



Metropolitan Transportation Authority

Diversity Committee Meeting

April 2023

Committee Members

E. Velez, Chair
F. Miranda
M. Valdivia
N. Zuckerman

Diversity Committee Meeting

**2 Broadway 20th Floor Board Room
New York NY 10004**

**Monday, 4/24/2023
12:00 - 12:45 PM ET**

1. PUBLIC COMMENT PERIOD

2. ACTION ITEMS

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MTA DEPARTMENT OF DIVERSITY AND CIVIL RIGHTS COMMITTEE ACTION ITEMS

APRIL 2023

FTA Title VI Program Update

- Title VI Program Board Certification
- Title VI Program Board Resolution
 - Staff Summary

MTA DIVERSITY COMMITTEE

Meeting Minutes

2 Broadway, 20th Floor

New York, NY 10004

Monday, September 19, 2022

11:30 a.m.

The following Committee Members were present:

Hon. Elizabeth Velez, Chair

Hon. Frankie Miranda

Hon. Midori Valdivia

Hon. Neal Zuckerman

The following Board Member was present:

Hon. Samuel Chu

The following staff were also present:

Michael Garner, MTA Chief Diversity and Inclusion Officer, MTA Department of Diversity and Civil Rights ("DDCR")

Dr. Rosalyn Green, Deputy Chief Diversity and Inclusion Officer, EEO and Title VI, DDCR

Ray Burke, Deputy Chief Diversity and Inclusion Officer, Contract Compliance, DDCR

Migdalia Taveras, Manager, Business and Diversity Initiatives, DDCR

Lorraine Warren, Senior Director, DBE Certification, DDCR

Patrick Isom, Manager, Financial Analysis

Maria Amper, Assistant Deputy Chief Diversity Officer, Operations and Technological Support, DDCR

Yvell Stanford, Deputy Chief People Officer, Design and Development

Barbara Cockfield, Senior Director, Diversity and Inclusion Initiatives

Alana Smith, Senior Director, Equal Employment Opportunities

Chair Elizabeth Velez called to order the September 2022 Diversity Committee.

1. PUBLIC SPEAKERS' SESSION

There were two public speakers in the public comments portion of the meeting: Charlton D'Souza and Aleda Dupree.

Refer to the video recording of the meeting produced by the MTA and maintained in MTA records for the content of each speaker's statements.

2. APPROVAL OF MINUTES

Upon motion duly made and seconded, the Committee approved the Minutes of the MTA Diversity Committee meeting held on June 27, 2022, with corrections to reflect that Chair Velez adjourned the meeting instead of Chair Herman.

3. WORK PLAN REPORT

Chair Velez asked if there were any changes to the 2022 Work Plan. Mr. Garner reported no updates.

4. EXECUTIVE SUMMARY

Business and Diversity Initiatives

Mr. Garner reported that the DDCR participated in several outreach events during the period of April to June 2022, which attracted 361 firms. Thirteen certified firms received an approximately \$5 million in contract awards and 48 certified firms received approximately \$22 million in contract payments.

Certification Activity Report

Ms. Warren stated that from January to December 2021, 87 new DBE certification applications were received and 57 firms were certified. This year, from January to June, 40 new DBE certification applications were received, and 23 firms were certified.

Small Business Development Program Update

Mr. Garner provided a quick summary of the Small Business Mentoring Program. The goal for the current year is 70 projects totaling \$75 million. To date there are 15 projects awarded totaling \$8.9 million, 21 projects in bidding totaling \$19.3 million, 10 projects pending an award totaling \$7.6 million, 11 projects pending bid opening totaling \$11.7 million. All hands are on deck to award these projects prior to December 31, 2022, to successfully meet the goal. Since the inception of the program, the Small Business Development Program has awarded 526 contracts totaling \$562 million.

M/W/DBE and SDVOB Contract Compliance Report

Mr. Burke reported that the MTA's overall MWBE goal is 30%. During the first quarter of the state fiscal year 2022-23, 35% MWBE participation was achieved in contract payments. The MTA's overall SDVOB goal is 6%. For the same period, 7% SDVOB participation was achieved in contract awards, and 3% SDVOB participation was achieved in payments made on ongoing contracts.

Mr. Burke stated that 17% DBE participation was achieved in contract awards, and 19% was achieved in payments on completed projects for the first half of the federal fiscal year 2021-22.

Mr. Burke mentioned DDCR's strategies for improvement include expanding on building relationships with various women, veteran and minority trade groups and associations, designing smaller contracts for greater participation by MWDBE/SDVOBs and hiring additional MWDBE/SDVOB contract compliance staff.

Capital Projects

Mr. Burke reported that for the first half of the federal fiscal year 2021-22, the DBE goal was 20%, and 6% DBE was achieved in awards for federally funded capital projects. Payments on ongoing contracts achieved a 19% DBE participation. For state-funded capital projects, the goal was 15% and 30% MBE participation was achieved in contract awards. Payments made on ongoing contracts during the first quarter of the state fiscal year 2021-22 have a 25% participation. Regarding WBEs with the goal of 15%, 41% was achieved in awards and 27% in payments. Mr. Burke also reported 8% SDVOB participation in awards and 2% participation in payments on ongoing contracts.

Legal Fees

Mr. Garner stated that current MWBE participation on legal fees is 18%. He is working internally to make sure that the MTA will achieve and exceed the Governor's 30% MWBE goal on legal fees.

Financial Services

Mr. Isom provided an update on financial services. For the reporting period, the MTA has achieved 54% on WBE participation, 12% on MBE participation and 6% SDVOB participation on investment banking fees. Mr. Garner commended the Finance department for achieving 66% participation on MWBE investment banking fees.

2022 EEO Activities

Dr. Green provided an update on the second quarter EEO activities. The MTA's overall workforce consists of 70,877 employees, of whom 18% are women, 71% are minorities, 3% are veterans, and 1% are employees who self-identified as persons with disabilities. She also mentioned the job categories where the majority of the workforce are concentrated. The MTA hired 3,728 new employees where 52% were in the service maintenance category and 32% were in the bus operator category. When compared to the same quarter of 2021, the overall workforce trend has remained constant.

Ms. Stanford discussed a brief update on the MTA-CUNY Talent Pipeline. She reported on the MTA's student leadership internship program and provided diversity statistics of the program's student population. The MTA has successfully hosted 73 students in the summer youth employment program. In the fall, the People Department has expanded the program to include 150 students.

Ms. Cockfield reported on the recent diversity and inclusion initiatives and highlights on the employee resource groups recent activities.

Ms. Smith provided a detailed report on the workforce utilization including the new hires and separations headcount by race, ethnicity and gender.

Refer to the video recording of the meeting, produced by the MTA and maintained in MTA records, for the details of the Executive Summary report and the Diversity Committee members' comments and discussion.

5. ADJOURNMENT

Chair Velez thanked special guests CUNY Vice Chair Sandra Wilkins and Jim Harding for their presence. She concluded the meeting, upon motion duly made and seconded, the Diversity Committee voted to adjourn the meeting.

Respectfully submitted,
Maria Amper
Assistant Deputy Chief Diversity Officer
Department of Diversity and Civil Rights

MTA DIVERSITY COMMITTEE

Meeting Minutes

2 Broadway, 20th Floor

New York, NY 10004

Monday, December 19, 2022

The following Committee Members were present:

Hon. Elizabeth Velez, Chair

Hon. Frankie Miranda

Hon. Midori Valdivia (Virtual)

The following Committee Member was not present:

Hon. Neal Zuckerman

The following Board Member was present:

Hon. Gerard Bringmann

The following staff were also present:

Michael Garner, MTA Chief Diversity & Inclusion Officer, MTA Dept of Diversity and Civil Rights

Dr. Rosalyn Green, Deputy Chief Diversity and Inclusion Officer, EEO and Title VI, DDCR

Lisette Camillo, Chief Administrative Officer

Hugo Pizarro, Chief People Officer

Ray Burke, Deputy Chief Diversity and Inclusion Officer, Contract Compliance, DDCR

Yvell Stanford, Deputy Chief People Officer, Design and Development

Maria Amper, Assistant Deputy Chief Diversity Officer, Operations & Tech. Support, DDCR

David Sang, Senior Director, Title VI and Workforce Initiatives

Barbara Cockfield, Senior Director, Diversity and Inclusion Initiatives

Alana Smith, Senior Director, Equal Employment Opportunities

Lorraine Warren, Senior Director, DBE Certification, DDCR

Migdalia Taveras, Manager, Business and Diversity Initiatives, DDCR

Patrick Isom, Manager, Financial Analysis

Chair Elizabeth Velez called to order the December 2022 Diversity Committee.

1. PUBLIC SPEAKERS' SESSION

There were two public speakers in the public comments portion of the meeting: Jason Anthony and Andrew Simmons.

Refer to the video recording of the meeting produced by the MTA and maintained in MTA records for the content of each speaker's statements.

2. APPROVAL OF MINUTES

The approval of the minutes of the Diversity Committee meeting held on June 27, 2022 has been deferred until the next meeting in April 2023 due to lack of quorum.

3. WORK PLAN REPORT

Chair Velez asked if there were any changes to the 2022 Work Plan. Mr. Garner reported that the 2023 EEO, ADA and Sexual and Other Discriminatory Harassment Policy Statements and All Agency Title VI Policy Statement will be presented next year.

4. EXECUTIVE SUMMARY

MWBE, DBE, SDVOB And Small Business

Mr. Garner reported that in FY 2022 MTA had a banner year in which it made a record payment of \$1.5 billion in payments to MWBE, DBE and SDVOB businesses. Further, that MTA surpassed its set NYS MWBE goal of 30% and achieved 32%, and the MTA FTA DBE goal which was set at 20% is expected to achieve a goal of 17% to 24%. (Final numbers to be confirmed)

Mr. Garner emphasized the success of the program in driving equity, detailing the \$2.6 billion dollars paid out to NYS state certified MWBEs and MTA certified DBEs during the last two fiscal years. In FY 2022, MTA paid more dollars to NY state MWBEs than any State agency among the top 25 agencies and authorities rated by MWBE expenditures.

Mr. Garner emphasized that due to the contract payments made to MWBE's, DBEs and SDVOBs during the NYS FY2122 and FFY 2022 periods, an estimated 16,470 new jobs were created.

Business and Diversity Initiatives

Outreach efforts in FY22 resulted in meeting with 1472 firms interested in doing business with the MTA, of those companies 672 firms were certified and of those firms \$374 million was awarded in both prime and subcontractor contracts.

The first-ever Regional Disadvantaged Business Enterprises Opportunity Summit Day was hosted at the MTA with a goal to connect regional transportation agencies with certified DBEs.

The summit was a joint effort with the USDOT, the Port Authority, the NYS DOT, Niagara Frontier Transportation, NYC DOT and NJ Transit. Prominent supporters who attended included, U.S. Representative Donald M. Payne, Jr. New Jersey's 10th Congressional District Shelby M. Scales, Director of the Office of Small and Disadvantaged Business Utilization (OSDBU) for the U.S. Department of Transportation.

Small Business Mentoring Program (SBMP)

Three minority business owners who are graduates of the small business mentoring program presented via video testimony regarding their success as post-graduates of the SBMP. The program was cited by all as a bridge to educating and connecting them to contract opportunities with the MTA.

Mr. Garner stressed how the SBMP was successful at creating a larger pool of diverse, talented and knowledgeable contractors, able to finish projects safely, timely and on budget.

EEO Activities

Dr. Green provided an update on the 3rd quarter MTA overall workforce numbers, stating that it now stands at 71,113 employees.

In demonstrating the MTA's success providing career pathways for entry-level employees, Dr. Green presented a sample of employees who started at MTA in Entry level positions and who have risen through the company to mid, senior, and executive level management positions.

Hugo Pizarro presented that staffing and hiring challenges in the post covid era included Operators conductors and staffing for Grand Central Madison. However, successful recruitment efforts have resulted in the hiring of 2505 Bus operators, 774 Train Operators and 739 conductors.

Targeted recruitment activities for 2023 mentioned by Mr. Pizarro, included partnering with NYC's department of Veteran services, establishing relationships with women's organizations and an expanded partnership with CUNY for the MTA internship program.

Dr. Green outlined the priority program areas for 2023 which included updating and submitting to the FTA, the all-agency Title VI Program, due June 1, 2023, all-agency EEO program, due July 1, 2023, DBE program, August 1, 2034. Further, the MTA 5-year Diversity and Inclusion Strategic Plan, July 2023 and annual goals setting MWBE and SDVOB programs are to be developed and submitted to NY state.

Committee member Gerard Bringmann asked Mr. Garner to develop a condensed, concise (10 minutes or so) presentation on what the MTA does for diversity that can be shared with elected officials and funding partners.

Chairwoman Velez reiterated her wish that the Diversity committee meet more than once per quarter as many forthcoming matters would need greater time for review and discussion.

Refer to the video recording of the meeting, produced by the MTA and maintained in MTA records, for the details of the Executive Summary report and the Diversity Committee members' comments and discussion.

5. ADJOURNMENT

Chair Velez thanked Michael Garner and his team. She concluded the meeting, upon motion duly made and seconded, the Diversity Committee voted to adjourn the meeting.

Respectfully submitted,

Nadara Wade

Director, Title VI Analysis, Equity, and Access
Department of Diversity and Civil Rights

2023 Diversity Committee Work Plan

I. RECURRING AGENDA ITEMS

Responsibility

Approval of Minutes	Committee Chair & Members
Committee Work Plan	Committee Chair & Members
MTA Agency-wide Business and Diversity Initiatives and EEO Programs Activities	Dept. of Diversity/Civil Rights
MTA DBE Certification Program Activities	Dept. of Diversity/Civil Rights
M/W/DBE and SDVOB Contract Compliance Activities	Dept. of Diversity/Civil Rights
Action Items (if any)	As listed

II. SPECIFIC AGENDA ITEMS

Responsibility

April 2023

2023 Departmental Goals	Dept. of Diversity/Civil Rights
2022 Year-End Report	Dept. of Diversity/Civil Rights
2023 Title VI Program Update	Dept. of Diversity/Civil Rights

June 2023

2023 - EEO, ADA, Title VI, and Sexual and Other Discriminatory Harassment Policy Statements	Dept. of Diversity/Civil Rights
1st Quarter 2023 Report	Dept. of Diversity/Civil Rights
Equal Employment Opportunity (EEO) Program Update	Dept. of Diversity/Civil Rights
DBE Program and DBE Goal Update	Dept. of Diversity/Civil Rights
5-Year DEI Strategic Plan	Dept. of Diversity/Civil Rights

September 2023

2nd Quarter 2023 Report	Dept. of Diversity/Civil Rights
Recruitment Strategies for MTAHQ and MTA Agencies	Dept. of Diversity/Civil Rights, MTAHQ and Agency Staff
Diversity Committee Charter Review	Committee Chair and Members

December 2023

3 rd Quarter 2023 Report	Dept. of Diversity/Civil Rights
Status Report on MTA Inter-Agency M/W/DBE and SDVOB Task Force	Dept. of Diversity/Civil Rights
2024 Diversity Committee Work Plan	Dept. of Diversity/Civil Rights

Detailed Summary

I. RECURRING

Approval of Minutes

Approval of the official proceedings of the previous month's Committee meeting.

Diversity Committee Work Plan

An update of any edits and/or changes in the work plan.

MTA Agency-wide Business and Diversity Initiatives Program Activities

The MTA Department of Diversity and Civil Rights update of planned Agency-wide Business and Diversity Initiatives Program activities.

MTA Agency-wide EEO Program Activities

The MTA Department of Diversity and Civil Rights update of agency-wide workforce analysis, new hires and EEO and Title VI complaints.

MTA DBE Certification Program Activities

MTA Department of Diversity and Civil Rights update of DBE Certification Program activities.

M/W/DBE and SDVOB Contract Compliance Activities

MTA Department of Diversity and Civil Rights update of M/W/DBE and SDVOB contract activities and program initiatives.

Action Items

Staff summary documents presented to the Board for approval of items affecting business standards and practices.

II. SPECIFIC AGENDA ITEMS

April 2023

Overview of 2023 MTA Department of Diversity/Civil Rights Departmental Goals

The MTA Department of Diversity and Civil Rights will present an overview of Departmental goals and objectives for 2023.

2022 Year-End Report

The Department of Diversity and Civil Rights will present 2022 year-end update on MTA Agency-wide EEO and M/W/DBE and SDVOB contract compliance activities.

2023 Title VI Program Update

The Department of Diversity and Civil Rights will present MTA's updated Title VI Program for MTA Board approval and for submission to FTA.

June 2023

1st Quarter 2023 Report

The Department of Diversity and Civil Rights will present 1st quarter 2023 update on MTA Agency-wide EEO, and M/W/DBE and SDVOB contract compliance activities.

Recommitment to Equal Employment Opportunity ("EEO")

Each year, the MTA disseminates Policies addressing the Americans with Disabilities Act ("ADA"), Sexual and Other Discriminatory Harassment Prevention and EEO in order to reaffirm MTA's commitment to ensuring a workplace environment free from illegal discrimination and to ensure continued compliance with all applicable laws and regulations. The Department of Diversity and Civil Rights will present the 2023 EEO Policy.

DBE Program and DBE Goal Update for FFYs 2024-2026

The Department of Diversity and Civil Rights will present MTA's DBE Goal for Federal Fiscal Years (FFYs) 2024-2026.

EEO Program Update for 2023-2026

The Department of Diversity and Civil Rights will present MTA's EEO Program Updates to be submitted to FTA for approval.

5-Year DEI Strategic Plan

The Department of Diversity and Civil Rights will present MTA's first 5-year DEI Strategic Plan developed to comply with the New York State Executive Order 187.

September 2023

2nd Quarter 2023 Report

The Department of Diversity and Civil Rights will present 2nd quarter 2023 update on MTA Agency-wide EEO, and M/W/DBE and SDVOB contract compliance activities.

Diversity Committee Charter Review

The Diversity Committee will review and assess the adequacy of its charter and recommend changes as necessary.

Recruitment Strategies

Staff from the Department of Diversity and Civil Rights, MTAHQ and MTA Agencies will present recruitment strategies to address underutilization of minorities and women in the workforce.

December 2023

3rd Quarter 2023 Report

The Department of Diversity and Civil Rights will present 3rd quarter 2023 update on MTA Agency-wide EEO and M/W/DBE and SDVOB contract compliance activities.

Status Report on MTA Inter-Agency M/W/DBE and SDVOB Task Force

The Department of Diversity and Civil Rights report will address progress made by the Task Force to improve M/W/DBE and SDVOB participation.

2024 Diversity Committee Work Plan

The Department of Diversity and Civil Rights will present an updated Diversity Committee Work Plan for 2024.

CERTIFICATION

* * *

The undersigned certifies that she is the Assistant Secretary of Metropolitan Transportation Authority (the “Authority”), a public benefit corporation of the State of New York, and that the foregoing is a true and correct copy of the resolution, relating to MTA’s Title VI Program, which was approved at a meeting of the Authority on the 26th day of **April 2023** at 2 Broadway, New York, New York, at which a quorum of the Members of the Authority in office on such date was in attendance and acting throughout.

Victoria Clement
Assistant Secretary

Dated APRIL 26, 2023
New York, New York

BOARD RESOLUTION

2023 TITLE VI Program and Service Monitoring Results

WHEREAS, Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d et seq. (“Title VI”), the U. S. Department of Transportation (“DOT”) regulations, 49 CFR Part 21, and the Federal Transit Administration (“FTA”) Circular 4702.1B prohibit discrimination on the basis of race, color or national origin by recipients of federal financial assistance in administering the benefits of their programs; and

WHEREAS, Federal Transit Laws, (49 U.S.C. § 5332) further prohibit discrimination in any Federally Assisted Programs on the bases of age, sex, religion, and disability and are protected and investigated under MTA’s Title VI Program.

WHEREAS, as a recipient of federal funds, MTA is required to comply with the requirements of Title VI, the applicable DOT regulations, and the FTA Circular; and

WHEREAS, pursuant to FTA Circular 4702.1B, MTA is required to submit its Title VI Program to the MTA Board for approval; and

WHEREAS, the MTA Board has been briefed on the contents and findings of MTA’s Title VI Program; and

Whereas, the MTA Board has also been briefed on the results of the affiliated and subsidiary agencies service monitoring results,

Now, THEREFORE IT IS RESOLVED that the Board approves MTA’s consolidated Title VI Program and the service monitoring results of its affiliated and subsidiary agencies as described in the attached Staff Summary.

