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MTA BUS

**EEO Report – 4<sup>th</sup> Quarter 2022**

April 24, 2023



# Executive Summary

## □ EEO

As of **December 31, 2022**, MTA Bus workforce consisted of 3,858 employees of which females represented 13% (502) and minorities represented 84% (3,264) of the total workforce.

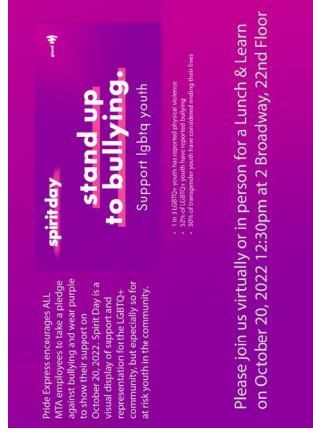
In comparison with the 4<sup>th</sup> Quarter 2022 (4 Q22):

- MTA Bus's 4th Quarter workforce decreased by **8** employees.
- Female representation remained the same with a net change of **1** employee.
- Minority representation remained the same with a net change of **8** employees.
- There were **10 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

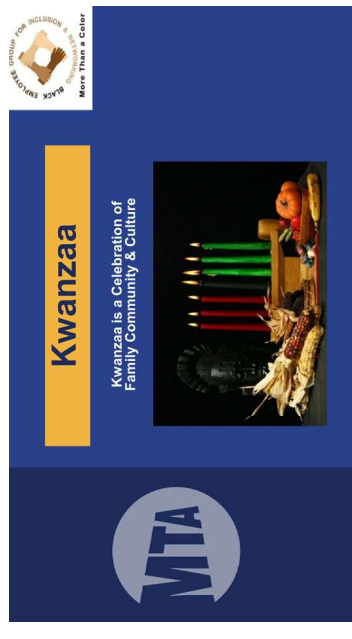
## MTA Strategic Priority – Revive Talent and Culture

# Executive Summary Cont.

## □ 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.

**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**



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MTA BUS

# Workforce

as of December 31, 2022





# MTA BUS Workforce

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>Officials &amp; Administrators</b>	<b>170</b>		106	62%	64	38%	42	25%	30	18%	20	12%	0	0%	0	0%	14	8%	13	8%	8	5%
F	34	0%	27	16%	7	4%	13	8%	3	2%	5	3%		0%		0%	6	4%		0%		0%
M	136	0%	79	46%	57	34%	29	17%	27	16%	15	9%		0%		0%	8	5%	13	8%	8	5%
<b>Professionals</b>	<b>76</b>		57	75%	19	25%	15	20%	16	21%	20	26%	0	0%	0	0%	6	8%	3	4%	4	5%
F	33	0%	28	37%	5	7%	9	12%	11	14%	5	7%		0%		0%	3	4%	2	3%	4	5%
M	43	0%	29	38%	14	18%	6	8%	5	7%	15	20%		0%		0%	3	4%	1	1%		0%
<b>Technicians</b>	<b>0</b>		0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
F	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Protective Services</b>	<b>4</b>		3	75%	1	25%	2	50%	1	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
F	1	0%	0	0%	1	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M	3	0%	3	75%	0	0%	2	50%	1	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Paraprofessionals</b>	<b>0</b>		0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
F	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Administrative Support</b>	<b>15</b>		14	93%	1	7%	8	53%	3	20%	2	13%	0	0%	0	0%	1	7%	0	0%	0	0%
F	13	0%	12	80%	1	7%	6	40%	3	20%	2	13%	0	0%	0	0%	1	7%	0	0%	0	0%
M	2	0%	2	13%	0	0%	2	13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Skilled Craft</b>	<b>639</b>		463	72%	176	28%	217	34%	99	15%	78	12%	4	1%	6	1%	59	9%	17	3%	5	1%
F	2	0%	2	0%	0	0%	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0%	0	0%
M	637	0%	461	72%	176	28%	215	34%	99	15%	78	12%	4	1%	6	1%	59	9%	16	3%	5	1%
<b>Service Maintenance</b>	<b>2,954</b>		2,620	89%	334	11%	1,506	51%	751	25%	226	8%	11	0%	3	0%	123	4%	35	1%	4	0%
F	419	0%	401	14%	18	1%	269	9%	117	4%	3	0%	1	0%	0	0%	11	0%	2	0%	0	0%
M	2,535	0%	2,219	75%	316	11%	1,237	42%	634	21%	223	8%	10	0%	3	0%	112	4%	33	1%	4	0%
<b>Total</b>	<b>3,858</b>		3,263	85%	595	15%	1,790	46%	900	23%	346	9%	15	0%	9	0%	203	5%	68	2%	21	1%

