



Metropolitan Transportation Authority

Diversity Committee Meeting

September 2023

Committee Members

B. Lopez, Chair
F. Miranda
JR. Rizzo
M. Valdivia
N. Zuckerman

Diversity Committee Meeting

Monday, 9/18/2023

12:00 - 12:45 PM ET

1. MTA DIVERSITY COMMITTEE Presented By: Tracey Mitchell (12:00 PM) Review

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MTA DIVERSITY COMMITTEE

Meeting Minutes

2 Broadway, 20th Floor

New York, NY 10004

Monday, June 26th, 2023

The following Committee Members were present:

Hon. Elizabeth Velez, Chair

Hon. Midori Valdivia

Hon. Neal Zuckerman

The following Board Member was present:

Hon. Gerard Bringmann

The following staff were also present:

Tracey Mitchell, Acting 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

Christine Norman, Deputy Chief Diversity Officer, Technology, Reporting, DBE Certification and Outreach

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 three virtual public speakers in the public comments portion of the meeting: Jason Anthony, Charlton DeSousa and Alida Dupree.

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 April 24th, 2023..

3. EXECUTIVE SUMMARY

Ms. Mitchell acknowledged her appreciation of the tireless work efforts of the entire staff of the Department of Diversity and Civil Rights in the timely production and submission of the Civil Rights reporting.

MWBE, DBE and SDVOB businesses

- Ms. Mitchell stated that in the course of the NYS FY, which runs April 1st, through March 31st, the MTA apportioned over \$800 million in payment to MWBEs. For the Federal program, SDVOB, over 35 million was awarded, bringing the total for the two programs to over \$846 million. This amount resulted

in the MTA successfully achieving a 37% payment rate, surpassing its set goal for the 3rd consecutive year.

- The DBE program operating on a different FY, October 1, through September 31, has achieved a 16% rate. As this number only reflects 6 months of the program's current FY, it is anticipated that this number will increase.
- Ms. Mitchell also highlighted some of the larger awards for the state's MWBE program, as well as the Federal DBE program, sharing with the board details on several of the high-dollar projects.
- The program's outreach efforts resulting in over 166 firms applying for certification. The certified firms included commodities, construction, and consulting.

Small Business Mentoring Program

- In comparing 2022 vs 2023, Ms. Mitchell noted that 2023 has seen more applicants, and a successful reduction in the amount of time for the staff to certify an applicant firm.
- The Small Business Development program continues its successful track, to date assisting in the awarding of 73 contracts and \$63 million in contracts to program participants. By successfully lobbying the NY legislature to increase the "Threshold Cap" of the program, it is hoped that expanded contract opportunities will result in expanded contract opportunities.

Diversity Equity and Inclusion (DEI)

- A recap was given on the activities of all of the Employee Resource Groups that occurred during May and June. Highlights include a walking tour hosted by the Pride Express group, the Black Employee Group for Inclusion and Networking (BEGIN) hosted a series of events to celebrate and educate employees on Juneteenth. The Transport Asian ERG was also active, holding a two-part documentary screening, showing the contributions, challenges and triumphs of Asian Pacific Islanders in the US. Latinos and Friends held an Employees Job Shadow Day for employees. The Veterans ERG held a Memorial Day celebration. For the Mental Health month of May, the Abilities ERG hosted a forum to discuss mental health challenges. In commemoration of Jewish Heritage month held a conversation with survivors of the Holocaust.
- Dr. Green stated that along with the existing nine employee ERGs, there are three more groups who have expressed an interest in forming an ERG..

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 85-98 of the Committee book. Page 90 of the book provides a detailed demographic breakdown.
- The MTA's Federal Equal Employment Opportunity Program (EEOP) is due to be submitted to the FTA on July 31st. Dr. Green outlined the required elements of the EEOP and how MTA would be combining and analyzing data to report on the multiple areas of compliance.
- Alana Smith, the Sr. Director, EEO spoke of how the estimated availability is calculated for the various positions and opportunities within the entire MTA. The under-utilization analysis was presented and reviewed for the board along with "next steps" for addressing the Agency's underutilization areas.

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.

4. ADJOURNMENT

- Chair Velez also extended her appreciation to the staff of the DDCR.

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
2023 Title VI Program Update	Dept. of Diversity/Civil Rights

June 2023

2023 - EEO, ADA, Title VI, and Sexual and Other Discriminatory - Harassment Policy Statements	Dept. of Diversity/Civil Rights
1st Quarter 2023 Report	Dept. of Diversity/Civil Rights
Equal Employment Opportunity (EEO) Program Update	Dept. of Diversity/Civil Rights
5-Year DEI Strategic Plan	Dept. of Diversity/Civil Rights

September 2023

2nd Quarter 2023 Report	Dept. of Diversity/Civil Rights
Recruitment Strategies for MTAHQ and MTA Agencies	Dept. of Diversity/Civil Rights
DBE Goal Rationale 2024-2026	MTAHQ and Agency Staff
	Dept. of Diversity/Civil Rights

December 2023

3 rd Quarter 2023 Report	Dept. of Diversity/Civil Rights
2024 Diversity Committee Work Plan	Dept. of Diversity/Civil Rights
DBE Program Update	Dept. of Diversity/Civil Rights
Diversity Committee Charter Review	Committee Chair and Members

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.

2023 Title VI Program Update

The Department of Diversity and Civil Rights will present MTA's updated Title VI Program for MTA Board approval and for submission to FTA.

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 2023 EEO Policy.

EEO Program Update for 2023-2026

The Department of Diversity and Civil Rights will present MTA's EEO Program Updates to be submitted to FTA for approval.

5-Year DEI Strategic Plan

The Department of Diversity and Civil Rights will present MTA's first 5-year DEI Strategic Plan developed to comply with the New York State Executive Order 187.

September 2023

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.

DBE Goal Update for FFYs 2024-2026

The Department of Diversity and Civil Rights will present MTA's DBE Goal for Federal Fiscal Years (FFYs) 2024-2026.

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.

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.

DBE Program

The Department of Diversity and Civil Rights report will address Updates to the DBE Program for FFYs 2024-2026.

2024 Diversity Committee Work Plan

The Department of Diversity and Civil Rights will present an updated Diversity Committee Work Plan for 2024.

Diversity Committee Charter Review

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

Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

Executive Summary

September 18, 2023



Executive Summary

Fiscal Year Program Highlights

Largest Awarded MWDBE/SDVOB Contracts

October 1, 2022 – June 30, 2023

Top Prime Awards*

MBE: Naik Consulting Group \$6M

WBE: Empire Control Abatement 4M

DBE: Voltamp Electrical \$31M

SDVOB: American Veteran Enterprise \$809K

Top Subcontract Awards*

MBE: GCCOM Construction Co. \$14M

WBE: Northeast Structural Steel \$14M

DBE: Northeast Structural Steel \$27M

SDVOB: Citadel Electrical \$2M

* For MWBE and SDVOB, the reporting period is from April 2023 through March 2024.
For DBE, the reporting period is from October 2022 through September 2023.



Executive Summary

- **MWBE and SDVOB Payments**
- **NYS FY 2023/24 (April 2023 – June 2023)**
 - MWBE Payments on NYS Funded Projects - \$179,012,917
 - MWBE Payments on FTA Funded Projects - \$108,116,468
 - SDVOB Payments - \$7,308,924
 - **MWBE and SDVOB Total Payments: \$294,438,309**
- **NYS FY 2022/23 (April 2022 – June 2022)**
 - MWBE Payments on NYS Funded Projects - \$214,458,431
 - MWBE Payments on FTA Funded Projects - \$51,738,073
 - SDVOB Payments - \$6,420,408
 - **MWBE and SDVOB Total Payments: \$272,616,912**

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



Executive Summary

An Example of MWBE Discretionary Success

IT Discretionary Consulting Contract No. 14357

April 2023 – June 2023

Total Number of Awards- **18**

Total Value of Awards- **\$2 million**

Inception to Date

Total Number of Awards- **1,078**

Total Value of Awards- **\$206 million**



EXECUTIVE SUMMARY

□ Business & Diversity Initiatives Unit

As a result of DDCR's outreach efforts during the period of April 2023 through June 2023, **250** firms showed interest in doing business with the MTA.

Total Number of Firms : 250*

Certification Type(s)			
MBE	39	WBE/DBE	10
WBE	59	WBE/SDVOB	0
DBE	19	MW/DBE	16
SDVOB	14	MW/SDVOB	1
MBE/DBE	16	DBE/SDVOB	2
MBE/SDVOB	1		

***73 firms out of 250 are 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 integrates 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:

From January 1, to June 30, 2022, there were a total of **40** new applications received and a total of **28** firms were certified. The average time to process certified firms in 2022 was **58 days**.

This year, from January 1, to June 30, 2023, there were a total of **60** new applications received and a total of **49** firms were certified. The average time to process certified firms in 2023 was **47 days**.

Status: There is a difference of **20** new applications received.

Trends:

Upward

Constant

Downward – A slight decrease in applications received.

Strategy for Improvement:

Increase Outreach Activities



Executive Summary

□ Small Business Development Program (as of June 30, 2023)

The Program – Current Status

Departmental Goals for the first six months of Calendar Year 2023

- DDCR SBDP's goal for 2023 included (1) to increase contractor recruitment and (2) improve contractor's participation in the MTA's loan program.

In the first six months of 2023, with respect to meeting goals, SBDP has delivered an exceptional performance, exceeding expectations in the goals as compared to the first six months of 2022.

- The goal of a 10% increase in contractor recruitment was eclipsed by SBDP delivering a 22.2% overall increase in recruitment. Recruitment brought in 33 new firms as compared to 27 new firms in the same two quarters of last year.
- The new loan program contract with BOC Capital Corp, a lender focused on funding small businesses, has doubled the number of loans as compared to last year from the prior lending bank. MTA and BOC has funded six of six loan applicants in 2023, where only three loans were approved in the prior year.



Executive Summary

Small Business Development Program (as of June 30, 2023)

The Program – First Six Months Calendar Year 2022 & 2023

- ❑ Prime Contract Award
 - In 2022, SBDP Awarded **9 contracts** totaling **\$6.0 million**
 - In 2023, SBDP Awarded **7 contracts** totaling **\$5.0 million**
- ❑ Service-Disabled Veteran-Owned Business (SDVOB)
 - In 2022, SBDP Awarded **3 contracts** totaling **\$4.2 million.**
 - In 2023, SBDP Awarded **0 Contracts**
- ❑ The Small Business Development Training Program
 - ❑ Spring 2022 **37 firms** participated in the training Class.
 - ❑ Spring 2023 **36 firms** participated in the training Class.



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% MWBE Goal NY State Fiscal Year 2023-2024 (4/23-6/23)**
 - ❑ **31% MWBE participation in contract payments***
 - ❑ **6% SDVOB Goal NY State Fiscal Year 2023-2024**
 - ❑ **5% SDVOB participation in contract payments***

As Compared with last year same period

- ❑ **30% MWBE Goal NY State Fiscal Year 2022-2023 (4/22-6/22)**
 - ❑ **35% MWBE participation in contract payments***
- ❑ **6% SDVOB Goal NY State Fiscal Year 2022-2022**
 - ❑ **3% SDVOB participation in contract payments**

* First quarter of the NYS Fiscal Year 2023-2024



Executive Summary

❑ MWDBE and SDVOB Contract Compliance

- ❑ **20% DBE Goal Federal Fiscal Year 2022-2023 (10/22-3/23)**
- ❑ **16%** DBE participation in contract awards**

As Compared with last year same period....

- ❑ **20% DBE Goal Federal Fiscal Year 2021-2022 (10/21-3/22)**
- ❑ **17%** DBE participation in contract awards**

❑ **Status:** MWBE goal is being met. DBE/SDVOB goals are not being met.

❑ **Trends**

☑ Upward: SDVOB participation on contract payments

❑ Constant

☑ Downward: MWBE & DBE participation on contract awards

* First quarter of the NYS Fiscal Year 2023-2024

** First half of the Federal Fiscal Year 2022-2023



Executive Summary

- **MWDBE and SDVOB Contract Compliance (Continued)**
 - Currently, DDCR monitors more than **1109 contracts** for MWDBE and SDVOB goal compliance.
 - In 2023, DDCR conducted **324 site visits** for MWDBE and SDVOB contract compliance.
 - Monthly Average: **55**
 - In 2023, DDCR has closed **48** contracts.
 - Monthly Average: **8**



Executive Summary

■ CAPITAL PROJECTS

- **Federal DBE Participation Goal: 20%** (Federal Fiscal Year 2023 - October 2022 to March 2023)
 - Total Awards: \$1.6B
 - Total DBE Awards: \$200M (13%)^{***} Reaching 14% Ship
- **New York State MBE Participation Goal: 15%** (First Quarter of NYS Fiscal Year 2023-2024 - April 2023 – June 2023)
 - Total Payments: \$305M
 - Total MBE Payments: \$37M (12%)
- **New York State WBE Participation Goal: 15%** (First Quarter of NYS Fiscal Year 2023-2024 - April 2023 – June 2023)
 - Total Payments: \$305M
 - Total WBE Payments: \$38M (12%)
- **Service-Disabled Veteran-Owned Business Participation Goal: 6%** (First Quarter of NYS Fiscal Year 2023-2024 - April 2023 - June 2023)
 - Total Payments: \$133M
 - Total SDVOB Payments: \$2M (1%)

