
MTA MNR

EEO Report – 3rd Quarter 2022

December 19, 2022



Executive Summary

■ EEO

As of **September 30, 2022**, MTA MNR's workforce consisted of 5,959 employees of which females represented 11% (652) and minorities represented 40% (2,385) of the total workforce.

In comparison with the 2nd Quarter 2022 (2Q22):

- MNR's 3rd Quarter workforce increased by 47 employees.
- Female representation decreased by 2% with a net change of **88** employees.
- Minority representation remained constant at 40% with a net of **37** employees.
- There were **15 employees self identifying as** veterans hired



Executive Summary Cont.

■ D&I in Motion – All Agency Employee Resource Groups (ERG) Quarterly Highlights

MTA ERGs help offer a sense of community and belonging to all MTA employees.

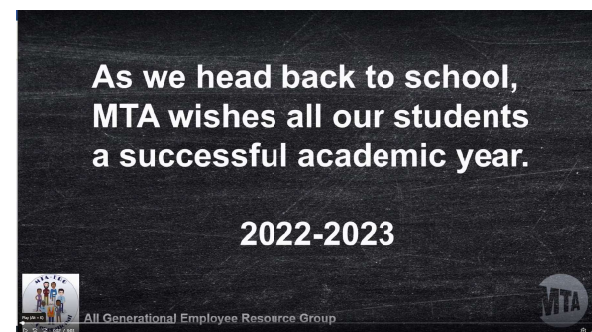


August-Empowering Women in Transportation

(EWT) Empowering Women in Transportation (EWT) invited colleagues to a self-care journey. They shared Professional, Physical, Fiscal and Mental self-care tools and tips from EWT members.

September – All Generational

In celebration of Intergenerational month, the All Generational ERG created a "First Day of School" presentation. They encouraged their members and other employees to share pictures of their child's first day back to school. The pictures were transformed into a video that was shared agencywide.



MTA Strategic Priority – Revive Talent and Culture

Executive Summary Cont.

□ D&I in Motion – All Agency Employee Resource Groups Quarterly Highlights

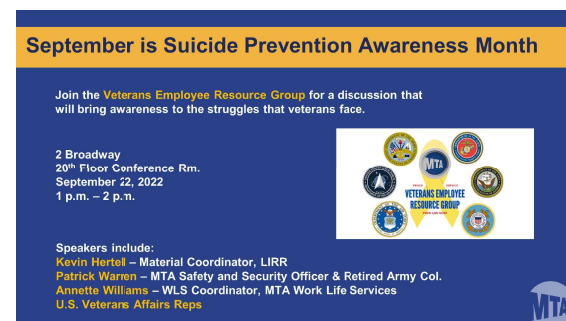
September



Sept. 15- Oct. 15 - Latino & Friends – Hispanic Heritage Month
The Cafecito Chat was an opportunity for MTA Chief Administrative Officer Lisette Camilo to share her career trajectory and route for employee career development. Lisette was interviewed by Gabriella Palencia, Executive Agency Counsel. Lisette also answered employees' questions that centered on career advancement.

Veterans

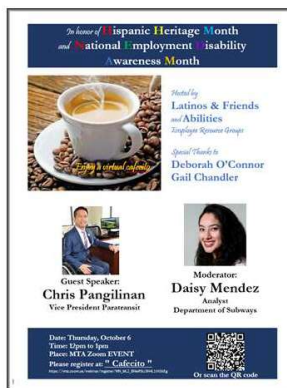
September is Suicide Prevention Month. In 2020, suicide was among the top 9 leading causes of death for people ages 10-64. Suicide was the second leading cause of death for people ages 10-14 and 25-34." The Veterans ERG held an observance to raise awareness aimed to help reduce stigma. MTA's Work Life Services and Local U.S. Veterans Affairs Representatives were on hand to speak and share resources with employees.



MTA Strategic Priority – Revive Talent and Culture

Executive Summary Cont.

