
MTA MNR

EEO Report – 4th Quarter 2022

April 24, 2023



Executive Summary

□ EEO

As of **December 31, 2022**, MTA MNR's workforce consisted of 6,026 employees of which females represented 11% (661) and minorities represented 40% (2,424) of the total workforce.

In comparison with the 3rd Quarter 2022 (3Q22):

- MNR's 4th Quarter workforce increased by **67** employees.
- Female representation remained constant at 11% with a net change of **9** employees.
- Minority representation remained constant at 40% with a net change of **68** employees.
- There were **28 employees self identifying as veterans** hired



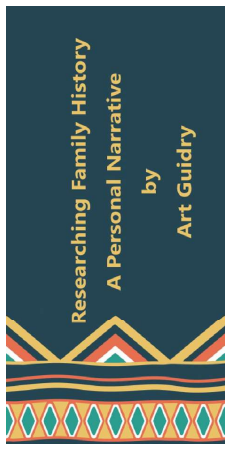
Executive Summary Cont.

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

MTA Employee Resource Groups (ERGs) help foster a diverse and inclusive workplace aligned with our mission, values and goals, and offer a sense of community and belonging to all MTA employees.

Pride Express hosted a lunch and learn to raise awareness and support for Spirit Day. Spirit Day is observed on the third Thursday in October and calls attention to the bullying and harassment the LGBTQIA+ community faces in an effort to stop the marginalization of this community.

B.E.G.I.N. sponsored a session researching your family history. Art Guidry, B.E.G.I.N. member, and MTA employee provided tools and resources such as the library, courthouse, and clerks office to assist in investigating your family history. B.E.G.I.N. also held a Domestic Violence Awareness Session.



October



November

All Generational hosted an Open Mic Poetry event in which employees performed their own pieces in an effort to continue to elevate employees' morale through a shared cross-cultural experience of written and spoken words. They also held an Agency-wide Toy and Coat Drive in which they were able to donate eighty eight (88) coats and thirty (30) pieces of clothing to the Bronx Defenders as well as one hundred ninety seven (197) brand new toys, six (6) stuffed animals, and eighteen (18) books, to the Henry Street settlement.



December

MTA Strategic Priority – Revive Talent and Culture

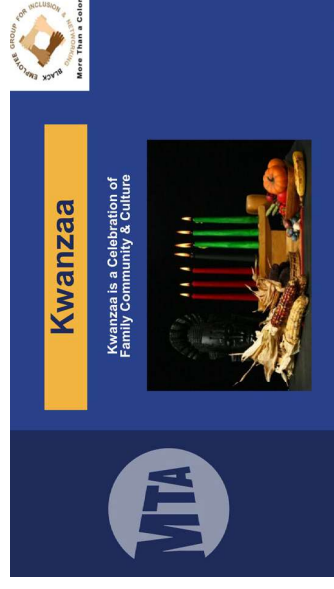


Executive Summary Cont.

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B.E.G.I.N. ushered in the Kwanzaa Season with a presentation detailing the seven principles of the cultural holiday which was displayed on agency monitors to celebrate the observance, December 26 - January 1. They also celebrated Black History Month with an article highlighting the founder, origin, and purpose of Black History Month. Furthermore, they created a presentation to honor Black Historians, Politicians, and Civil Rights Activists who have made significant contributions that aren't widely known. This presentation was displayed on the monitors throughout February.



December 2022 – February 2023

Empowering Women in Transportation (EWT) celebrated Women's History Month with a month long series "Breaking Glass Ceilings". The series began with International Women's Day featuring transportation industry leaders from three transit organizations; followed by a session discussing the book "Stop Self-Sabotage" featuring Author Dr. Judy Ho; the third session focused on using LinkedIn as a tool to catapult your career; and ended with a ceremony honoring "The Women of MTA" for their outstanding leadership and mentorship.



March 2023

MTA Strategic Priority – Revive Talent and Culture

Executive Summary Cont.

