



**Metropolitan Transportation Authority**

# **Diversity Committee Meeting**

## **September 2021**

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### **Committee Members**

R. Herman, Chair  
L. Cortés-Vázquez  
N. Zuckerman

# **Diversity Committee Meeting**

**2 Broadway, 20th Floor Board Room New York NY 10004**

**Wednesday, 9/15/2021**

**9:00 - 10:00 AM ET**

## **1. PUBLIC COMMENT PERIOD**

## **2. APPROVAL OF MINUTES**

*May Diversity Committee Meeting Minutes - Page 3*

## **3. 2021 DIVERSITY COMMITTEE WORK PLAN**

*2021 Diversity Committee Work Plan - Page 4*

## **4. EXECUTIVE SUMMARY**

*Executive Summary - Page 8*

## **5. BUSINESS AND DIVERSITY INITIATIVES**

*Business and Diversity Initiatives - Page 26*

## **6. DBE CERTIFICATION ACTIVITY REPORT**

*DBE Certification - Page 32*

## **7. EEO INITIATIVES**

*EEO and Title VI - Page 34*

## **8. SMALL BUSINESS DEVELOPMENT PROGRAM UPDATE**

*Small Business Development Program - Page 58*

## **9. M/W/DBE AND SDVOB CONTRACT COMPLIANCE**

*M/W/DBE and SDVOB Contract Compliance - Page 75*

## **10. M/W/DBE AND SDVOB ON CAPITAL PROJECTS**

*M/W/DBE and SDVOB on Capital Projects - Page 101*

## **11. FINANCIAL SERVICES**

*Underwriter Fees - Page 103*

## **12. ASSET FUND MANAGERS**

*Asset Fund Managers - Page 105*

## **MTA DIVERSITY COMMITTEE**

Meeting Minutes  
2 Broadway, 20<sup>th</sup> Floor  
New York, NY 10004  
Monday, May 24, 2021

Because of the ongoing COVID-19 public health crisis, the MTA Chairman convened a one-day, virtual Board and Committee meeting session on May 24, 2021, which included the following committees:

Long Island Railroad and Metro-North Railroad  
New York City Transit  
MTA Bridges and Tunnels  
Finance  
Capital Program Oversight  
Diversity  
Audit

To see a summary of the Diversity Committee meeting, please refer to the May 24, 2021 Board minutes in the June Board Book available here on the Board materials website:  
<https://new.mta.info/document/42686>.

## 2021 Diversity Committee Work Plan

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### I. RECURRING AGENDA ITEMS

#### Responsibility

Approval of Minutes	Committee Chair & Members
Committee Work Plan	Committee Chair & Members
MTA Agency-wide Business and Diversity Initiatives and EEO Programs Activities	Dept. of Diversity/Civil Rights
MTA DBE Certification Program Activities	Dept. of Diversity/Civil Rights
M/W/DBE and SDVOB Contract Compliance Activities	Dept. of Diversity/Civil Rights
Action Items (if any)	As listed

### II. SPECIFIC AGENDA ITEMS

#### Responsibility

#### February 2021

2020 Year-End Report	Dept. of Diversity/Civil Rights
2021 Departmental Goals	Dept. of Diversity/Civil Rights
2021 EEO, ADA and Sexual and Other Discriminatory Harassment Policy Statements	Dept. of Diversity/Civil Rights
All Agency Title VI Policy Statement	
All Agency Title VI Procedure	
Diversity Committee Charter Review	Committee Chair and Members

#### May 2021

1st Quarter 2021 Report	Dept. of Diversity/Civil Rights
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#### September 2021

2nd Quarter 2021 Report	Dept. of Diversity/Civil Rights
Recruitment Strategies for MTAHQ and MTA Agencies	Dept. of Diversity/Civil Rights, MTAHQ and Agency Staff

#### December 2021

3 <sup>rd</sup> Quarter 2021 Report	Dept. of Diversity/Civil Rights
Status Report on MTA Inter-Agency M/W/DBE and SDVOB Task Force	Dept. of Diversity/Civil Rights
2021 Diversity Committee Work Plan	Dept. of Diversity/Civil Rights

## **Detailed Summary**

### **I. RECURRING**

#### **Approval of Minutes**

Approval of the official proceedings of the previous month's Committee meeting.

#### **Diversity Committee Work Plan**

An update of any edits and/or changes in the work plan.

#### **MTA Agency-wide Business and Diversity Initiatives Program Activities**

The MTA Department of Diversity and Civil Rights update of planned Agency-wide Business and Diversity Initiatives Program activities.

#### **MTA Agency-wide EEO Program Activities**

The MTA Department of Diversity and Civil Rights update of agency-wide workforce analysis, new hires and EEO and Title VI complaints.

#### **MTA DBE Certification Program Activities**

MTA Department of Diversity and Civil Rights update of DBE Certification Program activities.

#### **M/W/DBE and SDVOB Contract Compliance Activities**

MTA Department of Diversity and Civil Rights update of M/W/DBE and SDVOB contract activities and program initiatives.

#### **Action Items**

Staff summary documents presented to the Board for approval of items affecting business standards and practices.

### **II. SPECIFIC AGENDA ITEMS**

#### **February 2021**

##### **Overview of 2021 MTA Department of Diversity/Civil Rights Departmental Goals**

The MTA Department of Diversity and Civil Rights will present an overview of Departmental goals and objectives for 2021.

##### **2020 Year-End Report**

The Department of Diversity and Civil Rights will present 2020 year-end update on MTA Agency-wide EEO and M/W/DBE and SDVOB contract compliance activities.

##### **Recommitment to Equal Employment Opportunity ("EEO")**

Each year, the MTA disseminates Policies addressing the Americans with Disabilities Act ("ADA"), Sexual and Other Discriminatory Harassment Prevention and EEO in order to reaffirm MTA's commitment to ensuring a work place environment free from illegal

discrimination and to ensure continued compliance with all applicable laws and regulations. The Department of Diversity and Civil Rights will present the 2021 EEO Policy.

All Agency Title VI Policy Statement presented for approval

All Agency Title VI Procedure presented for approval

#### Recruitment Strategies

Staff from the Department of Diversity and Civil Rights, MTAHQ and MTA Agencies will present recruitment strategies to address underutilization of minorities and women in the workforce.

#### Diversity Committee Charter Review

The Diversity Committee will review and assess the adequacy of its charter and recommend changes as necessary.

#### **May 2021**

##### 1<sup>st</sup> Quarter 2021 Report

The Department of Diversity and Civil Rights will present 1<sup>st</sup> quarter 2021 update on MTA Agency-wide EEO, and M/W/DBE and SDVOB contract compliance activities.

#### **September 2021**

##### 2<sup>nd</sup> Quarter 2021 Report

The Department of Diversity and Civil Rights will present 2<sup>nd</sup> quarter 2021 update on MTA Agency-wide EEO, and M/W/DBE and SDVOB contract compliance activities.

Title VI Program Approval

#### Recruitment Strategies

Staff from the Department of Diversity and Civil Rights, MTAHQ and MTA Agencies will present recruitment strategies to address underutilization of minorities and women in the workforce.

#### **December 2021**

##### 3<sup>rd</sup> Quarter 2021 Report

The Department of Diversity and Civil Rights will present 3<sup>rd</sup> quarter 2021 update on MTA Agency-wide EEO and M/W/DBE and SDVOB contract compliance activities.

#### Status Report on MTA Inter-Agency M/W/DBE and SDVOB Task Force

The Department of Diversity and Civil Rights report will address progress made by the Task Force to improve M/W/DBE and SDVOB participation.

2022 Diversity Committee Work Plan

The Department of Diversity and Civil Rights will present an updated Diversity Committee Work Plan for 2022.

# Metropolitan Transportation Authority Department of Diversity and Civil Rights

## Executive Summary

September 15, 2021





# Executive Summary

## Largest Awarded MWDBE/SDVOB Contracts

October 1, 2020-June 30, 2021

### Top Prime Awards\*

Asia Trading Int'l LLC WBE **\$33.7M**

Compulink Technologies, Inc. MBE **\$3.4M**

M. Bhuiyan Construction Co., Inc. DBE **\$2M**

Web House Inc. SDVOB **\$816K**

### Top Subcontract Awards\*

M. Ali Construction Inc. DBE **\$4.7M**

Northeast Structural Steel Inc. WBE **\$3.2M**

Jag'd Construction, Inc. MBE **\$2.1M**

Loreman's Embroidery LLC SDVOB **\$2.1M**

\* For MWBE and SDVOB, the reporting period is from April 2021 through June 2021.  
For DBE, the reporting period is from October 2020 through March 2021.



# Executive Summary

## ■ Business & Diversity Initiatives

- During the period of April 2021 through June 2021, DDCR outreach efforts attracted **723 firms**.
- Summary of Outreach Efforts – April 2021 through June 2021

As a result of DDCR's outreach efforts, **13** certified firms received a total of **\$9,837,282** in awards and **58** certified firms received **\$31,619,439** in payments.

<b>Awards -</b>	\$ 9,837,282
<b>*Payments -</b>	\$ 31,619,439

\*Total payments include ongoing payments on previously awarded contracts



# Executive Summary

## ■ Certification Activity Report

During 2017 – 2021, there were **457** new applications received and **302** firms certified.

## ■ Status:

There is a slight decrease in new applications received.

## ■ Trends

- Upward
- Constant
- Downward: New applications received

## ■ Strategy for Improvement:

Hire additional DBE certification staff to manage increased certification activity.



# Executive Summary

## □ EEO (full report on pages 34-57)

- MTA's overall workforce is currently comprised of **69,639** employees; of which **12,513 (18%)** are Females,\* **48,895 (70%)** are Minorities, **2,104 (3%)** are Veterans,\* and **445 (0.6%)** are People with Disabilities.\*\* A breakdown of the MTA-wide workforce is detailed on page 35.
- MTA Agencies hired **1,310** employees; of which **401 (31%)** are females,\* **1,015 (77%)** are Minorities, **42 (3%)** are veterans,\*\* and **28 (2%)** are People With Disabilities.
- In the second quarter of 2021, MTA Agencies handled a total of **351** EEO complaints; of which **197** were internal and **154** were external. In the second quarter of 2020, MTA Agencies handled a total of **365** EEO complaints; of which **219** were internal and **146** were external complaints.
- As of June 30, 2021, utilization of females and minorities has remained **constant** when compared to June 30, 2020.

\*Includes minorities, non-minorities, and veterans

\*\*We believe that there are more people with disabilities in our workforce, but they have not self-identified as such.



# Executive Summary

- **EEO (Continued)**

- **Status:** 5 of 8 goals are met

- **Trends**

- Upward
- ☑ Constant
- Downward

- **Strategies for Improvement:**

- Increase Staffing
- Expand relationships with professional and minority organizations to increase applicant pool.



# Executive Summary

## ■ Small Business Development Program (as of June 30, 2021)

### The Program – Current Status

- Calendar Year 2020, SBDP awarded **28 contracts** totaling **\$34 million \***
- Calendar Year 2021 Quarter 1&2, SBDP awarded **12 contracts** totaling **\$8.6 million**
- The Small Business Development Program (SBDP) awarded **464 contracts** totaling **\$494.8 million.**
- SBDP successfully recruited **fourteen (14)** Service-Disabled Veteran-Owned Business (SDVOB) certified firms. **Four (4) firms** were awarded contracts totaling **\$1,716,086.**
- The Small Business Development Loan Program issued **132 loans** totaling **\$18.4 million.**
- The Small Business Development Bond Program has assisted Tier 2 and SBFP firms in securing **\$428 million** in surety bonds.
- The Small Business Development Training Program – more than 900 firms have participated in the training since the inception of the program.

\* Due to COVID-19 Pandemic all capital contract awards were put on 90-day moratorium.



# Executive Summary

## ■ Small Business Development Program (continued)

■ **Status:** Program is not achieving its goals.

### ■ Trends

- Upward
- Constant
- Downward \*

■ **Strategies for improvements:** n/a

\* Due to COVID-19 Pandemic all capital contract awards were put on 90-day moratorium.



# Executive Summary

## ■ MWDBE and SDVOB Contract Compliance

### ■ 30% NY State Fiscal Year 2021-2022 MWBE Goal

- 12% MWBE participation in contract awards\*
- 27% MWBE participation in contract payments\*

### ■ 6% NY State Fiscal Year 2021-2022 SDVOB Goal

- 8% SDVOB participation in contract awards\*
- 5% SDVOB participation in contract payments\*

### ■ 20% Federal Fiscal Year 2020-2021 DBE Goal

- 14% DBE participation in contract awards\*\*
- 19% DBE participation in contract payments on ongoing contracts\*\*
- 10% DBE participation on payments on closed contracts\*\*

\* First quarter of the NYS Fiscal Year 2021-2022

\* First semi-annual of the Federal Fiscal Year 2020-2021





# Executive Summary

## ■ MWDBE and SDVOB Contract Compliance (Continued)

- Currently, DDCR monitors more than **1,016 contracts** for MWDBE and SDVOB goal compliance.
- During the first half of 2021, DDCR conducted **359 site visits** for MWDBE and SDVOB contract compliance.
  - Monthly Average: **60**
- During the first half of 2021, DDCR has closed **72** contracts.
  - Monthly Average: **12**



# Executive Summary

- **MWDBE and SDVOB Contract Compliance (Continued)**
- **Status:** MWDBE and SDVOB goals are not being met
- **Trends**
  - Upward
  - ☑ Constant: MWBE and SDVOB participation on contract payments
  - ☑ Downward: DBE participation on contract awards
- **Strategies for Improvement:**
  - DDCR will expand on building relationships with various women, veteran and minority trade groups and associations to identify qualified firms in the minority business community.
  - Design smaller contracts for greater participation by MWDBE/SDVOBs.
  - Hiring additional MWDBE/SDVOB Contract Compliance staff.



# Executive Summary

## ■ Capital Projects

### ■ Federal Participation Goal: 20%

(First Half of Federal Fiscal Year 2021 (October 2020 to March 2021))

- Total Awards: \$85M
- Total DBE Awards: \$19M (23%)
- Total Payments: \$287M
- Total DBE Payments: \$61M (21%)

### ■ New York State MBE Participation Goal: 15%

(First Quarter of NYS Fiscal Year 2021-2022 (April 2021 – June 2021))

- Total Awards: \$43M
- Total MBE Awards: \$6M (14%)
- Total Payments: \$54M
- Total MBE Payments: \$12M (22%)

### ■ New York State WBE Participation Goal: 15%

(First Quarter of NYS Fiscal Year 2021-2022 (April 2021 – June 2021))

- Total Awards: \$43M
- Total WBE Awards: \$5M (11%)
- Total Payments: \$54M
- Total WBE Payments: \$5M (9%)

### ■ Service Disabled Veteran-Owned Business Participation Goal: 6%

(First Quarter of NYS Fiscal Year 2021-2022 (April 2021 – June 2021))

- Total Awards: \$21M
- Total SDV OB Awards \$851,777 (4%)
- Total Payments: \$175M
- Total SDV OB Payments: \$2M (1%)

\*Report is based on original contract amount provided by MTA Agencies for third-party design and construction contracts (excluding rolling stock and signals).



# Executive Summary

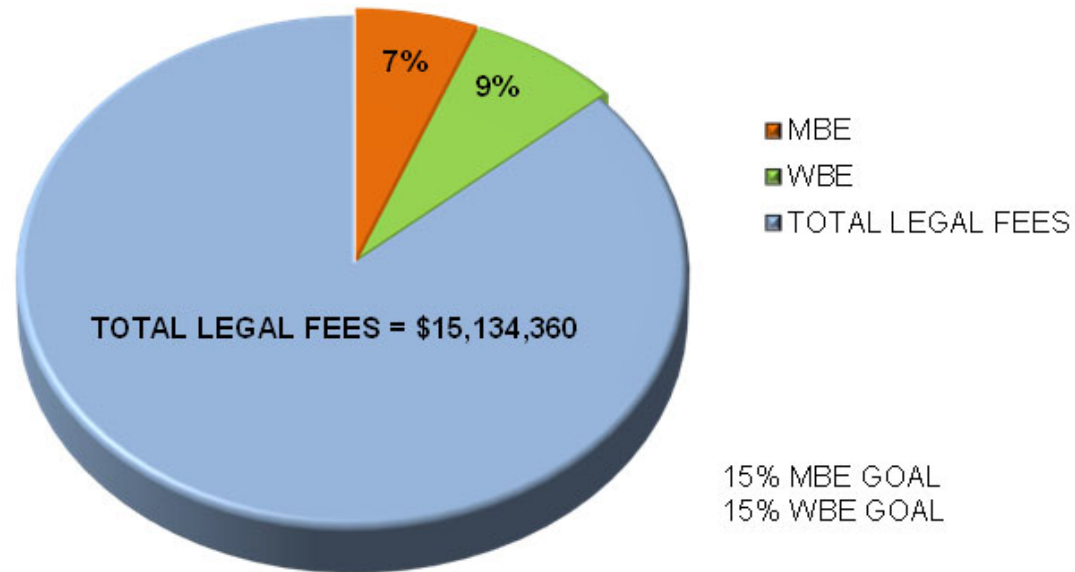
## Capital Projects (Continued)

- **Status:** WBE and SDVOB goals are not being met
- **Trends**
  - ✓ Upward : MBE participation on contract payments  
DBE participation on contract awards
  - Constant
  - ✓ Downward: WBE participation in contract payments
- **Strategies for Improvement:**
  - DDCR will expand on building relationships with various women, veteran and minority trade groups and associations to identify qualified firms in the minority community.
  - Hiring more MWDBE/SDVOB contract compliance staff



# Executive Summary

## ■ MTA All Agency Legal Fees (April 2021 – June 2021)



Actual MBE Participation = \$1,051,875 or 7%  
Actual WBE Participation = \$1,317,488 or 9%



# Executive Summary

## MTA All Agency Legal Fees (Continued)

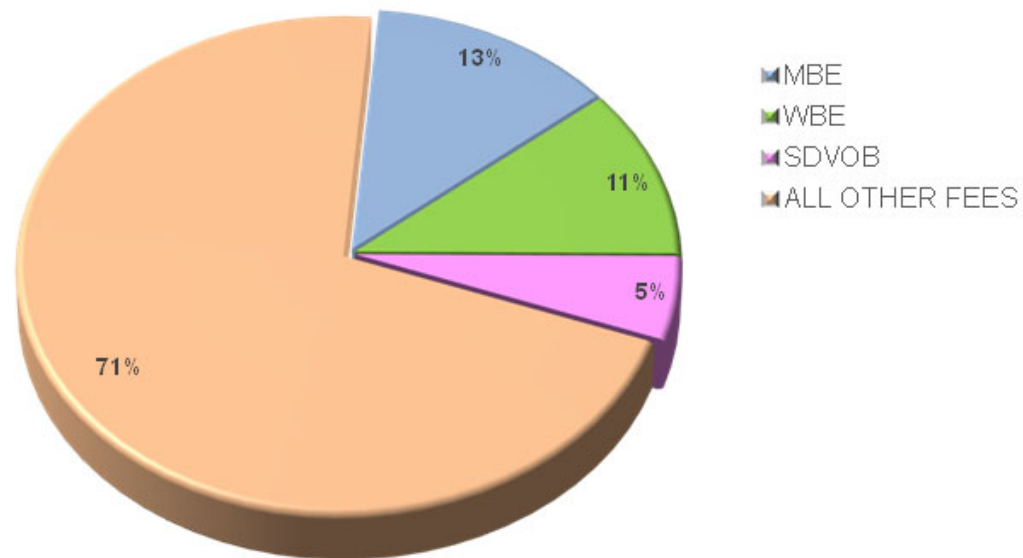
- **Status:** MWBE goals are not being met
- **Trends**
  - Upward
  - Constant
  - ☑ Downward: MWBE participation
- **Strategies for Improvement:**
  - Host an additional all-agency orientation session for prequalified minority law firms.
  - Mentor MWBE law firms to handle more specialized cases.



