
MTA BUS

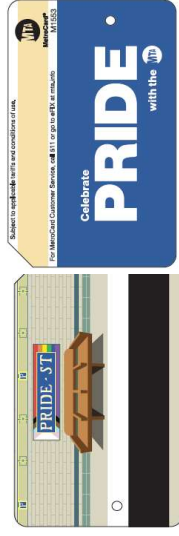
EEO Report – 1st Quarter 2023

June 26, 2023



EEO 1st Quarter Executive Summary

D&I in Motion – All Agency Employee Resource Groups Quarterly Highlights – JUNE
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 Greenwich Village Historical Walking Tour to celebrate Pride Month. Historical sites instrumental to the LGBTQIA+ movement were visited. The members of Pride Express also attended The Hastings Pride Community Festival which was an interactive family friendly event.



Pride Express was instrumental in the roll out of the MTA Pride Month MetroCard and the Pride Decals on 50 MNR, 50 BUS and 50 NYCT Subway Cars and 50 Bridge and Tunnels Trucks.



B.E.G.I.N. - In celebration of Juneteenth, B.E.G.I.N. hosted a series of events. B.E.G.I.N. members created a video – broadcasted on the MTA monitors - to provide the origins and history of Juneteenth. In addition, a tour of the African Burial Ground and National Monument was hosted by the ERG, and a members-only networking event was held at a Black owned restaurant.



In Commemoration of Jewish American Heritage Month, the MTA in collaboration with **The Museum of Jewish Heritage** held a conversation with Holocaust survivor Maritza Shelley and Marge Ginsburg, MTA Deputy Chief Technology Officer. Maritza Shelley shared her stories and personal experiences. Employees joined in paying tribute to the generations of Jewish Americans who helped form the fabric of American history, culture, and society.



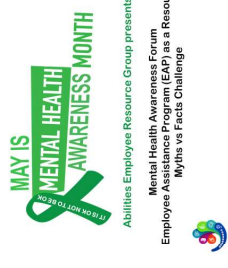
EEO 1st Quarter Executive Summary Cont.

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

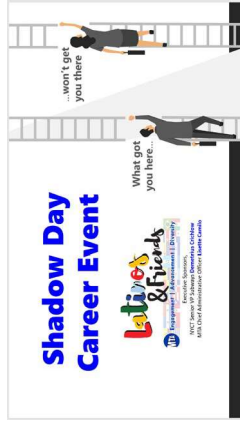


Veterans - - The MTA Veterans Employee Resource Group held a noontime Memorial Day Observance on May 17th , at 2 Broadway to remember those who paid the ultimate sacrifice. The guest speaker was Patrick Warren, MTA Chief Security Officer and Retired Army Colonel

Abilities – In recognition of May as Mental Health Awareness Month, Abilities ERG held a forum to discuss mental health challenges. Work Life Services and the Employee Assistance Program were available to offer their services and support to employees.



Thursday, May 18
Online or 2 Broadway
20th Floor Conference Room
12:00 pm - 1:00pm



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.

TransportAsian – In celebration of Asian American Pacific Islander Month (AAPI), The TransportAsian streamed a two-part documentary to bring awareness to the many contributions and achievements made by the AAPI community. The documentary shared the challenges and triumphs experienced by Asian American Pacific Islanders in the United States.



EEO 1st Quarter Executive Summary Cont.

□ EEO

As of March 31, 2023, MTA BUS's workforce consisted of 3,766 employees of which females represented 13% (483), minorities represented 85% (3,201), veterans represented 2% (70) and employees identifying as a person with a disability represented 0.5% (17) of the total workforce.

In comparison with the 1st Quarter 2022 (1Q22):

- MTA BUS's 1st Quarter 2023 workforce decreased by 45 employees.
- Female representation remained constant with a net change of 12 employees.
- Minority representation increased by 1 percentage point with a net change of 7 employees.
- There was **1** employee hired who self-identified as a veteran and **1** employee separated that self-identified veteran.
- MTA BUS handled* a total of 25 EEO complaints; of which 11 were internal and 14 were external. In the 1st Quarter 2022, MTA BUS handled a total of 22 EEO complaints; of which 13 were internal and 9 were external.
- MTA BUS handled* a total of 23 Title VI complaints and 0 Title VI lawsuits.



