
MTA BUS

**EEO Report – 3rd Quarter
2022**

December 19, 2022



Executive Summary

□ EEO

As of **September 30, 2022**, MTA Bus workforce consisted of 3, 867 employees of which females represented 13% (503) and minorities represented 84% (3,257) of the total workforce.

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

- MTA Bus's 3rd Quarter workforce increased by 94 employees.
- Female representation remained the same with a net change of **24** employees.
- Minority representation remained the same with a net of **96** employees.
- There were **9 employees who self-identified as** veterans hired



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.

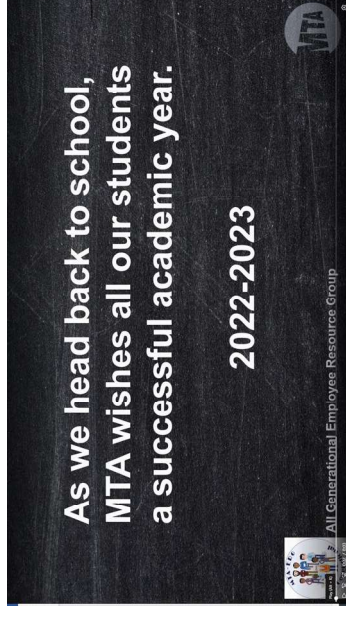


August 4th - Empowering Women in Transportation (EWT)

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 BUS

Workforce

as of September 30, 2022



MTA BUS Workforce

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	168		102	61%	66	39%	41	24%	29	17%	22	13%	0	0%	0	0%	10	6%	13	8%	8	5%
F	29	0%	25	15%	4	2%	12	7%	4	2%	6	4%	0	0%	0	0%	3	2%	0	0%	0	0%
M	139	0%	77	46%	62	37%	29	17%	25	15%	16	10%	0	0%	0	0%	7	4%	13	8%	8	5%
Professionals	73		56	77%	17	23%	17	23%	13	18%	20	27%	0	0%	0	0%	6	8%	2	3%	5	7%
F	32	0%	27	37%	5	7%	9	12%	9	12%	5	7%	0	0%	0	0%	4	5%	2	3%	4	5%
M	41	0%	29	40%	12	16%	8	11%	4	5%	15	21%	0	0%	0	0%	2	3%	0	0%	1	1%
Technicians	2		2	100%	0	0%	0	0%	1	50%	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%
F	1	0%	1	50%	0	0%	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M	1	0%	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%
Protective Services	5		4	80%	1	20%	3	60%	1	20%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
F	1	0%	0	0%	1	20%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M	4	0%	4	80%	0	0%	3	60%	1	20%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Paraprofessionals	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%
Administrative Support	26		25	96%	1	4%	10	38%	5	19%	7	27%	0	0%	0	0%	3	12%	0	0%	1	4%
F	14	0%	13	50%	1	4%	6	23%	4	15%	2	8%	0	0%	0	0%	1	4%	0	0%	1	4%
M	12	0%	12	46%	0	0%	4	15%	1	4%	5	19%	0	0%	0	0%	2	8%	0	0%	0	0%
Skilled Craft	642		462	72%	180	28%	217	34%	101	16%	79	12%	4	1%	6	1%	55	9%	17	3%	5	1%
F	2	0%	2	0%	0	0%	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0%	0	0%
M	640	0%	460	72%	180	28%	215	33%	101	16%	79	12%	4	1%	6	1%	55	9%	16	2%	5	1%
Service Maintenance	2,951		2,606	88%	345	12%	1,507	51%	748	25%	220	7%	12	0%	3	0%	116	4%	35	1%	4	0%
F	424	0%	403	14%	21	1%	268	9%	121	4%	3	0%	2	0%	0	0%	9	0%	2	0%	0	0%
M	2,527	0%	2,203	75%	324	11%	1,239	42%	627	21%	217	7%	10	0%	3	0%	107	4%	33	1%	4	0%
Total	3,867		3,257	84%	610	16%	1,795	46%	898	23%	348	9%	16	0%	9	0%	191	5%	67	2%	23	1%

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

* American Indian/Alaskan Native

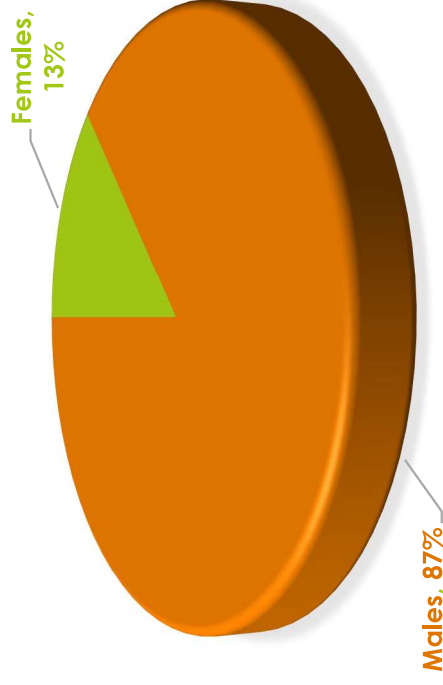
**Native Hawaiian Other Pacific Islander