Staff Summary

Subject: 2023 Title VI Program and Service Monitoring Results
Department Diversity and Civil Rights
Department Head Name Tracey Mitchell, Interim Chief Diversity and Inclusion Officer
Department Head Signature
Project Manager/Division Head Dr. Rosalyn Green, Deputy Chief Diversity and Inclusion Officer

Date April 26, 2023
Vendor Name N/A
Contract Number N/A
Contract Manager Name N/A
Table of Contents Ref # N/A

Board Action					
Order	To	Date	Approval	Info	Other
1	Diversity Committee				
2	Board				

Internal Approvals			
Order	Approval	Order	Approval
1	Diversity & Civil Rights		
2	Legal		
3	Chief of Staff		

Purpose:

To obtain Board approval for the 2023 consolidated Title VI Program update and service monitoring results.

Discussion:

As a recipient of Federal Transit Administration (FTA) funds, certain subsidiaries and affiliates of the Metropolitan Transportation Authority (“MTA”) must comply with the requirements of FTA Circulars 4702.1B (Title VI), 4703.1 (Environmental Justice), 4704.1A (EEO), as well as related Federal Transit Laws, 49 U.S.C. § 5332.

These statutes and regulations prohibit discrimination on the basis of race, color, national origin (including limited English proficiency (LEP) access), age, sex, religion, and disability, in connection with any federally-funded program or activity of the MTA and the following affiliated and subsidiary agencies: MTA Long Island Rail Road, MTA Metro-North Railroad, MTA Construction & Development, MTA Grand Central Madison Concourse Operating Company, MTA Bus Company, and MTA New York City Transit, including the Manhattan and Bronx Surface Transit Operating Authority and the Staten Island Rapid Transit Operating Authority, (collectively, “the MTA”).

Further, as provided under (FTA) Circular 4702.1b, the Title VI Program is a consolidated document developed for submission to the FTA that details and affirms the MTA’s commitment to complying with the requirements of Title VI and related Non-discrimination Federal Transit Laws with respect to its federally funded programs and activities.

Under the requirements of FTA Circular 4702.1b, the Title VI Program and the service monitoring results must be approved by the MTA Board of Directors before submission to the FTA.

The MTA is required to submit an updated Title VI Program to the FTA every three years. MTA’s updated Title VI program submission is due June 1, 2023.

Recommendation:

It is the recommendation that the Board approve MTA’s 2023 consolidated Title VI Program update and service monitoring results in satisfaction of the requirements of the FTA Title VI Circular, 4702.1B.

Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

Executive Summary

April 24, 2023



Executive Summary

Fiscal Year Program Highlights

Largest Awarded MWDBE/SDVOB Contracts

October 1, 2021 - December 31, 2022

Top Prime Awards*

MBE: CRC Associates Inc. \$53M

WBE: PruTech Solutions Inc. \$32M

DBE: ExterNetworks Inc. \$8M

SDVOB: Whitewood Renovations, LLC \$1M

Top Subcontract Awards*

WBE: Northeast Structural Steel Inc. \$49M

DBE: Southeast Bridge FL Corp. \$41M

MBE: CRC Associates Inc. \$20M

SDVOB: Disabled Veterans Call Center, LLC \$7M

* For MWBE and SDVOB, the reporting period is from April 2022 through December 2022.
For DBE, the reporting period is from October 2021 through September 2022.



Executive Summary

- **MWBE and SDVOB Payments**
- **NYS FY 2022/23 (April 2022 – December 2022)**
 - MWBE Payments on NYS Funded Projects - \$610,889,850
 - MWBE Payments on FTA Funded Projects - \$164,164,402
 - SDVOB Payments - \$22,555,069
 - **MWBE and SDVOB Total Payments: \$797,609,321**
- **NYS FY 2021/22 (April 2021 – March 2022)**
 - MWBE Payments on NYS Funded Projects - \$826,030,448
 - MWBE Payments on FTA Funded Projects - \$228,256,694
 - SDVOB Payments - \$39,407,521
 - **MWBE and SDVOB Total Payments: \$1,093,694,663**

* The MTA does not receive credit for MWBE payments to FTA projects



Executive Summary

An Example of MWBE Discretionary Success

IT Discretionary Consulting Contract No. 14357

April 2022 – December 2022

Total Number of Awards- **104**

Total Value of Awards- **\$20 million**

Inception to Date

Total Number of Awards- **1,010**

Total Value of Awards- **\$187 million**



Executive Summary

□ Business & Diversity Initiatives Unit

As a result of DDCR's outreach efforts during the fourth quarter of 2022, **375** firms showed interest in doing business with the MTA; with over **100+** certified firms awarded a total of **\$604M** as prime contractors and subcontractors.

Number of Firms	375
MBE*	43
WBE*	19
DBE*	47
SDVOB*	3

• Newly certified firms and/or certified firms new to the MTA are invited to the **MTA's New Firm Orientation Session (NFOS)**. The NFOS integrates newly certified firms into the MTA procurement process.

Number of Contracts Awarded	
Prime Contracts Awarded	56
Subcontracts Awarded	397
Total Number of Contracts Awarded**	453

• In an effort to build a pipeline of certified firms, we recommend non-certified firms to participate in the MTA's **Disadvantaged Business Enterprise (DBE) Certification Workshop** and/or referred to our **partner agencies for the M/WBE and SDVOB certifications**.

Value of Contracts Awarded	
Prime Contracts Awarded	\$129M
Subcontracts Awarded	\$475M
Total Value of Contracts Awarded**	\$604M

* Firms can have multiple certifications
** Certifications and Contract Awards until December 2022



Executive Summary

□ **Certification Activity Report**

In Year 2021, there was a total of **87** new applications received and a total of **57 firms** were certified. The average processing time to certify firms in 2021 is **28.6 days**

In Year 2022, there was a total of **83** new applications received and a total of **59 firms** were certified. The average processing time to process certified firms in 2022 is **43.96 days**.

□ **Status:**

There is a slight decrease in new applications received.

□ **Trends**

Upward

Constant

Downward – A slight decrease in applications received.

□ **Strategy for Improvement**

Increase outreach events.



Executive Summary

Small Business Development Program (as of December 31, 2022)

The Program – Current Status

- Calendar Year 2022 SBDP awarded **73 contracts** totaling **\$63.1 million**
- The Small Business Development Program (SBDP) awarded **596 contracts** totaling **\$619.3 million**.
- SBDP successfully recruited **twenty-four (24)** Service-Disabled Veteran-Owned Business (SDVOB) certified firms. **Seven (7) firms** were awarded **Nine (9)** contracts totaling **\$5.3 million**.
- The Small Business Development Loan Program issued **144 loans** totaling **\$19.6 million**.
- The Small Business Development Bond Program has assisted Tier 2 and SBFP firms in securing **\$574 million** in surety bonds.
- The Small Business Development Training Program – more than **1,095** firms have participated in the training since the inception of the program.



Executive Summary

Small Business Development Program (continued)

□ **Status:** Program is achieving its goals.

□ **Trends**

- Upward
- Constant
- Downward

□ **Strategies for improvements:** n/a



Executive Summary

- ❑ **MWDBE and SDVOB Contract Compliance**
 - ❑ **30% NY State Fiscal Year 2022-2023 MWBE Goal**
 - ❑ 21% MWBE participation in contract awards*
 - ❑ 34% MWBE participation in contract payments*
 - ❑ **6% NY State Fiscal Year 2022-2023 SDVOB Goal**
 - ❑ 6% SDVOB participation in contract awards*
 - ❑ 4% SDVOB participation in contract payments*
 - ❑ **20% Federal Fiscal Year 2021-2022 DBE Goal**
 - ❑ 17% DBE participation in contract awards
 - ❑ 15% DBE participation in contract payments on ongoing contracts
 - ❑ 18.5% DBE participation on payments on closed contracts

* First three quarters of the NYS Fiscal Year 2022-2023



Executive Summary

- **MWDBE and SDVOB Contract Compliance (Continued)**
 - Currently, DDCR monitors more than **1,035 contracts** for MWDBE and SDVOB goal compliance.
 - In 2022, DDCR conducted **680 site visits** for MWDBE and SDVOB contract compliance.
 - Monthly Average: **56**
 - In 2022, DDCR has closed **140** contracts.
 - Monthly Average: **11.66**



Executive Summary

- **MWDBE and SDVOB Contract Compliance (Continued)**
- **Status:** MWBE goal is being met. DBE/SDVOB goals are not being met.
- **Trends**
 - ☑ Upward: MWBE/SDVOB participation on contract payments
 - ☐ Constant
 - ☑ Downward: DBE participation on contract awards
- **Strategies for Improvement:**
 - DDCR is expanding on building relationships with various women, veteran and minority trade groups and associations to identify qualified firms in the minority business community.
 - Design smaller contracts for greater participation by MWDBE/SDVOBs.
 - Hired additional MWDBE/SDVOB Contract Compliance staff.



Executive Summary

□ CAPITAL PROJECTS

- **Federal DBE Participation Goal: 20%**
(Federal Fiscal Year 2022 (October 2021 to September 2022))
 - Total Awards: \$2B
 - Total DBE Awards: \$160M (7%) **
 - Total Payments: \$750M
 - Total DBE Payments: \$126M (17%)

- **New York State MBE Participation Goal: 15%**
(First Three Quarters of NYS Fiscal Year 2022-2023 (April 2022 – December 2022))
 - Total Awards: \$302M
 - Total MBE Awards: 74M (24%)
 - Total Payments: \$1B
 - Total MBE Payments: \$159M (15%)

- **New York State WBE Participation Goal: 15%**
(First Three Quarters of NYS Fiscal Year 2022-2023 (April 2022 – December 2022))
 - Total Awards: \$302M
 - Total WBE Awards: \$39M (13%)
 - Total Payments: \$1B
 - Total WBE Payments: \$149M (14%)

- **Service-Disabled Veteran-Owned Business Participation Goal: 6%**
(First Three Quarters of NYS Fiscal Year 2022-2023 (April 2022 – December 2022))
 - Total Awards: \$89M
 - Total SDVOB Awards \$4M (5%)
 - Total Payments: \$468M
 - Total SDVOB Payments: \$7M (1%)

*Report is based on original contract amount provided by MTA Agencies for third-party design and construction contracts (excluding rolling stock and signals).

** Total does not include TBDs on Design Build contracts. If included the total would increase to \$450.8M and 20% DBE inclusion.



Executive Summary

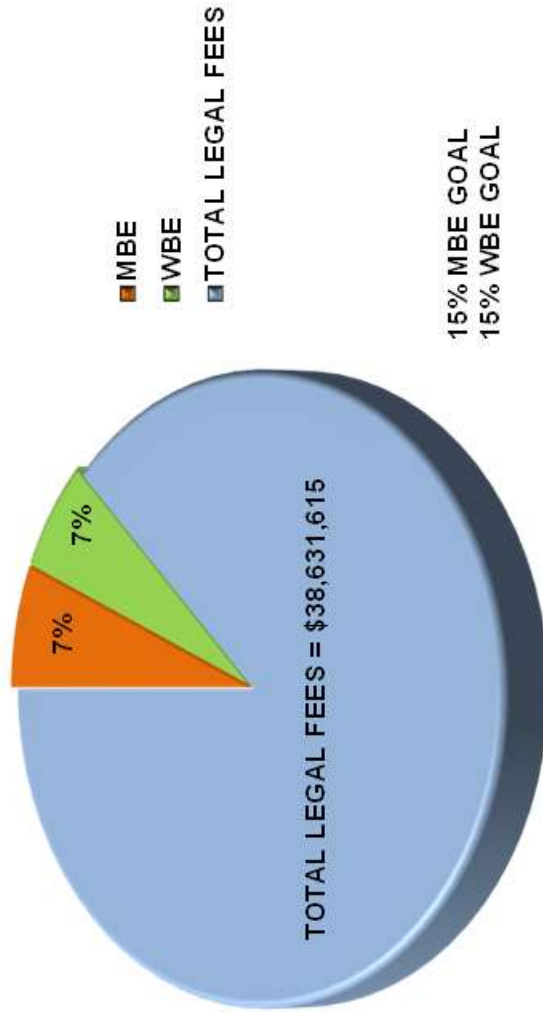
Capital Projects (Continued)

- ❑ **Status:** MBE goals are being met. WBE/DBE/SDVOB goals are not being met
- ❑ **Trends**
 - ☑ Upward: MBE/WBE/SDVOB participation on contract awards
 - ❑ Constant
 - ☑ Downward: DBE participation on contract awards
- ❑ **Strategies for Improvement:**
 - ❑ DDCR is expanding on building relationships with various women, veteran and minority trade groups and associations to identify qualified firms in the minority community.
 - ❑ Hired additional MWDBE/SDVOB contract compliance staff
 - ❑ Work with Procurement to identify Prime opportunities for DBEs



Executive Summary

MTA All Agency Legal Fees (April 2022 – December 2022)



Actual MBE Participation = \$2,789,737 or 7%
Actual WBE Participation = \$2,548,577 or 7%



Executive Summary

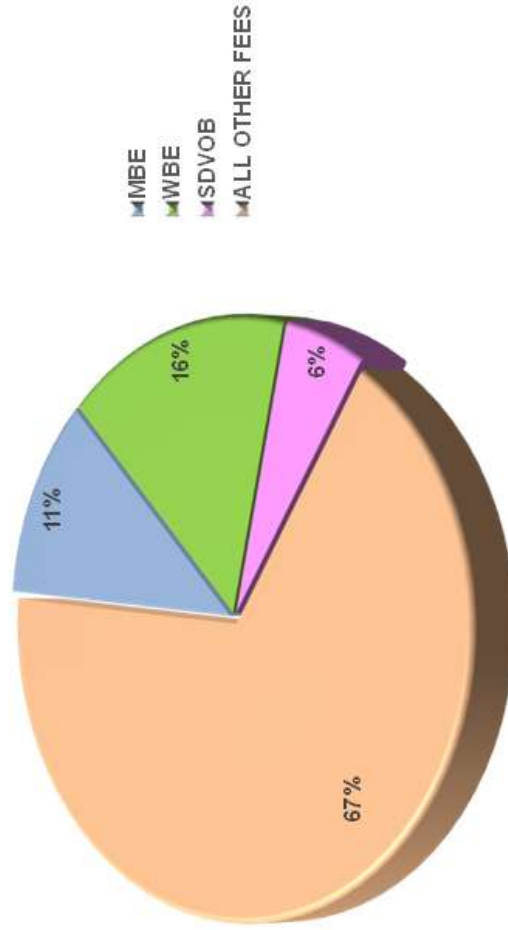
MTA All Agency Legal Fees (Continued)

- ❑ **Status:** MWBE goals are not being met
- ❑ **Trends**
 - ❑ Upward
 - ☑ Constant: MBE participation
 - ☑ Downward: WBE participation
- ❑ **Strategies for Improvement:**
 - ❑ Work with the MTA's General Counsel in increasing MWBE results.



Executive Summary

Financial Services MTA All Agency Underwriter Fees (April 2022 – December 2022)



Actual WBE Participation = \$2,403,314 or 16%
Actual MBE Participation = \$1,698,457 or 11%
Actual SDVOB Participation = \$843,944 or 6%
All Other Underwriting Fees = \$10,151,459 or 67%
Total Underwriting Fees = \$15,097,174

* Numbers may not total to 100% due to rounding



Executive Summary

Financial Services (Continued)

- **Status:** MBE and SDVOB goals are not being met
- **Trends**
 - ☑ Upward: SDVOB participation
 - ☑ Constant: MBE participation
 - ☑ Downward: WBE participation
- **Strategies for Improvement:**
 - Work with the MTA's CFO and Deputy Chief, Financial Services in increasing MWBE results.



Executive Summary

Asset Fund Managers – MWBE Participation Combined Plans (as of December 2022)

- Total assets managed by MWBEs: **\$2.29 billion**; or **26%** of total assets
- Majority of assets are in traditional asset classes
- Traditional assets managed by MWBEs: **\$2.16 billion**; or **36%** of traditional assets
 - MWBE firms manage
 - 62% of US Equities
 - 28% of Real Estate
 - 17% of Non-US Equities
 - 43% of Fixed Income
 - 9% of Opportunistic
- Alternative investments managed by MWBE's: **\$134 million**; or **6%** of alternative investments



Executive Summary

- **EEO** (full report on pages 92-105)
- MTA's overall workforce is currently comprised of **71,563** employees; of which **13,233 (18.5%)** are Females,* **51,554 (72%)** are Minorities, **2,086 (3%)** are Veterans,** and **507 (1%)** employees identified as Persons with Disabilities.** A breakdown of the MTA-wide workforce is detailed on page 95.
- MTA Agencies hired **6,926** new employees into the organization; of which **1,716 (25%)** are females,* **5,644 (81%)** are Minorities, **294 (4%)** are veterans,** and **55 (1%)** are People With Disabilities.
- During calendar year 2022, MTA Agencies handled a total of **198** new EEO complaints; of which **118** were internal and **80** were external.
- As of December 31, 2022, representation of females has **increased** by **650** employees, and the representation of minorities has **increased** by **2,246** employees, when compared to December 31, 2021.

*Includes minorities, non-minorities, and veterans

**We believe that there are more people with disabilities in our workforce, but they have not self-identified as such.



Executive Summary

EEO (Continued)

- **Status:** While the workforce size has increased by 3% during calendar year 2022, the overall diversity composition of our workforce has slightly increased, yet it has remained constant for some employment groups.

□ Trends

- Downward
- Constant
- ☑ Upward

□ Strategies for Improvement:

- Update MTA-wide EEO Program and customizing strategies to address areas of underutilization.
- Continue with position re-classifications to allow for MTA-wide analyses, reporting of employment activities.



Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

Business and Diversity Initiatives

April 24, 2023



Business and Diversity Initiatives

January 2023

- 12th Annual NYS MWBE Forum, Albany, NY (MJG Panelist)
- NY/NJ USDOT Bonding Education Program (MJG Speaker)
- MTA DBE Certification Workshop
- City & State NY: Government Procurement Conference (MJG Panelist)
- COMTO NY | Legislative Breakfast: Building Back New York Together
- Gilbane Event: Capital Projects as Engines of Equity
- Silicon Harlem's C-Better Foundation's 9th Annual Next Gen Tech Conference: FutureREADY (MJG Panelist)
- Engine to Ignite NYC – Marketplace Perspective: M/WBE and Small Business Growth, Certification, & Funding
- Competitive Edge Conference: Back to Business 2.0 (MJG Panelist)

February 2023

- Long Island Association Roundtable
- NAMC 53rd Annual Conference | Policy Changes in MWBE/DBE Participation – Biden Infrastructure Bill (MJG Panelist)
- LaGuardia Business Services: Fall Government & Business Expo (MJG keynote Speaker)
- SOMOS Puerto Rico Conference
- Northeast Small Business Transportation Resources Center
- Regional DBE Opportunity Summit
- Veterans in Economic Transition Conference (VETCON)



Business and Diversity Initiatives

March 2023

- MTA New Firm Orientation Session
- New Millennium Virtual Business Matchmaking Event



Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

DBE Certification Activity Report

April 24, 2023



MTA DBE Certification Unit

CERTIFICATION ACTIVITY REPORT YEAR 2021 - 2022

	2021	2022 **
New Applications Received	87	83
DBE Firms Certified in Current Year	57	59
DBE Firms Certified in Subsequent Year	0	0
Denied	0	2
Returned	3	10
Withdrawn	17	11
Application Closed	0	0
Decertified	0	0
Rejected	1	0
Delisted	1	0
Pending*	8*	1

* Applications pending from prior year(s)

** 2022 Data is up to December 31, 2022

	2021	2022 **
Annual Submissions Processed (Recertifications)	725	697
Average Day for Firms to be Certified	28.6	43.96



Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

MTA Small Business Development Program
Business Development Initiatives and
MWDBE/SDVOB Results

April 24, 2023



Small Business Development Program

Mission Statement

To develop and grow emerging contractors through classes, on-the-job training and technical assistance on prime contracts with MTA Agencies, thereby creating a larger pool of diverse qualified contractors who can compete for, and complete MTA construction projects safely, timely and within budget.



