

MTA BUS COMPANY

# EEO Report – 1<sup>st</sup> Quarter 2024

June 24, 2024



# EEO 1st Quarter Executive Summary

## □ EEO

As of **March 31, 2024**, **MTA Bus Company workforce** consisted of **3,779** employees of which self-identified **females** represented **13% (485)**, **minorities** represented **86% (3,259)**, **veterans** represented **2% (81)** and employees identifying as a **person with a disability** represented **0% (11)** of the total workforce.

In comparison with the **1<sup>st</sup> Quarter 2023** (1Q23):

- MTA Bus Company 1<sup>st</sup> Quarter 2024 workforce increased by 13 employees.
- Self-identified female representation increased with a net change of 2 employees.
- Minority representation increased by 1.5 percentage point with a net change of 58 employees.
- There were 4 employees hired who self-identified as a veteran and 1 employee separated that self-identified as a veteran.
- MTA Bus Company handled\* a total of 27 EEO complaints; of which 9 were internal and 18 were external. During 2024, NYCT received a total of 1 EEO complaint; of which 0 were internal and 1 were external (including lawsuits).
- **MTA NYCT** received 4 Title VI complaints and 0 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** Bus Company conducted a utilization analysis of self-identified females and minorities in its workforce. The utilization analysis consists of comparing MTA Bus Company'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 Bus Company's 2024 workforce **estimated availability** targets are:

EEO4 Category	Self-Identified Females							
	Minorities	Identified	Black	Hispanic	Asian	Am Ind/AL Nat	NHOPI	2+Races
Official & Administrators	67.9%	11.4%	37.9%	19.7%	6.5%	0.3%	0.1%	3.5%
Professionals	53.2%	34.7%	13.8%	15.0%	19.2%	0.0%	0.0%	5.3%
Technicians	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Services	10.2%	11.9%	3.1%	5.9%	0.6%	0.0%	0.0%	0.5%
Paraprofessionals	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	74.7%	69.3%	42.7%	16.0%	10.7%	0.0%	0.0%	5.3%
Skilled Craft	60.6%	5.7%	25.8%	22.2%	8.5%	0.2%	0.1%	3.6%
Service Maintenance	67.9%	18.6%	35.3%	25.0%	5.8%	0.1%	0.0%	1.7%



# EEO 1st Quarter Executive Summary Con't.

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

## **All Self-Identified Females:**

- Officials and Administrators – Hispanics
- Administrative Support - Hispanics
- Skilled Crafts – Blacks, Hispanics and Whites
- Service Maintenance – Hispanics and Whites

## **Minority Self-Identified Males:**

- Officials and Administrators – Blacks
- Skilled Crafts – Hispanics

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

# EEO 1st Quarter Executive Summary Con't.

- ❑ MTA Bus Company's action strategy to address areas of underutilization:
  - ❑ **Forecast Future Opportunities**
    - ❑ Forecasting future opportunities/openings in underutilized job groups/title positions.
    - ❑ Communications with hiring managers, raising awareness of extra efforts needed to achieve representation of targeted groups within the candidate pools.
  - ❑ **Departmental Engagement**
    - ❑ Engage with potential outreach sources to host career fairs to attract minority and self-identified females within the underutilized groups for non-traditional technical positions such as Bus Operator and Maintainer.
    - ❑ Conduct regular meetings with Department Heads to discuss the areas of underutilization and to formulate strategies for the specific job titles identified.
  - ❑ **Focused Areas of Underutilization**
    - ❑ MTA Bus's predominate areas of underutilization for self-identified females were found in the Skilled Crafts and Service Maintenance categories. The job titles of Maintainer and Bus Operator present the greatest opportunities and strategies have been put in place to address utilization in these categories.
    - ❑ Predominate areas of underutilization for minority self-identified males were found in the Official & Administrators and Skilled Crafts. Mid-management and Maintainer are job titles which contained areas of greatest opportunities.
    - ❑ Strategies are being put in place to address utilization in these areas. During the next 6 months, relevant stakeholders will meet to develop a plan specifically focused on the job titles within the underutilized categories.