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

\* American Indian/Alaskan Native

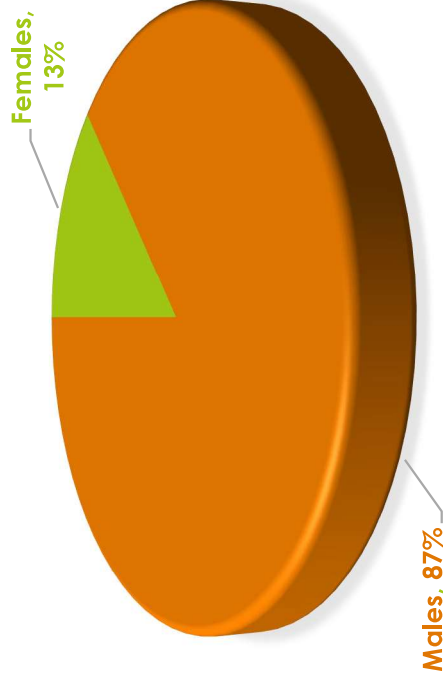
\*\*Native Hawaiian Other Pacific Islander

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

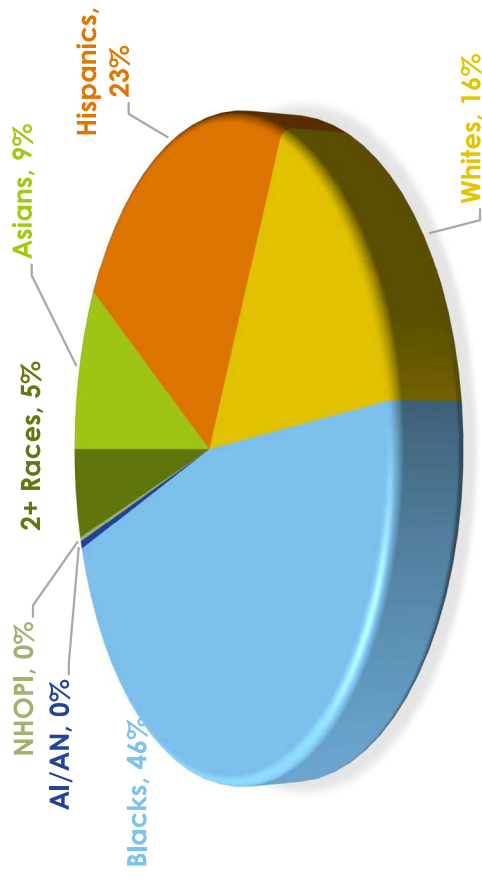


# MTA Bus Workforce as of December 31, 2022

## WORKFORCE BY GENDER



## WORKFORCE BY RACE/ETHNICITY



MTA Bus employed 3,858 employees, 13% of the workforce were females, 85% minorities, and veterans comprised 2%.

- ❑ The percentage of females employed in the workforce remained the same when compared to 3<sup>rd</sup> Quarter 2022.
- ❑ The percentage of minorities in the workforce remained the same when compared to 3<sup>rd</sup> Quarter 2022.





