

MTA New York City Transit (NYCT)

EEO Report – 1st Quarter 2024

June 24, 2024



EEO 1st Quarter Executive Summary

□ EEO

As of **March 31, 2024**, NYCT's **workforce** consisted of **47,898** employees of which self-identified **females** represented **20% (9,380)**, **minorities** represented **83% (39,693)**, **veterans** represented **2% (1,030)** and employees identifying as a **person with a disability** represented **1% (283)** of the total workforce.

In comparison with the **1st Quarter 2023** (1Q23):

- **MTA NYCT** 1st Quarter 2024 workforce **increased** by **747** employees.
- Self-identified **female** representation **increased** by **1 percentage point** with an **increase of 487** employees.
- **Minority** representation **increased** by **1 percentage point** with an **increase of 1,049** employees.
- There were **14** employee **hired** who self-identified as a veteran and **24** employee **separated** that self-identified as a **veteran**.
- **MTA NYCT** handled* a total of 295 EEO complaints; of which 115 were internal and 180 were external (including lawsuits). During 2024, NYCT received a total of 37 EEO complaints; of which 15 were internal and 22 were external (including lawsuits).
- **MTA NYCT** received 39 Title VI complaints and no lawsuits during this time-period.



* Complaints handled include incoming 2024 cases and cases that carried over from the prior years.

EEO 1st Quarter Executive Summary Con't.



MTA NYCT conducted a utilization analysis of self-identified females and minorities in its workforce. The utilization analysis consists of comparing MTA NYCT's **March 31, 2024**, workforce percentages for self-identified females and minorities to the estimated availability of the self-identified females and minorities available within the relevant labor market.

Based on the **utilization analysis**, MTA NYCT's 2024 workforce **estimated availability** targets are:

EEO4 Category	Self-Identified Females							Am Ind/AL Nat	NHOPI	2+Races
	Minorities	Identified	Black	Hispanic	Asian					
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 1st Quarter Executive Summary Con't.

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

All Self-Identified Females:

- Professions –Whites
- Technicians –Whites
- Protective Services – Hispanics, Asians, Whites
- Paraprofessional – Asians, AI/AN
- Service Maintenance - Hispanics, Whites

Minority Self-Identified Males:

- Officials and Administrators – Blacks
- Paraprofessionals – Blacks, Hispanics, AI/AN
- Service Maintenance - Hispanics

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

EEO 1st 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. “**Connections: Diversity in Motion**” is our theme for this year. **Diversity, equity, inclusion, and belonging are essential components of our daily interactions, work relationships, & communication within our organization. We will explore how to leverage diversity to create an equitable and inclusive culture that allows for meaningful connections in the workplace.**
- **Young Professional Employee Resource Group** is the newest ERG, and its mission is twofold to support colleagues who are early in their careers or are new to the transportation industry. The Young Professionals ERG will foster a work environment that prioritizes retaining young professionals and makes the MTA an exciting place to build an impactful career in public service. The Young professionals held an after-hours networking event on April 17th for new members to meet and greet before their first official meeting.
- **All Generational Employee Resource Group** kicked off a yearlong Train Module Project on April 23rd led by member Jonathan Silhavey, Director Safety at LIRR Construction & Development. The project allows employees from different crafts to work together to discuss and build sections of an operating model railroad.
- **Young Professional Employee Resource Group** held their kickoff meeting on May 7th at 2 Broadway in the 20th-floor boardroom. The event launched the MTAs 10th ERG with over 100 attendees in person and online. Co-leads Hannah Spierer and Mira Philipson led the meeting supported by Executive Sponsors Catherine Sheridan and Mersida Ibric.

EEO 1st Quarter Executive Summary Con't.