# Executive Summary

## Financial Services

### MTA All Agency Underwriter Fees (April 2021 – June 2021)



Actual WBE Participation = \$662,395 or 11%  
Actual MBE Participation = \$765,173 or 13%  
Actual SDVOB Participation = \$326,058 or 5%  
All Other Underwriting Fees = \$4,264,595 or 71%



# Executive Summary

## Financial Services (Continued)

- **Status:** MWBE and SDVOB goals are not being met
  
- **Trends**
  - ✓ Upward: WBE participation
  - ✓ Constant: MBE participation
  - ✓ Downward: SDVOB participation
  
- **Strategies for Improvement:** n/a





# Executive Summary

## Asset Fund Managers – MWBE Participation Combined Plans (as of June 2021)

### Combined Plans

- Total assets managed by MWBEs: \$1.87 billion; or 21% of total assets
- Majority of assets are in traditional asset classes
- Traditional assets managed by MWBEs: \$1.73 billion; or 28% of traditional assets
  - MWBE firms manage
    - 55% of US Equities
    - 39% of Real Estate
    - 35% of Non-US Equities
    - 9% of Fixed Income
    - 5 % of Opportunistic
- Alternative investments managed by MWBE's: \$138 million; or 6% of alternative investments



# Metropolitan Transportation Authority Department of Diversity and Civil Rights

## Business and Diversity Initiatives

September 15, 2021



# Business and Diversity Initiatives

## April

AACCNJ | The State of Black New Jersey 2021 | Virtual Economic Summit

DDCR hosts “ New Firm Orientation Session”

Women’s Transportation Seminar-: DBE Resource Series: DBE Toolbox

Ohio’s Fourth Annual Civil Rights Transportation Symposium

Design-Build Institute of America: Water/Wastewater and Transportation Conference

DDCR Presents “DBE Certification Workshop”

2021 NYNJ MSDC Business Opportunity Exchange

Councilman Ydanis Rodriguez: Overview of the MTA and Its Operating Agencies

## May

PSEG Long Island 2021 Virtual Supplier Diversity Procurement Fair

Lehman College Small Business Development Center presents “How to do Business with the MTA “

COMTO New York Presents ‘Business to Business Summit’

## June

DDCR Presents “DBE Certification Workshop”

DDCR hosts “ New Firm Orientation Session”

NYNJ MSDC hosts “Doing Business with the MTA”

National Association of Minority Contractors Presents: Doing Business with the MTA and SBMP Program

The Competitive Edge presents the Annual SDVOB Summit Conference



# Business and Diversity Initiatives

## Awards and Payments April 2021 – June 2021

Outreach efforts made to  
723 MWDBE/SDVOB Firms

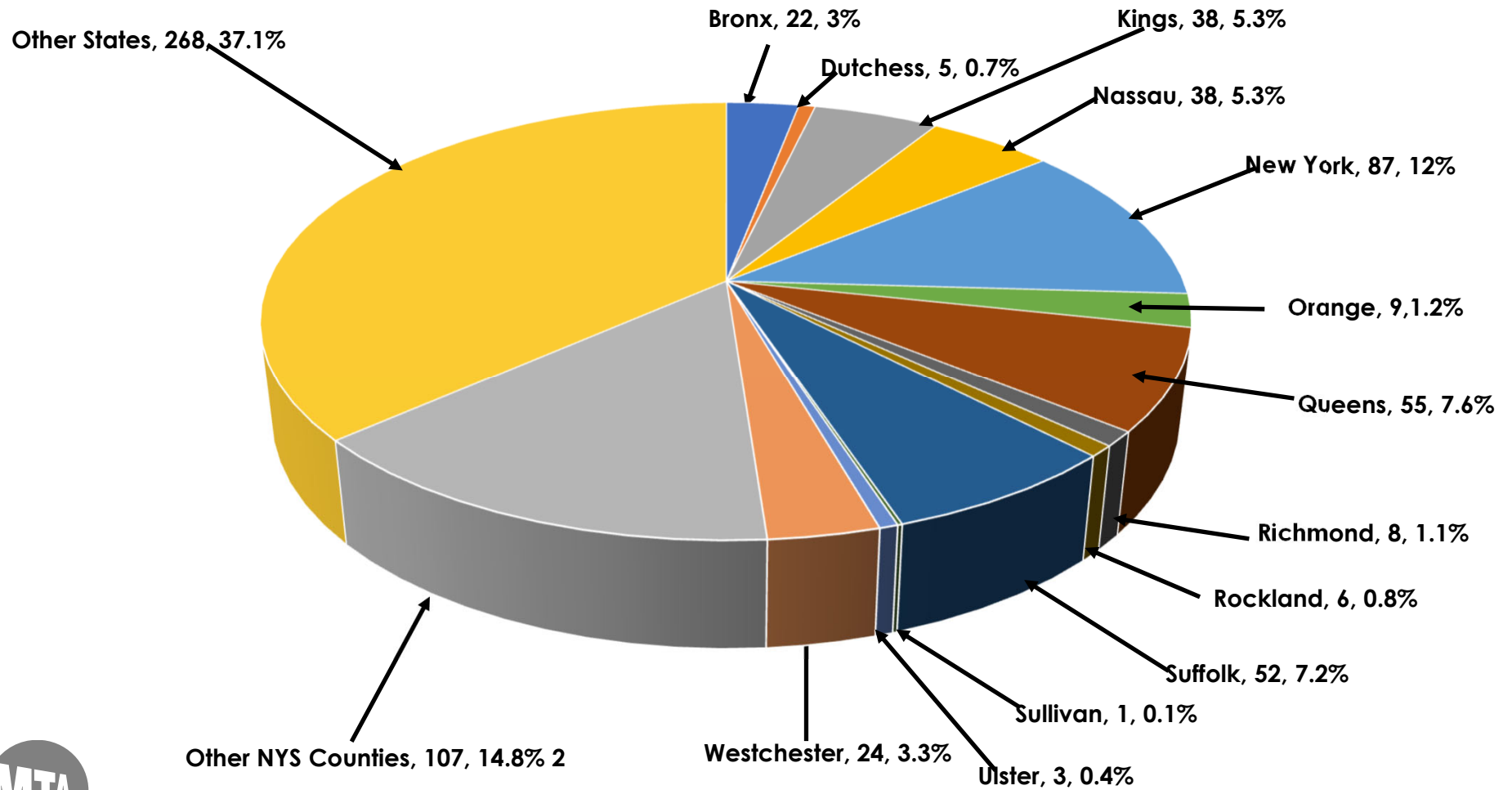
- Awards – 13 Firms totaling **\$9,837,282**
- Payments – 58 Firms totaling **\$31,619,439**

\* Payments are from recent and historical contract awards



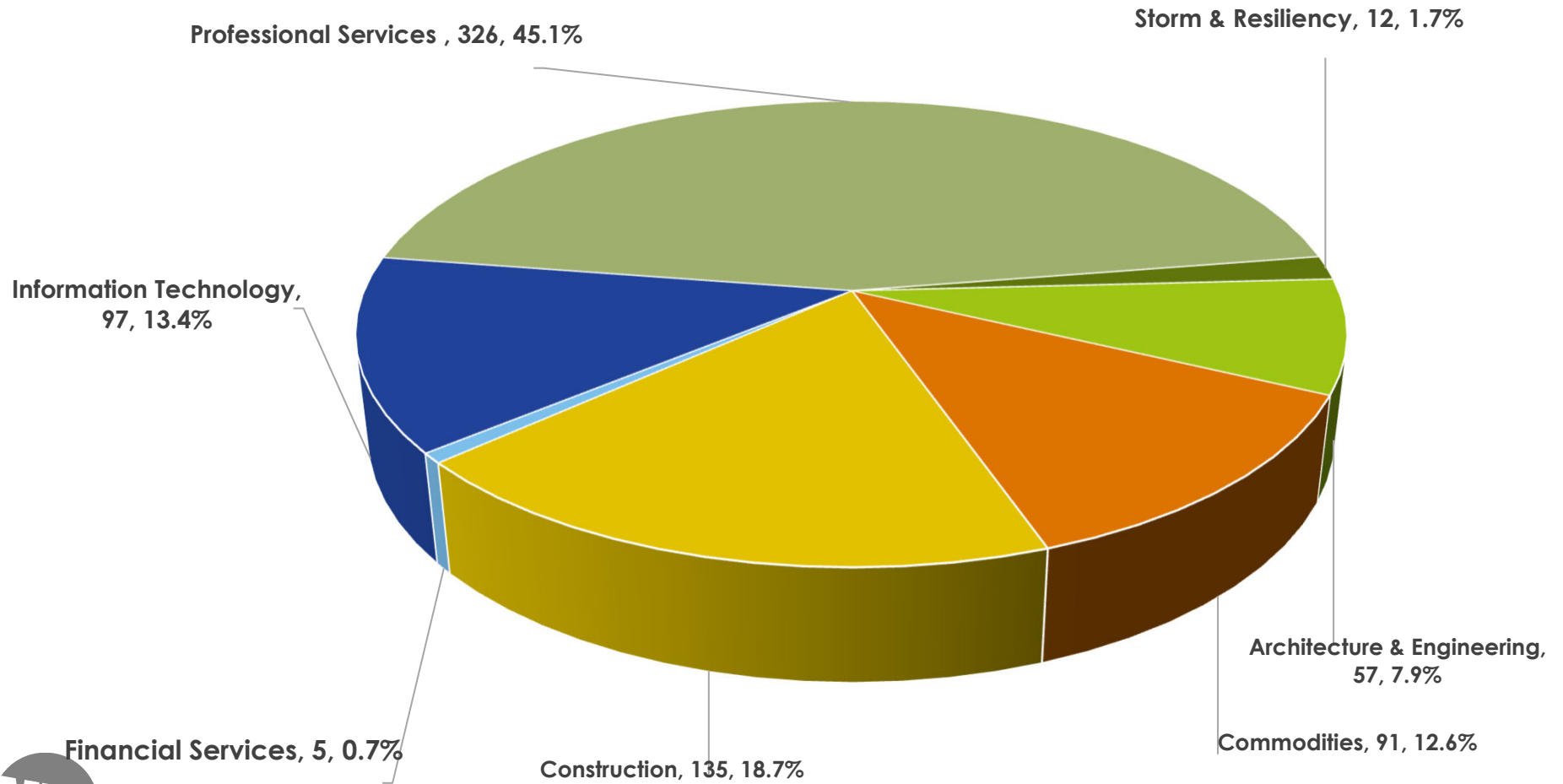
# Business and Diversity Initiatives

## Outreach Conducted In MTA Region Service Area (14 Counties) April 2021 – June 2021



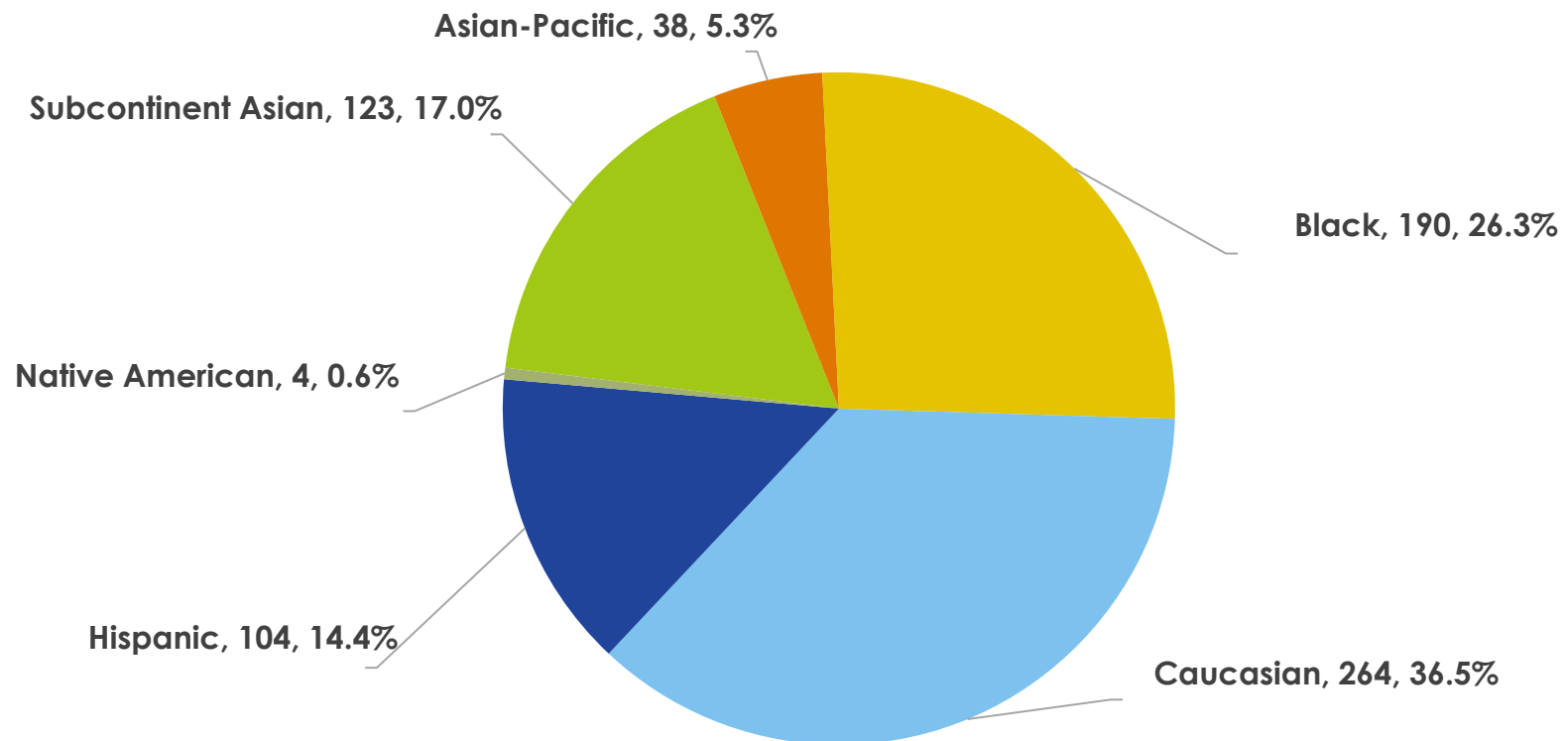
# Business and Diversity Initiatives

## Outreach Results By Business Type April 2021 – June 2021



# Business and Diversity Initiatives

## Outreach Results By Ethnicity April 2021 – June 2021



# Metropolitan Transportation Authority Department of Diversity and Civil Rights

## DBE Certification Activity Report

September 15, 2021





# MTA DBE Certification Unit

## CERTIFICATION ACTIVITY REPORT 2017 – 2021

	2017	2018	2019	2020	2021 ***
New Applications Received	114	119	90	88	46
DBE Firms Certified in Current Year	46	39	43	53	26
DBE Firms Certified in Subsequent Year	29	37	20	9	0
Denied	0	0	0	0	0
Returned	4	14	4	5	2
Withdrawn	16	9	11	16	11
Application Closed	1	1	0	0	0
Decertified	3	2	5	1	0
Rejected	0	1	3	0	0
Delisted	0	0	0	0	1
Pending	15*	16*	4*	4*	6**

	2017	2018	2019	2020	2021 ***
Annual Submissions Processed (Recertifications)	535	501	506	724	402

\* Applications pending from subsequent year(s)

\*\* Current year applications under review

\*\*\* 2021 Data is up to July 31, 2021.