# EEO 1<sup>st</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. **“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 17<sup>th</sup> 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 23<sup>rd</sup> 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 7<sup>th</sup> at 2 Broadway in the 20<sup>th</sup>-floor boardroom. The event launched the MTAs 10<sup>th</sup> 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 1<sup>st</sup> 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 9<sup>th</sup>. 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 28<sup>th</sup>, 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 13<sup>th</sup>. The tour included historical sites instrumental to the LGBTQIA+ movement. Additionally on June 30<sup>th</sup> Pride Express and TWU Local 100 led MTA employees in the New York City Pride Parade down 5<sup>th</sup> 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 Bus Company

**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 Bus Company Workforce

The table below is a snapshot of MTA Bus Company'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	192		137	70%	55	30%	54	28%	38	19%	24	13%	0	0%	0	0%	21	11%	14	7%	6	6%
	F 41	22%	34	18%	7	4%	22	11%	4	2%	3	2%	0	0%	0	0%	5	3%	0	0%	0	1%
M	151	78%	103	52%	48	26%	32	17%	34	17%	21	11%	0	0%	0	0%	16	8%	14	7%	6	5%
Professionals	83		63	76%	20	24%	23	25%	14	18%	18	25%	0	0%	0	0%	8	9%	5	3%	1	4%
	F 33	39%	29	34%	4	5%	13	13%	8	11%	4	6%	0	0%	0	0%	4	4%	2	0%	1	4%
M	50	61%	34	43%	16	19%	10	13%	6	6%	14	19%	0	0%	0	0%	4	5%	3	3%	0	0%
Technicians	0		0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	F 0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Protective Services	4		3	75%	1	25%	2	50%	1	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	F 1	25%	0	0%	0	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M	3	75%	3	75%	1	0%	2	50%	1	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Paraprofessionals	0		0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	F 0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Administrative Support	16		15	93%	1	7%	11	67%	1	7%	2	13%	0	0%	0	0%	1	7%	0	0%	0	0%
	F 13	87%	12	80%	1	7%	8	53%	1	7%	2	13%	0	0%	0	0%	1	7%	0	0%	0	0%
M	3	13%	3	13%	0	0%	3	13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Skilled Craft	632		470	74%	162	26%	212	34%	103	16%	82	12%	4	1%	7	1%	62	10%	21	3%	1	1%
	F 2	0%	2	0%	0	0%	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0%
M	630	100%	468	73%	162	26%	210	33%	103	16%	82	12%	4	1%	7	1%	62	10%	20	3%	1	1%
Service Maintenance	2852		2571	90%	281	10%	1485	51%	717	26%	230	8%	13	0%	2	0%	124	4%	41	1%	3	0%
	F 395	14%	378	14%	17	1%	258	9%	104	4%	3	0%	1	0%	0	0%	12	0%	2	0%	0	0%
M	2457	86%	2193	76%	264	10%	1227	42%	613	22%	227	8%	12	0%	2	0%	112	4%	39	1%	3	0%
<b>Total</b>	<b>3779</b>		<b>3,259</b>	<b>86%</b>	<b>520</b>	<b>14%</b>	<b>1787</b>	<b>47%</b>	<b>874</b>	<b>24%</b>	<b>356</b>	<b>9%</b>	<b>17</b>	<b>0%</b>	<b>9</b>	<b>0%</b>	<b>216</b>	<b>6%</b>	<b>81</b>	<b>2%</b>	<b>11</b>	<b>0%</b>

\* American Indian/Alaskan Native

\*\* Native Hawaiian Other Pacific Islander

\*\*\* Self Identified Person with Disability

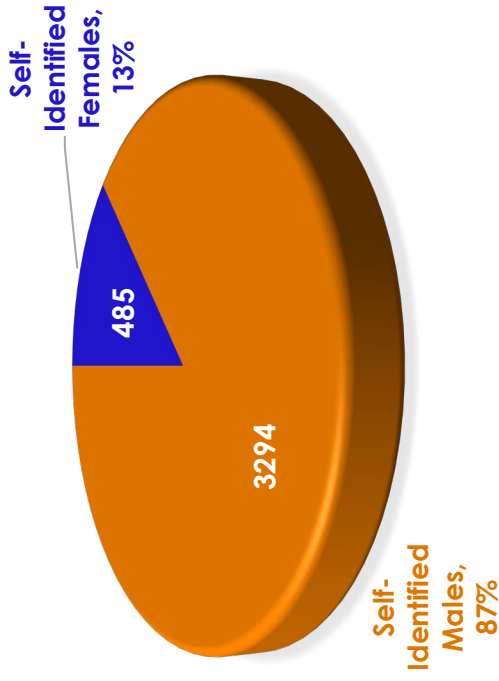
F represent employees who Self-Identified as Females

