

New York City Transit

Diversity and Equal Opportunity 3rd Quarter Progress Report

December 16, 2024



NYCT's Workforce as of September 30, 2024

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		A/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	1,712		1199	70%	513	30%	575	34%	275	16%	227	13%	4	0%	2	0%	116	7%	81	5%	58	3%
F	397	23%	336	20%	61	4%	215	13%	61	4%	44	3%	0	0%	0	0%	16	1%	6	0%	19	1%
M	1,315	77%	863	50%	452	26%	360	21%	214	13%	183	11%	4	0%	2	0%	100	6%	75	4%	39	2%
Professionals	1,045		812	78%	233	22%	330	32%	133	13%	272	26%	1	0%	1	0%	75	7%	17	2%	48	5%
F	427	41%	367	35%	60	6%	187	18%	60	6%	88	8%	0	0%	1	0%	31	3%	2	0%	22	2%
M	618	59%	445	43%	173	17%	143	14%	73	7%	184	18%	1	0%	0	0%	44	4%	15	1%	26	2%
Technicians	149		121	81%	28	19%	52	35%	18	12%	46	31%	0	0%	0	0%	5	3%	1	1%	4	3%
F	25	17%	22	15%	3	2%	16	11%	5	3%	1	1%	0	0%	0	0%	0	0%	0	0%	1	1%
M	124	83%	99	66%	25	17%	36	24%	13	9%	45	30%	0	0%	0	0%	5	3%	1	1%	3	2%
Protective Services	961		833	87%	128	13%	485	50%	250	26%	60	6%	0	0%	2	0%	36	4%	60	6%	8	1%
F	193	20%	183	19%	10	1%	129	13%	39	4%	1	0%	0	0%	0	0%	14	1%	4	0%	2	0%
M	768	80%	650	68%	118	12%	356	37%	211	22%	59	6%	0	0%	2	0%	22	2%	56	6%	6	1%
Paraprofessionals	5		5	100%	0	0%	4	80%	0	0%	1	20%	0	0%	0	0%	0	0%	0	0%	0	0%
F	4	80%	4	80%	0	0%	4	80%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M	1	20%	1	20%	0	0%	0	0%	0	0%	1	20%	0	0%	0	0%	0	0%	0	0%	0	0%
Administrative Support	634		588	93%	46	7%	339	53%	80	13%	144	23%	1	0%	0	0%	24	4%	4	1%	11	2%
F	378	60%	357	56%	21	3%	230	36%	50	8%	64	10%	0	0%	0	0%	13	2%	4	1%	8	1%
M	256	40%	231	36%	25	4%	109	17%	30	5%	80	13%	1	0%	0	0%	11	2%	0	0%	3	0%
Skilled Craft	15,852		11389	72%	4,463	28%	5,462	34%	2,236	14%	2,869	18%	79	0%	7	0%	736	5%	295	2%	56	0%
F	534	3%	499	3%	35	0%	360	2%	75	0%	39	0%	0	0%	1	0%	24	0%	3	0%	6	0%
M	15,318	97%	10890	69%	4,428	28%	5,102	32%	2,161	14%	2,830	18%	79	0%	6	0%	712	4%	292	2%	50	0%
Service Maintenance	28,198		25516	90%	2,682	10%	16,032	57%	6,355	23%	2,152	8%	71	0%	4	0%	902	3%	454	2%	130	0%
F	7,731	27%	7455	26%	276	1%	5,558	20%	1,431	5%	203	1%	19	0%	2	0%	242	1%	55	0%	46	0%
M	20,467	73%	18061	64%	2,406	9%	10,474	37%	4,924	17%	1,949	7%	52	0%	2	0%	660	2%	399	1%	84	0%
Total	48,556		40,463	83%	8,093	17%	23,279	48%	9,347	19%	5,771	12%	156	0%	16	0%	1,894	4%	912	2%	315	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.

