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MTA New York City Transit (NYCT)

# EEO Report – 3rd Quarter 2023

December 18, 2023



# EEO 3<sup>rd</sup> Quarter Executive Summary

## □ EEO

As of **September 30, 2023**, NYCT's workforce consisted of **47,718** employees of which **females** represented **19% (9,228)**, **minorities** represented **82% (39,352)**, **veterans** represented **2% (1,005)** and employees identifying as a **person with a disability** represented **1% (255)** of the total workforce.

In comparison with the **3<sup>rd</sup> Quarter 2022** (3Q22):

- **MTA NYCT** 3<sup>rd</sup> Quarter 2023 workforce **increased** by **988** employees.
- **Female** representation **increased** by **1 percentage point** with an **increase of 625** employees.
- **Minority** representation **increased** by **1 percentage point** with an **increase of 1,306** employees.
- There were **37** employee **hired** who self-identified as a veteran and **67** employee **separated** that self-identified as a **veteran**.
- MTA NYCT handled\* a total of 291 EEO complaints; of which 82 were internal and 209 were external. During 2023, NYCT received a total of 95 EEO complaints; of which 51 were internal and 44 were external (including lawsuits).
- MTA NYCT **received four Title VI complaints and no lawsuits** during this time period.



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

# EEO 3<sup>rd</sup> Quarter Executive Summary Con't.

- ❑ MTA NYCT's action strategy to address areas of underutilization:
  - ❑ **Forecast Future Opportunities**
    - ❑ Identify specific job titles within underutilized EEO categories
    - ❑ Meet with the People Department to gather historical data and determine windows of opportunities for future hiring
  - ❑ **Departmental Engagement**
    - ❑ Meet with Department Heads to discuss specific areas of underutilization
    - ❑ Create customized strategies for job titles identified
  - ❑ **Focus on Underutilized Categories**
    - ❑ Predominate areas of underutilization for females is in the Protective Service and Service Maintenance categories. The Transit Property Protection Agent and Bus Operator job titles were identified as areas of greatest opportunities and strategies have been put in place to address utilization in these categories.
    - ❑ Predominate areas of underutilization for minority males were in the Service Maintenance category. The Cleaner and Station Agent job titles were identified as areas of greatest opportunities.
    - ❑ During the next 6 months, relevant stakeholders will meet to develop a plan specifically focused on the job titles within the underutilized categories.



# EEO 3<sup>rd</sup> Quarter Executive Summary Con't.

- **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. **For the remainder of the year, we focused on the MTA Strategic Priority *Revive Talent and Culture* with an emphasis on belonging, health and well being.**
- **All Generational – Generations in the Workforce – September 26, 2023**

A conversation Across Generations – embracing generational perspectives at the MTA. The panel included members of all five generations and centered on the following conversations. What is meant by generational differences? What traits, beliefs, and life experiences shape each generation? How do world events impact generational perspectives? What challenges do generational differences present to those who manage and lead others?
- **Empowering Women in Transportation – Breast Cancer Awareness Walk - October 15, 2023**

MTA employees united with the American Cancer Society for the Making Strides Against Breast Cancer Walk to raise funds and awareness, support survivors, thrivers, and caregivers and honor those we've lost. This year's walk was the 30<sup>th</sup> anniversary and it took place in Central Park.
- **All Generational – Winter Toy and Coat Drive – November 1 - December 8, 2023**

A winter toy and coat Drive to benefit The Henry Street Settlement and The Bronx Defenders. The Henry Street Settlement opens doors of opportunity for Lower East Side residents and other New Yorkers through social services, arts, and health care programs. The Bronx Defenders provides innovative, holistic, and client-centered criminal defense, family defense, civil legal services, social work support and advocacy to indigent people in the Bronx.
- **Veterans - Veterans Day Ceremony November 8, 2023**

The Veterans ERG held a luncheon ceremony to commemorate Veterans Day. Veterans were joined by MTA Veterans, Chairman Janno Lieber, Executive Sponsors, and employees to pay tribute to members of the Armed Service who served their nation.