# Metropolitan Transportation Authority Department of Diversity and Civil Rights

MTA-Wide Workforce  
as of June 30, 2021

September 15, 2021



# MTA-Wide Workforce as of June 30, 2021

Agency	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
B&T		<b>1,147</b>			654	57%	493	43%	297	26%	215	19%	80	7%	6	1%	0	0%	56	5%	78	7%
	F	<b>238</b>	21%	192	17%	46	4%	116	10%	45	4%	19	2%	2	0%	0	0%	10	1%	16	21%	
	M	<b>909</b>	79%	462	40%	447	39%	181	16%	170	15%	61	5%	4	0%	0	0%	46	4%	62	79%	
BUS		<b>3,982</b>			3254	82%	728	18%	1,793	45%	884	22%	360	9%	10	0%	10	0%	197	5%	72	2%
	F	<b>514</b>	13%	469	12%	45	1%	287	7%	137	3%	24	1%	1	0%	0	0%	20	1%	6	8%	
	M	<b>3,468</b>	87%	2785	70%	683	17%	1,506	38%	747	19%	336	8%	9	0%	10	0%	177	4%	66	92%	
C&D		<b>116</b>			64	55%	52	45%	20	17%	11	9%	29	25%	0	0%	0	0%	4	3%	2	2%
	F	<b>41</b>	35%	28	24%	13	11%	10	9%	7	6%	10	9%	0	0%	0	0%	1	1%	1	50%	
	M	<b>75</b>	65%	36	31%	39	34%	10	9%	4	3%	19	16%	0	0%	0	0%	3	3%	1	50%	
HQ		<b>3,005</b>			1732	58%	1,273	42%	695	23%	432	14%	430	14%	6	0%	3	0%	166	6%	118	4%
	F	<b>1,064</b>	35%	756	25%	308	10%	388	13%	157	5%	138	5%	0	0%	1	0%	72	2%	14	12%	
	M	<b>1,941</b>	65%	976	32%	965	32%	307	10%	275	9%	292	10%	6	0%	2	0%	94	3%	104	88%	
LIRR		<b>7,486</b>			2773	37%	4,713	63%	1,265	17%	865	12%	319	4%	22	0%	4	0%	298	4%	505	7%
	F	<b>1,075</b>	14%	570	8%	505	7%	335	4%	122	2%	60	1%	2	0%	1	0%	50	1%	21	4%	
	M	<b>6,411</b>	86%	2203	29%	4,208	56%	930	12%	743	10%	259	3%	20	0%	3	0%	248	3%	484	96%	
MNR		<b>6,170</b>			2433	39%	3,737	61%	1,219	20%	708	11%	190	3%	24	0%	1	0%	291	5%	455	7%
	F	<b>768</b>	12%	501	8%	267	4%	290	5%	114	2%	48	1%	4	0%	1	0%	44	1%	17	4%	
	M	<b>5,402</b>	88%	1932	31%	3,470	56%	929	15%	594	10%	142	2%	20	0%	0	0%	247	4%	438	96%	
NYCT		<b>47,733</b>			37985	80%	9,748	20%	21,983	46%	8,438	18%	5,848	12%	117	0%	18	0%	1,581	3%	874	2%
	F	<b>8,813</b>	18%	8196	17%	617	1%	6,018	13%	1,435	3%	449	1%	16	0%	4	0%	274	1%	64	7%	
	M	<b>38,920</b>	82%	29789	62%	9,131	19%	15,965	33%	7,003	15%	5,399	11%	101	0%	14	0%	1,307	3%	810	93%	
<b>Total</b>	<b>69,639</b>		<b>48,895</b>	<b>70%</b>	<b>20,744</b>	<b>30%</b>	<b>27,272</b>	<b>39%</b>	<b>11,553</b>	<b>17%</b>	<b>7,256</b>	<b>10%</b>	<b>185</b>	<b>0%</b>	<b>36</b>	<b>0%</b>	<b>2,593</b>	<b>4%</b>	<b>2,104</b>	<b>3%</b>		

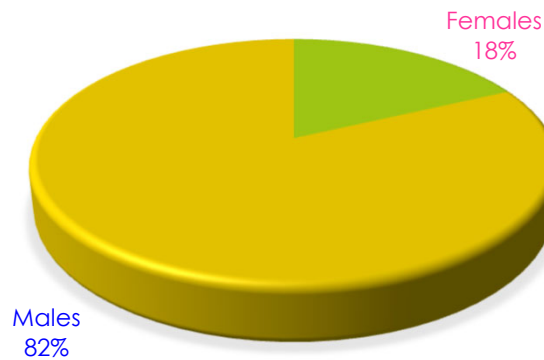
\*American Indian/Alaskan Native

\*\*Native Hawaiian Other Pacific Islander

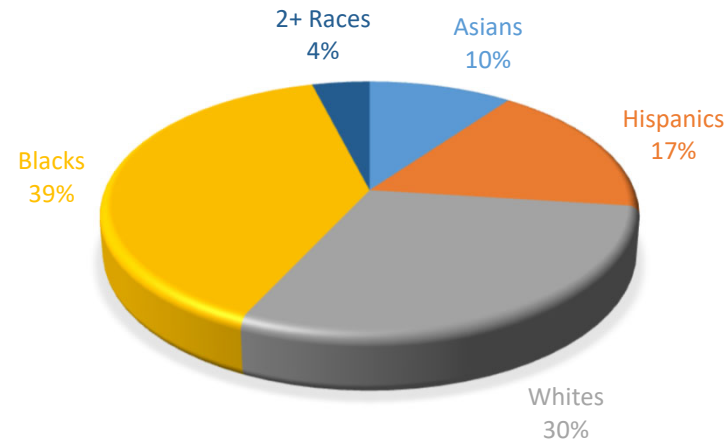


# MTA-Wide Workforce as of June 30, 2021

## Workforce By Gender



## Workforce By Race/Ethnicity



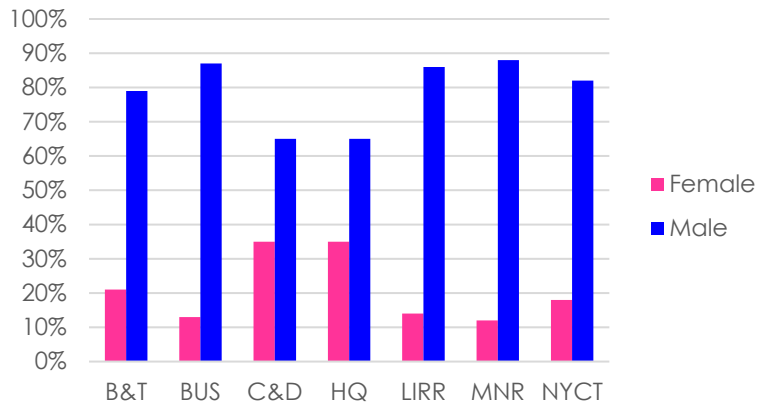
MTA employed **69,639** people: **18%** of the workforce were females, **70%** minorities, and veterans comprised **3%**.

- ❑ The percentage of females employed in the workforce has **remained constant** when compared to Second Quarter 2020.
- ❑ The percentage of minorities in the workforce has **remained constant** when compared to Second Quarter 2020.

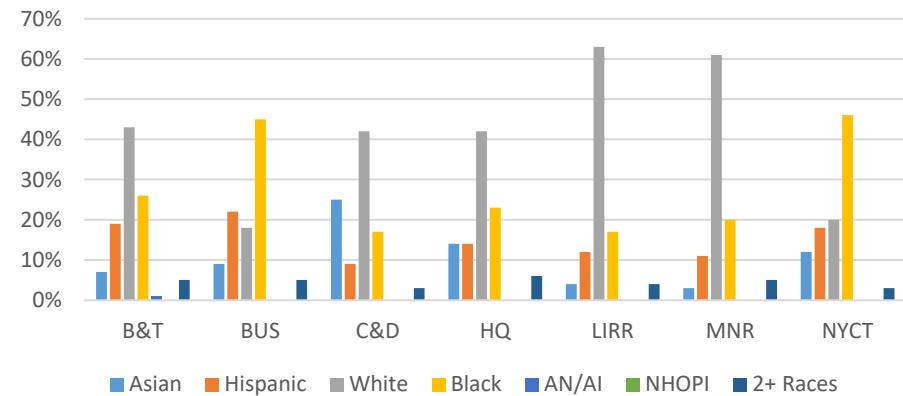


# MTA-Wide Workforce by Gender and Race/Ethnicity as of June 30, 2021

## MTA Agencies By Gender



## MTA Agencies By Race/Ethnicity



Agency	Employees	Females	Minorities
B&T	1147	21%	57%
BUS	3982	13%	82%
C&D	116	35%	55%
HQ	3005	35%	58%
LIRR	7486	14%	37%
MNR	6170	12%	39%
NYCT	47,733	18%	80%



# 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.



# Definitions of EEO Job Categories

- ❑ **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-Wide Underutilization Analysis Overview

MTA and all agencies conducted a utilization analysis of females and minorities in its workforce. The utilization analysis consists of comparing the percentage of females and minorities in the workforce to the percentages of qualified females and minorities in the relevant labor market.

As of June 30, 2021, a majority of the underrepresentation of **females, Asians, Blacks** and **Hispanics** occurred within the Technicians, Skilled Craft, Administrative Support and Service Maintenance job categories.

The following charts provide shaded/bolded areas that represent underutilization for each agency by EEO job category: (1) the female and minority workforce percentages for each agency; (2) estimated availability of females and minorities based on 2010 Census data by EEO job category; and (3) whether or not the estimated availability percentages were met for females and minorities within each of the EEO job categories.



Note: The following numbers and information do not reflect underutilization for specific job groups. In addition, the numbers and information provided do not show statistical disparities or explain the reasons or provide a root cause analysis for any identified underutilization.



# MTA-Wide Underutilization Analysis as of June 30, 2021

Job Category	Gender	Blacks		Hispanics		Asians		AI/AN*		NHOPI**		2+ Races		Whites	
		Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %
<b>Officials &amp; Administrators</b>															
<b>B&amp;T</b>	<b>F</b>	7%	11%	3%	2%	3%	4%	0%	0%	0%	0%	1%	1%	10%	6%
	<b>M</b>	8%	11%	7%	8%	6%	9%	0%	0%	0%	0%	3%	4%		
<b>BUS</b>	<b>F</b>	5%	10%	4%	3%	4%	4%	0%	0%	0%	0%	1%	2%	15%	4%
	<b>M</b>	8%	15%	8%	13%	7%	10%	0%	0%	0%	0%	1%	4%		
<b>C&amp;D</b>	<b>F</b>	4%	5%	3%	5%	3%	7%	0%	0%	0%	0%	0%	0%	15%	13%
	<b>M</b>	4%	5%	3%	3%	9%	21%	0%	0%	0%	0%	1%	2%		
<b>HQ</b>	<b>F</b>	5%	15%	3%	5%	4%	6%	0%	0%	0%	0%	1%	2%	16%	15%
	<b>M</b>	7%	9%	4%	3%	6%	9%	0%	0%	0%	0%	1%	4%		
<b>LIRR</b>	<b>F</b>	5%	4%	2%	2%	2%	2%	0%	0%	0%	0%	1%	1%	27%	9%
	<b>M</b>	6%	9%	5%	8%	5%	5%	0%	1%	0%	0%	1%	4%		
<b>MNR</b>	<b>F</b>	5%	4%	2%	4%	2%	4%	0%	0%	0%	0%	1%	1%	7%	10%
	<b>M</b>	9%	9%	6%	5%	3%	5%	0%	0%	0%	0%	3%	4%		
<b>NYCT</b>	<b>F</b>	6%	11%	2%	2%	1%	3%	0%	0%	0%	0%	0%	1%	7%	5%
	<b>M</b>	18%	19%	9%	10%	8%	12%	0%	0%	0%	0%	2%	4%		

Note: The underutilized areas of representation are shaded. \*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 underutilization analysis.



# MTA-Wide Underutilization Analysis as of June 30, 2021

Job Category	Gender	Blacks		Hispanics		Asians		AI/AN*		NHOP1**		2+ Races		Whites	
		Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %
<b>Professionals</b>															
<b>B&amp;T</b>	F	8%	17%	4%	12%	3%	3%	0%	0%	0%	0%	1%	1%	15%	12%
	M	7%	7%	8%	10%	4%	6%	0%	0%	0%	0%	1%	7%		
<b>BUS</b>	F	7%	18%	5%	10%	2%	9%	0%	0%	0%	0%	1%	2%	11%	7%
	M	8%	14%	6%	3%	12%	18%	0%	0%	0%	0%	1%	3%		
<b>C&amp;D</b>	F	11%	23%	7%	5%	11%	18%	0%	0%	0%	0%	0%	0%	23%	5%
	M	9%	23%	6%	0%	8%	5%	0%	0%	0%	0%	1%	5%		
<b>HQ</b>	F	6%	17%	4%	6%	4%	7%	0%	0%	0%	0%	1%	3%	20%	9%
	M	5%	12%	4%	8%	5%	14%	0%	0%	0%	0%	1%	4%		
<b>LIRR</b>	F	10%	2%	6%	1%	5%	4%	0%	0%	0%	0%	2%	1%	20%	7%
	M	6%	13%	4%	10%	8%	12%	0%	0%	0%	0%	1%	4%		
<b>MNR</b>	F	7%	13%	4%	5%	2%	3%	0%	0%	0%	0%	1%	0%	9%	10%
	M	9%	7%	6%	8%	4%	9%	0%	0%	0%	0%	3%	5%		
<b>NYCT</b>	F	12%	17%	5%	5%	5%	7%	0%	0%	0%	0%	1%	2%	16%	7%
	M	8%	14%	4%	5%	8%	20%	0%	0%	0%	0%	1%	3%		

Note: The underutilized areas of representation are shaded. \*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 underutilization analysis.



# MTA-Wide Underutilization Analysis as of June 30, 2021

Job Category	Gender	Blacks		Hispanics		Asians		AI/AN*		NHOPI**		2+ Races		Whites	
		Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %
<b>Technicians</b>															
B&T	F	11%	5%	3%	5%	0%	1%	0%	0%	0%	0%	0%	2%	2%	2%
	M	16%	11%	17%	18%	3%	5%	0%	1%	0%	0%	2%	1%		
BUS	F	4%	0%	3%	13%	3%	0%	0%	0%	0%	0%	1%	0%	6%	38%
	M	9%	0%	11%	0%	18%	13%	0%	0%	0%	0%	2%	13%		
C&D	F	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%		
HQ	F	3%	0%	2%	0%	0%	0%	0%	0%	0%	0%	1%	1%	6%	4%
	M	7%	8%	11%	11%	3%	4%	0%	0%	0%	1%	1%	1%		
LIRR	F	5%	8%	10%	0%	0%	0%	0%	0%	0%	0%	0%	0%	28%	0%
	M	0%	8%	0%	15%	5%	8%	0%	8%	0%	0%	5%	8%		
MNR	F	2%	4%	1%	2%	1%	0%	0%	0%	0%	0%	0%	1%	3%	3%
	M	13%	18%	9%	8%	3%	7%	0%	1%	0%	0%	3%	4%		
NYCT	F	4%	15%	5%	2%	4%	1%	0%	0%	0%	0%	0%	1%	21%	2%
	M	6%	27%	5%	10%	5%	16%	0%	0%	0%	0%	0%	5%		

Note: The underutilized areas of representation are shaded. \*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 underutilization analysis.



# MTA-Wide Underutilization Analysis as of June 30, 2021

Job Category	Gender	Blacks		Hispanics		Asians		AI/AN*		NHOPI**		2+ Races		Whites	
		Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %
<b>Protective Services</b>															
<b>B&amp;T</b>	F	9%	14%	4%	3%	0%	0%	0%	0%	0%	0%	0%	1%	3%	3%
	M	12%	21%	15%	21%	3%	4%	0%	0%	0%	0%	1%	3%		
<b>BUS</b>	F	10%	0%	4%	17%	1%	0%	0%	0%	0%	0%	0%	0%	2%	17%
	M	29%	50%	15%	17%	5%	0%	0%	0%	0%	0%	2%	0%		
<b>C&amp;D</b>	F	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%		
<b>HQ</b>	F	3%	4%	2%	5%	0%	0%	0%	0%	0%	0%	0%	1%	7%	6%
	M	7%	10%	8%	17%	2%	5%	0%	0%	0%	0%	1%	2%		
<b>LIRR</b>	F	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%		
<b>MNR</b>	F	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%		
<b>NYCT</b>	F	8%	11%	3%	3%	1%	0%	0%	0%	0%	0%	0%	1%	3%	1%
	M	26%	37%	15%	24%	3%	6%	0%	0%	0%	0%	0%	2%		

Note: The underutilized areas of representation are shaded. \*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 underutilization analysis.



# MTA-Wide Underutilization Analysis as of June 30, 2021

Job Category	Gender	Blacks		Hispanics		Asians		AI/AN*		NHOPI**		2+ Races		Whites	
		Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %
<b>Para-Professionals</b>															
<b>B&amp;T</b>	F	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%		
<b>BUS</b>	F	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%		
<b>C&amp;D</b>	F	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%		
<b>HQ</b>	F	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%		
<b>LIRR</b>	F	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%		
<b>MNR</b>	F	7%	9%	7%	9%	0%	0%	0%	0%	0%	0%	0%	0%	33%	36%
	M	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	7%	9%		
<b>NYCT</b>	F	5%	33%	5%	16%	2%	4%	0%	0%	0%	0%	0%	6%	16%	2%
	M	2%	22%	1%	6%	1%	4%	0%	0%	0%	0%	0%	0%		

Note: The underutilized areas of representation are shaded. \*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 underutilization analysis.



# MTA-Wide Underutilization Analysis as of June 30, 2021

Job Category	Gender	Blacks		Hispanics		Asians		AI/AN*		NHOP1**		2+ Races		Whites	
		Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %
<b>Administrative Support</b>															
<b>B&amp;T</b>	F	27%	48%	11%	4%	6%	16%	0%	0%	0%	0%	0%	8%	21%	12%
	M	1%	0%	1%	0%	4%	0%	0%	0%	0%	0%	0%	0%		
<b>BUS</b>	F	7%	11%	7%	9%	2%	2%	0%	0%	0%	0%	1%	3%	7%	3%
	M	22%	20%	16%	5%	6%	15%	0%	0%	0%	0%	2%	8%		
<b>C&amp;D</b>	F	12%	13%	12%	25%	3%	0%	0%	0%	0%	0%	2%	13%	26%	13%
	M	1%	13%	1%	13%	1%	0%	0%	0%	0%	0%	0%	0%		
<b>HQ</b>	F	11%	31%	11%	9%	4%	3%	0%	0%	0%	0%	1%	6%	41%	23%
	M	2%	8%	2%	7%	1%	3%	1%	0%	0%	0%	0%	3%		
<b>LIRR</b>	F	13%	20%	9%	6%	2%	2%	0%	0%	0%	0%	2%	2%	15%	19%
	M	11%	10%	4%	5%	6%	1%	1%	0%	0%	0%	5%	2%		
<b>MNR</b>	F	9%	19%	3%	6%	1%	2%	0%	0%	0%	0%	1%	3%	4%	9%
	M	16%	16%	9%	8%	1%	1%	0%	0%	0%	0%	3%	3%		
<b>NYCT</b>	F	15%	35%	16%	6%	7%	3%	0%	0%	0%	0%	0%	2%	16%	3%
	M	6%	20%	8%	7%	4%	16%	0%	0%	0%	0%	0%	2%		

Note: The underutilized areas of representation are shaded. \*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 underutilization analysis.



