
MTA New York City Transit
NYCT

EEO Report – 3rd Quarter 2022

December 19, 2022



Executive Summary

□ EEO

As of **September 30, 2022**, NYCT's workforce consisted of 46,730 employees of which females represented 18% (8,603) and minorities represented 81% (38,046) of the total workforce.

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

- NYCT's 3rd Quarter workforce increased by 23 employees.
- Female representation remained the same with a net change of **361** employees.
- Minority representation remained the same with a net change of **1204** employees.
- There were **92 employees who self identified as veterans**.

Executive Summary

□ 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.

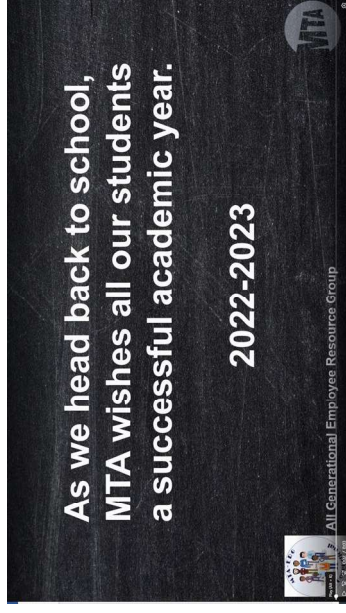


August 4th - Empowering Women in Transportation (EWT)

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 12th – 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 children’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

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



September 15th – October 15th - Latinos & Friends – Latinos & Friends ERG celebrated the month-long observance of Hispanic heritage and culture.

September 23rd 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 Gabriela Palencia, Executive Agency Counsel. Lisette also answered employees' questions that centered on career advancement.

September 22nd - 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 and 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

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



October 6th 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.

October 12th - “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 New York City Transit
NYCT

Workforce

as of September 30, 2022



MTA NYCT Workforce

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	1,545		1053	68%	492	32%	531	34%	238	15%	175	11%	4	0%	2	0%	103	7%	97	6%	44	3%
F	341	22%	290	19%	51	3%	195	13%	50	3%	26	2%	0	0%	0	0%	19	1%	4	4%	13	30%
M	1,204	78%	763	49%	441	29%	336	22%	188	12%	149	10%	4	0%	2	0%	84	5%	93	96%	31	70%
Professionals	1,022		780	76%	242	24%	349	34%	123	12%	248	24%	2	0%	0	0%	58	6%	21	2%	30	3%
F	405	40%	350	34%	55	5%	193	19%	60	6%	74	7%	1	0%	0	0%	22	2%	3	14%	16	53%
M	617	60%	430	42%	187	18%	156	15%	63	6%	174	17%	1	0%	0	0%	36	4%	18	86%	14	47%
Technicians	56		39	70%	17	30%	26	46%	4	7%	5	9%	0	0%	0	0%	4	7%	1	2%	2	4%
F	12	21%	11	20%	1	2%	10	18%	0	0%	0	0%	0	0%	0	0%	1	2%	1	100%	0	0%
M	44	79%	28	50%	16	29%	16	29%	4	7%	5	9%	0	0%	0	0%	3	5%	0	0%	2	100%
Protective Services	821		692	84%	129	16%	399	49%	216	26%	49	6%	0	0%	2	0%	26	3%	53	6%	3	0%
F	146	18%	136	17%	10	1%	99	12%	27	3%	1	0%	0	0%	0	0%	9	1%	5	9%	0	0%
M	675	82%	556	68%	119	14%	300	37%	189	23%	48	6%	0	0%	2	0%	17	2%	48	91%	3	0%
Paraprofessionals	2		2	0%	0	0%	1	0%	0	0%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%
F	1	0%	1	0%	0	0%	0	0%	0	0%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M	1	0%	1	0%	0	0%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Administrative Support	3,353		3085	92%	268	8%	1,891	56%	457	14%	629	19%	8	0%	1	0%	99	3%	29	1%	28	1%
F	1,750	52%	1663	50%	87	3%	1,254	37%	235	7%	113	3%	5	0%	1	0%	55	2%	11	38%	17	61%
M	1,603	48%	1422	42%	181	5%	637	19%	222	7%	516	15%	3	0%	0	0%	44	1%	18	62%	11	39%
Skilled Craft	18,524		13330	72%	5194	28%	6,943	37%	2,673	14%	2,908	16%	59	0%	8	0%	739	4%	409	2%	55	0%
F	1,121	6%	1061	6%	60	0%	815	4%	169	1%	33	0%	3	0%	2	0%	39	0%	15	4%	7	13%
M	17,403	94%	12269	66%	5,134	28%	6,128	33%	2,504	14%	2,875	16%	56	0%	6	0%	700	4%	394	96%	48	87%
Service Maintenance	21,407		19065	89%	2,342	11%	11,892	56%	5,073	24%	1,415	7%	52	0%	2	0%	631	3%	322	2%	49	0%
F	4,827	23%	4644	22%	183	1%	3,442	16%	983	5%	83	0%	8	0%	0	0%	128	1%	34	11%	8	16%
M	16,580	77%	14421	67%	2,159	10%	8,450	39%	4,090	19%	1,332	6%	44	0%	2	0%	503	2%	288	89%	41	84%
Total	46,730		38,046	81%	8,684	19%	22,032	47%	8,784	19%	5,430	12%	125	0%	15	0%	1,660	4%	932	2%	211	0%