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

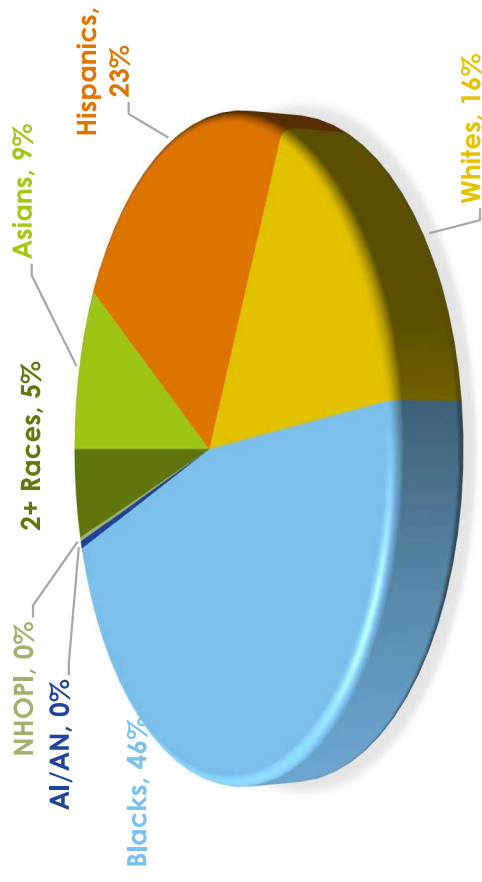


MTA Bus Workforce as of September 30, 2022

WORKFORCE BY GENDER



WORKFORCE BY RACE/ETHNICITY



MTA Bus employed 3,867 employees, 13% of the workforce were females, 84% 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 BUS

