
MTA New York City Transit
NYCT

EEO Report – 4th Quarter 2022

April 24, 2022



Executive Summary

□ EEO

As of **December 31, 2022**, NYCT's workforce consisted of 47,076 employees of which females represented 19% (8,793) and minorities represented 82% (38,463) of the total workforce.

In comparison with the 4th Quarter 2022 (4 Q22):

- NYCT's 4th Quarter workforce increased by 346 employees.
- Female representation increased by 1% with a net change of **190** employees.
- Minority representation increased by 1% with a net change of **417** employees.
- There were **119 employees who self identified 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.

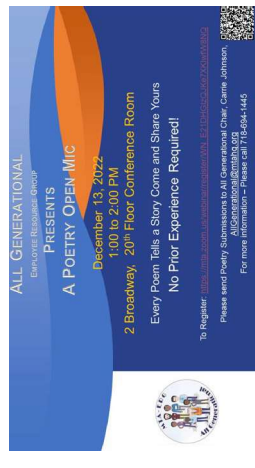
October



Veterans held a ceremony to commemorate Veterans Day and honor those who served in the Armed Forces. Chairman Lieber was the featured speaker. MTA Pipes and Drums, as well as The Color Guard, participated in the observance. Additionally, Veterans took part in the New York City Veterans Day Parade.

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

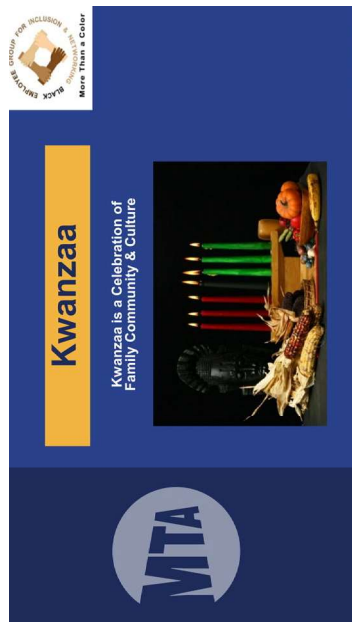
MTA Strategic Priority – Revive Talent and Culture

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.

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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.

