



March 25, 2025

To: NAMC Members

NAMC Diversity Strategic Plan 2025

NAMC is on the frontline from the courthouse to the White House defending diversity as a plaintiff for diversity or providing testimony for the plaintiff locally and nationally.

Litigation

These actions have saved the first round of litigation in 8(a) Program vs Tennessee

- Infrastructure Bill Jobs Act v. Bruckner (Florida)
- MBDA vs The Wisconsin Institute for Law & Liberty (WILL) – Texas
- Mid-America Milling Company, LLC, et. al. v. U.S. Department of Transportation (Kentucky)

NAMC members: NAMC has been asked by NAMC legal counsel, Franklin Lee, to advise whether you are aware of any instances in which minority contractors have been discouraged from bidding or been abruptly dropped from subcontract opportunities by prime contractors that had already committed to use them, either as a result of the Trump administration's anti-DEI Executive Orders or because of DOGE's funding cuts and federal contract terminations without cause. Minority Business Enterprise Legal Defense and Education Fund (MBELDEF) is looking for potential witnesses to such events.

NAMC: Construction & Immigration

NAMC calls for members to support construction workers who have been in the Visa application process for at least two years and have paid all the fees, legal and travel expenses from office to office while awaiting determination. NAMC also supports students who have been granted F-1 visas to study into the science, technology, engineering, and mathematics disciplines. What is the sense in students obtaining a four-year degree only to be deported within weeks of graduation.

Educating our members & local governments about Executive Orders

The Trump Executive Order impacted DEI employment, but states like Missouri, Texas, and Florida (SB 1694) want to prohibit preferences in government contracting as well. We need to stand up to local exclusion efforts and alert representatives that this could actually trigger the loss of federal funding.

States will have to consider if a state meets the federal standards

Elimination of MWBE participation could put the state and city grant applications at a disadvantage in applying for federal agency funding in competition with other states.

NAMC recommends that private companies and cities like Orlando and Jacksonville, Florida do more to increase small business participation in line with the population demographics, especially in light of some state initiatives to roll back diverse procurement practices. Construction is local market business. No city has a federal excuse for exclusion.

Minority Business Development Agency (MBDA)

After requesting \$80 million in funding from the administration, MBDA will be affected by the order to continue the reduction of elements of the federal bureaucracy that the President has determined are unnecessary.

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Sec. 2. Reducing the Scope of the Federal Bureaucracy.

(a) Except as provided in subsection (b) of this section, the non-statutory components and functions of the following governmental entities shall be eliminated to the maximum extent consistent with applicable law, and such entities shall reduce the performance of their statutory functions and associated personnel to the minimum presence and function required by law:

- (iii) the Woodrow Wilson International Center for Scholars in the Smithsonian Institution;
- (v) the United States Interagency Council on Homelessness;
- (vi) the Community Development Financial Institutions Fund; and
- (vii) the Minority Business Development Agency.**

(b) Within 7 days of the date of this order, the head of each governmental entity listed in subsection (a) of this section shall submit a report to the Director of the Office of Management and Budget confirming full compliance with this order and explaining which components or functions of the governmental entity, if any, are statutorily required and to what extent.

NAMC members should work with local office to show that local contractor have been helped by MBDA.

Expand NAMC Chapter Development

NAMC chapters should conduct more construction industry open houses to introduce more non-member minority contractors to the local NAMC value add.

NAMC must brand the financial argument for diversity— emotional appeals are not effective

Small Business utilization saves procurement dollars. In fact, diversity saves money. No DBE/MBE contractor would ever consider charging the government \$900 for a hammer like Big Business does. Big Business, by controlling the procurement process, is the only winner in this game of exclusion. The false narrative that DBE/MBE participation would lower standards when DBEs/MBEs don't write the design specifications is a smoking mirror to cover up the high cost of exclusion which they enjoy. Hiding behind claims that DEI businesses or employees are less than qualified causes reverse discrimination which covers up the issue of inclusion and participation by all small business (SBE WBE DBE MBE).