Due to employee movements, resulting from the transformation, all utilization goals will require recalculation to be provided later.

* American Indian/Alaskan Native

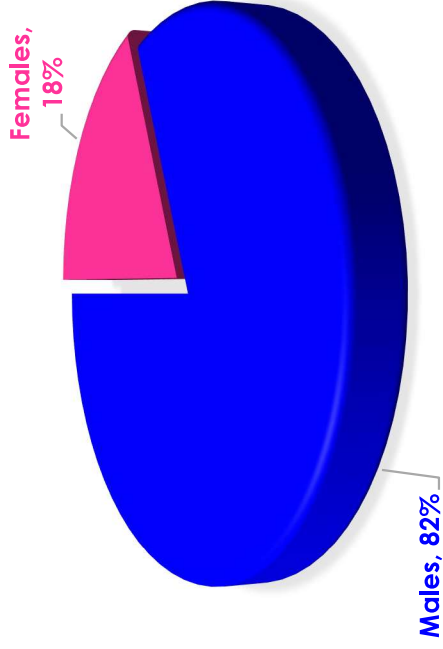
**Native Hawaiian Other Pacific Islander

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

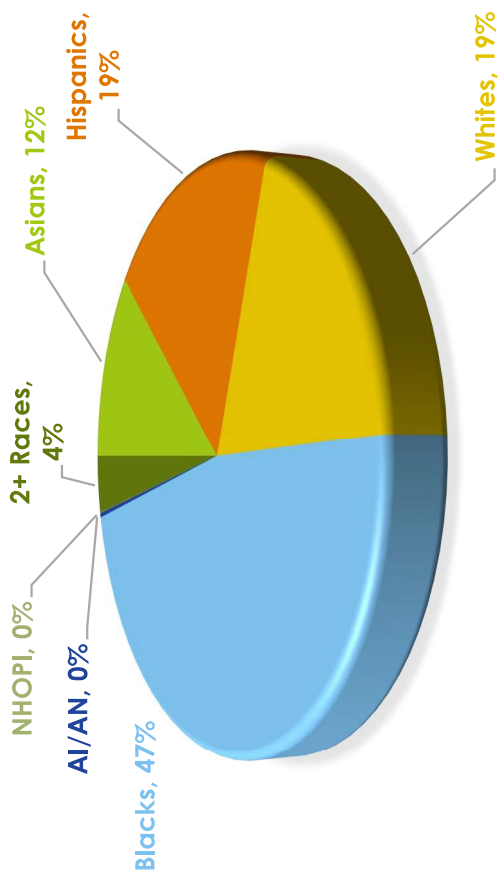


MTA NYCT Workforce as of September 30, 2022

WORKFORCE BY GENDER



WORKFORCE BY RACE/ETHNICITY



NYCT employed 46,730 employees: 18% of the workforce were females, 81% minorities, and veterans comprised 2%.