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

□ MWDBE and SDVOB Contract Compliance Strategies for Improvement

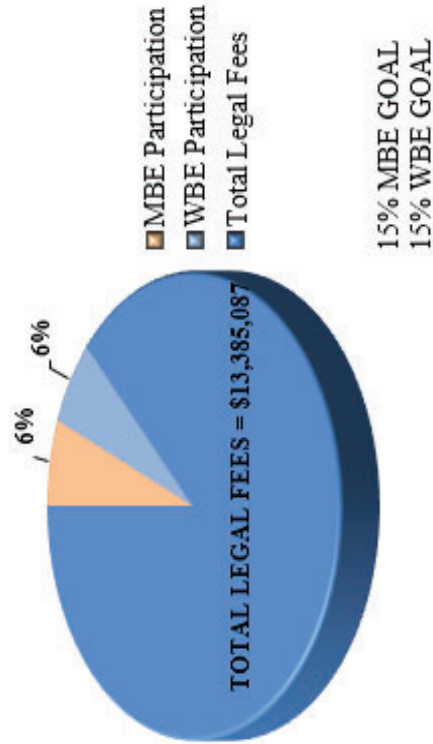
- MWDBE and SDVOB goals are monitored daily for compliance.
- Compliance staff utilize the New York State Contract System to identify potential contracts where the goals are not being met.
- Compliance meetings are held when the goal is not being met at or about 50% contract completion.
- Site visits 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

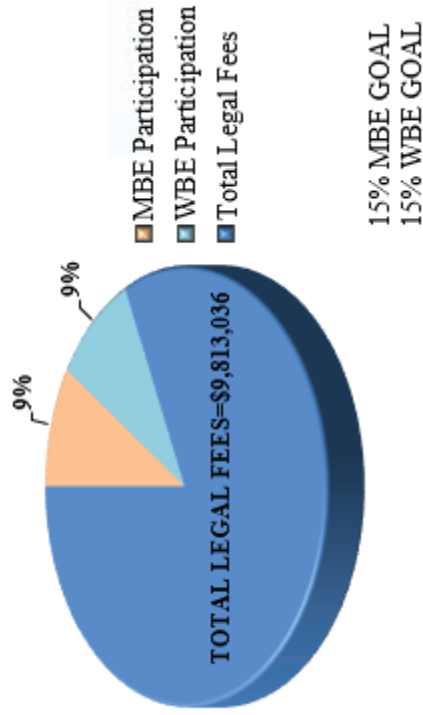
MTA All Agency Legal Fees

(April 2023 – June 2023)



Actual MBE Participation \$793,584 or 6%
Actual WBE Participation \$787,387 or 6%

(April 2022 – June 2022)



Actual MBE Participation \$893,441 or 9%
Actual WBE Participation \$850,493 or 9%



Executive Summary

MTA All Agency Legal Fees (Continued)

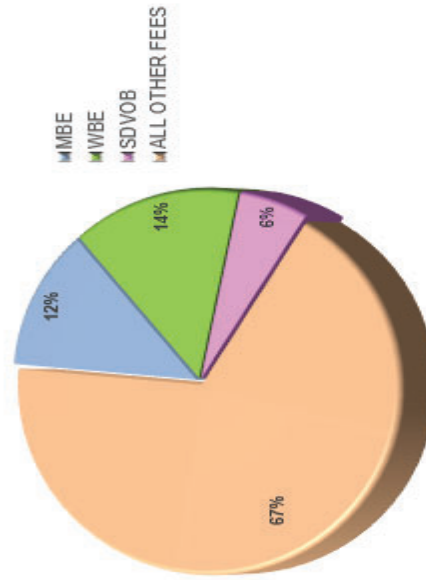
- **Status:** MWBE goals are not being met
- **Trends**
 - Downward: MBE and WBE participation
 - Constant:
 - Upward:
- **Strategies for Improvement:**
 - Work with the MTA's General Counsel in increasing MWBE results.



Executive Summary

Financial Services

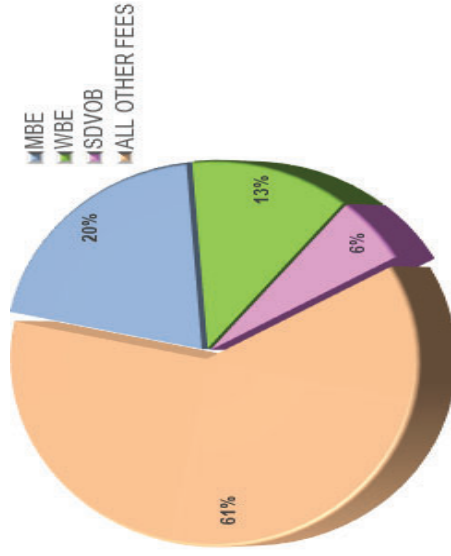
MTA All Agency Underwriter Fees (April 2022 – March 2023)



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

* Numbers may not total to 100% due to rounding

MTA All Agency Underwriter Fees (April 2021 – March 2022)



Actual WBE Participation = \$2,117,396 or 13%
 Actual MBE Participation = \$3,460,473 or 20%
 Actual SDVOB Participation = \$972,324 or 6%
 All Other Underwriting Fees = \$10,371,938 or 61%
 Total Underwriting Fees = \$16,921,831

* Numbers may not total to 100% due to rounding



Executive Summary

Financial Services (Continued)

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

- Total assets managed by MWBEs: **\$3.3 billion**; or **31%** of total assets
- Majority of assets are in traditional asset classes
- Traditional assets managed by MWBEs: **\$3.18 billion**; or **39%** of traditional assets
 - MWBE firms manage
 - 70% of US Equities
 - 31% of Real Estate
 - 16% of Non-US Equities
 - 51% of Fixed Income
 - 16 % of Opportunistic
- Alternative investments managed by MWBE's: **\$149 million**; or **6%** of alternative investments



Executive Summary

- **EEO** (full report on pages 75 – 88)
- MTA's overall workforce is currently comprised of **72,221** employees; of which **13,591 (19%)** are Females,* **52,330 (72%)** are Minorities, **2,101 (3%)** are Veterans,* and **653 (1%)** employees identified as Persons with Disabilities.** A breakdown of the MTA-wide workforce is detailed on page 79.
- MTA Agencies hired **3,089** new employees into the organization; of which **909 (29%)** are females,* **2,566 (83%)** are Minorities, **41 (1%)** are veterans,** and **25 (1%)** are People With Disabilities.
- During 2023, MTA Agencies received a total of **145** EEO complaints (Including lawsuits); of which **90** were internal and **55** were external.
- As of June 30, 2023, representation of **females** has **increased** by **694** employees, and the representation of **minorities** has **increased** by **1,692** employees, when compared to **June 30, 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 2Q, 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 titles within the underutilized categories.
 - Create and customize targeted strategies to address areas of underutilization in the newly created job groups.
 - Utilize Employee Resource Groups to positively impact the recruitment, engagement and building of MTA's workplace culture.



Executive Summary

- **D&I in Motion – All Agency Employee Resource Groups Quarterly Highlights** - Employee Resource Groups (ERGs) are important pillars of the MTA and contribute to a culture of inclusion and belonging while making a positive impact on the MTA. Ultimately all initiatives and programs should serve and champion members, maximize available resources, align with the MTA strategic priorities as well as the ERG goals and objectives. **This quarter we focused on the MTA Strategic Priority “Revive Talent and Culture” with a particular focus on retention. Following are a few of the training and initiatives to support this priority:**
 - **Latinos & Friends, Shadow Day Initiative - April –June 2023**

Latino's & Friends launched a job shadowing initiative supported by their Executive Sponsors Lisette Camillo and Demetrius Crichlow. The initiative provided employees with a window into career options in the workplace, which is important for employee engagement, career advancement and retention. Latinos & Friends hosted this initiative in direct response to their members requests for engagement in promotional opportunities.
 - **Employee Resource Group Leader Training - July 18, 2023**

Employee Resource Groups are integral to the MTA and help foster a diverse and inclusive workplace aligned with our values and strategic priorities. The ERG Leadership Training centered on developing strong leaders. We covered leadership skills for being a responsive leader, alignment of the mission, vision and purpose of the respective ERGs with the MTA Strategic Priorities as well as tools to measure the success of each ERG.
 - **Employee Resource Group All Member Meeting Workshop - August 3, 2023**

We continued our Personal Best: New Year, New You theme for 2023 focused on Emotional Intelligence (E.I.). The workshop covered The Importance of Emotional Intelligence, and best practices for elevating E.I. All member meetings allow colleagues of the nine ERGs to network, collaborate, connect, and share which aids in creating inclusivity and increases employees sense of belonging.



Executive Summary

□ D&I in Motion – All Agency Employee Resource Groups Quarterly Highlights – Hispanic Heritage Month September 15 – October 15

September 15 Como Yo - Fun and exciting free 4-week program for MTA colleagues to connect, learn, and practice conversational Spanish. Learning conversational Spanish allows employees to gain an appreciation for Spanish culture and allows them to better communicate with Spanish-speaking colleagues and customers.

September 21 Cafecito Chat with Demetrius Crichlow (virtual) - An invitation to have coffee and to welcome or get to know a person in the Hispanic community is referred to as a Cafecito chat. Latinos & Friends invited Demetrius Crichlow, SVP Subways- NYCT, to a Cafecito chat (an interview) to allow MTA employees to learn about his executive role, heritage and to obtain professional insight.

September 28 Cafecito Chat with Hugo Pizarro (virtual) - An invitation to have coffee and to welcome or get to know a person in the Hispanic community is referred to as a Cafecito chat. Latinos & Friends invited Hugo Pizarro, Chief People Officer to a Cafecito chat (an interview) to allow MTA employees to learn about his executive role, heritage and to obtain professional insight.

October 6 Discover your History by Latinos and Friends (virtual) -

This workshop will allow employees to acquire the knowledge and tools to conduct family history research. The session will focus on descendants from the Caribbean, Central, South and North America.



Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

Business and Diversity Initiatives

September 18, 2023



Business and Diversity Initiatives

List of Outreach Events

April 2023

- MTA DBE Certification Workshop
- Hofstra University – Annual Ascend Procurement Conference
- General Contractor Association 2023 MWDDBE & SDVOB Expo

May 2023

- City & State NY 2023 Diversity in NY Summit (Speaker, Tracey Mitchell)
- New York State – MWBE Advocacy Day
- USDOT-SBTRC and OSDDBU: Advancing Equitable Infrastructure Opportunities | BIL Small Business Contracting Symposium
- PSEG Long Island | Supplier Diversity Event | Energize Opportunities 2023
- NY/NJ Minority Small Diversity Council (NY/NJ MSDC) | 2023 Spring Business Opportunity
- CUNY 2023 MWBE & SDVOB Procurement Conference
- New York State Department of Civil Service, Office of Diversity and Inclusion Management (ODIM) | Asian American Pacific Islander Heritage Month, Albany, NY (Tracey Mitchell)

Business and Diversity Initiatives

List of Outreach Events

June 2023

- Queens Chamber of Commerce | Annual Queens Business Expo 2023
- DBE Certification Workshop
- JFK Redevelopment Program Veteran Contracting Opportunities
- U.S. Department of Commerce Minority Business Development Agency (MBDA) | Infrastructure Opportunities Matchmaking Conference
- NYS ESD MWBE 2023 Regional Expo
- Inaugural Symposium Advancing Diversity, Equity, and Inclusion in the New York State Workforce, Albany, NY
- MTA Quarterly New Firm Orientation Session
- Transportation Diversity Council (TDC) Business-to-Business Summit (Speaker, Tracey Mitchell)
- Small Business Expo
- Bradhurst Merchants Association MWBE Businesses Meeting

Metropolitan Transportation Authority
Department of Diversity and Civil Rights

DBE Certification Activity Report
September 18, 2023



MTA DBE Certification Unit

Certification Activity Report Year 2022 – 2023

	2022*	2023**
New Applications Received	40	60
DBE Firms Certified in Current Year	28	49
DBE Firms Certified in Subsequent Year	0	0
Denied	2	0
Returned	3	4
Withdrawn	7	3
Application Closed	0	0
Decertified	0	0
Rejected	0	0
Delisted	0	1
Pending	0	3

*Data is from January 1, to June 30, 2022

**Data is from January 1, to June 30, 2023

	2022	2023
Annual Submissions Processed (Recertifications)	321	349
Average Days To Certify Firms	57.5	46.69



Executive Summary

Certification Activity Report:

From January 1, to June 30, 2022, there were a total of **40** new applications received and a total of **28** firms were certified. The average time to process certified firms in 2022 was **58 days**.

This year, from January 1, to June 30, 2023, there were a total of **60** new applications received and a total of **49** firms were certified. The average time to process certified firms in 2023 was **47 days**.

Status: There is a difference of **20** new applications received.

Trends:

Upward

Constant

Downward – A slight decreased in applications received.

Strategy for Improvement:

Increase Outreach Activities

Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

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

September, 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

Elements of the SBDP

▶ **Departmental Goals for the first six months of Calendar Year 2023**

DDCR SBDP's goal for 2023 included (1) to increase contractor recruitment and (2) to improve contractor's participation in the MTA's loan program.

In the first six months of 2023, with respect to meeting goals, SBDP has delivered an exceptional performance, exceeding expectations in the goals as compared to the first six months of 2022.

- ▶ The goal of a 10% increase in contractor recruitment was eclipsed by SBDP delivering a 22.2% overall increase in recruitment. Recruitment brought in 33 new firms as compared to 27 new firms in the same two quarters of last year.
- ▶ The new loan program contract with BOC Capital Corp, a lender focused on funding small businesses, has doubled the number of loans as compared to last year from the prior lending bank. MTA and BOC has funded six of six loan applicants in 2023, where only three loans were approved in the prior year, a 100% increase overall.

Twelve Years to Date

- ▶ Through August 18th of 2023
- ▶ These first twelve years the MTA Small Business Development Program (SBDP) achieved its greatest milestone reaching and exceeding the \$600 million mark, having awarded 600 contracts totaling \$633 million with an estimated 15,168 job created.
- ▶ Our loan program assists contractors in creating a track record of successful project completion and loan history, providing our program contractors with the power and the confidence of capital and credit. Since the inception of the SBDP Loan Program we have approved and issued 151 loans totaling \$20.2 million.
- ▶ The Small Business Development Bond Program has assisted our contractors in securing \$588 million in AGGREGATE surety bonds.
- ▶ Over 1072 firms participated in our SBDP training program and over 1,950 hours of classroom training. Over 460 of these firms have applied to and prequalified into our program.