* Complaints handled include incoming 2023 cases and cases that carried over from the prior years.

EEO 1st Quarter Executive Summary Con't.

□ EEO

MTA BUS conducted a utilization analysis of females and minorities in its workforce. The utilization analysis consists of comparing MTA BUS's March 31, 2023, workforce percentages for females and minorities to the estimated availability of the females and minorities available within the relevant labor market.

Based on the utilization analysis, MTA BUS's 2023 workforce estimated availability targets are:

EEO4 Category	Minorities	Females	Black	Hispanic	Asian	Am Ind/AINat	NHOPI	2 Races
EEO Category 1	67.9%	11.4%	37.9%	19.7%	6.5%	0.3%	0.1%	3.5%
EEO Category 2	53.2%	34.7%	13.8%	15.0%	19.2%	0.0%	0.0%	5.3%
EEO Category 3	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
EEO Category 4	10.2%	11.9%	3.1%	5.9%	0.6%	0.0%	0.0%	0.5%
EEO Category 5	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
EEO Category 6	74.7%	69.3%	42.7%	16.0%	10.7%	0.0%	0.0%	5.3%
EEO Category 7	60.6%	5.7%	25.8%	22.2%	8.5%	0.2%	0.1%	3.6%
EEO Category 8	67.9%	18.6%	35.3%	25.0%	5.8%	0.1%	0.0%	1.7%



EEO 1st Quarter Executive Summary Cont.

Based on the MTA BUS utilization analysis*, the underrepresentation for females and minorities occurred in the following EEO categories:

All Females:

- Officials & Administrators – Hispanics
- Professionals – Whites
- Skilled Craft – Blacks, Hispanics and Whites
- Service Maintenance – Hispanics and Whites

Minority Males:

- Officials and Administrators – Blacks and Hispanics
- Skilled Craft – Hispanics

*The utilization analysis compares the percentages of females and minorities employed in each job group to 80 percent of the females and minorities available within the relevant labor market.



EEO 1st Quarter Executive Summary Cont.

- When vacancies occur for EEO job categories, MTA BUS's action strategy to address areas of underutilization will include:
 - Identifying specific job groups/job titles within the underutilized category that present an opportunity for targeted recruitment;
 - Forecasting future opportunities for underutilized job groups/titles, in communication with hiring manager, and raising awareness of need to make extra efforts to achieve representation of targeted groups in the candidate pools
 - Engaging with potential outreach sources relevant to the underutilized groups such as hosting career fairs to attract qualified candidates into the pipeline for non-traditional technical positions
 - Creating unique approaches to attract, promote and retain the specific job group/job title;
- MTA BUS will create targeted strategies and initiatives for the following underutilized job groups: Officials & Administration, Professionals and Service Maintenance for positions such as, General Superintendents, Computer Associate and Bus Operator.

MTA BUS

Workforce

as of March 31, 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.
- ❑ **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 BUS Workforce

The table below is a snapshot of MTA BUS's workforce by race/ethnicity, gender and veterans as of **March 31, 2023**.