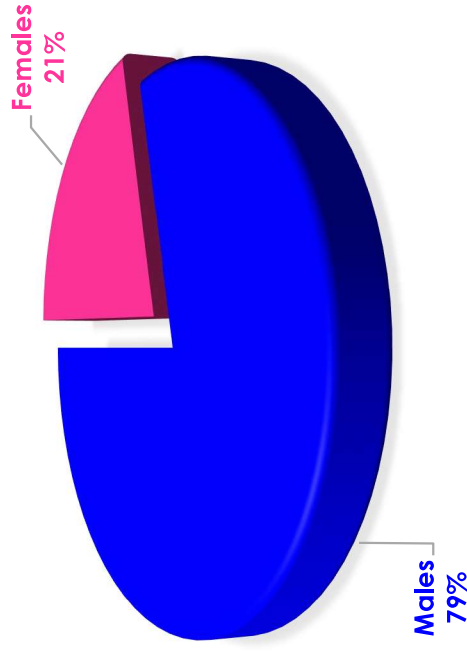
New Hires and Separations

January 1, 2022 – September 30, 2022

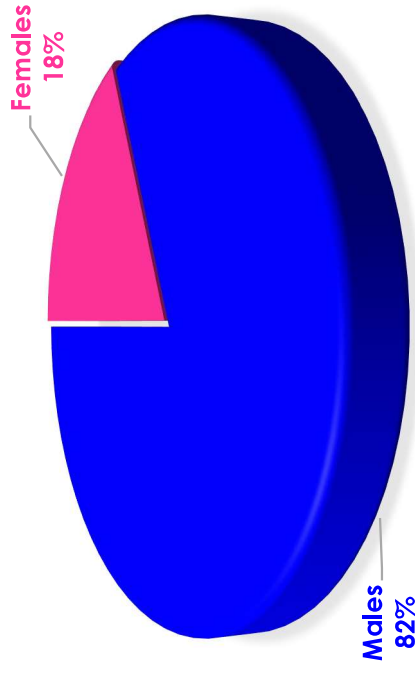


MTA BUS New Hires and Separations by Sex

NEW HIRE BY GENDER



SEPARATION BY SEX

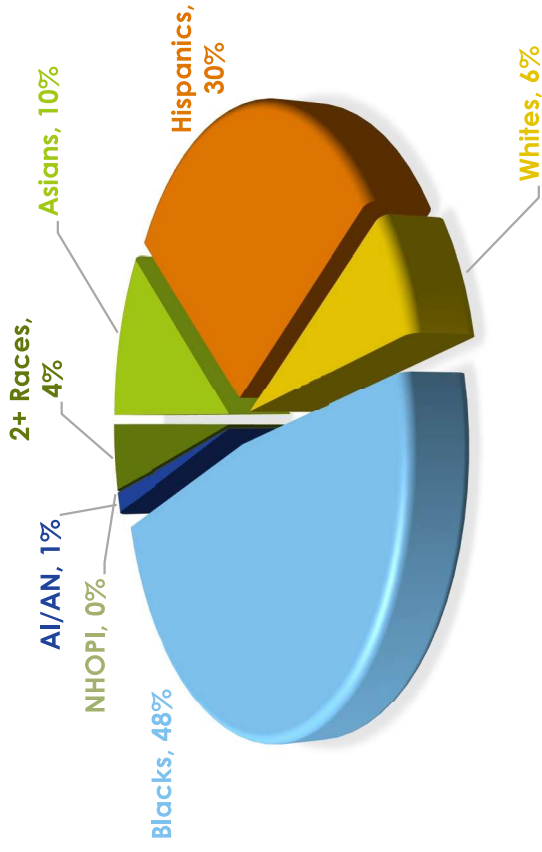


By the end of the 3rd quarter 2022, MTA Bus **hired 403** employees, 84 females and 319 males. Between January 1,2022 and September 30,2022 **230** employees **separated** from MTA Bus, 42 females and 188 males.

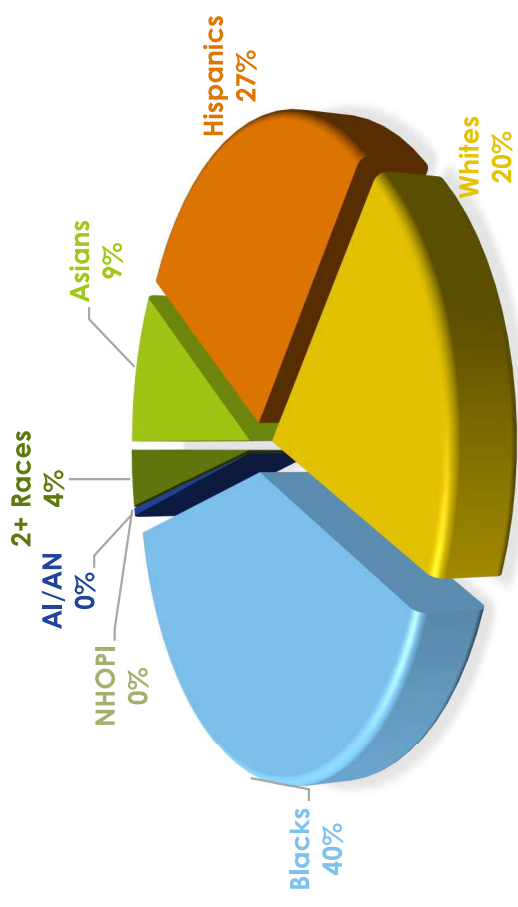
- ❑ The net change for females was a positive **42** employees.
- ❑ The net change for males was a positive **131** employees
- ❑ The net change for self identified veterans was a positive **3** male employees

MTA Bus New Hires and Separations by Race/Ethnicity

NEW HIRE BY RACE/ETHNICITY



SEPARATION BY RACE/ETHNICITY



By the end of the 3rd quarter 2022, MTA Bus **hired 403** employees, **378** minorities and **25** non-minorities. Between January 1, 2022 and September 30, 2022 **230** employees **separated** from MTA Bus, **184** minorities and **46** non-minorities.

- The net change for minorities was a positive **194** employees.
- The net change for non-minorities was a negative **21** employees.
- The net change for self-identified veterans was a positive **4** employees.



Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

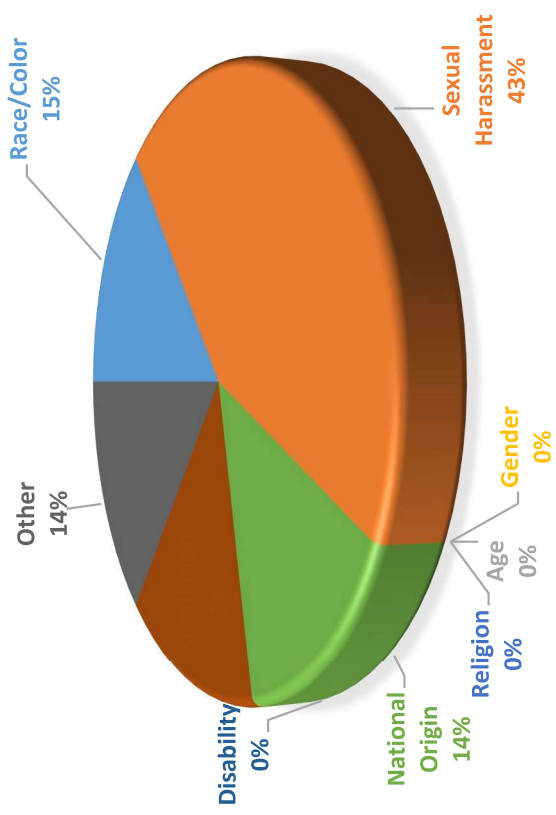
MTA Bus Complaints and Lawsuits
3rd Quarter 2022