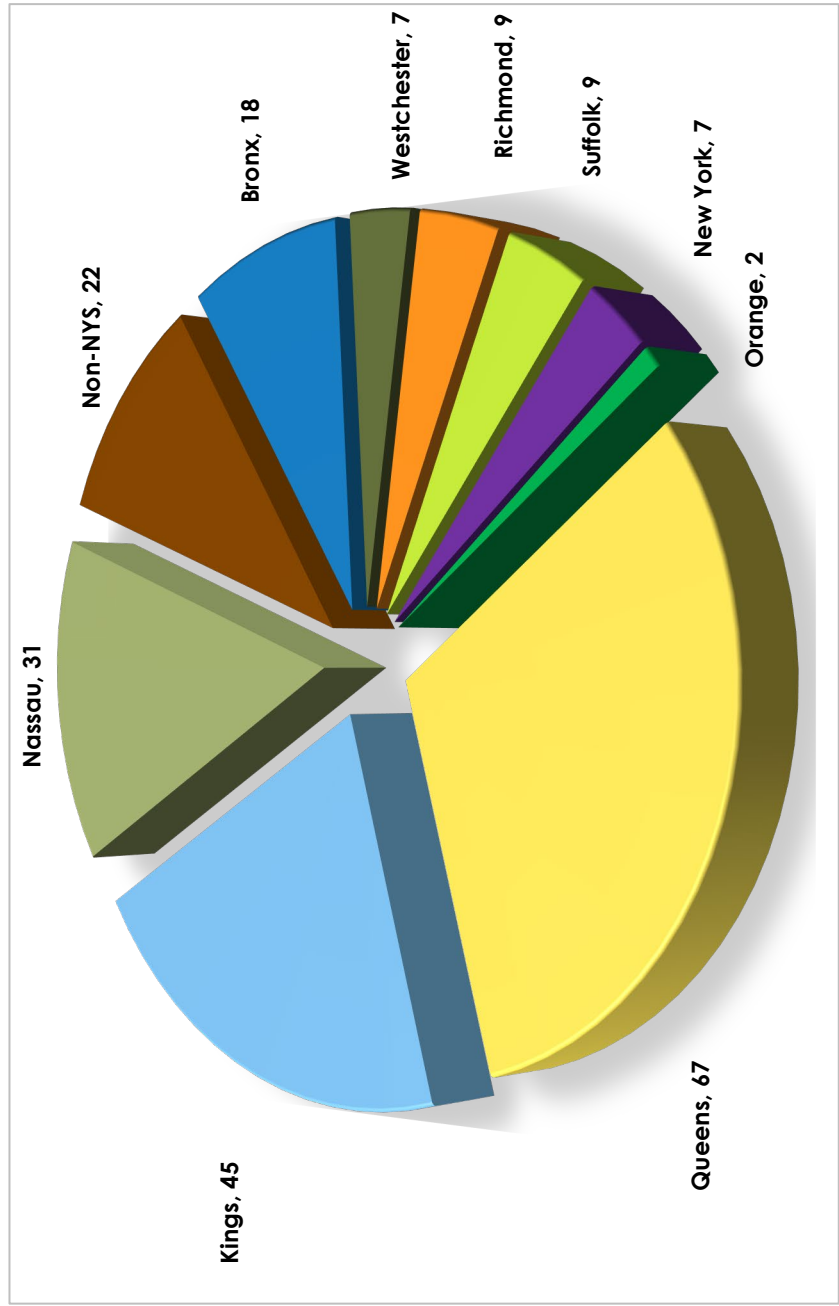
SBDP Represents NY Metro Region

Small Business Mentoring Program All Tiers

Certification	
MBE	109
WBE	28
DBE	59
SDVOB	13
Non-Certified	85

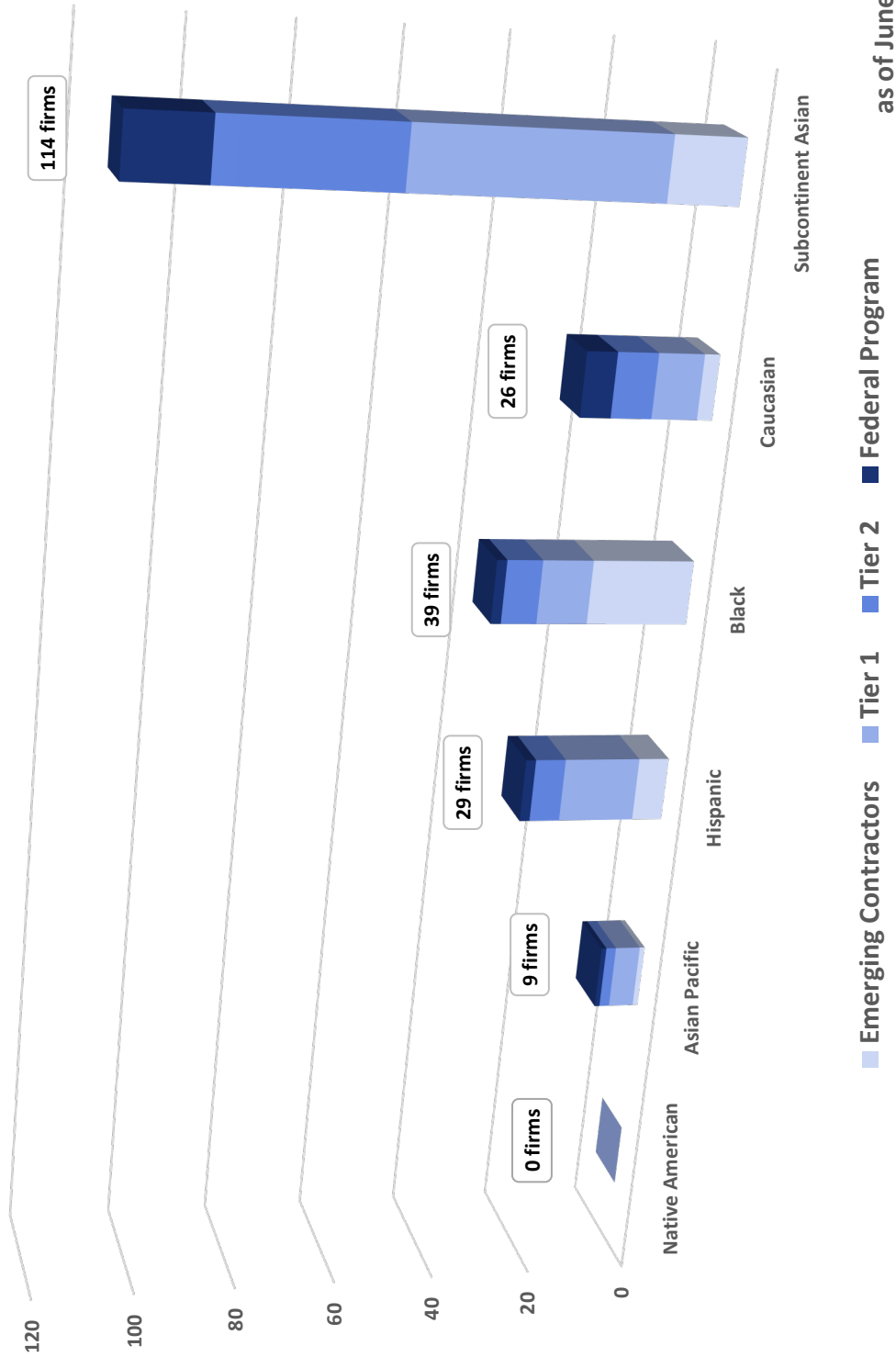
firms may have multiple certifications

217 Firms Actively Enrolled in the Program (as of June 30, 2023)



SBDP Tiers are also Diverse

Ethnicity of Firms Actively Enrolled in the Program by Tier

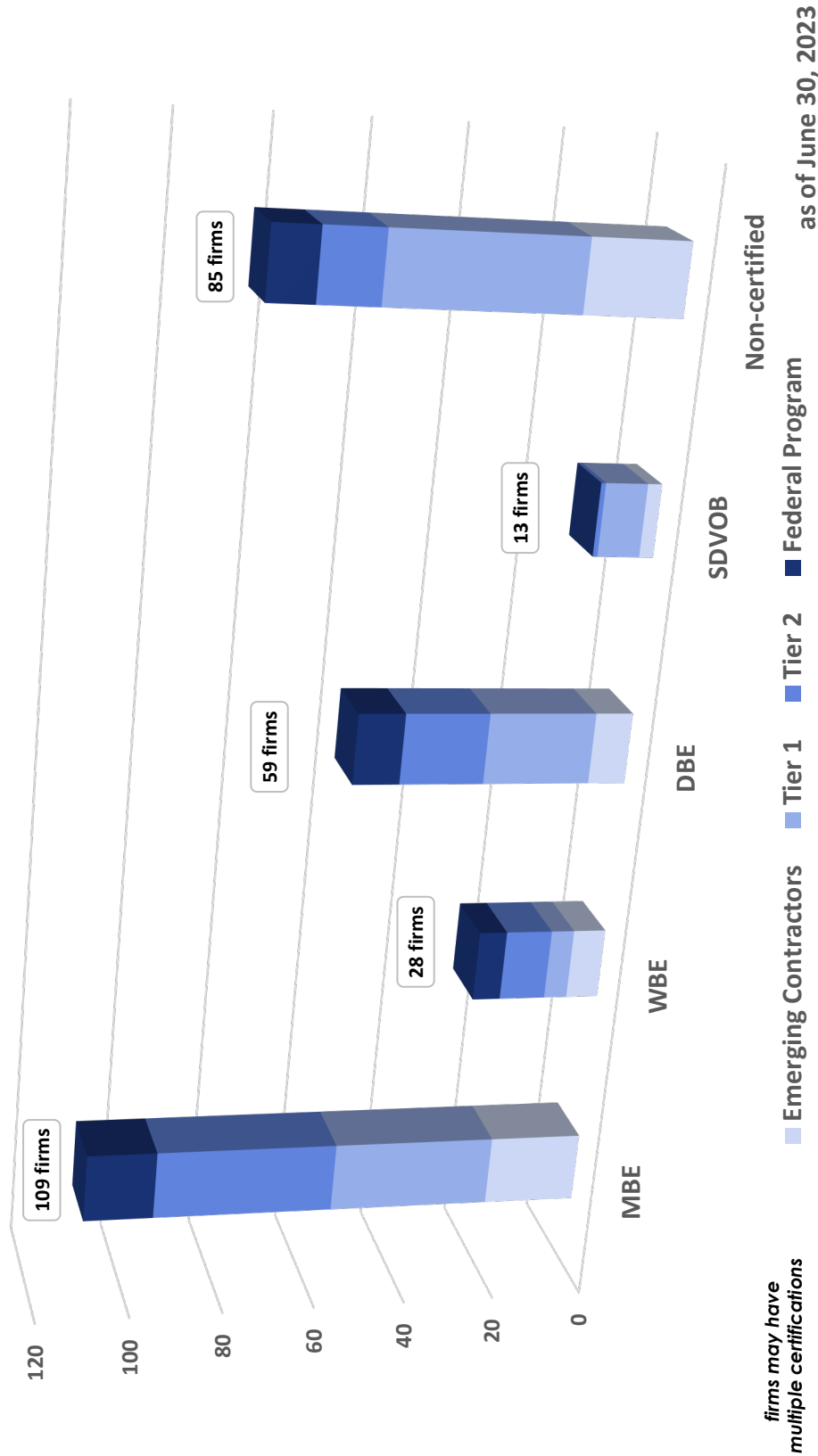


as of June 30, 2023



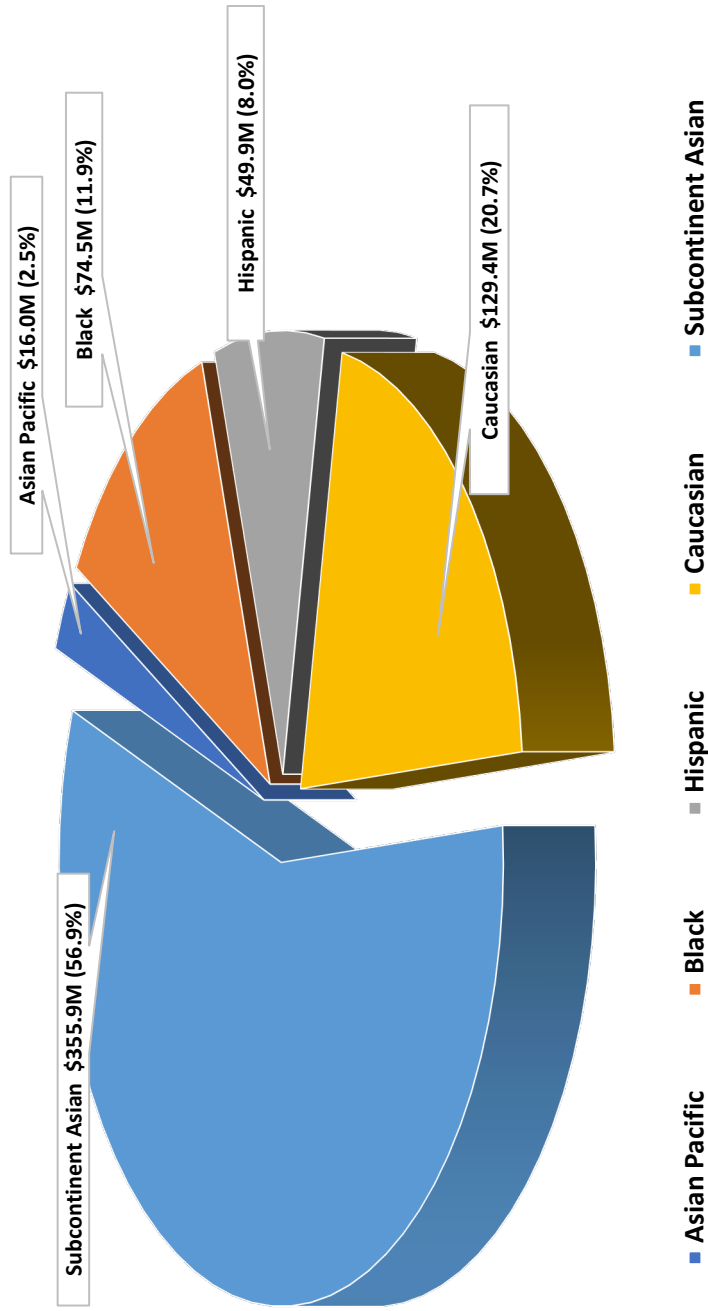
SBDP Certifications

Certifications of Firms Actively Enrolled in the Program by Tier



SBDP Contract Awards

Total SBDP Contract Awards by Ethnic Categories



Category	Legend	Awards
Subcontinent Asian	■	\$355.9M
Caucasian	■	\$129.4M
Black	■	\$74.5M
Hispanic	■	\$49.9M
Asian Pacific	■	\$16.0M
Total SBDP Awards		\$625.7M

(Awards in Millions of Dollars)

Contract Awards through June 30, 2023



SBDP Awards

➤ Program Year	Tier	Dollars Awarded
➤ 2010 – 2023	SBMP-Tier 1	Awards total \$234.8 Million
➤ 2015 – 2023	SBMP-Tier 2	Awards total \$228.5 Million
➤ 2013 – 2023	SBFP	Awards total \$162.4 Million
	All Tiers	Awards total \$625.7 Million

Award values shown are through 2nd Quarter 2023 June 30, 2023



SBDP Facilitates Bonding and Growth

- The Small Business Development Bond Program has assisted Tier 2 and SBFP firms in securing **\$573 million** in surety bonds.
- **1,503** bid opportunities in the **Tier 2** and **Federal** programs
- **207** 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.