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

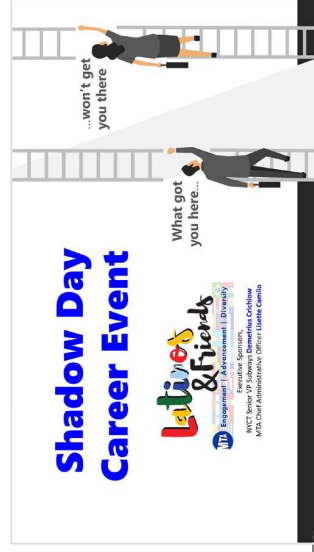
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Abilities shared the wonders of yoga with us through the incredibly talented instructor, Jo Sgammato aka Chandra. The session was extremely relaxing and energizing. We learned how to breathe and take a moment out of our day to reenergize and check-in with ourselves.



All Generational held a Health and Wellness Seminar “It’s a workplace thing. Let’s get working!” Motivational speakers, nutritionists, and doctors provided employees with guidance on how to improve their lifestyle to include physical and mental health, as well as self-care tips.



April

Latinos & Friends hosted a Shadow day which provided its members with the opportunity to gain insight into their colleagues’ roles, responsibilities, and special projects throughout the MTA. Job shadowing gives you a small but critical window into the day-to-day operations of your ideal career.

April

MTA Strategic Priority – Revive Talent and Culture

MTA MNR

Workforce

as of December 31, 2022



MTA MNR Workforce

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPH**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	594		222	37%	372	63%	81	14%	55	9%	48	8%	3	1%	1	0%	34	6%	40	7%	16	3%
	F 118 M 476	20% 80%	71 151	12% 25%	47 325	8% 55%	27 54	5% 9%	18 37	3% 6%	16 32	3% 5%	2 1	0% 0%	0 1	0% 0%	8 26	1% 4%	6 34	1% 6%	2 14	0% 2%
Professionals	162		91	56%	71	44%	34	21%	25	15%	19	12%	0	0%	0	0%	13	8%	7	4%	0	0%
	F 38 M 124	23% 77%	26 65	16% 40%	12 59	7% 36%	15 19	9% 12%	7 18	4% 11%	2 17	1% 10%	0 0	0% 0%	0 0	0% 0%	2 11	1% 7%	1 6	1% 4%	0 0	0% 0%
Technicians	155		63	41%	92	59%	29	19%	13	8%	9	6%	0	0%	0	0%	12	8%	16	10%	4	3%
	F 16 M 139	10% 90%	13 50	8% 32%	3 89	2% 57%	8 21	5% 14%	3 10	2% 6%	0 9	0% 6%	0 0	0% 0%	0 0	0% 0%	2 10	1% 6%	3 13	2% 8%	1 3	1% 2%
Protective Services	30		6	20%	24	80%	1	3%	2	7%	0	0%	0	0%	0	0%	3	10%	1	3%	0	0%
	F 0 M 30	0% 100%	0 6	0% 20%	0 24	0% 80%	0 1	0% 3%	0 2	0% 7%	0 0	0% 0%	0 0	0% 0%	0 0	0% 0%	0 3	0% 10%	0 1	0% 3%	0 0	0% 0%
Paraprofessionals	4		1	25%	3	75%	0	0%	1	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	F 2 M 2	50% 50%	1 0	25% 0%	1 2	25% 50%	0 0	0% 0%	1 0	25% 0%	0 0	0% 0%	0 0	0% 0%	0 0	0% 0%	0 0	0% 0%	0 0	0% 0%	0 0	0% 0%
Administrative Support	185		120	65%	65	35%	64	35%	30	16%	5	3%	3	2%	1	1%	17	9%	9	5%	1	1%
	F 74 M 111	40% 60%	59 61	32% 33%	15 50	8% 27%	31 33	17% 18%	13 17	7% 9%	2 3	1% 2%	2 1	1% 1%	1 0	1% 0%	10 7	5% 4%	0 9	0% 5%	1 0	1% 0%
Skilled Craft	2,818		1,003	36%	1,815	64%	480	17%	323	11%	44	2%	13	0%	0	0%	143	5%	242	9%	36	1%
	F 46 M 2,772	2% 98%	33 970	1% 34%	13 1,802	0% 64%	24 456	1% 16%	5 318	0% 11%	1 43	0% 2%	0 13	0% 0%	0 0	0% 0%	3 140	0% 5%	3 239	0% 8%	2 34	0% 1%
Service Maintenance	2,078		918	44%	1,160	56%	505	24%	253	12%	43	2%	3	0%	1	0%	113	5%	110	5%	24	1%
	F 367 M 1,711	18% 82%	236 682	11% 33%	131 1,029	6% 50%	150 355	7% 17%	52 201	3% 10%	5 38	0% 2%	1 2	0% 0%	1 0	0% 0%	27 86	1% 4%	8 102	0% 5%	7 17	0% 1%
Total	6,026		2,424	40%	3,602	60%	1,194	20%	702	12%	168	3%	22	0%	3	0%	335	6%	425	7%	81	1%