# MTA-Wide Underutilization Analysis as of June 30, 2021

Job Category	Gender	Blacks		Hispanics		Asians		AI/AN*		NHOP1**		2+ Races		Whites	
		Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %
<b>Skilled Craft</b>															
<b>B&amp;T</b>	F	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%		
<b>BUS</b>	F	2%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	M	22%	34%	22%	15%	8%	11%	0%	0%	0%	1%	4%	8%		
<b>C&amp;D</b>	F	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%		
<b>HQ</b>	F	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%		
<b>LIRR</b>	F	1%	3%	1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	15%	5%
	M	23%	12%	13%	10%	9%	3%	0%	0%	1%	0%	4%	3%		
<b>MNR</b>	F	1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	1%
	M	14%	16%	9%	10%	1%	1%	1%	0%	0%	0%	3%	4%		
<b>NYCT</b>	F	3%	4%	1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%
	M	23%	33%	19%	13%	8%	15%	0%	0%	0%	0%	1%	4%		

Note: The underutilized areas of representation are shaded. \*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 underutilization analysis.



# MTA-Wide Underutilization Analysis as of June 30, 2021

Job Category	Gender	Blacks		Hispanics		Asians		AI/AN*		NHOPI**		2+ Races		Whites	
		Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %
<b>Service Maintenance</b>															
<b>B&amp;T</b>	F	1%	1%	4%	2%	0%	0%	0%	0%	0%	0%	0%	0%	1%	1%
	M	15%	20%	16%	14%	3%	4%	0%	1%	0%	0%	2%	5%		
<b>BUS</b>	F	8%	8%	7%	4%	1%	0%	0%	0%	0%	0%	0%	0%	3%	1%
	M	26%	42%	15%	21%	6%	7%	0%	0%	0%	0%	1%	4%		
<b>C&amp;D</b>	F	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%		
<b>HQ</b>	F	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%		
<b>LIRR</b>	F	7%	8%	5%	3%	0%	0%	0%	0%	0%	0%	0%	1%	11%	5%
	M	26%	20%	16%	12%	4%	2%	0%	0%	0%	0%	1%	3%		
<b>MNR</b>	F	5%	9%	3%	3%	0%	0%	0%	0%	0%	0%	1%	1%	2%	8%
	M	17%	16%	13%	10%	1%	2%	0%	0%	0%	0%	3%	3%		
<b>NYCT</b>	F	7%	16%	7%	4%	1%	0%	0%	0%	0%	0%	0%	1%	3%	1%
	M	19%	40%	24%	19%	5%	6%	0%	0%	0%	0%	0%	2%		

Note: The underutilized areas of representation are shaded. \*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 underutilization analysis.





# Metropolitan Transportation Authority Department of Diversity and Civil Rights

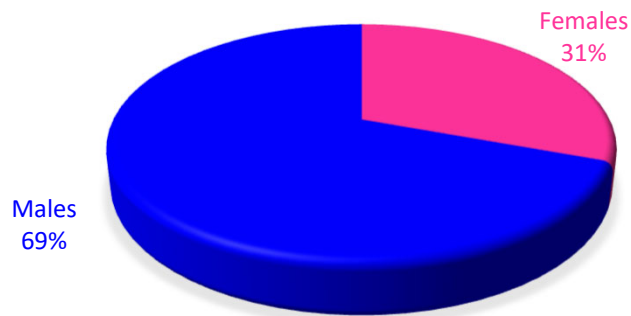
MTA-Wide New Hires and Veterans  
Second Quarter 2021

September 15, 2021

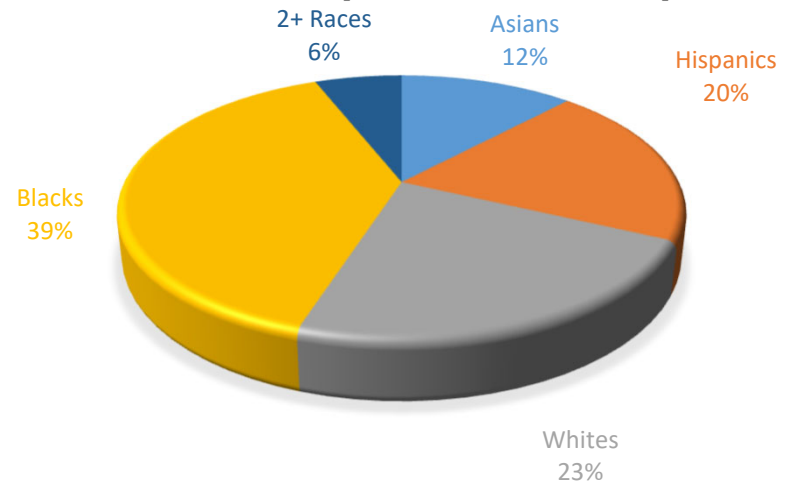


# MTA-Wide New Hires January 1, 2021 to June 30, 2021

## New Hires By Gender



## New Hires By Race/Ethnicity



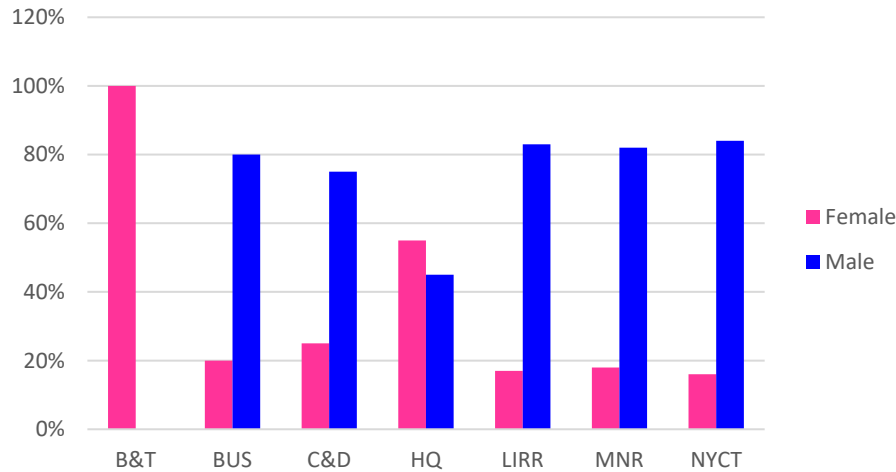
MTA hired **1310** employees, including **42** veterans: **31%** of new hires were females and minorities comprised **77%**.

- ❑ Females were hired above their percentage of representation in the workforce.
- ❑ Minorities were hired above their percentage of representation in the workforce.

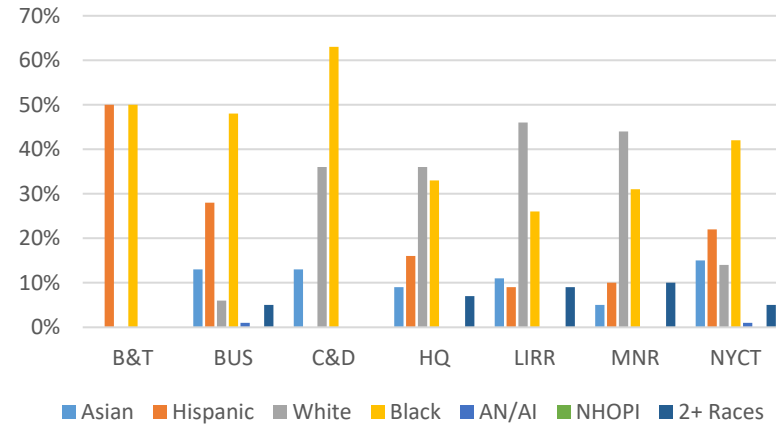


# New Hires By Agency January 1, 2021 to June 30, 2021

### MTA Agencies New Hires By Gender



### MTA Agencies New Hires By Race/Ethnicity



Agency	New Hires	Females	Minorities
B&T	2	100%	100%
BUS	123	20%	94%
C&D	8	25%	75%
HQ	458	55%	64%
LIRR	35	17%	54%
MNR	39	18%	56%
NYCT	645	16%	86%



# Metropolitan Transportation Authority Department of Diversity and Civil Rights

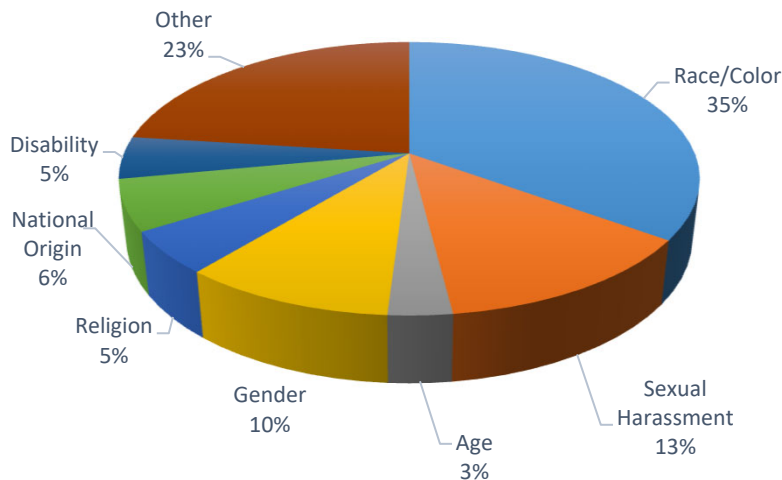
## MTA-Wide Complaints and Lawsuits Second Quarter 2021

September 15, 2021

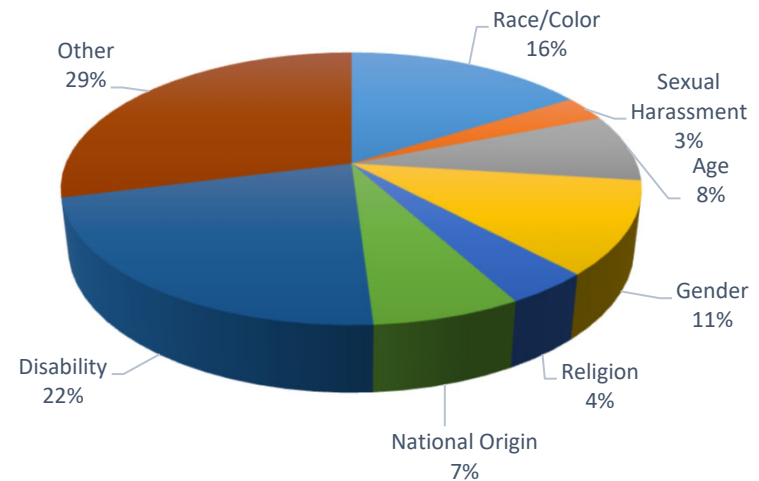


# MTA-Wide EEO Internal/External Discrimination Complaints by Bases January 1, 2021 to June 30, 2021

### Internal EEO Complaints by Bases



### External EEO Complaints by Bases



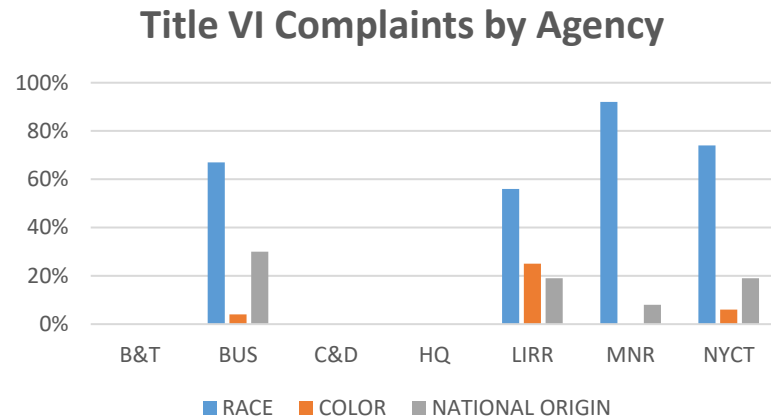
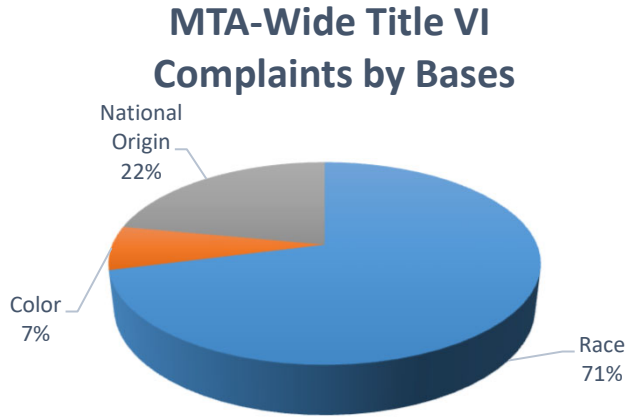
MTA handled **351** EEO complaints, citing **671** separate bases, and **106** lawsuits.

- ❑ **197** filed internal complaints.
- ❑ **154** filed external complaints.
- ❑ The most frequently cited bases internally was race/color.



Note: Complaints can be filed alleging multiple bases.

# MTA-Wide Title VI Complaints by Bases and Lawsuits January 1, 2021 to June 30, 2021



MTA handled a total of **127** Title VI complaints with **144** bases and **0** Title VI lawsuits.

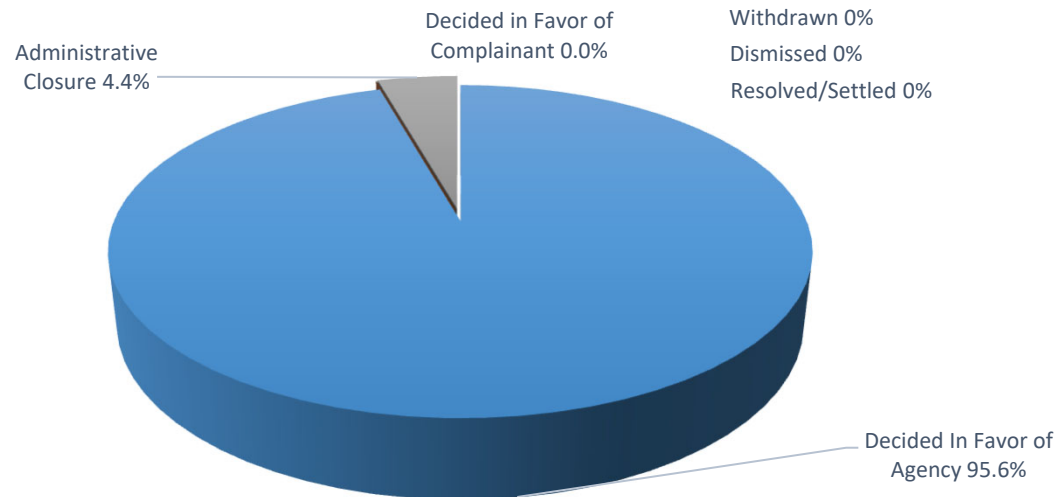
Agency	Complaints	Bases	Race	Color	National Origin
BUS	52	54	67%	4%	30%
LIRR	10	16	56%	25%	19%
MNR	12	12	92%	0%	8%
NYCT	53	62	74%	6%	19%

Note: Complaints can be filed alleging multiple bases.



# MTA-Wide Title VI Complaints and Lawsuits Dispositions January 1, 2021 to June 30, 2021

## Overall Title VI Complaints and Lawsuits Dispositions



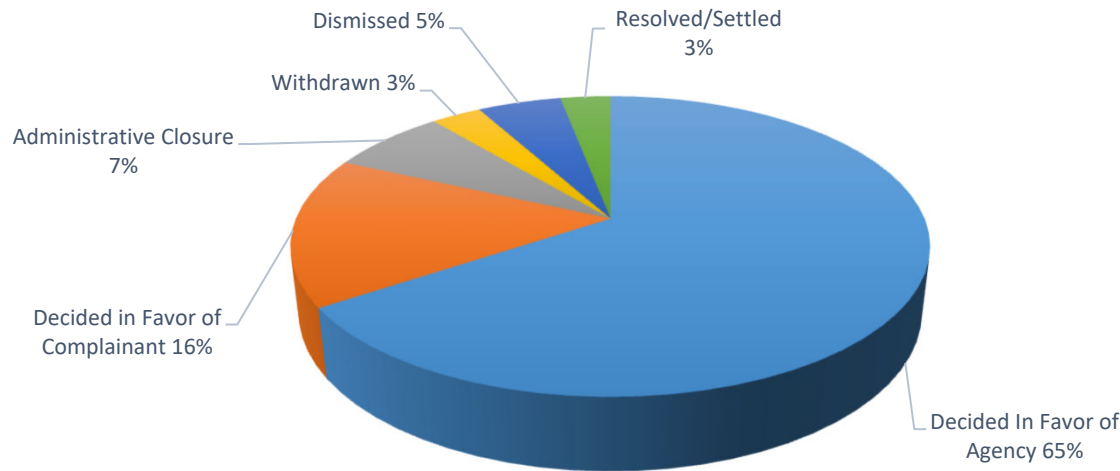
MTA disposed of **91** Title VI complaints and **0** Title VI lawsuits

- ❑ **95.6%** complaints decided in favor of the agency.
- ❑ **0%** complaints decided in favor of the complainant.
- ❑ **4.4%** complaints were administrative closures.
- ❑ **0%** complaints were withdrawn.
- ❑ **0%** complaints were dismissed.
- ❑ **0%** complaints were resolved/settled.



# MTA-Wide EEO Complaints and Lawsuits Dispositions January 1, 2021 to June 30, 2021

## Overall EEO Complaints and Lawsuits Dispositions



MTA disposed **143** EEO complaints and **10** EEO lawsuits.

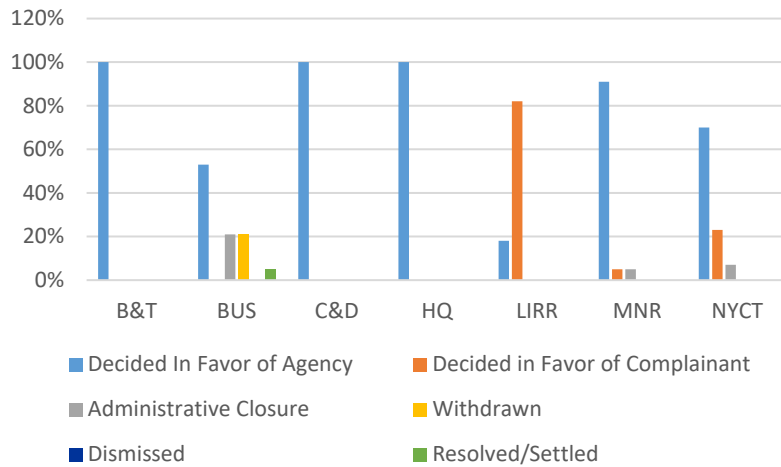
- ❑ **65%** complaints/lawsuits decided in favor of the agency.
- ❑ **16%** complaints /lawsuits decided in favor of the complainant.
- ❑ **7%** complaints/lawsuits were administrative closures.
- ❑ **3%** complaints/lawsuits were withdrawn.
- ❑ **5%** complaints/lawsuits were dismissed.
- ❑ **3%** complaints/lawsuits were resolved/settled.