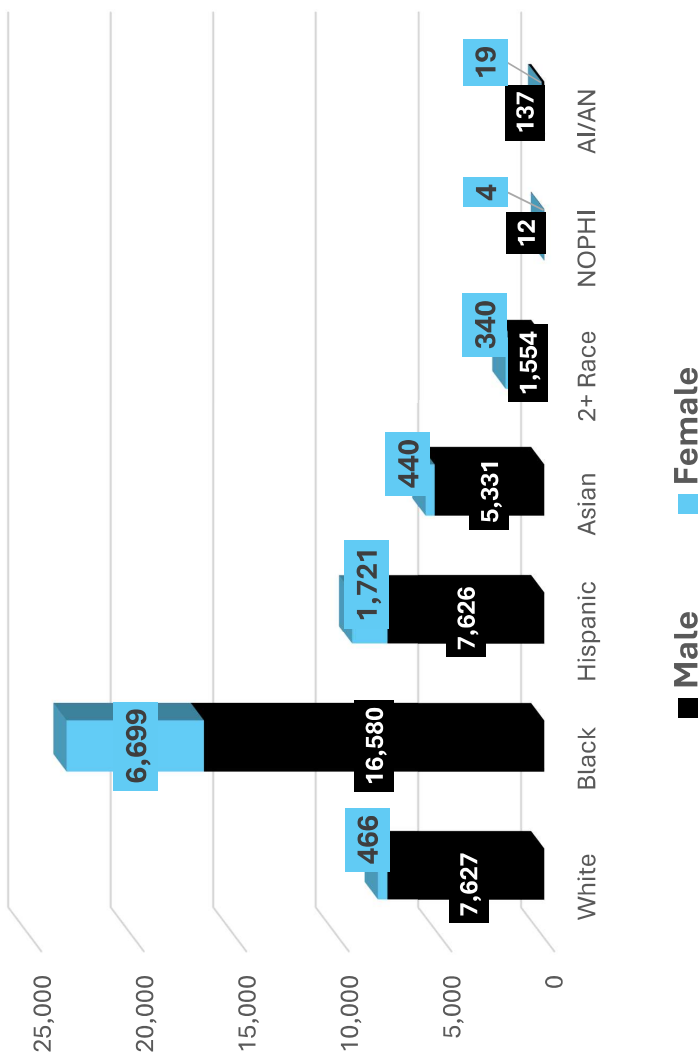


NYCT's Workforce – 3Q

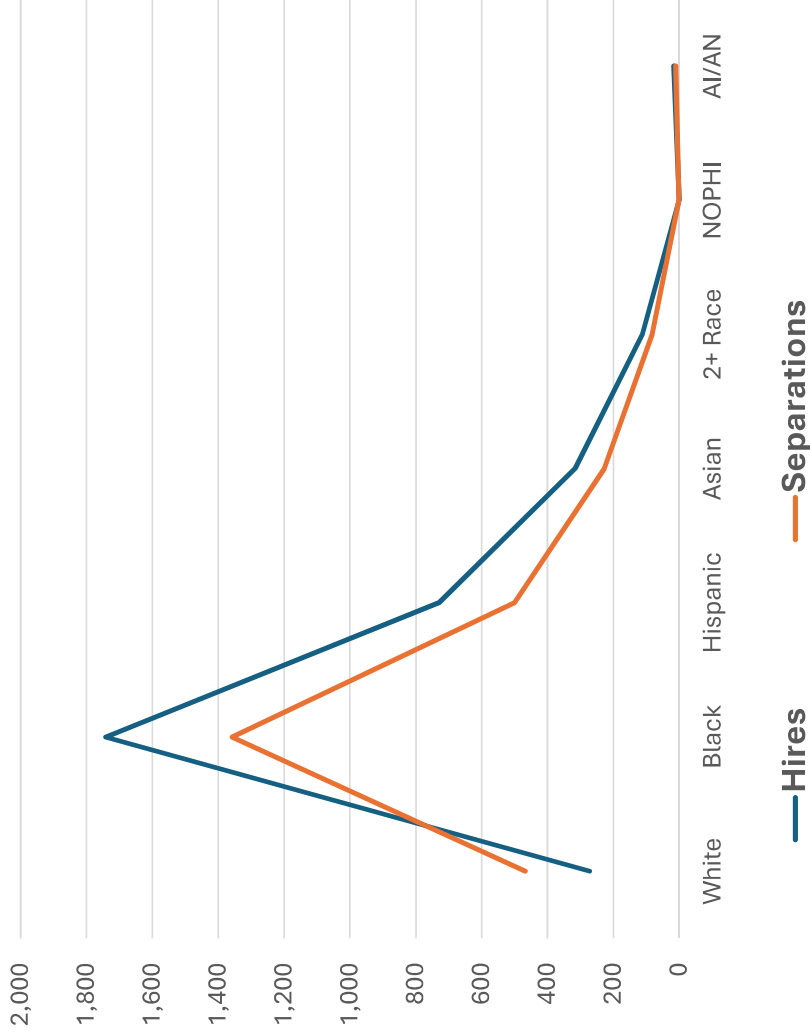
48,556 strong as of September 30, 2024

- 
20% (9,689) self-identified as females
- 
83% (40,463) self-identified as minorities
- 
2% (912) veterans
- 
1% (315) self-identified as a persons with a disability.