- ❑ **D&I in Motion – All Agency Employee Resource Groups Quarterly Highlights –cont.**
- ❑ **TransportAsian Employee Resource Group** held an in-person event to celebrate Asian American Islander Pacific Heritage Month on May 9th. The session focused on building an affinity for the TransportAsian Community in a large organization and an interactive activity of Japanese Haiku.
- ❑ **Abilities Employee Resource Group** in partnership with the Chaplains Office and The Employee Assistance Program hosted an active dialogue in observance of Mental Health Awareness Month on May 23. The dialogue was focused on positive employee wellness using reflection activities. They utilized up-to-date research to address challenges and provide MTA resources in support of Mental Health Awareness Month.
- ❑ **Veterans Employee Resource Group** held a noontime Memorial Day Observance on May 28th, at 2 Broadway to remember those who paid the ultimate sacrifice for our nation. The guest speakers were Kevin D. Branch, Vice President, Program Executive Career Development/Quality Management, Construction and Development, and Annie Suggs CSM (Ret) National Association of Black Military Women (NABMW) Brooklyn Chapter. The MTA Color Guard and Pipe and Drums along with The 78th Army Band from Fort Dix were part of the commemoration.
- ❑ **Pride Express Employee Resource Group** hosted a Village Historical Walking Tour to celebrate Pride Month on June 13th. The tour included historical sites instrumental to the LGBTQIA+ movement. Additionally on June 30th Pride Express and TWU Local 100 led MTA employees in the New York City Pride Parade down 5th Avenue.
- ❑ **BEGIN Employee Resource Group** in celebration of Juneteenth B.E.G.I.N. Hosted a tour of the African Burial Ground and National Monument. The African Burial Ground is the oldest and largest known excavated burial ground in North America for both free and enslaved Africans. It protects the historic role slavery played in building New Yor



MTA New York City Transit (NYCT)

Workforce

as of March 31, 2024



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 New York City Transit's workforce by race/ethnicity, gender and veterans as of **March 31, 2024**.

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	1,646		1,142	69%	504	31%	548	33%	272	17%	210	13%	3	0%	2	0%	107	7%	107	7%	55	3%
	F 378	23%	318	19%	60	4%	201	12%	59	4%	40	2%	0	0%	0	0%	18	1%	8	0%	19	1%
M 1,268	77%	824	50%	444	27%	347	21%	213	13%	170	10%	3	0%	2	0%	89	5%	99	6%	36	2%	
Professionals	973		752	77%	221	23%	316	32%	122	13%	248	25%	2	0%	1	0%	63	6%	19	2%	42	4%
	F 399	41%	346	36%	53	5%	182	19%	58	6%	81	8%	1	0%	1	0%	23	2%	3	0%	20	2%
M 574	59%	406	42%	168	17%	134	14%	64	7%	167	17%	1	0%	0	0%	40	4%	16	2%	22	2%	
Technicians	156		124	79%	32	21%	51	33%	21	13%	48	31%	0	0%	0	0%	4	3%	3	2%	3	2%
	F 28	18%	25	16%	3	2%	17	11%	6	4%	2	1%	0	0%	0	0%	0	0%	1	1%	0	0%
M 128	82%	99	63%	29	19%	34	22%	15	10%	46	29%	0	0%	0	0%	4	3%	2	1%	3	2%	
Protective Services	937		807	86%	130	14%	464	50%	250	27%	57	6%	0	0%	2	0%	34	4%	62	7%	7	1%
	F 181	19%	172	18%	9	1%	118	13%	40	4%	1	0%	0	0%	0	0%	13	1%	4	0%	2	0%
M 756	81%	635	68%	121	13%	346	37%	210	22%	56	6%	0	0%	2	0%	21	2%	58	6%	5	1%	
Paraprofessionals	10		9	90%	1	10%	5	50%	2	20%	1	10%	0	0%	0	0%	1	10%	0	0%	0	0%
	F 9	90%	8	80%	1	10%	5	50%	1	10%	1	10%	0	0%	0	0%	1	10%	0	0%	0	0%
M 1	10%	1	10%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Administrative Support	952		897	94%	55	6%	515	54%	131	14%	212	22%	4	0%	0	0%	35	4%	9	1%	15	2%
	F 512	54%	486	51%	26	3%	334	35%	69	7%	62	7%	0	0%	0	0%	21	2%	5	1%	9	1%
M 440	46%	411	43%	29	3%	181	19%	62	7%	150	16%	4	0%	0	0%	14	1%	4	0%	6	1%	
Skilled Craft	15,822		11,268	71%	4,554	29%	5,417	34%	2,179	14%	2,867	18%	76	0%	7	0%	722	5%	338	2%	51	0%
	F 505	3%	470	3%	35	0%	338	2%	72	0%	36	0%	0	0%	1	0%	23	0%	2	0%	6	0%
M 15,317	97%	10,798	68%	4,519	29%	5,079	32%	2,107	13%	2,831	18%	76	0%	6	0%	699	4%	336	2%	45	0%	
Service Maintenance	27,402		24,694	90%	2,708	10%	15,539	57%	6,197	23%	2,030	7%	66	0%	4	0%	858	3%	492	2%	110	0%
	F 7,368	27%	7,107	26%	261	1%	5,301	19%	1,363	5%	189	1%	21	0%	2	0%	231	1%	60	0%	39	0%
M 20,034	73%	17,587	64%	2,447	9%	10,238	37%	4,834	18%	1,841	7%	45	0%	2	0%	627	2%	432	2%	71	0%	
Total	47,898		39,693	83%	8,205	17%	22,855	48%	9,174	19%	5,673	12%	151	0%	16	0%	1,824	4%	1,030	2%	283	1%