- **D&I in Motion – All Agency Employee Resource Groups Quarterly Highlights September 15- October 15 - Latino & Friends – Hispanic Heritage Month**



Cafecito Chat

The second Cafecito Chat was hosted by Latino & Friends and Abilities Employee Resource Groups. Daisy Mendez interviewed Chris Pangilinan, Vice President of Paratransit. Chris shared his insight navigating a large organization and imparted core skills necessary for career advancement.

“Como Yo”

“Como Yo” (Like Me) is a fun and exciting program to connect and practice conversational Spanish with colleagues across all agencies. Latinos & Friends paired Spanish Language “beginners” with fluent Spanish speaking colleagues.

Como Yo (Like me) Practice SPANISH

Fun and exciting FREE 4-week program where MTA colleagues connect to practice conversational Spanish.

Program begins Wed Oct 12, 2022

REGISTRATION REQUIRED!

Sign up to participate today!



MTA Strategic Priority – Revive Talent and Culture

MTA MNR

Workforce
as of September 30, 2022



MTA MNR Workforce

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	621		235	38%	386	62%	87	14%	63	10%	45	7%	3	0%	1	0%	36	6%	45	7%	18	3%
F	117	0%	168	27%	336	54%	62	10%	44	7%	32	5%	1	0%	1	0%	28	5%	6	1%	1	0%
M	504	0%	67	11%	50	8%	25	4%	19	3%	13	2%	2	0%	0	0%	8	1%	39	6%	17	3%
Professionals	161		78	48%	83	52%	24	15%	25	15%	14	9%	1	1%	0	0%	14	9%	6	4%	1	1%
F	32	0%	55	34%	74	46%	14	9%	18	11%	11	7%	0	0%	0	0%	12	7%	0	0%	0	0%
M	129	0%	23	14%	9	6%	10	6%	7	4%	3	2%	1	1%	0	0%	2	1%	6	4%	1	1%
Technicians	131		57	44%	74	56%	24	18%	12	9%	11	8%	0	0%	0	0%	10	8%	16	12%	3	2%
F	12	0%	47	36%	72	55%	18	14%	9	7%	11	8%	0	0%	0	0%	9	7%	2	2%	1	1%
M	119	0%	10	8%	2	2%	6	5%	3	2%	0	0%	0	0%	0	0%	1	1%	14	11%	2	2%
Protective Services	0		0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
F	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Paraprofessionals	10		3	30%	7	70%	1	10%	1	10%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%
F	5	0%	1	10%	4	40%	0	0%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%
M	5	0%	2	20%	3	30%	1	10%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Administrative Support	221		144	65%	77	35%	84	38%	35	16%	7	3%	2	1%	1	0%	15	7%	9	4%	2	1%
F	91	0%	71	32%	55	27%	43	19%	18	8%	4	2%	1	0%	0	0%	5	2%	0	0%	2	1%
M	130	0%	73	33%	18	8%	41	19%	17	8%	3	1%	1	0%	1	0%	10	5%	9	4%	0	0%
Skilled Craft	3,171		1,103	35%	2,068	65%	541	17%	340	11%	52	2%	13	0%	0	0%	157	5%	281	9%	37	1%
F	64	0%	1,059	33%	2,048	65%	510	16%	333	11%	51	2%	13	0%	0	0%	152	5%	5	0%	3	0%
M	3,107	0%	44	1%	20	1%	31	1%	7	0%	1	0%	0	0%	0	0%	5	0%	276	9%	34	1%
Service Maintenance	1,644		765	47%	879	53%	415	25%	219	13%	34	2%	3	0%	1	0%	93	6%	64	4%	14	1%
F	331	0%	554	34%	759	46%	280	17%	173	11%	29	2%	2	0%	0	0%	70	4%	6	0%	6	0%
M	1,313	0%	211	13%	120	7%	135	8%	46	3%	5	0%	1	0%	1	0%	23	1%	58	4%	8	0%
Total	5,959		2,385	40%	3,574	60%	1,176	20%	695	12%	163	3%	22	0%	3	0%	326	5%	421	7%	75	1%