Elements of the SBDP

- Prime Contract Bid Opportunities up to \$3 million
- Business Management, Leadership and Technical Training
- Access to Working Capital and Surety Bonding
- Comprehensive business consulting services
- Experience working on MTA Projects up to \$3 million
- Fast-Track Payments – 10 Business Days



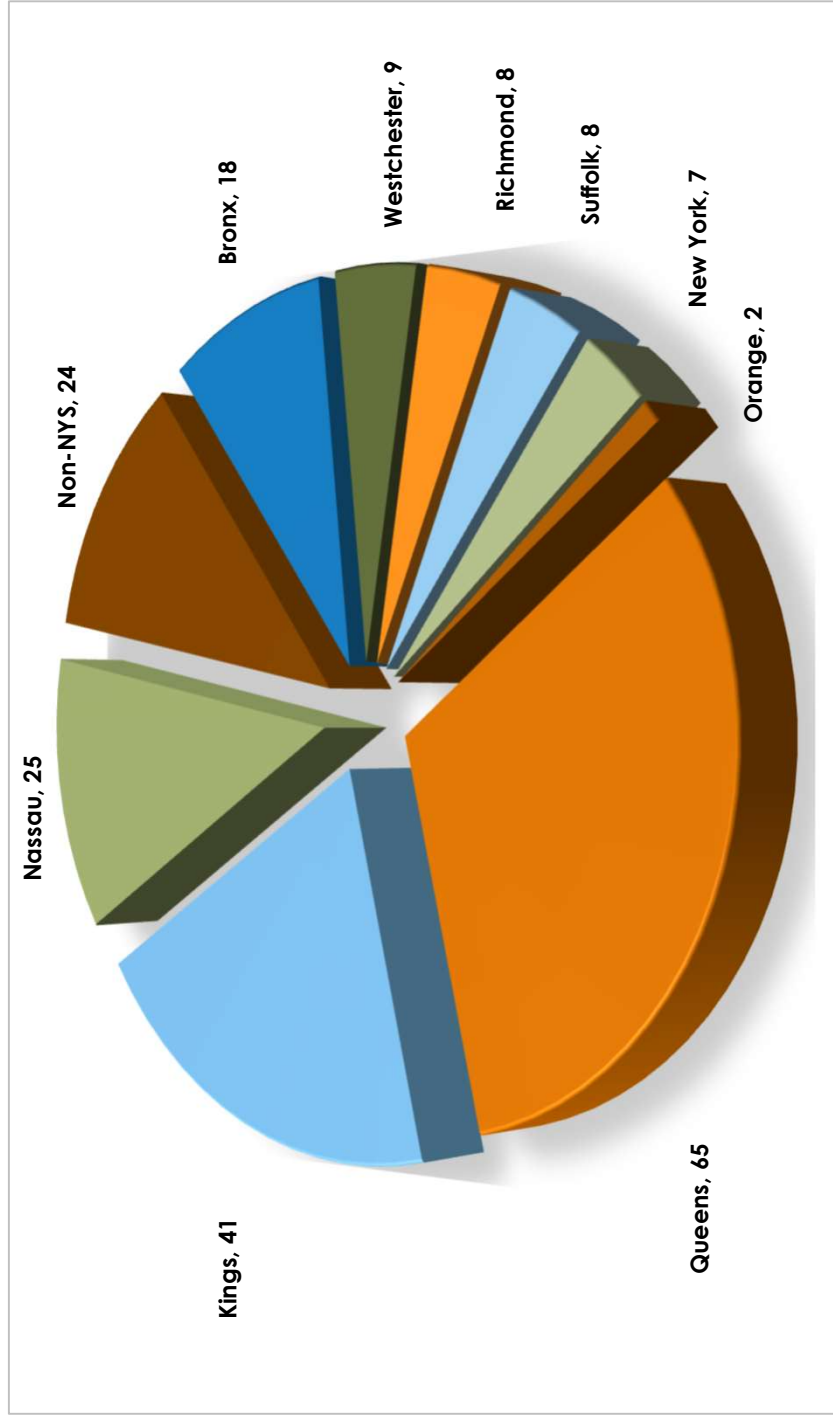
SBDP Represents NY Metro Region

Small Business Mentoring Program All Tiers

Certification	
MBE	110
WBE	28
DBE	63
SDVOB	14
Non-Certified	74

firms may have multiple certifications

207 Prequalified Firms (as of December 31, 2022)



SBDP Tier Participants

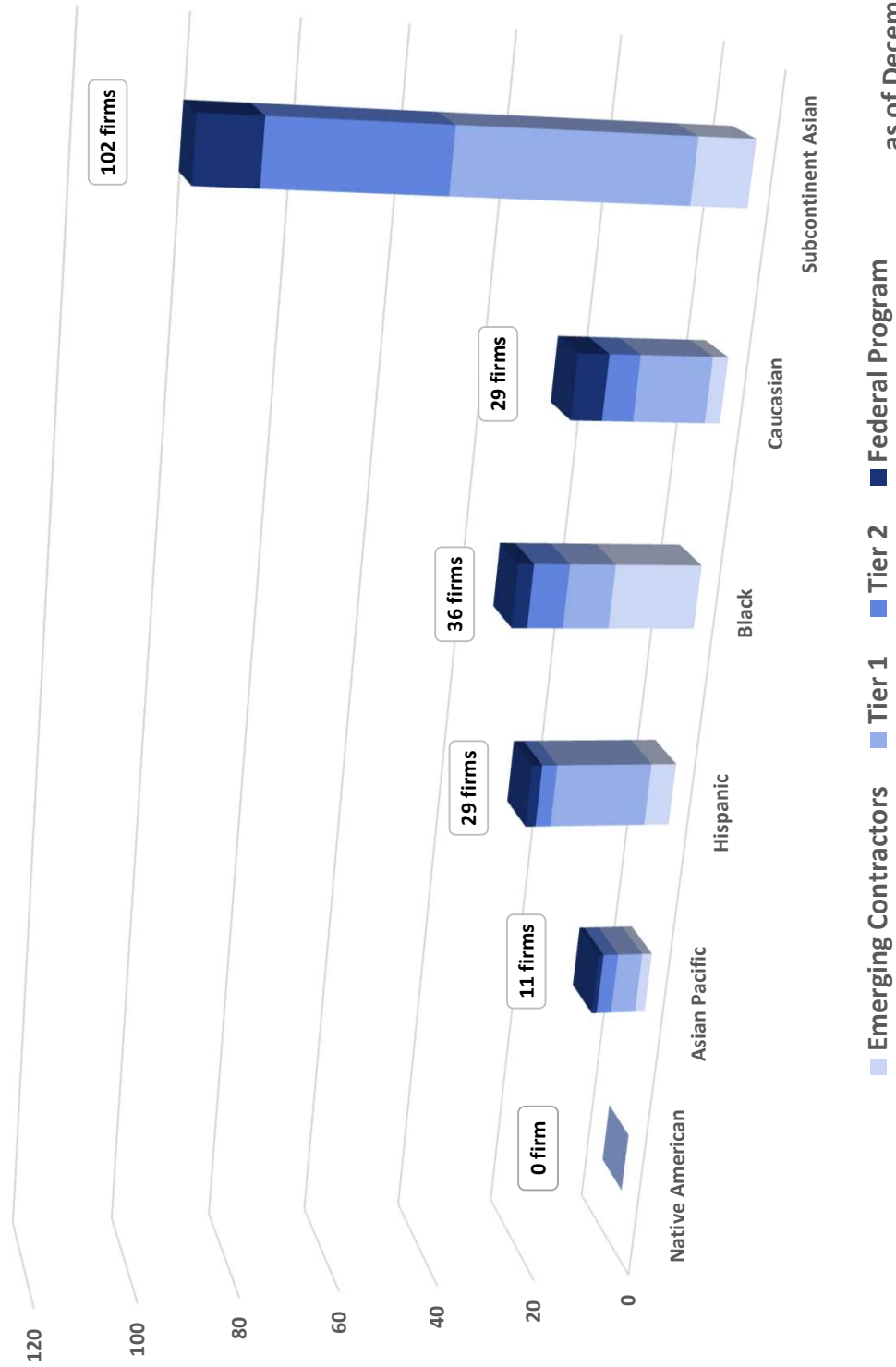


as of December 31, 2022



SBDP Tiers are also Diverse

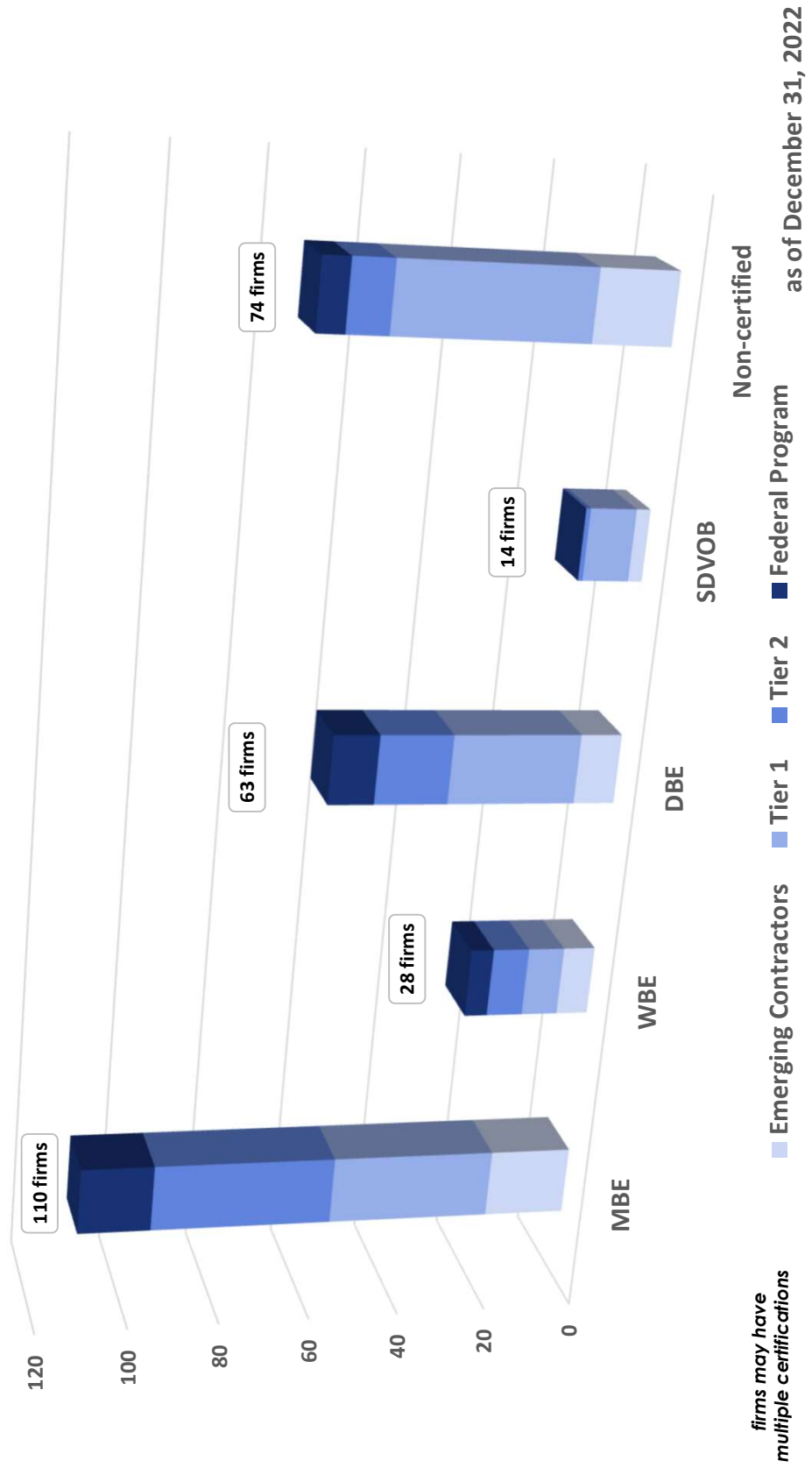
Ethnicity of Prequalified Contractors in Program Tiers



as of December 31, 2022

SBDP Certifications

Certifications of Prequalified Contractors in Program Tiers



firms may have multiple certifications

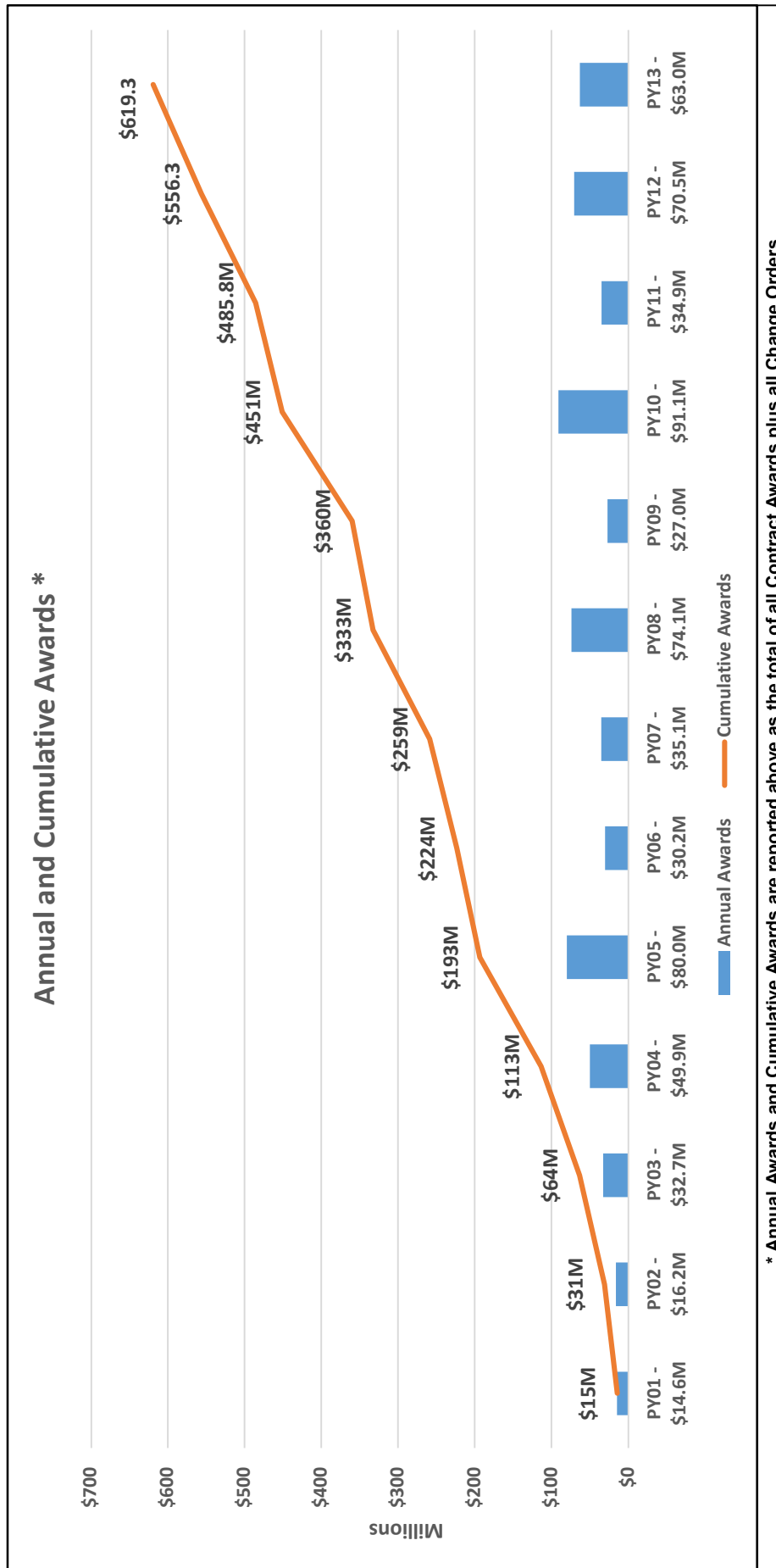


SBDP is Exceeding MWDBE Goals

- MTA MWBE SBMP Tier 1/Tier 2 Goal – **30%**
- MTA DBE Goal – **20%**
- MTA SDVOB Goal - **6%** (Initiated during Program Year 7)
- Tier 1 MWBE Achievements
 - **65%** - contracts awarded to NYS-certified MWBEs
 - **65%** - contract dollars awarded to NYS-certified MWBEs
- Tier 2 MWBE Achievements
 - **86%** - contracts awarded to NYS-certified MWBEs
 - **85%** - contracts dollars awarded to NYS-certified MWBEs
- Federal Program DBE Achievements
 - **62%** - contracts awarded to DBEs
 - **60%** - contracts dollars awarded to DBEs
- SDVOB Achievements
 - **1%** - contracts awarded to SDVOBs
 - **1%** - contract dollars awarded to SDVOBs



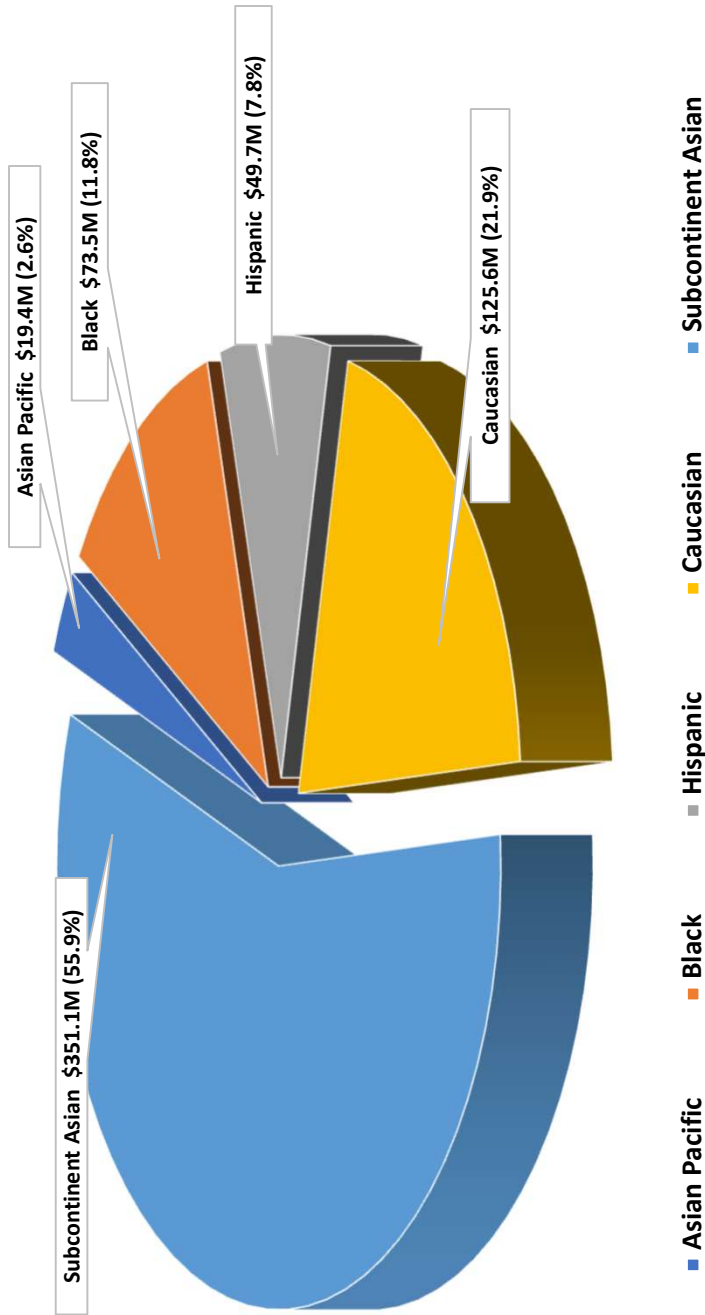
SBDP Prime Contract Opportunities



Program Year 1-13 awards through December 31, 2022

SBDP Contract Awards

Total SBDP Contract Awards by Ethnic Categories



Category	Legend	Awards
Subcontinent Asian	■	\$351.1M
Caucasian	■	\$125.6M
Black	■	\$73.5M
Hispanic	■	\$49.7M
Asian Pacific	■	\$19.4M
Total SBDP Awards		\$619.3M