*American Indian/Alaskan Native

**Native Hawaiian Other Pacific Islander

***Persons With Disabilities

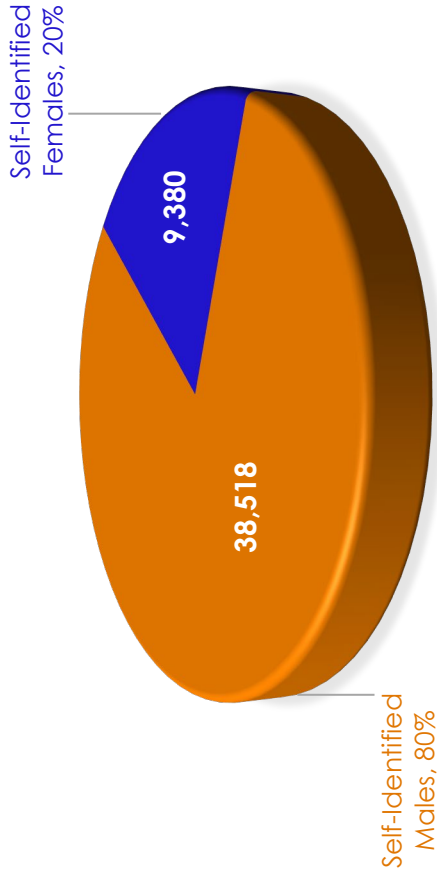
F represent employees who Self-Identified as Females **M** represent employees who Self-Identified as Males