*American Indian/American Native

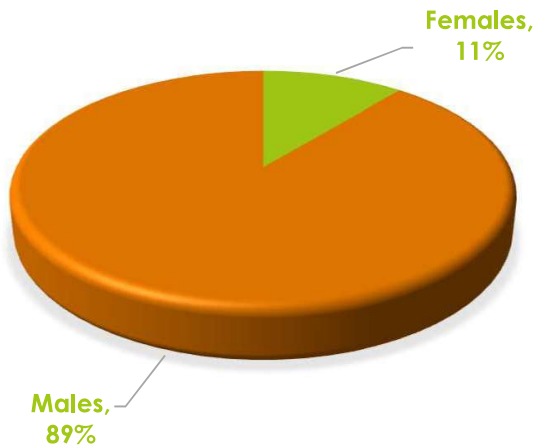
**Native Hawaiian and Other Pacific Islander

Note: All percentages have been rounded up to the nearest whole number.

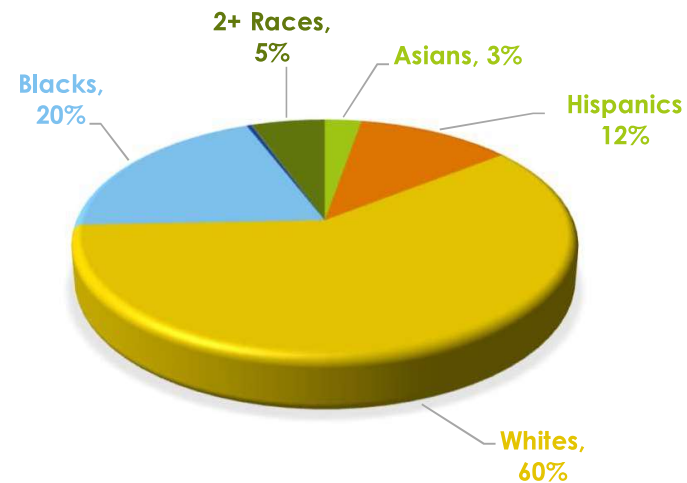


MNR Workforce as of September 30, 2022

WORKFORCE BY GENDER



WORKFORCE BY RACE/ETHNICITY



MTA MNR employed **5,959** employees, **11%** of the workforce were females, **40%** minorities, and veterans comprised **7%**.

- ❑ The percentage of females employed in the workforce has **decreased** when compared to 2nd Quarter 2022.
- ❑ The percentage of minorities in the workforce has **remained constant** when compared to 2nd Quarter 2022.