# EEO 3rd Quarter Executive Summary Con't.

## □ EEO

**MTA NYCT** conducted a utilization analysis of females and minorities in its workforce. The utilization analysis consists of comparing MTA NYCT's **September 30, 2023**, workforce percentages for females and minorities to the estimated availability of the females and minorities available within the relevant labor market.

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

EEO4 Category	Minorities	Females	Black	Hispanic	Asian	Am Ind/AL Nat	NHOPI	2+Races
Official & Administrators	61.4%	14.1%	34.2%	14.8%	9.3%	0.2%	0.0%	3.0%
Professionals	49.8%	32.3%	20.4%	8.8%	16.7%	0.2%	0.0%	3.8%
Technicians	54.3%	13.6%	20.8%	12.0%	18.7%	0.0%	0.0%	2.7%
Protective Services	54.9%	25.9%	27.9%	21.1%	3.7%	0.0%	0.1%	2.2%
Paraprofessionals	47.1%	43.2%	21.2%	10.9%	8.8%	4.8%	0.0%	1.2%
Administrative Support	32.6%	19.7%	20.3%	4.7%	6.3%	0.0%	0.0%	1.4%
Skilled Craft	24.2%	2.6%	12.7%	5.0%	5.1%	0.1%	0.0%	1.3%
Service Maintenance	57.9%	18.7%	22.5%	27.5%	6.0%	0.2%	0.0%	1.8%



# EEO 3<sup>rd</sup> Quarter Executive Summary Con't.

Based on the MTA NYCT's utilization analysis\*, the underrepresentation for females and minorities occurred in the following EEO categories:

## All Females:

- Professions –Whites
- Technicians –Whites
- Protective Services – Hispanics, Asians, Whites
- Service Maintenance - Hispanics, Asians, Whites

## Minority Males:

- Officials and Administrators – Blacks
- Technicians – Hispanics
- Service Maintenance - Hispanics

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



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MTA New York City Transit (NYCT)

# Workforce

as of September 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.
- ❑ **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 NYCT Workforce

The table below is a snapshot of MTA NYCT's workforce by race/ethnicity, gender and veterans as of **September 30, 2023**.