(Awards in Millions of Dollars)

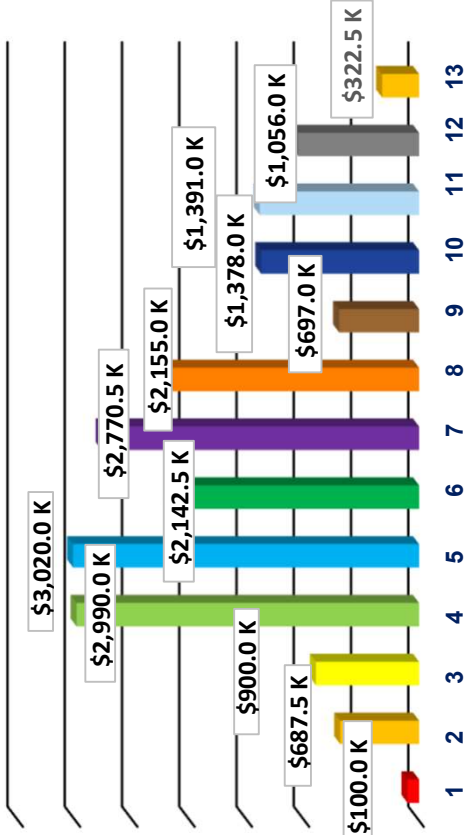
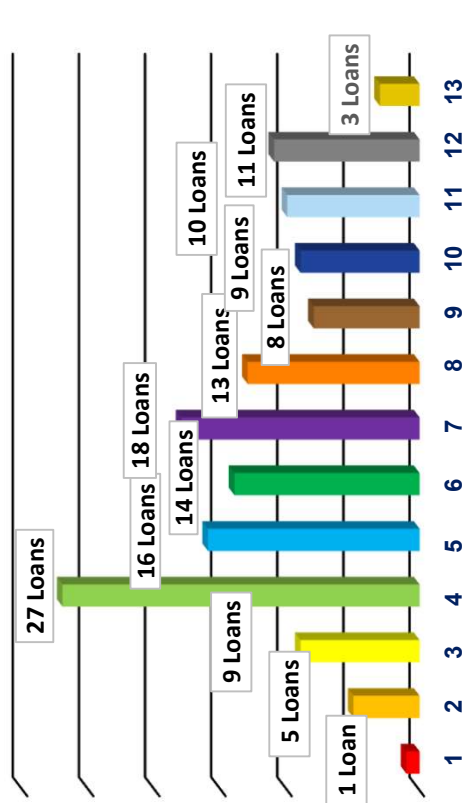
Contract Awards through December 31, 2022



SBDP Loan Program

Loan values shown are through December 31, 2022

	Year 1	1 Loan	totaling	\$ 100,000
	Year 2	5 Loans	totaling	\$ 687,500
	Year 3	9 Loans	totaling	\$ 900,000
	Year 4	27 Loans	totaling	\$2,990,000
	Year 5	16 Loans	totaling	\$3,020,000
	Year 6	14 Loans	totaling	\$2,142,500
	Year 7	18 Loans	totaling	\$2,770,500
	Year 8	13 Loans	totaling	\$2,155,000
	Year 9	8 Loans	totaling	\$ 697,000
	Year 10	9 Loans	totaling	\$1,378,000
	Year 11	10 Loans	totaling	\$1,391,000
	Year 12	11 Loans	totaling	\$1,056,000
	Year 13	3 Loans	totaling	\$ 322,500
Total 144 Loans			Totals	\$19,610,000



Maximum Loan Available: Tier 1 - up to \$150,000
SBFP and Tier 2 - up to \$900,000

Note: On January 1, 2019, SBDP began reporting on a Calendar year instead of a Fiscal year.
Year 9 represents activity from August 1st 2018 to December 31st, 2018



SBDP Awards

➤ Program Year	Tier	Dollars Awarded
➤ 2010 – 2022	SBMP-Tier 1	Awards total \$232.2 Million
➤ 2015 – 2022	SBMP-Tier 2	Awards total \$225.5 Million
➤ 2013 – 2022	SBFP	Awards total \$161.6 Million
Award values shown are through December 31, 2022		
	All Tiers	Awards total \$619.3 Million



SBDP Facilitates Bonding and Growth

- The Small Business Development Bond Program has assisted Tier 2 and SBFP firms in securing **\$574 million** in surety bonds.
- **1,447** bid opportunities in the **Tier 2** and **Federal** programs
- **205** contract awards in the **Tier 2** and **Federal** programs
- Ongoing consultation with contractors to maximize bidding opportunities by increasing bonding capacity
- **Engaging Tier 1** contractors 24-36 months before graduation to ensure access to bonding and eligibility for the Tier 2 and the Federal Program



TRAINING IS INTEGRAL TO SUCCESS

- Over **280** classroom training dates completed from July 2010 through December 2022
- Over **2,130** hours of classroom training provided from July 2010 through December 2022
- More than **1,095** firms have participated in the training since the program's inception,
 - Over **510** of these firms have applied to and prequalified into the SBMP
- All prequalified contractors complete a mandatory 18-session training program
- Over **30** course attendees were registered for the recent training sessions
 - assisting them through the application and pre-qualification process

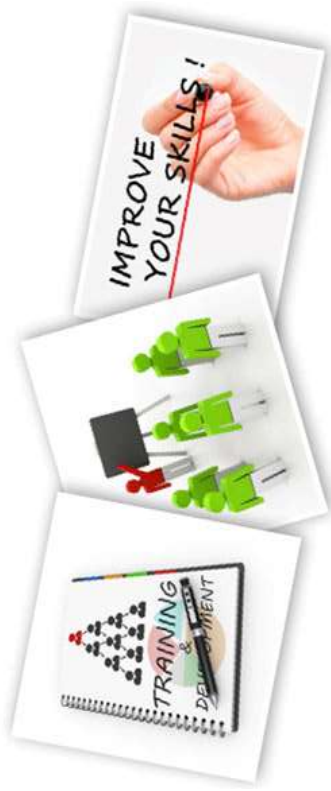


Training Classes Continue to Evolve

- Regular review and update of topics, materials and instructors
- New topics include Project Management and Strategic Business Development
- Mandatory training spans technical, organizational, and business operations

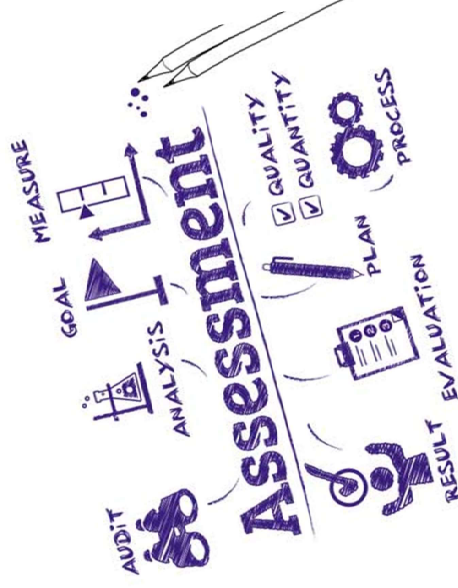
➤ Course topics include:

- Doing Business with the MTA and Prime Contractors
- Prevailing Wages / Project Management
- Estimating and Bidding Strategies at the MTA
- Project Scheduling at the MTA
- Cash Flow and Financial Management
- Safety and Quality Planning at the MTA
- Requisition and Change Order Process
- Business Communications
- Marketing Your Business to the NY Construction Industry
- Construction Law
- Developing a Profitable Business in the MTA Region
- Surety Bonding, Access to Capital, and The CEO Toolkit
- Navigating MTA Contracts & MWDBE Compliance / Strategic Business Development
- How to be a Prime Contractor



Assessments Plot a Course of Action

- Contractor Assessments lead to detailed Action Plans
- Identifying existing and future needs
- Creating SMART Plans with each contractor
 - **S**pecific
 - **M**easurable
 - **A**greed Upon
 - **R**ealistic
 - **T**ime-bound
- **Over 465** In-Person Assessments Completed
- **Over 445** Action Plans Delivered
- Regular follow up with contractors on progress



Benefits Of The Program

- Uniform Set of Front-End Bid Documents for All Agencies: NYCT, MNR, B&T, LIRR, MTA BUS, and MTA C&D
- Payments – within 10 business days
- Awards SBMP & SBFP – within 22 business days
- Closeouts SBMP & SBFP – within 20 & 30 business days respectively
- Change Orders – within 15 business days
- Submittals – within 10 business days
- RFIs – within 5 business days



Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

M/W/DBE and SDVOB
Contract Compliance

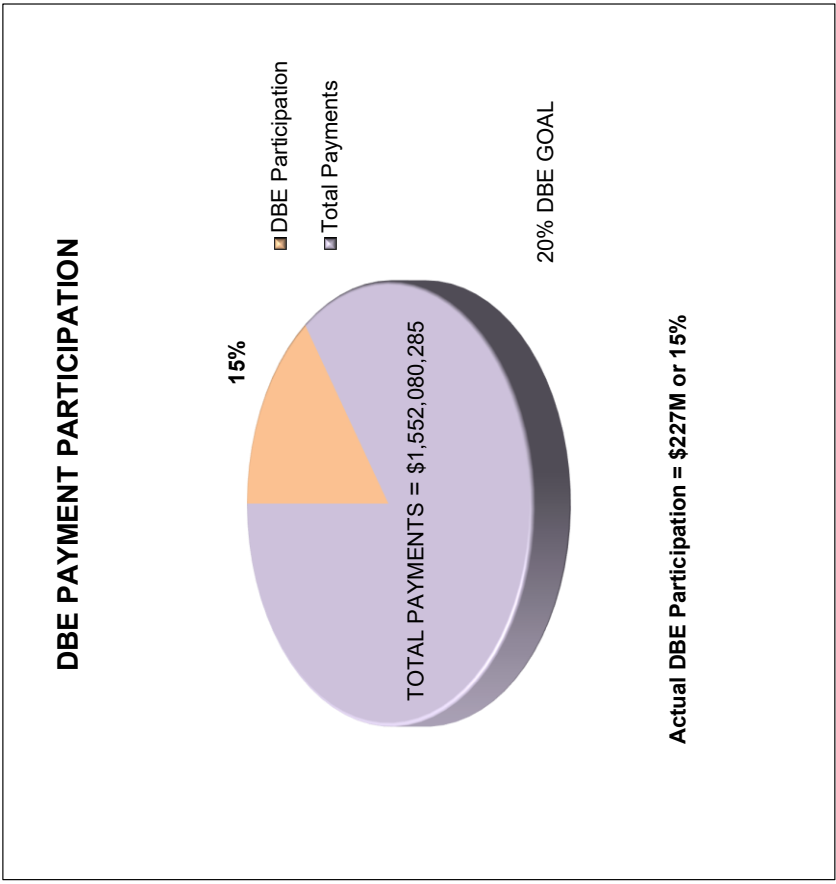
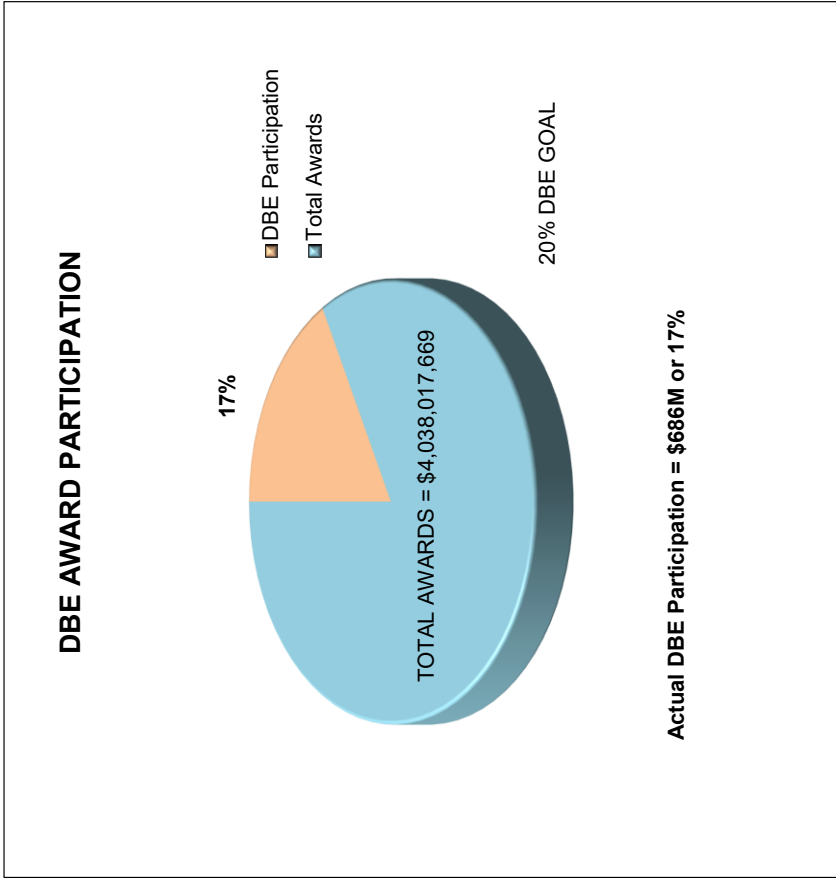
April 24, 2023



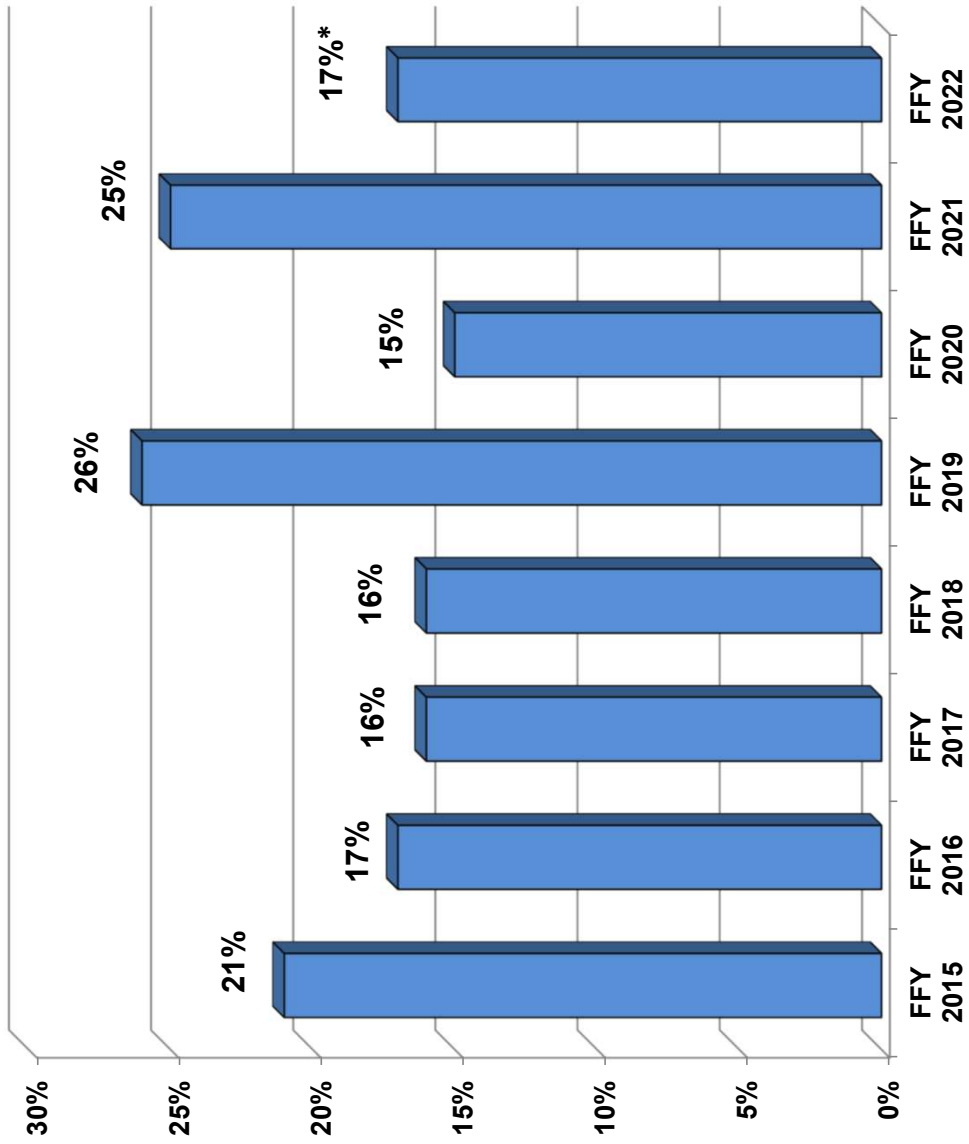
**DBE Participation in Federally Funded Contracts
Federal Fiscal Year 2022
(Reporting Period: October 1, 2021 to September 30, 2022)**

- Each year, MTA reports to the Federal Transit Administration on a semi-annual basis DBE participation in federally funded contracts.
- Reports are submitted on June 1st -- covering October through March, and December 1st -- covering April through September. The December report also summarizes data for the entire Federal Fiscal Year (“FFY”).
- Reports include DBE participation data on new awards and payments on ongoing and completed contracts.
- For FFY 2022, MTA’s DBE goal is 20%.
- During the FFY 2022, MTA awarded \$4 billion in the federally funded portion of contracts, with \$686 million (17%) being awarded to certified DBEs.
- During the FFY 2022, MTA paid prime contractors approximately \$1.55 billion, with payments to certified DBEs totaling \$227 million (14.64%).
- On contracts closed during the FFY 2022, MTA achieved 18.5% DBE participation.

FEDERALLY-FUNDED CONTRACTS
 DBE CONTRACT ACTIVITY
 FEDERAL FISCAL YEAR 2022(OCTOBER 2021-SEPTEMBER 2022)

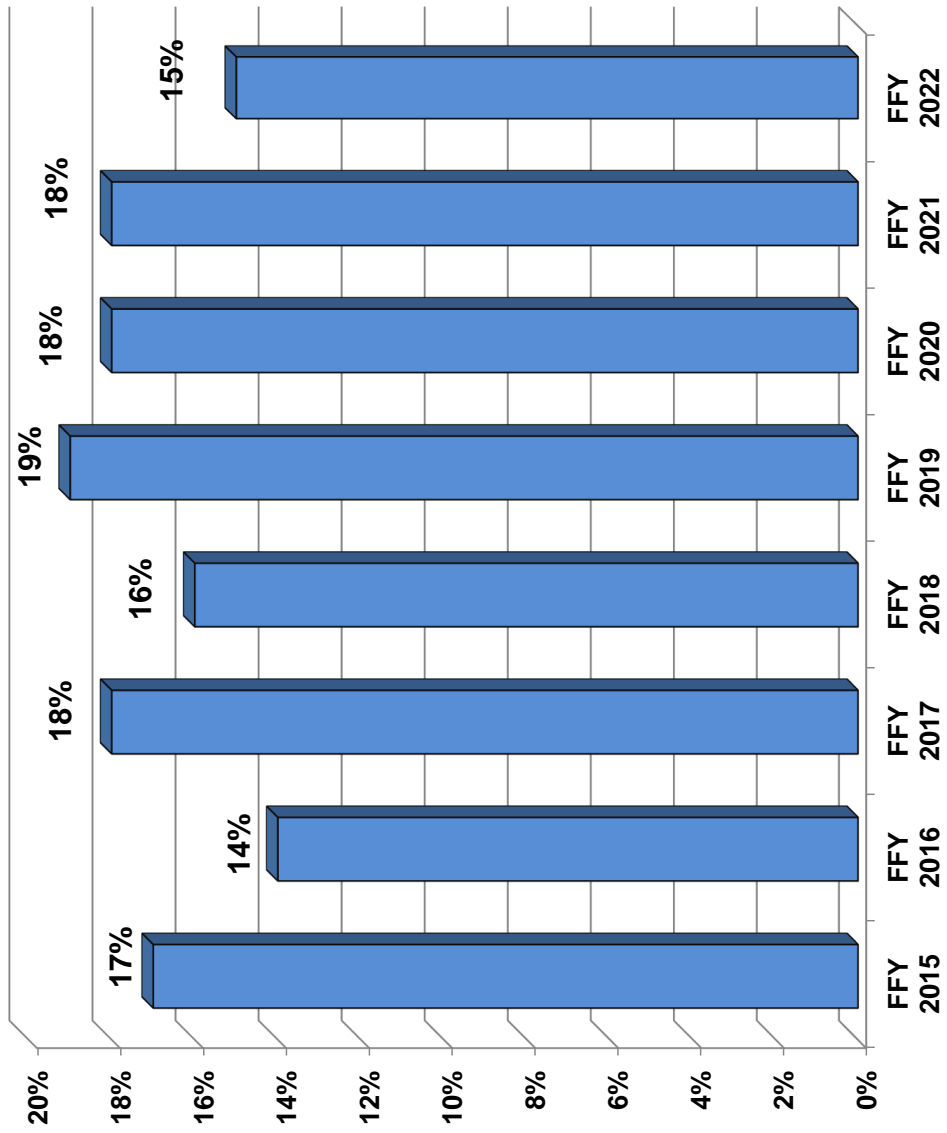


**DBE CONTRACT AWARDS
October 2014 - September 2022**



* Please note that 24% DBE participation will be achieved by utilizing the TBD method on design and build projects.