* American Indian/American Native

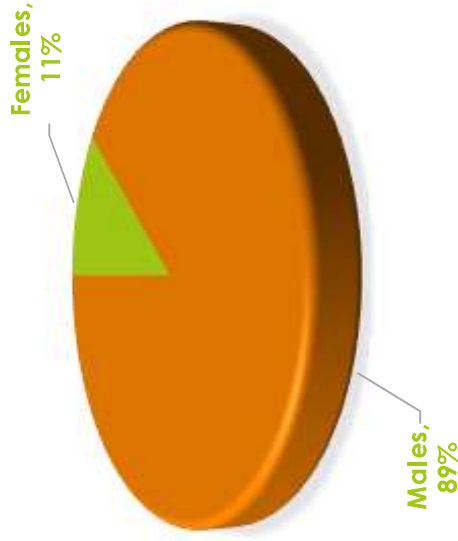
** Native Hawaiian and Other Pacific Islander

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

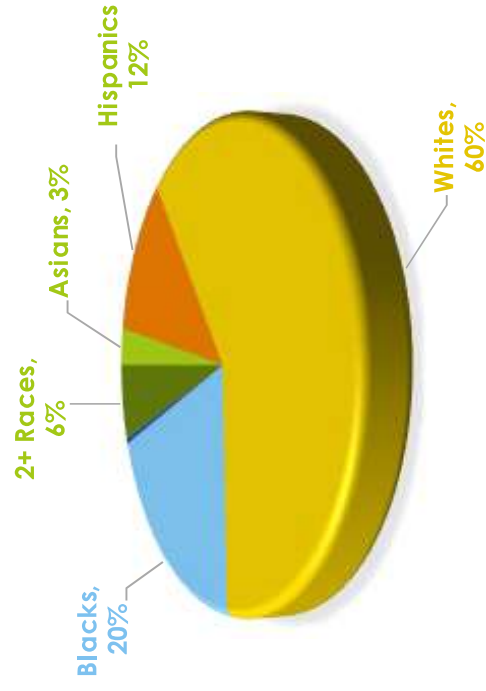


MNR Workforce as of December 31, 2022

WORKFORCE BY GENDER



WORKFORCE BY RACE/ETHNICITY



MTA MNR employed 6,026 employees, 11% of the workforce were females, 40% minorities, and veterans comprised 7%.

- ❑ The percentage of females employed in the workforce has remained constant when compared to 3rd Quarter 2022.
- ❑ The percentage of minorities in the workforce has remained constant when compared to 3rd Quarter 2022.