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

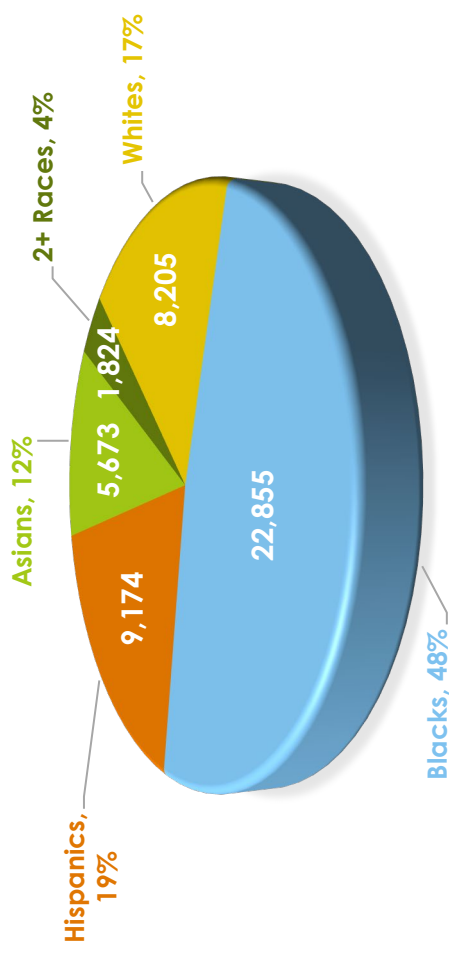


MTA NYCT Workforce as of March 31, 2024

WORKFORCE BY SEX



WORKFORCE BY RACE/ETHNICITY



MTA NYCT employed **47,898** employees: **20% (9,380)** of the workforce were self-identified **females**, **83% (39,693)** minorities, **2% (1,030)** veterans and **1% (283)** self-identified as a **person with a disability**.

- ❑ The percentage of self-identified **females** employed in the workforce **increased by one** percentage point with a net change of **487** employees when compared to 1st Quarter 2023.
- ❑ The percentage of minorities in the workforce has **increased by one** percentage point with a net change of **1,049** employees when compared to 1st Quarter 2023.

MTA NYCT Underutilization Analysis

MTA NYCT has conducted an availability analysis of self-identified females and minorities in its workforce. The availability analysis consists of comparing **MTA NYCT's** March 31, 2024, workforce percentages for self-identified females and minorities to 80 percent of the self-identified 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**		NHOPJ***		2+ RACES		WHITES		
		Est	Actual	Est	Actual	Est	Actual	Est	Actual	Est	Actual	Est	Actual	Est	Actual	
		Avail	%	Avail	%	Avail	%	Avail	%	Avail	%	Avail	%	Avail	%	Avail
Officials & Administrators	F	9%	12%	2%	4%	1%	2%	0%	0%	0%	0%	0%	0%	1%	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%	2%	9%	5%	
	M	9%	14%	5%	7%	11%	17%	0%	0%	0%	0%	1%	4%			
Technicians	F	6%	11%	2%	4%	2%	1%*	0%	0%	0%	0%	0%	0%	3%	2%	
	M	15%	22%	10%	10%	17%	29%	0%	0%	0%	0%	0%	3%			
Protective Services	F	9%	13%	7%	4%	1%	0%	0%	0%	0%	0%	0%	1%	9%	1%	
	M	19%	37%	14%	22%	3%	6%	0%	0%	0%	0%	0%	2%			

** American Indian/Alaskan Native

***Native Hawaiian Other Pacific Islander

F represent employees who Self-Identified as Females

M represent employees who Self-Identified as Males

Note: Pursuant to FTA Circular 4704.1A EEO Requirements and Guidelines, white self-identified 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**		NIHOPI***		2+ RACES		WHITES	
		Est	Actual	Est	Actual	Est	Actual	Est	Actual	Est	Actual	Est	Actual	Est	Actual
		Avail	%	Avail	%	Avail	%	Avail	%	Avail	%	Avail	%	Avail	%
Paraprofessionals	F	13%	50%	8%	10%	2%	10%	5%	0%	0%	0%	0%	10%	15%	10%
	M	8%	0%	3%	10%	7%	0%	0%	0%	0%	0%	0%	0%		
Administrative Support	F	14%	35%	3%	7%	1%	7%	0%	0%	0%	0%	0%	2%	1%	3%
	M	6%	19%	2%	7%	5%	16%	0%	0%	0%	0%	0%	0%	1%	
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%	1%	4%	1%
	M	17%	37%	21%	18%	5%	7%	0%	0%	0%	0%	0%	0%	2%	

**American Indian/Alaskan Native

***Native Hawaiian Other Pacific Islander

F represent employees who Self-Identified as Females

M represent employees who Self-Identified as Males

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

Percentages highlighted in green indicate underutilization



MTA New York City Transit (NYCT)