DBE CONTRACT PAYMENTS
October 2014 - September 2022



**FEDERALLY-FUNDED CONTRACTS
DBE CONTRACT ACTIVITY
FEDERAL FISCAL YEAR 2022 (OCTOBER 2021-SEPTEMBER 2022)**

AWARDS*

CONTRACT AWARDS	PRIME AWARDS		DBE PARTICIPATION			OVERALL FTA GOAL
	Number of Contracts	Award Amount	Number of DBE Contracts	DBE Award Amount	% To Agency Total	
1ST SEMI-ANNUAL REPORT October 2021- March 2022	419	\$3,138,831,414	278	\$528,542,378	17%	20%
2ND SEMI-ANNUAL REPORT April 2022- September 2022	320	\$899,186,255	157	\$157,853,537	18%	20%
TOTAL	**739	\$4,038,017,669	435	\$686,395,915	17%	20%

PAYMENTS*

CONTRACT PAYMENTS	PAYMENTS TO PRIMES		DBE PARTICIPATION			OVERALL FTA GOAL
	Number of Contracts	Payment Amount	Number of DBE Subcontracts	DBE Payment Amount	% To Agency Total	
1ST SEMI-ANNUAL REPORT October 2021- March 2022	798	\$735,281,551	582	\$93,030,815	13%	20%
2ND SEMI-ANNUAL REPORT April 2022- September 2022	870	\$816,798,734	636	\$134,236,011	16%	20%
TOTAL	1,668	\$1,552,080,285	1,218	\$227,266,826	15%	20%

*Dollar amounts represent the federally-funded portion of contracts.

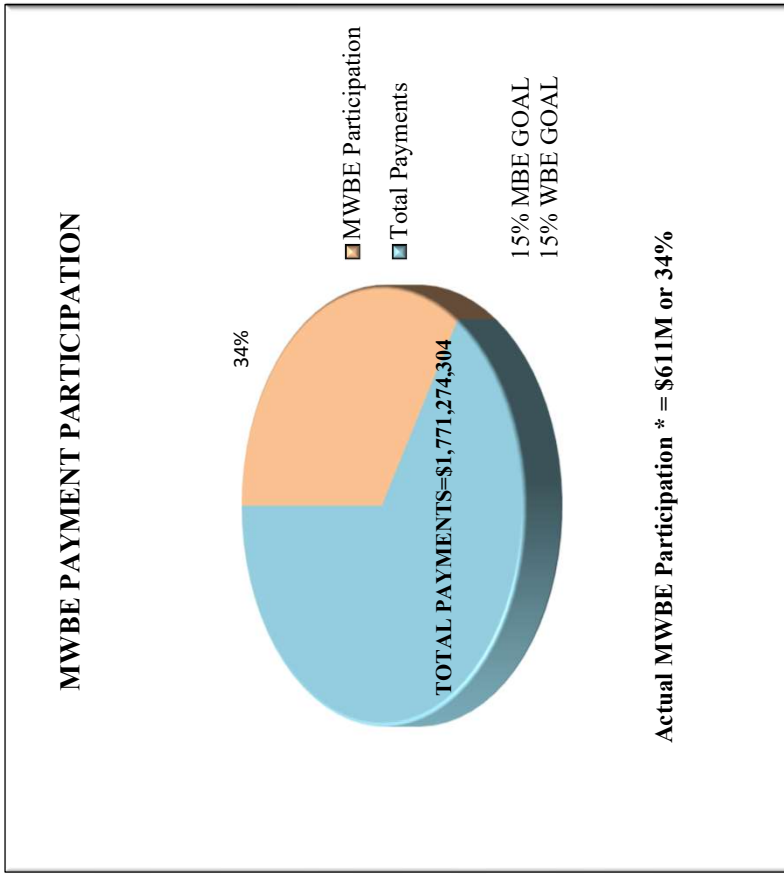
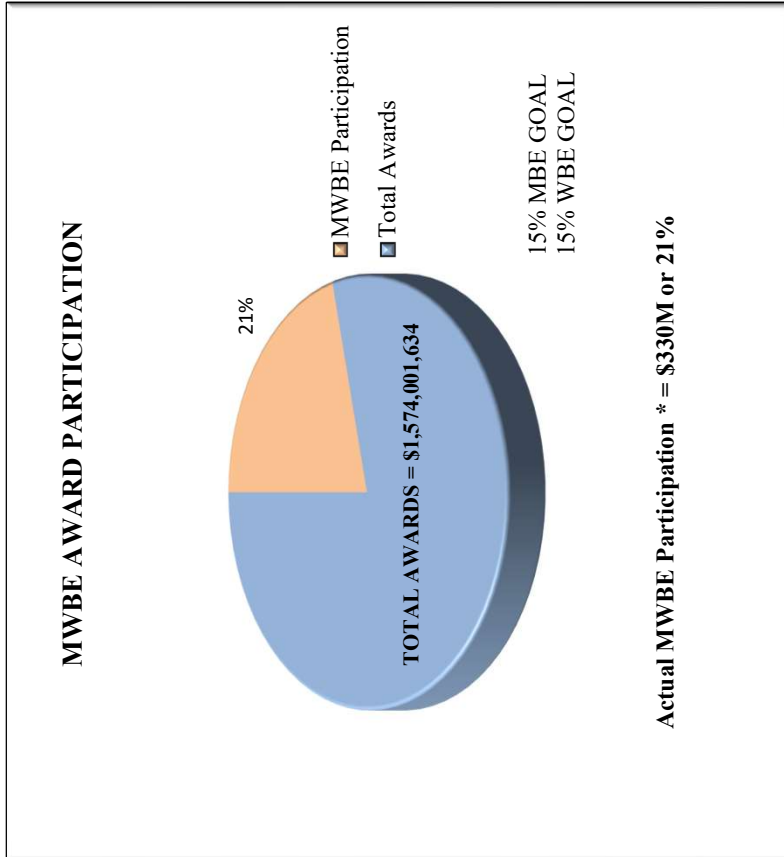
**This figure includes contracts for which no DBE goals were assigned.

**MWBE Participation in State Funded Contracts
New York State Fiscal Year 2022-2023*
(Reporting Period: April 1, 2022 to December 31, 2022)**

- Each year, the MTA reports to the Empire State Development Corporation on a quarterly basis the MWBE participation on state funded contracts.
- Reports are submitted 15 days after the end of each quarter, on January 15, April 15, July 15, and October 15.
- Reports include data on contracts with goals and MWBE contract payments.
- MTA established an overall MWBE goal of 30% for the New York State fiscal year 2022-2023, starting April 1, 2022.
- During the first three quarters of the FY 2022-23, the MTA awarded \$1.5 billion on New York State funded contracts, with approximately \$330.4 million (21%) awarded to certified MWBEs.
- During the first three quarters of the FY 2022-23, the MTA paid \$1.7 billion on prime contracts, with \$611 million (34%) paid to certified MWBEs.

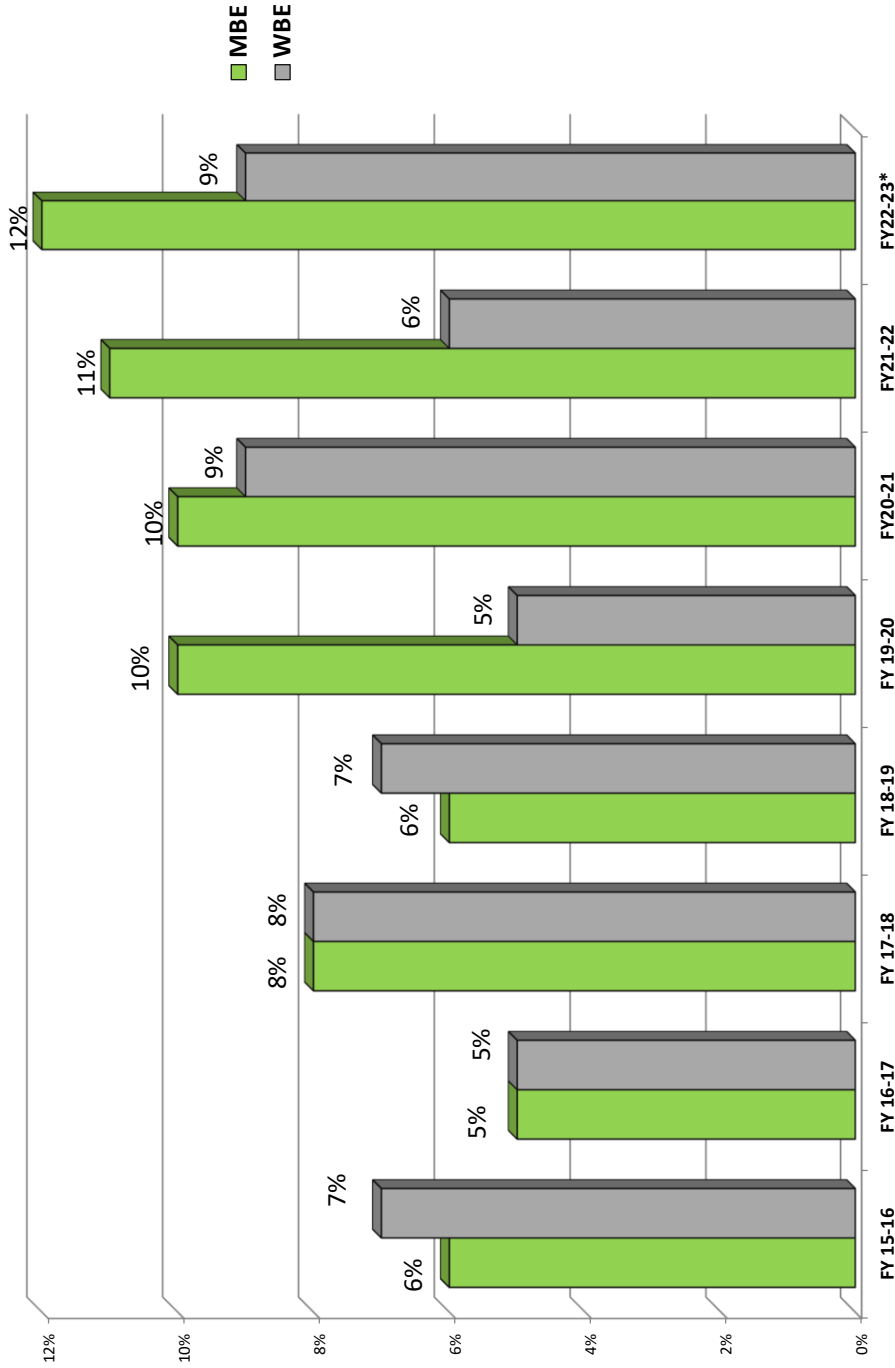
*The State Fiscal Year runs from April 1st through March 31st.

MWBE CONTRACT ACTIVITY
 NEW YORK STATE FISCAL YEAR 2022-2023 (APRIL 2022-DECEMBER 2022)



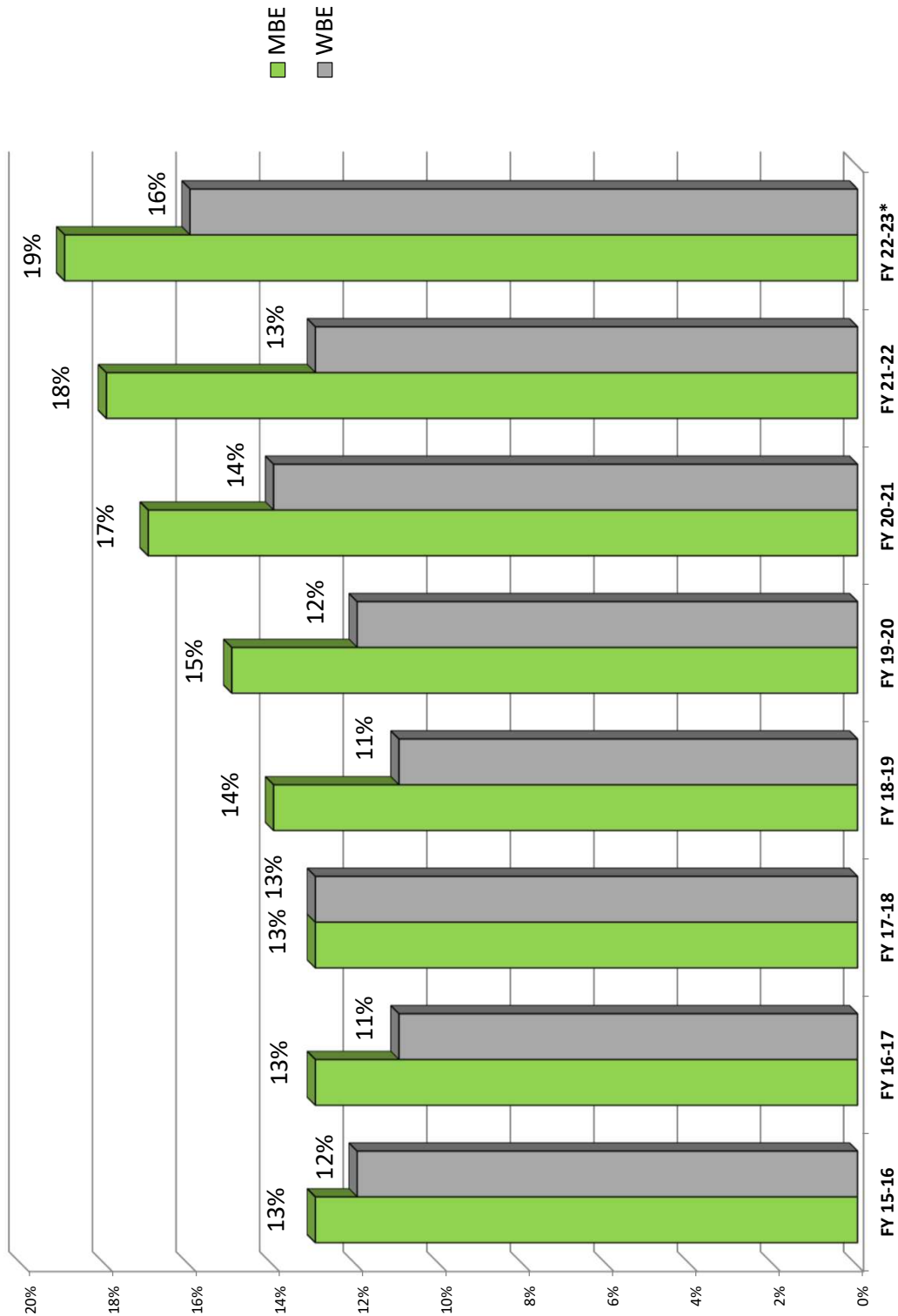
*FY 2022-23, Quarters 1-3 (April 2022 to December 2022)

**NYS MWBE AWARDS
APRIL 2015 -DECEMBER 2022**



* FY 2022-23, Quarters 1-3 (April 2022 to December 2022)

**NYS MWBE PAYMENTS
APRIL 2015 - DECEMBER 2022**



* FY 2022-23, Quarters 1-3 (April 2022 to December 2022)

**NYS CONTRACTS
MWBE CONTRACT ACTIVITY
APRIL 1, 2022 - DECEMBER 31, 2022 ***

CONTRACT AWARDS	PRIME AWARDS		MWBE AWARDS			NYS Goal
	Number of Contracts	Award Amount	Number of MWBE Subcontracts	MWBE Award Amount	MWBE %	
FIRST QUARTER (Apr-Jun 2022)	11,215	\$259,687,402	1,159	\$55,405,854	21%	30%
SECOND QUARTER (Jul-Sep 2022)	10,409	\$698,156,743	1,082	\$68,044,719	10%	30%
THIRD QUARTER (Oct-Dec 2022)	9,313	\$616,157,489	1,001	\$207,040,428	34%	30%
TOTAL	30,937	\$1,574,001,634	3,242	\$330,491,002	21%	30%

CONTRACT PAYMENTS	PAYMENTS TO PRIMES		MWBE PARTICIPATION			NYS Goal
	Number of Contracts	Payment Amount	Number of MWBE Contracts	MWBE Payment Amount	MWBE %	
FIRST QUARTER (Apr-Jun 2022)	2,061	\$606,029,637	2,885	\$209,648,445	35%	30%
SECOND QUARTER (Jul-Sep 2022)	2,075	\$541,629,880	2,811	\$189,581,581	35%	30%
THIRD QUARTER (Oct-Dec 2022)	1,895	\$623,614,787	2,659	\$211,659,825	34%	30%
TOTAL	6,031	\$1,771,274,304	8,355	\$610,889,851	34%	30%

***FY 2022-23, Quarters 1-3 (April 2022 - December 2022)**

**SDVOB Participation on State Funded Contracts
New York State Fiscal Year 2022-2023*
(Reporting Period: April 1, 2022 to December 31, 2022)**

- Each year, the MTA reports to the Office of General Services on a quarterly basis the SDVOB participation on state funded contracts.
- Reports are submitted 30 days after the end of each quarter, on January 30, April 30, July 30, and October 30.
- Reports include data on contracts with SDVOB goals and payments made to SDVOBs.
- MTA established an overall SDVOB goal of 6% for State fiscal year 2022-2023, starting on April 1, 2022.
- During the first three quarters of FY 2022-23, the MTA awarded approximately \$222.9 million in contracts with \$12.4 million (6%) awarded to certified SDVOBs.
- During the first three quarters of FY 2022-23, the MTA paid \$617 million on prime contracts with \$22.5 million (4%), paid to certified SDVOBs.

*The State Fiscal Year runs from April 1st through March 31st.