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>Officials &amp; Administrators</b>	<b>1,605</b>		1116	70%	489	30%	549	34%	262	16%	191	12%	4	0%	2	0%	108	7%	101	6%	46	3%
F	373	23%	315	20%	58	4%	207	13%	56	3%	32	2%	0	0%	0	0%	20	1%	6	0%	15	1%
M	1,232	77%	801	50%	431	27%	342	21%	206	13%	159	10%	4	0%	2	0%	88	5%	95	6%	31	2%
<b>Professionals</b>	<b>984</b>		752	76%	232	24%	315	32%	122	12%	248	25%	2	0%	1	0%	64	7%	19	2%	42	4%
F	413	42%	359	36%	54	5%	186	19%	60	6%	83	8%	1	0%	1	0%	28	3%	3	0%	20	2%
M	571	58%	393	40%	178	18%	129	13%	62	6%	165	17%	1	0%	0	0%	36	4%	16	2%	22	2%
<b>Technicians</b>	<b>149</b>		116	78%	33	22%	51	34%	17	11%	44	30%	0	0%	0	0%	4	3%	2	1%	3	2%
F	25	17%	22	15%	3	2%	16	11%	4	3%	2	1%	0	0%	0	0%	0	0%	1	1%	0	0%
M	124	83%	94	63%	30	20%	35	23%	13	9%	42	28%	0	0%	0	0%	4	3%	1	1%	3	2%
<b>Protective Services</b>	<b>883</b>		754	85%	129	15%	426	48%	239	27%	55	6%	0	0%	2	0%	32	4%	60	7%	6	1%
F	151	17%	142	16%	9	1%	100	11%	31	4%	1	0%	0	0%	0	0%	10	1%	4	0%	1	0%
M	732	83%	612	69%	120	14%	326	37%	208	24%	54	6%	0	0%	2	0%	22	2%	56	6%	5	1%
<b>Paraprofessionals</b>	<b>8</b>		7	88%	1	13%	4	50%	2	25%	0	0%	1	13%	0	0%	0	0%	0	0%	0	0%
F	7	88%	6	75%	1	13%	3	38%	2	25%	0	0%	1	13%	0	0%	0	0%	0	0%	0	0%
M	1	13%	1	13%	0	0%	1	13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Administrative Support</b>	<b>996</b>		935	94%	61	6%	529	53%	138	14%	230	23%	5	1%	0	0%	33	3%	7	1%	14	1%
F	533	54%	510	51%	23	2%	350	35%	77	8%	63	6%	1	0%	0	0%	19	2%	4	0%	9	1%
M	463	46%	425	43%	38	4%	179	18%	61	6%	167	17%	4	0%	0	0%	14	1%	3	0%	5	1%
<b>Skilled Craft</b>	<b>15,828</b>		11196	71%	4,632	29%	5,394	34%	2,156	14%	2,851	18%	72	0%	7	0%	716	5%	336	2%	45	0%
F	508	3%	474	3%	34	0%	347	2%	69	0%	32	0%	0	0%	1	0%	25	0%	2	0%	5	0%
M	15,320	97%	10722	68%	4,598	29%	5,047	32%	2,087	13%	2,819	18%	72	0%	6	0%	691	4%	334	2%	40	0%
<b>Service Maintenance</b>	<b>27,265</b>		24476	90%	2,789	10%	15,469	57%	6,092	22%	1,994	7%	62	0%	4	0%	855	3%	480	2%	99	0%
F	7,218	26%	6953	26%	265	1%	5,211	19%	1,312	5%	187	1%	19	0%	2	0%	222	1%	58	0%	34	0%
M	20,047	74%	17523	64%	2,524	9%	10,258	38%	4,780	18%	1,807	7%	43	0%	2	0%	633	2%	422	2%	65	0%
<b>Total</b>	<b>47,718</b>		<b>39,352</b>	<b>82%</b>	<b>8,366</b>	<b>18%</b>	<b>22,737</b>	<b>48%</b>	<b>9,028</b>	<b>19%</b>	<b>5,613</b>	<b>12%</b>	<b>146</b>	<b>0%</b>	<b>16</b>	<b>0%</b>	<b>1,812</b>	<b>4%</b>	<b>1,005</b>	<b>2%</b>	<b>255</b>	<b>1%</b>