M represent employees who Self-Identified as Males

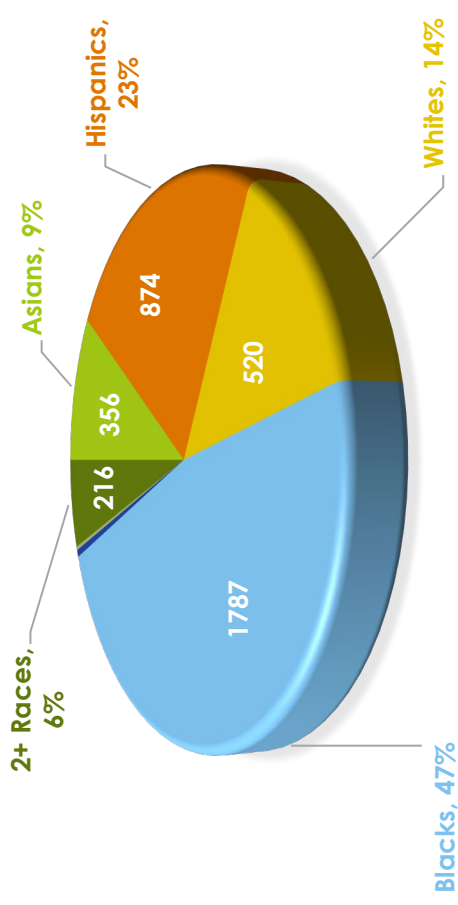


# MTA Bus Company Workforce as of March 31, 2024

## WORKFORCE BY SEX



## WORKFORCE BY RACE/ETHNICITY



MTA Bus Company employed 3779 employees: 13% (485) of the workforce were self-identified **females**, 86% (3259) **minorities**, 2% (81) **veterans** and 0% (11) self identified as a **person with a disability**.

- ❑ The percentage of self-identified females employed in the workforce increased with a net change of 2 employees when compared to 1<sup>st</sup> Quarter 2023.
- ❑ The percentage of minorities in the workforce has increased by 1.5 percentage point with a net change of 58 employees when compared to 1<sup>st</sup> Quarter 2023.

# MTA Bus Company Underutilization Analysis

MTA Bus Company has conducted an availability analysis of self-identified females and minorities in its workforce. The availability analysis consists of comparing **MTA** Bus Company'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	7%	11%	3%	2%	0%	2%	0%	0%	0%	0%	0%	0%	3%	1%	4%
	M	31%	17%	17%	17%	6%	11%	0%	0%	0%	0%	0%	3%	8%		
Professionals	F	8%	13%	10%	11%	6%	6%	0%	0%	0%	0%	0%	3%	4%	5%	5%
	M	6%	15%	5%	6%	14%	19%	0%	0%	0%	0%	0%	3%	5%		
Technicians	F	0%	0%	0%	0%	0%	0%*	0%	0%	0%	0%	0%	0%	0%	0%	0%
	M	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Protective Services	F	2%	0%*	3%	0%*	0%	0%	0%	0%	0%	0%	0%	0%	0%	6%	25%
	M	7%	50%	3%	25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

\*\*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 Bus Company 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**		NHOP1***		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
Paraprofessionals	F	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	M	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Administrative Support	F	32%	53%	16%	7%	11%	13%	0%	0%	0%	0%	0%	5%	7%	5%	7%
	M	11%	13%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Skilled Craft	F	3%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%
	M	23%	33%	21%	16%	8%	12%	0%	1%	0%	1%	0%	4%	10%	4%	10%
Service Maintenance	F	8%	9%	8%	4%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%	1%
	M	28%	42%	17%	22%	6%	8%	0%	0%	0%	0%	0%	1%	4%	1%	4%