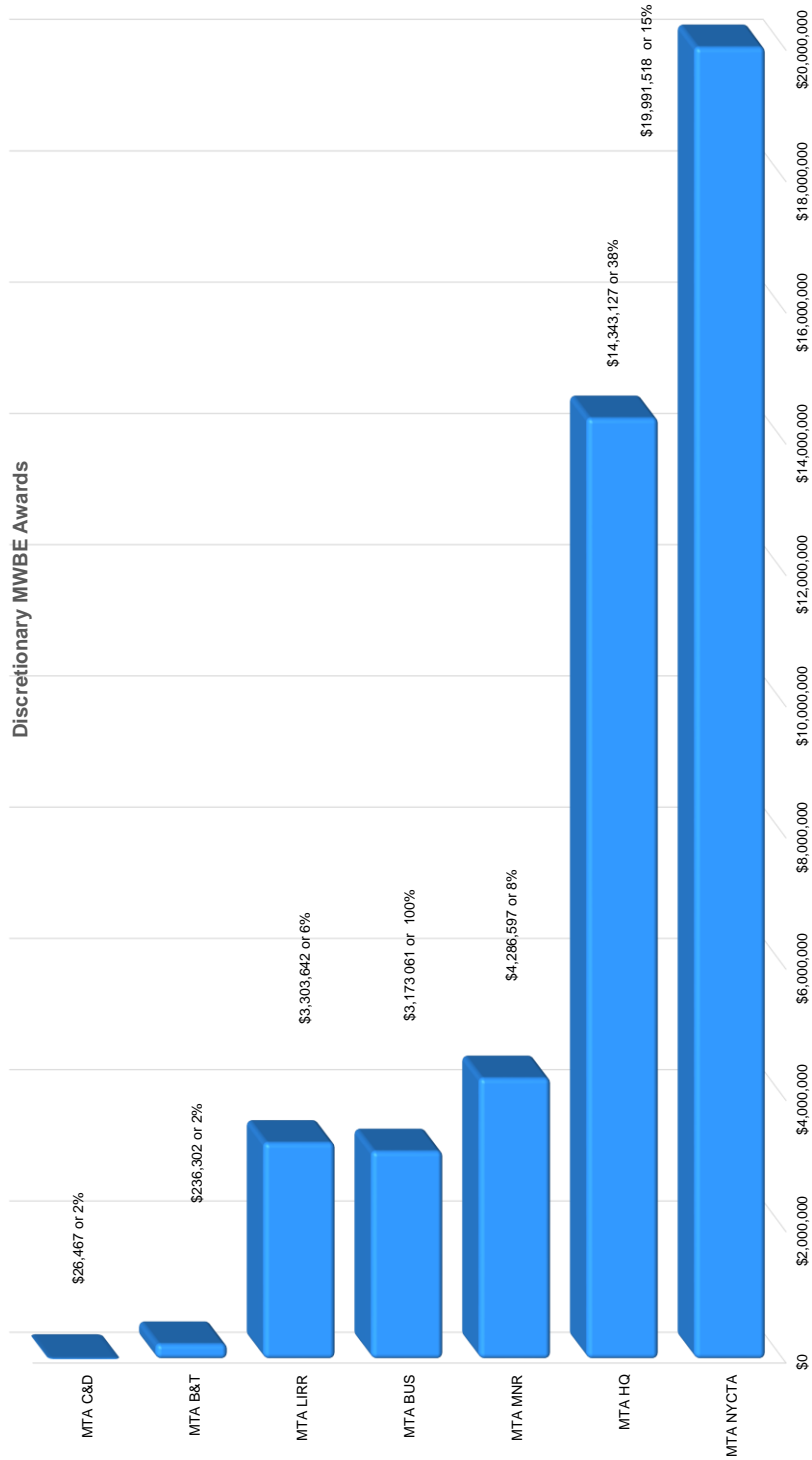
**NYS CONTRACTS
SDVOB CONTRACT ACTIVITY
APRIL 1, 2022 - DECEMBER 31, 2022 ***

Contract Awards	Prime Awards	SDVOB Awards	SDVOB%
FIRST QUARTER (Apr-Jun 2022)	\$44,982,352	\$3,045,841	7%
SECOND QUARTER (Jul-Sep 2022)	\$103,779,528	\$4,274,246	4%
THIRD QUARTER (Oct-Dec 2022)	\$74,161,638	\$5,106,487	7%
FY 2022-2023 TOTAL	\$222,923,519	\$12,426,575	6%

Contract Payments	Prime Disbursements	SDVOB Disbursements	SDVOB%
FIRST QUARTER (Apr-Jun 2022)	\$190,043,296	\$6,420,408	3%
SECOND QUARTER (Jul-Sep 2022)	\$192,871,789	\$5,737,311	3%
THIRD QUARTER (Oct-Dec 2022)	\$234,429,390	\$10,397,350	4%
FY 2022-2023 TOTAL	\$617,344,475	\$22,555,069	4%

***NYS FY 2022-23 Quarters 1-3**

MTA ALL AGENCY
 DISCRETIONARY PROCUREMENTS REPORT*
 APRIL 2022 - DECEMBER 2022



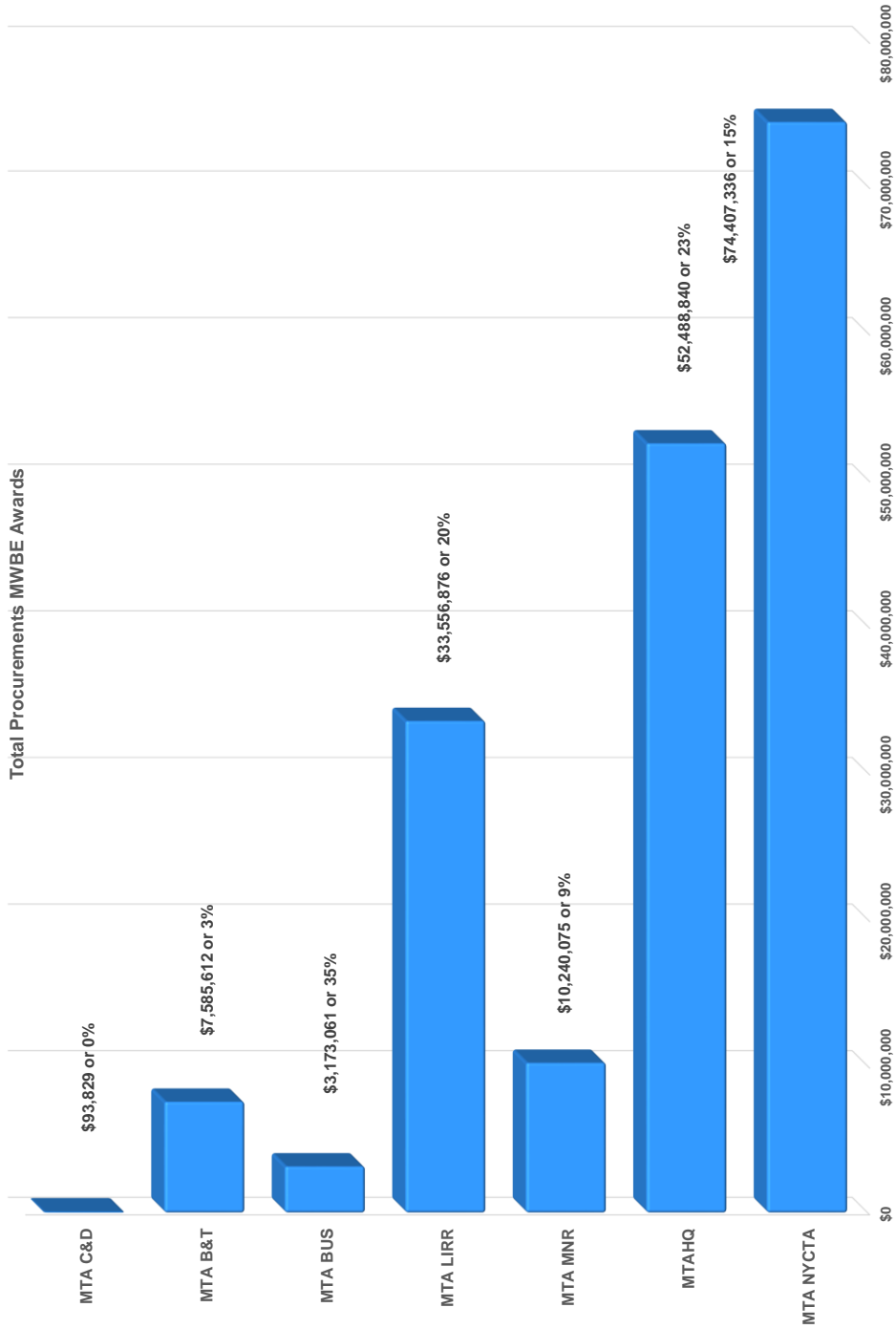
*Discretionary procurements include purchases for goods, miscellaneous procurements, personal or miscellaneous services.

**MTA ALL AGENCY
DISCRETIONARY PROCUREMENT REPORT**
April 2022 - December 2022**

Agency	Total Awards \$1.5M or Less	Discretionary MWBE Awards	Discretionary MWBE %	Discretionary SBC	Discretionary SBC %
MTA BUS	\$3,173,936	\$3,173,061	100%	\$875	0%
MTA HQ	\$37,936,327	\$14,343,127	38%	\$0	0%
MTA NYCTA	\$133,781,426	\$19,991,518	15%	\$5,484,327	4%
MTA MNR	\$54,772,352	\$4,286,597	8%	\$842,504	2%
MTA LIRR	\$54,253,573	\$3,303,642	6%	\$1,228,340	2%
MTA B&T	\$14,673,814	\$236,302	2%	\$0	0%
MTA C&D	\$1,315,860	\$26,467	2%	\$2,096	0%
Total	\$299,907,288	\$45,360,714	15%	\$7,558,141	3%

* Discretionary procurements include purchases for goods, miscellaneous procurements, personal or miscellaneous services.

MTA ALL AGENCY
 TOTAL PROCUREMENTS REPORT
 APRIL 2022 - DECEMBER 2022



**MTA ALL AGENCY
TOTAL PROCUREMENTS
APRIL 2022 - DECEMBER 2022**

Agency	Total Award Amount	Total MWBE Awards	MWBE %
MTA HQ	\$226,211,945	\$52,488,840	23%
MTA LIRR	\$163,815,684	\$33,556,876	20%
MTA NYCTA	\$510,551,281	\$74,407,336	15%
MTA BUS	\$9,091,729	\$3,173,061	35%
MTA MNR	\$118,240,993	\$10,240,075	9%
MTA B&T	\$259,887,165	\$7,585,612	3%
MTA C&D	\$52,138,595	\$93,829	0%
Total	\$1,339,937,393	\$181,545,629	14%

Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

Discretionary A&E, IT, and Legal

April 24, 2023



A/E Awards thru Discretionary Procurement April 2021 - December 2022

#	Agency	Contract Number	Project Name & Description	Primary Trades	Contract Amount	Notice of Award Date	Contractor	Contractor Certification
1	B&T	14073-5600 - Work Order No. 29	RIC-2003 for improvements to the Ventilation at the Fleet Garage and RMB 2nd Floor	As-Needed Construction Administration, Inspection and Support Services	\$ 252,137	4/29/21	IH Engineers, P.C.	MBE
2	B&T	14073-5600 - Work Order # 36,	Senior Project Engineer(s), Staff Augmentation for Project GES-264	As-Needed Construction Administration, Inspection and Support Services	\$ 313,000	5/28/21	O&S Associates, Inc.	MBE
3	B&T	14073-4600 - Work Order # 35	Senior Project Engineer(s), Staff Augmentation for Project GES-264	As-Needed Construction Administration, Inspection and Support Services	\$ 350,189	6/11/21	Armand Corporation	M/WBE
4	B&T	14073-1800 - Work Order # 33	WO 33 Senior Project Engineer (Multi facility)- GES-264	As-Needed Construction Administration, Inspection and Support Services	\$ 263,191	8/6/21	SJH Engineering	MBE
5	B&T	14073-3600 - Work Order # 34	HHM-396, 400, 401, 402 Construction Administration	As-Needed Construction Administration, Inspection and Support Services	\$ 782,847	8/6/21	Hudson Valley Engineering Associates, P.C.	WBE
6	B&T	14073-0500 - Work Order # 31	CBM-335, MPM-355 Construction Administration	As-Needed Construction Administration, Inspection and Support Services	\$ 659,000	8/11/21	SI Engineering, P.C.	MBE
7	B&T	14073-5000 - Work Order # 38	GFMC-2101 - Climate Control for HCT and QMT Buildings	As-Needed Construction Administration, Inspection and Support Services	\$ 644,095	9/15/21	M&J ENGINEERING, P C	MBE

Total : \$ 3,264,459

IT Discretionary

**IT Discretionary Consulting Contract No. 14357
April 2022 - December 2022**

Total Number of Awards- 104

Value of Awards- \$20 million

Value of Cumulative Awards- \$187 million



MTA ALL AGENCY LEGAL FEES PAID
APRIL THROUGH DECEMBER 2022

AGENCY	ALL LEGAL FEES PAID	PAYMENTS TO MBE CERTIFIED FIRMS	MBE PARTICIPATION	PAYMENTS TO WBE CERTIFIED FIRMS	WBE PARTICIPATION	PAYMENTS TO MWBE CERTIFIED FIRMS	MWBE PARTICIPATION	PAYMENTS TO NON-CERTIFIED FIRMS
MTA C&D	\$ 849,972	\$ 131,641	15.49%	\$ 189,865	22.34%	\$ 321,505	37.83%	\$ 528,467
MTA BUS	\$ 3,530,175	\$ 161,141	4.56%	\$ 948,329	26.86%	\$ 1,109,471	31.43%	\$ 2,420,704
B&T	\$ 706,545	\$ 39,506	5.59%	\$ 172,412	24.40%	\$ 211,919	29.99%	\$ 494,626
FMTAC	\$ 2,556,057	\$ 627,383	24.54%	\$ 105,833	4.14%	\$ 733,217	28.69%	\$ 1,822,841
LIRR	\$ 1,508,482	\$ 83,770	5.55%	\$ 52,243	3.46%	\$ 136,012	9.02%	\$ 1,372,470
NYCTA	\$ 12,972,118	\$ 752,852	5.80%	\$ 600,845	4.63%	\$ 1,353,697	10.44%	\$ 11,618,421
MNR	\$ 1,453,092	\$ 87,980	6.05%	\$ 233,167	16.05%	\$ 321,147	22.10%	\$ 1,131,945
MTA HQ	\$ 15,055,174	\$ 905,463	6.01%	\$ 245,883	1.63%	\$ 1,151,347	7.65%	\$ 13,903,827
Total	\$ 38,631,615	\$ 2,789,737	7%	\$ 2,548,577	7%	\$ 5,338,314	14%	\$ 33,293,301

Metropolitan Transportation Authority
Department of Diversity and Civil Rights

Status of Closed Contracts
as of December 31, 2022

April 24, 2023



MTA Headquarters DDCR Update

Inactive Contracts – Status as of December 31, 2022

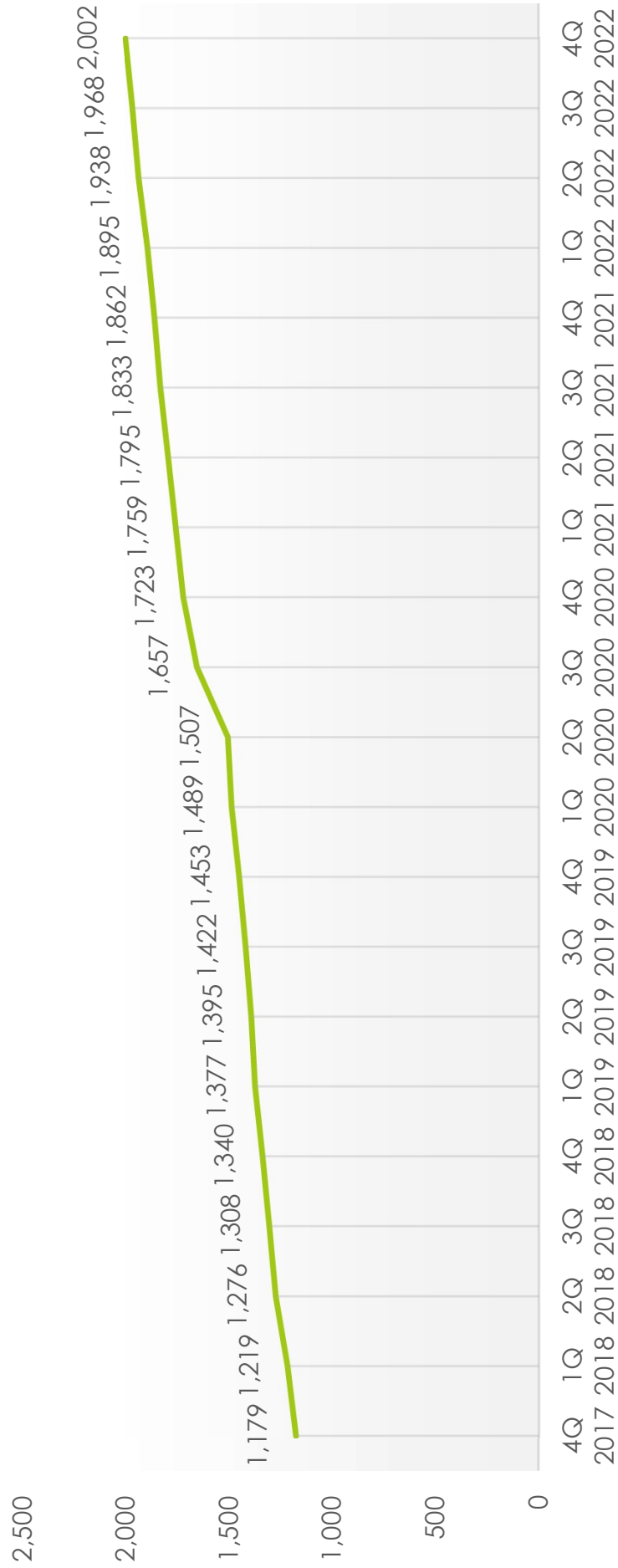
Inactive Contracts with Goals	#
1. Total Contracts Reviewed and Closed	1,693
2. Contracts Administratively Closed	309¹
Sub-Total	2,002 (98%)
3. Closeouts in Progress	35
4. Contracts Pending Agency Action	10
Total	2,047 (100%)

1. Contracts administratively closed because of the age of the contract (beyond the established seven-year record retention period).



MTA Headquarters DDCR Update

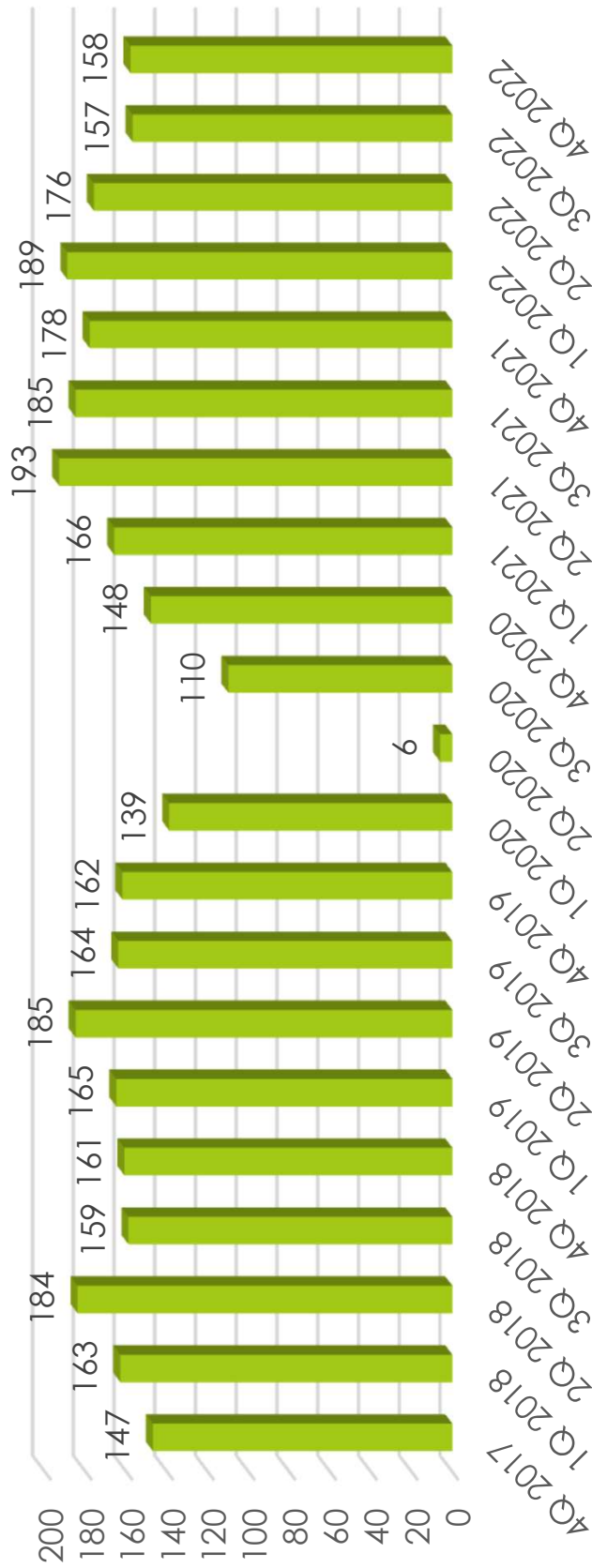
DDCR Contract Closeout Progression 4Q 2017 through 4Q 2022



MTA Headquarters DDCR Update

DDCR Project Site Visits: 4Q 2017 through 4Q 2022

Total Site Visits Performed = 4,706



3. No site visits were performed during April & May 2020 due to the COVID-19 pandemic. Virtual site visits began on June 29, 2020.



Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

M/WBE, DBE, and SDVOB Participation on
Capital Projects

April 24, 2023



Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

Financial Services

April 24, 2023



MTA All Agency Underwriter Fees

April 2022 – December 2022



Actual WBE Participation = \$2,403,314 or 16%
 Actual MBE Participation = \$1,698,457 or 11%
 Actual SDVOB Participation = \$843,944 or 6%
 All Other Underwriting Fees = \$10,151,459 or 67%



Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

Asset Fund Managers

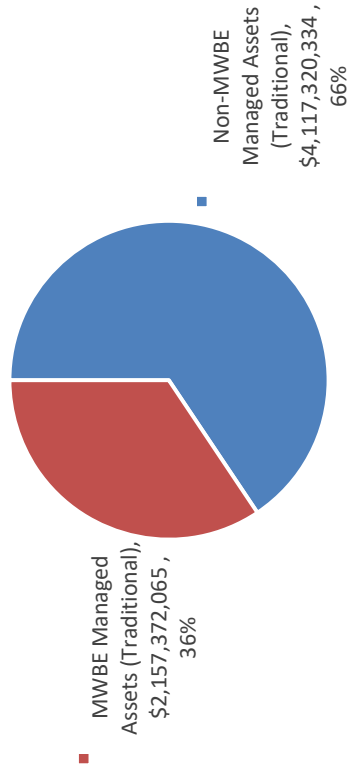
April 24, 2023



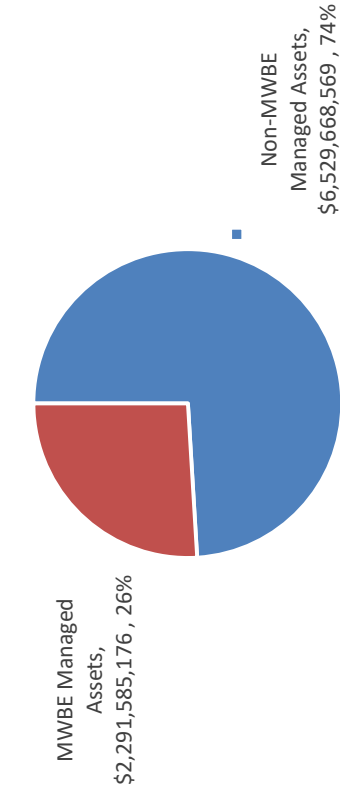
MTA Sponsored Plans – MWBE Participation

As of December 2022

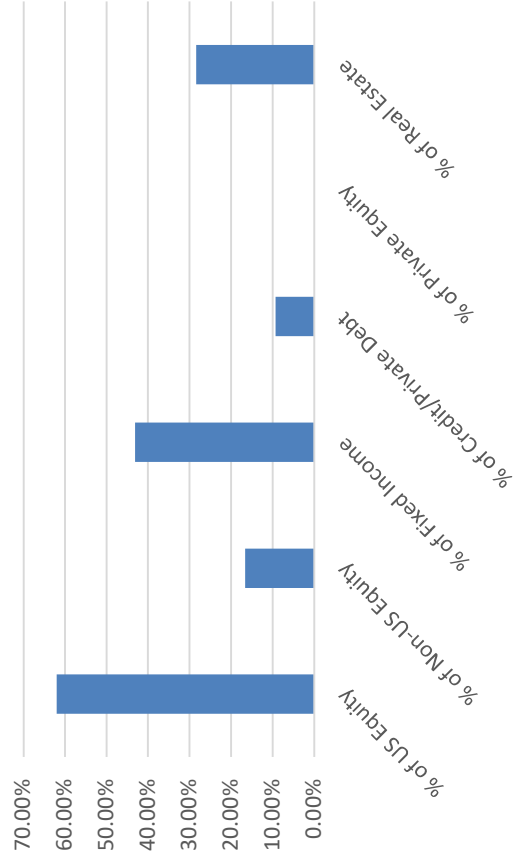
Combined Plans - Traditional Investments



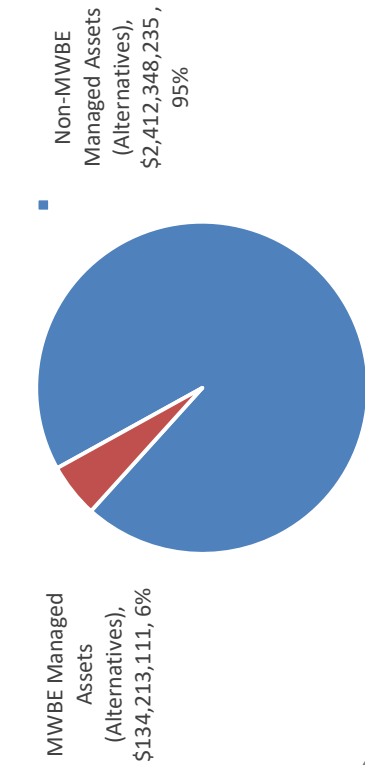
Combined Plans - Total Assets



MWBE Managed Assets by Asset Class



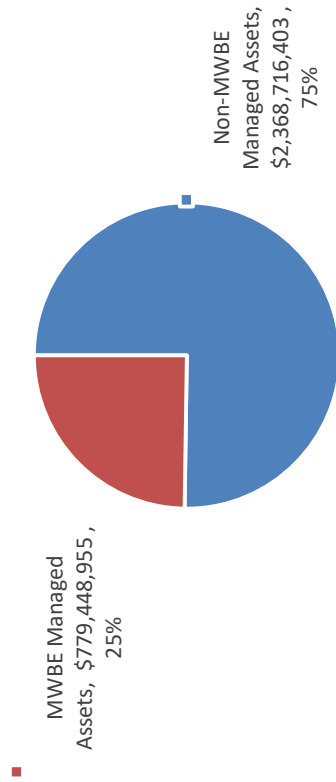
Combined Plans- Alternative Investments



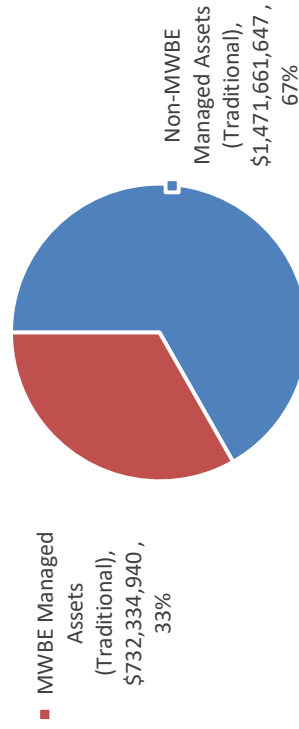
MTA Sponsored Plans – MWBE Participation

As of December 2022

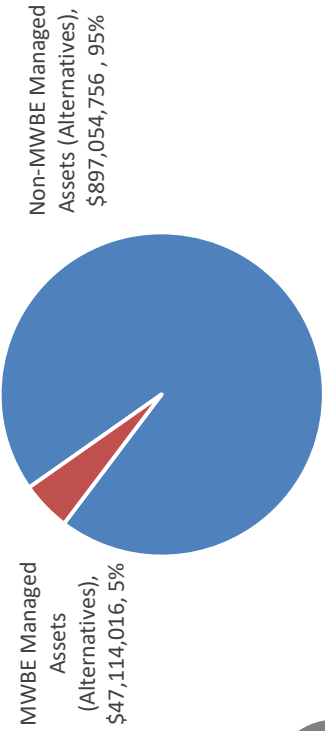
MaBSTOA - Total Assets



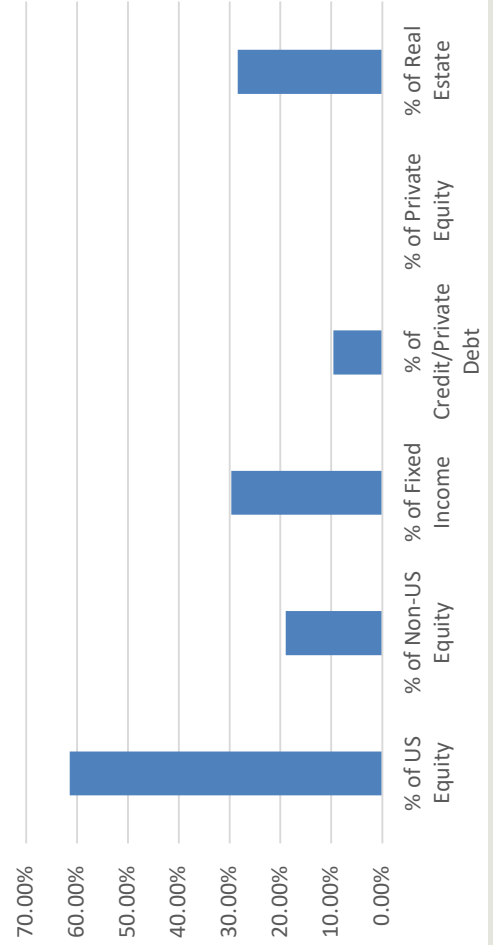
MaBSTOA - Traditional Investments



MaBSTOA - Alternative Investments



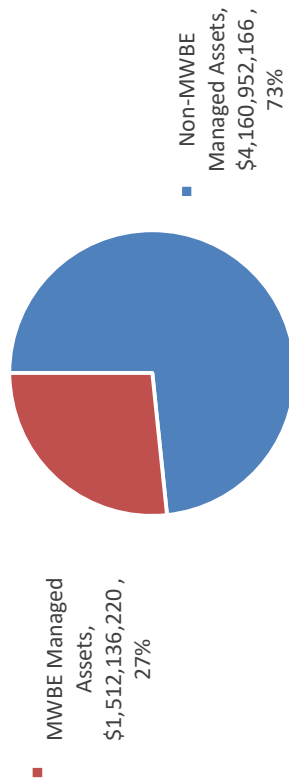
MWBE Managed Assets by Asset Class



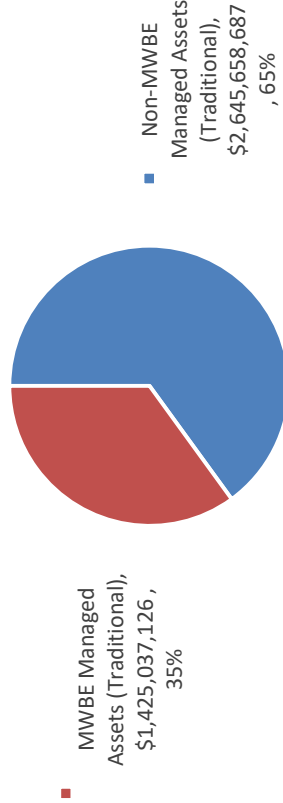
MTA Sponsored Plans – MWBE Participation

As of December 2022

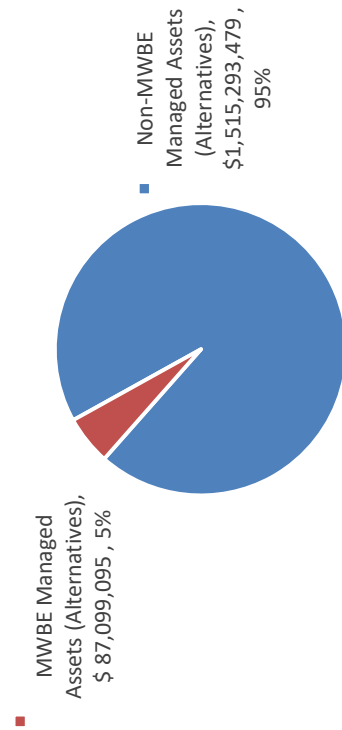
MTA Defined Benefit - Total Assets



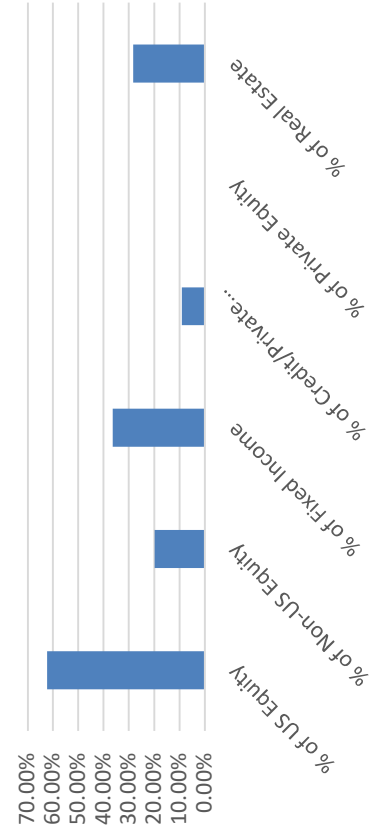
MTA Defined Benefit - Traditional Investments



MTA Defined Benefit - Alternative Investments



MWBE Managed Assets by Asset Class



Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

MTA-Wide Workforce
as of December 31, 2022

April 24, 2023



Definitions of EEO Job Categories

- ❑ **Officials & Administrators** - Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis.
- ❑ **Professionals** - Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge.
- ❑ **Technicians** - Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training.
- ❑ **Protective Services** - Occupations in which workers are entrusted with public safety, security and protection from destructive forces.



Definitions of EEO Job Categories

- ❑ **Paraprofessionals** - Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status.
- ❑ **Administrative Support** - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office.
- ❑ **Skilled Craft** - Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the process involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs.
- ❑ **Service Maintenance** - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property.



MTA-Wide Workforce as of December 31, 2022

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	4,795		2631	55%	2,164	45%	1,153	24%	540	11%	640	13%	11	0%	3	0%	284	6%	230	5%
F	1,334	28%	931	19%	403	8%	502	10%	168	4%	184	4%	2	0%	0	0%	75	2%	19	0%
M	3,461	72%	1700	35%	1,761	37%	651	14%	372	8%	456	10%	9	0%	3	0%	209	4%	211	4%
Professionals	4,066		2790	69%	1,276	31%	1,060	26%	503	12%	967	24%	7	0%	3	0%	250	6%	90	2%
F	1,468	36%	1164	29%	304	7%	571	14%	205	5%	290	7%	2	0%	2	0%	94	2%	16	0%
M	2,598	64%	1626	40%	972	24%	489	12%	298	7%	677	17%	5	0%	1	0%	156	4%	74	2%
Technicians	619		334	54%	285	46%	125	20%	83	13%	86	14%	5	1%	1	0%	34	5%	31	5%
F	84	14%	69	11%	15	2%	34	5%	18	3%	7	1%	1	0%	0	0%	9	1%	4	1%
M	535	86%	265	43%	270	44%	91	15%	65	11%	79	13%	4	1%	1	0%	25	4%	27	4%
Protective Services	2,124		1356	64%	768	36%	616	29%	537	25%	125	6%	2	0%	2	0%	74	3%	120	6%
F	367	17%	286	13%	81	4%	168	8%	94	4%	5	0%	1	0%	0	0%	18	1%	12	1%
M	1,757	83%	1070	50%	687	32%	448	21%	443	21%	120	6%	1	0%	2	0%	56	3%	108	5%
Paraprofessionals	113		85	75%	28	25%	44	39%	19	17%	13	12%	2	2%	0	0%	7	6%	2	2%
F	68	60%	57	50%	11	10%	26	23%	14	12%	10	9%	2	2%	0	0%	5	4%	1	1%
M	45	40%	28	25%	17	15%	18	16%	5	4%	3	3%	0	0%	0	0%	2	2%	1	1%
Administrative Support	1,876		1482	79%	394	21%	880	47%	278	15%	220	12%	5	0%	1	0%	98	5%	36	2%
F	1,021	54%	875	47%	146	8%	585	31%	161	9%	69	4%	2	0%	1	0%	57	3%	8	0%
M	855	46%	607	32%	248	13%	295	16%	117	6%	151	8%	3	0%	0	0%	41	2%	28	1%
Skilled Craft	22,912		13979	61%	8,933	39%	6,650	29%	3,027	13%	3,141	14%	96	0%	16	0%	1,049	5%	871	4%
F	635	3%	550	2%	85	0%	408	2%	84	0%	32	0%	1	0%	1	0%	24	0%	12	0%
M	22,277	97%	13429	59%	8,848	39%	6,242	27%	2,943	13%	3,109	14%	95	0%	15	0%	1,025	4%	859	4%
Service Maintenance	35,058		28897	82%	6,161	18%	17,785	51%	7,412	21%	2,430	7%	81	0%	8	0%	1,181	3%	706	2%
F	8,255	24%	7588	22%	667	2%	5,592	16%	1,502	4%	196	1%	18	0%	3	0%	277	1%	79	0%
M	26,803	76%	21309	61%	5,494	16%	12,193	35%	5,910	17%	2,234	6%	63	0%	5	0%	904	3%	627	2%
Total	71,563		51,554	72%	20,009	28%	28,313	40%	12,399	17%	7,622	11%	209	0%	34	0%	2,977	4%	2,086	3%

* Unpaid Interns are Not Included. Due to employee movements, resulting from the transformation, all utilization goals will require recalculation to be provided in 2022

*American Indian/Alaskan Native

**Native Hawaiian Other Pacific Islander



MTA Workforce, by Agency as of December 31, 2022

MTA Agency	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOP1**		2+ RACES		VETERANS	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
B&T	905		521	58%	384	42%	237	26%	182	20%	51	6%	6	1%	0	0%	45	5%	15	2%
F	173	19%	144	16%	29	3%	88	10%	36	4%	11	1%	2	0%	0	0%	7	1%	1	0%
M	732	81%	377	42%	355	39%	149	16%	146	16%	40	4%	4	0%	0	0%	38	4%	14	2%
BUS	3,858		3264	85%	594	15%	1,790	46%	901	23%	346	9%	15	0%	9	0%	203	5%	68	2%
F	502	13%	470	12%	32	1%	299	8%	134	3%	15	0%	1	0%	0	0%	21	1%	5	0%
M	3,356	87%	2794	72%	562	15%	1,491	39%	767	20%	331	9%	14	0%	9	0%	182	5%	63	2%
C&D	1,578		1018	65%	560	35%	310	20%	152	10%	470	30%	1	0%	0	0%	85	5%	22	1%
F	469	30%	336	21%	133	8%	123	8%	64	4%	121	8%	0	0%	0	0%	28	2%	3	0%
M	1,109	70%	682	43%	427	27%	187	12%	88	6%	349	22%	1	0%	0	0%	57	4%	19	1%
HQ	4,885		3021	62%	1,864	38%	1,201	25%	702	14%	828	17%	10	0%	4	0%	276	6%	149	3%
F	1,677	34%	1242	25%	435	9%	640	13%	257	5%	228	5%	1	0%	3	0%	113	2%	26	1%
M	3,208	66%	1779	36%	1,429	29%	561	11%	445	9%	600	12%	9	0%	1	0%	163	3%	123	3%
LIRR	7,234		2842	39%	4,392	61%	1,278	18%	905	13%	317	4%	22	0%	3	0%	317	4%	454	6%
F	958	13%	548	8%	410	6%	327	5%	125	2%	50	1%	2	0%	0	0%	44	1%	21	0%
M	6,276	87%	2294	32%	3,982	55%	951	13%	780	11%	267	4%	20	0%	3	0%	273	4%	433	6%
MNR	6,026		2424	40%	3,602	60%	1,194	20%	702	12%	168	3%	22	0%	3	0%	335	6%	425	7%
F	661	11%	439	7%	222	4%	255	4%	99	2%	26	0%	5	0%	2	0%	52	1%	21	0%
M	5,365	89%	1985	33%	3,380	56%	939	16%	603	10%	142	2%	17	0%	1	0%	283	5%	404	7%
NYCT	47,077		38464	82%	8,613	18%	22,303	47%	8,855	19%	5,442	12%	133	0%	15	0%	1,716	4%	953	2%
F	8,793	19%	8342	18%	451	1%	6,154	13%	1,531	3%	342	1%	18	0%	3	0%	294	1%	74	0%
M	38,284	81%	30122	64%	8,162	17%	16,149	34%	7,324	16%	5,100	11%	115	0%	12	0%	1,422	3%	879	2%
Total	71,563		51,554	72%	20,009	28%	28,313	40%	12,399	17%	7,622	11%	209	0%	34	0%	2,977	4%	2,086	3%

