm and stable
  - Provide curb ramps and proper signage



# Common ADA Construction Mistakes

- Ramp not aligned with crosswalk
- Landing slopes too steep
- Missing detectable warnings
- Sidewalk blocked by equipment
- Separate pedestrians from equipment
  - Maintain a safe, identifiable path
  - Use barriers, cones, signing, lighting correctly



# Construction Example: No



# Construction Example: Yes



# Daily Crewing Responsibilities

- Maintaining an accessible corridor that provides at least one safe path of travel for all pedestrians at all times for the duration of the project
- Installing and maintaining temporary concrete, asphalt, or wood ramps to provide a safe path for mobility-impaired pedestrians wherever ramps have been removed or needed to route pedestrians
- Providing advance notice of sidewalk closures and ensuring pedestrian pathways are separated from vehicular traffic
- Using materials and methods suitable for site conditions and ensuring signs and fencing do not protrude into the clear pathway
- Removing tripping hazards and barriers for people with mobility impairments to maintain an accessible corridor
- **These responsibilities are crucial to ensuring pedestrian safety and accessibility during construction**

## Daily Crew Responsibilities



# Public Engagement Requirements

- Listen to and include the voices of affected communities at every stage of decision-making
- Encouraged to use ways that help all communities have a say in transportation decisions
  - **Keeping the public involved throughout the project is key to success. It's important to keep collecting and using feedback at every stage**
- DOT&PF offers training and resources to help include the public effectively at every step of a project
- DOT&PF projects **must comply with existing policies and requirements:**
  - Title VI of the Civil Rights Act
  - ADA
  - NEPA (National Environmental Policy Act)
- These steps help improve transportation projects and ensure they meet the needs of the community



# Public Notice Requirements

**Public Hearings:** Required for projects that have significant right-of-way needs, major design changes, impact nearby properties, or are considered to be in the public interest.

23 CFR 771.11  
23 U.S.C. 128  
40 CFR 124.207

**Notice Content:** Information on the project's purpose, need, alternatives, and opportunities to provide public input must be shared, across DOT&PF channels (email, online public notice) and traditional media (radio, newspapers) and new media (social media).

**NEPA Coordination:** Public involvement must be integrated with the NEPA process, ensuring early opportunities for input on the scope of environmental reviews.

**State Procedures:** Each state must have and maintain public involvement procedures approved by the FHWA.

# Alaska DOT&PF Nondiscrimination Statement

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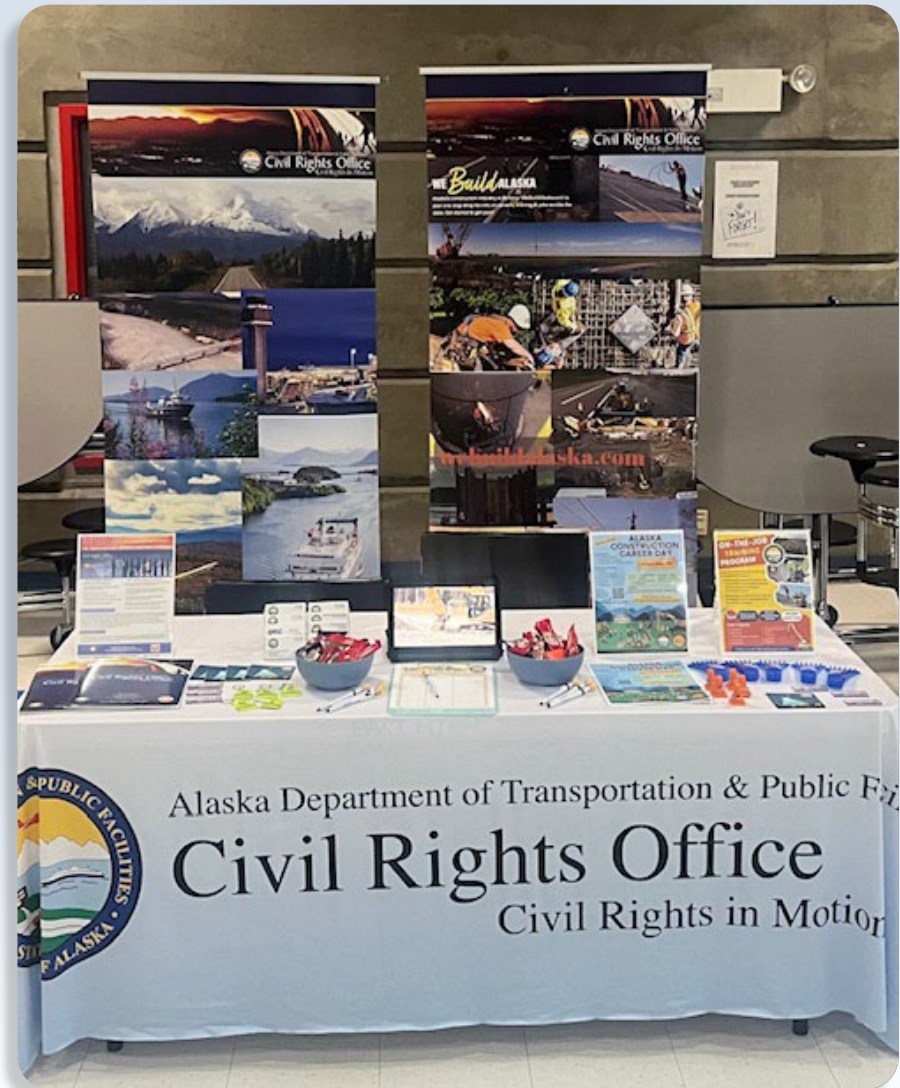
*It is the policy of the Alaska Department of Transportation and Public Facilities (DOT&PF) that no one shall be subject to discrimination on the basis of race, color, national origin, sex, age, or disability, regardless of the funding source, including Federal Transit Administration, Federal Aviation Administration, Federal Highway Administration, Federal Motor Carrier Safety Administration, and State of Alaska funds. Title VI Nondiscrimination Policy: [dot.alaska.gov/tvi\\_statement.shtml](https://dot.alaska.gov/tvi_statement.shtml). To file a complaint, visit [dot.alaska.gov/cvlrts/titlevi.shtml](https://dot.alaska.gov/cvlrts/titlevi.shtml).*

**Also, if this communication will involve any public meetings, please don't forget to include the following information regarding reasonable accommodations.**

*If you require reasonable accommodation and/or special modifications to participate in [ ], please contact the project manager listed above. Please make your request at least 10 days before the accommodation is needed in order to make any necessary arrangements. To communicate by text telephone, dial TTY 711 or 1-800-770-8973.*

# Working with the Community

- Coordinate with disability groups
- Provide ADA contact information
- Include ADA coordinators in projects
- Accessible meetings
- Clear communication of construction impacts
- Respond to ADA concerns



# Thank You.

Rashaud Joseph, MAM, MBA, Program Manager  
Alaska DOT&PF Civil Rights Office

Alaska Department of Transportation & Public Facilities  
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Alaska 511: 511.alaska.gov



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Cover photos by Alaska DOT&PF Staff:  
*Sunset departure, Anchorage International Airport.* By Christopher Cummins  
*Alaska Range from the Richardson Highway.* By Dennis Bishop  
*Aboard the MV LeConte sailing Lynn Canal to Juneau from Haines.* By Andrea Deppner