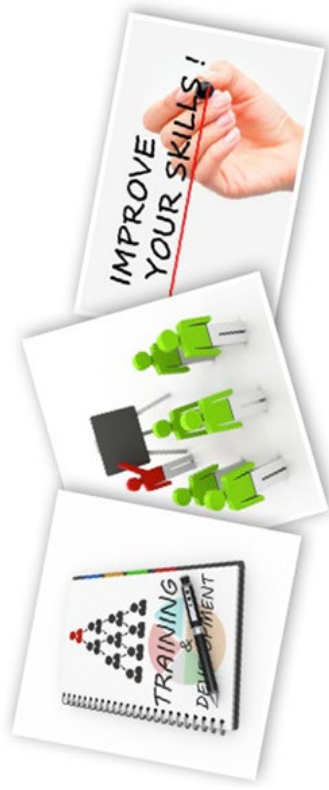
The rating system is scored 1 thru 5 with 1 being the strongest and since 2022 the average rating has been 1.2.

Training Classes Continue to Evolve

- Regular review and update of topics, materials and instructors
- New topics include Project Management and Strategic Business Development
- Mandatory training spans technical, organizational, and business operations

➤ Course topics include:

- Doing Business with the MTA and Prime Contractors
- Prevailing Wages / Project Management
- Estimating and Bidding Strategies at the MTA
- Project Scheduling at the MTA
- Cash Flow and Financial Management
- Safety and Quality Planning at the MTA
- 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
- Navigating MTA Contracts & MWDBE Compliance / Strategic Business Development
- How to be a Prime Contractor



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

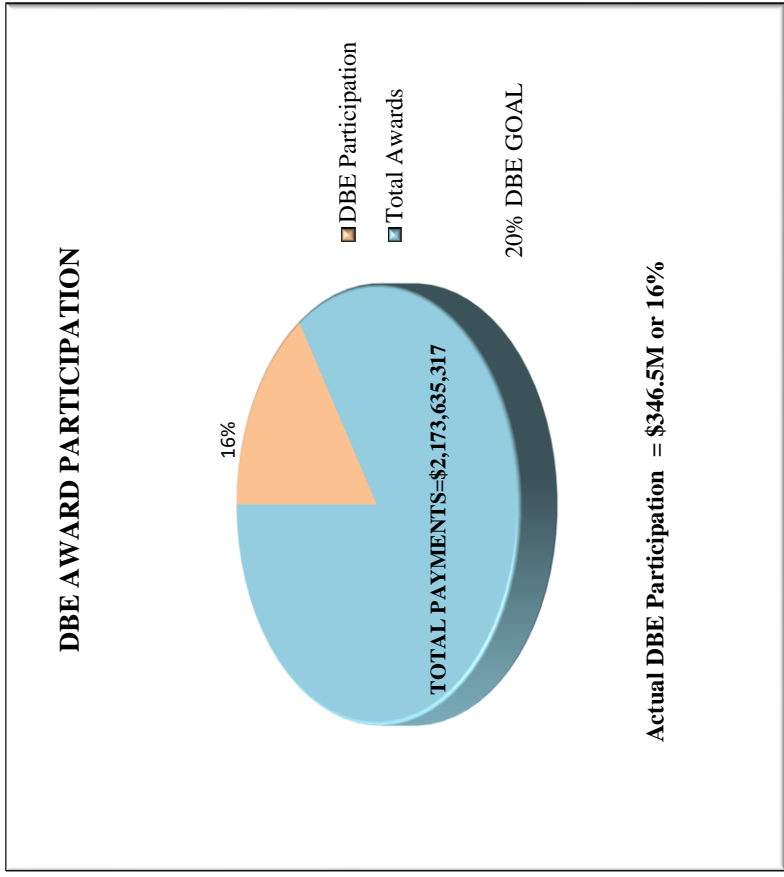
September 18, 2023



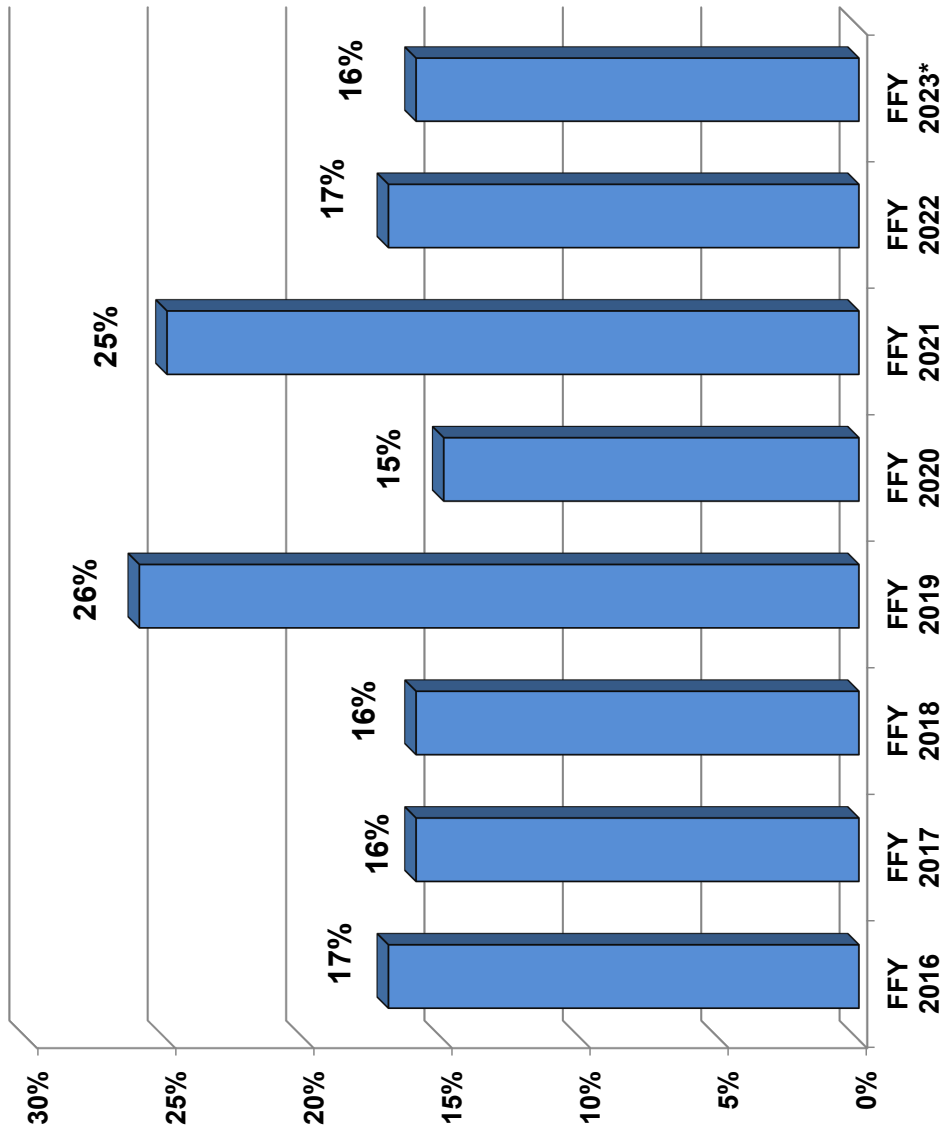
**DBE Participation in Federally Funded Contracts
Federal Fiscal Year 2023
(Reporting Period: October 1, 2022 to March 31, 2023)**

- 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.
- On contracts closed during the first half of the FFY 2023, MTA achieved 22% DBE participation.

****The next report is due on December 1st -- covering April 1, 2023 to September 30, 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%

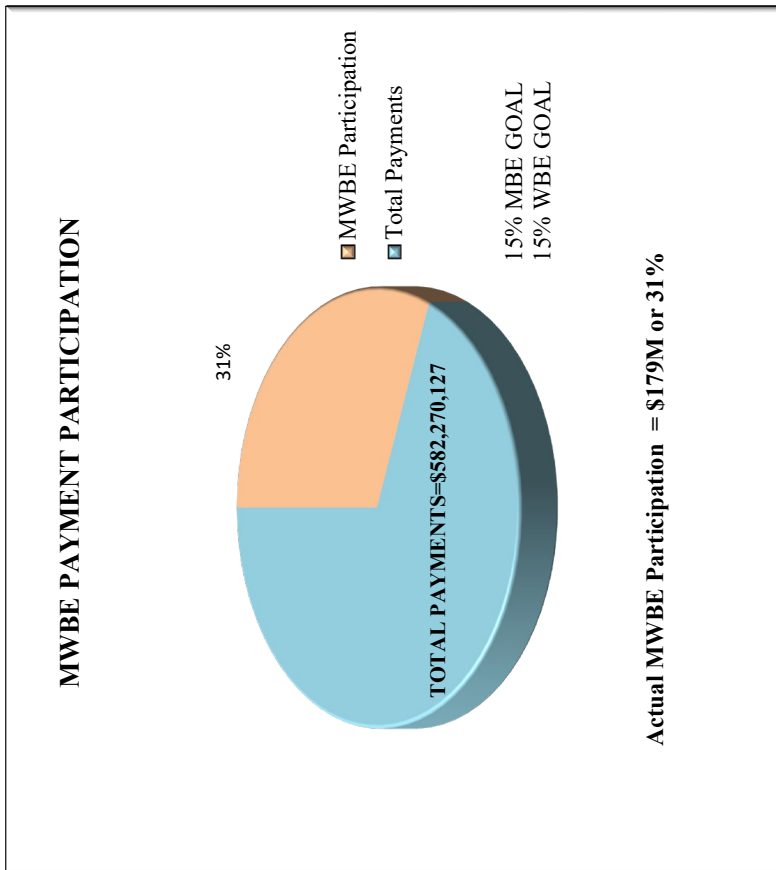
*Dollar amounts represent the federally-funded portion of contracts.

**This figure includes contracts for which no DBE goals were assigned.

MWBE Participation in State Funded Contracts
New York State Fiscal Year 2023-2024*
(Reporting Period: April 1, 2023 to June 30, 2023)