Workforce by Sex and Ethnicity



Hires and Separations
January 1, 2024 – September 30, 2024



3,187 new hires and 2,647 separations resulted in the following:



A net increase of 271 self-identified female and 269 self-identified male employees.



A net increase of 736 minorities



A net decrease of 43 self identified veteran, and



A net decrease of 13 self identified individuals with a disability

All Agency Employee Resource Groups Quarterly Highlights

Advancing Black Excellence in the Workplace, October 2024 - B.E.G.I.N. held a panel discussion centered on Advancing Black Excellence in the Workplace Exploring Lessons Moving Forward. Several MTA executives from operations and headquarters took part in this critical dialogue, they shared lessons learned, tips, and helpful hints that shaped their trajectory of their careers.

Making Strides Against Breast Cancer Walk, October 2024 - Empowering Women in Transportation (EWT) led the MTA's participation in the Making Strides for Breast Cancer Walk. This is the second year that EWT spearheaded this initiative. EWT expanded many this years walk to include two walk locations, MTA Breast Cancer Walk T-shirts, and partnerships with other departments. The goal was to raise \$30,000 and we raised over \$40,000.

Winter Coat & Toy Drive, November 2024 – All Generational hosted their annual winter toy and coat drive to benefit The Henry Street Settlement. Collection boxes were available at all MTA Agencies for employees to drop off their donations

MTA Strategic Priority – Revive Talent and Culture

All Agency Employee Resource Groups (ERG) Quarterly Highlights

Veterans ERG Veteran Day Ceremony and Parade, November 2024 - The **Veteran ERG** held their annual Veteran Day Ceremony to commemorate the service and sacrifice of our Armed Service Veterans. MTA Pipes and Drums, as well as The Color Guard, participated in the observance. Additionally, Veterans took part in the New York City Veterans Day Parade.

Lunch & Learn, November 2024 – Pride Express hosted a lunch and learn detailing the timeline of historical events that shaped the LGBTQ+ rights in the workplace.

Professional Speed Networking, November 2024 - Young Professional (YP) members had the opportunity to meet employees from different agencies and crafts; to introduce themselves describe their roles and responsibilities. The networking opportunity is one method that allows YP ERG to build community.

