

Diversity Category Definitions

Acronym	Description	Definition
MBE	Minority-owned Business	A business that is a for-profit enterprise, regardless of size, physically located in the United States or its trust territories, which is owned, operated managed, and controlled by minority group members. "Minority group members" are United States citizens who are Asian, Black, Hispanic and Native American. Ownership by minority individuals means the business is at least 51% owned by such individuals or, in the case of a publicly-owned business, at least 51% of the stock is owned by one or more such individuals.
WBE	Woman-owned Business	A business that is a for-profit enterprise, regardless of size, physically located in the United States or its trust territories, which is owned, operated, managed and controlled by one or more women who are United States citizens. Ownership means the business is at least 51% owned by one or more women or, the in the case of a publicly-owned business, at least 51% of the stock is owned by one or more women.
VET	Veteran-Owned Business	A business that is at least 51 percent owned by one or more veterans, who control and operate the business. Control in this context means exercising the power to make policy decisions and operate means to be actively involved in the day-to-day management of the business. The term "veteran" means a person who served in the active military, naval, or air service, and who was discharged or released there from under conditions other than dishonorable.
LGBT	Lesbian Gay Bisexual Transgender owned business	A business that is at least 51 percent owned, operated, managed, and controlled by one or more individuals who are lesbian, gay, bisexual, or transgender, and who are either U.S. citizens or lawful permanent residents.
DBE	Disadvantaged Business Enterprise	A for-profit small business concern (1) That is at least 51 percent owned by one or more individuals who are both socially and economically disadvantaged or, in the case of a corporation, in which 51 percent of the stock is owned by one or more such individuals; and (2) Whose management and daily business operations are controlled by one or more of the socially and economically disadvantaged individuals who own it.
SMALL	Small Business	A business concern eligible for assistance from SBA as a small business is one that is organized for profit, with a place of business located in the United States. It must operate primarily within the United States or make a significant contributions to the U.S. economy through payment of taxes or use of American products, materials or labor. Together with its affiliates, it must meet the numerical size standards as defined in the Small Business Size Regulations. The business must also qualify as small as defined by SBA size standards for the company's primary NAICS.

HUBZONE	HUBZONE Business	A small business certified by the SBA as having its principle office in a certified historically under-utilized business zone, and at least 51% owned and controlled by U.S. citizens, or a Community Development Corporation, or an agricultural cooperative or an Indian tribe. Additionally, at least 35% of the business's employees must reside in a HUBZone.
SDVET	Service Disabled Veteran-Owned Business	A business that is at least 51 percent owned by a veteran (see VBE) with a disability that is service connected. The term "service connected" means that such disability was incurred or aggravated in the line of duty in the active military, naval or air service.
DISABLED	Disabled-Owned Business	A disabled-owned business is a business that is at least 51 percent owned, controlled and operated by an individual or individuals who are disabled
SC-SDB	Self-Certified Service Disabled Business	A small business that is at least 51% owned and controlled by socially and economically disadvantaged individuals who are U.S. citizens.
HBCU	Historically Black Colleges and Universities (HBCU)	Institutions of higher education in the United States that were established before 1964 with the intention of serving the African American community.
ABILITYONE	ABILITYONE	The AbilityOne Program, formerly known as JWOD, is administered by the Committee for Purchase from People Who Are Blind or Severely Disabled through two Central Nonprofit Agencies, the National Industries for the Blind, and NISH (serving people with a range of disabilities). NIB and NISH work with over 600 nonprofit agencies.
ANC	Alaskan Native Corporation	Federally Recognized Native American Entity - Alaskan Native Corporation Owned Firm.

EDWOSB	Economically Disadvantaged Woman-Owned Small Business (ED-WOSB)	A business that is at least 51% owned and controlled by one or more women, and primarily managed by one or more women. The women must be U.S. citizens. The firm must be "small" in its primary industry in accordance with SBA's size standards for that industry. In order for a WOSB to be deemed "economically disadvantaged," its owners must demonstrate economic disadvantage in accordance with the requirements set forth in the final SBA rule.
WOSB	Women Owned Small Business	A business that is at least 51% owned and controlled by one or more women, and primarily managed by one or more women. The women must be U.S. citizens. The firm must be "small" in its primary industry in accordance with SBA's size standards for that industry.
SBA 8(a)	SBA 8(a)	A small business participating in the SBA 8(a) Business Development Program. The business must be at least 51% owned and controlled by socially and economically disadvantaged individuals who are U.S. citizens.
ACDBE	Airport Concession Disadvantaged Business Enterprise (ACDBE)	Airport Concession Disadvantaged Business Enterprise (ACDBE) means a concession that is a for-profit small business concern (1) That is at least 51 percent owned by one or more individuals who are both socially and economically disadvantaged or, in the case of a corporation, in which 51 percent of the stock is owned by one or more such individuals; and (2) Whose management and daily business operations are controlled by one or more of the socially and economically disadvantaged individuals who own it.