

MTA Bus Company

Diversity and Equal Opportunity

3rd Quarter Progress Report

December 16, 2024





MTA Bus Workforce as of September 30, 2024

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	183		133	73%	50	27%	52	28%	40	22%	23	13%	0	0%	0	0%	18	10%	12	7%	13	7%
F	40	22%	34	19%	6	3%	22	12%	4	2%	3	2%	0	0%	0	0%	5	3%	0	0%	1	1%
M	143	78%	99	54%	44	24%	30	16%	36	20%	20	11%	0	0%	0	0%	13	7%	12	7%	12	7%
Professionals	83		64	77%	19	23%	24	29%	13	16%	18	22%	0	0%	0	0%	9	11%	3	4%	2	2%
F	33	40%	30	36%	3	4%	14	17%	8	10%	4	5%	0	0%	0	0%	4	5%	0	0%	2	2%
M	50	60%	34	41%	16	19%	10	12%	5	6%	14	17%	0	0%	0	0%	5	6%	3	4%	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	5		4	80%	1	20%	3	60%	1	20%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
F	1	20%	0	0%	1	20%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M	4	80%	4	80%	0	0%	3	60%	1	20%	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	94%	1	6%	10	63%	1	6%	2	13%	0	0%	0	0%	2	13%	0	0%	2	13%
F	12	75%	11	69%	1	6%	7	44%	1	6%	2	13%	0	0%	0	0%	1	6%	0	0%	2	13%
M	4	25%	4	25%	0	0%	3	19%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%
Skilled Craft	652		493	76%	159	24%	227	35%	102	16%	87	13%	6	1%	6	1%	65	10%	17	3%	5	1%
F	2	0%	2	0%	0	0%	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0%	0	0%
M	650	100%	491	75%	159	24%	225	35%	102	16%	87	13%	6	1%	6	1%	65	10%	16	2%	5	1%
Service Maintenance	3,001		2,727	91%	274	9%	1,621	54%	725	24%	236	8%	14	0%	2	0%	129	4%	42	1%	11	0%
F	414	14%	398	13%	16	1%	269	9%	107	4%	3	0%	2	0%	0	0%	17	1%	2	0%	0	0%
M	2,587	86%	2,329	78%	258	9%	1,352	45%	618	21%	233	8%	12	0%	2	0%	112	4%	40	1%	11	0%
Total	3,940		3,436	87%	504	13%	1,937	49%	882	22%	366	9%	20	1%	8	0%	223	6%	74	2%	33	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 Bus Workforce – 3Q