* Unpaid Interns are Not Included. Due to employee movements, resulting from the transformation, all utilization goals will require recalculation to be provided in 2022

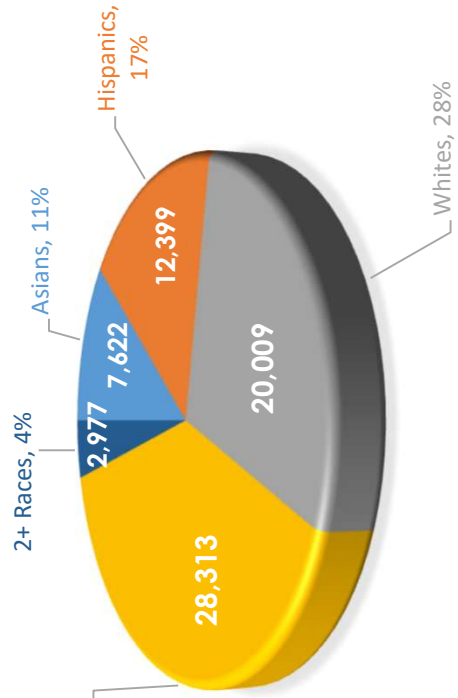


*American Indian/Alaskan Native

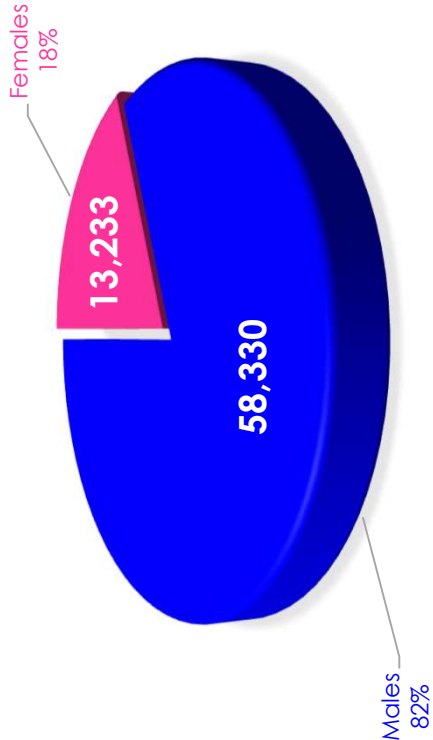
**Native Hawaiian Other Pacific Islander

MTA-Wide Workforce as of December 31, 2022

Workforce By Race/Ethnicity



Workforce By Sex



MTA employed **71,563** people: **18%** of the workforce were females, **72%** minorities, and veterans comprised **3%**.

- ❑ The percentage of females employed in the workforce has **increased** by 1/2 percent (650 employees) when compared to Fourth Quarter 2021.
- ❑ The percentage of minorities in the workforce has **increased** by one percentage point when compared to Fourth Quarter 2021.



MTA-Wide Representation Overview

To align with our efforts to centralize certain back-office operations, the diversity book will continue to report from One-MTA reporting structure for CY 2022.

This report provides a basic overview of the current workforce representation and of the hiring and separations activities during the reporting period ending December 31, 2022.

The following slides highlight the hiring & separation activity of only those employees coming into or out of the organization for each agency, by race and/or gender. Data on internal transfers between agencies as well as temporary workers (e.g. rehired retirees, contingents) are not included.

Also shown on the slides are the internal and external complaints filed with the organization, by allegation type (a.k.a. bases).



NOTE: The numbers and information provided do not infer statistical disparities or explain the reasons or provide a root cause analysis for any identified

Metropolitan Transportation Authority
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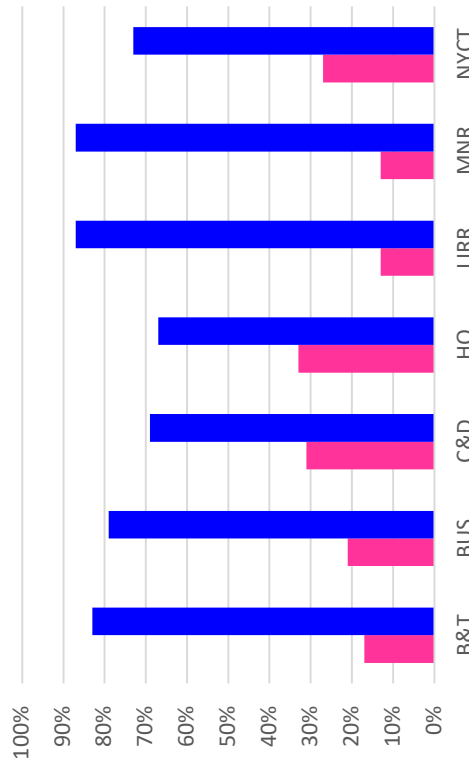
MTA-Wide New Hires and Veterans
Fourth Quarter 2022

April 24, 2023

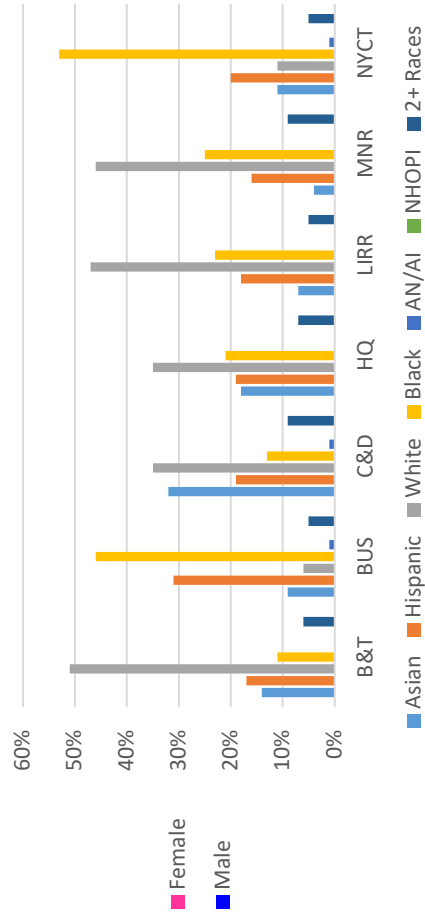


New Hires By Agency January 1, 2022 to December 31, 2022

MTA Agencies New Hires By Sex



MTA Agencies New Hires By Race/Ethnicity



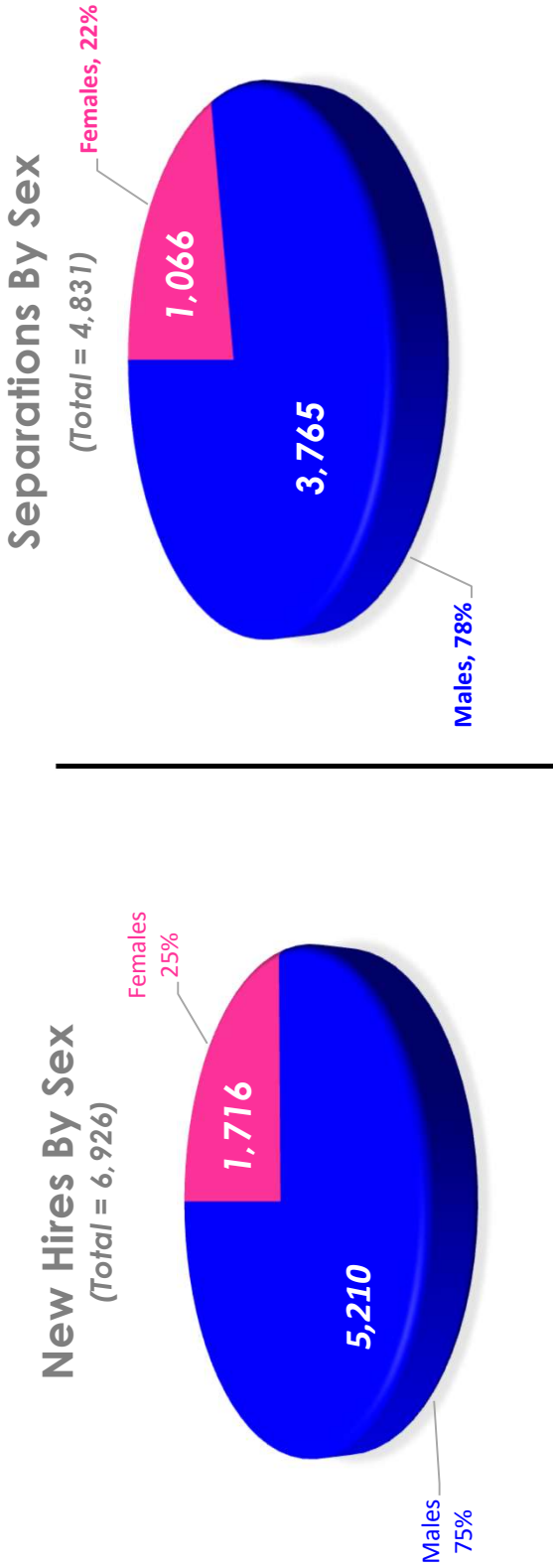
Agency New Hires Females Minorities

Agency	New Hires	Females	Minorities
B&T	35	17%	49%
BUS	495	21%	94%
C&D	162	31%	73%
HQ	438	33%	65%
LIRR	673	13%	53%
MNR	477	13%	54%
NYCT	4,646	27%	89%

*The above agency-specific data does not accurately reflect employee movements resulting from the transformation.



MTA-Wide New Hires and Separations by Sex January 1, 2022 to December 31, 2022

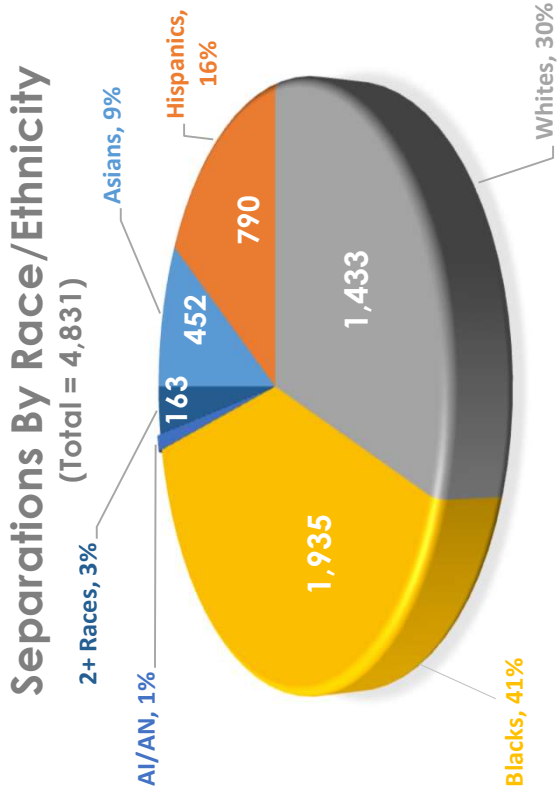
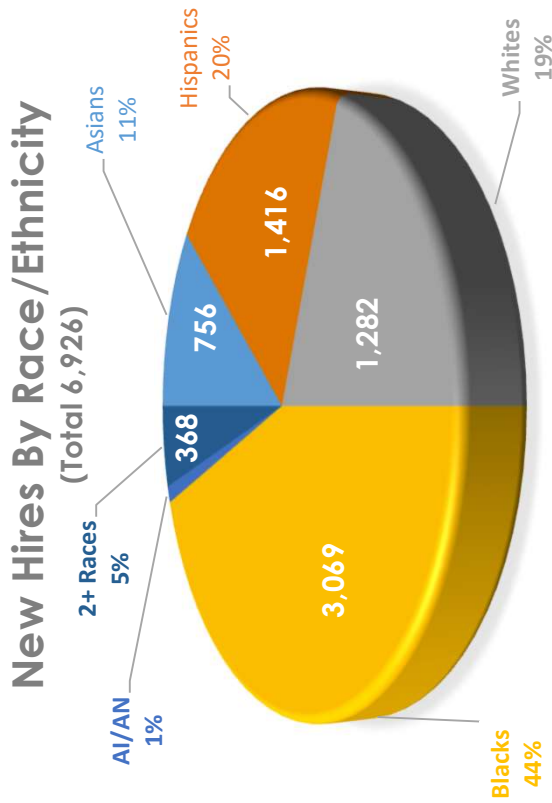


During 2022, MTA hired **6,926** employees, including **1,716** females and **5,210** males. During this same reporting period, **4,831** employees separated from MTA, including **1,066** females and **3,765** males

- The result was a net increase of **650** female employees and **1,445** male employees.
- There were **35** female veteran hired and **7** female veterans separated during the fourth quarter 2022.



MTA-Wide New Hires and Separations by Race/Ethnicity January 1, 2022 to December 31, 2022



During 2022, MTA hired **6,926** employees, including **5,644** minorities and **1,282** non-minorities. During this same reporting period, **4,831** employees separated from MTA, including **3,398** minorities and **1,433** non-minorities.

- The result was a net increase of **2,246** minority employees and a net decrease of **151** non-minority employees
- A total of **294** veteran employees were hired and a total of **168** veteran employees separated.



Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

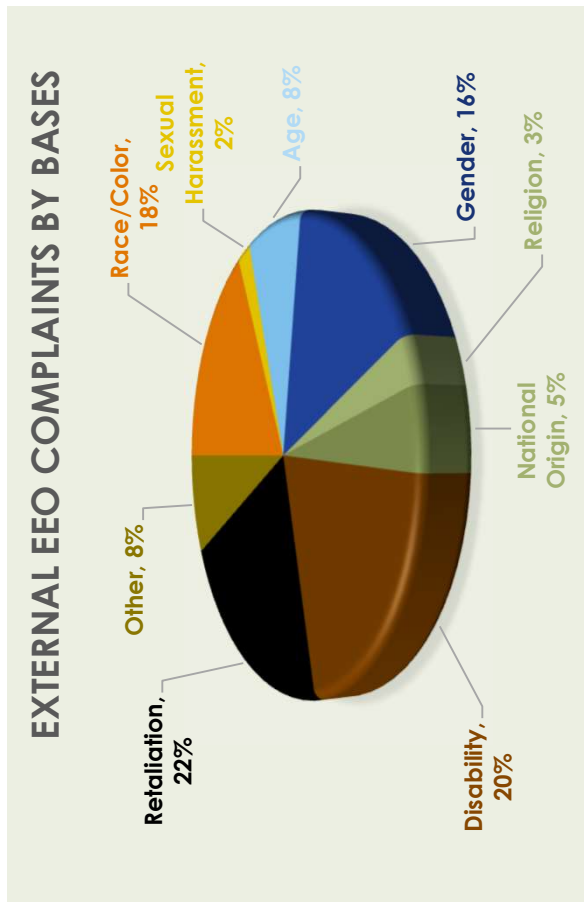
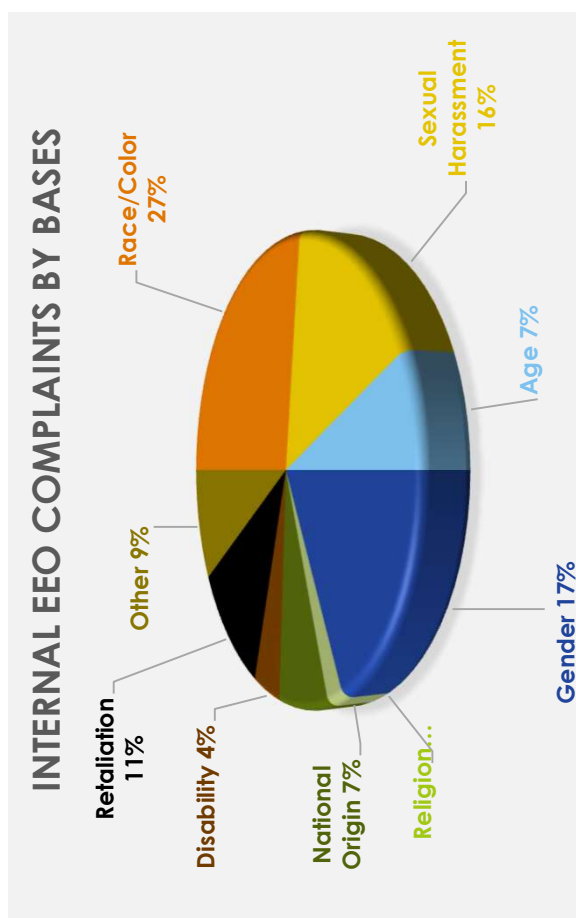
MTA-Wide Complaints and Lawsuits
Fourth Quarter 2022



April 24, 2023

MTA-Wide

EEO Internal/External Discrimination Complaints by Bases January 1, 2022 to December 31, 2022



MTA handled **198** EEO complaints*, citing **387** separate bases, and **8** lawsuits.

- ❑ **118** filed internal complaints.
- ❑ **80** filed external complaints.
- ❑ The most frequently cited bases internally was race/color.

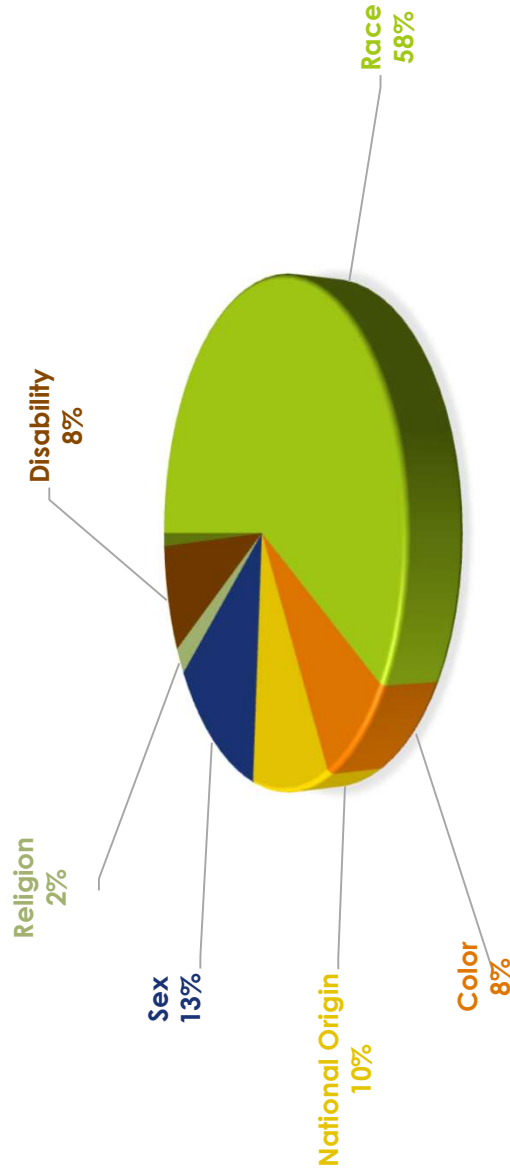
Note: *Formal complaints can be filed alleging multiple bases. Additionally, numerous incoming matters were also handled during this time



MTA-Wide

Title VI and Related Discrimination Complaints by Bases January 1, 2022 to December 31, 2022

MTA-WIDE TITLE VI AND RELATED COMPLAINTS BY BASES



MTA handled **71** Title VI and Related complaints, citing **93** separate bases and **0** Title VI lawsuits.

- ❑ **71** of the bases were Title VI issues* (race, color, national origin).
- ❑ **22** of the bases were related discrimination issues** (age, sex, disability, religion).
- ❑ The most frequently cited bases was race.

Note: *Only Formal complaints filed, which can allege multiple bases, are included.

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

