



Metropolitan Transportation Authority

Diversity Committee Meeting

June 2023

Committee Members

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

Diversity Committee Meeting

2 Broadway
New York NY 10004
Board Room 20th Floor

Monday, 6/26/2023
12:00 - 12:45 PM ET

1. Public Comment

2. Approval of Minutes

April 2023 Diversity Committee Meeting Minutes - Page 3

3. 2023 Diversity Committee Work Plan

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4. 2023 Annual Equal Opportunity Policy Statements

2023 EEO Policy Statement - Page 10

5. Executive Summary

Executive Summary - Page 25

6. Business and Diversity Initiatives

Outreach - Page 45

7. DBE Certification Activity Report

DBE Certification - Page 47

8. Small Business Development Program Update

SBDP - Page 49

9. M/W/DBE and SDVOB Contract Compliance

MWDBE and SDVOB Contract Compliance - Page 61

10. Discretionary A&E and Legal

Discretionary A & E and Legal - Page 76

11. Financial Services

Underwriter Fees - Page 79

12. Asset Fund Management

Asset Funds Managers - Page 81

13. 2022 EEO Activities

EEO ACTIVITY - Page 85

MTA DIVERSITY COMMITTEE

Meeting Minutes
2 Broadway, 20th Floor
New York, NY 10004
Monday, April 24, 2023

The following Committee Members were present:

Hon. Elizabeth Velez, Chair
Hon. Frankie Miranda (Virtual)
Hon. Midori Valdivia
Hon. Neal Zuckerman

The following Board Member was present:

Hon. Gerard Bringmann

The following staff were also present:

Tracey Mitchell, Interim 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
David Sang, Senior Director, Title VI and Workforce Initiatives
Nadara Wade, Director, Title VI Analysis, Equity and Access
Sweta Basnet, Senior Manager Statistical Analysis and Title VI Compliance
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 Tech. 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 April 2023 Diversity Committee.

1. PUBLIC SPEAKERS' SESSION

- There were two virtual public speakers in the public comments portion of the meeting: Christopher D. Greif and Charlton DeSousa

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 a motion duly made and seconded, the Committee approved the Minutes of the MTA Diversity Committee meetings held on September 19, 2022, and December 19, 2022.

3. WORK PLAN REPORT

Chair Velez asked if there were any changes to the 2023 Work Plan. Ms. Mitchell reported the following changes:

- At today's meeting Dr. Green would be requesting resolution and approval of the 3-year Title VI Program, scheduled to be submitted to the Federal Transit Administration (FTA) by June 1, 2023.
- During the June Diversity Committee meeting, the 2023 EEO and DBE Programs and the annual DBE Goal will be submitted for approval.
- *The ADA, All Agency Title VI, and Sexual and Other Discriminatory Harassment, Policy Statements* will be presented at the June meeting.
- The review of the Diversity Committee charter was moved to the September meeting. The updated 2023 Work Plan was placed on page 10 of the Diversity Committee book.

Upon a motion duly made and seconded, the Committee approved the changes to the 2023 Work Plan.

4. EXECUTIVE SUMMARY

MWBE, DBE, SDVOB And Small Business Mentoring Program

- Ms. Mitchell reported that in FY 2022, MTA had a banner year in which it made a record \$1.5 billion in payments to MWBE, DBE and SDVOB businesses.
- Ms. Mitchell clarified that the NYS FY ended March 31st, so the final numbers were still being calculated. To date, MTA had surpassed its NYS MWBE goal of 30% and achieved 32%, and with the final calculation the achieved rate is expected to be higher.
- The FTA DBE goal was trending at 17%, which was lower than the set goal of 20%. However, the MTA still leads the entire state in highest utilization of MWBEs.
- The DBE certification team reported a slight decline in new applications received, and an increase in the number of days to certify an application. Ms. Mitchell noted the increased time was due to training of new staff members.

Small Business Mentoring Program

- Ms. Mitchell emphasized the continued success of the program in driving equity, detailing the 73 contracts worth over \$63.1 million awarded in FY22 to participants of the SBDP.

EEO Activities

- Dr. Green provided an update on the 4th quarter MTA overall workforce numbers, and an overview of the new hire statistics by race/ethnicity and sex. The complete data sets by agency were provided on pages 92-105 of the Committee book.

DDCR Milestones

- Ms. Mitchell noted that major DDCR milestones with deadlines during the first half of 2023 included the Title VI, EEO and DBE programs, and DBE annual goal submissions to the FTA, and the Annual Goal Management Plan for MWBE and SDVOB and 5-year Diversity and Inclusion Strategic Plan, to the state of NY.

Title VI

- Dr. Green provided a brief overview of the Title VI program (a detailed presentation was provided at the April Committee meeting) and explanation of the need to have board review and approval.

Upon a motion duly made and seconded, the Committee approved the Title VI program and its advancement to the full Board for approval.

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 extended her appreciation to Tracey Mitchell for agreeing to step in as the interim Chief Diversity and Inclusion Officer after Michael Garner's departure and amid a time of high demand for the department.

Upon a motion duly made and seconded, the Diversity Committee voted to adjourn the meeting.

Respectfully submitted,
Nadara Wade
Director, Title VI Analysis, Equity and Access

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
Diversity Committee Charter Review	Committee Chair and Members
2023 EEO, ADA and Sexual and Other Discriminatory Harassment Policy Statements	Dept. of Diversity/Civil Rights
All Agency Title VI Policy Statement	

June 2023

1st Quarter 2023 Report	Dept. of Diversity/Civil Rights
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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

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.

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.

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 2024 EEO Policy.

All Agency Title VI Policy Statement presented for approval

All Agency Title VI Procedure presented for approval

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.

Title VI Program Approval

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.

Diversity Committee Charter Review

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

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.

MTA ALL AGENCY POLICY STATEMENT EQUAL EMPLOYMENT OPPORTUNITY

The Metropolitan Transportation Authority (“MTA”), and its affiliated and subsidiary agencies New York City Transit (“NYCT”) including the Manhattan and Bronx Surface Transit Operating Authority (“MaBSTOA”) and the Staten Island Rapid Transit Operating Authority (“SIRTOA”), Metro-North Railroad (“MNR”), Long Island Rail Road (“LIRR”), MTA Bus Company (“BUS”), Bridges and Tunnels (“B&T”), Construction and Development (C&D) and Grand Central Madison Concourse Operating Company (“GCMC”), herein referred to as “MTA”, is fully committed to equal employment opportunity for all employees, applicants for employment, and certain non-employees (such as visitors, contractors, subcontractors, consultants, interns, fellows, or apprentices, in the workplace), without regard to race, color, religion (including the wearing of any attire, clothing, or facial hair in accordance with the requirements of a person’s religion), creed, national origin, ancestry, sex, sexual orientation, age, disability, predisposing genetic characteristic, gender identity and expression, pregnancy, veteran or military status, marital/familial/partnership/caregiver status, status as a victim of domestic violence, stalking and/or sex offenses, sexual and reproductive health decisions, or any legally protected basis. In addition, MTA will not impermissibly use or rely on immigration/alienage/citizenship status, credit history, arrest/conviction records, unemployment history, or salary history in its employment practices.

This Policy Statement is a summary of MTA’s Equal Employment Opportunity (“EEO”) Policy, which is available on the MTA’s intranet site as well as by contacting the Chief EO Officer at the appropriate MTA Agency’s Diversity and Equal Opportunity Division (“DEO”) or MTA Department of Diversity and Civil Rights (“DDCR”) at (646) 252-1385.)

MTA’s EEO Policy applies to all employment actions, including but not limited to hiring, promotion, upgrades, working conditions, demotion, transfer, recruitment or recruitment advertising, layoff or other discharge, recall, rates of pay or other forms of compensation, treatment of employees, benefits and selection for training. Further, the MTA expressly prohibits any form of harassment based on the aforementioned protected bases. Discrimination or harassment on these bases are prohibited in the workplace and in any location that could reasonably be regarded as an extension of the workplace, such as business travel or outside training, and will not be tolerated.

All employees, applicants for employment and certain non-employees in the workplace shall be protected from retaliation or harassment for filing a complaint or participating in an investigation of a complaint or other protected activity. Such retaliation or harassment is strictly prohibited and will not be tolerated. The MTA is committed to providing reasonable accommodation to applicants and employees who need them because of a disability, pregnancy/childbirth or related medical condition, or to practice or observe their religion, absent undue hardship as required by applicable law.

The MTA is fully committed to complying with all applicable laws and regulations that call for the establishment and implementation of a program providing equal employment opportunities for all employees, applicants for employment and certain non-employees in the workplace. To that end, the MTA has developed a written nondiscrimination program that sets forth the policies, practices and procedures, with goals and timetables, to which MTA is committed. This program is available for inspection by employees or applicants

MTA ALL AGENCY POLICY STATEMENT EQUAL EMPLOYMENT OPPORTUNITY (Continued)

for employment upon request. All managers and supervisors share in the responsibility for complying with and promulgating this program.

Tracey Mitchell, MTA’s Interim Chief Diversity and Inclusion Officer, reports directly to the MTA Chair and Chief Executive Officer. Mrs. Mitchell is the executive responsible for implementing MTA’s EEO policies and regulatory adherence with all MTA Equal Opportunity Programs. MTA’s Chief Diversity and Inclusion Officer and the agencies’ Chief Equal Opportunity Officers are responsible for implementing EEO policies and administering the Equal Employment Opportunity Program at the agency level. If you believe you have been subjected to a violation of MTA’s EEO Policy in your employment or application for employment, you have a right to file complaints of discrimination and/or retaliation directly with the Agency’s Chief Equal Opportunity Officer at the appropriate agency listed below:

MTA Headquarters
Tracey Mitchell (Interim)
2 Broadway, 16th Floor
New York, NY 10004
646-252-1385
tracey.mitchell@mtacd.org

Construction and Development
Dr. Rosalyn Green
2 Broadway, 8th Floor
New York, NY 10004
646-252-4379
rosalyn.green@mtacd.org

Bridges and Tunnels
Joyce D. Brown
2 Broadway, 23rd Floor
New York, NY 10004
646-252-7430
joyce.brown@mtahq.org

MTA Bus
Vernessa Moses
130 Livingston Street, 3rd Flr
New York, NY 10004
718-694-1708
vernessa.moses@nyct.com

Long Island Rail Road
Jodi Savage
Jamaica Station - 1141
Jamaica, NY 11435
347 986-0161
jodi.savage@mtahq.org

Metro-North Railroad
Mayra Bell
420 Lexington Ave. 12th Floor
New York, NY 10170
212-340-2560
mbell@mnr.org

New York City Transit
Dr. Rosalyn Green (Interim)
130 Livingston Street, 3rd Floor
Brooklyn, NY 11201
646-899-0346
Rosalyn.green@mtacd.org

Complaints also can be filed directly with MTA’s Interim Chief Diversity and Inclusion Officer, Tracey Mitchell, at 2 Broadway, 16th Floor, New York, New York 10004, tracey.mitchell@mtacd.org, or by phone at (646) 252 – 1385, or you can contact any EEO personnel. You may also report a potential violation to your immediate supervisor or a higher-level supervisor, although you are not required to do so.

MTA ALL AGENCY POLICY STATEMENT EQUAL EMPLOYMENT OPPORTUNITY (Continued)

Managers and supervisors are required to notify the Agency's Chief Equal Opportunity Officer or MTA's Interim Chief Diversity and Inclusion Officer as soon as they receive a complaint or otherwise observe, learn about, or suspect any improper discriminatory or retaliatory conduct, regardless of whether or not:

- a written statement is provided contemporaneously,
- the Complainant requests that no action be taken and/or requests confidentiality, or
- the Complainant works in the manager/supervisor's department, division or unit.

If it is determined that a violation of the MTA's EEO Policy has occurred, the MTA will take appropriate action to remedy the situation. All employees are required to fully cooperate during an investigation. Any employee who is found to have violated the EEO Policy, or any supervisory or managerial employee who knowingly permits a violation of the EEO Policy to occur, may be subject to disciplinary action, up to and including dismissal from employment. Such an employee may also be subject to personal legal and financial liability.

You also have the right to file a complaint externally with an outside agency. For certain complaints, you may be required to file directly in State Court. In addition to the complaint procedures described above, complaints may be filed with the following external agencies:

1. The United States Equal Employment Opportunity Commission New York District Office
33 Whitehall Street, 11th Floor New York, NY 10004
1-800-669-4000

The EEOC enforces federal anti-discrimination laws, including Title VII of the 1964 federal Civil Rights Act, 42 U.S.C. § 2000e *et seq.*

2. The New York State Division of Human Rights Headquarters
One Fordham Plaza, 4th Floor Bronx, NY 10458
1-888-392-3644

The New York State Division of Human Rights enforces the New York State Human Rights Law, N.Y. Executive Law, art. 15, § 290 *et seq.*

The New York State Division of Human Rights sexual harassment hotline (800-HARASS-3/800-427-2773) can provide information about filing a sexual harassment complaint and other assistance.

3. The New York City Commission on Human Rights and enforcement agencies of other localities may also be available venues.
4. Sexual and other discriminatory harassment may constitute a crime, particularly if it involves unwanted physical touching, coerced physical confinement, or coerced sexual acts. Contact the MTA Police and/or your local police department.

MTA ALL AGENCY POLICY STATEMENT EQUAL EMPLOYMENT OPPORTUNITY (Continued)

A lawsuit alleging violation of the New York State Human Rights Law may be filed in state court. A lawsuit alleging violation of federal anti-discrimination laws may be filed in federal court pursuant to a Notice of Right to Sue issued by the EEOC.

Filing an EO complaint with the Agency's DEO Division under the EEO Policy does not extend the time to file an external complaint and there is not a requirement that persons covered by the EEO Policy file an internal complaint before seeking an external remedy.

This Policy Statement is to be posted in prominent locations throughout MTA's facilities.

Effective: July 1, 2023

Janno Lieber
Chairperson and CEO

Tracey Mitchell
Interim Chief Diversity and Inclusion Officer

Jamie Torres-Springer
Chief Development Officer and
President MTA C&D

Catherine Rinaldi
President, MNR and
Interim President LIRR

Richard Davey, Jr.
President NYCT and MTA BUS

Cathy Sheridan
Interim President, MTA Bridges and Tunnels

MTA ALL AGENCY POLICY STATEMENT SEXUAL AND OTHER DISCRIMINATORY HARASSMENT

Sexual or other discriminatory harassment in the workplace is unlawful and all employees, as well as certain non-employees such as visitors, contractors, subcontractors, consultants, interns, fellows, or apprentices, are prohibited from engaging in any such activity. It is the Policy of the Metropolitan Transportation Authority (“MTA”) and its subsidiary and affiliated agencies: agencies New York City Transit (“NYCT”) including the Manhattan and Bronx Surface Transit Operating Authority (“MaBSTOA”) and the Staten Island Rapid Transit Operating Authority (“SIRTOA”), Metro-North Railroad (“MNR”), Long Island Rail Road (“LIRR”), MTA Bus Company (“BUS”), Bridges and Tunnels (“B&T”), Construction and Development (C&D) and Grand Central Madison Concourse Operating Company (“GCMC”), herein referred to as “MTA”, that all employees have the right to work in an environment free from any form of discriminatory harassment or intimidation, either physical or verbal, by any other employee as well as certain non-employees.

This Policy Statement is a summary of MTA’s Sexual and Other Discriminatory Harassment All Agency Policy Directive (the “Policy”), which is available on the MTA’s intranet site as well as by contacting the Chief EO Officer at the appropriate MTA Agency’s Diversity and Equal Opportunity Division (“DEO”) or MTA Department of Diversity and Civil Rights (“DDCR”) at (646) 252-1385.

The MTA will not tolerate sexual or any other form of discriminatory harassment and violators of the Policy will be subject to disciplinary action, including but not limited to termination of employment.

Sexual harassment form of gender-based discrimination that is unlawful under federal, state, and (where applicable) local law when it subjects an individual to inferior terms, conditions, or privileges of employment. Sexual harassment under the Policy includes harassment on the basis of sex, sexual orientation, gender identity and expression and the status of being transgender/non-binary or other status, and is defined to include, but is not limited to, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

1. submission to such conduct is made explicitly or implicitly a term or condition of an individual’s employment.
2. submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
3. such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile or offensive working environment, even if the impacted individual is not the intended target of the sexual harassment.

Sexual harassment can occur in a variety of circumstances, without regard to gender or perceived gender of the individuals or whether there has been an adverse employment action. Harassers can be anyone in the workplace, including a supervisor, supervisee, or coworker. Identities beyond an individual’s gender can impact an individual’s experience with gender discrimination in the workplace, and it is important to be sensitive to how words or actions might impact others with different characteristics or experiences

MTA ALL AGENCY POLICY STATEMENT SEXUAL AND OTHER DISCRIMINATORY HARASSMENT (Continued)

Sexual harassment is not limited to the physical workplace itself. It can occur while employees are traveling for business or at employer sponsored events or parties. It can occur while employees are traveling for business, at employer sponsored events or parties, in virtual meeting platforms, or while employees are teleworking. Calls, texts, emails, and social media activity by employees can constitute workplace harassment, even if they occur away from the workplace premises, on personal devices or personal social media accounts or during non-work hours.