3,940 strong as of September 30, 2024



13% (502) self-identified as females



86% (3,436) self-identified as minorities

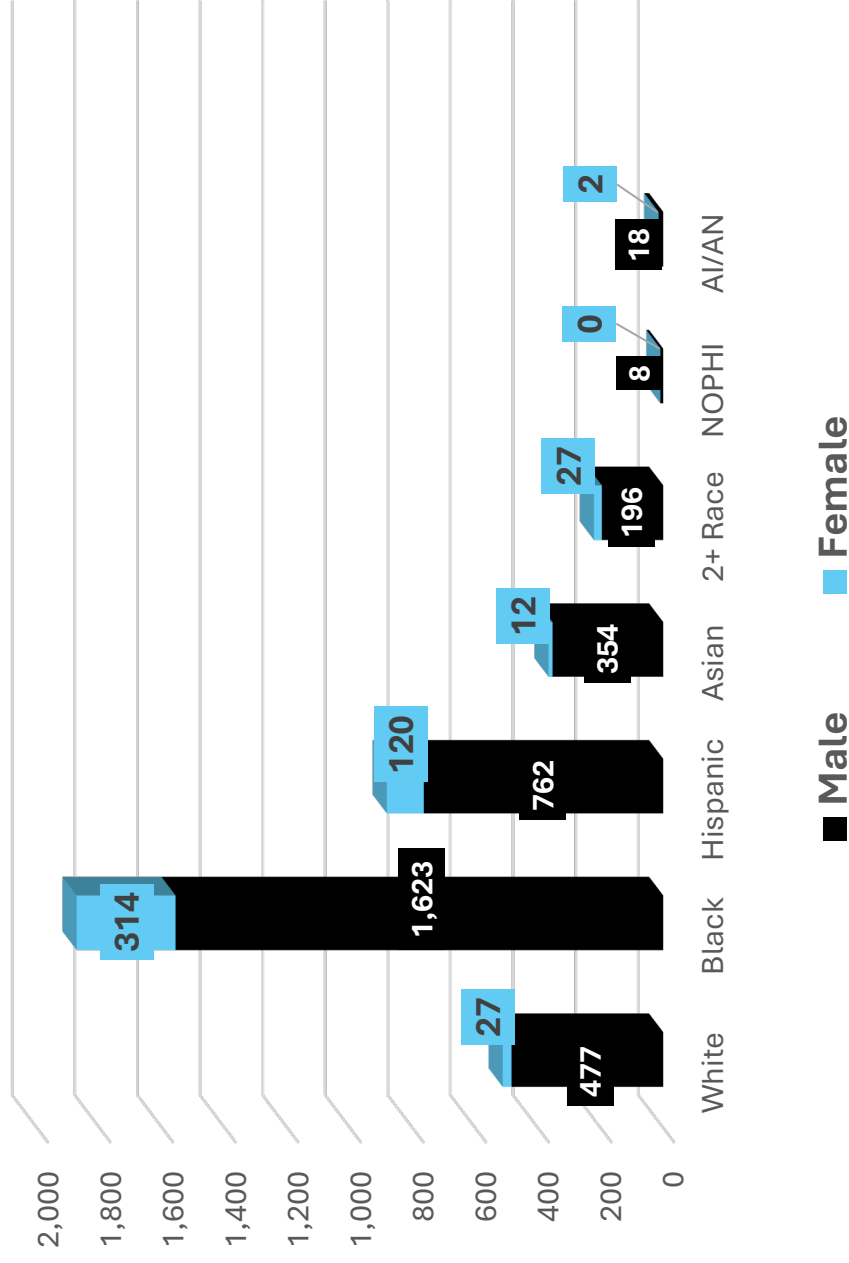


2% (74) veterans



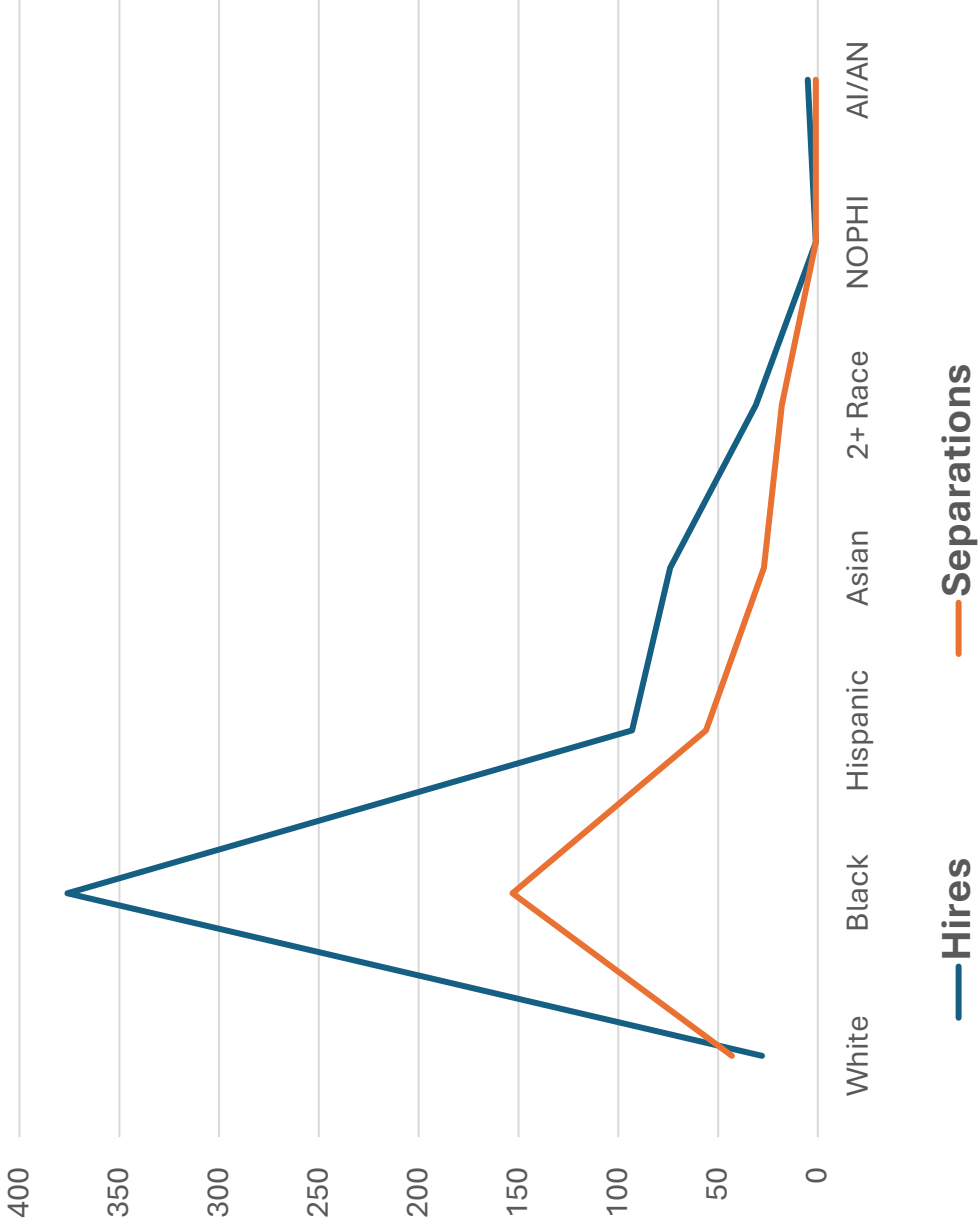
1% (33) self-identified as a persons with a disability.