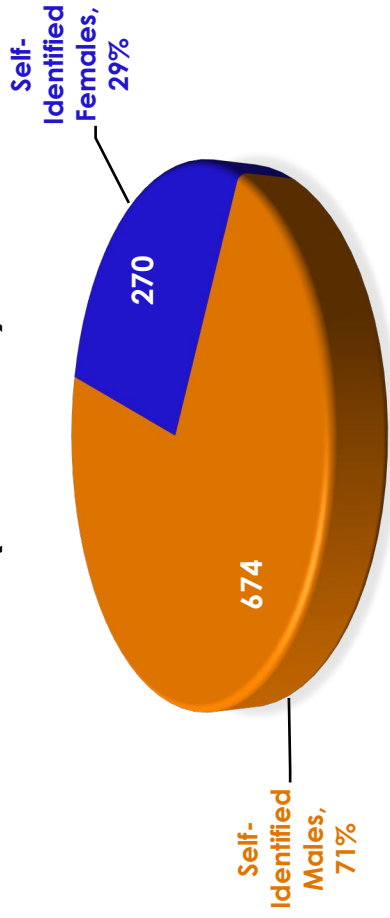
New Hires and Separations

January 1, 2024 – March 31, 2024

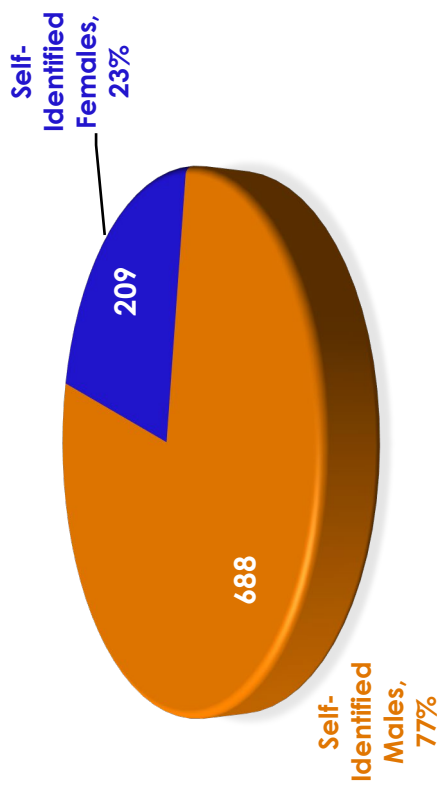


MTA NYCT New Hires and Separations by Sex January 1, 2024 to March 31, 2024

NEW HIRES BY SEX
(TOTAL = 944)



SEPARATIONS BY SEX
(TOTAL = 897)

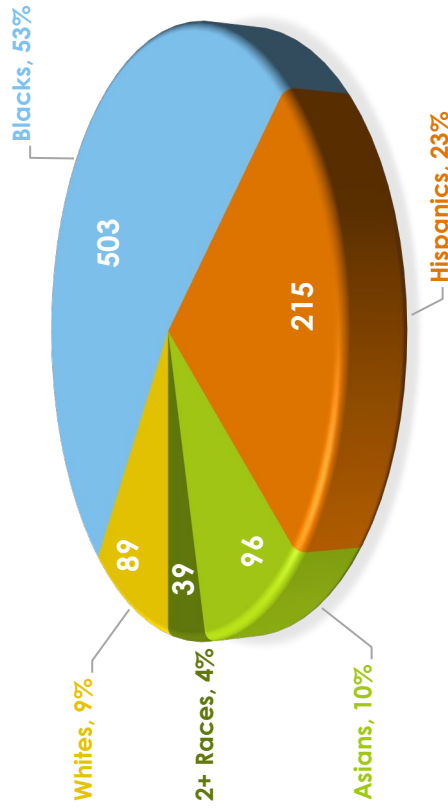


As of the 1st Quarter 2024, MTA NYCT hired **944** employees, **270** self-identified **females** and **674** self-identified **males**. During this same time-period, **897** employees separated from MTA NYCT, **209** self-identified **females** and **688** self-identified **males**.