The following is a non-exclusive list that describes some of the types of acts that may constitute sexual harassment and are strictly prohibited under the Policy:

- Physical assaults of a sexual nature, such as:
 - Touching, pinching, patting, grabbing, brushing against another individual's body, or poking another individual's body.
 - Rape, sexual battery, molestation or attempts to commit these assaults.
- Unwanted sexual advances or propositions, such as:
 - Requests for sexual favors accompanied by implied or overt threats concerning the target's job performance evaluation, a promotion or other job benefits or detriments.
 - Subtle or obvious pressure for unwelcome sexual activities.
- Sexually oriented gestures, noises, remarks, jokes, or comments about a person's sexuality or sexual experience, which create a hostile work environment.
- Sex stereotyping, which occurs when conduct or personality traits are considered inappropriate simply because they may not conform to other people's ideas or perceptions about how individuals of a particular sex should act or look.
- Sexual or discriminatory displays or publications anywhere in the workplace, such as:
 - Displaying pictures, posters, calendars, graffiti, objects, promotional materials, reading materials or other materials that are sexually demeaning or pornographic.
 - This includes such sexual displays on workplace computers or cell phones and sharing such displays while in the workplace.
- Hostile actions taken against an individual because of that individual's sex, sexual orientation, gender identity and the status of being transgender, such as:
 - Interfering with, destroying, or damaging a person's workstation, tools or equipment or otherwise interfering with the individual's ability to perform the job.
 - Sabotaging an individual's work.
 - Bullying, yelling, and name-calling.

MTA ALL AGENCY POLICY STATEMENT SEXUAL AND OTHER DISCRIMINATORY HARASSMENT (Continued)

Harassment does not have to be of a sexual nature, however, and can include other forms of harassment. Discriminatory harassment under this Policy is defined as any type of conduct based on race, color, religion, creed, national origin, ancestry, age, disability, predisposing genetic characteristic, pregnancy, veteran or military status, marital/familial/partnership/ caregiver status, status as a victim of domestic violence, stalking and/or sex offenses, or any protected basis, including based on the employee's having filed a complaint of discrimination or harassment under the Policy or any other relevant MTA Equal Employment Opportunity Policy, that has the purpose or effect of unreasonably interfering with an individual's work performance, or creating an intimidating, hostile or offensive working environment.

The following describes some of the types of acts that may constitute discriminatory harassment and are strictly prohibited under the Policy: use of racial or ethnic epithets; inappropriate, demeaning or derogatory racial or ethnic jokes, comments, innuendo, or other commentary which is demeaning or embarrassing obscene or harassing communication in any form, including but not limited to telephone or cell phone calls, virtual meetings, letters, notes, e-mails, text messages, social media or network postings and messages, or transmission of derogatory, demeaning or hostile materials; offensive, demeaning, or derogatory comments about a person or group's race, color, religion, creed, national origin, ancestry, age, disability, predisposing genetic characteristic, pregnancy, veteran or military status, marital /familial/ partnership/ caregiver status, status as a victim of domestic violence, stalking and/or sex offenses, or any legally protected basis; and posting, distributing, transmitting, or displaying racist or ethnic drawings, posters, or hateful symbols and objects.

All employees, visitors, vendors and applicants for employment shall be protected from retaliation for filing a complaint or participating in an investigation of a complaint. Reprisal against or interference with an employee's, visitor's, vendor's or applicant's right to file a complaint concerning such matters constitutes a violation of this Policy.

Tracey Mitchell, MTA's Interim Chief Diversity and Inclusion Officer, and the agencies' Chief Equal Opportunity Officers are responsible for coordinating the Policy. If you believe you have been subjected to a violation of the Policy in your employment or application for employment, you may contact your immediate supervisor, a higher-level supervisor or your Agency's Chief Equal Opportunity Officer as listed below:

MTA Headquarters
Tracey Mitchell (Interim)
2 Broadway, 16th Floor
New York, NY 10004
646-252-1385
tracey.mitchell@mtacd.org

Construction and Development
Dr. Rosalyn Green
2 Broadway, 8th Floor
New York, NY 10004
646-252-4379
rosalyn.green@mtacd.org

Bridges and Tunnels
Joyce D. Brown
2 Broadway, 23rd Floor
New York, NY 10004
646-252-7430
joyce.brown@mtahq.org

MTA ALL AGENCY POLICY STATEMENT SEXUAL AND OTHER DISCRIMINATORY HARASSMENT (Continued)

MTA Bus
Vernessa Moses
130 Livingston Street, 3rd Floor
Brooklyn, NY 11201
718-694-1708
vernessa.moses@nyct.com

New York City Transit
Dr. Rosalyn Green (Interim)
130 Livingston Street, 3rd Floor
Brooklyn, NY 11201
646-899-0346
rosalyn.green@mtacd.org

Long Island Rail Road
Jodi Savage
Jamaica Station - 1141
Jamaica, NY 11435
(347) 986-0161
jodi.savage@mtahq.org

Metro-North Railroad
Mayra Bell
420 Lexington Ave. 12th Floor
New York, NY 10170
212-340-2560
mbell@mnr.org

You may also contact MTA's Interim Chief Diversity and Inclusion Officer, Tracey Mitchell, at 2 Broadway, 16th Floor, New York, NY 10004. Ms. Mitchell can be reached by telephone at (646) 252-1385. Managers and supervisors are required to notify the Agency's Chief Equal Opportunity Officer or Ms. Mitchell, as soon as they receive a complaint or otherwise observe, learn about, or suspect any improper discriminatory or retaliatory conduct, regardless of whether or not:

- a written statement is provided contemporaneously,
- the complainant requests that no action be taken and/or requests confidentiality, or
- the complainant works in the manager/supervisor's department, division or unit.

The Equal Opportunity Officer will promptly initiate a thorough and impartial inquiry. In all cases, confidentiality will be maintained throughout the investigation to the extent practical and consistent with the MTA's obligation to undertake a full inquiry and to make a determination. In addition, all employees are required to fully cooperate during the conduct of such an investigation. The MTA All Agency Equal Employment Opportunity Policy also contains pertinent information relating to claims of discrimination.

If it is determined that a violation of this Policy has occurred, the MTA will take immediate action to remedy the situation. Anyone who witnesses or becomes aware of potential instances of sexual harassment or other discriminatory harassment must report such behavior to a manager, supervisor, Equal Opportunity Officer and/or Ms. Mitchell. Any employee who is found to have violated the Policy or any supervisor or

MTA ALL AGENCY POLICY STATEMENT SEXUAL AND OTHER DISCRIMINATORY HARASSMENT (Continued)

managerial employee who knowingly permits a violation of the Policy to occur may be subject to disciplinary action, up to and including dismissal from employment. Such an employee may also be subject to personal legal and financial liability.

You also have the right file a complaint externally with an outside agency/organization. For certain complaints, you may be required to file directly in State Court. The following external agencies handle complaints of discrimination and retaliation:

1. The United States Equal Employment Opportunity Commission New York District Office
33 Whitehall Street, 11th Floor New York, NY 10004
1-800-669-4000

The EEOC enforces federal anti-discrimination laws, including Title VII of the 1964 federal Civil Rights Act, 42 U.S.C. § 2000e *et seq.*

2. The New York State Division of Human Rights Headquarters
One Fordham Plaza, 4th Floor Bronx, NY 10458
1-888-392-3644

The New York State Division of Human Rights enforces the New York State Human Rights Law, N.Y. Executive Law, art. 15, § 290 *et seq.*

The New York State Division of Human Rights sexual harassment hotline (800-HARASS-3/800-427-2773) can provide information about filing a sexual harassment complaint and other assistance.

3. The New York City Commission on Human Rights and enforcement agencies of other localities may also be available venues.
4. Sexual and other discriminatory harassment may constitute a crime, particularly if it involves unwanted physical touching, coerced physical confinement, or coerced sexual acts. Contact the MTA Police and/or your local police department.

A lawsuit alleging violation of the New York State Human Rights Law may be filed in state court. A lawsuit alleging violation of federal anti-discrimination laws may be filed in federal court pursuant to a Notice of Right to Sue issued by the EEOC.

MTA ALL AGENCY POLICY STATEMENT SEXUAL AND OTHER DISCRIMINATORY HARASSMENT (Continued)

Filing a Sexual and Other Discriminatory Harassment complaint with the Agency's DEO Division under this Policy does not extend the time to file an external complaint and there is not a requirement that persons covered by this Policy file an internal complaint before seeking an external remedy.

This Policy Statement is to be posted in prominent locations throughout MTA's facilities.

Effective: July 1, 2023

Janno Lieber
Chairperson and CEO

Tracey Mitchell
Interim Chief Diversity and Inclusion Officer

Jamie Torres-Springer
Chief Development Officer and
President MTA C & D

Catherine Rinaldi
President, MNR and
Interim President LIRR

Richard Davey, Jr.
President NYCT and MTA BUS

Cathy Sheridan
Interim President, MTA Bridges and Tunnels

MTA ALL AGENCY POLICY STATEMENT

Americans With Disabilities Act and New York State Human Rights Law

The Metropolitan Transportation Authority (“MTA”), and its affiliated and subsidiary agencies New York City Transit (“NYCT”) including the Manhattan and Bronx Surface Transit Operating Authority (“MaBSTOA”) and the Staten Island Rapid Transit Operating Authority (“SIRTOA”), Metro-North Railroad (“MNR”), Long Island Rail Road (“LIRR”), MTA Bus Company (“BUS”), Bridges and Tunnels (“B&T”), Construction and Development (C&D) and Grand Central Madison Concourse Operating Company (“GCMC”), herein referred to as “MTA”, is fully committed to equal opportunity for all employees and applicants for employment and prohibits discrimination on the basis of disability in all of its employment practices. Such interference with the ability of the MTA's employees to perform their expected job duties is not tolerated. The Americans with Disabilities Act ("ADA") and New York State Human Rights Law ("NYSHRL") require the MTA to provide reasonable accommodation to qualified applicants and employees with disabilities or pregnancy-related conditions under certain circumstances. The MTA recognizes this obligation and has adopted guidelines to ensure its compliance with the ADA and the NYSHRL.

To request a reasonable accommodation for a disability or pregnancy-related condition relating to your employment or application for employment with the MTA, please contact your Agency’s HR People Function liaison. MTA’s Reasonable Accommodations for Job Applicants and Employees with A Disability or a Pregnancy Related Condition Policy is available on the MTA’s intranet site.

All employees and applicants for employment shall be protected from retaliation or harassment for filing a complaint or participating in an investigation of a complaint. Reprisal against or interference with an employee's or applicant's right to file a complaint concerning such matters constitutes a violation of this Policy. The MTA Equal Employment Opportunity Policy and Sexual and Other Discriminatory Harassment Policies also contain pertinent information relating to claims of discrimination.

If you believe you have been subjected to a violation of MTA’s Equal Employment Opportunity (“EEO”) Policy in your employment or application for employment, you have a right to file a complaint of discrimination and/or retaliation directly with your Agency’s Chief Equal Opportunity Officer or other personnel at the appropriate agency listed below:

MTA Headquarters
Tracey Mitchell (Interim)
2 Broadway, 16th Floor
New York, NY 10004
646-252-1385
tracey.mitchell@mtacd.org

Construction and Development
Dr. Rosalyn Green
2 Broadway, 8th Floor
New York, NY 10004
646-252-4379
rosalyn.green@mtacd.org

Bridges and Tunnels
Joyce D. Brown
2 Broadway, 23rd Floor
New York, NY 10004
646-252-7430
joyce.brown@mtahq.org

MTA ALL AGENCY POLICY STATEMENT

Americans With Disabilities Act and New York State Human Rights Law

MTA Bus
Vernessa Moses
130 Livingston Street, 3rd Flr
New York, NY 10004
718-694-1708
vernessa.moses@nyct.com

Long Island Rail Road
Jodi Savage
Jamaica Station - 1141
Jamaica, NY 11435
347 986-0161
jodi.savage@mtahq.org

Metro-North Railroad
Mayra Bell
420 Lexington Ave. 12th Flr
New York, NY 10170
212-340-2560
mbell@mnr.org

New York City Transit
Dr. Rosalyn Green (Interim)
130 Livingston Street, 3rd Floor
Brooklyn, NY 11201
646-899-0346
rosalyn.green@mtacd.org

Complaints also can be filed directly with MTA’s Interim Chief Diversity and Inclusion Officer, Tracey Mitchell, at 2 Broadway, 16th Floor, New York, New York 10004, tracey.mitchell@mtacd.org or at (646) 252 - 1385 or you can contact any EEO personnel. You may also report a potential violation to your immediate supervisor or a higher-level supervisor, although you are not required to do so.

Managers and supervisors are required to notify the Agency’s Chief Equal Opportunity Officer or MTA’s Interim Chief Diversity and Inclusion Officer as soon as they receive a complaint or otherwise observe, learn about, or suspect any improper discriminatory or retaliatory conduct, regardless of whether or not:

- a written statement is provided contemporaneously,
- the Complainant requests that no action be taken and/or requests confidentiality, or
- the Complainant works in the manager/supervisor’s department, division or unit.

If it is determined that a violation of the MTA’s EEO Policy has occurred, the MTA will take appropriate action to remedy the situation. All employees are required to fully cooperate during an investigation. Any employee who is found to have violated the EEO Policy, or any supervisory or managerial employee who knowingly permits a violation of the EEO Policy to occur, may be subject to disciplinary action, up to and including dismissal from employment. Such an employee may also be subject to personal legal and financial liability.

You also have the right to file a complaint externally with an outside agency. For certain complaints, you may be required to file directly in State Court. The following external agencies handle complaints of discrimination and retaliation:

MTA ALL AGENCY POLICY STATEMENT

Americans With Disabilities Act and New York State Human Rights Law

1. The United States Equal Employment Opportunity Commission New York District Office
33 Whitehall Street, 11th Floor New York, NY 10004, 1-800-669-4000

The EEOC enforces federal anti-discrimination laws, including Title VII of the 1964 federal Civil Rights Act, 42 U.S.C. § 2000e *et seq.*

2. The New York State Division of Human Rights Headquarters
One Fordham Plaza, 4th Floor Bronx, NY 10458, 1-888-392-3644

The New York State Division of Human Rights enforces the New York State Human Rights Law, N.Y. Executive Law, art. 15, § 290 *et seq.*

3. The New York City Commission on Human Rights and enforcement agencies of other localities may also be available venues.

- A. A lawsuit alleging violation of the New York State Human Rights Law may be filed in state court. A lawsuit alleging violation of federal anti-discrimination laws may be filed in federal court pursuant to a Notice of Right to Sue issued by the EEOC.
- B. Filing an complaint with the Agency's DEO Division under this Policy does not extend the time to file an external complaint and there is not a requirement that persons covered by this Policy file an internal complaint before seeking an external remedy.

This Policy Statement is to be posted in prominent locations throughout MTA's facilities.

Effective: July 1, 2023

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MTA ALL AGENCY POLICY STATEMENT

Title VI and Related Nondiscrimination Laws

Statement of Commitment to Title VI and Related Nondiscrimination Laws

Title VI of the Civil Rights Act provides that “No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.”

In addition, the Federal Transit Laws, (49 U.S.C. § 5332) prohibit discrimination in any Federally Assisted Programs on the basis of age, sex, religion, and disability.

The Metropolitan Transportation Authority (“MTA”), and its affiliated and subsidiary agencies New York City Transit (“NYCT”) including the Manhattan and Bronx Surface Transit Operating Authority (“MaBSTOA”) and the Staten Island Rapid Transit Operating Authority (“SIRTOA”), Metro-North Railroad (“MNR”), Long Island Rail Road (“LIRR”), MTA Bus Company (“BUS”), Construction and Development (C&D) and Grand Central Madison Concourse Operating Company (“GCMC”), herein referred to as “MTA”, is committed to complying with the requirements of Title VI and the related Federal Transit Laws with respect to all of its federally funded programs and activities.¹

Nondiscrimination Policy

It is the policy of the MTA to prohibit discrimination in MTA’s federally assisted programs. No person shall, on the grounds of race, color, or national origin, including matters related to limited English proficiency (LEP) access, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any MTA program or activity receiving federal financial assistance. In compliance with the Federal Transit Laws, (49 U.S.C. § 5332), MTA also prohibits excluding a person from participating in, denying a benefit of, or discriminating against that person on the basis of religion, sex, disability and age under an MTA program or activity receiving federal financial assistance.

Title VI and Related Discrimination Complaints

Any person who believes that they have been discriminated against by the MTA on the basis of race, color, national original (including matters related to LEP access), religion, sex, disability or age, may file a complaint by completing and submitting the Title VI and Related Nondiscrimination Laws Complaint Management Form to the appropriate agency provided on the form. Complaints must be filed no more than 180 days from the date(s) of the alleged incident. Complaints alleging Sexual Harassment must be filed within three years after the alleged occurrence.

July 2023

¹ The MTA Triborough Bridge and Tunnel Authority is not subject to this Policy Statement due to its funding status.