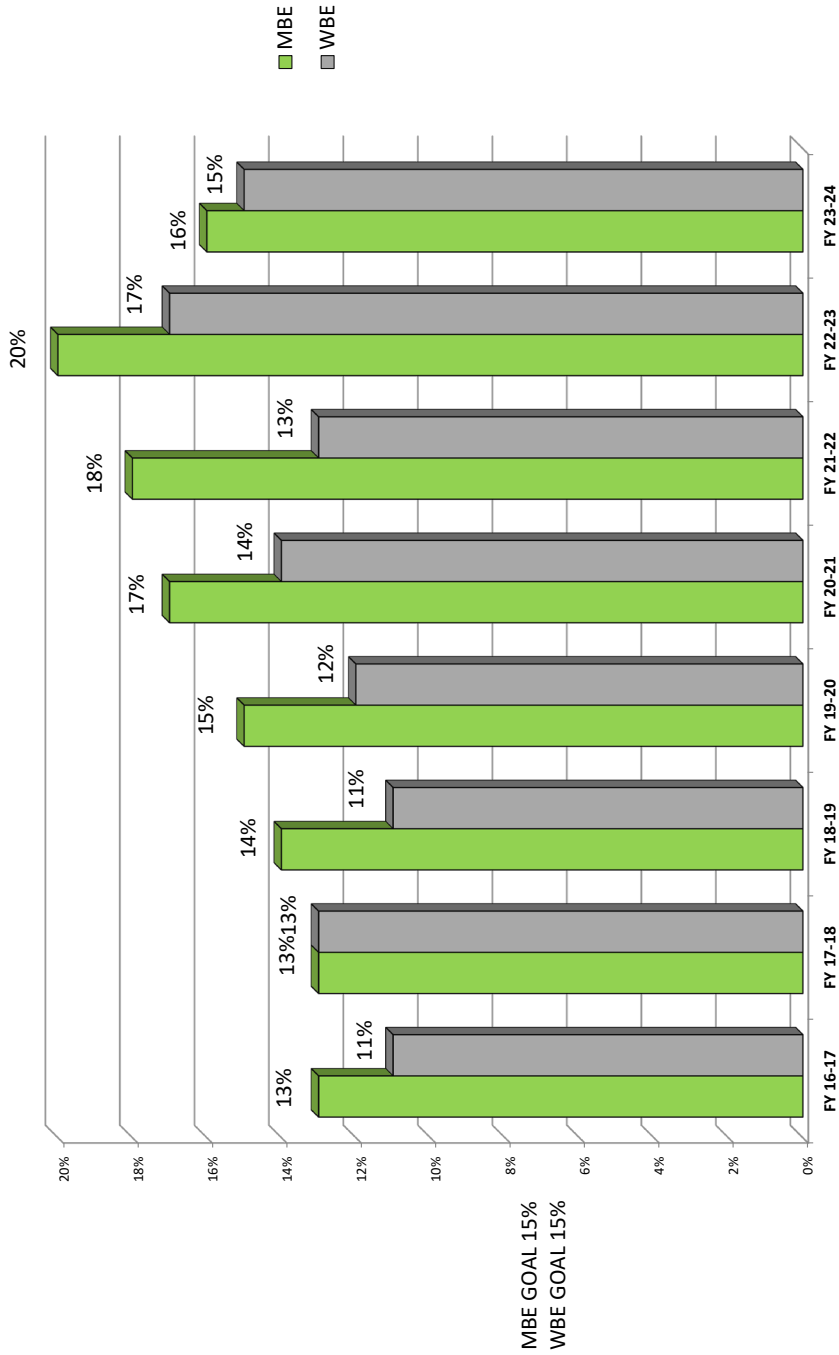
- Each year, the MTA reports to the Empire State Development Corporation on a quarterly basis the MWBE participation on state funded contracts.
- Reports are submitted 15 days after the end of each quarter, on January 15, April 15, July 15, and October 15.
- Reports include data on contracts with goals and MWBE contract payments.
- MTA established an overall MWBE goal of 30% for the New York State fiscal year 2023-2024, starting April 1, 2023.
- During the first quarter of the FY 2023-24, the MTA paid \$582 million on prime contracts, with \$179 million (31%) paid to certified MWBEs.

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



* First quarter of NYS FY 2023-24

**NYS MWBE PAYMENTS
APRIL 2016 -JUNE 2023**



**NYS CONTRACTS
MWBE CONTRACT ACTIVITY
APRIL 1, 2023 - JUNE 30, 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 2023)	2,057	\$582,270,127	2,689	\$179,012,917	31%	30%	
TOTAL	2,057	\$582,270,127	2,689	\$179,012,917	31%	30%	

SDVOB Participation on State Funded Contracts
New York State Fiscal Year 2023-2024*
(Reporting Period: April 1, 2023 to June 30, 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 2023-2024, starting on April 1, 2023.
- During the first quarter of the FY 2023-24, the MTA paid \$141 million on prime contracts with \$7 million (5%), paid to certified SDVOBs.

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

**NYS CONTRACTS
SDVOB CONTRACT ACTIVITY
APRIL 1, 2023 - JUNE 30, 2023**

Contract Payments	Prime Disbursements	SDVOB Disbursements	SDVOB%
FIRST QUARTER (Apr-Jun 2023)	\$141,247,825	\$7,308,924	5%
FY 2022-2023 TOTAL	\$141,247,825	\$7,308,924	5%

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Discretionary, A&E and Legal

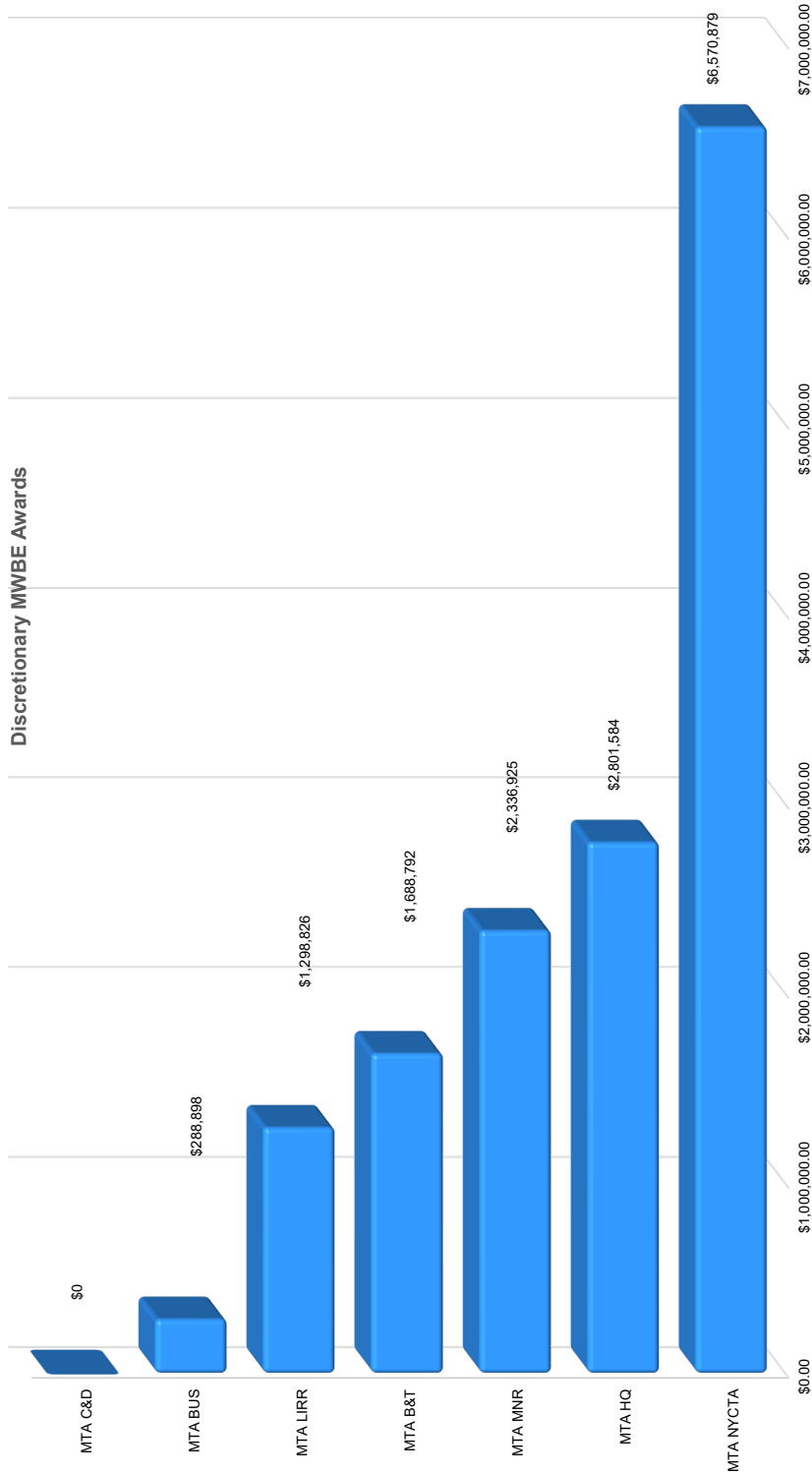
September 18, 2023

**MTA ALL AGENCY
DISCRETIONARY PROCUREMENT REPORT***
April 2023 - June 2023 (NYS FY Quarter 1)

Agency	Total Awards \$1.5M or Less	MWBE Discretionary Awards	Discretionary MWBE	SBC Discretionary	Discretionary SBC
MTA C&D	\$0	\$0	0%	\$0	0%
MTA BUS	\$8,474,210	\$ 288,897.78	3%	\$0	0%
MTA LIRR	\$25,653,035	\$ 1,298,826.36	5%	\$170,701.50	1%
MTA B&T	\$2,987,777	\$ 1,688,791.92	57%	\$0	0%
MTA MNR	\$19,362,061	\$ 2,336,925.11	12%	\$655,953	3%
MTA HQ	\$10,415,710	\$ 2,801,584.06	27%	\$0	0%
MTA NYCTA	\$52,539,597	\$ 6,570,878.62	13%	\$1,504,861	3%
Total	\$119,432,390	\$ 14,985,903.85	13%	\$2,331,516	2%

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

MTA ALL AGENCY
 DISCRETIONARY PROCUREMENTS REPORT*
 APRIL 2023 - JUNE 2023

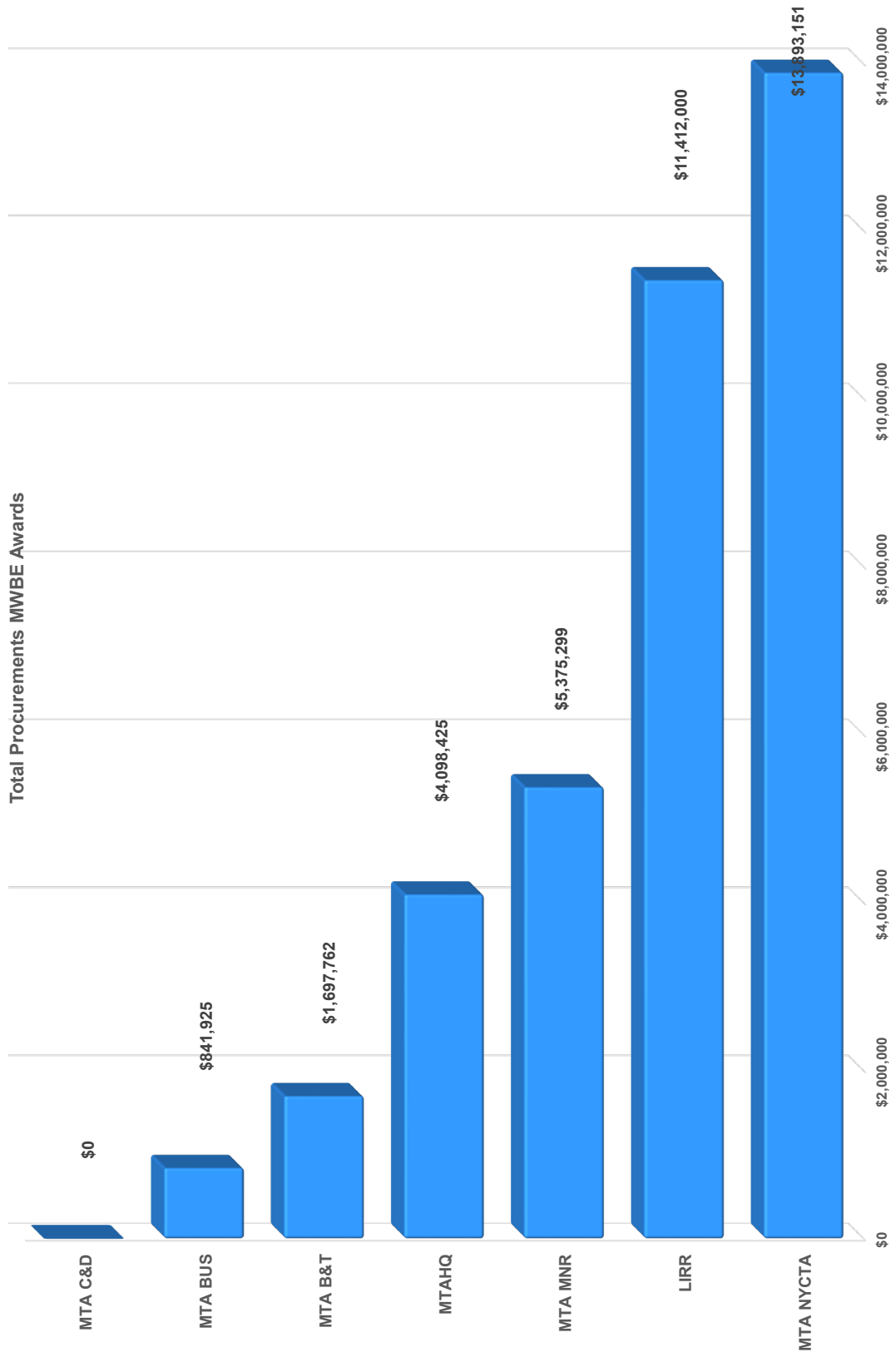


*Discretionary procurements include purchases for goods, miscellaneous procurements, personal or miscellaneous services.