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**MTA BUS**

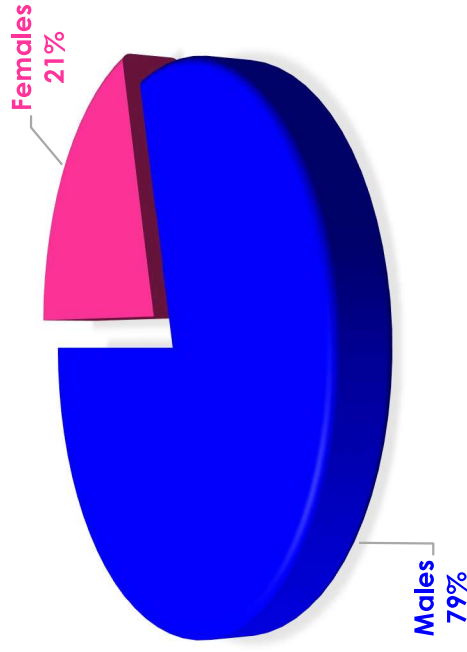
# **New Hires and Separations**

**January 1, 2022 – December 31, 2022**

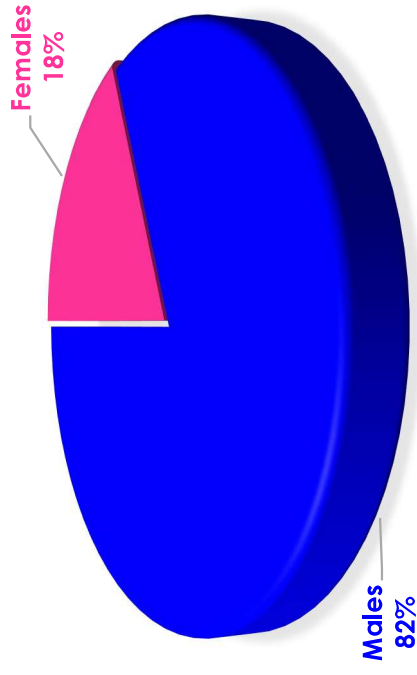


# MTA BUS New Hires and Separations by Sex

NEW HIRE BY GENDER



SEPARATION BY SEX

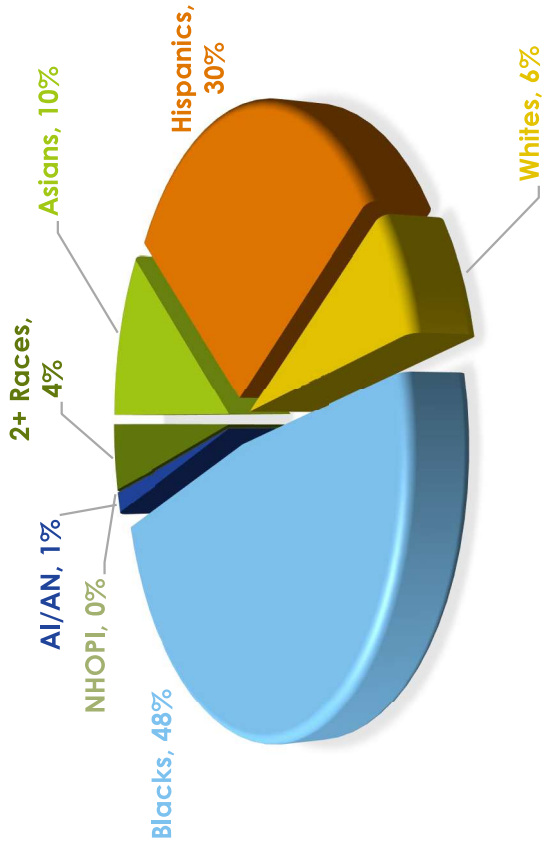


By the end of the 4th quarter 2022, MTA Bus **hired 495** employees, 106 females and 389 males. Between January 1, 2022 and December 31, 2022 **305** employees **separated** from MTA Bus, 60 females and 245 males.