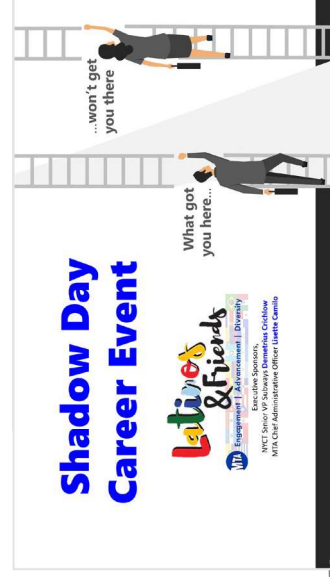
April

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 New York City Transit
NYCT

Workforce

as of December, 2022



MTA NYCT Workforce

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	1,563		1073	69%	490	31%	546	35%	238	15%	180	12%	4	0%	2	0%	103	7%	99	6%	44	3%
F	360	23%	307	20%	53	3%	208	13%	53	3%	28	2%	0	0%	0	0%	18	1%	6	6%	14	32%
M	1,203	77%	766	49%	437	28%	338	22%	185	12%	152	10%	4	0%	2	0%	85	5%	93	94%	30	68%
Professionals	916		693	76%	223	24%	309	34%	108	12%	220	24%	2	0%	0	0%	54	6%	17	2%	32	3%
F	370	40%	319	35%	51	6%	171	19%	54	6%	74	8%	1	0%	0	0%	19	2%	2	12%	17	53%
M	546	60%	374	41%	172	19%	138	15%	54	6%	146	16%	1	0%	0	0%	35	4%	15	88%	15	47%
Technicians	140		106	76%	34	24%	41	29%	18	13%	42	30%	0	0%	0	0%	5	4%	2	1%	3	2%
F	20	14%	18	13%	2	1%	11	8%	4	3%	2	1%	0	0%	0	0%	1	1%	1	50%	0	0%
M	120	86%	88	63%	32	23%	30	21%	14	10%	40	29%	0	0%	0	0%	4	3%	1	50%	3	100%
Protective Services	826		698	85%	128	15%	400	48%	221	27%	49	6%	0	0%	2	0%	26	3%	54	7%	4	0%
F	147	18%	137	17%	10	1%	99	12%	28	3%	1	0%	0	0%	0	0%	9	1%	5	9%	0	0%
M	679	82%	561	68%	118	14%	301	36%	193	23%	48	6%	0	0%	2	0%	17	2%	49	91%	4	0%
Paraprofessionals	8		6	0%	2	0%	3	0%	1	0%	1	0%	1	0%	0	0%	0	0%	0	0%	0	0%
F	5	0%	4	0%	1	0%	2	0%	1	0%	0	0%	1	0%	0	0%	0	0%	0	0%	0	0%
M	3	0%	2	0%	1	0%	1	0%	0	0%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Administrative Support	878		821	94%	57	6%	510	58%	119	14%	157	18%	1	0%	0	0%	34	4%	8	1%	15	2%
F	497	57%	471	54%	26	3%	347	40%	68	8%	37	4%	0	0%	0	0%	19	2%	3	38%	10	67%
M	381	43%	350	40%	31	4%	163	19%	51	6%	120	14%	1	0%	0	0%	15	2%	5	63%	5	33%
Skilled Craft	15,890		11101	70%	4,789	30%	5,368	34%	2,116	13%	2,861	18%	67	0%	7	0%	682	4%	321	2%	45	0%
F	487	3%	455	3%	32	0%	339	2%	65	0%	30	0%	0	0%	1	0%	20	0%	3	1%	4	9%
M	15,403	97%	10646	67%	4,757	30%	5,029	32%	2,051	13%	2,831	18%	67	0%	6	0%	662	4%	318	99%	41	91%
Service Maintenance	26,855		23965	89%	2,890	11%	15,125	56%	6,034	22%	1,932	7%	58	0%	4	0%	812	3%	452	2%	75	0%
F	6,907	26%	6631	25%	276	1%	4,977	19%	1,258	5%	170	1%	16	0%	2	0%	208	1%	54	12%	18	24%
M	19,948	74%	17334	65%	2,614	10%	10,148	38%	4,776	18%	1,762	7%	42	0%	2	0%	604	2%	398	88%	57	76%
Total	47,076		38,463	82%	8,613	18%	22,302	47%	8,855	19%	5,442	12%	133	0%	15	0%	1,716	4%	953	2%	218	0%

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

* American Indian/Alaskan Native

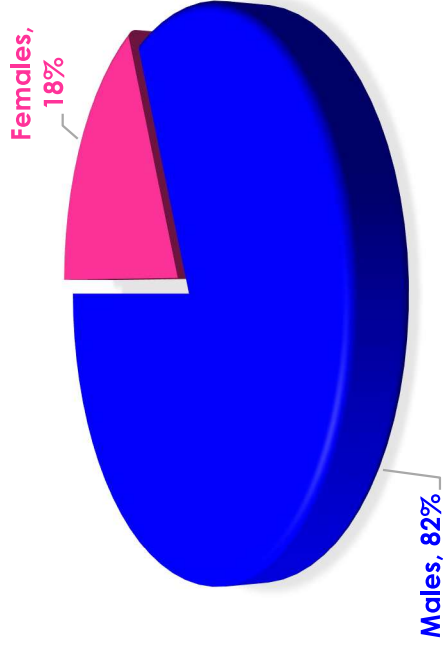
**Native Hawaiian Other Pacific Islander