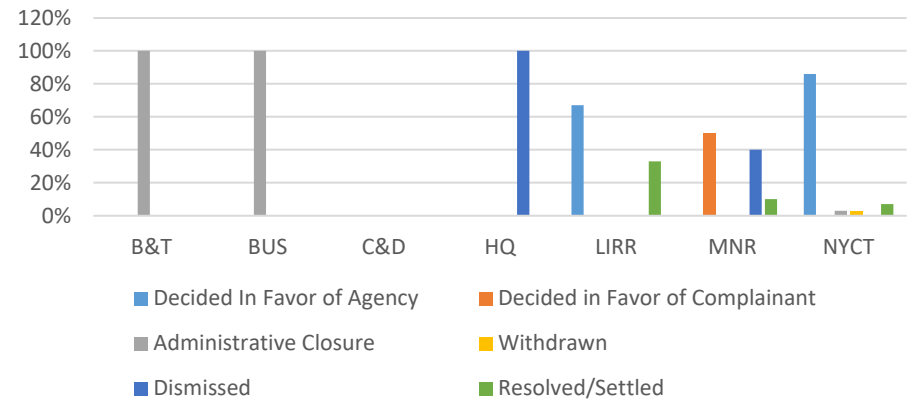


# MTA-Wide Internal/External EEO Complaints and Lawsuits Dispositions January 1, 2021 to June 30, 2021

### EEO Internal Complaint Dispositions



### EEO External Complaint and Lawsuits Dispositions



# Metropolitan Transportation Authority Department of Diversity and Civil Rights

MTA Small Business Development Program  
Business Development Initiatives and  
MWDBE/SDVOB Results

September 15, 2021



# Small Business Development Program

## Mission Statement

To develop and grow emerging contractors through classes, on-the-job training and technical assistance on prime contracts with MTA Agencies, thereby creating a larger pool of diverse qualified contractors who can compete for, and complete MTA construction projects safely, timely and within budget.



# Elements of the SBDP

- Prime Contract Bid Opportunities up to \$3 million
- Business Management, Leadership and Technical Training
- Access to Working Capital and Surety Bonding
- Comprehensive business consulting services
- Experience working on MTA Projects up to \$3 million
- Fast-Track Payments – 10 Business Days



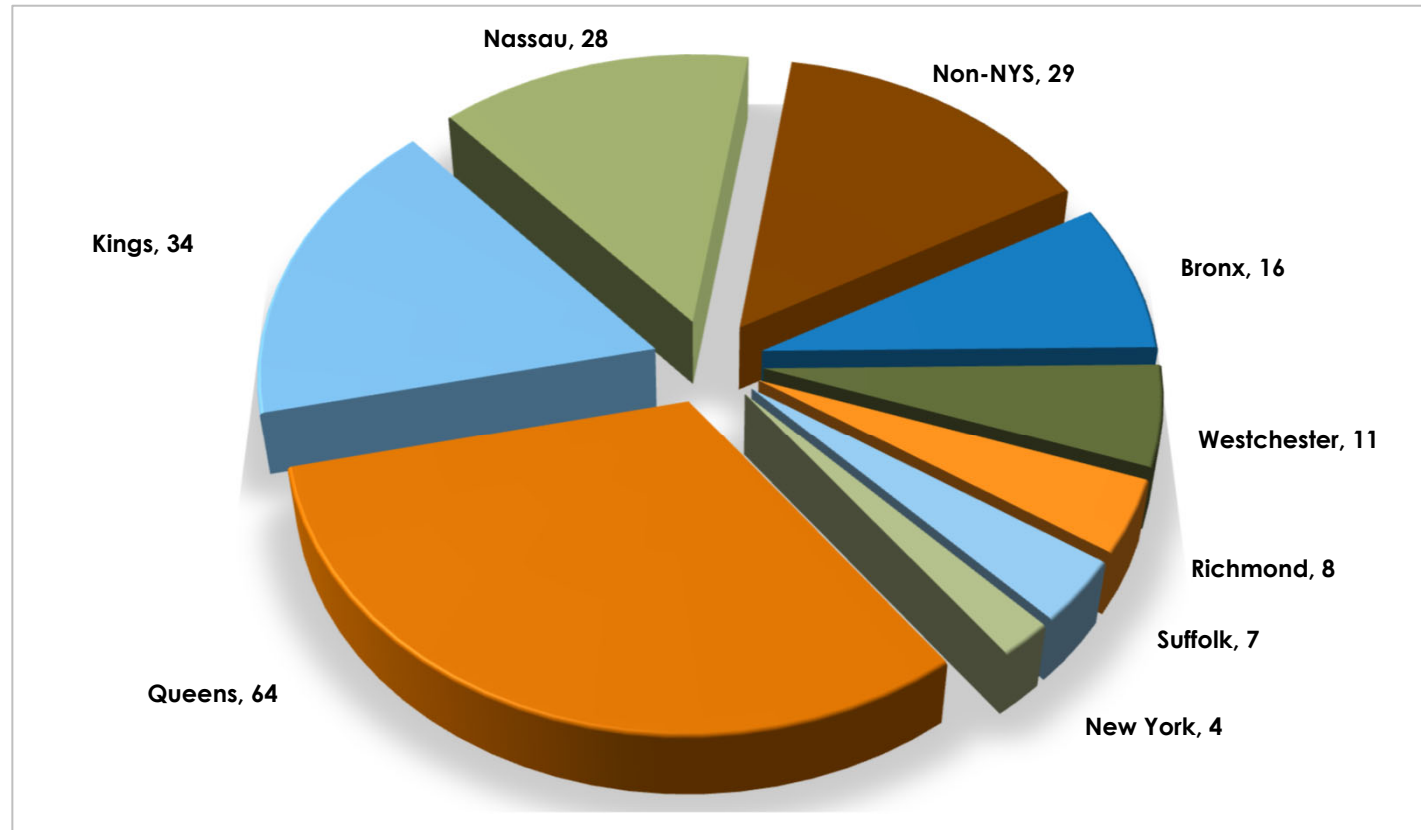
# SBDP Represents NY Metro Region

## Small Business Mentoring Program All Tiers

Certification	
MBE	117
WBE	20
DBE	49
SDVOB	10
Non-Certified	69

*firms may have multiple certifications*

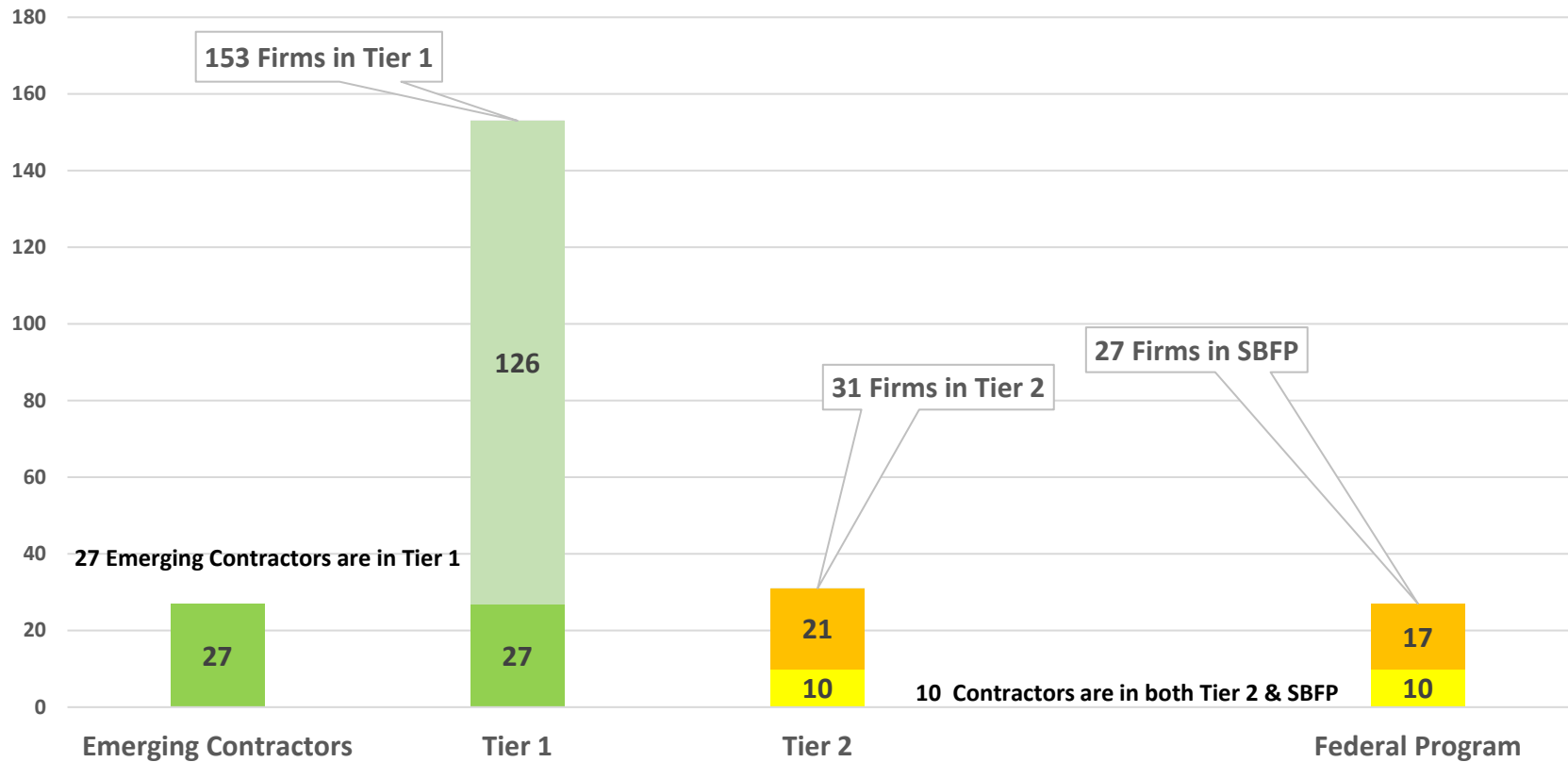
201\* Prequalified Firms (as of June 30, 2021)



\* Note: 10 firms are in both Tier 2 and SBFP with each only counted once above.