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

MTA NYCT

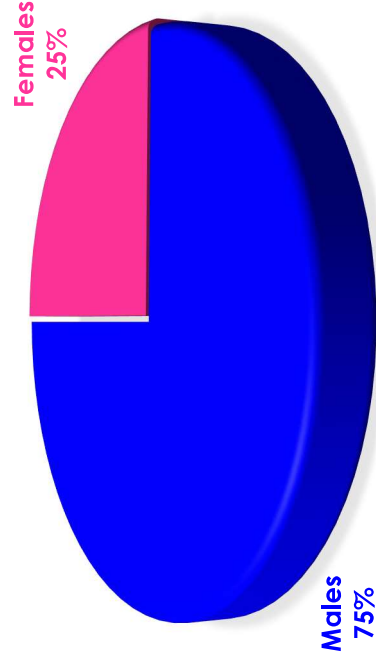
New Hires and Separation

January 1, 2022 – September 30, 2022

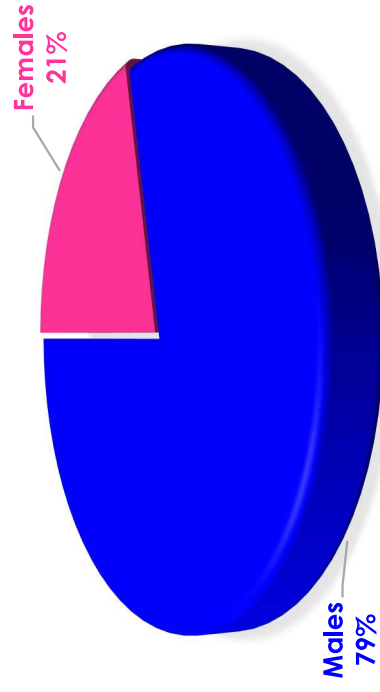


MTA NYCT New Hires and Separations by Sex

NEW HIRE BY SEX



SEPARATION BY SEX

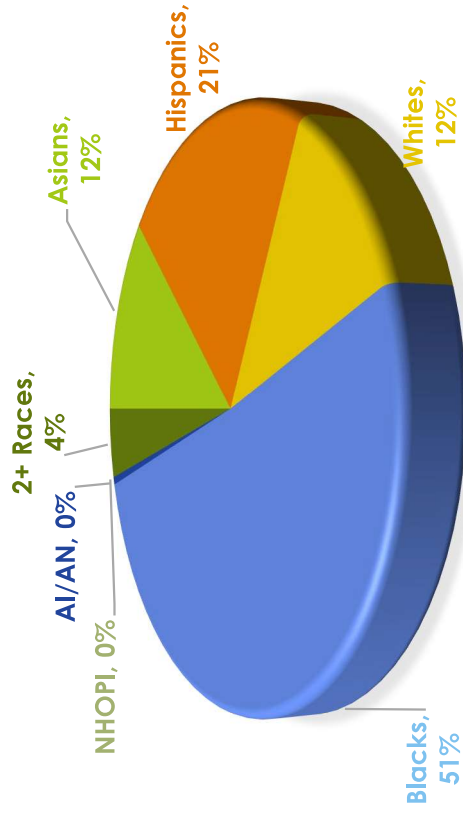


By the end of the 3rd quarter 2022, NYCT hired **3,505** employees, 886 females and 2,619 males. Between January 1, 2022 and September 30, 2022 **2,470** employees **separated** from NYCT, 525 females and 1,945 males.

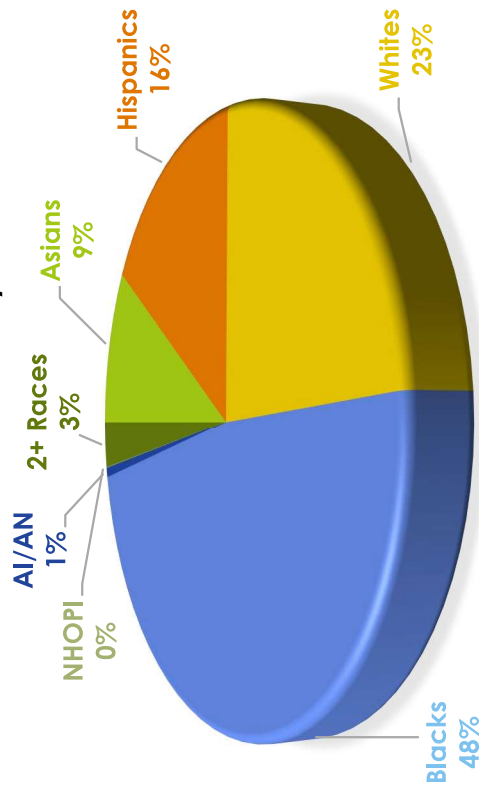
- ❑ The net change for females was a positive **361** employees.
- ❑ The net change for males was a positive **674** employees
- ❑ The net change for self identified veterans was a positive **12** male employees.

MTA NYCT New Hires and Separations by Race/Ethnicity

NEW HIRE BY RACE/ETHNICITY



SEPARATION BY RACE/ETHNICITY



By the end of 3rd quarter 2022, NYCT hired **3,505** employees, **3,094** minorities and **411** non-minorities. Between January 1,2022 and September 30,2022 **2,470** employees **separated** from NYCT, **1,890** minorities and **580** non-minorities.

- The net change for minorities was a positive **1,204 employees**.
- The net change for non-minorities was a negative **179 employees**.
- The net change for self identified veterans was a positive **20 employees**.

Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

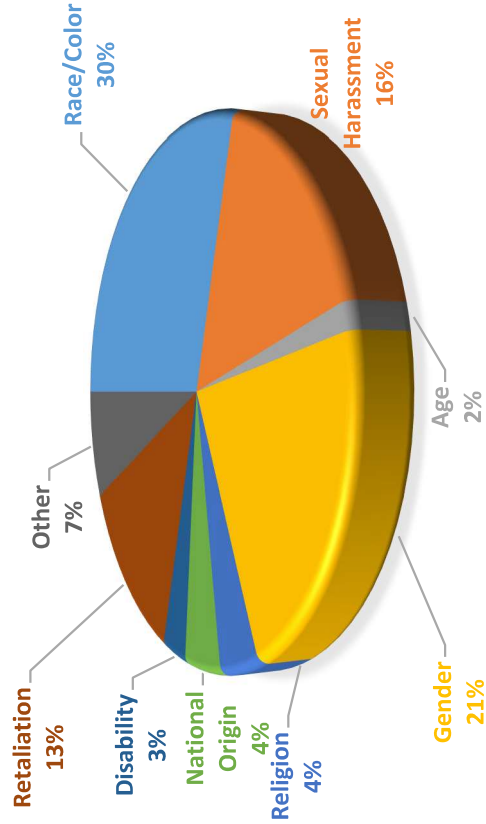
MTA NYCT Complaints and Lawsuits
3rd Quarter 2022



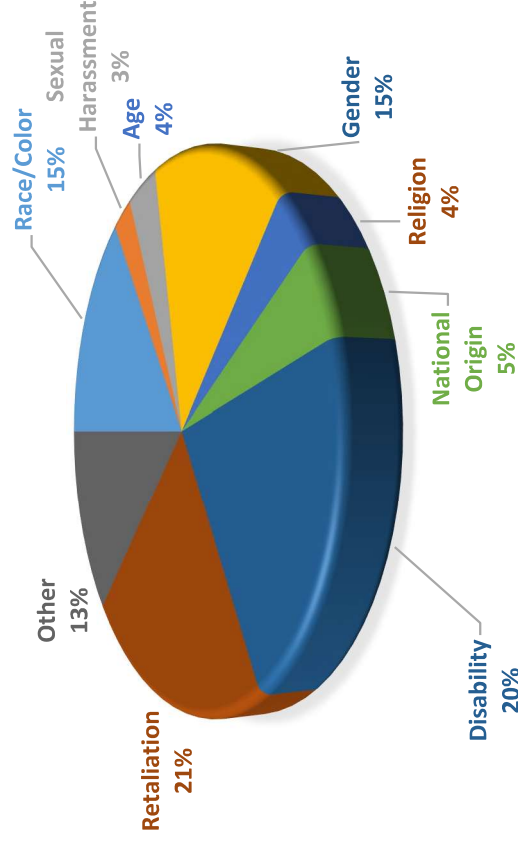
December 19, 2022

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

INTERNAL EEO COMPLAINTS BY BASES



EXTERNAL EEO COMPLAINTS BY BASES



67 EEO complaints were filed* citing **147** separate bases, and **7** lawsuits were filed.

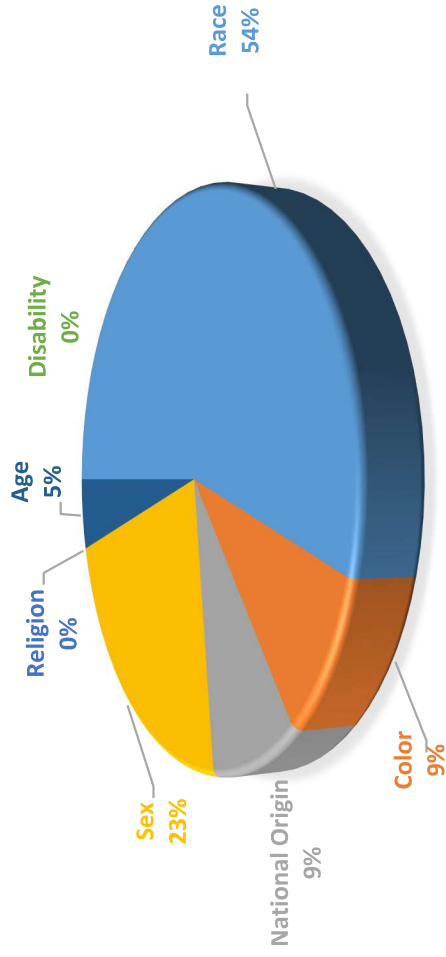
- **35** filed internal complaints.
- **32** filed external complaints.
- The most frequently cited basis internally was race/color.



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

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

TITLE VI AND RELATED COMPLAINTS BY BASES



16 Title VI and related discrimination complaints were filed citing **22** separate bases.

- **12** Title VI complaints were filed.
- **4** 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.