\* American Indian/Alaskan Native

\*\*Native Hawaiian Other Pacific Islander

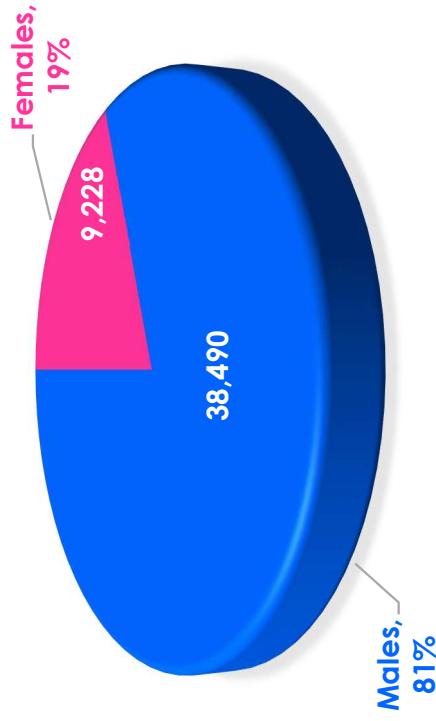
\*\*\*Person with Disability



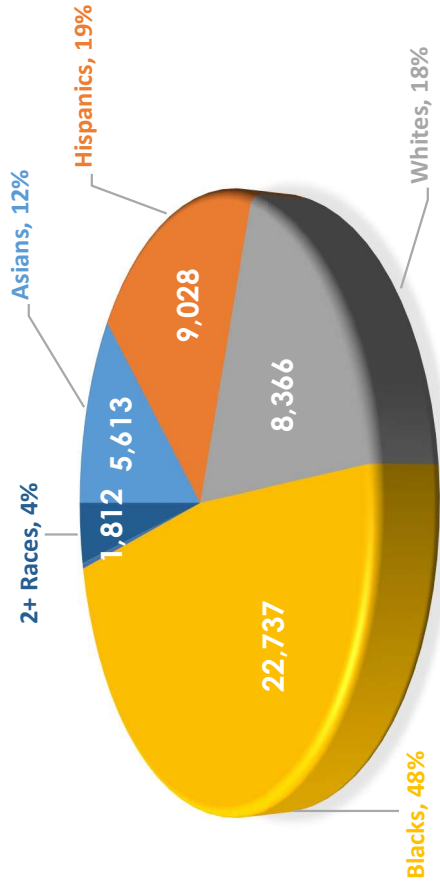
Note: All percentages have been rounded up to the nearest whole number.

# MTA NYCT Workforce as of September 30, 2023

## WORKFORCE BY SEX



## WORKFORCE BY RACE/ETHNICITY



MTA NYCT employed **47,718** employees: **19% (9,228)** of the workforce were **females**, **82% (39,352)** minorities, **2% (1,005)** veterans and **1% (255)** self identified as a **person with a disability**.

- The percentage of females employed in the workforce **increased** with a net change of **625** employees when compared to 3<sup>rd</sup> Quarter 2022.
- The percentage of minorities in the workforce has **increased** by **one** percentage point with a net change of **1,306** employees when compared to 3<sup>rd</sup> Quarter 2022.



# MTA NYCT Underutilization Analysis

MTA NYCT has conducted an availability analysis of females and minorities in its workforce. The availability analysis consists of comparing MTA NYCT's September 30, 2023, workforce percentages for females and minorities to 80 percent of the females and minorities available within the relevant labor market based on the U.S. Census.

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

JOB CATEGORY	Sex	BLACKS		HISPANIC		ASIANS		AI/AN**		NHOPI***		2+ RACES		WHITES	
		Est	Actual	Est	Actual	Est	Actual	Est	Actual	Est	Actual	Est	Actual	Est	Actual
		Avail	%	Avail	%	Avail	%	Avail	%	Avail	%	Avail	%	Avail	%
Officials & Administrators	F	9%	13%	2%	3%	1%	2%	0%	0%	0%	0%	0%	0%	1%	4%
	M	25%	21%	12%	13%	9%	10%	0%	0%	0%	0%	2%	5%		
Professionals	F	11%	19%	4%	6%	6%	8%	0%	0%	0%	0%	1%	3%	9%	5%
	M	9%	13%	5%	6%	11%	11%	0%	0%	0%	0%	1%	4%		
Technicians	F	6%	11%	2%	3%	2%	1%*	0%	0%	0%	0%	0%	0%	3%	2%
	M	15%	23%	10%	9%	17%	28%	0%	0%	0%	0%	0%	3%		
Protective Services	F	9%	11%	7%	4%	1%	0%	0%	0%	0%	0%	0%	1%	9%	1%
	M	19%	37%	14%	24%	3%	6%	0%	0%	0%	0%	0%	2%		