MTA ALL AGENCY POLICY STATEMENT

Title VI and Related Nondiscrimination Laws

An individual may elect to complete the complaint form online or print the form and mail it directly to the Chief Equal Opportunity Officer of the relevant MTA subsidiary or affiliate agency listed below:

MTA Headquarters
Tracey Mitchell (Interim)
2 Broadway, 16th Floor
New York, NY 10004
646-252-1385
tracey.mitchell@mtacd.org

Construction and Development
Dr. Rosalyn Green
2 Broadway, 8th Floor
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646-252-4379
rosalyn.green@mtacd.org

MTA Bus
Vernessa Moses
130 Livingston Street, 3rd Floor
Brooklyn, NY 11202
718-694-1708
vernessa.moses@nyct.com

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Dr. Rosalyn Green (Interim)
130 Livingston Street, 3rd Floor
Brooklyn, NY 11202
866-899-0346
Rosalyn.green@mtacd.org

Long Island Rail Road
Jodi Savage
Jamaica Station – 1141
Jamaica, NY 11435
347-986-0161
jodi.savage@mtahq.org

Metro-North Railroad
Mayra Bell
420 Lexington Avenue, 12th Floor
New York, NY 10170
212-340-2560
mbell@mnr.org

Additionally, a person may, at any time, file a complaint directly with the U.S. Department of Transportation at:

U.S. Department of Transportation,
Federal Transit Administration's Office of Civil Rights:
Complaint Team, East Building 5th Floor—TCR,
1200 New Jersey Ave. SE,
Washington, DC 20590.

Effective: July 1, 2023

Janno Lieber
Chairperson and CEO

Tracey Mitchell
Interim Chief Diversity and Inclusion Officer

GRC#000000-000000

Policy Number 00-000

Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

Executive Summary

June 26, 2023



Executive Summary

Fiscal Year Program Highlights

Largest Awarded MWDBE/SDVOB Contracts

April 1, 2022 - March 31, 2023

Top Prime Awards*

MBE: CRC Associates Inc. \$53M

WBE: PruTech Solutions Inc. \$32M

DBE: Voltamp Electrical Contractors, Inc. \$31M

SDVOB: Whitewood Renovations, LLC \$1M

Top Subcontract Awards*

WBE: Overwatch Services LLC \$51M

DBE: Northeast Structural \$27M

MBE: Integrated Structures Corp. \$67M

SDVOB: Aurai Capital \$20M

* For MWBE and SDVOB, the reporting period is from April 2022 through March 2023.
For DBE, the reporting period is from October 2022 through September 2023.



Executive Summary

- **MWBE and SDVOB Payments**
- **NYS FY 2022/23 (April 2022 – March 2023)**
 - MWBE Payments on NYS Funded Projects - \$809,647,014
 - SDVOB Payments - \$35,974,344
 - **MWBE and SDVOB Total Payments: \$1,129,683,785**
- **NYS FY 2021/22 (April 2021 – March 2022)**
 - MWBE Payments on NYS Funded Projects - \$826,030,448
 - SDVOB Payments - \$39,407,521
 - **MWBE and SDVOB Total Payments: \$1,093,694,663**
- **NYS FY 2021/22 (April 2021 – March 2022)**
 - MWBE Payments on FTA Funded Projects - \$228,256,694
- **NYS FY 2022/23 (April 2022-March 2023)**
 - MWBE Payments on FTA Funded Projects - \$284,062,427

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

**The Payments are Preliminary. Final numbers will be reported to ESD for review and approval 6/22/23.



Executive Summary

An Example of MWBE Discretionary Success

IT Discretionary Consulting Contract No. 14357

April 2022 – March 2023

Total Number of Awards- **118**

Total Value of Awards- **\$22 million**

April 2021 – March 2022

Total Number of Awards- **92**

Total Value of Awards- **\$17.7 million**



EXECUTIVE SUMMARY

□ Business & Diversity Initiatives Unit

As a result of DDCR's outreach efforts during the period of January 2023 through March 2023, **166** firms showed interest in doing business with the MTA.

Total Number of Firms : 166*

Certification Type(s)	
MBE	46
MBE/SDVOB	3
WBE	19
WBE/DBE	9
DBE	17
WBE/SDVOB	0
SDVOB	19
MW/DBE	5
MBE/DBE	38
MW/SDVOB	0

***10 firms out of 166 were not certified**

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



Executive Summary

□ **Certification Activity Report**

In Calendar Year 2022, there were a total of **83** new applications received and a total of **59** firms were certified. The average time to process certified firms was **44.9 days**.

From January 1st to March 31, 2023, there were a total of **29** new applications received and a total of **24** firms were certified. The average time to process certified firms was **48.7 days**.

From January 1st to March 31, 2022, there were a total of **23** new applications received and a total of **17** firms were certified. The average time to process certified firms was **51.9 days**.

□ **Status:**

There is a difference of **6** 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 March 31, 2023)

The Program – Current Status

- Calendar Year 2022 SBDP awarded **73 contracts** totaling **\$63.1 million**
- The Small Business Development Program (SBDP) awarded **593 contracts** totaling **\$622.7 million**.
- SBDP successfully prequalified **twenty-four (24)** Service-Disabled Veteran-Owned Business (SDVOB) certified firms. Currently, there are **fourteen (14)** firms active in the program. **Eight (8) firms** were awarded **Ten (10) contracts** totaling **\$6.8 million**.
- The Small Business Development Loan Program issued **146 loans** totaling **\$19.8 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 **1070** 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**
 - ❑ **37%** MWBE participation in contract payments
 - ❑ **6% NY State Fiscal Year 2022-2023 SDVOB Goal**
 - ❑ **5%** SDVOB participation in contract payments
 - ❑ **20% Federal Fiscal Year 2022-2023 DBE Goal**
 - ❑ **16%** DBE participation in contract awards*
- ❑ **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

* First half Federal Fiscal Year 2022-2023



Executive Summary

- ❑ **MWDBE and SDVOB Contract Compliance (Continued)**
 - ❑ Currently, DDCR monitors more than **996 contracts** for MWDBE and SDVOB goal compliance.
 - ❑ From January - March 2023, DDCR conducted **156 site visits** for MWDBE and SDVOB contract compliance.
 - ❑ Monthly Average: **52**
 - ❑ From January – March 2023, DDCR has closed **30** contracts.
 - ❑ Monthly Average: **10**



Executive Summary

□ CAPITAL PROJECTS

- **Federal DBE Participation Goal: 20%**
(Federal Fiscal Year 2023 - October 2022 to September 2023)
 - Total Awards: \$1.48
 - Total DBE Awards: \$200M (13%)**
- **New York State MBE Participation Goal: 15%**
(NYS fiscal Year 2022-2023 - April 2022 - March 2023)
 - Total Payments: \$1.38
 - Total MBE Payments: \$195M (15%)
- **New York State WBE Participation Goal: 15%**
(NYS Fiscal Year 2022-2023 - April 2022 - March 2023)
 - Total Payments: \$1.38
 - Total WBE Payments: \$187M (15%)
- **Service-Disabled Veteran-Owned Business Participation Goal: 6%**
(NYS fiscal Year 2022-2023 - April 2022 - March 2023)
 - Total Payments: \$518M
 - Total SDVOB Payments: \$10M (2%)

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.



Executive Summary

Capital Projects (Continued)

- **Status:** MWBE goals are being met. DBE/SDVOB goals are not being met
- **Trends**
 - ☑ Upward: MBE/WBE/SDVOB participation on contract awards
 - ☑ 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

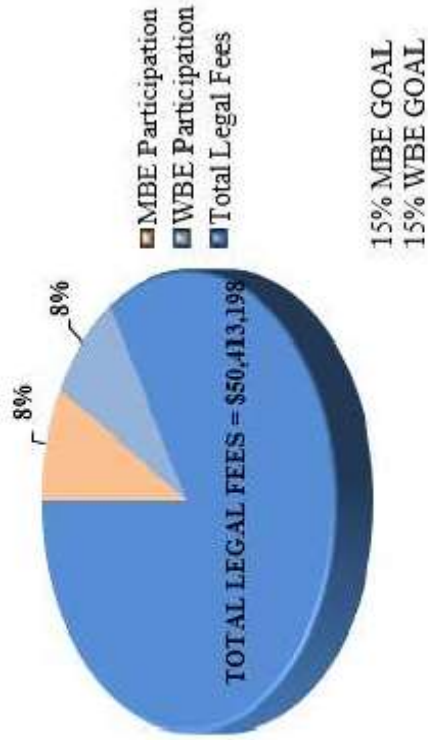
□ MWDBE and SDVOB Contract Compliance Strategies for Improvement

- MWDBE and SDVOB goals are monitored daily for compliance.
- Compliance staff utilize the New York State Contract System to identify potential contracts where the goals are not being met.
- Compliance meetings are held when the goal is not being met at or about 50% contract completion.
- Site visits are scheduled to address subcontractor performance, payment issues, and to mitigate and address Commercial Useful Function issues (CUF) and fraud.
- Compliance staff are available as a resource to Contractors having difficulty identifying MWDBE and SDVOB subcontractors.
- Waiver requests are reviewed thoroughly for completeness and adequate good faith effort and will not be considered without concurrence from project management.

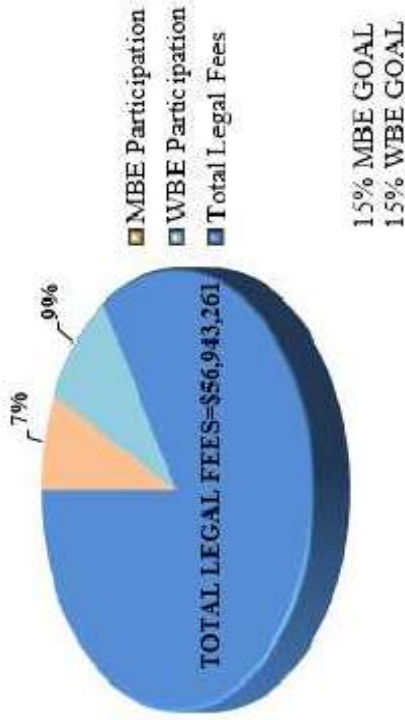


Executive Summary

MTA All Agency Legal Fees



FY 2022-2023 Actual MWBE Participation = \$7.6M or 16%



FY 2021-2022 Actual MWBE Participation = \$9.1M or 16%



Executive Summary

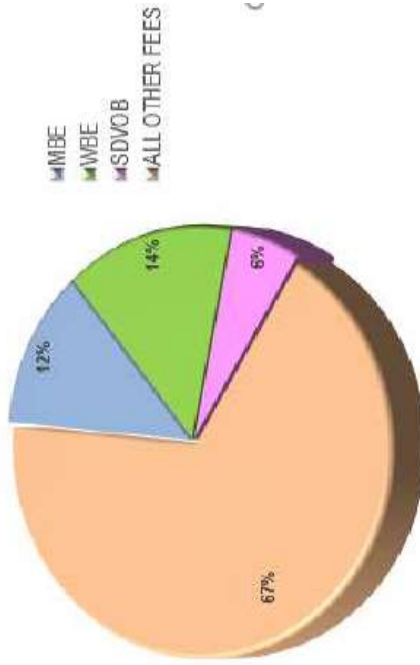
MTA All Agency Legal Fees (Continued)

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



Executive Summary

Financial Services MTA All Agency Underwriter Fees



FY 2022-2023
 Actual WBE Participation = \$3,151,677 or 14%
 Actual MBE Participation = \$2,718,953 or 12%
 Actual SDVOB Participation = \$1,252,142 or 6%
 All Other Underwriting Fees = \$14,711,018 or 67%
 Total Underwriting Fees = \$21,833,790



FY 2021 - 2022
 Actual WBE Participation = \$2,117,396 or 13%
 Actual MBE Participation = \$3,460,173 or 20%
 Actual SDVOB Participation = \$972,324 or 6%
 All Other Underwriting Fees = \$10,371,938 or 61%
 Total Underwriting Fees = \$16,921,831



Executive Summary

Financial Services (Continued)

- **Status:** MBE and SDVOB goals are not being met
- **Trends**
 - ☑ Downward: MBE participation
 - ☑ Constant: WBE and SDVOB 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 March 2023)

- Total assets managed by MWBEs: **\$3.11 billion**; or **30%** of total assets
- Majority of assets are in traditional asset classes
- Traditional assets managed by MWBEs: **\$2.98 billion**; or **38%** of traditional assets
 - MWBE firms manage
 - 68% of US Equities
 - 30% of Real Estate
 - 17% of Non-US Equities
 - 62% of Fixed Income
 - 9 % of Opportunistic
- Alternative investments managed by MWBE's: **\$136 million**; or **5%** of alternative investments



Executive Summary

- **EEO**(full report on page)
- MTA's overall workforce is currently comprised of **71,718** employees; of which **13,347 (19%)** are Females,* **51,808 (72%)** are Minorities, **2,098 (3%)** are Veterans,* and **432 (1%)** employees identified as Persons with Disabilities.**
- MTA Agencies hired **1,463** new employees into the organization; of which **413 (28%)** are females,* **1,229 (84%)** are Minorities, **16 (1%)** are veterans,** and **17 (1%)** are People With Disabilities.
- During this quarter ending March 31, 2023, MTA Agencies handled a total of **364** EEO complaints; of which **109** were internal and **255** were external.
- As of March 31, 2023, representation of females has **increased** by **580** employees, and the representation of minorities has **increased** by **1,847** employees, when compared to March 31, 2022.



*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 2% compared to 2022 1Q, proportionally, the overall diversity composition of our workforce has remained relatively constant.

□ Trends

- Downward
- Upward
- ☑ Constant

□ Strategies for Improvement:

- Identify the specific drivers by job group/job title within the underutilized categories.
- Create and customize targeted strategies to address areas of underutilization in the newly created job groups.



Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

Business and Diversity Initiatives

June 26, 2023



Business and Diversity Initiatives

List of Outreach Events

January 2023

- US Dept. of Commerce Minority Business Development Agency-Business Service Center host Doing Business with the MTA
- MTA M/W/DBE & SDVOB Outreach Event

February 2023

- MTA DBE Certification Workshop
- 52nd Annual Legislative Conference 2023 – NYS Association of Black, Puerto Rican, Hispanic and Asian Legislative, Inc.

March 2023

- NYPA Supplier Diversity Expo
- New York Build Expo
- MTA New Firm Orientation Session
- Queens Midtown Tunnel & Queens Service Building - MWBE & SDVOB Outreach Event
- Regional Alliance for Small Contractors – Networking Event
- SOMOS New York Conference



Metropolitan Transportation Authority
Department of Diversity and Civil Rights

DBE Certification Activity Report
June 26, 2023



MTA DBE Certification Unit

Certification Activity Report First Quarter 2022 – 2023

	2022**	2023***
New Applications Received	23	29
DBE Firms Certified in Current Year	17	24
DBE Firms Certified in Subsequent Year	0	0
Denied	1	0
Returned	1	1
Withdrawn	4	0
Application Closed	0	0
Decertified	0	0
Rejected	0	0
Delisted	0	1
Pending*	0	3



Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

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

June 26, 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



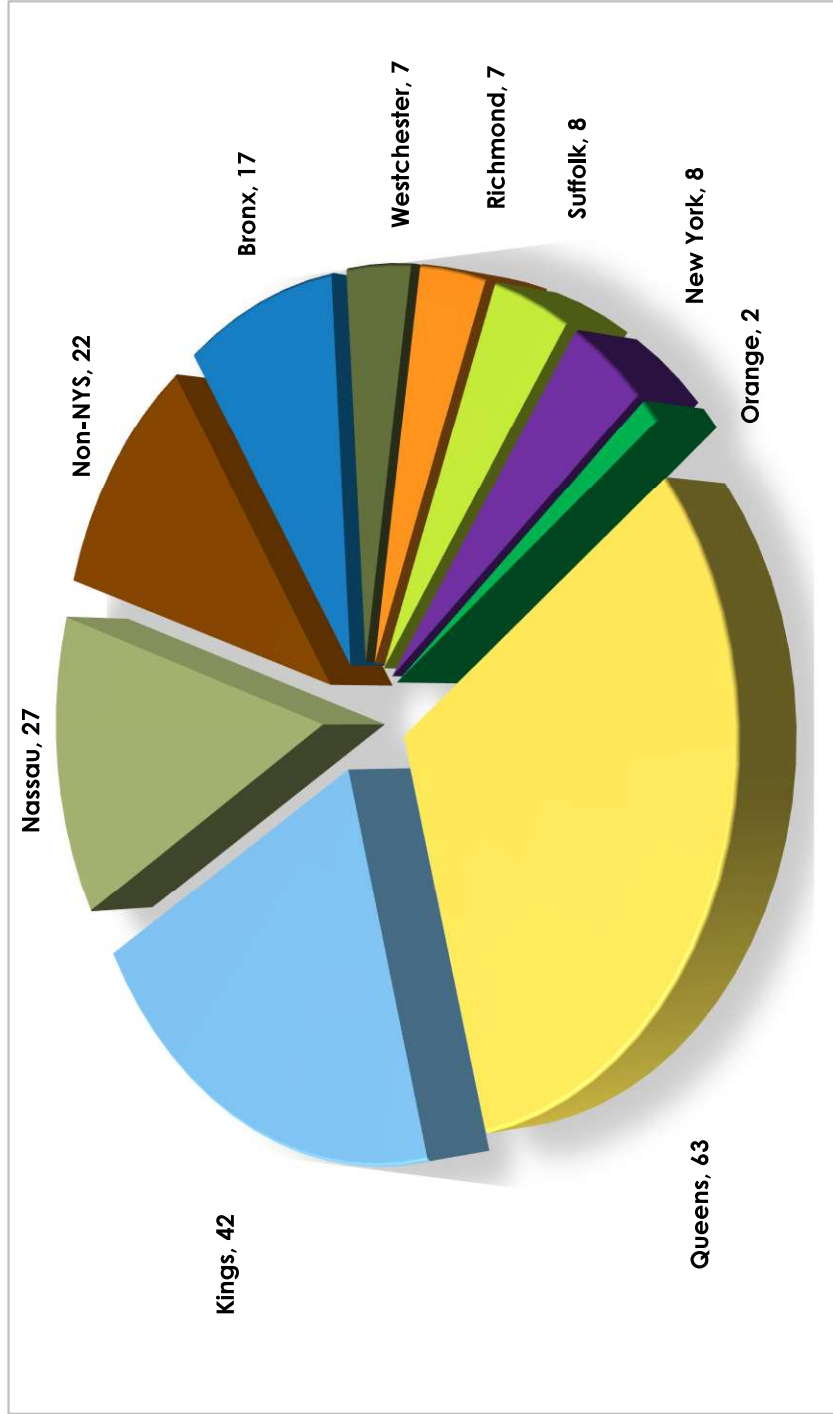
SBDP Represents NY Metro Region

Small Business Mentoring Program All Tiers

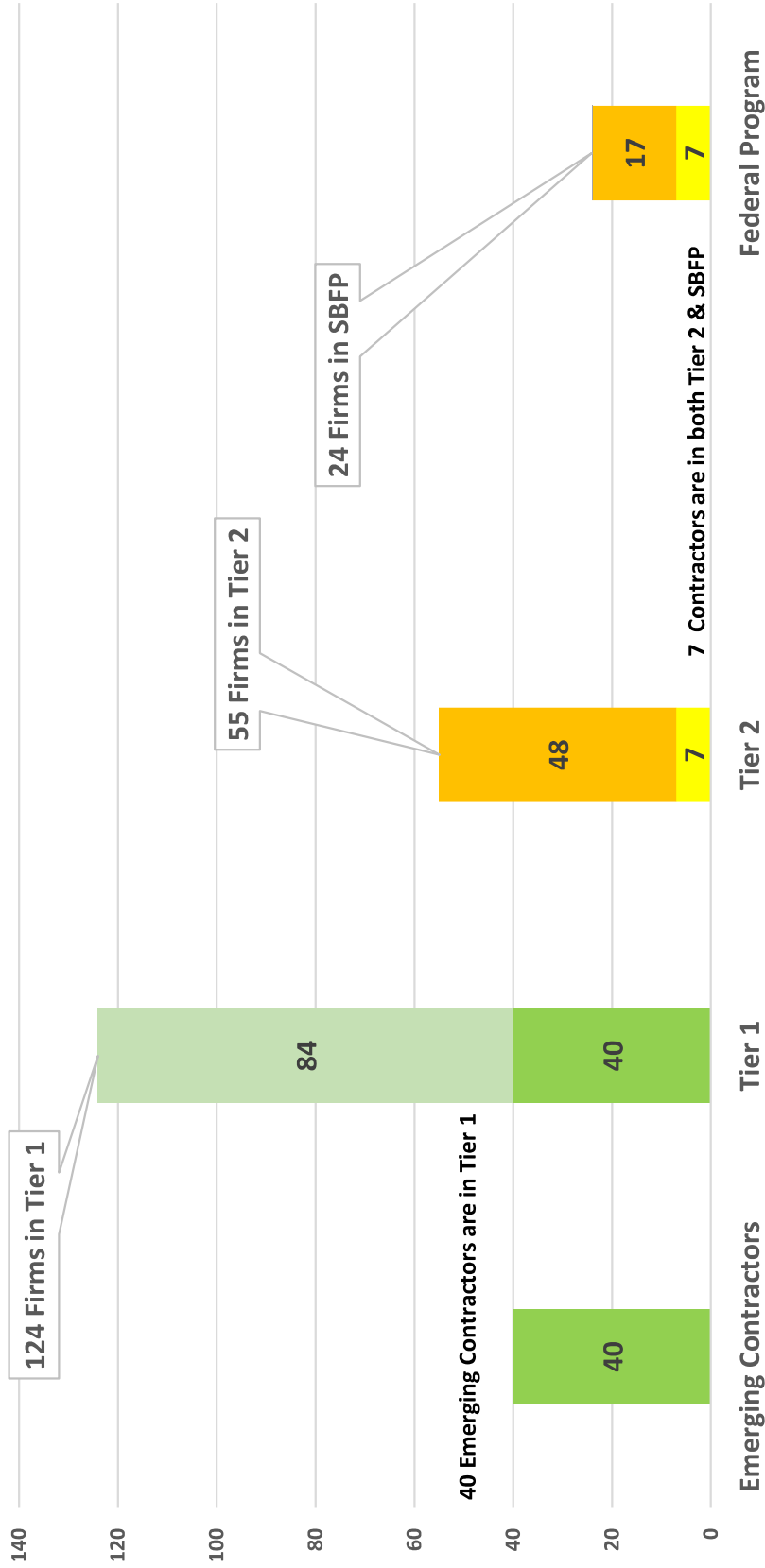
203 Prequalified Firms Active in the Program (as of March 31, 2023)

Certification	Count
MBE	104
WBE	29
DBE	60
SDVOB	13
Non-Certified	76

firms may have multiple certifications



SBDP Tier Participants

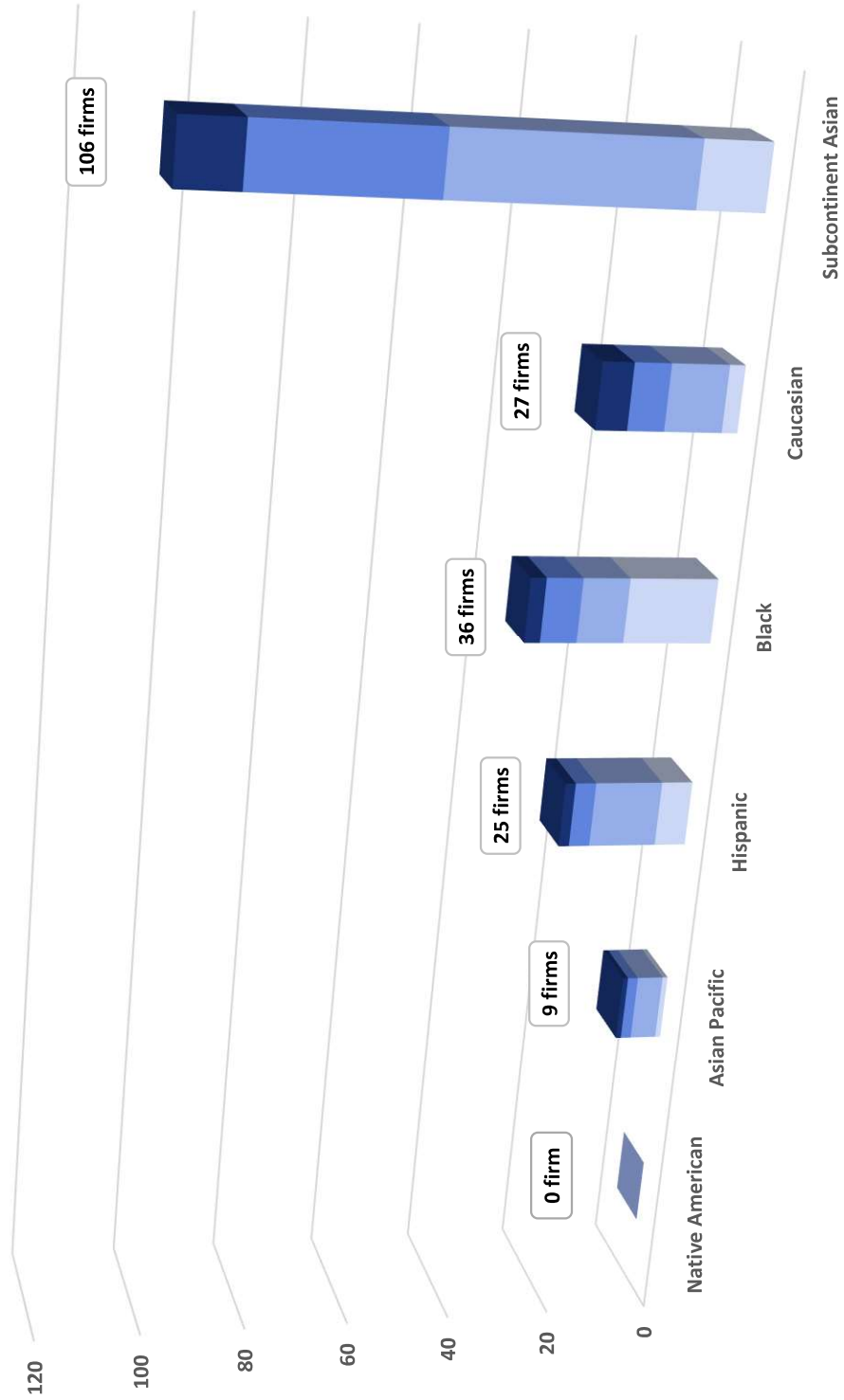


as of March 31, 2023



SBDP Tiers are also Diverse

Ethnicity of Prequalified Firms Active in the Program by Tier

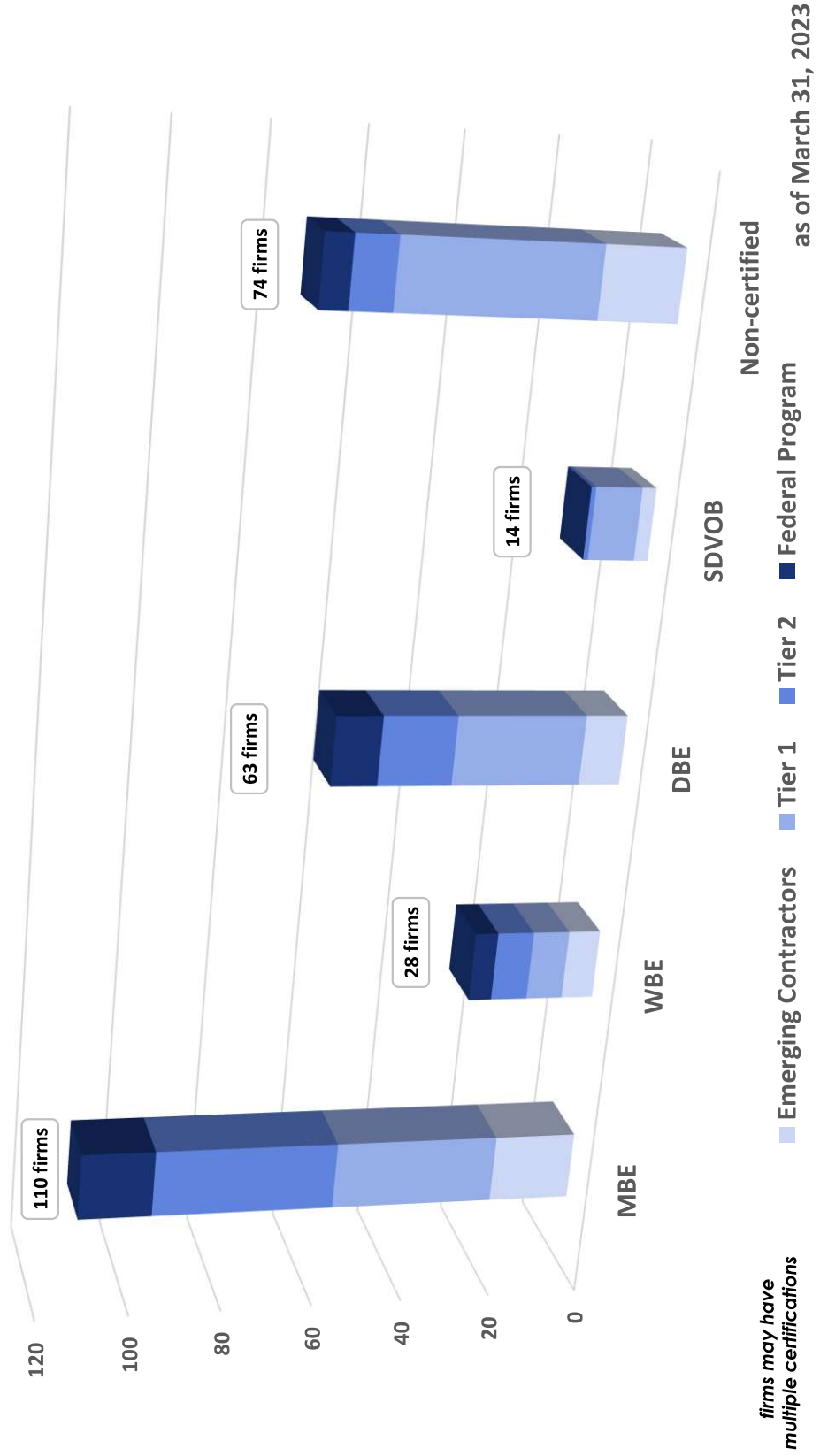


as of March 31, 2023

Emerging Contractors Tier 1 Tier 2 Federal Program

SBDP Certifications

Certifications of Prequalified Firms Active in the Program by Tier

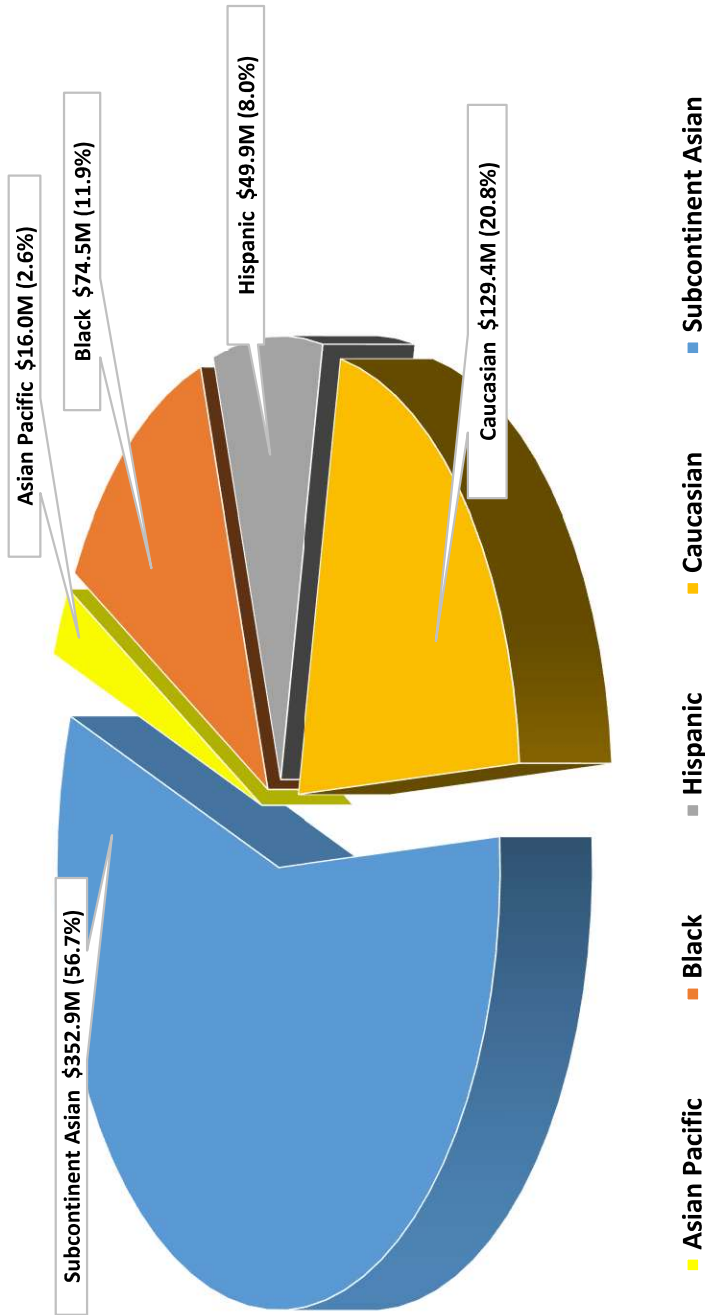


firms may have multiple certifications



SBDP Contract Awards

Total SBDP Contract Awards by Ethnic Categories



Category	Legend	Awards
Subcontinent Asian	■	\$352.9M
Caucasian	■	\$129.4M
Black	■	\$74.5M
Hispanic	■	\$49.9M
Asian Pacific	■	\$16.0M
Total SBDP Awards		\$622.7M

(Awards in Millions of Dollars)

Contract Awards through March 31, 2023



SBDP Awards

➤ Program Year	Tier	Dollars Awarded
➤ 2010 – 2023	SBMP-Tier 1	Awards total \$233.4 Million
➤ 2015 – 2023	SBMP-Tier 2	Awards total \$226.9 Million
➤ 2013 – 2023	SBFP	Awards total \$162.4 Million
Award values shown are through March 31, 2023		
	All Tiers	Awards total \$622.7 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.
- **1,453** bid opportunities in the **Tier 2** and **Federal** programs
- **206** 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

All prequalified contractors complete a mandatory 18-session training program.