MTA MNR

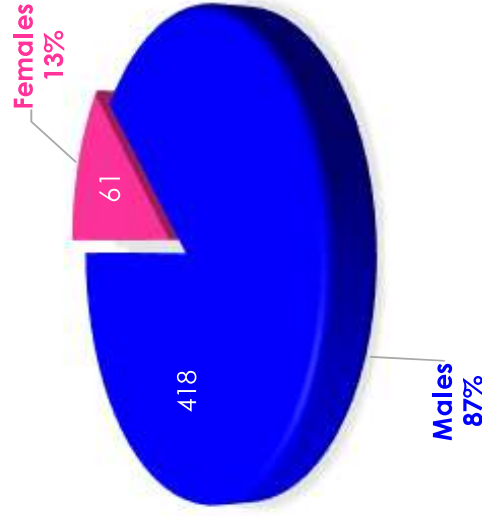
New Hires and Separations

January 1, 2022 – December 31, 2022

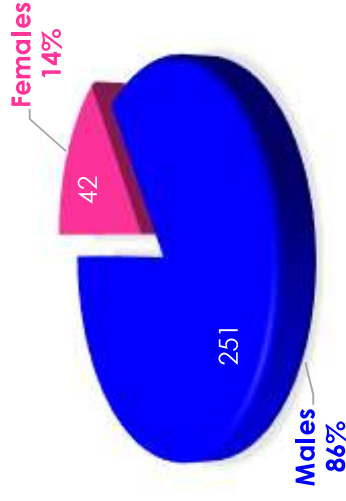


MTA MNR New Hires and Separations by Sex

NEW HIRE BY SEX



Separations By Sex

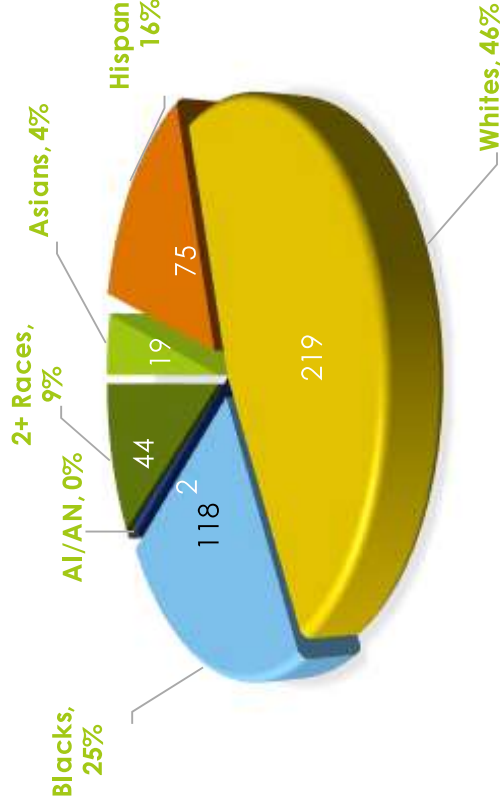


As of the 4th Quarter 2022, MNR **hired 479** employees, 61 females and 418 males. During this same time period **293** employees **separated** from MNR, 42 females and 251 males.

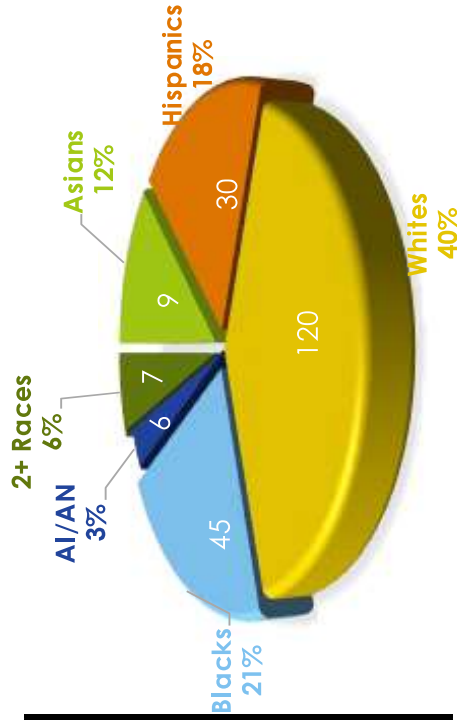
- The net change for female employees was a positive **19** employees.
- The net change for male employees a positive **167** employees.
- The net change for self identified veterans was a positive **9** male employees and self identified veterans that are female was a positive **2** employees.

MTA MNR New Hires and Separations by Race/Ethnicity

NEW HIRE BY RACE/ETHNICITY



SEPARATIONS BY RACE/ETHNICITY



As of the 4th Quarter 2022, MNR **hired 478** employees, 259 minorities and 219 non-minorities. During this same time period **293** employees **separated** from MNR, 136 minorities and 157 non-minorities.

- ❑ The net change for minorities was a **positive 123** employees.
- ❑ The net change for non-minorities was a **positive 62** employees
- ❑ The net change for self identified veterans was a **negative 5** employees.