\*\*American Indian/Alaskan Native

\*\*\*Native Hawaiian Other Pacific Islander

F represent employees who Self-Identified as Females

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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 Bus Company

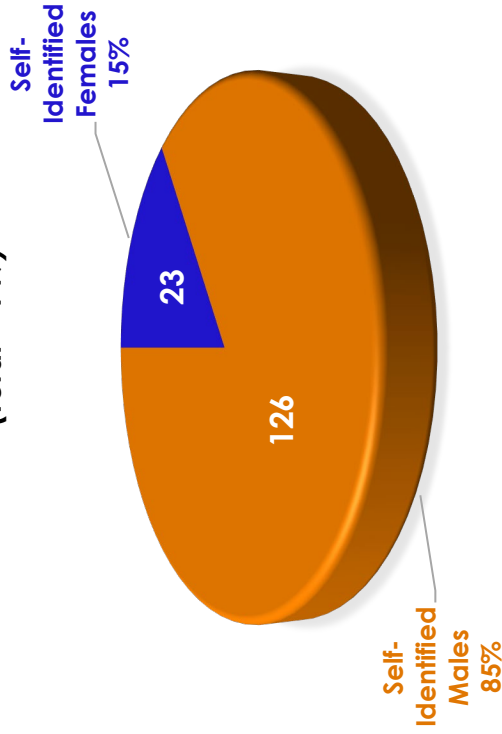
# New Hires and Separations

January 1, 2024 – March 31, 2024

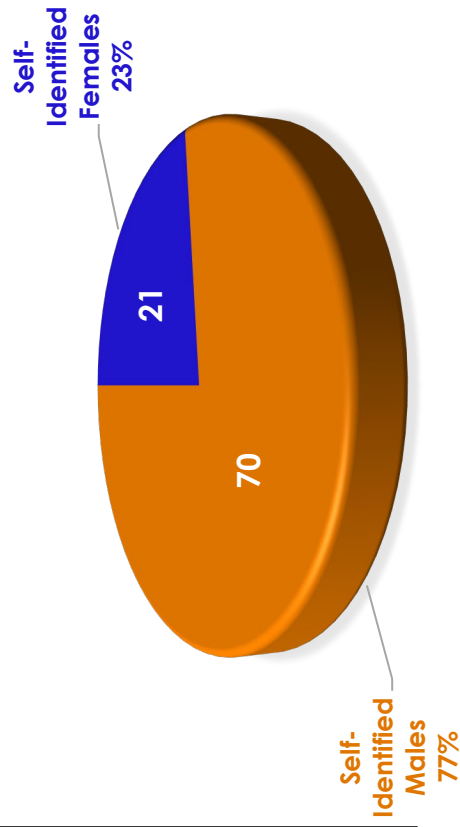


# MTA Bus Company New Hires and Separations by Sex January 1, 2024 to March 31, 2024

New Hires By Sex  
(Total = 149)



SEPARATIONS BY SEX  
(TOTAL = 91)



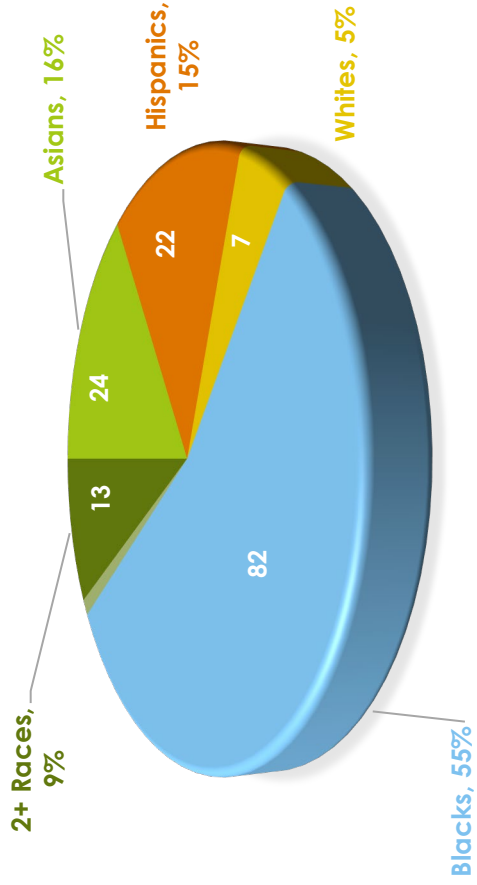
As of the 1<sup>st</sup> Quarter 2024, MTA Bus Company hired 149 employees, 23 self-identified females and 126 self-identified males. During this same time period, 91 employees separated from MTA Bus Company, 21 self-identified females and 70 self-identified males.