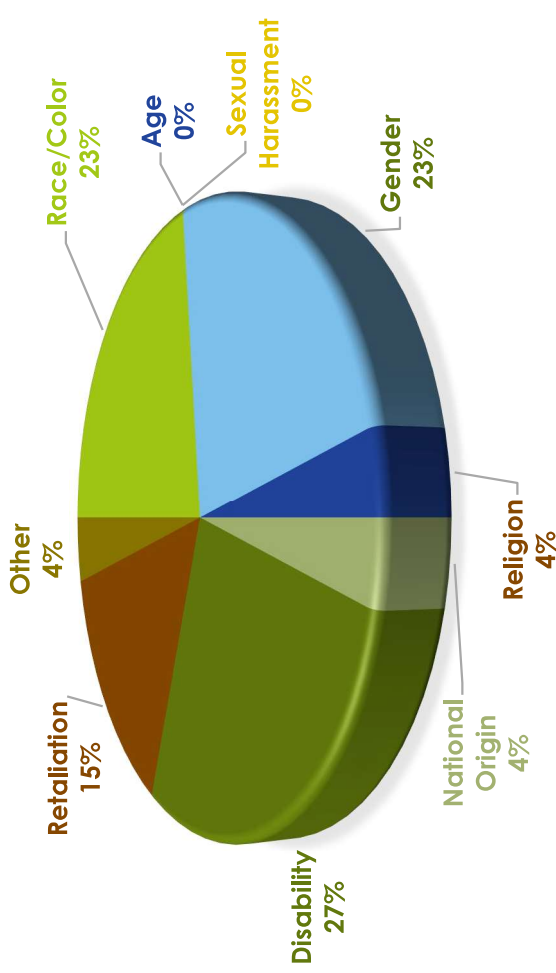
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MTA Bus EEO Internal/External Discrimination Complaints by Bases January 1, 2022 to September 30, 2022

INTERNAL EEO COMPLAINTS



EXTERNAL EEO COMPLAINTS



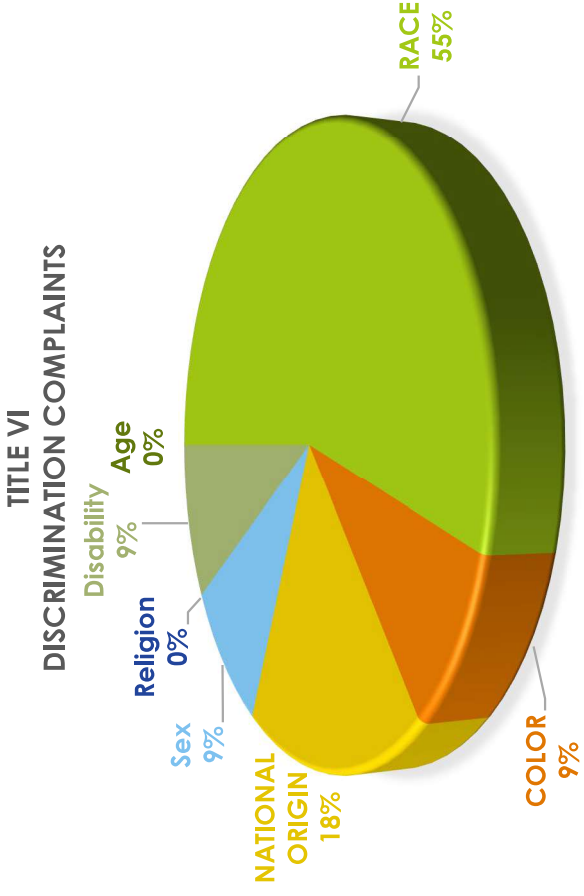
11 EEO complaints were filed* citing **33** separate bases, and **0** lawsuits were filed.

- 5** filed internal complaints.
- 6** filed external complaints.
- The most frequently cited basis internally was Sexual Harassment

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



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



8 Title VI and related discrimination complaints were filed citing **11** separate bases.

- ❑ **6** Title VI complaints were filed.
- ❑ **2** related discrimination complaints** were filed.
- ❑ The most frequently cited bases 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.