MTA ALL AGENCY
TOTAL PROCUREMENTS
April 2023 - June 2023 (NYS FY Quarter 1)

Agency	Total Award Amount	Total MWBE Awards	MWBE
MTA C&D	\$0	\$0	0%
MTA BUS	\$12,067,610.18	\$841,924.99	7%
MTA B&T	\$2,987,776.90	\$1,697,761.92	57%
MTA HQ	\$88,455,737.94	\$4,098,425.21	5%
MTA MNR	\$19,632,060.69	\$5,375,299.43	27%
MTA LIRR	\$49,479,450.18	\$11,412,000.32	23%
MTA NYCTA	\$57,676,193.67	\$13,893,150.69	24%
Total	\$230,298,830	\$37,318,563	16%

MTA ALL AGENCY
 TOTAL PROCUREMENTS REPORT
 APRIL 2023 - JUNE 2023



A/E Awards thru Discretionary Procurement April 2023 - June 2023

#	Agency	Contract Number	Project Name & Description	Primary Trades	Contract Amount	Notice of Award Date	Contractor	Contractor Certification
1	B&T	D81691B	A&E Design, PM Inspection	As-Needed Construction Administration, Inspection and Support Services	\$ 1,195,679	4/14/23	AI Engineers Inc.	MBE
2	B&T	D81695B	A&E Design, PM Inspection	As-Needed Construction Administration, Inspection and Support Services	\$ 436,721	4/14/23	Entech Engineering	WBE
3	LIRR	D81694L	A&E Design, PM Inspection	As-Needed Construction Administration, Inspection and Support Services	\$ 612,442	5/30/23	Enovate Engineering	WBE
4	NYCT	D81701OPR	A&E Design, PM Inspection	As-Needed Construction Administration, Inspection and Support Services	\$ 61,893	4/4/23	Naik Consulting	MBE

Total : \$ 2,306,735

MTA ALL AGENCY LEGAL FEES PAID
APRIL THROUGH JUNE 2023

AGENCY	ALL LEGAL FEES PAID	PAYMENTS TO MBE CERTIFIED FIRMS	MBE PARTICIPATION	PAYMENTS TO WBE CERTIFIED FIRMS	WBE PARTICIPATION	PAYMENTS TO MWBE CERTIFIED FIRMS	MWBE PARTICIPATION	PAYMENTS TO NON-CERTIFIED FIRMS
MTA C&D	\$ 732,573.80	\$ 22,082.50	3.01%	\$ -	0.00%	\$ 22,082.50	3.01%	\$ -
MTA BUS	\$ 1,116,481.67	\$ 31,397.00	2.81%	\$ 247,792.13	22.19%	\$ 279,189.13	25.01%	\$ -
B&T	\$ 774,287.80	\$ 30.00	0.00%	\$ -	0.00%	\$ 30.00	0.00%	\$ -
FMTAC	\$ 1,283,604.08	\$ 196,313.93	15.29%	\$ 19,343.00	1.51%	\$ 215,656.93	16.80%	\$ -
LIRR	\$ 309,747.69	\$ 27,652.10	8.93%	\$ 168,034.94	54.25%	\$ 195,687.04	63.18%	\$ -
NYCTA	\$ 5,299,743.80	\$ 370,551.95	6.99%	\$ 255,952.90	4.83%	\$ 626,504.85	11.82%	\$ -
MNR	\$ 168,958.93	\$ 7,821.37	4.63%	\$ -	0.00%	\$ 7,821.37	4.63%	\$ -
MTA HQ	\$ 3,699,689.65	\$ 137,734.90	3.72%	\$ 96,264.40	2.60%	\$ 233,999.30	6.32%	\$ -
Total	\$ 13,385,087.42	\$ 793,583.75	6%	\$ 787,387.37	6%	\$ 1,580,971.12	12%	\$ -

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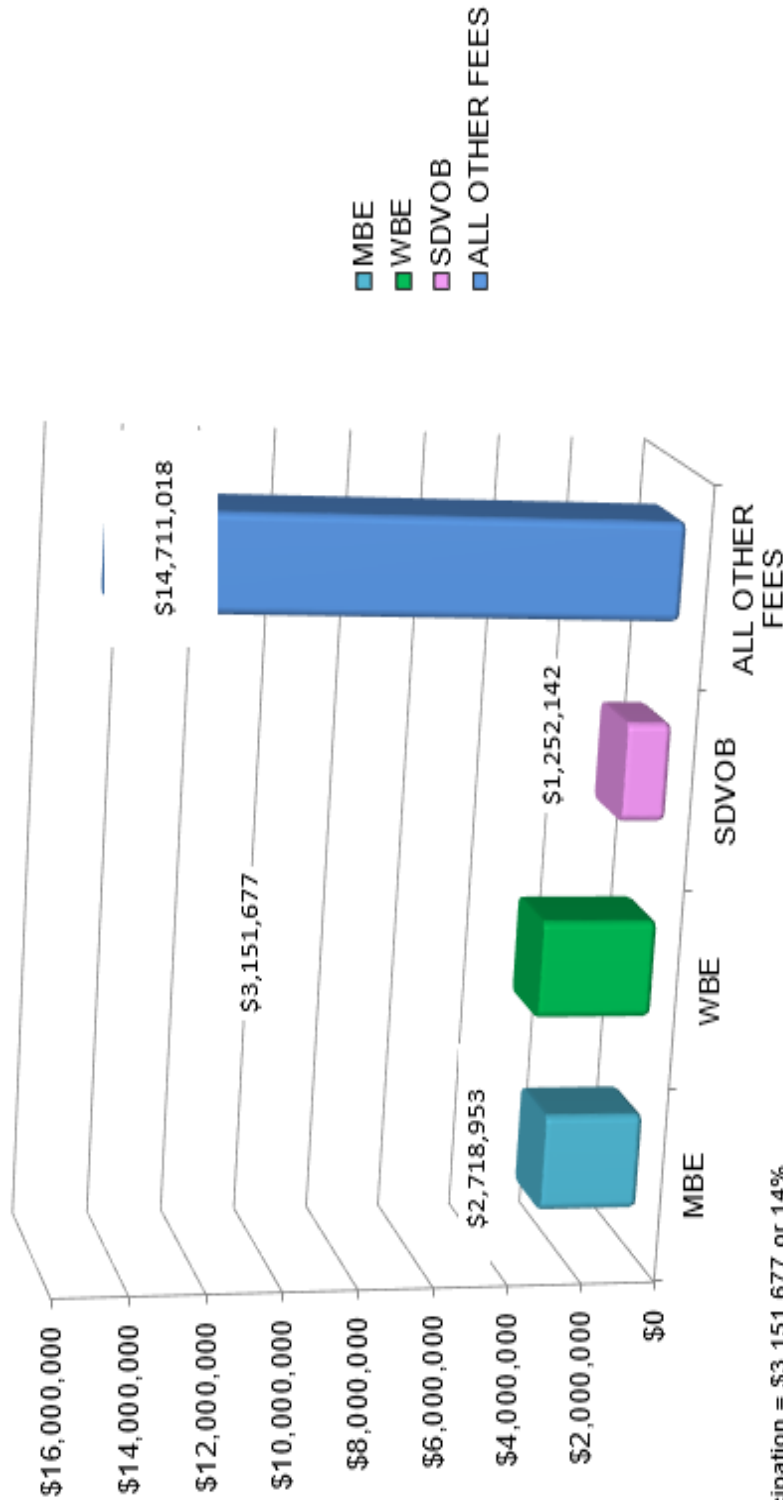
Financial Services

September 18, 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

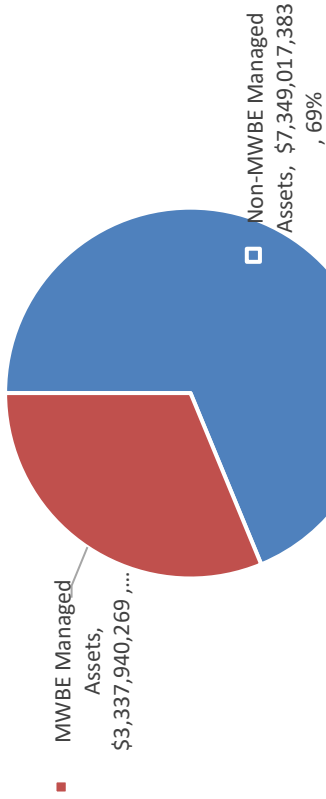
Asset Funds Managers

September 18, 2023

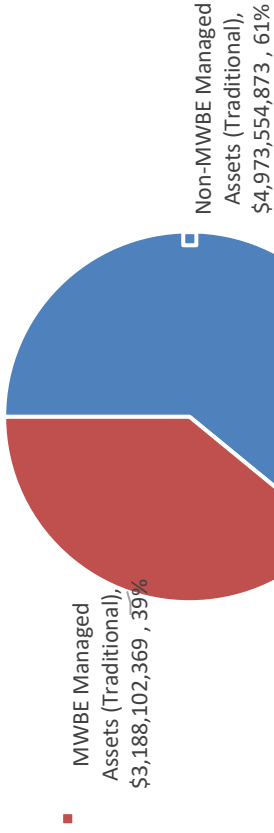
MTA Sponsored Plans – MWBE Participation

As July 2023

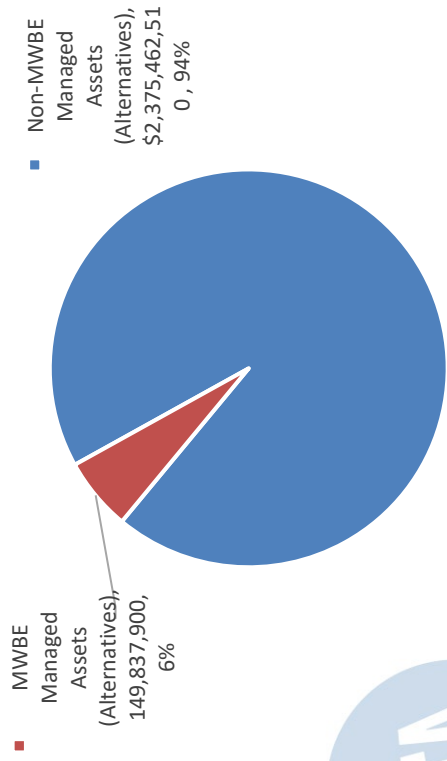
Combined Plans - Total Assets



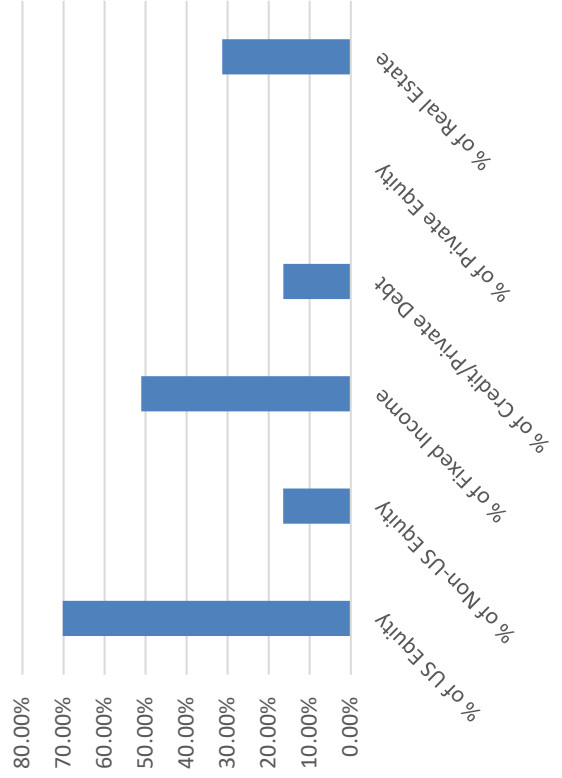
Combined Plans - Traditional Investments



Combined Plans- Alternative Investments



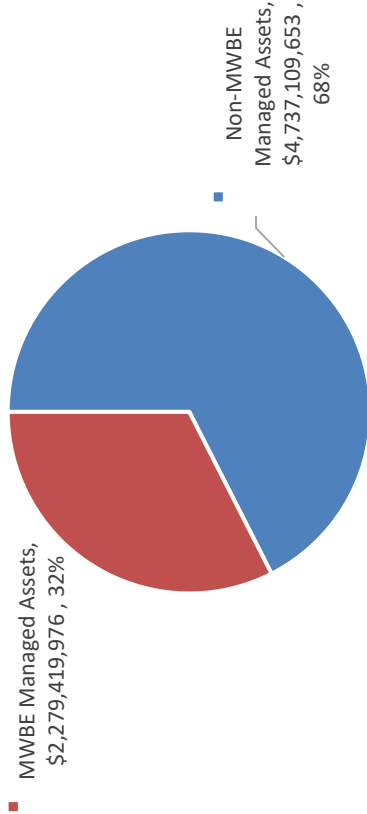
MWBE Managed Assets by Asset Class



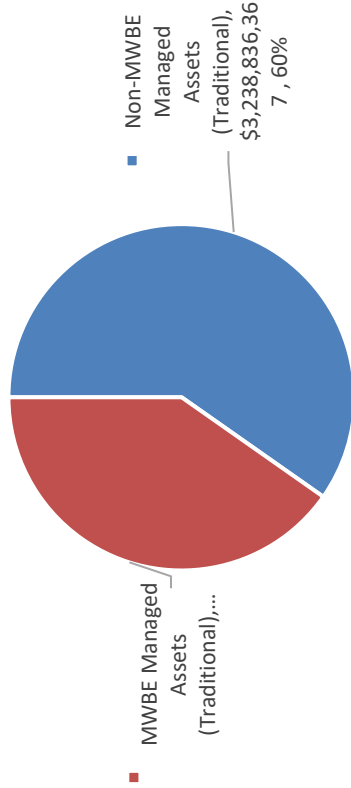
MTA Sponsored Plans – MWBE Participation

As July 2023

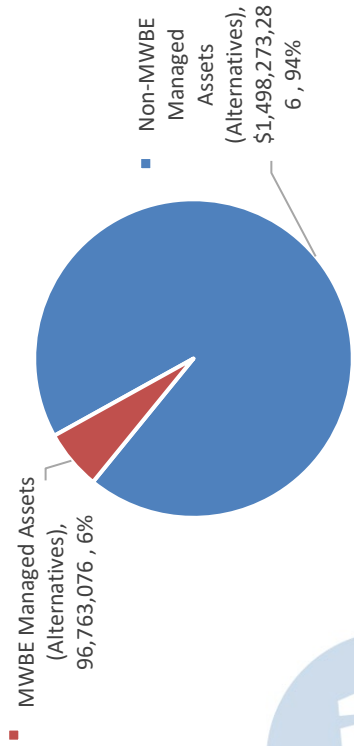
MTA Defined Benefit - Total Assets



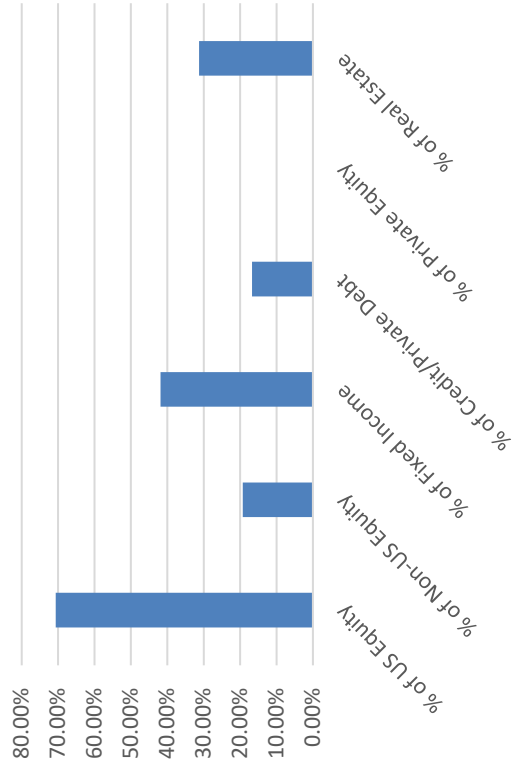
MTA Defined Benefit - Traditional Investments