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

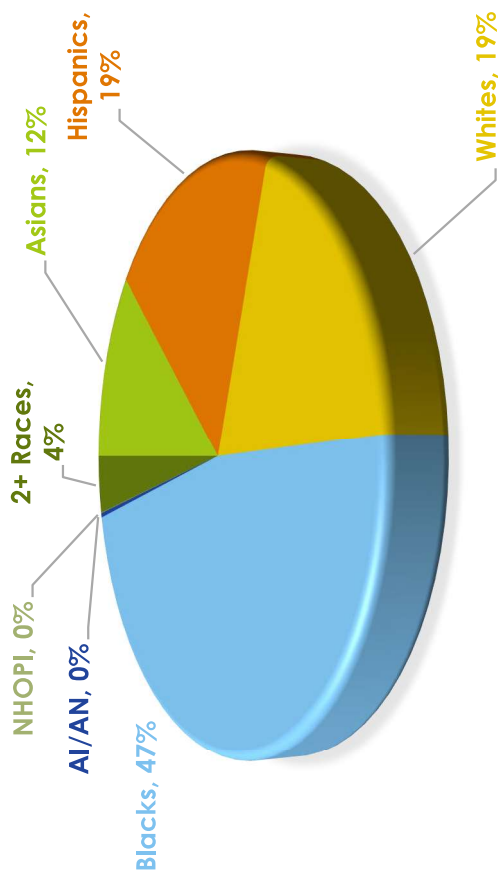


MTA NYCT Workforce as of December 31, 2022

WORKFORCE BY GENDER



WORKFORCE BY RACE/ETHNICITY



NYCT employed 47,076 employees: 19% of the workforce were females, 82% minorities, and veterans comprised 2%.

- ❑ The percentage of females employed in the workforce increased by 1% when compared to 3rd Quarter 2022.
- ❑ The percentage of minorities in the workforce increased by 1% when compared to 3rd Quarter 2022.