\*\*American Indian/Alaskan Native

\*\*\*Native Hawaiian Other Pacific Islander

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



Percentages highlighted in green indicate underutilization

# MTA NYCT Underutilization Analysis Con't

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

JOB CATEGORY	Sex	BLACKS		HISPANIC		ASIANS		AI/AN**		NHOPJ***		2+ RACES		WHITES	
		Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %
Paraprofessionals	F	13%	38%	8%	25%	2%	0%*	5%	13%	0%	0%	0%	0%	15%	13%
	M	8%	13%	3%	0%	7%	0%*	0%	0%	0%	0%	0%	0%		
Administrative Support	F	14%	35%	3%	8%	1%	6%	0%	0%	0%	0%	0%	0%	1%	2%
	M	6%	18%	2%	6%	5%	17%	0%	0%	0%	0%	0%	0%		
Skilled Craft	F	2%	2%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	M	11%	32%	5%	13%	5%	18%	0%	0%	0%	0%	1%	4%		
Service Maintenance	F	6%	19%	7%	5%	1%	1%	0%	0%	0%	0%	0%	0%	4%	1%
	M	17%	38%	21%	18%	5%	7%	0%	0%	0%	0%	0%	0%		

\*\*American Indian/Alaskan Native

\*\*\*Native Hawaiian Other Pacific Islander

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



Percentages highlighted in green indicate underutilization

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MTA New York City Transit (NYCT)

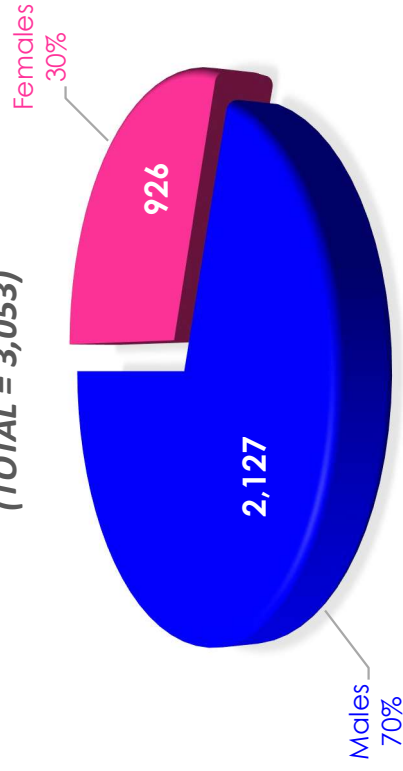
# New Hires and Separation

January 1, 2023 – September 30, 2023



# MTA NYCT New Hires and Separations by Sex January 1, 2023 to September 30, 2023

NEW HIRES BY SEX  
(TOTAL = 3,053)



SEPARATION BY SEX  
(TOTAL = 2,195)

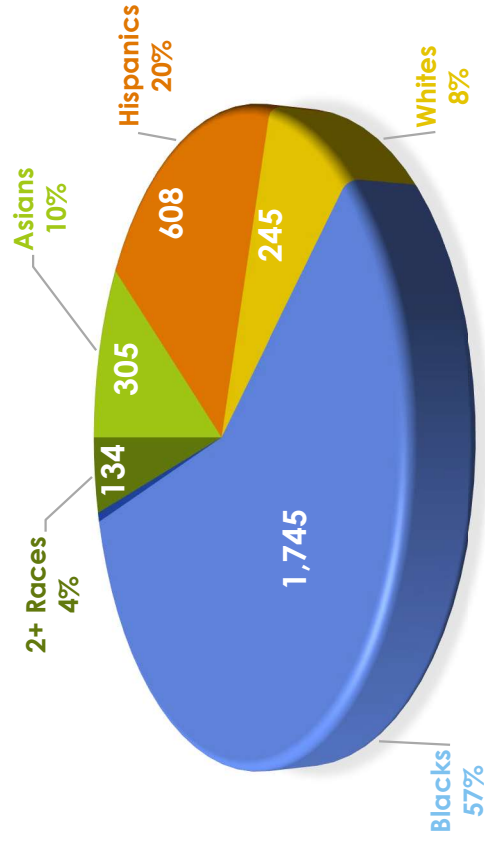


As of the 3<sup>rd</sup> Quarter 2023, MTA NYCT hired **3,053** employees, **926** females and **2,127** males. During this same time period, **2,195** employees separated from MTA NYCT, **476** females and **1,719** males.