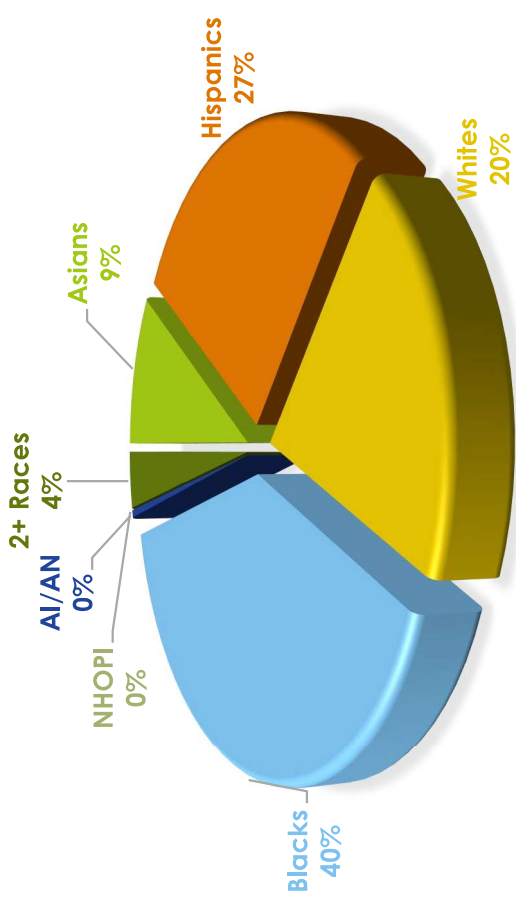
- The net change for females was a positive **46** employees.
- The net change for males was a positive **144** employees
- The net change for self identified veterans was a positive **8** males and **2** female employees

# MTA Bus New Hires and Separations by Race/Ethnicity

**NEW HIRE BY RACE/ETHNICITY**



**SEPARATION BY RACE/ETHNICITY**



By the end of the 4<sup>th</sup> quarter 2022, MTA Bus **hired 495** employees, **463** minorities and **32** non-minorities. Between January 1, 2022 and December 31, 2022 **305** employees **separated** from MTA Bus, **237** minorities and **68** non-minorities.

- The net change for minorities was a positive **226** employees.
- The net change for non-minorities was a negative **36** employees.
- The net change for self-identified veterans was a positive **8** employees.



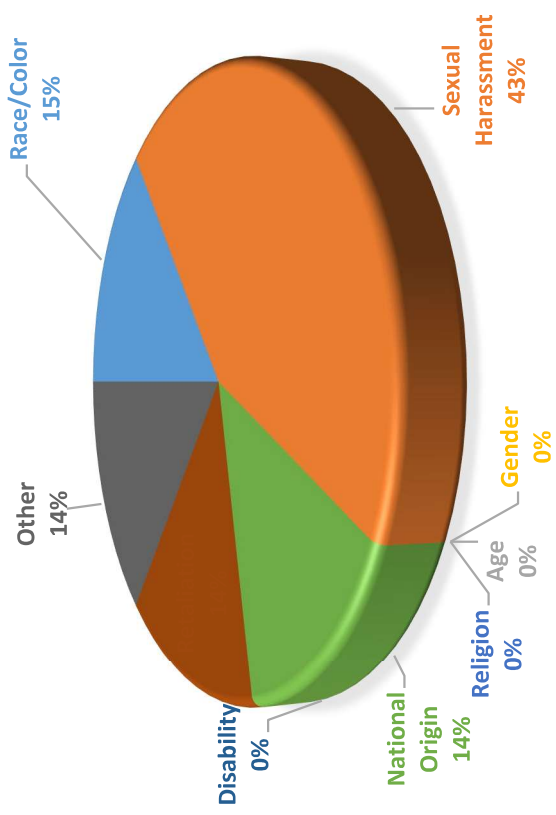
Metropolitan Transportation Authority  
Department of Diversity and  
Civil Rights