- ❑ The result was a net increased of 2 self-identified female and 56 self-identified male employees.
- ❑ The number of employees who self-identified as veterans increased by 4 employees. There were 4 veterans hired and 0 veterans **separated** during 2024.

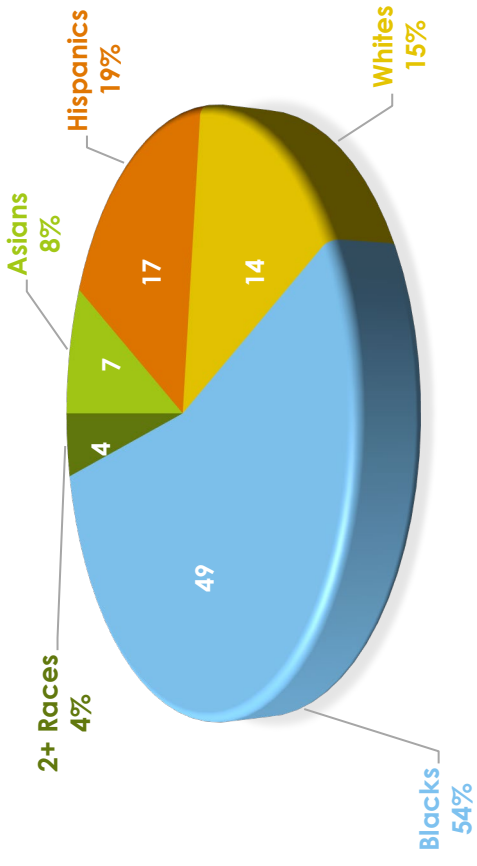


# MTA Bus Company New Hires and Separations by Race/Ethnicity

**NEW HIRES BY RACE/ETHNICITY  
(TOTAL = 149)**



**SEPARATIONS BY RACE/ETHNICITY  
(TOTAL = 91)**



During the 1<sup>st</sup> Quarter 2024, MTA Bus Company hired 149 employees, 142 minorities and 7 non-minorities. During this same time period 91 employees separated from MTA Bus Company, 77 minorities and 14 non-minorities.

- ❑ The result was a net increased of 51 minority employees.
- ❑ The number of employees that self identified as a person with a disability increased by 3 employees. There were 3 persons with disabilities hired and 0 persons with disabilities separated during 2024.