MTA NYCT

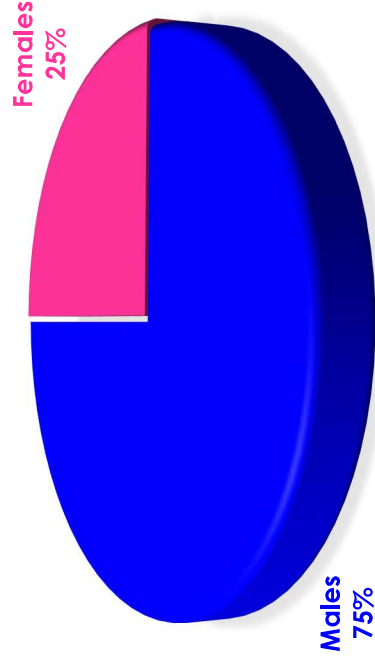
New Hires and Separation

January 1, 2022 – December 31, 2022

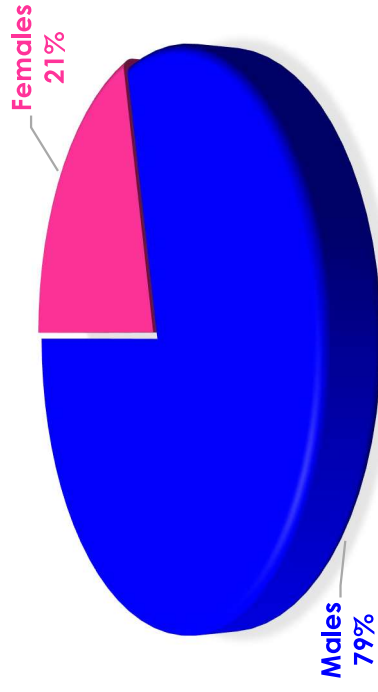


MTA NYCT New Hires and Separations by Sex

NEW HIRE BY SEX



SEPARATION BY SEX

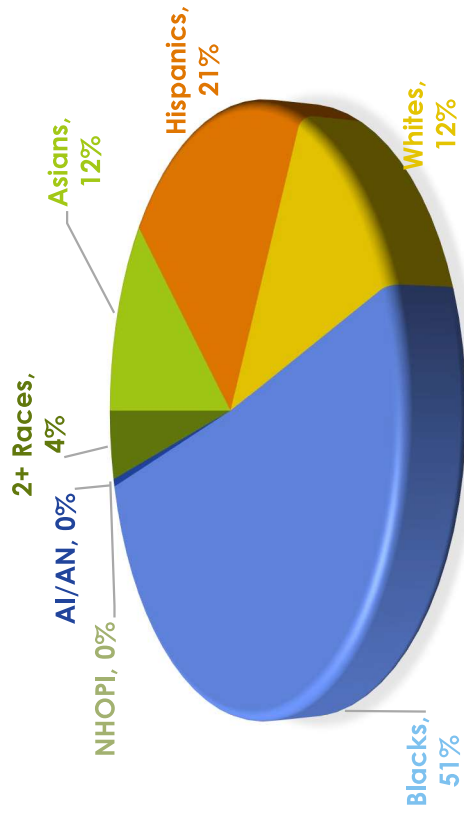


By the end of the 4th quarter 2022, NYCT **hired 4,646** employees, 1,261 females and 3,385 males. Between January 1, 2022 and December 31, 2022 **3,189** employees **separated** from NYCT, 693 females and 2,496 males.

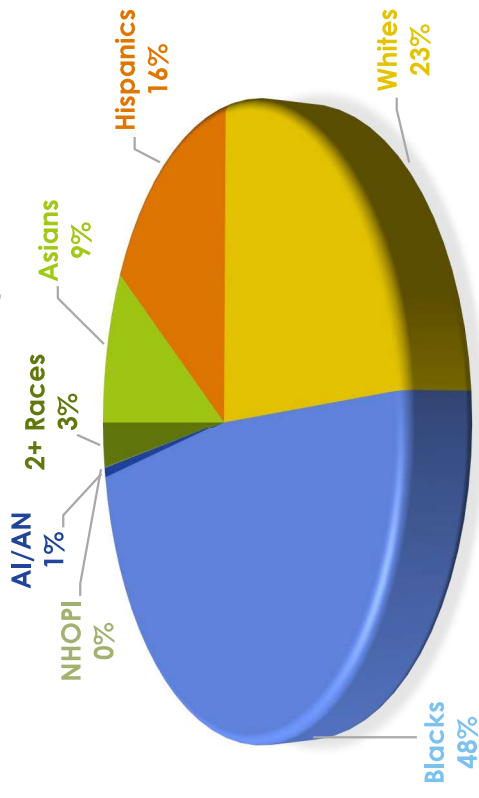
- ❑ The net change for females was a positive **568** employees.
- ❑ The net change for males was a positive **889** employees
- ❑ The net change for self-identified veterans was a positive **26** male employees.

MTA NYCT New Hires and Separations by Race/Ethnicity

NEW HIRE BY RACE/ETHNICITY



SEPARATION BY RACE/ETHNICITY



By the end of 4th quarter 2022, NYCT **hired 4,646** employees, **4,147** minorities and **499** non-minorities. Between January 1,2022 and December 31,2022 **3,189** employees **separated** from NYCT, **2,484** minorities and **705** non-minorities.

- The net change for minorities was a positive **1,663 employees**.
- The net change for non-minorities was a negative **206 employees**.
- The net change for self identified veterans was a positive **35** employees.

Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

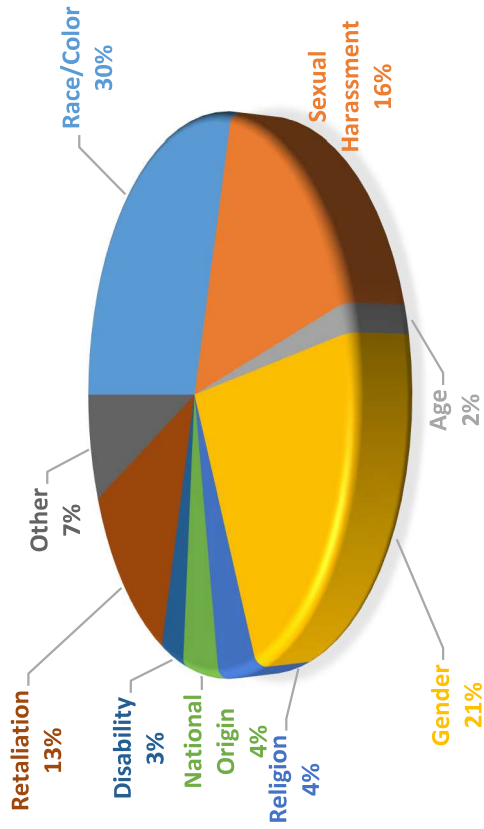
MTA NYCT Complaints and Lawsuits
4th Quarter 2022