Understanding most private companies are federal contractors and their link to the SBA & SBE WBE MBE & DBE Programs

Wells Fargo Bank: A financial services company that provides government-related services. Fed Program Participation plan flow down to its vendors CBRE & JLL

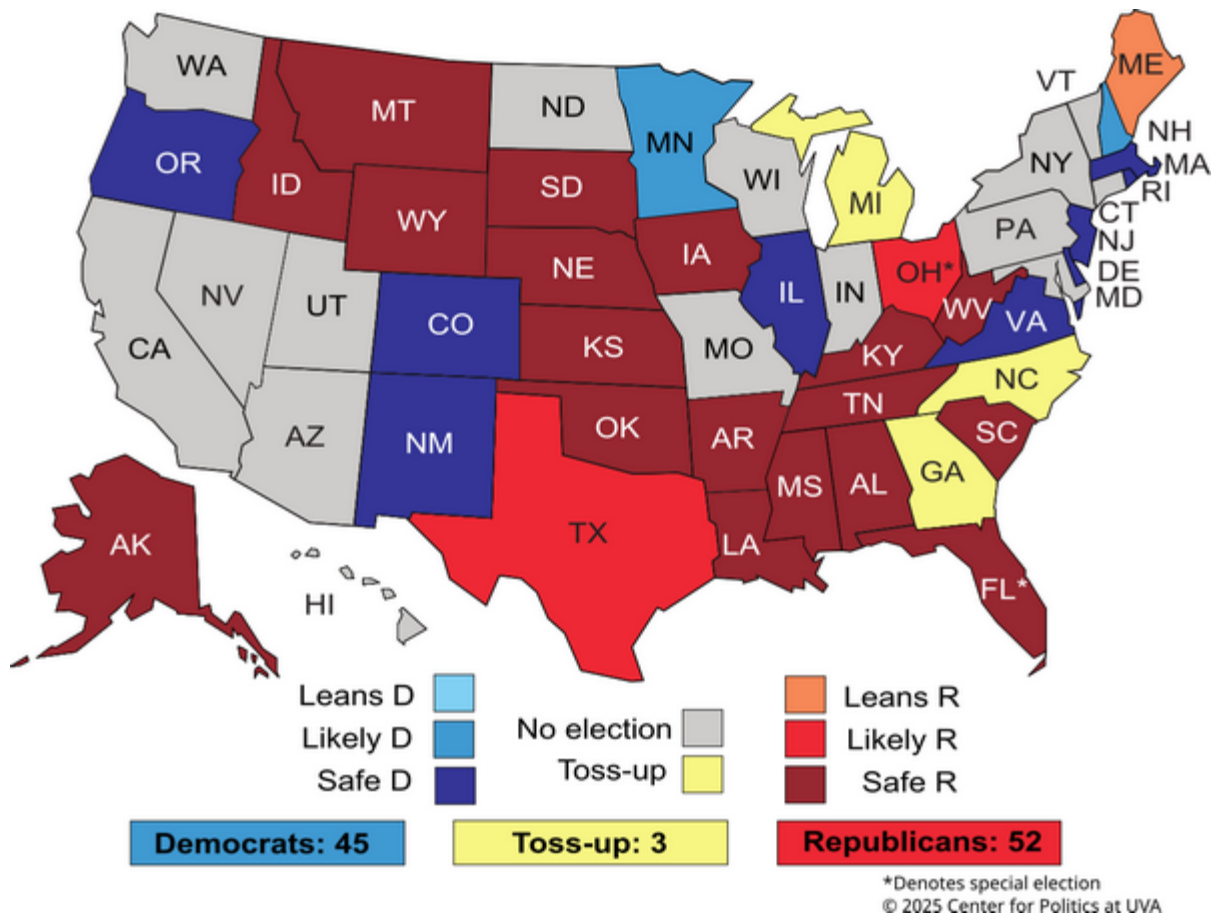
Tesla: A telecommunications company that provides government-related services. - Federal program participation plan flow down to its vendors General Electric

IBM: A technology and consulting company that provides government-related services. - Fed Program Participation plan flow down to its vendors Microsoft

NAMC members should understand it's time to start using the option of equity capital and to work with investment banks, fund managers, etc. (like NFH Capital, Merrill Lynch & Morgan Stanley) to build capacity above the limiting capacity of the bonding company for design build, Guaranteed Maximum Price (GMP) and leaseback construction.

An immediate plan for the 2026 midterm elections

Republicans find themselves defending 22 seats this cycle, while Democrats are only defending 13. However, 20 of the 22 Republican-held seats are in states that Donald Trump won by double-digits.



- Mid Term Congressional Races, Georgia and Michigan, while GOP-held North Carolina
- Sen. Tina Smith (D-MN)- Not Running
- Sen. Jon Ossoff (D-GA)
- North Carolina, a GOP-leaning battleground Republican Thom Tillis- Votes non Diversity
- Maine Republican Susan Collins, Vote Open to Diversity not DEI
- Governor's Races such as Georgia

Members can contact the national office with questions or comments. Please notify us of any contract or workforce violations in your region.

Respectfully,

Wendell R. Stemley, CMAA

National President

National Association of Minority Contractors (NAMC)