MTA

# Complaints and Lawsuits

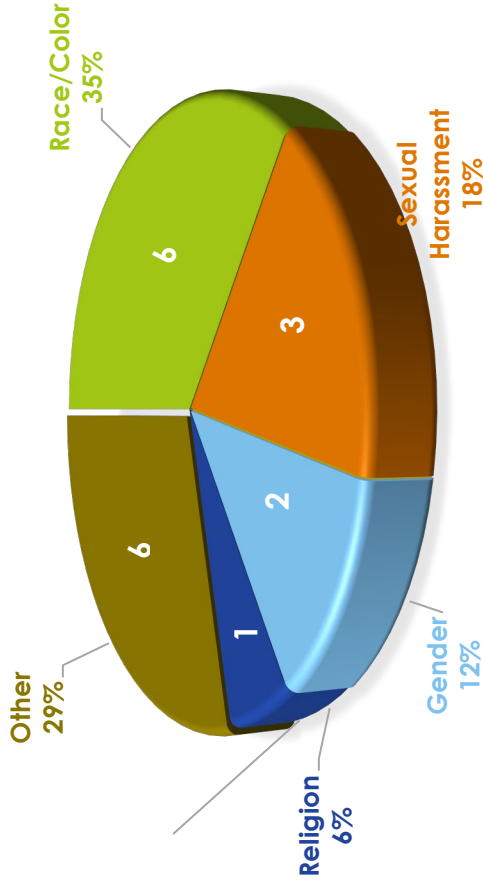
January 1, 2024 – March 31, 2024



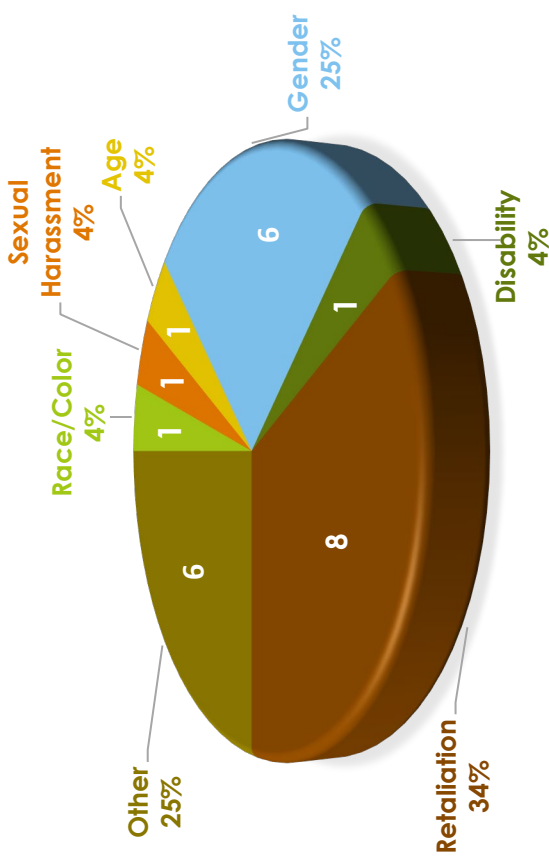
# MTA Agency Acronym

## 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



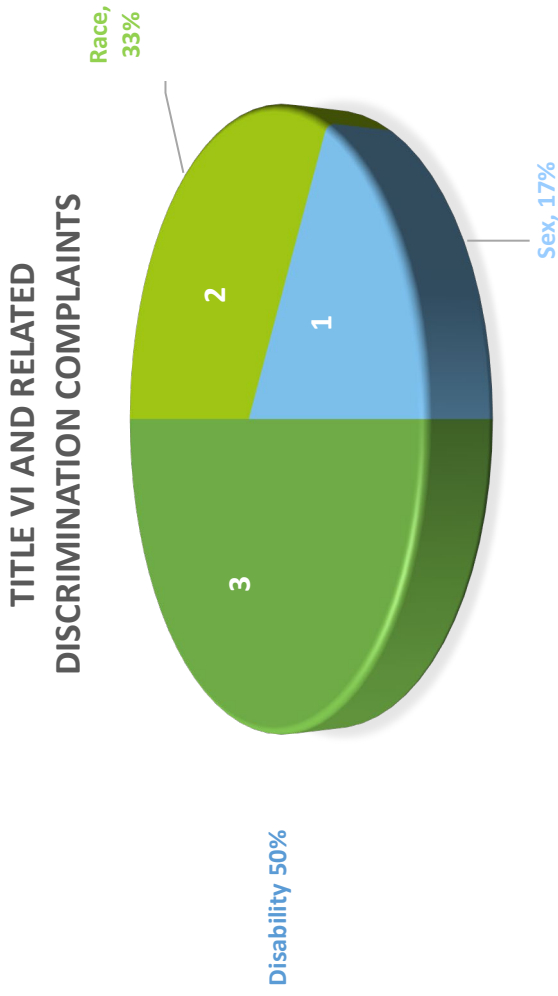
23 EEO complaints were filed\* citing 41 separate bases, and 4 lawsuits were filed.

- 9 filed internal complaints.
- 18 filed external complaints, including lawsuits.
- The most frequently cited basis internally was race.

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



# MTA Bus Company Internal/External Title VI and Related Discrimination Complaints by Bases January 1, 2024 to March 31, 2024



6 Title VI and related discrimination complaints were filed citing 6 separate bases.

- 6 Title VI complaints were filed.
- 4 related discrimination complaint\*\* were filed.
- The most frequently cited basis was disability .