# SBDP Tier Participants

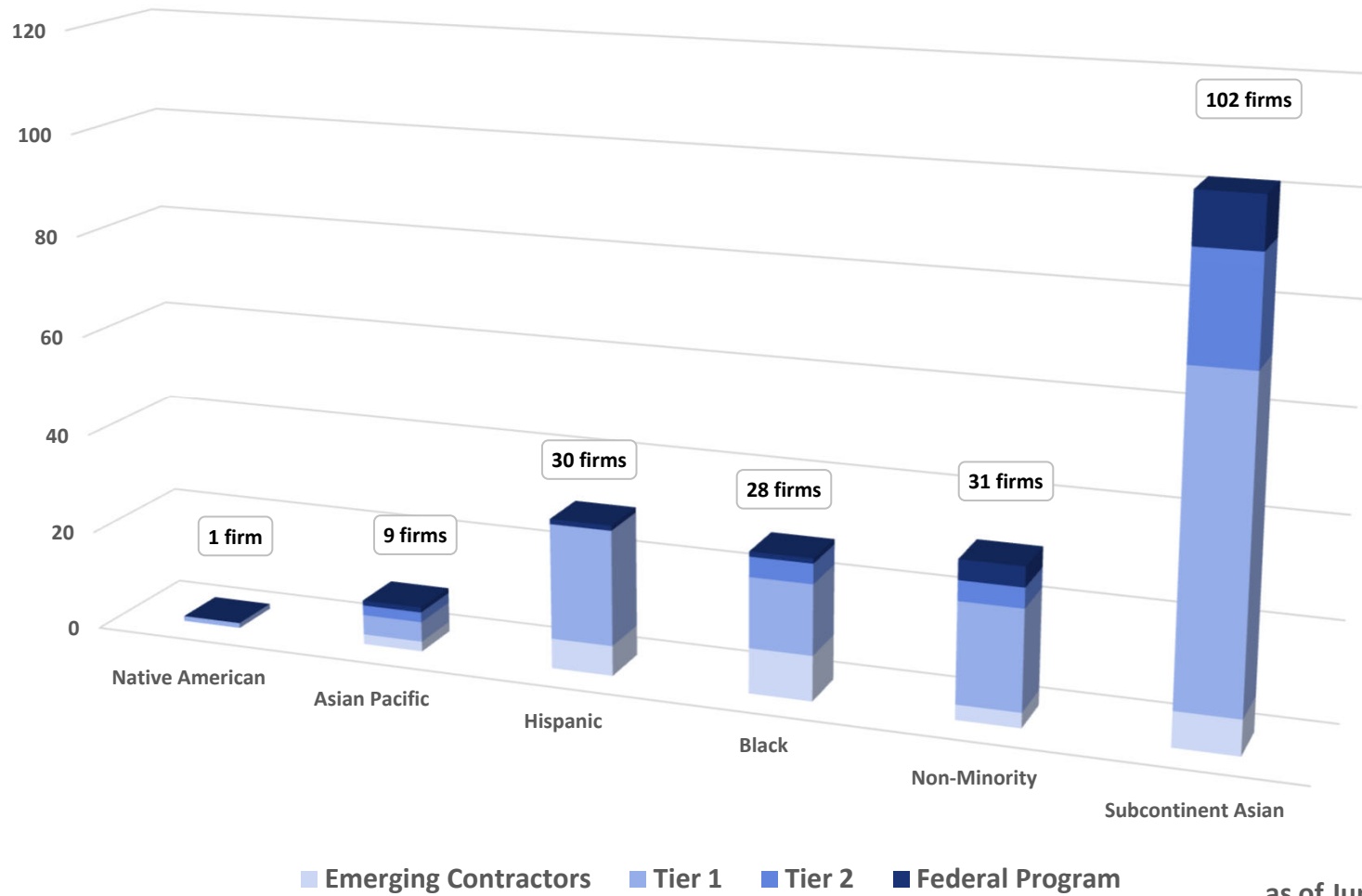


as of June 30, 2021



# SBDP Tiers are also Diverse

## Ethnicity of Prequalified Contractors in Program Tiers

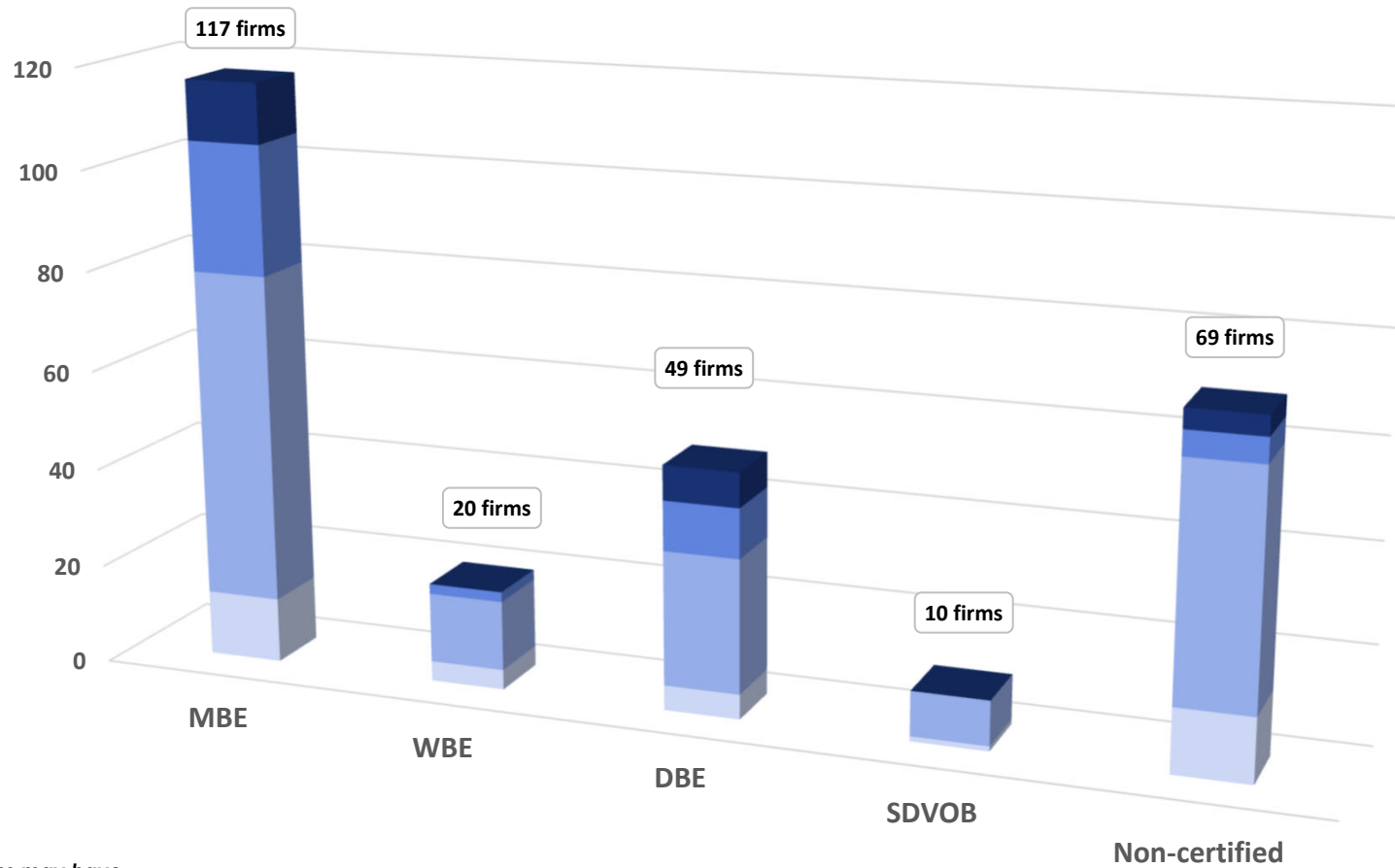


as of June 30, 2021



# SBDP Certifications

Certifications of Prequalified Contractors in Program Tiers



firms may have multiple certifications

■ Emerging Contractors  
 ■ Tier 1  
 ■ Tier 2  
 ■ Federal Program

as of June 30, 2021



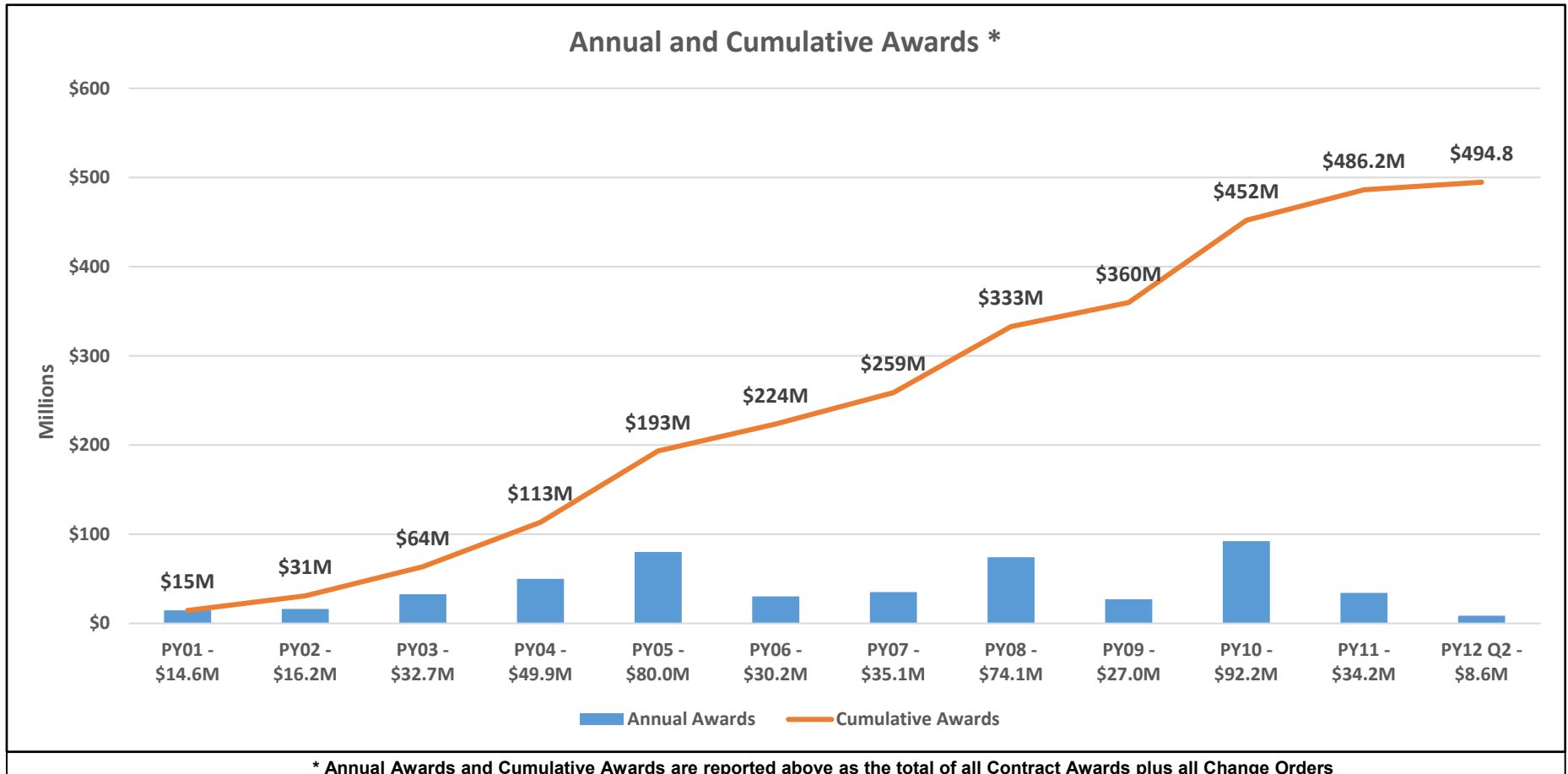


# SBDP is Exceeding MWDBE Goals

- MTA MWBE SBMP Tier 1/Tier 2 Goal – **30%**
- MTA DBE Goal – **20%**
- MTA SDVOB Goal - **6%** (Initiated during Program Year 7)
- Tier 1 MWBE Achievements
  - **70%** - contracts awarded to NYS-certified MWBEs
  - **68%** - contract dollars awarded to NYS-certified MWBEs
- Tier 2 MWBE Achievements
  - **89%** - contracts awarded to NYS-certified MWBEs
  - **87%** - contracts dollars awarded to NYS-certified MWBEs
- Federal Program DBE Achievements
  - **66%** - contracts awarded to DBEs
  - **64%** - contracts dollars awarded to DBEs
- SDVOB Achievements
  - **1%** - contracts awarded to SDVOBs
  - **1%** - contract dollars awarded to SDVOBs



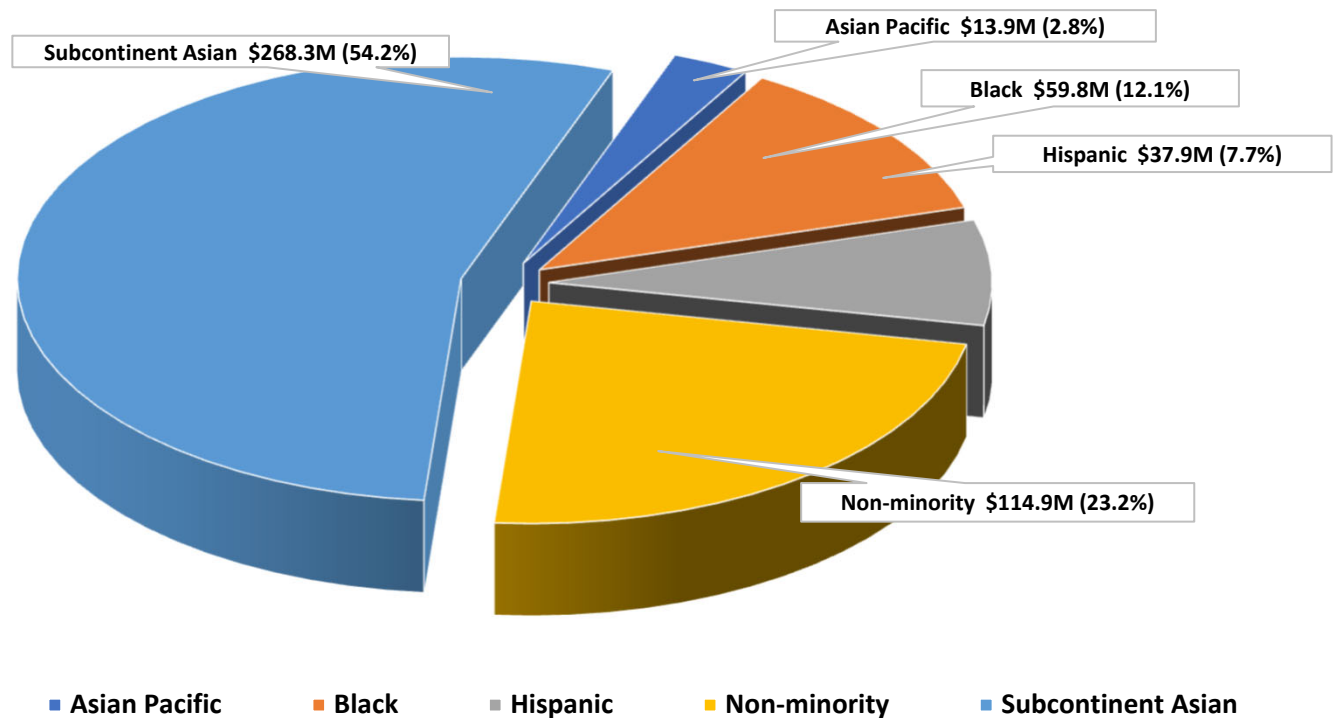
# SBDP Prime Contract Opportunities



Program Year 1-12 awards through June 30, 2021

# SBDP Contract Awards

## Total SBDP Contract Awards by Ethnic Categories



Category	Legend Awards
Subcontinent Asian	\$268.3M
Non-Minority/Other	\$114.9M
Black	\$ 59.8M
Hispanic	\$ 37.9M
Asian Pacific	\$ 13.9M
<b>Total SBDP Awards</b>	<b>\$494.8M</b>

(Awards in Millions of Dollars)

Contract Awards through June 30, 2021



# SBDP Loan Program

Loan values shown are through June 30, 2021

Year 1	1 Loan	totaling	\$ 100,000
Year 2	5 Loans	totaling	\$ 687,500
Year 3	9 Loans	totaling	\$ 900,000
Year 4	27 Loans	totaling	\$2,990,000
Year 5	16 Loans	totaling	\$3,020,000
Year 6	14 Loans	totaling	\$2,142,500
Year 7	18 Loans	totaling	\$2,770,500
Year 8	13 Loans	totaling	\$2,155,000
Year 9	8 Loans	totaling	\$ 697,000
Year 10	9 Loans	totaling	\$1,378,000
Year 11	10 Loans	totaling	\$1,391,000
Year 12	2 Loan	totaling	\$ 189,000

**Total 132 Loans Totals \$18,420,500**

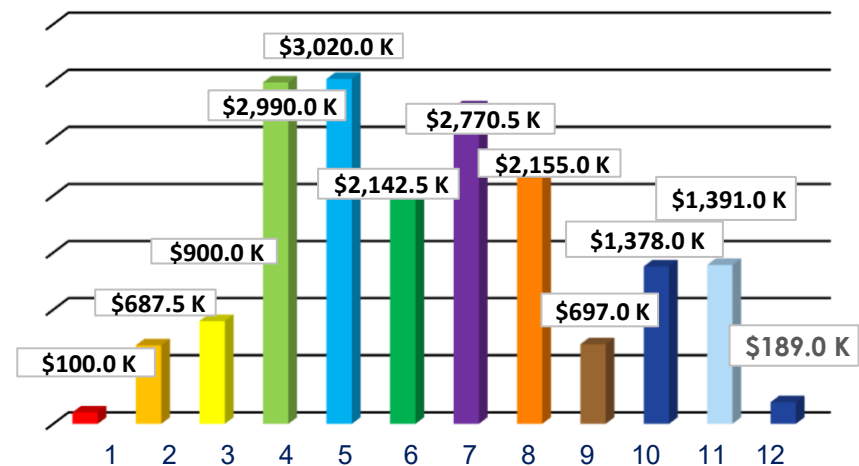
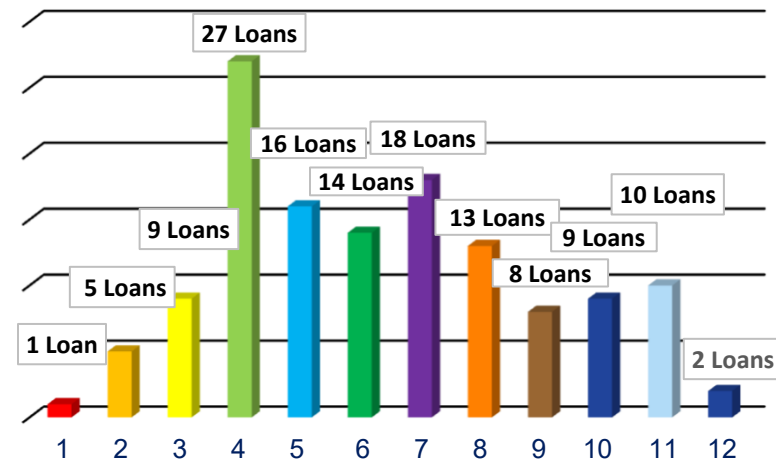
Maximum Loan Available: Tier 1 - up to \$150,000  
SBFP and Tier 2 - up to \$900,000

Note: On January 1, 2019, the SBDP began reporting on a Calendar year instead of a Fiscal year.

Year 9 represents activity from August 1<sup>st</sup> 2018 to December 31<sup>st</sup>, 2018

Year 10 represents calendar year 2019. Year 11 represents calendar year 2020.

Year 12 reflects through the end of the Second Quarter 2021.



# SBDP Awards

➤ Program Year	Tier	Dollars Awarded
➤ 2010 – 2021	SBMP-Tier 1	Awards total <b>\$189.8</b> Million
➤ 2015 – 2021	SBMP-Tier 2	Awards total <b>\$176.3</b> Million
➤ 2013 – 2021	SBFP	Awards total <b>\$128.7</b> Million
	All Tiers	Awards total <b>\$494.8</b> Million



# SBDP Facilitates Bonding and Growth

- The Small Business Development Bond Program has assisted Tier 2 and SBFP firms in securing **\$428 million** in surety bonds.
- 1,181 bid opportunities in the Tier 2 and Federal programs
- 156 contract awards in the Tier 2 and Federal programs
- Ongoing consultation with contractors to maximize bidding opportunities by increasing bonding capacity
- Engaging Tier 1 contractors 24-36 months before graduation to ensure access to bonding and eligibility for the Tier 2 and the Federal Program



# TRAINING IS INTEGRAL TO SUCCESS

- Over **240** classroom training dates completed from July 2010 through June 2021
- Over **1,880** hours of classroom training provided from July 2010 through June 2021
- More than **900** firms have participated in the training since the inception of the program
  - Over **440** of these firms have applied to and prequalified into the SBMP
- All prequalified contractors complete a mandatory 18-session training program
- Over **20** course attendees were registered for the recent training sessions
  - assisting them through the application and pre-qualification process



# Training Classes Continue to Evolve

- Regular review and update of topics, materials and instructors
- New topics include Project Management and Strategic Business Development
- Mandatory training spans technical, organizational, and business operations
- Course topics include:
  - Doing Business with the MTA and Prime Contractors
  - Prevailing Wages / Project Management
  - Estimating and Bidding Strategies at the MTA
  - Project Scheduling at the MTA
  - Cash Flow and Financial Management
  - Safety and Quality Planning at the MTA
  - Requisition and Change Order Process
  - Business Communications
  - Marketing Your Business to the NY Construction Industry
  - Construction Law
  - Developing a Profitable Business in the MTA Region
  - Surety Bonding, Access to Capital, and The CEO Toolkit
  - Navigating MTA Contracts & MWDBE Compliance / Strategic Business Development
  - How to be a Prime Contractor





# Assessments Plot a Course of Action

- Contractor Assessments lead to detailed Action Plans
- Identifying existing and future needs
- Creating SMART Plans with each contractor
  - **S**pecific
  - **M**easurable
  - **A**greed Upon
  - **R**ealistic
  - **T**ime-bound
- **Over 400** In-Person Assessments Completed
- **Over 380** Action Plans Delivered
- Regular follow up with contractors on progress



# Benefits Of The Program

- Uniform Set of Front End Bid Documents for All Agencies: NYCT, MNR, B&T, LIRR, MTA BUS, and MTA C&D
- Payments – within **10 business days**
- Awards SBMP & SBFP – within **22 business days**
- Closeouts SBMP & SBFP – within **20 & 30 business days** respectively
- Change Orders – within **15 business days**
- Submittals – within **10 business days**
- RFIs – within **5 business days**



# Metropolitan Transportation Authority Department of Diversity and Civil Rights

M/W/DBE and SDVOB  
Contract Compliance

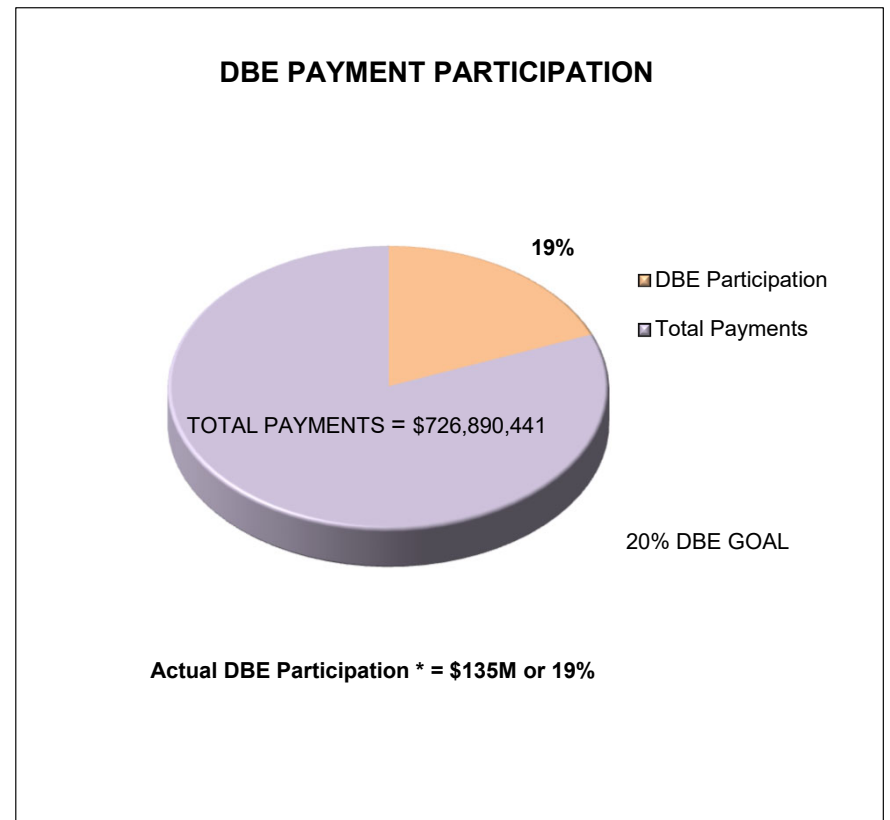
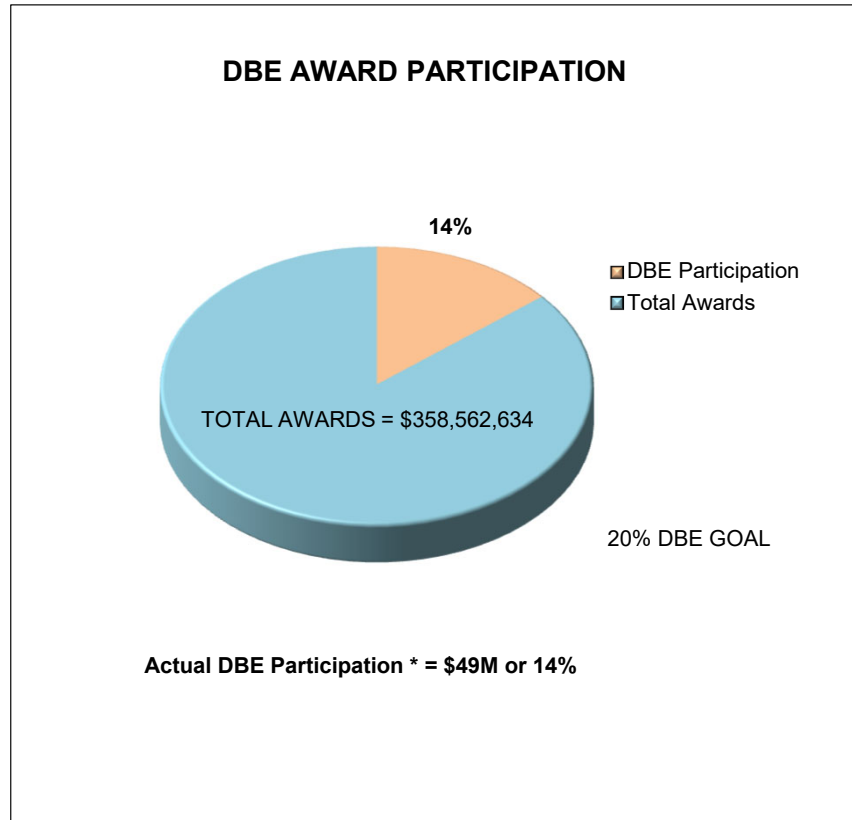
September 15, 2021