This training program is facilitated twice a year, in the spring and in the fall. Since the inception of this training program in 2012, **1072** firms have participated, we have had **300** classroom training dates, over **500** firms have applied to the MTA SBDP, and, we have provided over **2000** hours of classroom instruction.

The training curriculum, specific content, trainers, and delivery methods are subject to MTA approval and is evaluated after each course. There is a training evaluation form sent out to the class participants at the end of each course requesting that they rate the effectiveness of the training. This evaluation rates the instructor, course material, organization of class, pace of the course as well as course effectiveness.

The rating system is scored 1 thru 5 with 1 being the strongest and since 2022 the average rating has been **1.2**.



Training Classes Continue to Evolve

- Regular review and update of topics, materials and instructors
- New topics include Project Management and Compliance & Ethics
- Mandatory training spans technical, organizational, and business operations
- Course topics include:
 - Doing Business with the MTA
 - Prevailing Wages / Compliance & Ethics
 - Estimating and Bidding Strategies at the MTA
 - Project Scheduling at the MTA
 - Cash Flow and Financial Management
 - Safety and Quality Planning at the MTA
 - Payment 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
 - How to be a Prime Contractor
 - What Every Small Business Owner Should Know About Government



Metropolitan Transportation Authority
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M/W/DBE and SDVOB
Contract Compliance

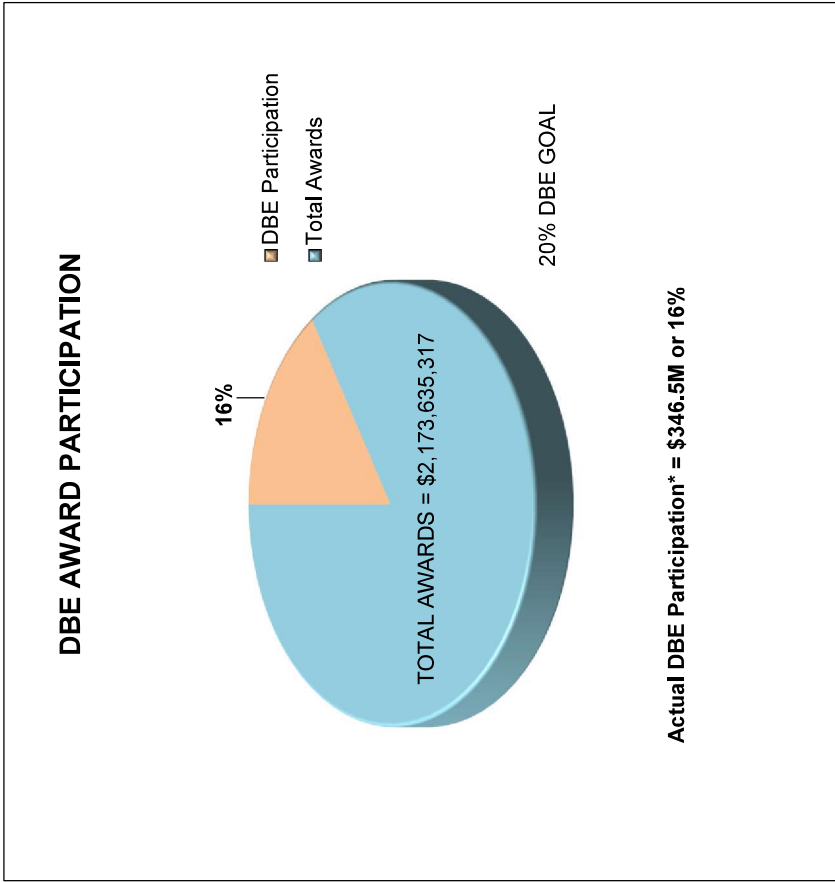
June 26, 2023



**DBE Participation in Federally Funded Contracts
Federal Fiscal Year 2023
(Reporting Period: October 1, 2022 to March 31, 2023)**

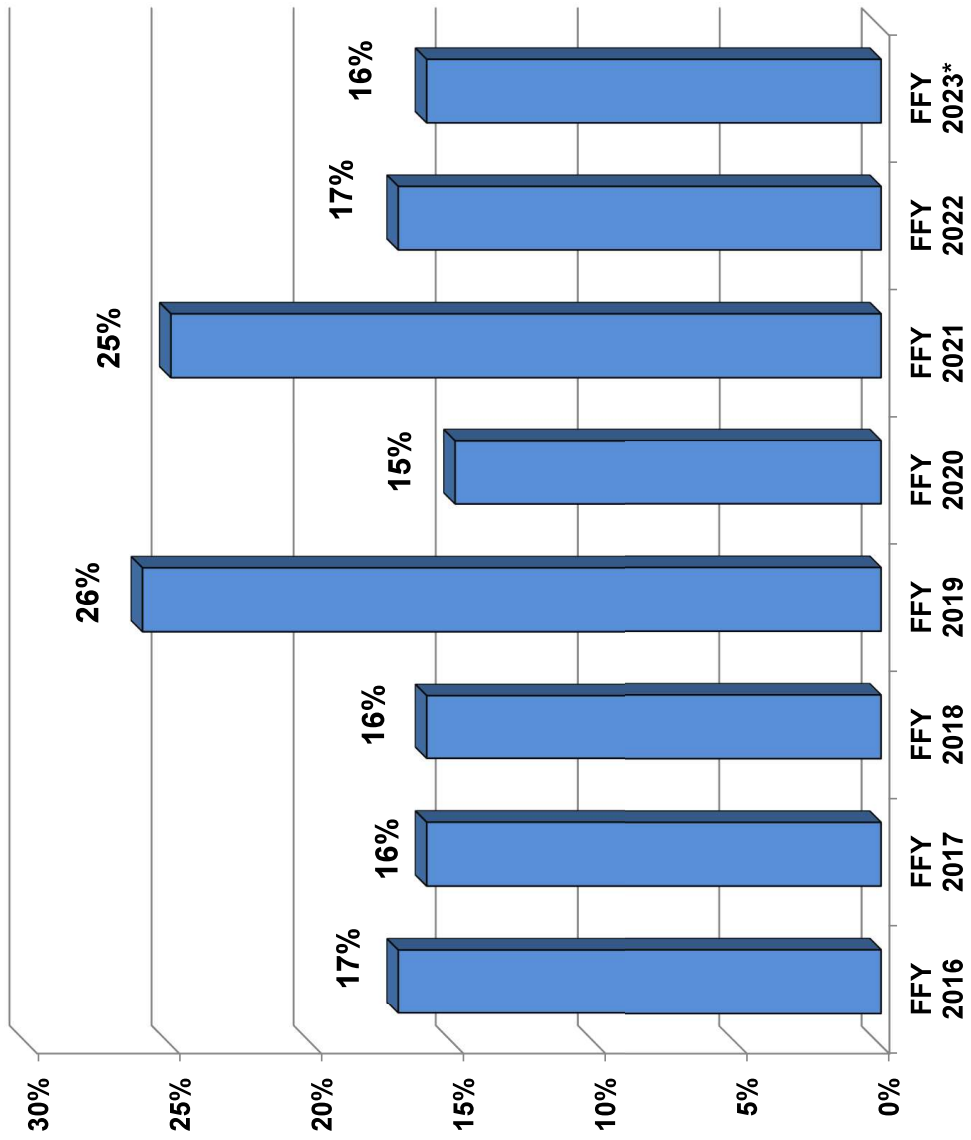
- Each year, MTA reports to the Federal Transit Administration on a semi-annual basis DBE participation in federally funded contracts.
- Reports are submitted on June 1st -- covering October through March, and December 1st -- covering April through September. The December report also summarizes data for the entire Federal Fiscal Year (“FFY”).
- Reports include DBE participation data on new awards and payments on ongoing and completed contracts.
- For FFY 2023, MTA’s DBE goal is 20%.
- During the first half of the FFY 2023, MTA awarded \$2.1 billion in the federally funded portion of contracts, with approximately \$346.5 million (16%) being awarded to certified DBEs.

FEDERALLY-FUNDED CONTRACTS
DBE CONTRACT ACTIVITY
FEDERAL FISCAL YEAR 2023 (OCTOBER 2022-MARCH 2023)



*First half of the Federal Fiscal Year 2023

**DBE CONTRACT AWARDS
October 2015 - March 2023**



*The first half of the Federal Fiscal Year 2023

**FEDERALLY-FUNDED CONTRACTS
DBE CONTRACT ACTIVITY
FEDERAL FISCAL YEAR 2023 (OCTOBER 2022-MARCH 2023)**

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 2022- March 2023	138	\$2,173,635,317	191	\$346,521,007	16%	20%
TOTAL	**138	\$2,173,635,317	191	\$346,521,007	16%	20%

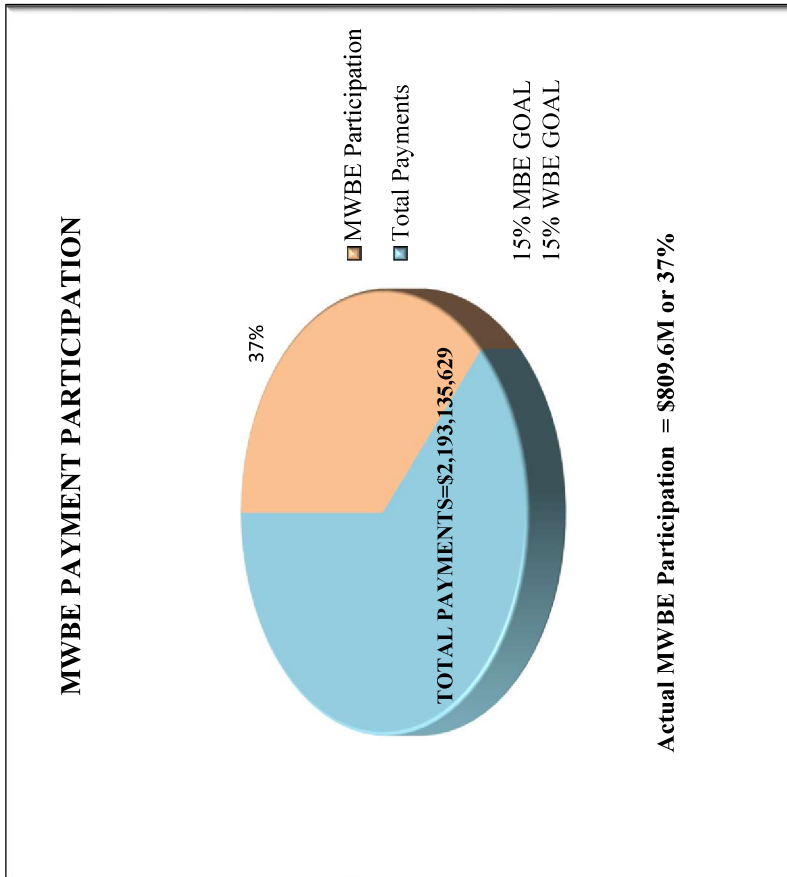
*Dollar amounts represent the federally-funded portion of contracts.

**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 March 31, 2023)**

- 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 FY 2022-23, the MTA paid \$2.1 billion on prime contracts, with \$809.6 million (37%) paid to certified MWBEs.

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



NYS MWBE PAYMENTS
 APRIL 2015 - MARCH 2023



**NYS CONTRACTS
MWBE CONTRACT ACTIVITY
APRIL 2022 - MARCH 2023**

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	\$582,584,363	2,885	\$209,648,445	36%	30%
SECOND QUARTER (Jul-Sep 2022)	2,075	\$525,500,163	2,811	\$189,581,581	36%	30%
THIRD QUARTER (Oct-Dec 2022)	1,895	\$623,614,787	2,659	\$211,659,825	34%	30%
FOURTH QUARTER (Jan-Mar 2023)	1,924	\$461,436,316	2,627	\$198,757,164	43%	30%
TOTAL	7,955	\$2,193,135,629	10,982	\$809,647,015	37%	30%

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

- 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 FY 2022-23, the MTA paid \$734 million on prime contracts with \$35.9 million (5%), paid to certified SDVOBs.

**NYS CONTRACTS
SDVOB CONTRACT ACTIVITY
APRIL 1, 2022 - MARCH 31, 2023**

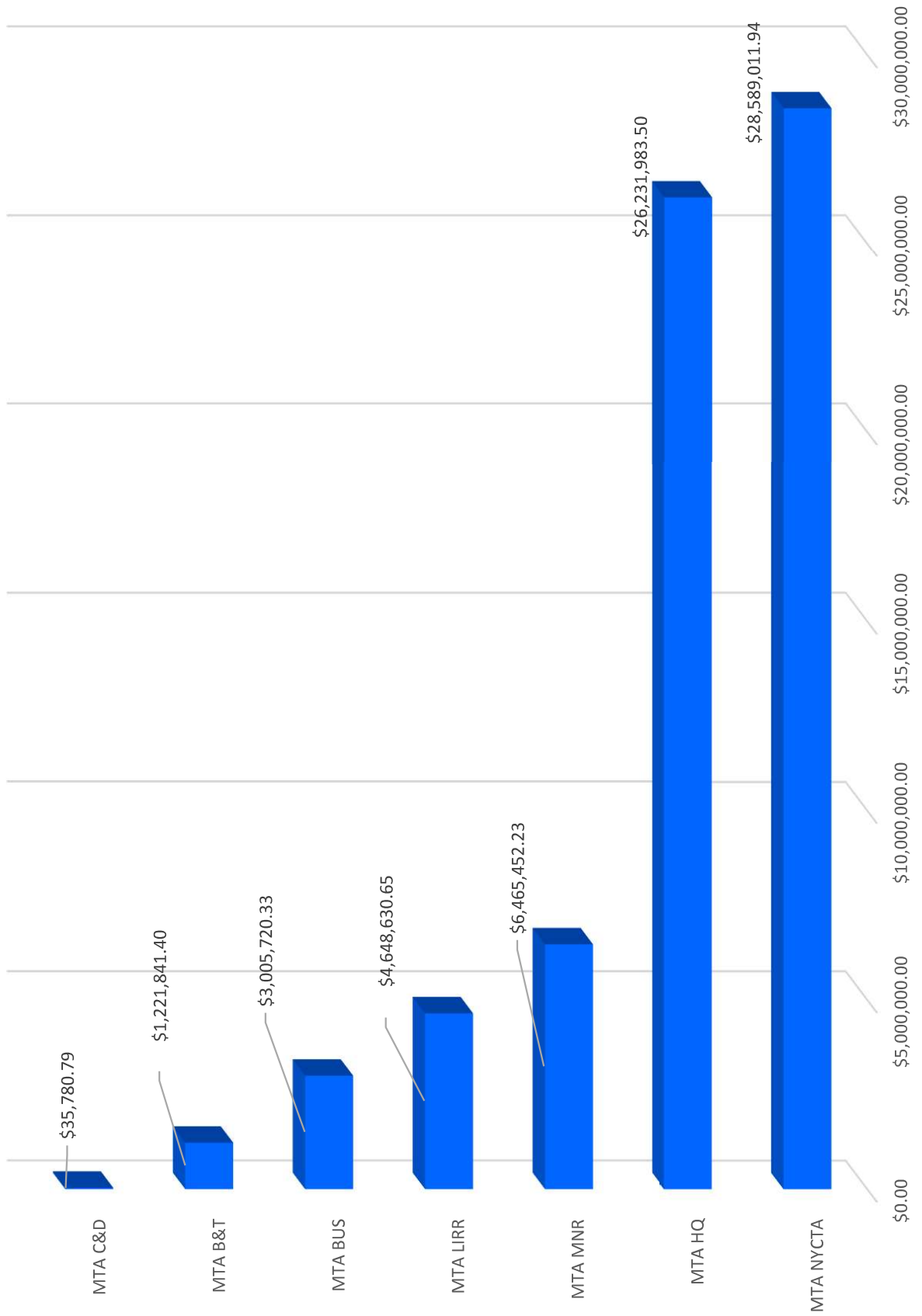
Contract Payments	Prime Disbursements	SDVOB Disbursements	SDVOB%
FIRST QUARTER (Apr-Jun 2022)	\$190,043,296	\$6,420,408	3%
SECOND QUARTER (Jul-Sep 2022)	\$192,871,789	\$5,737,311	3%
THIRD QUARTER (Oct-Dec 2022)	\$234,429,390	\$10,397,350	4%
FOURTH QUARTER (Jan-Mar 2023)	\$117,075,876	\$13,419,275	11%
FY 2022-2023 TOTAL	\$734,420,351	\$35,974,344	5%

**MTA ALL AGENCY
DISCRETIONARY PROCUREMENT REPORT*
April 2022 - March 2023**

Agency	Total Awards \$1.5M or Less	Discretionary MWBE Awards	Discretionary MWBE %	Discretionary SBC	Discretionary SBC %
MTA NYCTA	\$189,787,507	\$28,589,012	15%	\$7,280,029	4%
MTA HQ	\$52,519,597	\$26,231,984	50%	\$300,000	1%
MTA MNR	\$67,647,320	\$6,465,452	10%	\$1,563,619	2%
MTA LIRR	\$75,915,428	\$4,648,631	6%	\$1,224,346	2%
MTA BUS	\$31,180,492	\$3,005,720	10%	\$481,077	2%
MTA B&T	\$13,446,539	\$1,221,841	9%	\$0	0%
MTA C&D	\$3,211,087	\$35,781	1%	\$22,095	1%
Total	\$433,707,971	\$70,198,421	16%	\$10,871,166	3%