MTA Defined Benefit - Alternative Investments



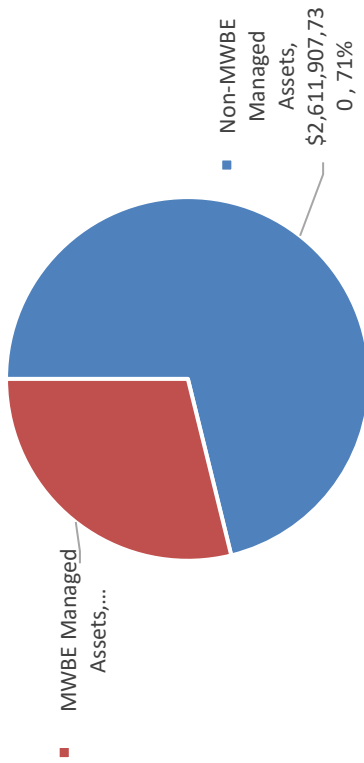
MWBE Managed Assets by Asset Class



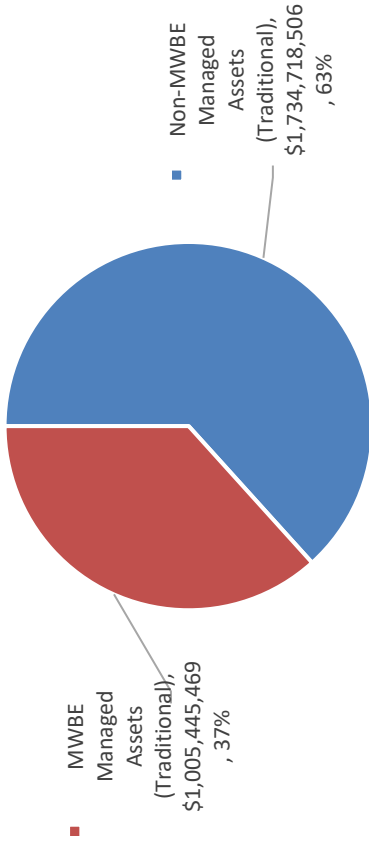
MTA Sponsored Plans – MWBE Participation

As of July 2023

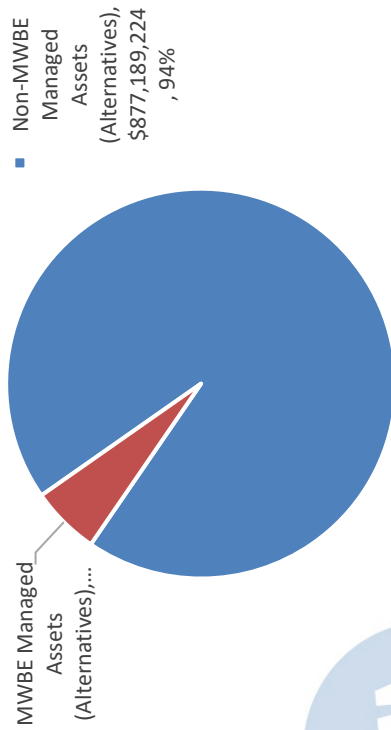
MaBSTOA - Total Assets



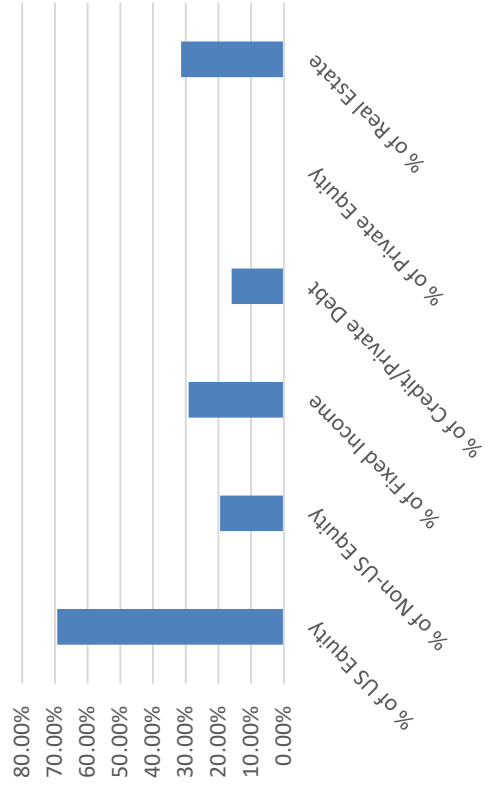
MaBSTOA - Traditional Investments



MaBSTOA - Alternative Investments



MWBE Managed Assets by Asset Class



Metropolitan Transportation Authority
Department of Diversity and Civil Rights

Workforce

as of June 30, 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 **June 30, 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 June 30, 2023

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOP**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Admin.	5,200		2904	56%	2,296	44%	1,204	23%	609	12%	758	15%	13	0%	4	0%	316	6%	238	5%	182	4%
F	1,483	29%	1033	20%	450	9%	529	10%	205	4%	212	4%	3	0%	0	0%	84	2%	20	0%	66	1%
M	3,717	71%	1871	36%	1,846	36%	675	13%	404	8%	546	11%	10	0%	4	0%	232	4%	218	4%	116	2%
Professionals	4,073		2827	69%	1,246	31%	1,080	27%	525	13%	956	23%	8	0%	2	0%	256	6%	93	2%	145	4%
F	1,486	36%	1194	29%	292	7%	584	14%	205	5%	297	7%	4	0%	2	0%	102	3%	16	0%	65	2%
M	2,587	64%	1633	40%	954	23%	496	12%	320	8%	659	16%	4	0%	0	0%	154	4%	77	2%	80	2%
Technicians	602		328	54%	274	46%	127	21%	83	14%	84	14%	5	1%	1	0%	28	5%	29	5%	15	2%
F	75	12%	60	10%	15	2%	32	5%	16	3%	6	1%	1	0%	0	0%	5	1%	4	1%	2	0%
M	527	88%	268	45%	259	43%	95	16%	67	11%	78	13%	4	1%	1	0%	23	4%	25	4%	13	2%
Protective Svc.	2,112		1356	64%	756	36%	603	29%	544	26%	126	6%	2	0%	2	0%	79	4%	131	6%	15	1%
F	358	17%	276	13%	82	4%	156	7%	94	4%	5	0%	1	0%	0	0%	20	1%	12	1%	6	0%
M	1,754	83%	1080	51%	674	32%	447	21%	450	21%	121	6%	1	0%	2	0%	59	3%	119	6%	9	0%
Paraprofessionals	112		81	72%	31	28%	47	42%	18	16%	10	9%	1	1%	0	0%	5	4%	4	4%	3	3%
F	65	58%	54	48%	11	10%	29	26%	13	12%	7	6%	1	1%	0	0%	4	4%	1	1%	3	3%
M	47	42%	27	24%	20	18%	18	16%	5	4%	3	3%	0	0%	0	0%	1	1%	3	3%	0	0%
Admin. Support	1,983		1576	79%	407	21%	911	46%	284	14%	275	14%	7	0%	2	0%	97	5%	33	2%	37	2%
F	1,046	53%	899	45%	147	7%	592	30%	159	8%	87	4%	3	0%	2	0%	56	3%	10	1%	18	1%
M	937	47%	677	34%	260	13%	319	16%	125	6%	188	9%	4	0%	0	0%	41	2%	23	1%	19	1%
Skilled Craft	22,946		14124	62%	8,822	38%	6,715	29%	3,069	13%	3,139	14%	101	0%	16	0%	1,084	5%	862	4%	110	0%
F	648	3%	563	2%	85	0%	413	2%	87	0%	33	0%	0	0%	1	0%	29	0%	11	0%	7	0%
M	22,298	97%	13561	59%	8,737	38%	6,302	27%	2,982	13%	3,106	14%	101	0%	15	0%	1,055	5%	851	4%	103	0%
Service Maint.	35,193		29134	83%	6,059	17%	17,949	51%	7,444	21%	2,450	7%	83	0%	7	0%	1,201	3%	711	2%	146	0%
F	8,430	24%	7773	22%	657	2%	5,729	16%	1,532	4%	205	1%	20	0%	3	0%	284	1%	79	0%	43	0%
M	26,763	76%	21361	61%	5,402	15%	12,220	35%	5,912	17%	2,245	6%	63	0%	4	0%	917	3%	632	2%	103	0%
Total	72,221		52,330	72%	19,891	28%	28,636	40%	12,576	17%	7,798	11%	220	0%	34	0%	3,066	4%	2,101	3%	653	1%

*American Indian/Alaskan Native

**Native Hawaiian Other Pacific Islander

***Persons With Disabilities



MTA Workforce, by Agency as of June 30, 2023

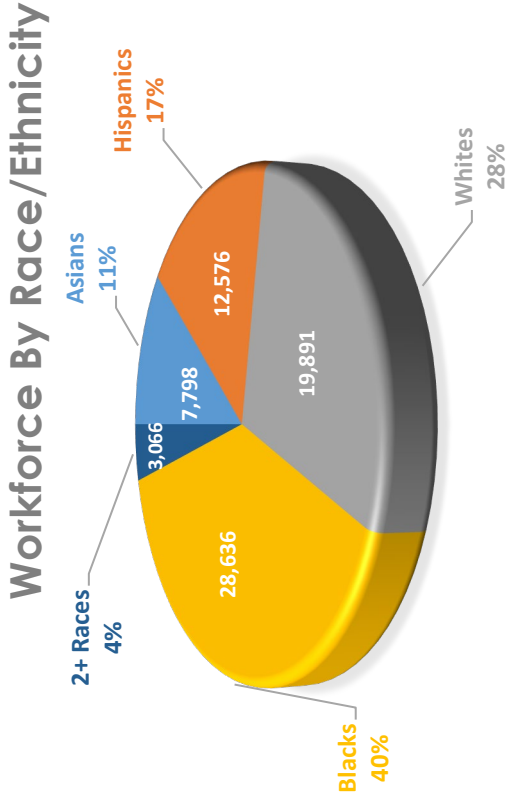
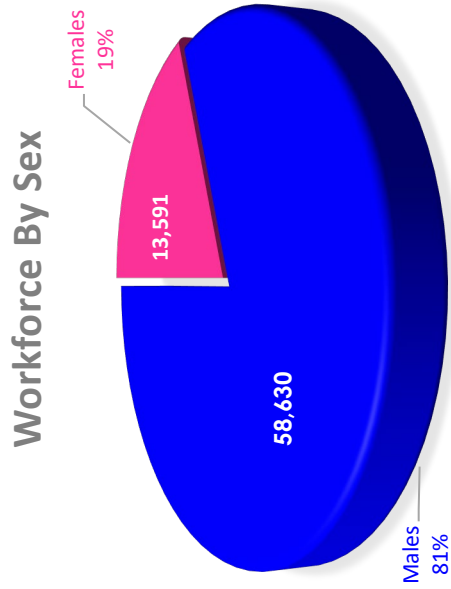
MTA Agency	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOP1**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
B&T	876		508	58%	368	42%	226	26%	179	20%	48	5%	6	1%	0	0%	49	6%	15	2%	16	2%
F	166	19%	137	16%	29	3%	81	9%	34	4%	11	1%	2	0%	0	0%	9	1%	2	0%	9	1%
M	710	81%	371	42%	339	39%	145	17%	145	17%	37	4%	4	0%	0	0%	40	5%	13	1%	7	1%
BUS	3,809		3245	85%	564	15%	1,770	46%	895	23%	347	9%	17	0%	8	0%	208	5%	71	2%	23	1%
F	493	13%	462	12%	31	1%	299	8%	128	3%	13	0%	1	0%	0	0%	21	1%	5	0%	4	0%
M	3,316	87%	2,783	73%	533	14%	1,471	39%	767	20%	334	9%	16	0%	8	0%	187	5%	66	2%	19	0%
C&D	1,662		1,079	65%	583	35%	319	19%	169	10%	495	30%	2	0%	0	0%	94	6%	22	1%	52	3%
F	508	31%	362	22%	146	9%	133	8%	70	4%	127	8%	1	0%	0	0%	31	2%	2	0%	20	1%
M	1,154	69%	717	43%	437	26%	186	11%	99	6%	368	22%	1	0%	0	0%	63	4%	20	1%	32	2%
HQ	4,999		3,104	62%	1,895	38%	1,212	24%	723	14%	877	18%	10	0%	4	0%	278	6%	164	3%	152	3%
F	1,696	34%	1,253	25%	443	9%	627	13%	266	5%	247	5%	1	0%	2	0%	110	2%	26	1%	62	1%
M	3,303	66%	1,851	37%	1,452	29%	585	12%	457	9%	630	13%	9	0%	2	0%	168	3%	138	3%	90	2%
LIRR	7,405		2,959	40%	4,446	60%	1,330	18%	936	13%	333	4%	23	0%	3	0%	334	5%	448	6%	73	1%
F	987	13%	573	8%	414	6%	341	5%	131	2%	51	1%	2	0%	0	0%	48	1%	22	0%	16	0%
M	6,418	87%	2,386	32%	4,032	54%	989	13%	805	11%	282	4%	21	0%	3	0%	286	4%	426	6%	57	1%
MNR	6,136		2,523	41%	3,613	59%	1,229	20%	739	12%	187	3%	22	0%	3	0%	343	6%	416	7%	94	2%
F	697	11%	466	8%	231	4%	271	4%	103	2%	30	0%	5	0%	2	0%	55	1%	22	0%	18	0%
M	5,439	89%	2,057	34%	3,382	55%	958	16%	636	10%	157	3%	17	0%	1	0%	288	5%	394	6%	76	1%
NYCT	47,334		38912	82%	8,422	18%	22,550	48%	8,935	19%	5,511	12%	140	0%	16	0%	1,760	4%	965	2%	243	1%
F	9,044	19%	8599	18%	445	1%	6,312	13%	1,579	3%	373	1%	21	0%	4	0%	310	1%	74	0%	81	0%
M	38,290	81%	30313	64%	7,977	17%	16,238	34%	7,356	16%	5,138	11%	119	0%	12	0%	1,450	3%	891	2%	162	0%
Total	72,221		52,330	72%	19,891	28%	28,636	40%	12,576	17%	7,798	11%	220	0%	34	0%	3,066	4%	2,101	3%	653	1%

*American Indian/Alaskan Native

**Native Hawaiian Other Pacific Islander



MTA-Wide Workforce as of June 30, 2023



MTA employed **72,221** employees, **19%** of the workforce were **females**, **72% minorities**, **3% veterans** and **1%** self identified as **a person with a disability**.