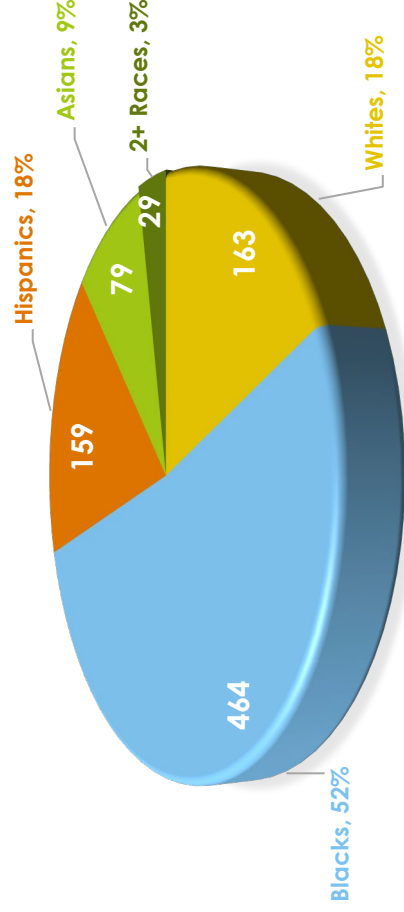
- The result was a net **increase** of **61** self-identified **females** and **decrease** of **14** self-identified **males**.
- The number of employees who self-identified as veterans decreased by **12** employees. There were **14** veterans **hired** and **24** veterans **separated** during 2024.

MTA NYCT New Hires and Separations by Race/Ethnicity

**NEW HIRES BY RACE/ETHNICITY
(TOTAL = 944)**



**SEPARATIONS BY RACE/ETHNICITY
(TOTAL = 897)**



During the 1st Quarter 2024, MTA NYCT hired **944** employees, **855** minorities and **89** non-minorities. During this same time-period **897** employees separated from MTA NYCT, **734** minorities and **163** non-minorities.

- ❑ The result was a net **decrease** of **121 minority** employees.
- ❑ The number of employees that self identified as a person with a disability **decreased** by **1** employees. There were **4** persons with disabilities **hired** and **5** persons with disabilities **separated** during 2024.

MTA New York City Transit (NYCT)