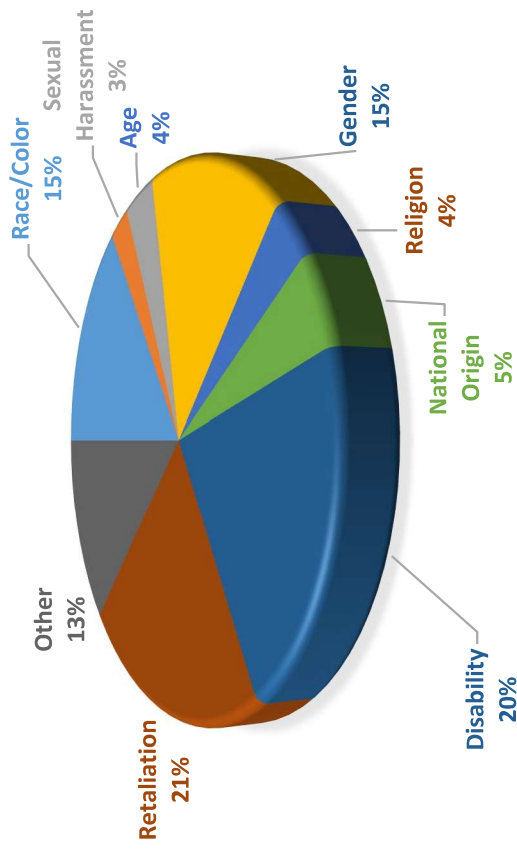
December, 2022

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

INTERNAL EEO COMPLAINTS BY BASES



EXTERNAL EEO COMPLAINTS BY BASES



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

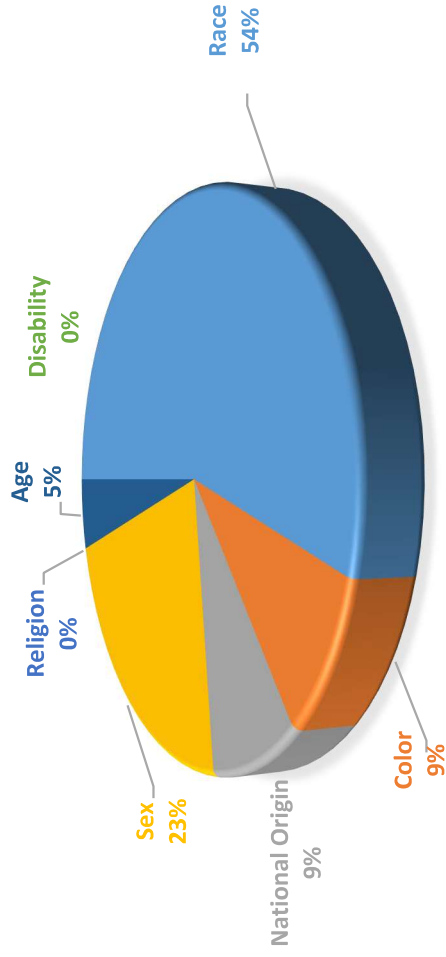
- **35** filed internal complaints.
- **32** filed external complaints.
- The most frequently cited basis internally was race/color.



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

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

TITLE VI AND RELATED COMPLAINTS BY BASES



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

- **12** Title VI complaints were filed.
- **4** related discrimination complaints** were filed.
- The most frequently cited basis was race.

Note: *Formal complaints can be filed alleging multiple bases.
Note: **Related Discrimination complaints are filed by customers based on age, disability, religion and sex.