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	168		109	65%	59	35%	44	26%	29	17%	19	11%	0	0%	0	0%	17	10%	12	7%	9	5%
F	36	21%	30	18%	6	4%	17	10%	3	2%	4	2%	0	0%	0	0%	6	4%	0	0%	1	1%
M	132	79%	79	47%	53	32%	27	16%	26	15%	15	9%	0	0%	0	0%	11	7%	12	7%	8	5%
Professionals	85		66	78%	19	22%	21	25%	18	21%	20	24%	0	0%	0	0%	7	8%	4	5%	0	0%
F	31	36%	26	31%	5	6%	8	9%	11	13%	4	5%	0	0%	0	0%	3	4%	2	2%	0	0%
M	54	64%	40	47%	14	16%	13	15%	7	8%	16	19%	0	0%	0	0%	4	5%	2	2%	0	0%
Technicians	0		0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
F	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Protective Services	4		3	75%	1	25%	2	50%	1	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
F	1	25%	0	0%	1	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M	3	75%	3	75%	0	0%	2	50%	1	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Paraprofessionals	0		0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
F	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Administrative Support	14		13	93%	1	7%	8	57%	2	14%	2	14%	0	0%	0	0%	1	7%	0	0%	0	0%
F	12	86%	11	79%	1	7%	6	43%	2	14%	2	14%	0	0%	0	0%	1	7%	0	0%	0	0%
M	2	14%	2	14%	0	0%	2	14%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Skilled Craft	637		465	73%	172	27%	212	33%	102	16%	79	12%	5	1%	6	1%	61	10%	17	3%	3	0%
F	2	0%	2	0%	0	0%	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0%	0	0%
M	635	100%	463	73%	172	27%	210	33%	102	16%	79	12%	5	1%	6	1%	61	10%	16	3%	3	0%
Service Maintenance	2,858		2,545	89%	313	11%	1,462	51%	726	25%	222	8%	12	0%	2	0%	121	4%	37	1%	5	0%
F	401	14%	384	13%	17	1%	257	9%	111	4%	3	0%	1	0%	0	0%	12	0%	2	0%	0	0%
M	2,457	86%	2,161	76%	296	10%	1,205	42%	615	22%	219	8%	11	0%	2	0%	109	4%	35	1%	5	0%
Total	3,766		3,201	85%	565	15%	1,749	46%	878	23%	342	9%	17	0%	8	0%	207	5%	70	2%	17	0%

* American Indian/Alaskan Native

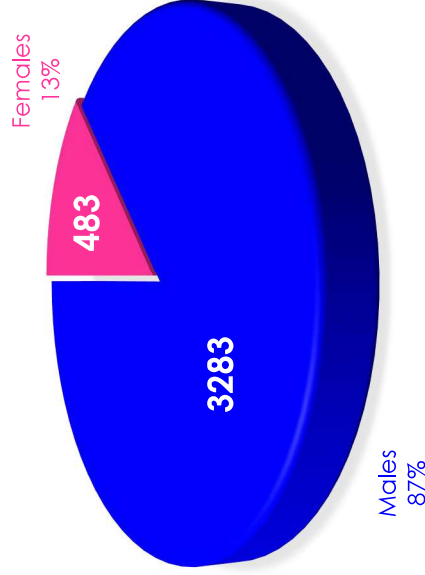
**Native Hawaiian Other Pacific Islander

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

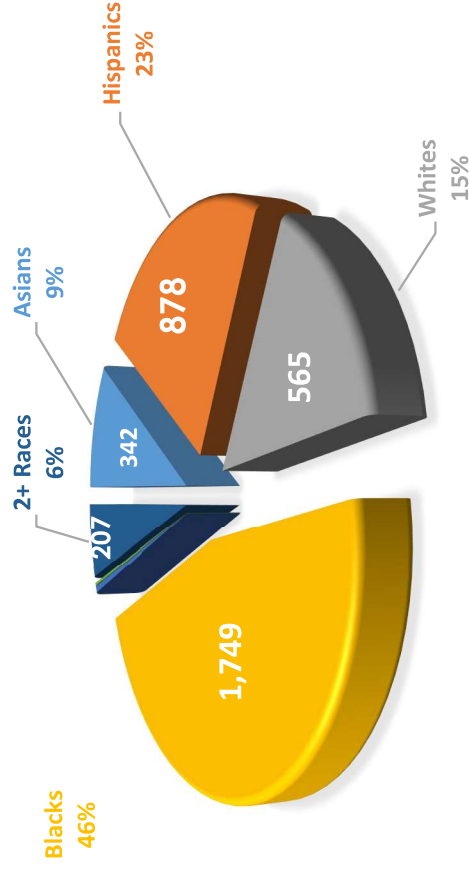


MTA BUS Workforce as of March 31, 2023

Workforce By Sex



Workforce By Race/Ethnicity



MTA **BUS** employed **3,766** employees, 13% (483) of the workforce were females, 85% (**3,201**) minorities, 2% (70) veterans and 0.5% (17) self identified as a person with a disability.

- The percentage of females employed in the workforce remained constant with a slight decrease of 12 employees when compared to 1st Quarter 2022.
- The percentage of minorities in the workforce has increased by 1 percentage point with a net change of 7 employees when compared to 1st Quarter 2022.



MTA BUS Underutilization Analysis

MTA BUS has conducted an availability analysis of females and minorities in its workforce. The availability analysis consists of comparing **MTA BUS's** March 31, 2023, workforce percentages for females and minorities to 80 percent of the females and minorities available within the relevant labor market based on the U.S. Census.