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

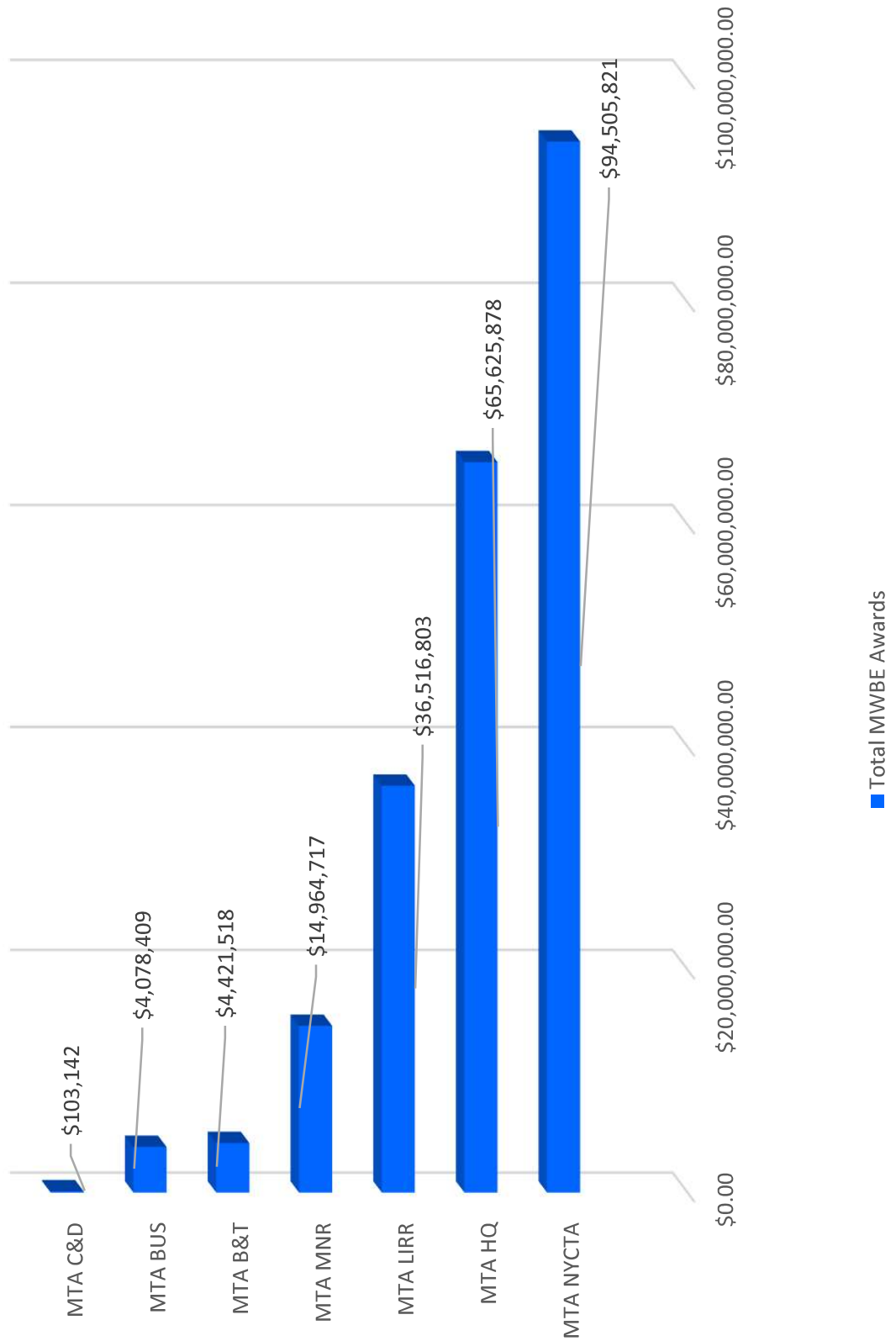
MWBE Discretionary Awards



**MTA ALL AGENCY
TOTAL PROCUREMENTS
APRIL 2022 - MARCH 2023**

Agency	Total Award Amount	Total MWBE Awards	MWBE %
MTA NYCTA	\$ 821,879,951.11	\$ 94,505,821.44	11%
MTA HQ	\$ 322,650,897.69	\$ 65,625,878.26	20%
MTA LIRR	\$ 204,192,204.34	\$ 36,516,802.64	18%
MTA MNR	\$ 147,433,808.40	\$ 14,964,717.36	10%
MTA B&T	\$ 105,700,904.68	\$ 4,421,517.88	4%
MTA BUS	\$ 55,232,638.28	\$ 4,078,408.90	7%
MTA C&D	\$ 54,428,828.80	\$ 103,142.19	0%
Total	\$ 1,711,519,233.30	\$ 220,216,288.67	13%

Total MWBE Awards (FY 22/23)



Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

Discretionary A&E and Legal

June 26, 2023



A/E Awards thru Discretionary Procurement January 2023 - March 2023

#	Agency	Contract Number	Project Name & Description	Primary Trades	Contract Amount	Notice of Award Date	Contractor	Contractor Certification
1	MNR	D81702M	Staff Augmentation-Project Controls Manager	As-Needed A&E Design, Inspection and Support Services	\$ 208,597	2/1/23	Paco Group Inc.	MBE
2	B&T	D81694B	CCM for Inspection Services at Queens Midtown Tunnel Preservation & Cleaning - Staffing Augmentation.	As-Needed A&E Design, Inspection and Support Services	\$ 187,972	3/22/23	Enovate Engineering & Land Surveying PLLC	WBE
3	NYCT	D81691	All Agency Discretionary Contract	As-Needed A&E Design, Inspection and Support Services	\$ 138,507	3/23/23	AI Engineers Inc.	MBE
4								
5								
6								
7								

Total : \$ 535,076

MTA ALL AGENCY LEGAL FEES PAID APRIL 2022 THROUGH MARCH 2023

AGENCY	ALL LEGAL FEES PAID	PAYMENTS TO MBE CERTIFIED FIRMS	MBE %	PAYMENTS TO WBE CERTIFIED FIRMS	WBE %	PAYMENTS TO MWBE CERTIFIED FIRMS	MWBE %	PAYMENTS TO NON-CERTIFIED FIRMS
MTA C&D	\$ 1,070,911.96	\$ 131,640.55	12.29%	\$ 189,864.81	17.73%	\$ 321,505.36	30.02%	\$ 749,406.60
MTA BUS	\$ 4,553,450.02	\$ 205,178.34	4.51%	\$ 1,237,137.08	27.17%	\$ 1,442,315.42	31.68%	\$ 3,111,134.60
B&T	\$ 827,580.39	\$ 48,145.95	5.82%	\$ 172,412.27	20.83%	\$ 220,558.22	26.65%	\$ 607,022.17
FMTAC	\$ 3,315,117.48	\$ 777,051.98	23.44%	\$ 131,353.14	3.96%	\$ 908,405.12	27.40%	\$ 2,406,712.36
LIRR	\$ 1,813,418.53	\$ 109,292.68	6.03%	\$ 120,278.50	6.63%	\$ 229,571.18	12.66%	\$ 1,583,847.35
NYCTA	\$ 18,303,571.66	\$ 1,222,378.75	6.68%	\$ 1,018,479.67	5.56%	\$ 2,240,858.42	12.24%	\$ 16,062,713.24
MNR	\$ 1,939,707.43	\$ 117,520.89	6.06%	\$ 233,166.81	12.02%	\$ 350,687.70	18.08%	\$ 1,589,019.73
MTA HQ	\$ 18,589,440.62	\$ 1,180,829.48	6.35%	\$ 695,824.89	3.74%	\$ 1,876,654.37	10.10%	\$ 16,712,786.25
Total	\$ 50,413,198.09	\$ 3,792,038.62	8%	\$ 3,798,517.17	8%	\$ 7,590,555.79	15%	\$ 42,822,642.30

Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

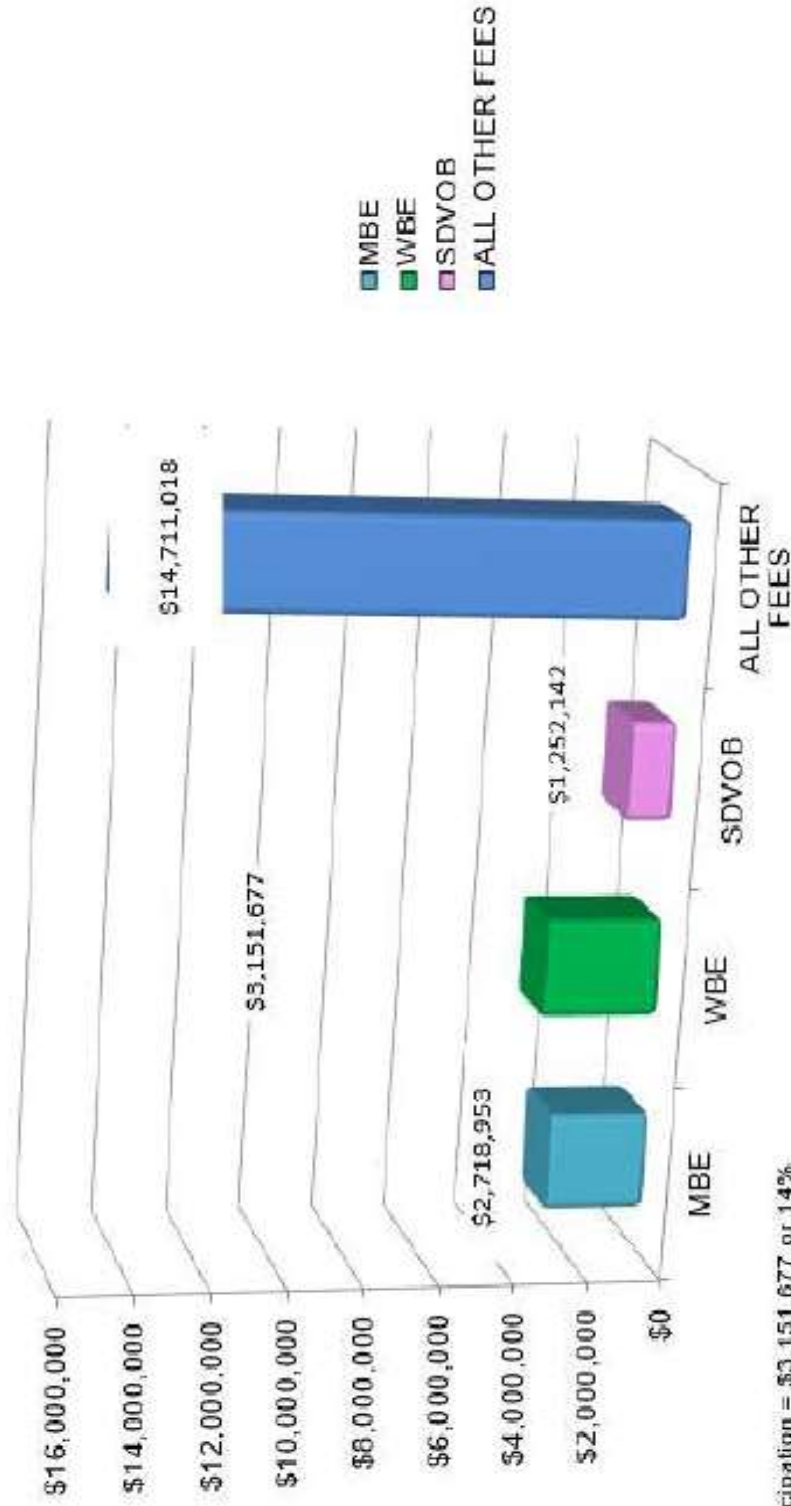
Financial Services

June 26, 2023



MTA All Agency Underwriter Fees

April 2022 – March 2023



Actual WBE Participation = \$3,151,677 or 14%
 Actual MBE Participation = \$2,718,953 or 12%
 Actual SDVOB Participation = \$1,252,142 or 6%
 All Other Underwriting Fees = \$14,711,018 or 67%
 Total Underwriting Fees = \$21,833,790



Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

Asset Funds Managers

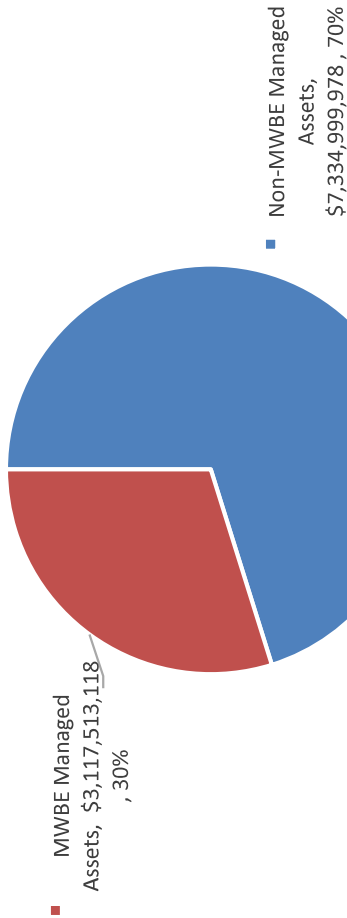
June 26, 2023



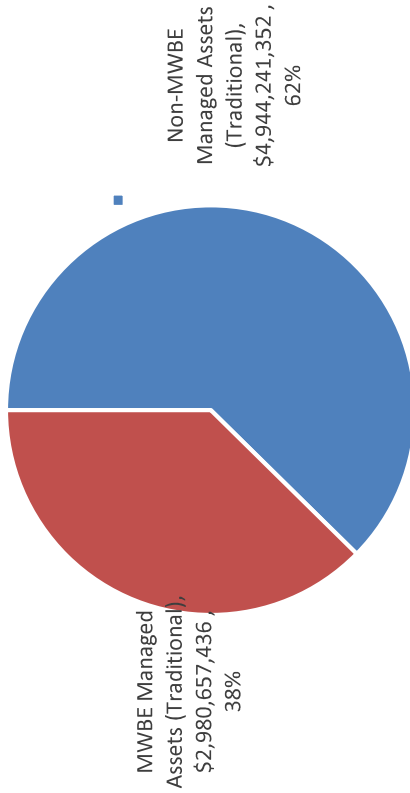
MTA Sponsored Plans – MWBE Participation

As of March 2023

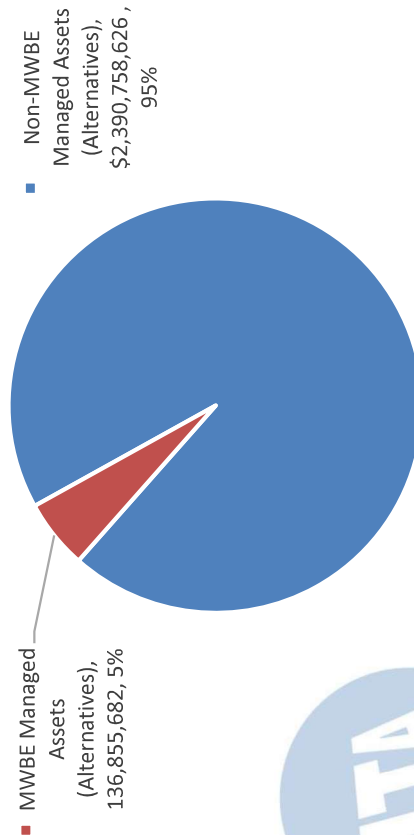
Combined Plans - Total Assets



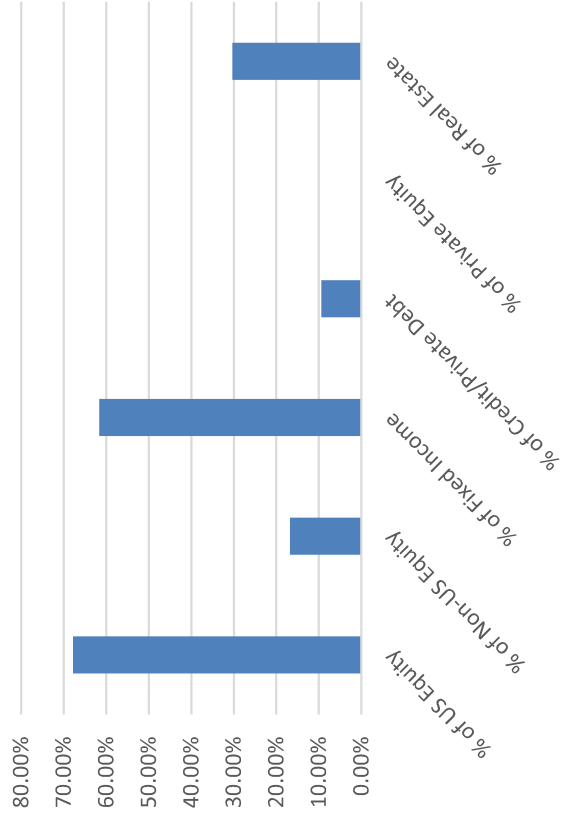
Combined Plans - Traditional Investments