MTA MNR

New Hires and Separations

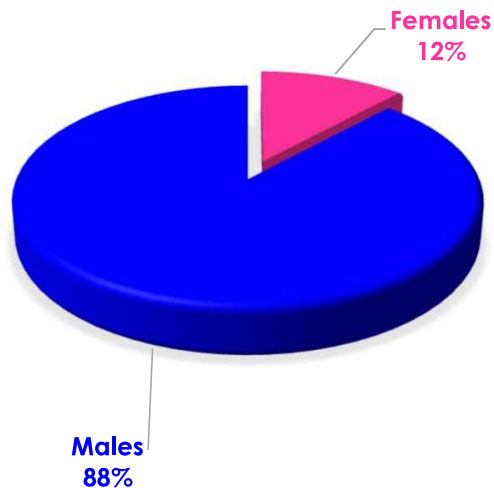
January 1, 2022 – September 30, 2022



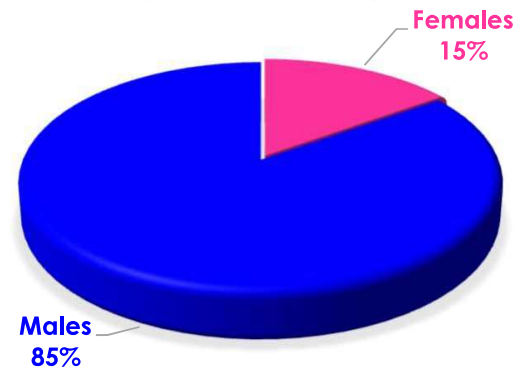
MTA MNR

New Hires and Separations by Sex

NEW HIRE BY SEX



Separations By Sex

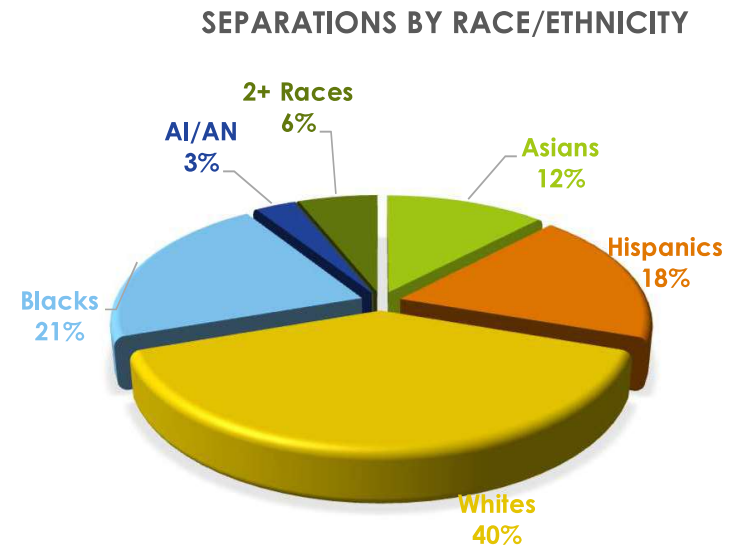
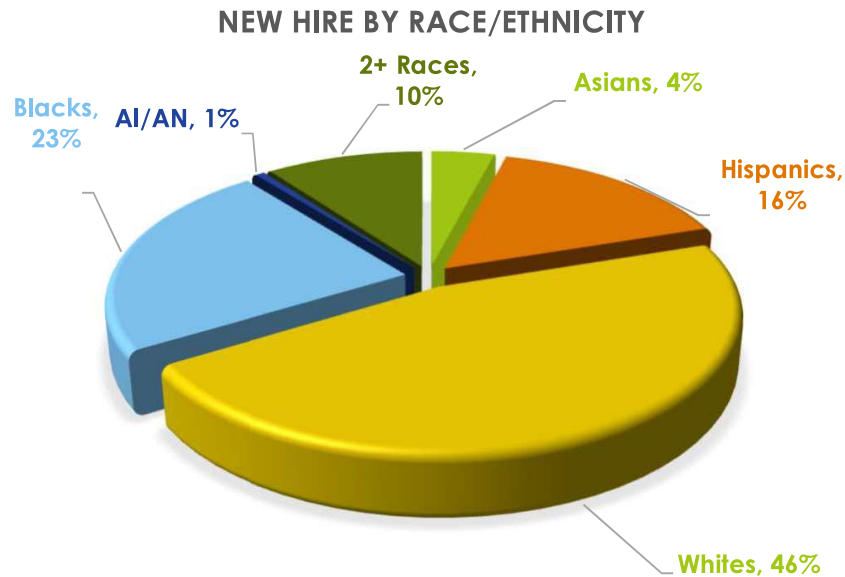


- ❑ As of the 3rd Quarter 2022, MNR **hired 346** employees, 41 females and 305 males. During this same time period **33** employees **separated** from MNR, 5 females and 28 males.
- ❑ The net change for female employees was a positive **36** employees.
- ❑ There were **three female veterans** hired and no female veterans separated during the 3rd Quarter 2022.



MTA MNR

New Hires and Separations by Race/Ethnicity



During the 3rd Quarter 2022, MNR **hired 346** employees, 186 minorities and 160 non-minorities. During this same time period **33** employees **separated** from MNR, 20 minorities and 13 non-minorities.