*** The Whole-Person Rule was used to determine underutilization, where Actual % < Estimated Availability % by 1 whole person**

JOB CATEGORY	SEX	BLACKS		HISPANIC		ASIANS		AI/AN**		NHOPi***		2+ RACES		WHITES	
		Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %
Officials & Administrators	F	7%	10%	3%	2%	0%	2%	0%	0%	0%	0%	0%	4%	1%	4%
	M	31%	16%	17%	15%	6%	9%	0%	0%	0%	0%	3%	7%		
Professionals	F	8%	9%	10%	13%	6%	5%	0%	0%	0%	0%	3%	4%	9%	6%
	M	6%	15%	5%	8%	14%	19%	0%	0%	0%	0%	3%	5%		
Technicians	F	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%		
Protective Services	F	2%	0%*	3%	0%*	0%	0%	0%	0%	0%	0%	0%	0%	6%	25%
	M	1%	50%	2%	25%	0%	0%	0%	0%	0%	0%	0%	0%		

**American Indian/Alaskan Native

***Native Hawaiian Other Pacific Islander

Note: Pursuant to FTA Circular 4704.1A EEO Requirements and Guidelines, white males have been excluded from the availability analysis.



Percentages highlighted in green indicates underutilization

MTA BUS Underutilization Analysis Con't.

JOB CATEGORY	SEX	BLACKS			HISPANIC			ASIANS			AI/AN**			NHOP ***			2+ RACES			WHITES			
		Est Avail	Actual %	Actual %	Est Avail	Actual %	Actual %	Est Avail	Actual %	Actual %	Est Avail	Actual %	Actual %	Est Avail	Actual %	Actual %	Est Avail	Actual %	Actual %	Est Avail	Actual %		
Paraprofessionals	F	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%	
Administrative Support	F	32%	43%	14%	16%	14%	11%	14%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	5%	7%	7%	
	M	11%	14%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Skilled Craft	F	3%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%
	M	23%	33%	16%	21%	16%	8%	12%	0%	1%	1%	0%	0%	0%	1%	4%	4%	10%	0%	0%	0%	0%	0%
Service Maintenance	F	8%	9%	4%	8%	4%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%	1%	1%
	M	28%	42%	22%	17%	22%	6%	8%	0%	0%	0%	0%	0%	0%	0%	1%	1%	4%	0%	0%	1%	0%	0%

**American Indian/Alaskan Native

***Native Hawaiian Other Pacific Islander

Note: Pursuant to FTA Circular 4704.1A EEO Requirements and Guidelines, white males have been excluded from the availability analysis.