Workforce by Sex and Ethnicity



Hires and Separations

January 1, 2024 – September 30, 2024



608 new hires and 299 separations resulted in the following:



A net increase of **34** self-identified **female** and **275** self-identified **male** employees.



A net increase of **328** minorities



A net increase of **4** self identified **veteran**, and



The self identified **individuals with a disability** has decreased by **1** with **3** separations and **2** new hires.

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

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.



Complaints and Lawsuits

January 1, 2024 – September 30, 2024

Title VI and Related Discrimination Complaints



11 Title VI and Related** complaints were **filed** citing **12** separate bases

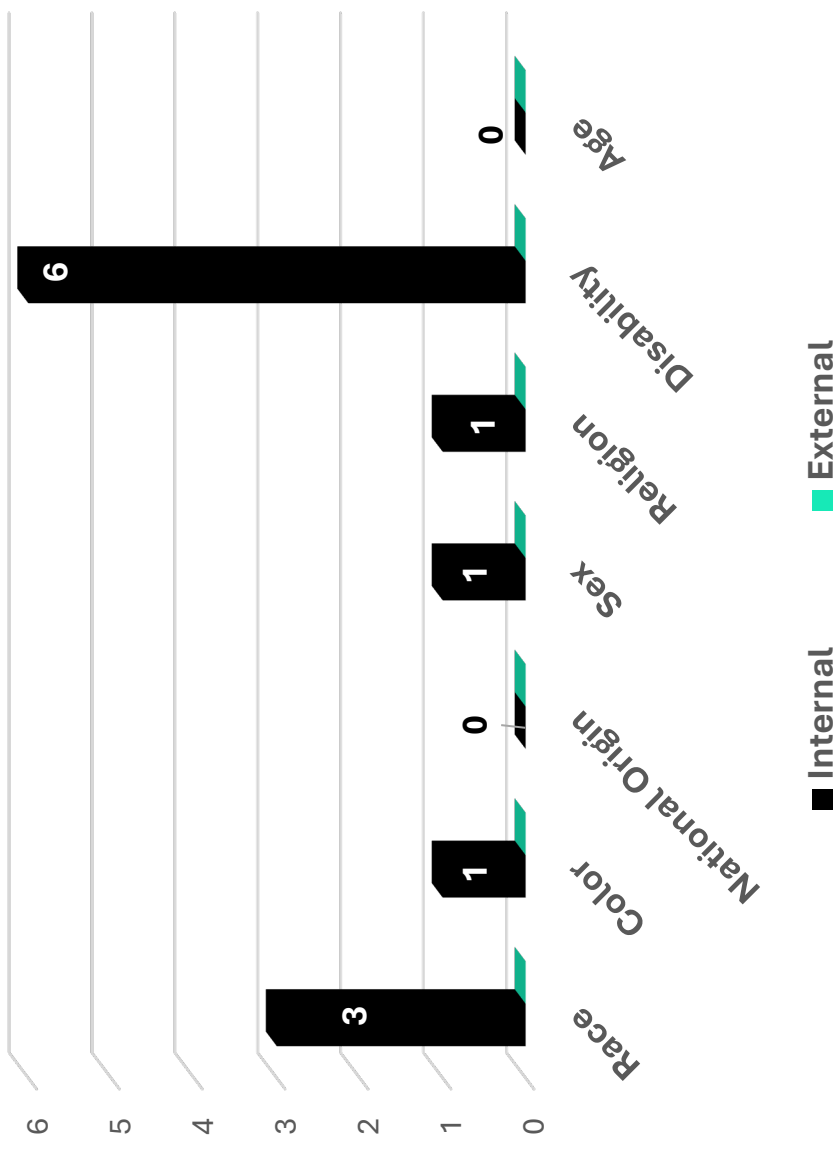


The most frequently cited basis was **Disability**



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



4 complaints were **filed** citing **11** separate bases

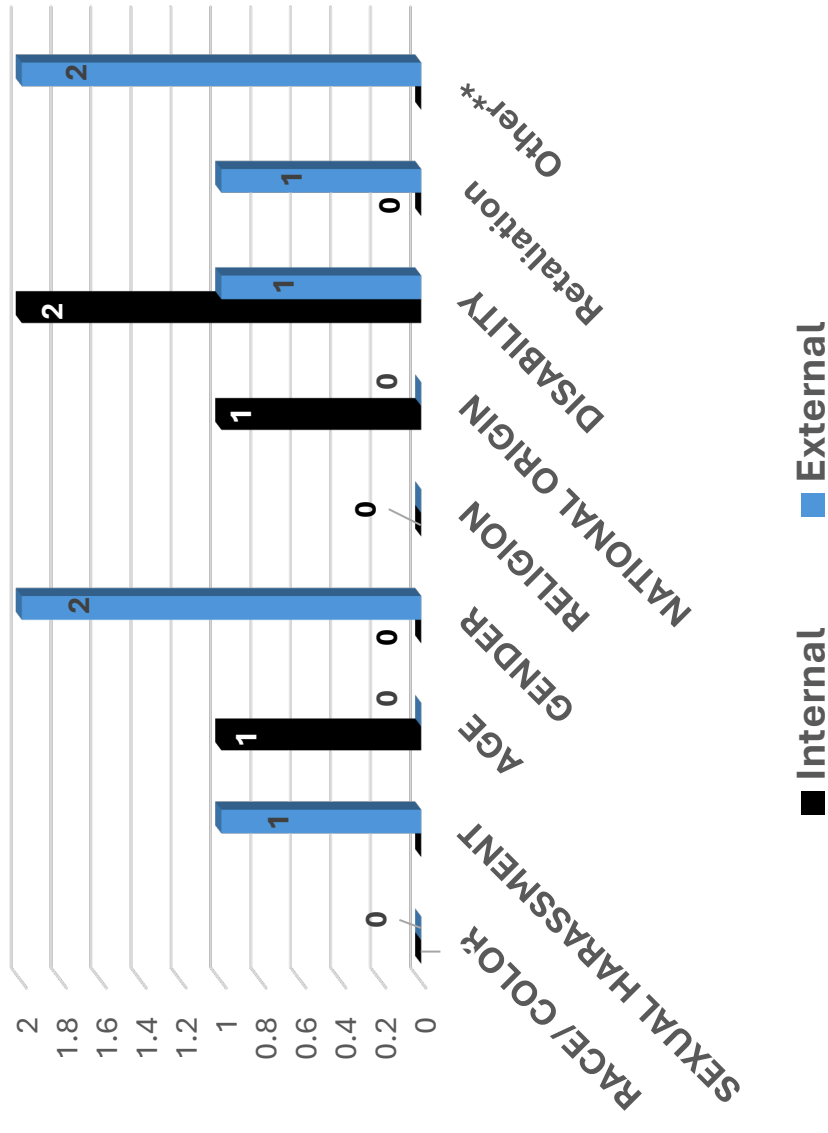


The most frequent singularly-cited basis was **Disability**



There were **0** lawsuits filed

Internal and External Complaints
by Bases



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.