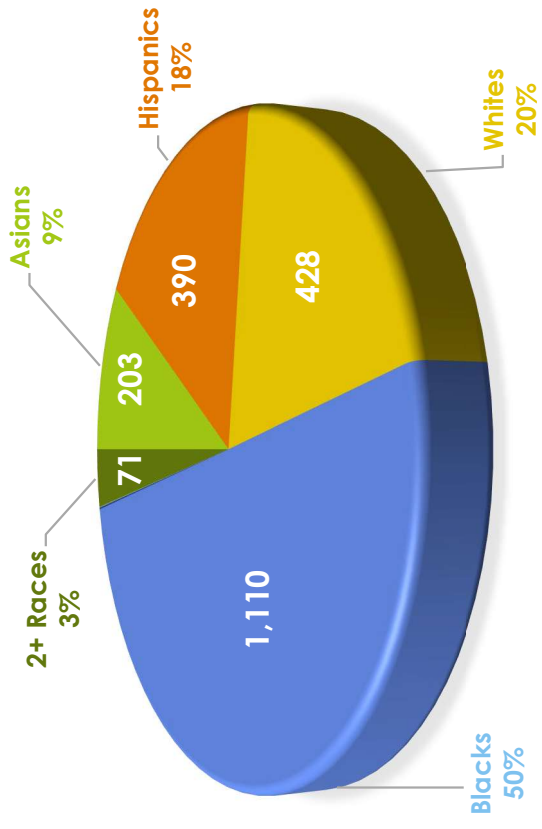
- The result was a net **increase** of **450** female and **408** male employees.
- The number of employees who self-identified as veterans decreased by **30** employees. There were **37** veterans **hired** and **67** veterans **separated** during 2023.

# MTA NYCT New Hires and Separations by Race/Ethnicity

NEW HIRE BY RACE/ETHNICITY  
(TOTAL = 3,053)



SEPARATION BY RACE/ETHNICITY  
(TOTAL = 2,195)



During the 3<sup>rd</sup> Quarter 2023, MTA NYCT hired **3,053** employees, **2,809** minorities and **244** non-minorities. During this same time period **2,195** employees separated from MTA NYCT, **1,767** minorities and **428** non-minorities.

- The result was a net **increase** of **1,042 minority** employees.
- The number of employees that self identified as a person with a disability **decreased** by **5** employees. There were **12** persons with disabilities **hired** and **17** persons with disabilities **separated** during 2023.



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MTA New York City Transit (NYCT)