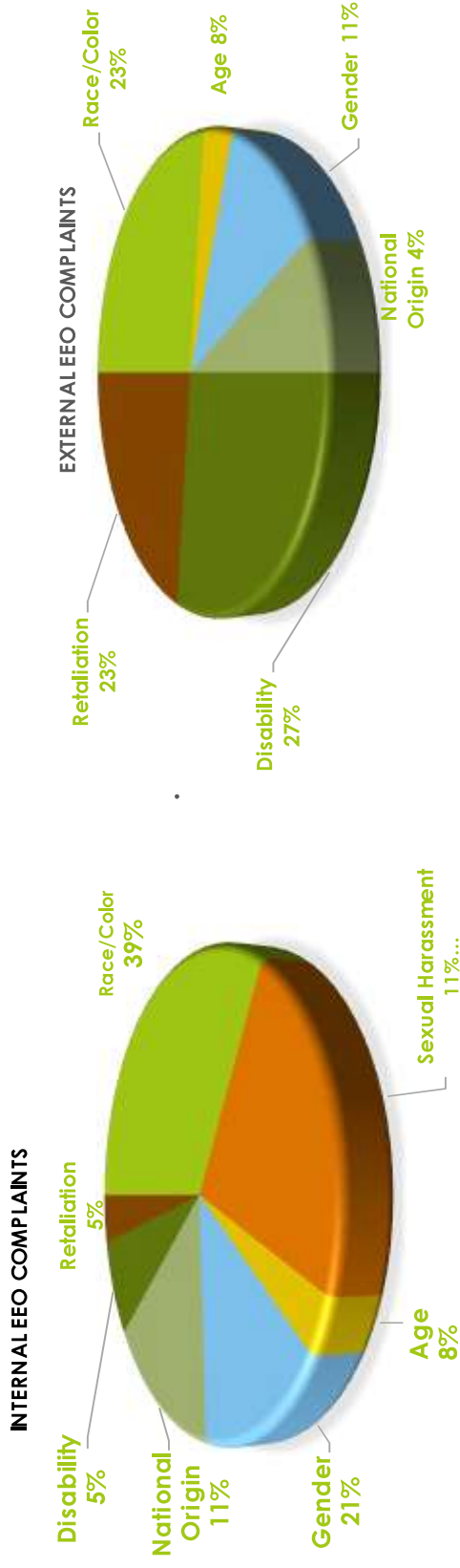
Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

MTA MNR Complaints and Lawsuits
Fourth Quarter 2022



April 24, 2023

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



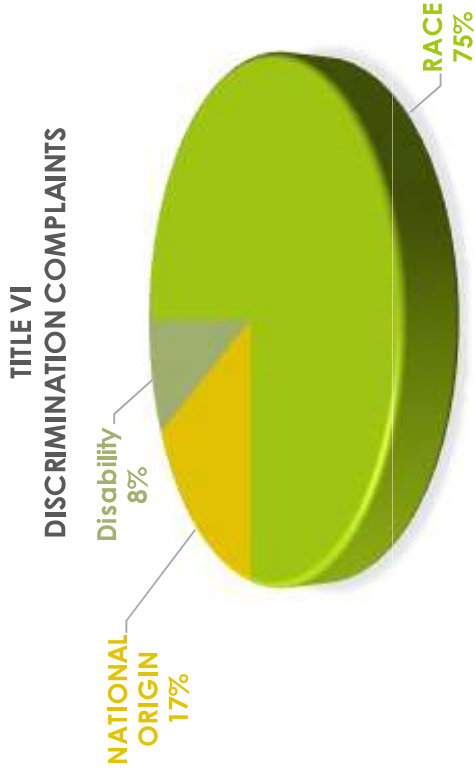
44 EEO complaints were filed* citing 64 separate bases, and 4 lawsuits were filed.

- 30 filed internal complaints.
- 14 filed external complaints.

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



MTA MNR Internal/External
Title VI and Related Discrimination Complaints by Bases
January 1, 2022, to December 31, 2022



11 Title VI and related discrimination complaints were filed citing **12** separate bases.

- 11 Title VI complaints were filed.
- 1 related discrimination complaint** was filed (disability).
- 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.