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

Metropolitan Transportation Authority
Department of Diversity and Civil Rights

MTA-Wide New Hires and Separations

January 1, 2023 – June 30, 2023

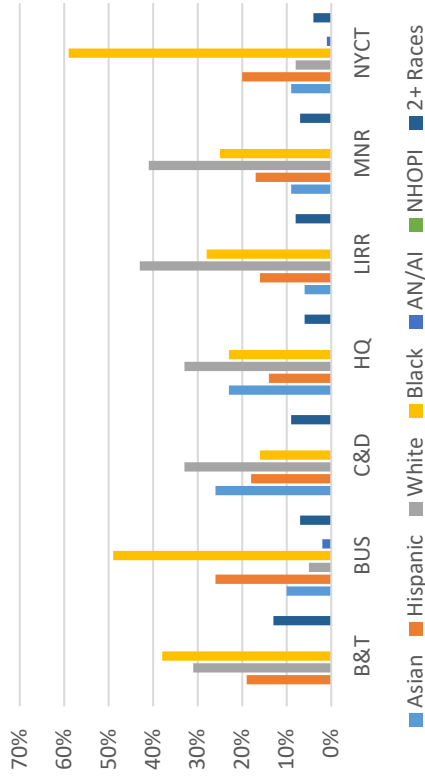


New Hires By Agency January 1, 2023 to June 30, 2023

MTA Agencies New Hires By Sex



MTA Agencies New Hires By Race/Ethnicity



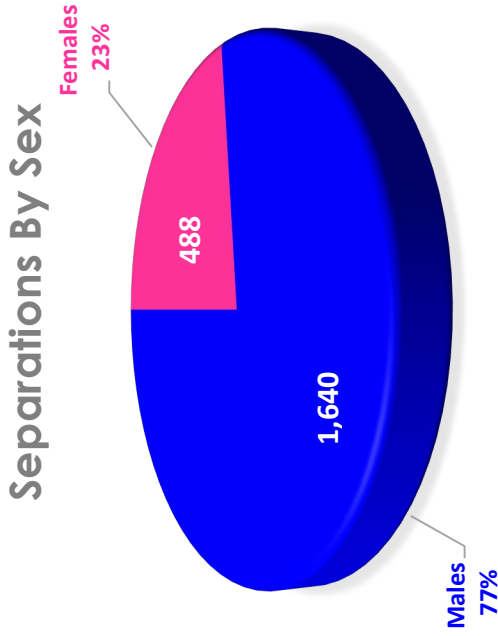
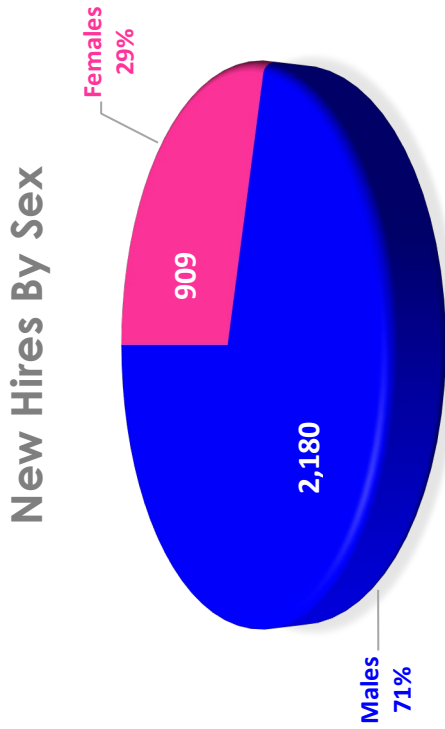
Agency New Hires Females Minorities

Agency	New Hires	Females	Minorities
B&T	16	25%	69%
BUS	136	23%	95%
C&D	129	39%	69%
HQ	283	40%	67%
LIRR	298	18%	57%
MNR	237	19%	59%
NYCT	1,990	31%	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 June 30, 2023

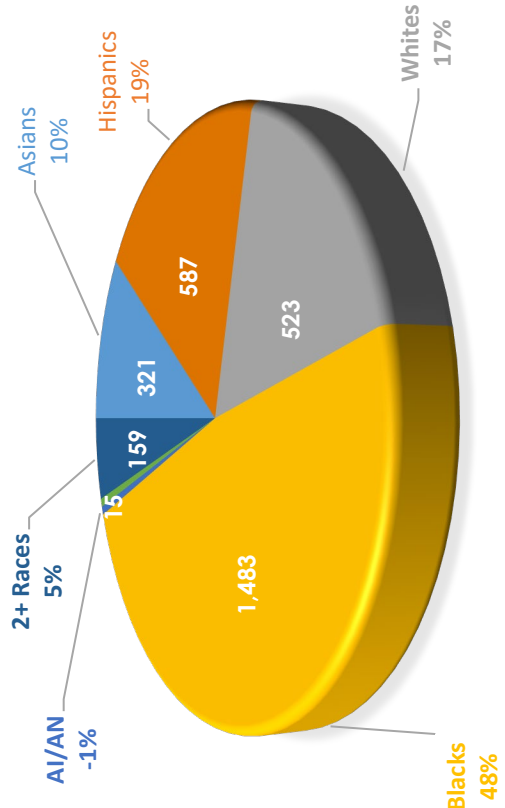


During the second quarter 2023, MTA **hired 3,089** employees, including **909** females and **2,180** males. During this same reporting period, **2,128** employees **separated** from MTA, including **488** females and **1,640** males.

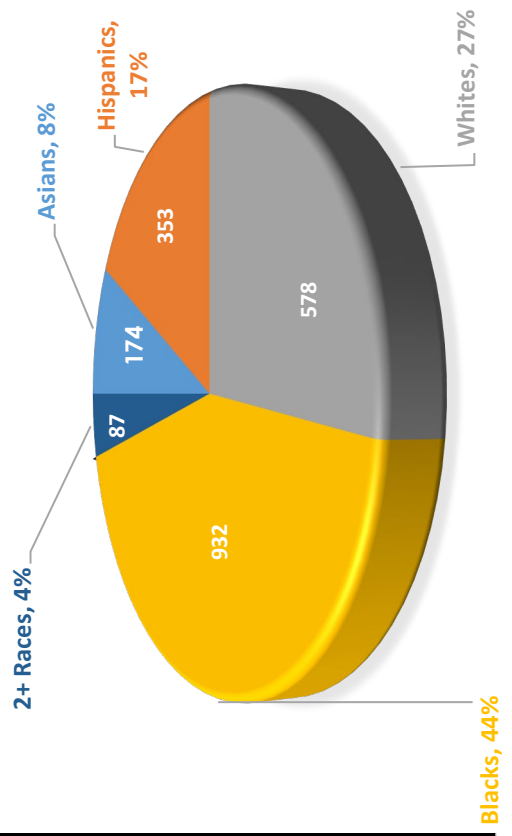
- The result was a **net increase of 421 female** and **540** male employees.
- The number of employees who self-identified as **veteran decreased** by **40**. There were **41** veteran **hired** and **81** veteran **separated** during 2023.

MTA-Wide New Hires and Separations by Race/Ethnicity January 1, 2023 to June 30, 2023

New Hires By Race/Ethnicity



Separations By Race/Ethnicity



During 2023, **MTA hired 3,089** employees, **2,566** minorities and **523** non-minorities. During this same reporting period, **2,128** employees **separated** from MTA, **1,550** minorities and **578** non-minorities.

- The result was a net **increase of 1,016** minority employees.
- The number of employees who self-identified as **a persons with a disability increased by 1**. There were **25** persons with a disability **hired** and **24 persons with a disability separated** during 2023.



Metropolitan Transportation Authority
Department of Diversity and Civil Rights

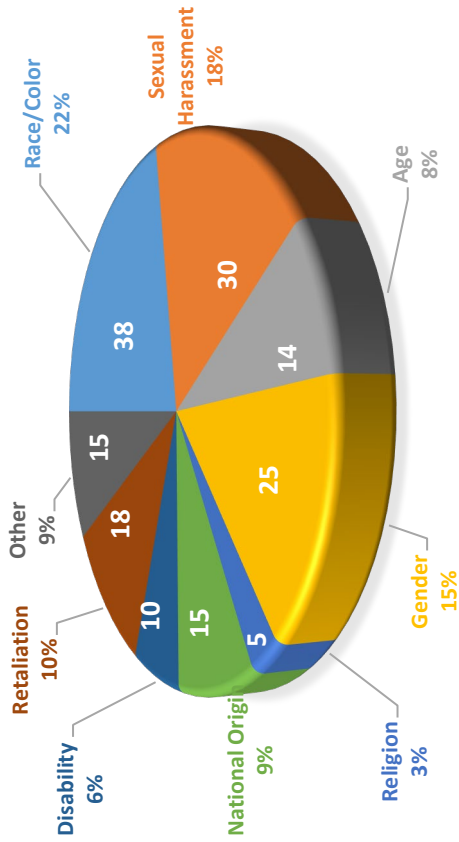
MTA-Wide Complaints and Lawsuits

January 1, 2023 – June 30, 2023

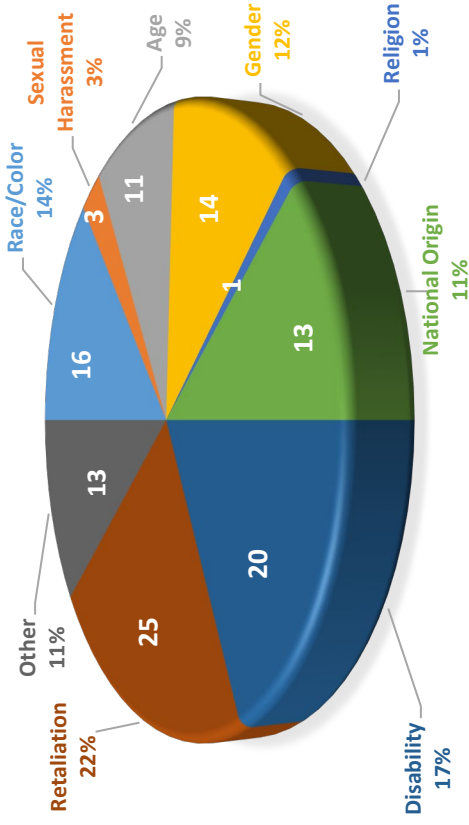


MTA-Wide EEO Internal/External Discrimination Complaints by Bases January 1, 2023 to June 30, 2023

INTERNAL EEO COMPLAINTS



EXTERNAL EEO COMPLAINTS



During 2023, MTA received **142** EEO complaints* and **5** lawsuits, citing **274** separate bases.

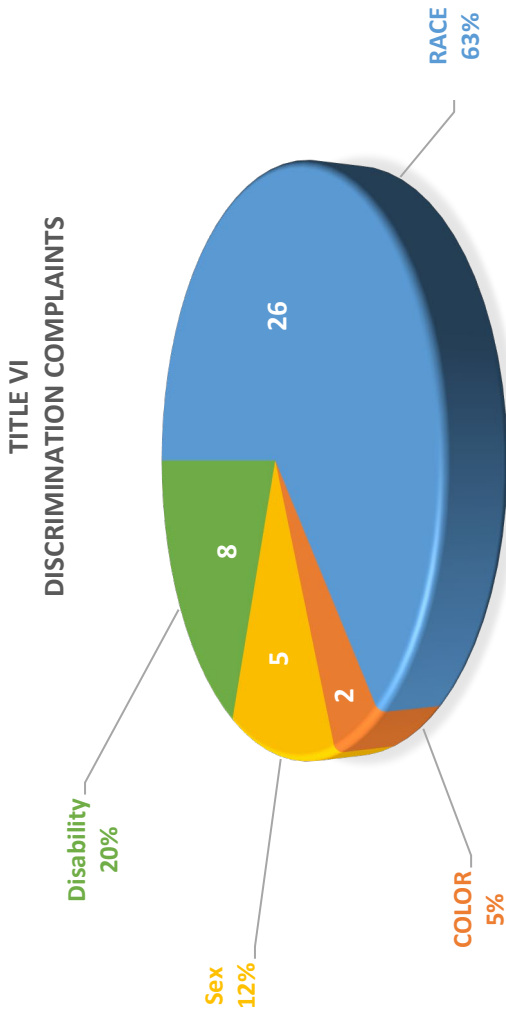
- ☐ **90** filed internal complaints.
- ☐ **57** filed external complaints including lawsuits.
- ☐ The most frequently cited bases **internally** was Race/Color.

*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 June 30, 2023



During 2023, MTA received **39** Title VI and Related complaints, citing **41** separate bases and **0** Title VI lawsuits.

- **26** Title VI complaints* were filed.
- **13** 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.