**DBE Participation in Federally Funded Contracts**  
**Federal Fiscal Year 2021**  
**(Reporting Period: October 1, 2020 to March 31, 2021)**

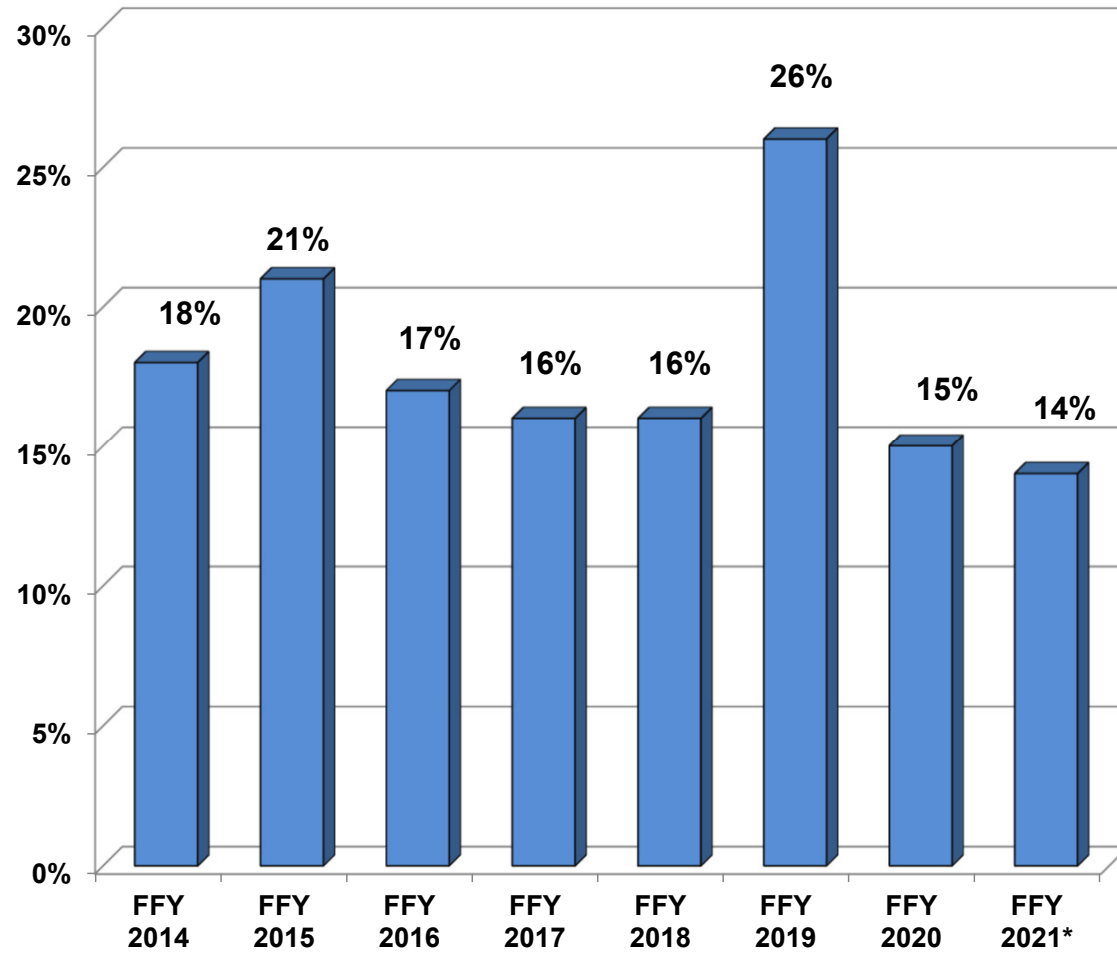
- Each year, MTA reports to the Federal Transit Administration on a semi-annual basis DBE participation in federally funded contracts.
- Reports are submitted on June 1st -- covering October through March, and December 1st -- covering April through September. The December report also summarizes data for the entire Federal Fiscal Year (“FFY”).
- Reports include DBE participation data on new awards and payments on ongoing, and completed contracts.
- For FFY 2021, MTA’s DBE goal is 20%.
- During the first half of FFY 2021, MTA awarded \$359 million in the federally funded portion of contracts, with \$49 million (14%) being awarded to certified DBEs.
- During the first half of FFY 2021, MTA paid prime contractors \$727 million, with payments to certified DBEs totaling \$135 million (19%).
- On contracts closed during the first half of FFY 2021, MTA achieved 10% DBE participation.

FEDERALLY-FUNDED CONTRACTS  
DBE CONTRACT ACTIVITY  
FEDERAL FISCAL YEAR 2021(OCTOBER 2020-MARCH 2021)



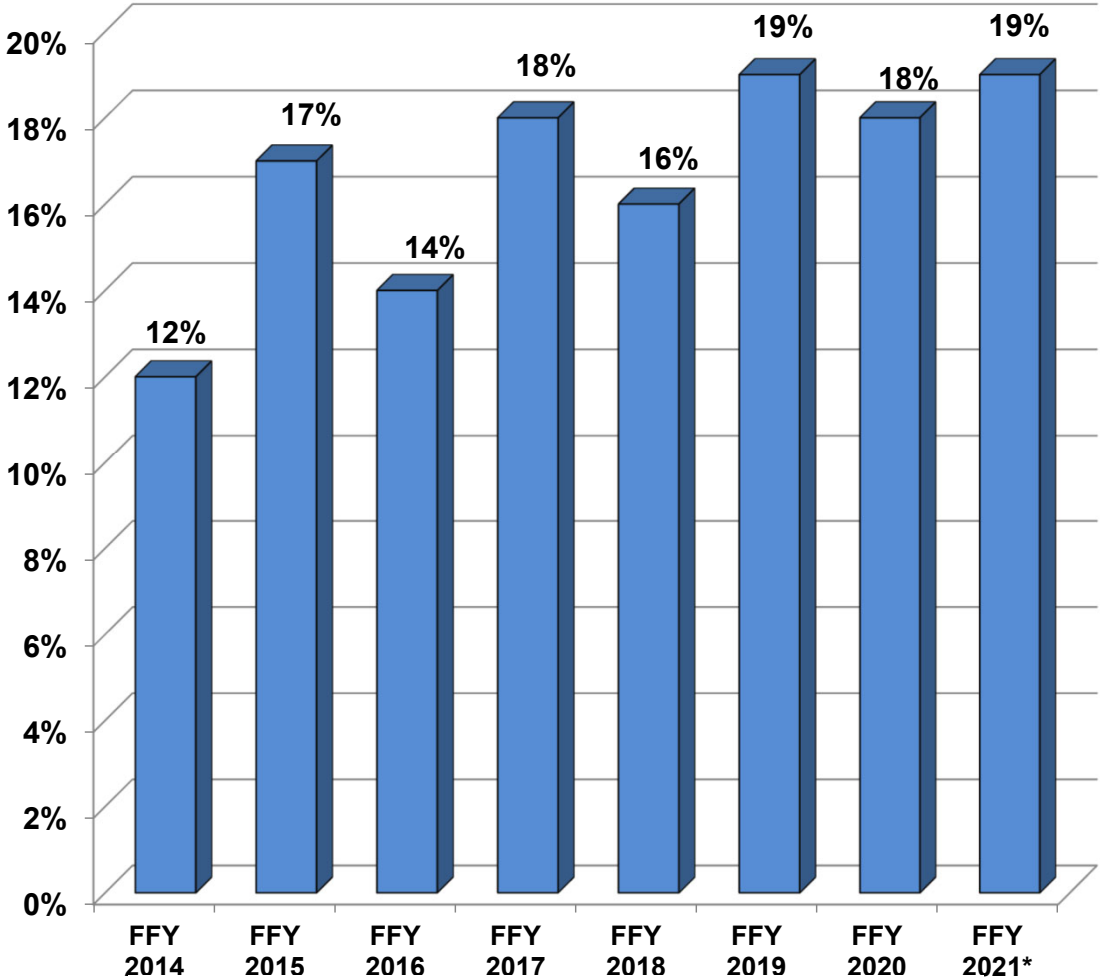
\* First half of the Federal Fiscal Year 2021

### DBE CONTRACT AWARDS October 2014 - March 2021



\* First half of the Federal Fiscal Year 2021

**DBE CONTRACT PAYMENTS**  
October 2014 - March 2021



\* First half of the Federal Fiscal Year 2021

**FEDERALLY-FUNDED CONTRACTS  
DBE CONTRACT ACTIVITY  
FEDERAL FISCAL YEAR 2021 (OCTOBER 2020-MARCH 2021)**

**AWARDS\***

CONTRACT AWARDS	PRIME AWARDS		DBE PARTICIPATION			OVERALL FTA GOAL
	Number of Contracts	Award Amount	Number of DBE Contracts	DBE Award Amount	% To Agency Total	
<b>1ST SEMI-ANNUAL REPORT October 2020- March 2021</b>	574	\$358,562,634	56	\$49,383,333	14%	20%
<b>TOTAL</b>	<b>**574</b>	<b>\$358,562,634</b>	<b>56</b>	<b>\$49,383,333</b>	<b>14%</b>	<b>20%</b>

**PAYMENTS\***

CONTRACT PAYMENTS	PAYMENTS TO PRIMES		DBE PARTICIPATION			OVERALL FTA GOAL
	Number of Contracts	Payment Amount	Number of DBE Subcontracts	DBE Payment Amount	% To Agency Total	
<b>1ST SEMI-ANNUAL REPORT October 2020- March 2021</b>	737	\$726,890,441	565	\$135,446,796	19%	20%
<b>TOTAL</b>	<b>737</b>	<b>\$726,890,441</b>	<b>565</b>	<b>\$135,446,796</b>	<b>19%</b>	<b>20%</b>

\*Dollar amounts represent the federally-funded portion of contracts.

\*\*This figure includes contracts for which no DBE goals were assigned.



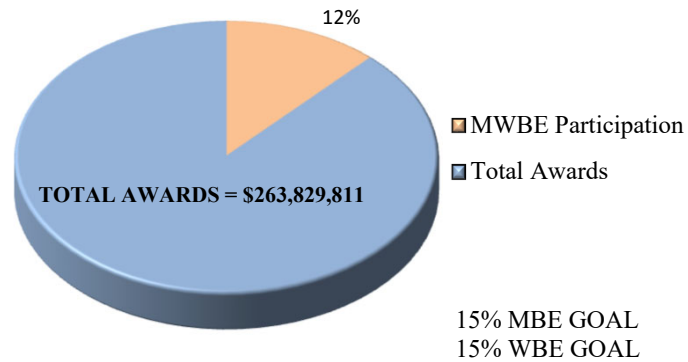
**MWBE Participation in State Funded Contracts  
New York State Fiscal Year 2021-2022\*  
(Reporting Period: April 1, 2021 to June 30, 2021)**

- Each year, MTA reports to the Empire State Development Corporation on a quarterly basis MWBE participation on state funded contracts.
- Reports are submitted 15 days after the end of each quarter, on January 15, April 15, July 15, and October 15.
- Reports include data on contracts with goals and MWBE contract payments.
- MTA established an overall MWBE goal of 30% for New York State fiscal year 2021-2022, starting April 1, 2021.
- During the first quarter of FY 2021-22, MTA awarded \$264 million in New York State funded contracts, with \$32 million (12%) awarded to certified MWBEs.
- During the first quarter of FY 2021-22, MTA paid approximately \$763 million on prime contracts with \$203 million (27%), paid to certified MWBEs.

\*The State Fiscal Year runs from April 1<sup>st</sup> through March 31<sup>st</sup>.

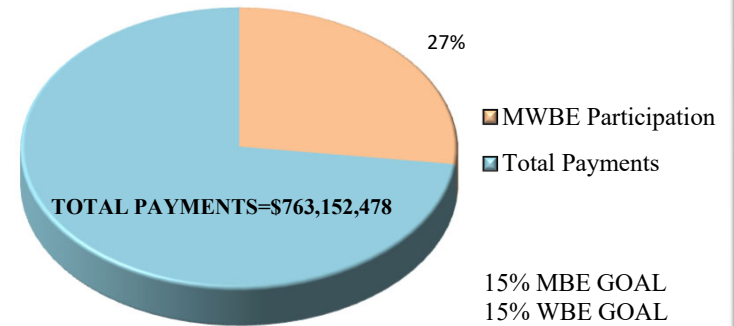
MWBE CONTRACT ACTIVITY  
NEW YORK STATE FISCAL YEAR 2021-2022 (APRIL-JUNE 2021)