MTA Bus Complaints and Lawsuits  
4th Quarter 2022

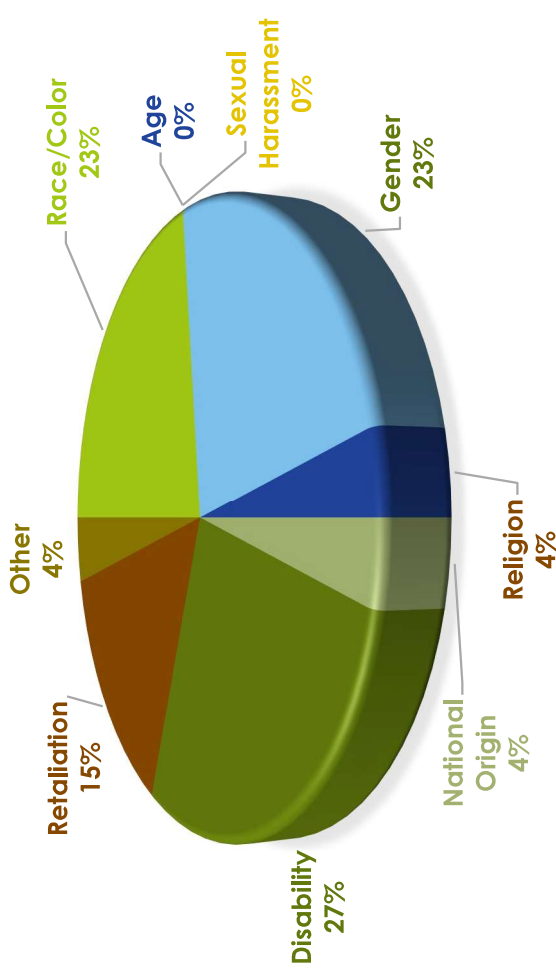


# MTA Bus EEO Internal/External Discrimination Complaints by Bases January 1, 2022 to December 31, 2022

## INTERNAL EEO COMPLAINTS



## EXTERNAL EEO COMPLAINTS



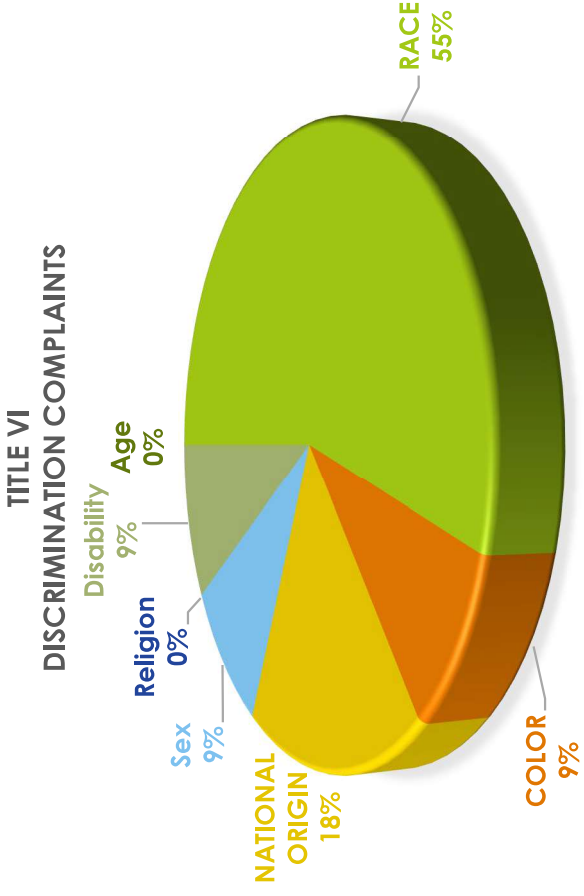
7 EEO complaints were filed\* citing 11 separate bases, and 0 lawsuits were filed.

- 7 filed internal complaints.
- 8 filed external complaints.
- The most frequently cited basis internally was Sexual Harassment

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



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



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

- 7 Title VI complaints were filed.
- 1 related discrimination complaints\*\* were filed.
- The most frequently cited bases was Race

Note: \*Formal complaints can be filed alleging multiple bases.

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