MTA Strategic Priority – Revive Talent and Culture



Complaints and Lawsuits

January 1, 2024 – September 30, 2024

Title VI and Related Discrimination Complaints



18 Title VI and Related** complaints were **filed** citing **25** separate bases

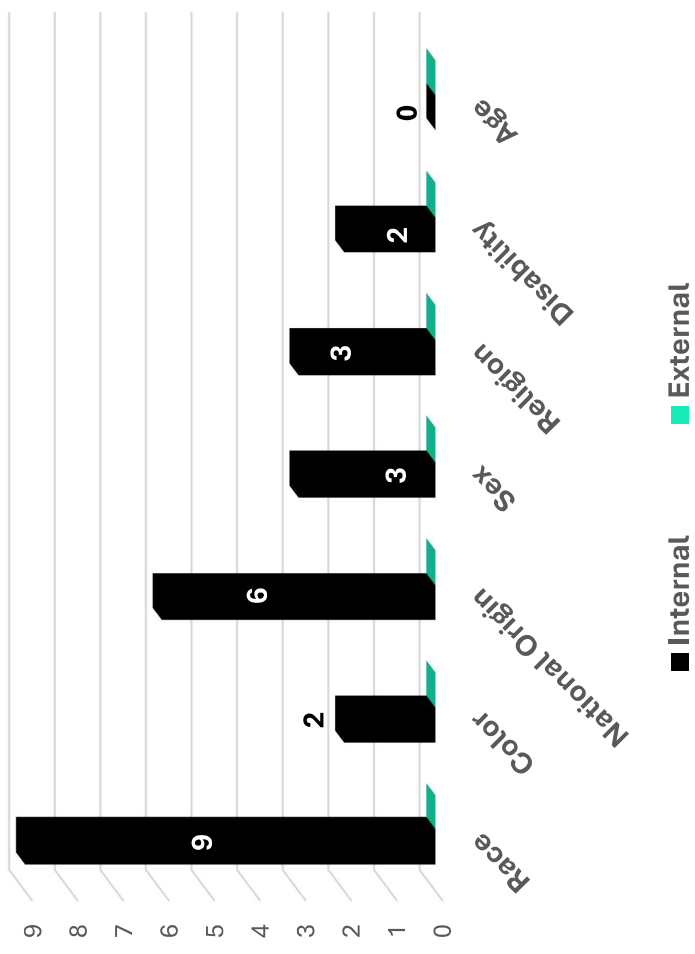


The most frequently cited basis was **Race**



There were **0** Title VI complaints filed with **external agencies** and **0** Title VI **Lawsuits** filed

Title VI and Related Discrimination Complaints
by Bases



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

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

Employment Discrimination Complaints



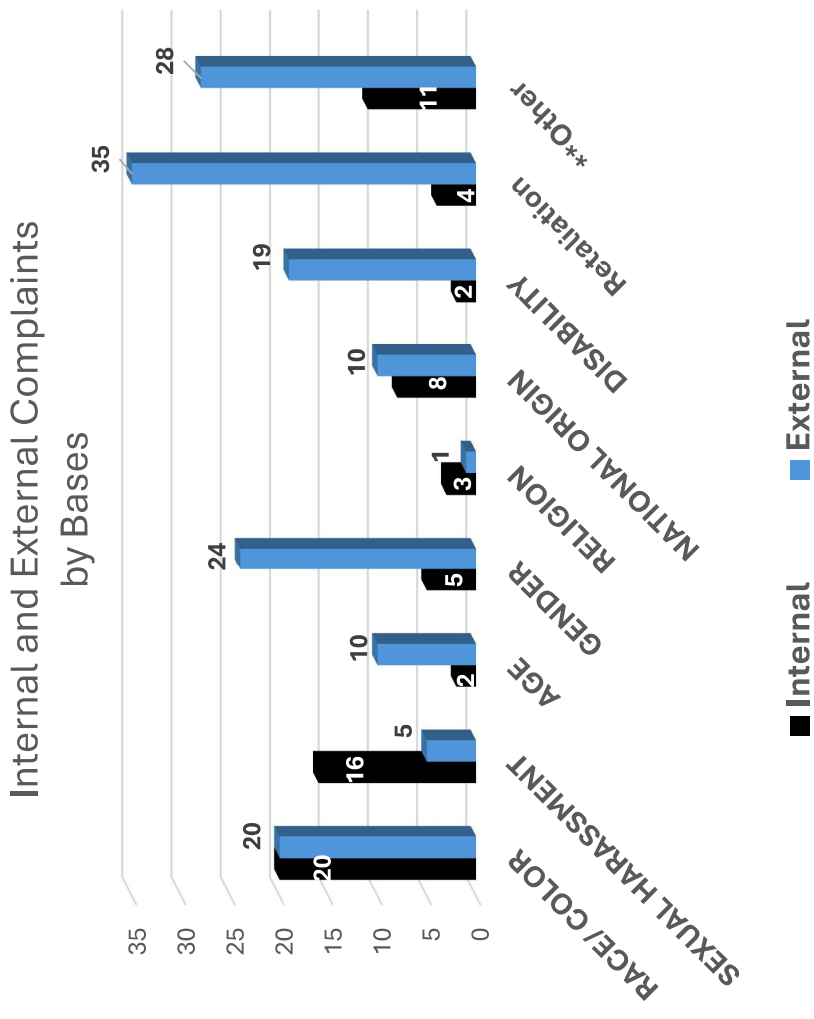
98 complaints were **filed** citing 223 separate bases



The most frequent singularly-cited basis was **Race/Color**



There were **19** lawsuits filed



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

Note: **“Other” consists of any of the remaining 12 legally protected bases not individually shown. Additionally, numerous incoming matters were also handled during this time period.