Combined Plans- Alternative Investments



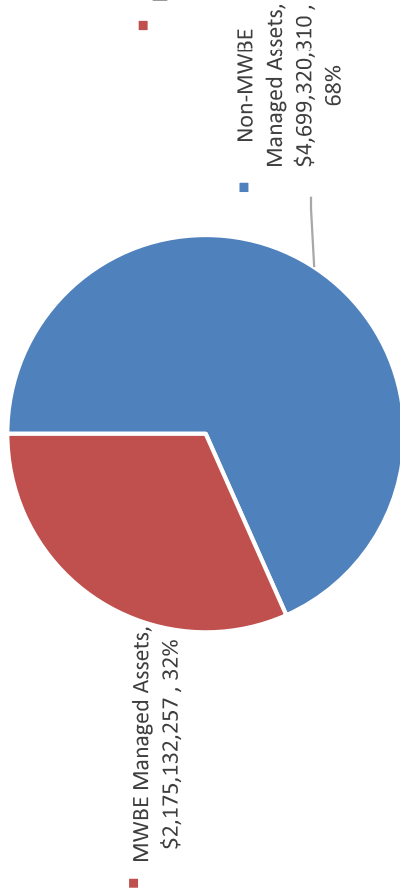
MWBE Managed Assets by Asset Class



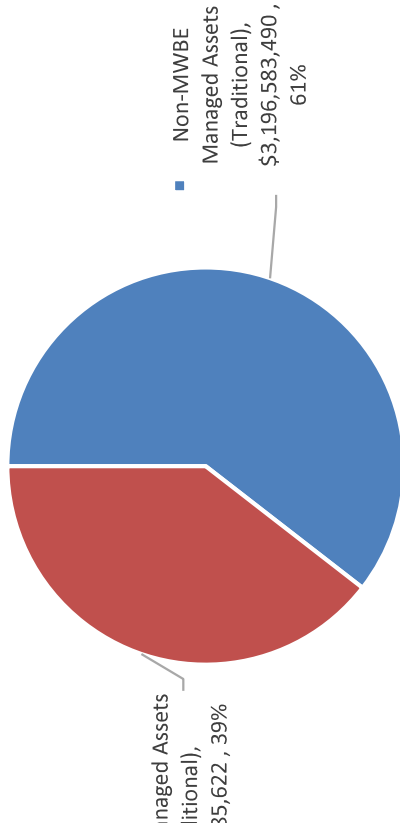
MTA Sponsored Plans – MWBE Participation

As of March 2023

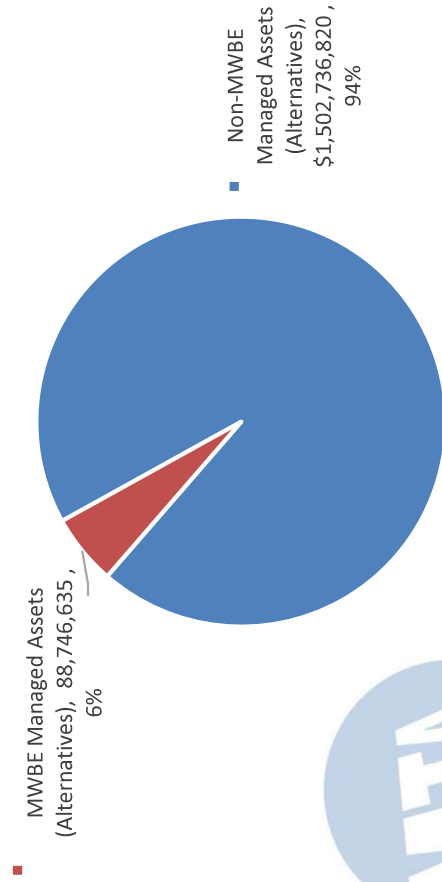
MTA Defined Benefit - Total Assets



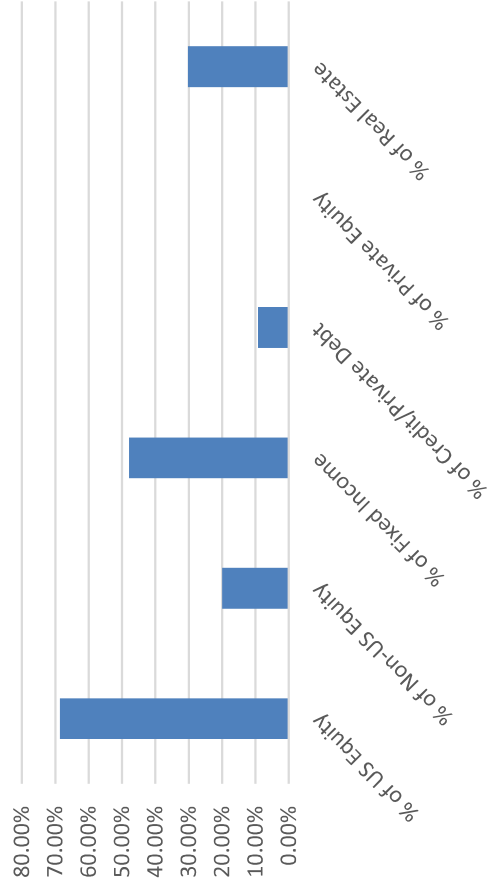
MTA Defined Benefit - Traditional Investments



MTA Defined Benefit - Alternative Investments



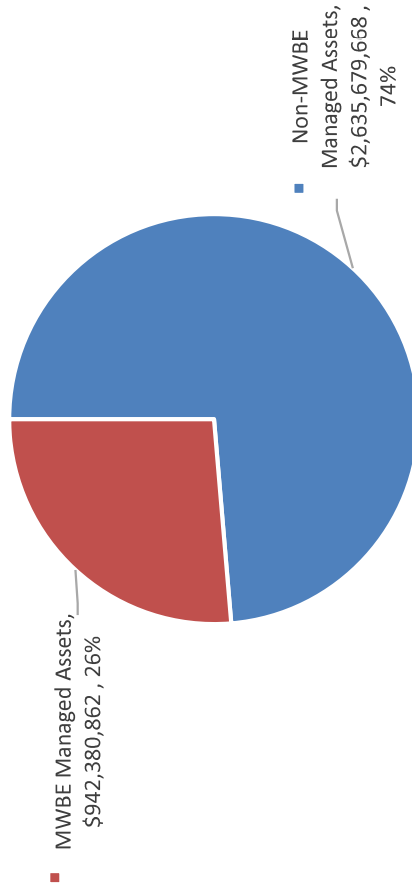
MWBE Managed Assets by Asset Class



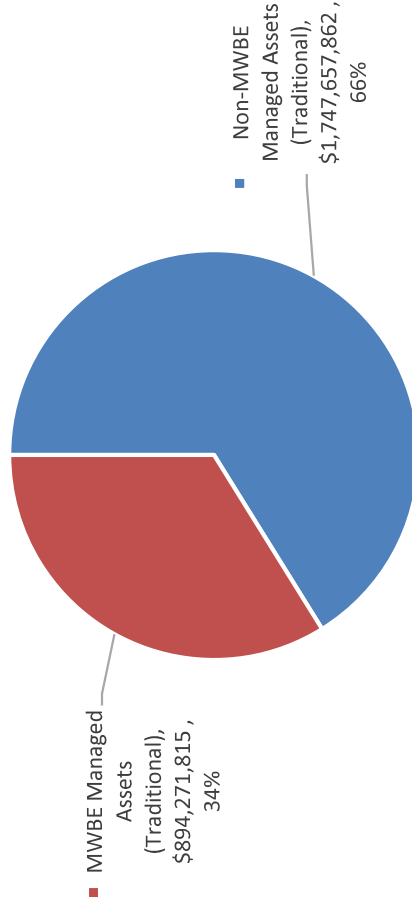
MTA Sponsored Plans – MWBE Participation

As of March 2023

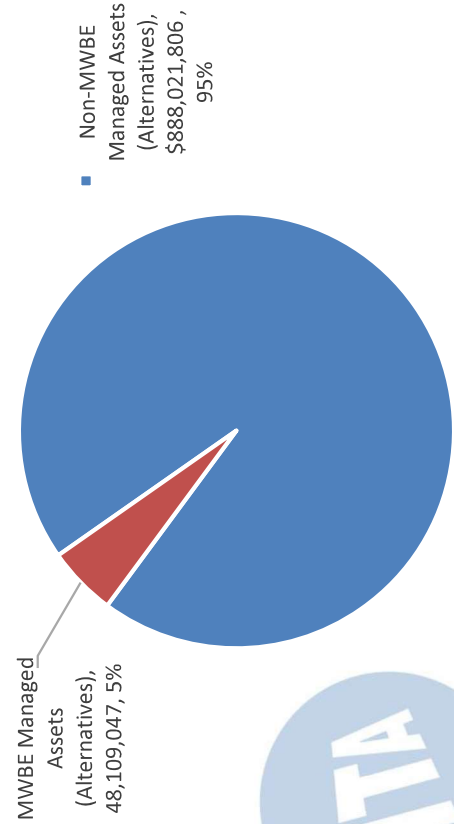
MaBSTOA - Total Assets



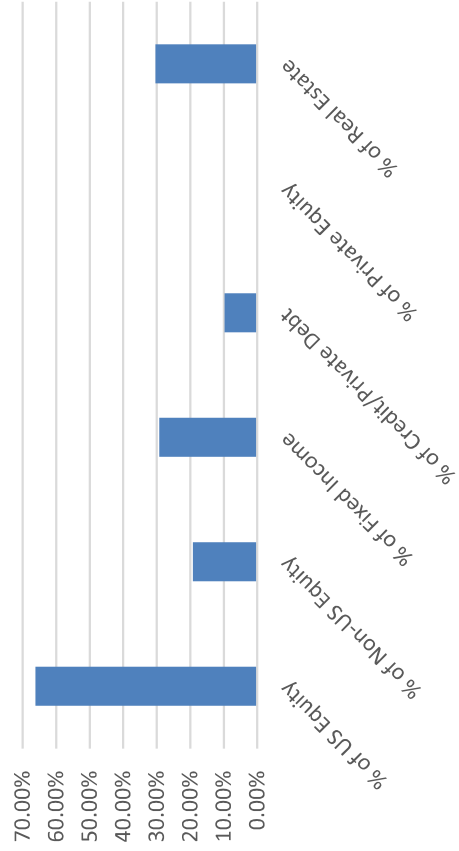
MaBSTOA - Traditional Investments



MaBSTOA - Alternative Investments



MWBE Managed Assets by Asset Class



Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

MTA-Wide Workforce
as of March 31, 2023

June 26, 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 Representation Overview

Reporting from a One-MTA organizational perspective, this quarterly report provides a basic overview of the current workforce representation within each agency and of the hiring and separations activities during the reporting period ending March 31, 2023.

The hiring & separation activity is described as 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

MTA-Wide Workforce as of March 31, 2023

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	5,045		2,803	56%	2,242	44%	1,184	23%	586	12%	709	14%	13	0%	4	0%	307	6%	234	5%
F	1,423	28%	993	20%	430	9%	520	10%	192	4%	199	4%	3	0%	0	0%	79	2%	20	0%
M	3,622	72%	1,810	36%	1,812	36%	664	13%	394	8%	510	10%	10	0%	4	0%	228	5%	214	4%
Professionals	4,009		2,781	69%	1,228	31%	1,057	26%	522	13%	941	23%	7	0%	2	0%	252	6%	93	2%
F	1,469	37%	1,176	29%	293	7%	572	14%	210	5%	287	7%	3	0%	2	0%	102	3%	16	0%
M	2,540	63%	1,605	40%	935	23%	485	12%	312	8%	654	16%	4	0%	0	0%	150	4%	77	2%
Technicians	598		325	54%	273	46%	124	21%	80	13%	84	14%	5	1%	1	0%	31	5%	30	5%
F	75	13%	60	10%	15	3%	31	5%	15	3%	7	1%	1	0%	0	0%	6	1%	4	1%
M	523	87%	265	44%	258	43%	93	16%	65	11%	77	13%	4	1%	1	0%	25	4%	26	4%
Protective Services	2,133		1,351	63%	782	37%	601	28%	543	25%	129	6%	2	0%	2	0%	74	3%	122	6%
F	362	17%	279	13%	83	4%	159	7%	95	4%	5	0%	1	0%	0	0%	19	1%	11	1%
M	1,771	83%	1,072	50%	699	33%	442	21%	448	21%	124	6%	1	0%	2	0%	55	3%	111	5%
Paraprofessionals	108		77	71%	31	29%	41	38%	19	18%	10	9%	2	2%	0	0%	5	5%	4	4%
F	64	59%	53	49%	11	10%	26	24%	14	13%	7	6%	2	2%	0	0%	4	4%	1	1%
M	44	41%	24	22%	20	19%	15	14%	5	5%	3	3%	0	0%	0	0%	1	1%	3	3%
Administrative Support	1,858		1,460	79%	398	21%	864	47%	273	15%	221	12%	5	0%	1	0%	96	5%	35	2%
F	986	53%	846	46%	140	8%	569	31%	154	8%	65	3%	2	0%	1	0%	55	3%	9	0%
M	872	47%	614	33%	258	14%	295	16%	119	6%	156	8%	3	0%	0	0%	41	2%	26	1%
Skilled Craft	22,908		14,044	61%	8,864	39%	6,669	29%	3,045	13%	3,146	14%	98	0%	16	0%	1,070	5%	870	4%
F	638	3%	551	2%	87	0%	406	2%	85	0%	33	0%	0	0%	1	0%	26	0%	12	0%
M	22,270	97%	13,493	59%	8,777	38%	6,263	27%	2,960	13%	3,113	14%	98	0%	15	0%	1,044	5%	858	4%
Service Maintenance	35,059		28,967	83%	6,092	17%	17,838	51%	7,405	21%	2,442	7%	87	0%	7	0%	1,188	3%	710	2%
F	8,330	24%	7672	22%	658	2%	5,654	16%	1,506	4%	203	1%	20	0%	3	0%	286	1%	81	0%
M	26,729	76%	21,295	61%	5,434	15%	12,184	35%	5,899	17%	2,239	6%	67	0%	4	0%	902	3%	629	2%
Total	71,718		51,808	72%	19,910	28%	28,378	40%	12,473	17%	7,682	11%	219	0%	33	0%	3,023	4%	2,098	3%

*American Indian/Alaskan Native

**Native Hawaiian Other Pacific Islander



MTA Workforce, by Agency as of March 31, 2023

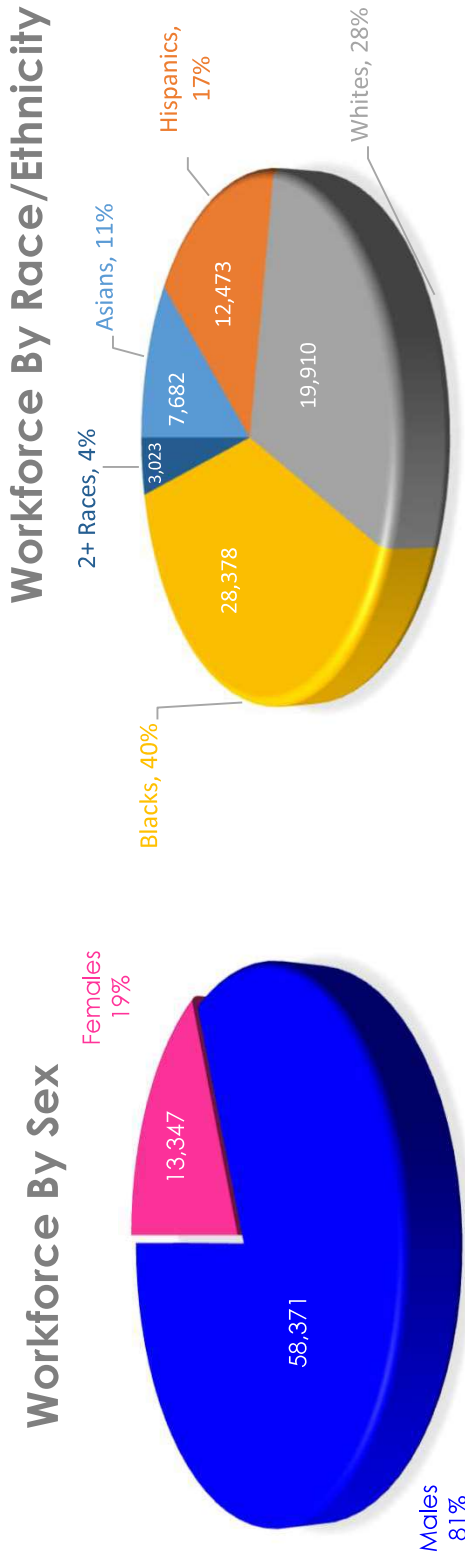
MTA Agency	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
B&T	883		509	58%	374	42%	229	26%	178	20%	48	5%	6	1%	0	0%	48	5%	15	2%
F	166	19%	138	16%	28	3%	83	9%	33	4%	11	1%	2	0%	0	0%	9	1%	1	0%
M	717	81%	371	42%	346	39%	146	17%	145	16%	37	4%	4	0%	0	0%	39	4%	14	2%
BUS	3,766		3,201	85%	565	15%	1,749	46%	878	23%	342	9%	17	0%	8	0%	207	5%	70	2%
F	483	13%	453	12%	30	1%	290	8%	127	3%	13	0%	1	0%	0	0%	22	1%	5	0%
M	3,283	87%	2,748	73%	535	14%	1,459	39%	751	20%	329	9%	16	0%	8	0%	185	5%	65	2%
C&D	1,622		1,054	65%	568	35%	311	19%	164	10%	486	30%	2	0%	0	0%	91	6%	22	1%
F	489	30%	349	22%	140	9%	126	8%	68	4%	125	8%	1	0%	0	0%	29	2%	3	0%
M	1,133	70%	705	43%	428	26%	185	11%	96	6%	361	22%	1	0%	0	0%	62	4%	19	1%
HQ	4,938		3,058	62%	1,880	38%	1,198	24%	726	15%	845	17%	10	0%	4	0%	275	6%	155	3%
F	1,683	34%	1,249	25%	434	9%	633	13%	269	5%	230	5%	1	0%	2	0%	114	2%	25	1%
M	3,255	66%	1,809	37%	1,446	29%	565	11%	457	9%	615	12%	9	0%	2	0%	161	3%	130	3%
LIRR	7,308		2,895	40%	4,413	60%	1,303	18%	919	13%	324	4%	22	0%	3	0%	324	4%	454	6%
F	969	13%	558	8%	411	6%	332	5%	126	2%	51	1%	2	0%	0	0%	47	1%	22	0%
M	6,339	87%	2,337	32%	4,002	55%	971	13%	793	11%	273	4%	20	0%	3	0%	277	4%	432	6%
MNR	6,050		2,447	40%	3,603	60%	1,196	20%	718	12%	172	3%	23	0%	3	0%	335	6%	425	7%
F	664	11%	441	7%	223	4%	255	4%	101	2%	27	0%	5	0%	2	0%	51	1%	22	0%
M	5,386	89%	2,006	33%	3,380	56%	941	16%	617	10%	145	2%	18	0%	1	0%	284	5%	403	7%
NYCT	47,151		38,644	82%	8,507	18%	22,392	47%	8,890	19%	5,465	12%	139	0%	15	0%	1,743	4%	957	2%
F	8,893	19%	8,442	18%	451	1%	6,218	13%	1,547	3%	349	1%	20	0%	3	0%	305	1%	76	0%
M	38,258	81%	30,202	64%	8,056	17%	16,174	34%	7,343	16%	5,116	11%	119	0%	12	0%	1,438	3%	881	2%
Total	71,718		51,808	72%	19,910	28%	28,378	40%	12,473	17%	7,682	11%	219	0%	33	0%	3,023	4%	2,098	3%