Complaints and Lawsuits

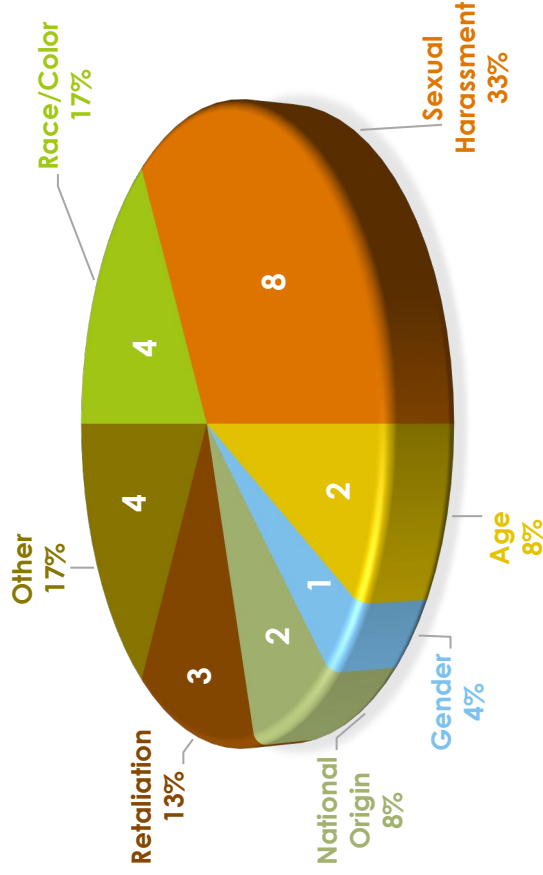
January 1, 2024 – March 31, 2024



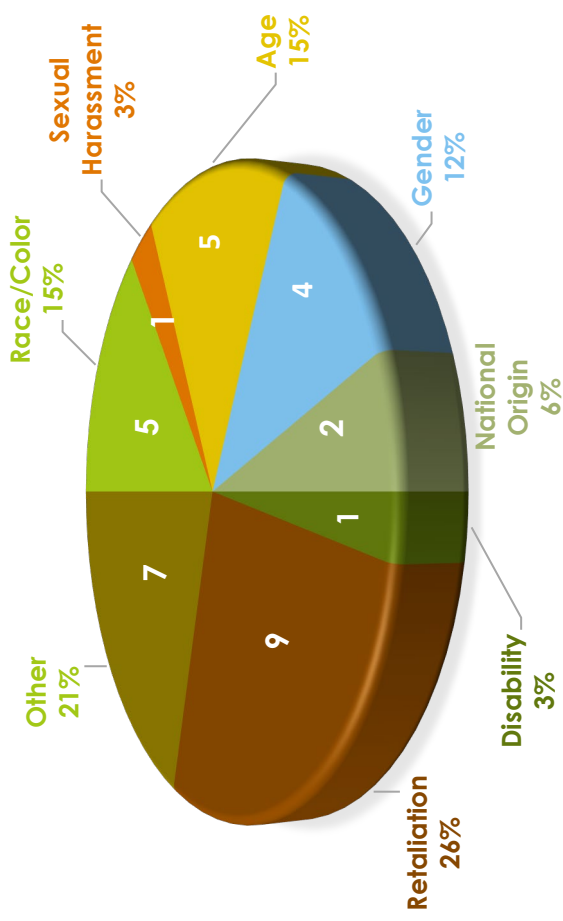
MTA NYCT

EEO Internal and External Discrimination Complaints by Bases January 1, 2024 to March 31, 2024

INTERNAL EEO COMPLAINTS BY BASES



EXTERNAL EEO COMPLAINTS BY BASES



37 EEO complaints were filed* citing **58** separate bases, and **7** lawsuits were filed.
 15 filed internal complaints.

22 filed external complaints, including lawsuits.

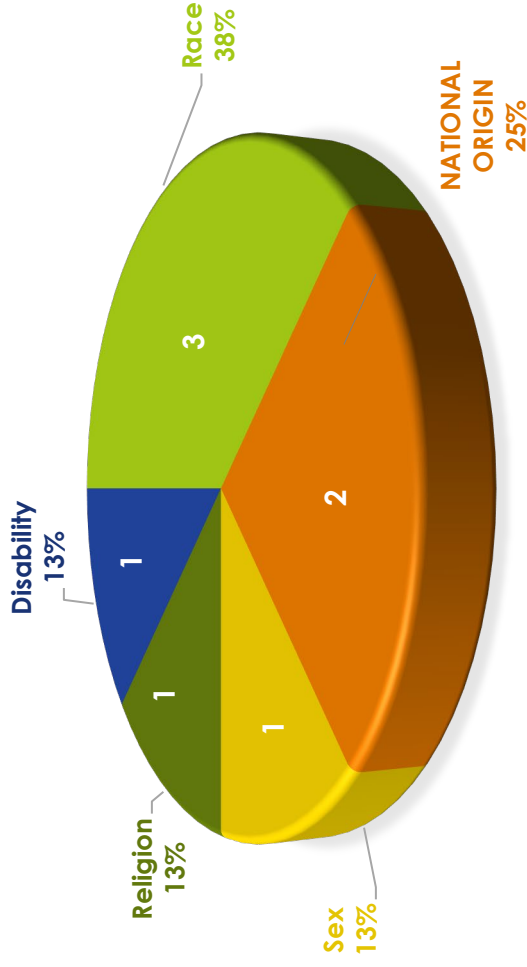
The most frequently cited basis internally was Sexual Harassment.

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, 2024 to March 31, 2024

TITLE VI AND RELATED DISCRIMINATION COMPLAINTS



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

- **4** Title VI complaints were filed.
- **3** related discrimination complaint** were filed.
- The most frequently cited basis was Race.

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

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