- The net change for minorities was a positive **166** employees.
- The net change for non-minorities was a positive **147** employees
- There were **15** veterans hired, including **7** minority veterans and **7** veterans separated during 3rd Quarter 2022.



Metropolitan Transportation Authority Department of Diversity and Civil Rights

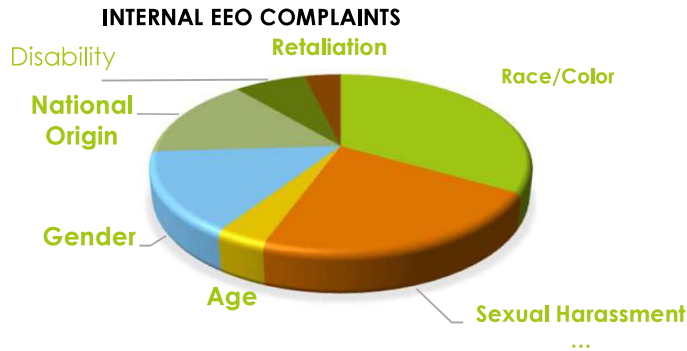
MTA MNR Complaints and Lawsuits
Third Quarter 2022



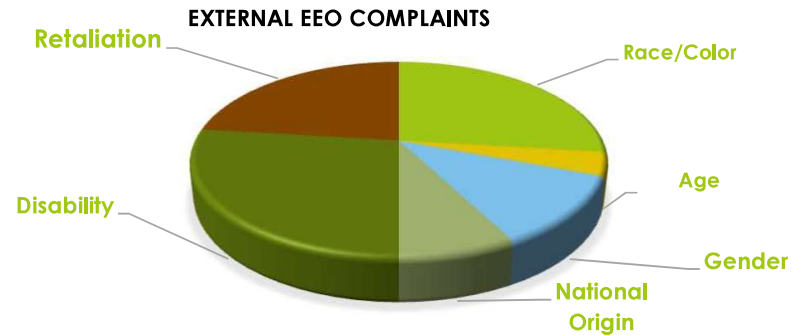
December 19, 2022

MTA MNR

EEO Internal/External Discrimination Complaints by Bases January 1, 2022 to September 30, 2022



25 Complaints:
 9 alleging race/color
 6 alleging sexual harassment
 4 alleging gender
 1 alleging age
 4 alleging national origin
 2 alleging disability
 1 alleging retaliation



13 Complaints:
 7 alleging race/color
 1 alleging age
 3 alleging gender
 2 alleging national origin
 7 alleging disability
 6 alleging retaliation

38 EEO complaints were filed* citing **53** separate bases, and **6** lawsuits were filed.

- **25** filed internal complaints.
- **13** filed external complaints.

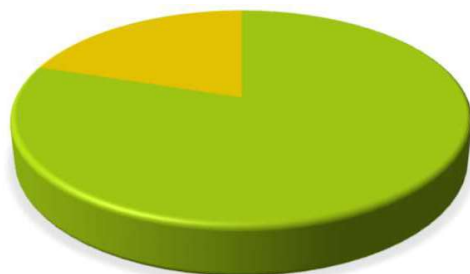


Note: *Formal complaints can be filed alleging multiple bases. Additionally, numerous incoming matters were also handled during this time

MTA MNR Internal/External Title VI and Related Discrimination Complaints by Bases January 1, 2022, to September 30, 2022

TITLE VI DISCRIMINATION COMPLAINTS

National Origin



Race

10 Complaints

8 alleging race

2 alleging national origin

10 Title VI and related discrimination complaints were filed citing **10** separate bases.

- ❑ **10** Title VI complaints were filed.
- ❑ **0** related discrimination complaints** were filed.
- ❑ The most frequently cited basis was race.

*Note: *Formal complaints can be filed alleging multiple bases.*

*Note: **Related Discrimination complaints are filed by customers based on age, disability, religion and sex.*