Percentages highlighted in green indicate underutilization



MTA BUS

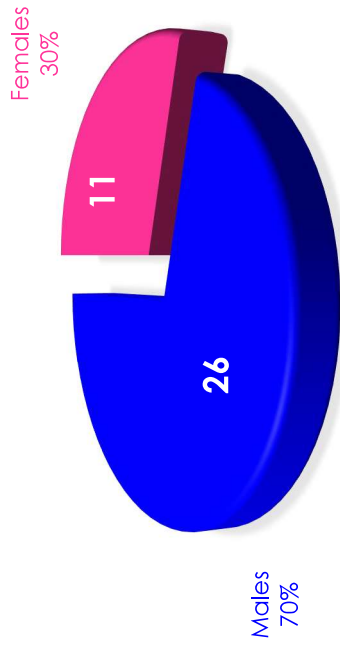
New Hires and Separation

January 1, 2023 – March 31, 2023

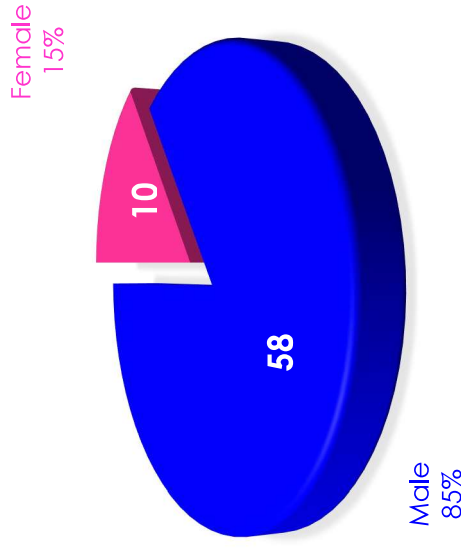


MTA BUS New Hires and Separations by Sex

New Hires By Sex



Separations By Sex



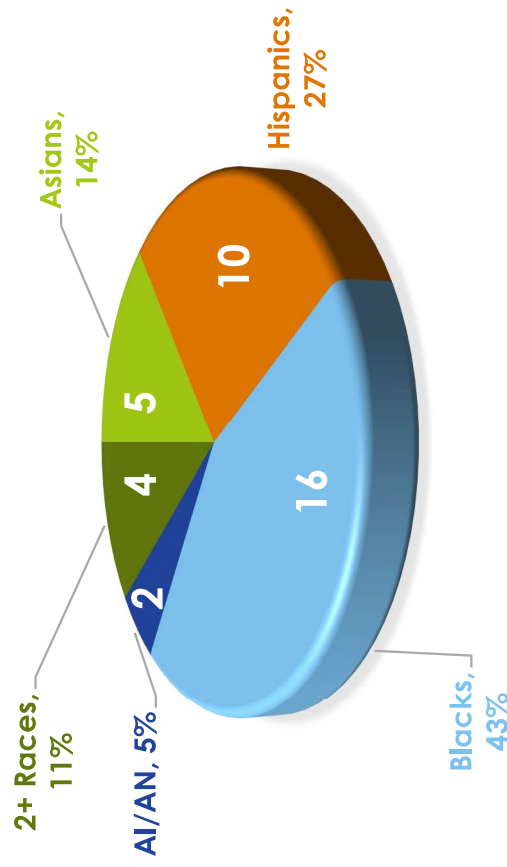
As of the 1st Quarter 2023, MTA BUS hired 37 employees, 11 females and 26 males. During this same time period, 68 employees separated from MTA BUS, 10 females and 58 males

- ❑ The net change for female was a positive 1 employees.
- ❑ The net change for males was a negative 32 employees.
- ❑ The number of employees who self-identified as veterans increased by 1 employee.

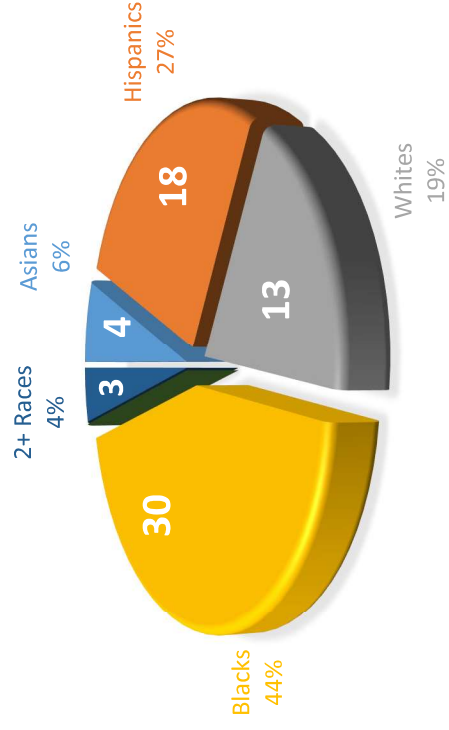


MTA BUS New Hires and Separations by Race/Ethnicity

NEW HIRES BY RACE/ETHNICITY



Separations By Race/Ethnicity



During the 1st Quarter 2023, MTA BUS hired 37 employees, 37 minorities and 0 non-minorities. During this same time period 68 employees separated from MTA BUS, 55 minorities and 13 non-minorities.

- ❑ The net change for minority employees during the 1st Quarter 2023 was negative 18 employees.
- ❑ The number of employees that self identified as a person with a disability decreased by 1 employee.



Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

MTA BUS Complaints and Lawsuits
First Quarter 2023

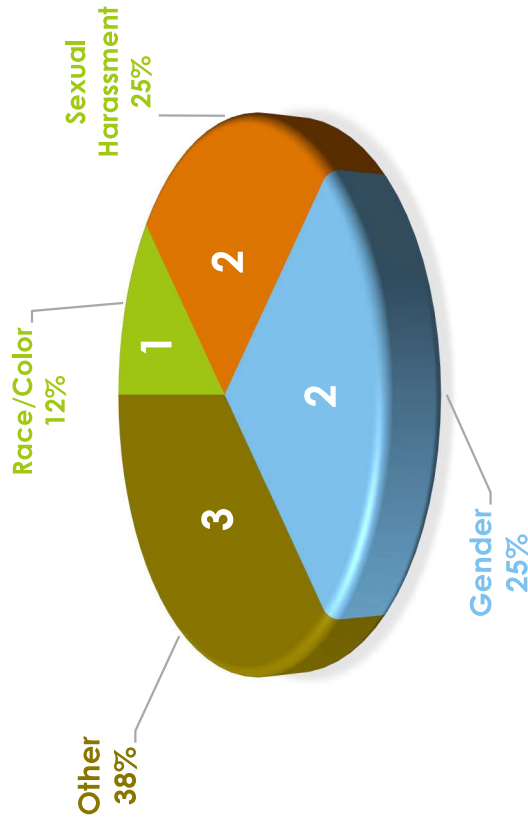
June 26, 2023



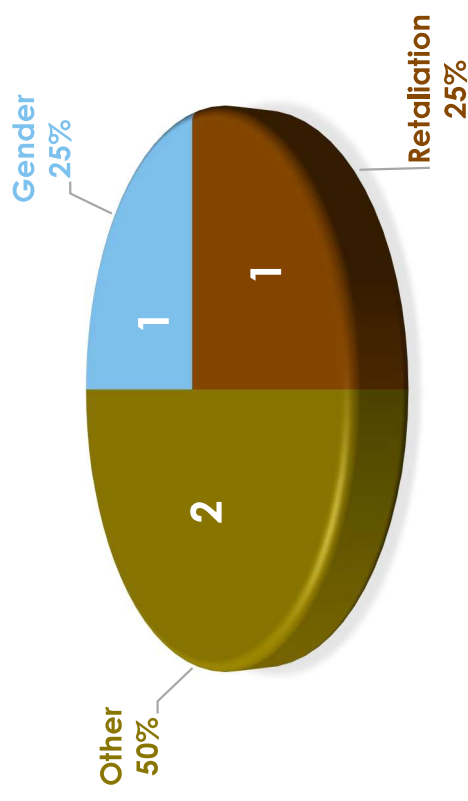
MTA BUS

EEO Internal and External Discrimination Complaints by Bases January 1, 2023 to March 31, 2023

INTERNAL EEO COMPLAINTS BY BASIS



EXTERNAL EEO COMPLAINTS BY BASIS



6 EEO complaints were filed* citing **12** separate bases, and **0** lawsuit was filed.

- 4 filed internal complaints.
- 2 filed external complaints.
- The most frequently cited basis internally was Race/Color.

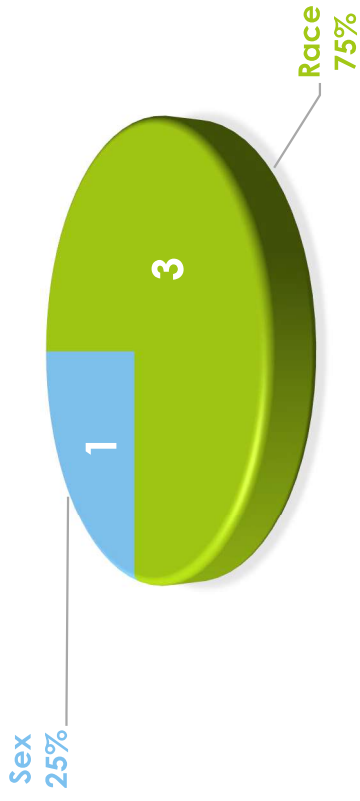


Note: *Formal complaints can be filed alleging multiple bases. Additionally, numerous incoming matters were also handled during this time

MTA BUS Title VI and Related Discrimination Complaints by Bases

January 1, 2023, to March 31, 2023

INTERNAL TITLE VI COMPLAINTS BY BASIS



4 Title VI and related discrimination complaints were filed citing **4** separate bases.

- ❑ **3** Title VI complaints were filed.
- ❑ **1** 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.

