



THE CITY OF SAN DIEGO  
MAYOR JERRY SANDERS

## M E M O R A N D U M

DATE: May 23, 2011  
TO: All City Employees, Contract Workers and Volunteers  
FROM: Jerry Sanders, Mayor  
SUBJECT: Disadvantaged Business Enterprise (DBE) Policy – Annual Statement

---

It is important to reaffirm our commitment to administering an Equal Opportunity Contracting Program pursuant to applicable Federal and State laws and guidelines. The City does not and will not exclude any person from participating in, deny any person the benefits of, or otherwise discriminate against anyone in connection with the award and performance of any contract covered by the U.S. Department of Transportation, Code of Federal Regulations, Title 49, Part 26 on the basis of race, color, sex or national origin.

Further, in administering our DBE Program Plan, the City will not, directly or through contractual or other arrangements, use criteria or methods of administration that have the effect of defeating or substantially impairing the accomplishment of the objectives of our DBE program with respect to individuals of a particular race, color, sex, or national origin. It is also our policy to:

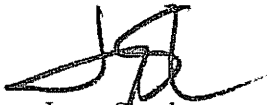
- Ensure nondiscrimination in the award and administration of DOT-assisted contracts;
- Create a level playing field on which DBEs can compete fairly for DOT-assisted contracts;
- Ensure our DBE Program is narrowly tailored in accordance with applicable law;
- Ensure that only firms that fully meet 49 CFR Part 26 eligibility standards are permitted to participate as DBEs;
- Assist with removing barriers to the participation of DBEs in DOT-assisted contracts;
- and
- Assist with the development of firms that can compete successfully in the market place outside the DBE Program.

DBE Policy  
May 23, 2011  
Page 2

The Administration Department through the Equal Opportunity Contracting Program Division, is responsible for developing, implementing and monitoring the DBE Program in coordination with Department Directors. However, it is my expectation that every employee and contractor supports and assists with implementing the principles of Equal Opportunity Contracting and the City's DBE Plan.

A copy of the City's plans can be found at: <http://www.sandiego.gov/eoc/dbe/index.shtml>

If you have any questions, feel free to contact the Equal Opportunity Contracting Program Manager at (619) 236-7161.

A handwritten signature in black ink, appearing to read 'JS', is positioned above the name 'Jerry Sanders'.

Jerry Sanders  
Mayor