*American Indian/Alaskan Native

**Native Hawaiian Other Pacific Islander

MTA-Wide Workforce as of March 31, 2023



MTA employed **71,718** people: **19%** of the workforce were females, **72%** minorities, and veterans comprised **3%**.

- ❑ The percentage of females employed in the workforce has **increased** by one percentage point when compared to First Quarter 2022.
- ❑ The percentage of minorities in the workforce has **increased** by one percentage point when compared to First Quarter 2022.



Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

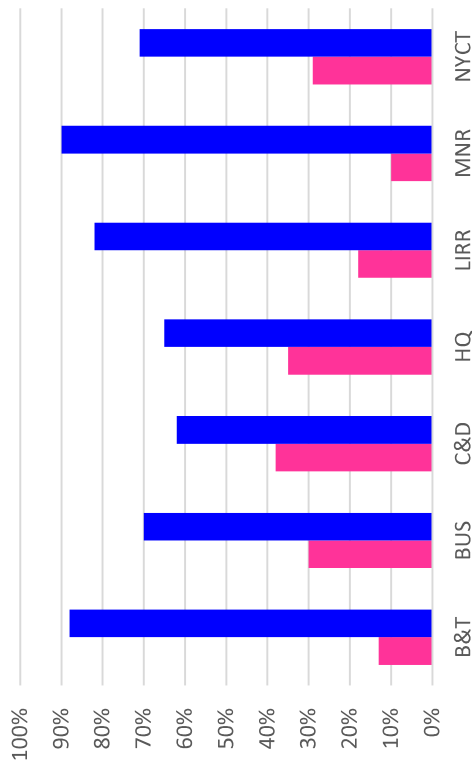
MTA-Wide New Hires and Veterans
First Quarter 2023

June 26, 2023

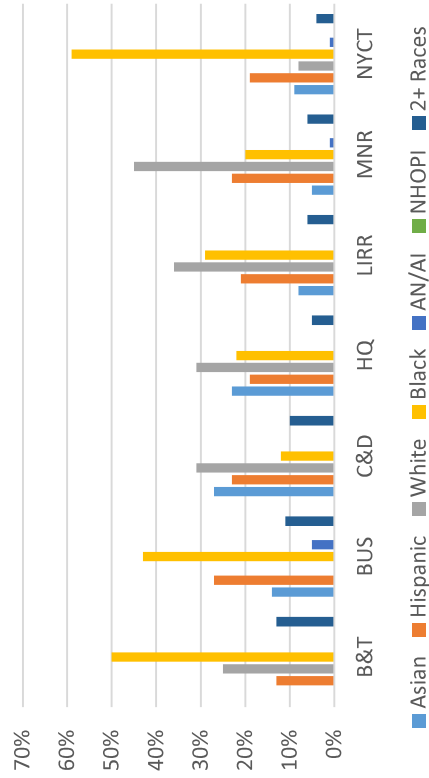


New Hires By Agency January 1, 2023 to March 31, 2023

MTA Agencies New Hires By Sex



MTA Agencies New Hires By Race/Ethnicity



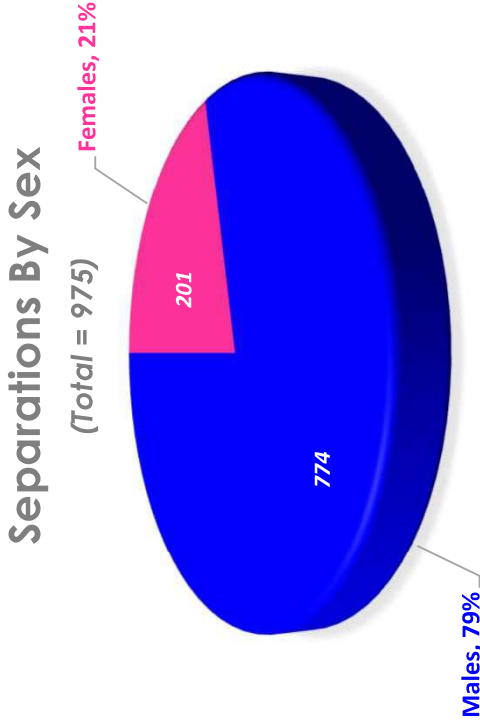
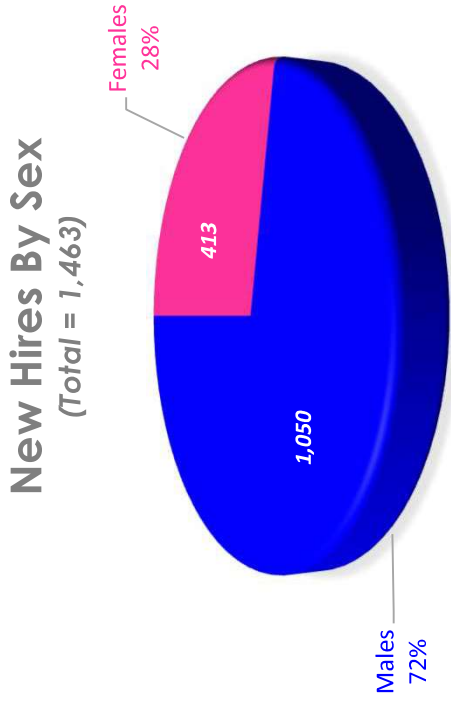
Agency New Hires Females Minorities

Agency	New Hires	Females	Minorities
B&T	8	13%	75%
BUS	37	30%	100%
C&D	73	38%	73%
HQ	162	35%	69%
LIRR	131	18%	64%
MNR	80	10%	55%
NYCT	972	29%	92%

*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, 2023 to March 31, 2023

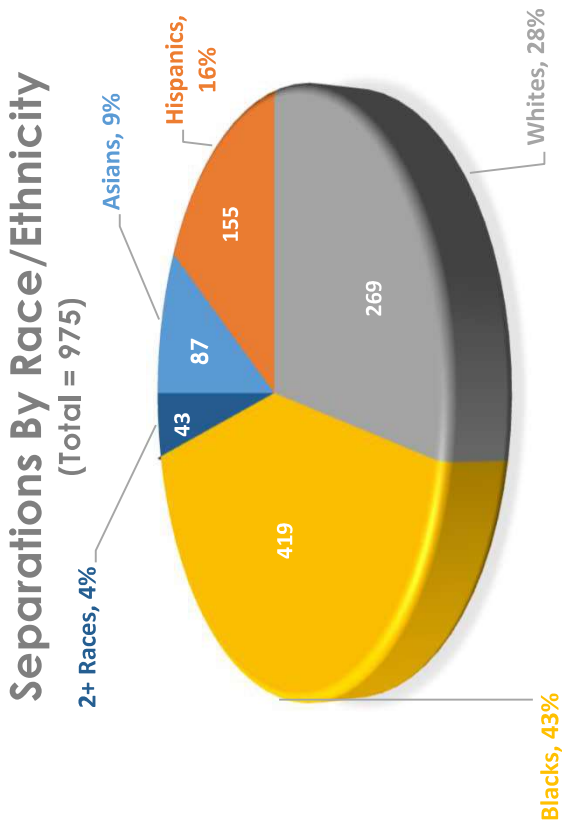
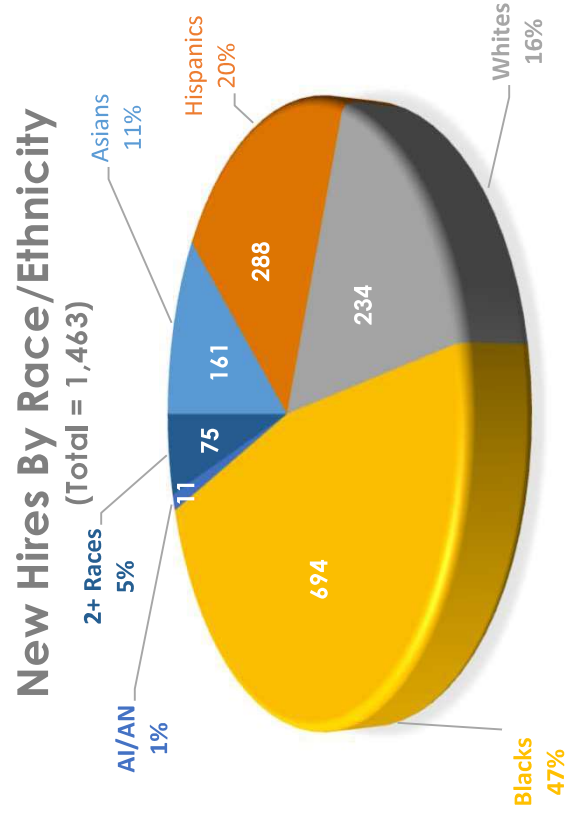


During the first quarter 2023, MTA hired **1,463** employees, including **413** females and **1,050** males. During this same reporting period, **975** employees separated from MTA, including **201** females and **774** males.

- The result was a net increase of **212** female employees and **276** male employees.
- There were **1** female veteran hired and **1** female veteran separated during the first quarter 2023.



MTA-Wide New Hires and Separations by Race/Ethnicity January 1, 2023 to March 31, 2023



During the first quarter 2023, MTA hired **1,463** employees, including **1,229** minorities and **234** non-minorities. During this same reporting period, **975** employees separated from MTA, including **706** minorities and **269** non-minorities.

- The result was a net increase of **523** minority employees - Blacks (275), Hispanics (133), Asians (74), 2+ Races (32), AI/AN (10) and NHOPI (-1) and a net decrease of **35** non-minority employees
- A total of **16** veteran employees were hired, of which **all** were minority veterans and a total of **27** veteran employees separated.



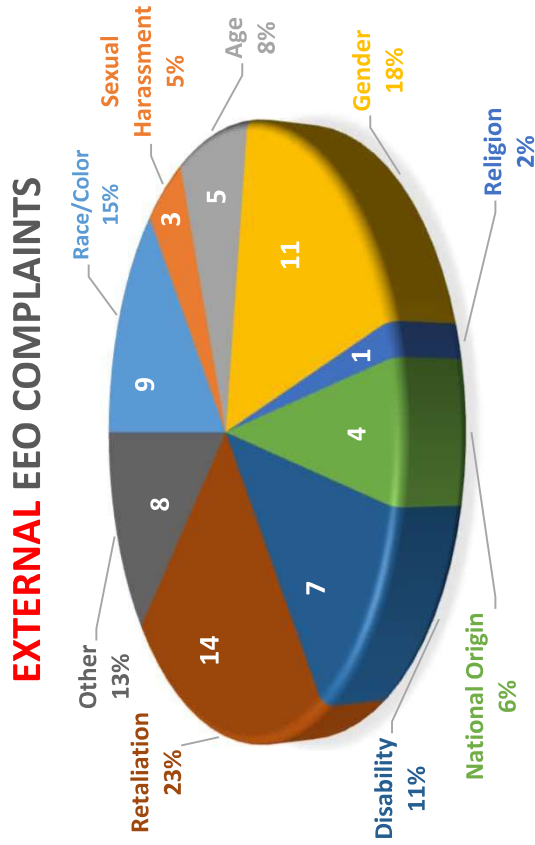
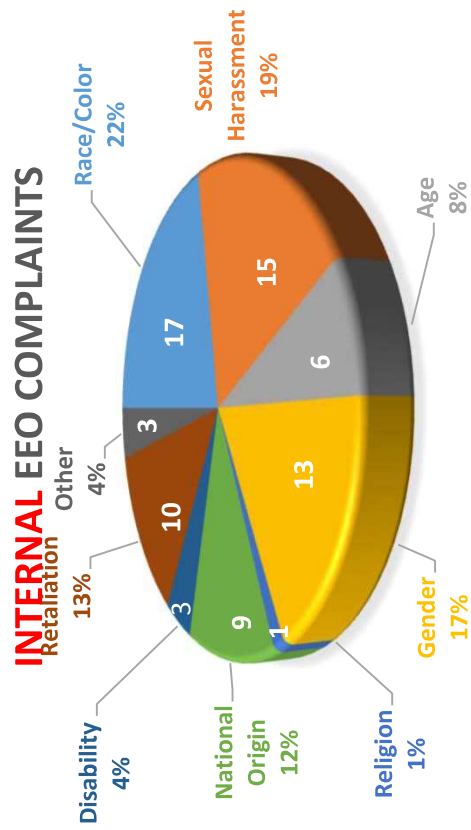
Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

MTA-Wide Complaints and Lawsuits
First Quarter 2023

June 26, 2023



MTA-Wide EEO Internal/External Discrimination Complaints by Bases January 1, 2023 to March 31, 2023



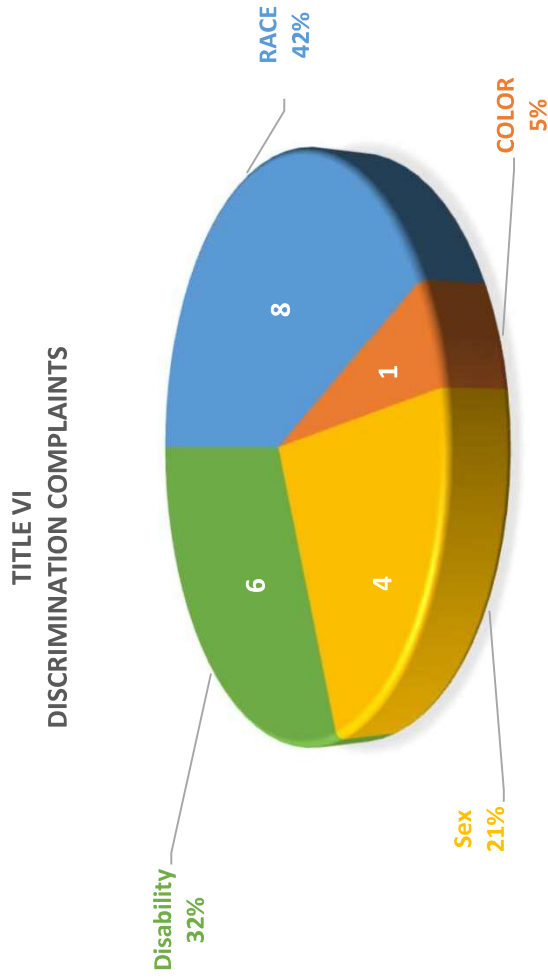
MTA handled **69** EEO complaints*, citing **139** separate bases, and **4** lawsuits.

- ☐ **40** filed internal complaints.
- ☐ **29** 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, 2023 to March 31, 2023



MTA handled **18** Title VI and Related complaints, citing **19** separate bases and **0** Title VI lawsuits.

- **15** Title VI complaints* were filed.
- **3** Related discrimination complaints** were filed.
- 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.