# Complaints and Lawsuits

January 1, 2023 –September 30, 2023

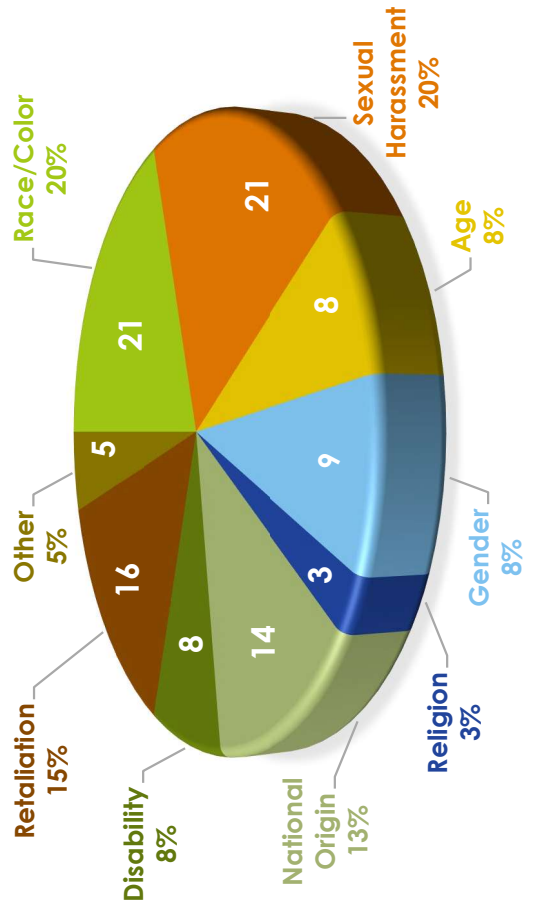




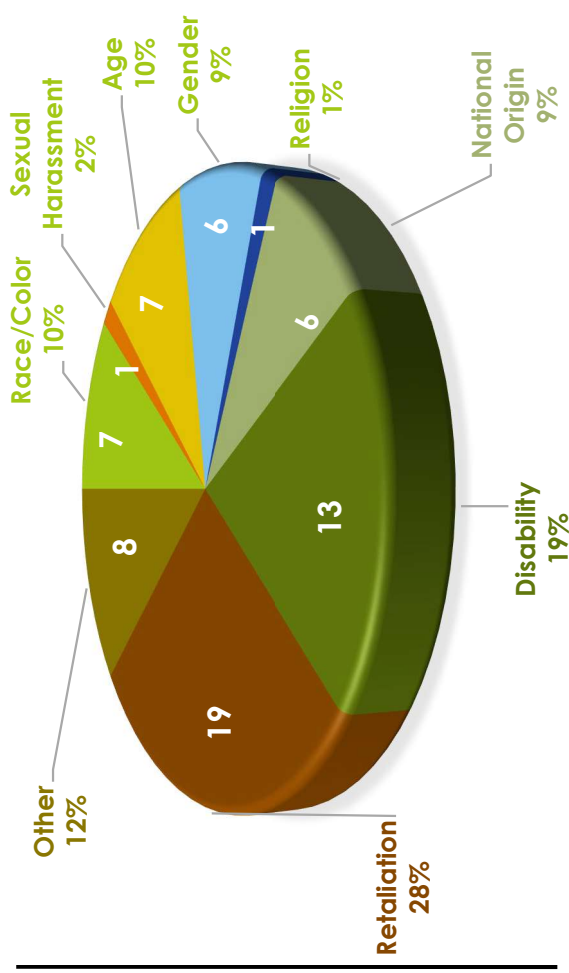
# MTA NYCT

## EEO Internal and External Discrimination Complaints by Bases January 1, 2023 to September 30, 2023

**INTERNAL EEO COMPLAINTS BY BASES**



**EXTERNAL EEO COMPLAINTS BY BASES**



**84** EEO complaints were filed\* citing **173** separate bases, and **11** lawsuits were filed.

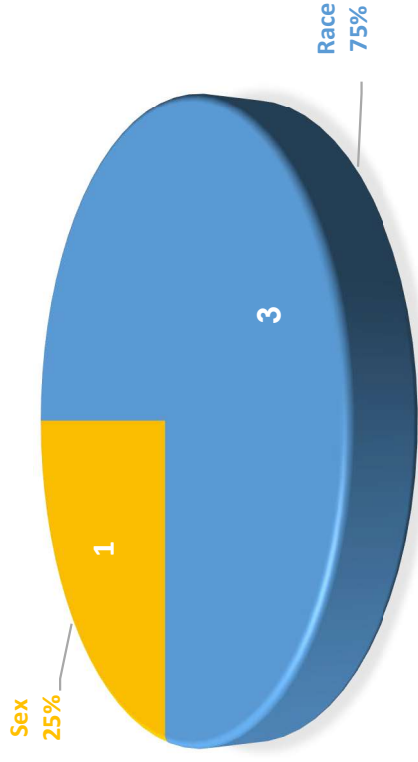
- **51** filed internal complaints.
- **44** filed external complaints, including lawsuits.
- The most frequently cited basis internally was Sexual Harassment.



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

# MTA NYCT Internal/External Title VI and Related Discrimination Complaints by Bases January 1, 2023 to September 30, 2023

TITLE VI AND RELATED  
DISCRIMINATION COMPLAINTS



- 4** Title VI and related discrimination complaints were filed citing **4** separate bases.
- ☐ **3** Title VI complaints were filed.
  - ☐ **1** related discrimination complaint\*\* was filed.
  - ☐ The most frequently cited basis was Race.

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

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