**MWBE AWARD PARTICIPATION**



**Actual MWBE Participation \* = \$32M or 12%**

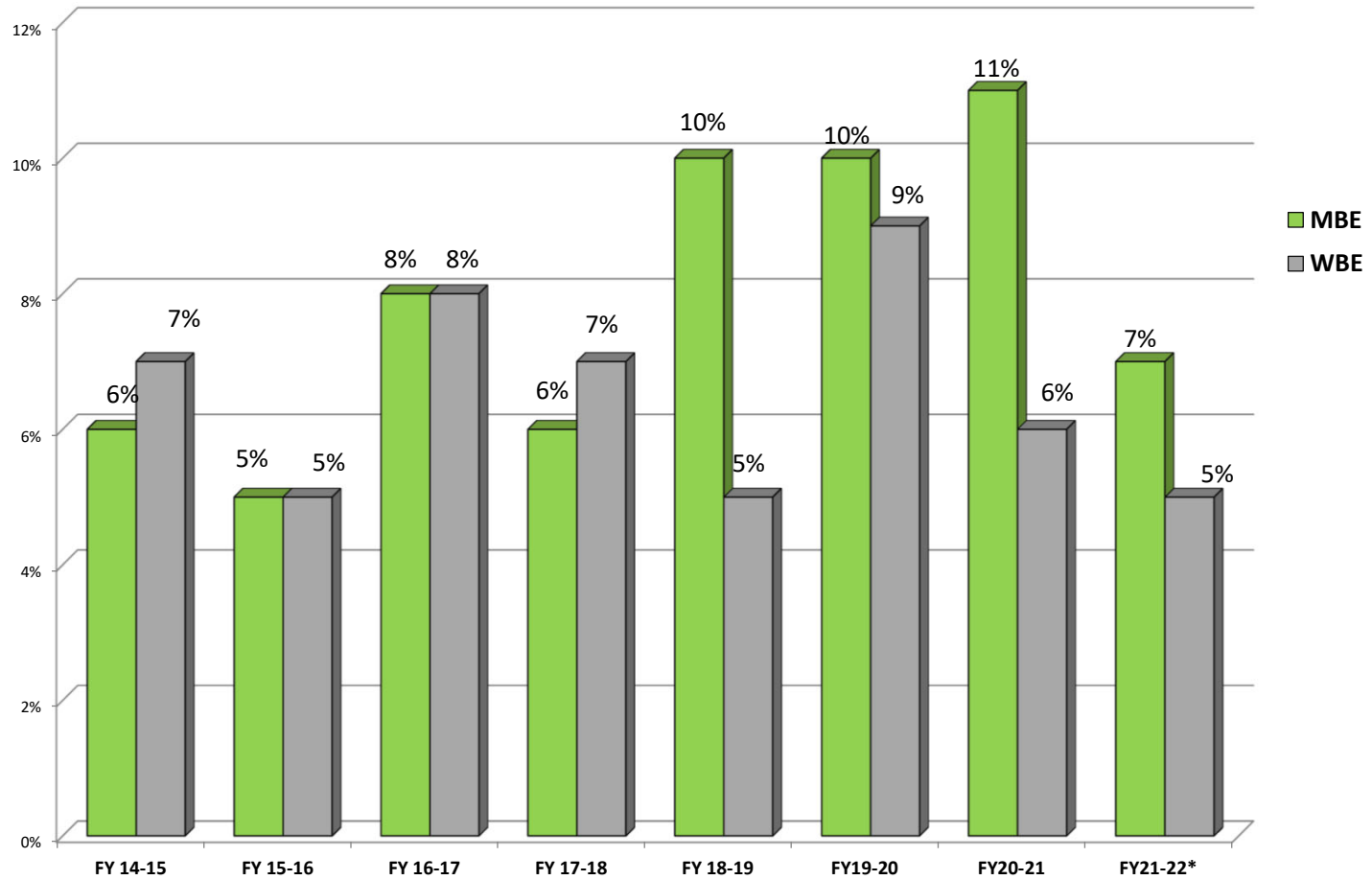
**MWBE PAYMENT PARTICIPATION**



**Actual MWBE Participation \* = \$203M or 27%**

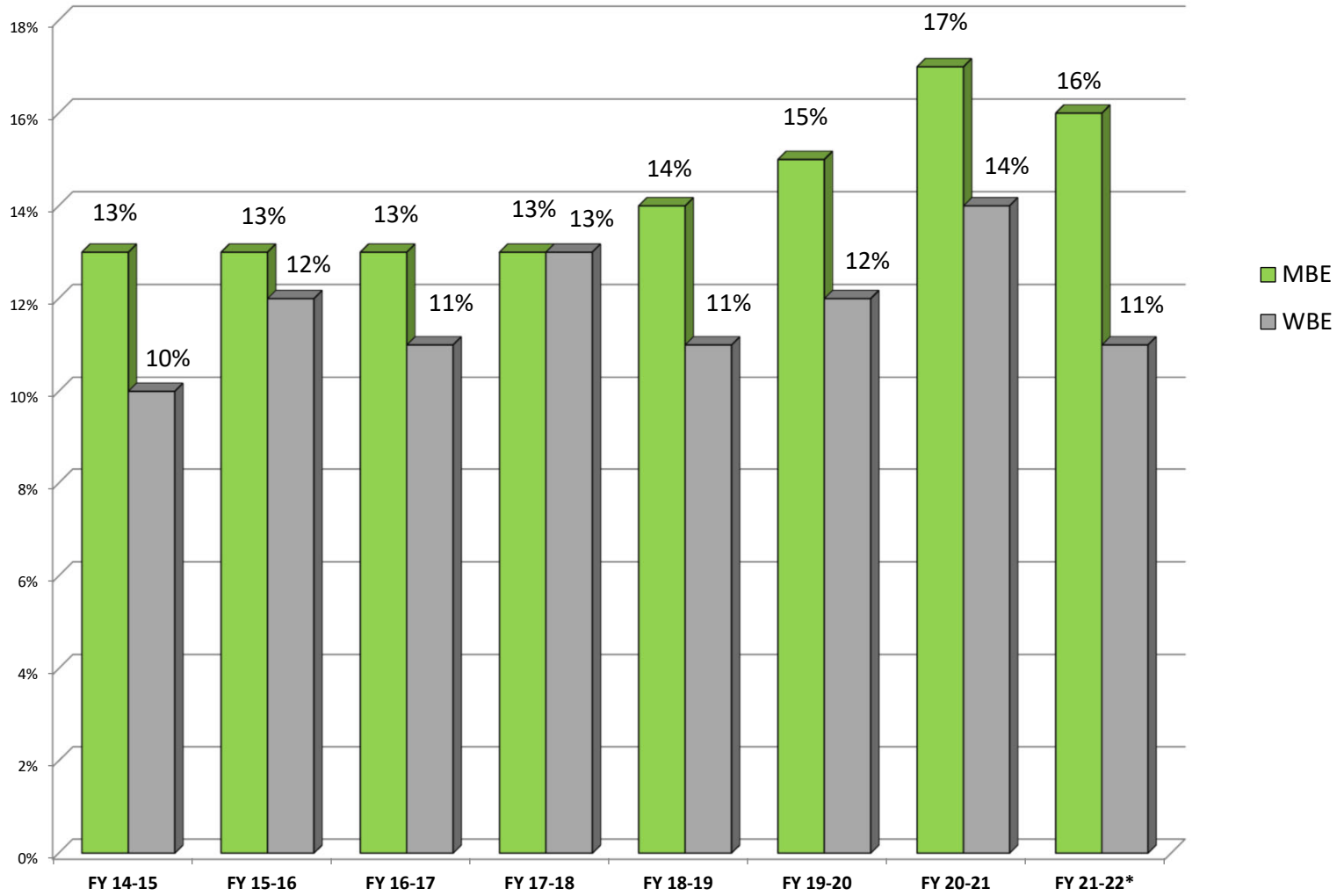
\* First Quarter of NYS FY 2021-22

### NYS MWBE AWARDS APRIL 2014 - JUNE 2021



\* FY 2021-22, First Quarter (April 2021 to June 2021)

# NYS MWBE PAYMENTS APRIL 2014 -JUNE 2021



\* FY 2021-22, First Quarter (April 2021 to June 2021)

**NYS CONTRACTS  
MWBE CONTRACT ACTIVITY  
APRIL 1, 2021 - JUNE 30, 2021**

<b>CONTRACT AWARDS</b>	<b>PRIME AWARDS</b>		<b>MWBE AWARDS</b>			<b>NYS Goal</b>
	<b>Number of Contracts</b>	<b>Award Amount</b>	<b>Number of MWBE Subcontracts</b>	<b>MWBE Award Amount</b>	<b>MWBE %</b>	
<b>FIRST QUARTER</b>	15,297	\$263,829,811	1,170	\$32,136,732	12%	30%
<b>APRIL 2021-JUNE 2021*</b>						
<b>TOTAL</b>	<b>15,297</b>	<b>\$263,829,811</b>	<b>1,170</b>	<b>\$32,136,732</b>	<b>12%</b>	<b>30%</b>

<b>CONTRACT PAYMENTS</b>	<b>PAYMENTS TO PRIMES</b>		<b>MWBE PARTICIPATION</b>			<b>NYS Goal</b>
	<b>Number of Contracts</b>	<b>Payment Amount</b>	<b>Number of MWBE Contracts</b>	<b>MWBE Payment Amount</b>	<b>MWBE %</b>	
<b>FIRST QUARTER</b>	2,316	\$763,152,478	3,313	\$203,104,234	27%	30%
<b>APRIL 2021-JUNE 2021*</b>						
<b>TOTAL</b>	<b>2,316</b>	<b>\$763,152,478</b>	<b>3,313</b>	<b>\$203,104,234</b>	<b>27%</b>	<b>30%</b>

**SDVOB Participation in State Funded Contracts  
New York State Fiscal Year 2021-2022\*  
(Reporting Period: April 1, 2021 to June 30, 2021)**

- Each year, MTA reports to the Office of General Services on a quarterly basis SDVOB participation on state funded contracts.
- Reports are submitted 30 days after the end of each quarter, on January 30, April 30, July 30, and October 30.
- Reports include data on contracts with SDVOB goals and payments made to SDVOBs.
- MTA established an overall SDVOB goal of 6% for State fiscal year 2021-2022, starting on April 1, 2021.
- During the first quarter of FY 2021-22, MTA awarded \$35 million in contracts with \$2.7 million (8%) awarded to certified SDVOBs.
- During the first quarter of FY 2021-22, MTA paid \$221 million on prime contracts with \$11 million (5%), paid to certified SDVOBs.

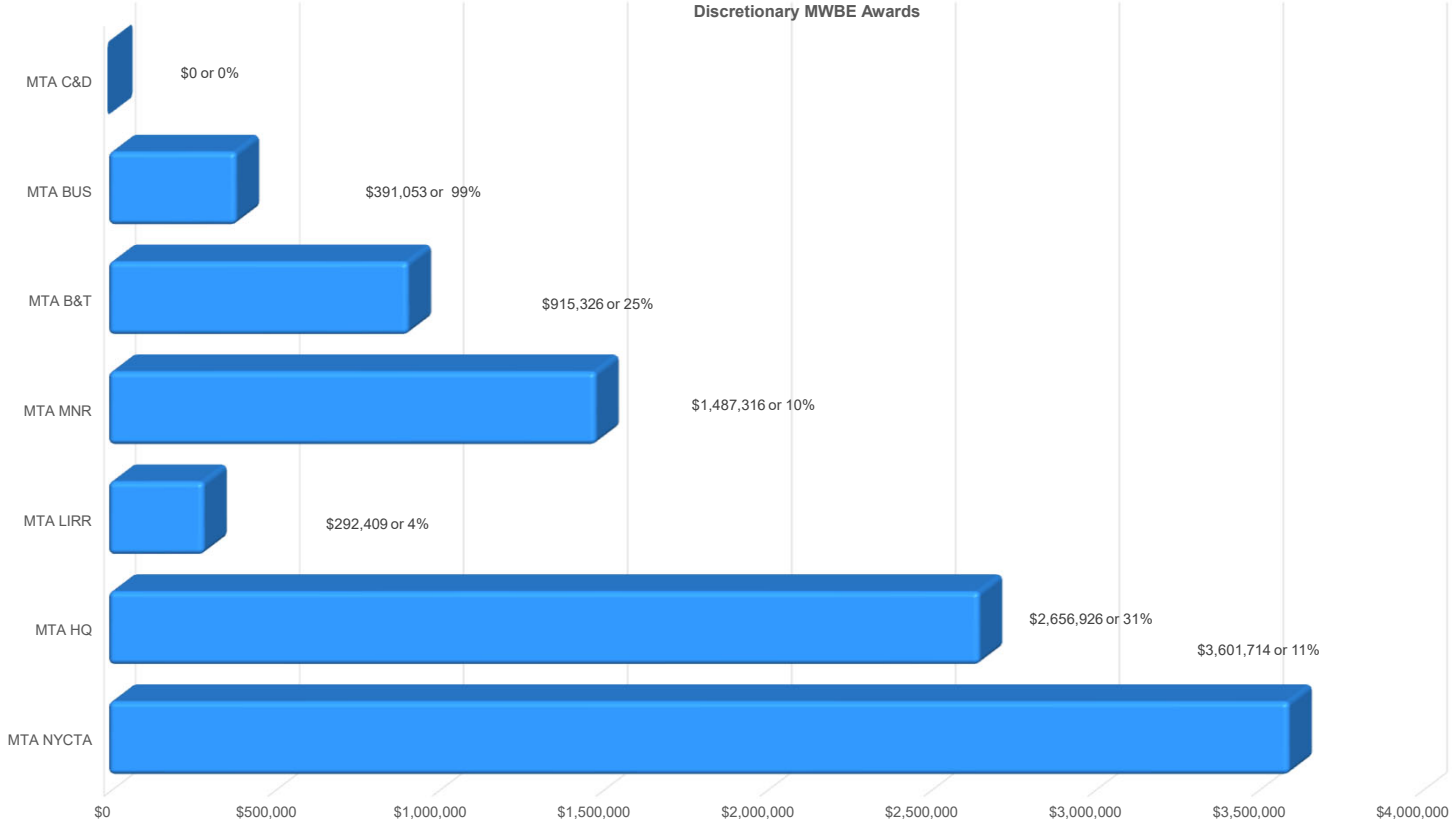
\*The State Fiscal Year runs from April 1<sup>st</sup> through March 31<sup>st</sup>.

**SDVOB CONTRACT ACTIVITY  
APRIL 1, 2021 - JUNE 30, 2021**

<b>CONTRACT AWARDS</b>	<b>Agency Awards</b>	<b>SDVOB Awards</b>	<b>SDVOB%</b>
FIRST QUARTER (APRIL - JUNE 2021)	\$35,420,483	\$2,711,347	8%
<b>FY 2021-2022 TOTAL</b>	<b>\$35,420,483</b>	<b>\$2,711,347</b>	<b>8%</b>

<b>CONTRACT PAYMENTS</b>	<b>Agency Disbursements</b>	<b>SDVOB Disbursements</b>	<b>SDVOB%</b>
FIRST QUARTER (APRIL - JUNE 2021)	\$220,609,874	\$10,757,230	5%
<b>FY 2021-2022 TOTAL</b>	<b>\$220,609,874</b>	<b>\$10,757,230</b>	<b>5%</b>

MTA ALL AGENCY  
DISCRETIONARY PROCUREMENTS REPORT\*  
APRIL 2021 - JUNE 2021



\*Discretionary procurements include purchases for goods, miscellaneous procurements, personal or miscellaneous services.

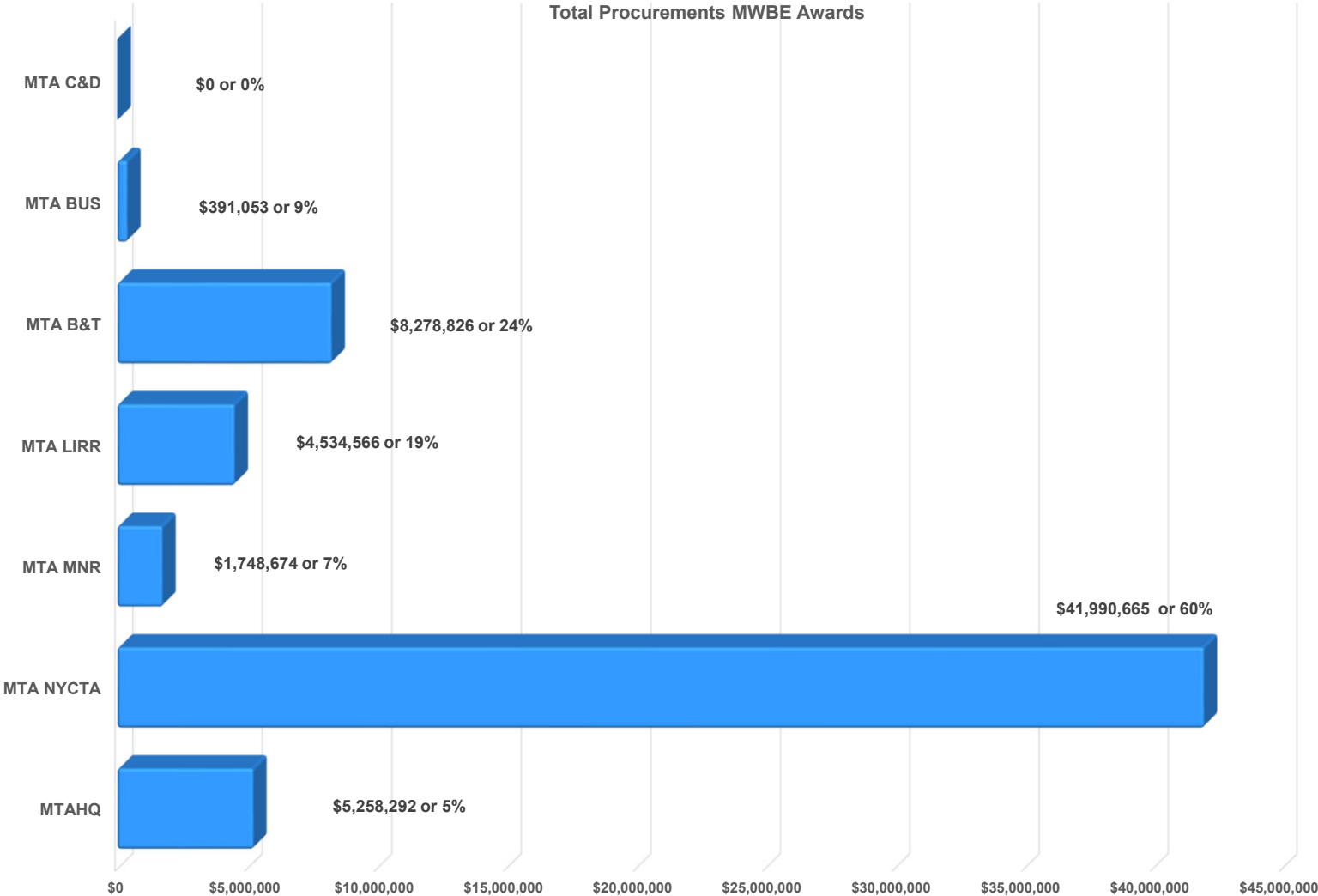


**MTA ALL AGENCY  
DISCRETIONARY PROCUREMENT REPORT\*  
April 2021 - June 2021**

<b>Agency</b>	<b>Total Awards \$1M or Less</b>	<b>Discretionary MWBE Awards</b>	<b>Discretionary MWBE %</b>	<b>Discretionary SBC</b>	<b>Discretionary SBC %</b>
<b>MTA NYCTA</b>	\$ 32,509,987	\$ 3,601,714	11%	\$ 468,026	1%
<b>MTA HQ</b>	\$ 8,530,776	\$ 2,656,926	31%	\$ 797,999	9%
<b>MTA MNR</b>	\$ 14,399,177	\$ 1,487,316	10%	\$ 393,993	3%
<b>MTA B&amp;T</b>	\$ 3,660,387	\$ 915,326	25%	\$ -	0%
<b>MTA BUS</b>	\$ 393,192	\$ 391,053	99%	\$ 2,139	0.54%
<b>MTA LIRR</b>	\$ 7,693,768	\$ 292,409	4%	\$ 996,433	13%
<b>MTA C&amp;D</b>	\$ 1,870	\$ -	0%	\$ -	0%
<b>Total</b>	<b>\$ 67,189,156</b>	<b>\$ 9,344,745</b>	<b>14%</b>	<b>\$ 2,658,590</b>	<b>4%</b>

\* Discretionary procurements include purchases for goods, miscellaneous procurements, personal or miscellaneous services.

MTA ALL AGENCY  
TOTAL PROCUREMENTS REPORT  
APRIL 2021 - JUNE 2021



**MTA ALL AGENCY  
TOTAL PROCUREMENTS  
APRIL 2021 - JUNE 2021**

<b>Agency</b>	<b>Total Award Amount</b>	<b>Total MWBE Awards</b>	<b>MWBE %</b>
<b>MTA NYCTA</b>	\$ 70,480,609.70	\$ 41,990,664.81	60%
<b>MTA B&amp;T</b>	\$ 34,583,887.60	\$ 8,278,826.20	24%
<b>MTA HQ</b>	\$ 104,004,299.19	\$ 5,258,292.28	5%
<b>MTA LIRR</b>	\$ 23,900,739.01	\$ 4,534,566.20	19%
<b>MTA MNR</b>	\$ 23,961,203.76	\$ 1,748,674.45	7%
<b>MTA BUS</b>	\$ 4,481,276.47	\$ 391,052.85	9%
<b>MTA C&amp;D</b>	\$ 1,870.00	\$ -	0%
<b>Total</b>	<b>\$ 261,413,886</b>	<b>\$ 62,202,077</b>	<b>24%</b>

# Metropolitan Transportation Authority Department of Diversity and Civil Rights

Discretionary A&E, IT, and Legal

September 15, 2021



**A/E Awards thru Discretionary Procurement April 2021 to June 2021**

#	Agency	Contract Number	Project Name & Description	Primary Trades	Contract Amount	Notice of Award Date	Contractor	Contractor Certification
1	B&T	14073-5600, Work Order No. 29	RIC-2003 for improvements to the Ventilation at the Fleet Garage and RMB 2nd Floor	As-Needed Construction Administration, Inspection and Support Services	\$ 252,137	4/29/21	IH Engineers, P.C.	MBE
2	B&T	14073-5600 – Work Order # 36,	Senior Project Engineer(s), Staff Augmentation for Project GES-264	As-Needed Construction Administration, Inspection and Support Services	\$ 313,000	5/28/21	O&S Associates, Inc.	MBE
3	B&T	14073-4600 – Work Order # 35	Senior Project Engineer(s), Staff Augmentation for Project GES-264	As-Needed Construction Administration, Inspection and Support Services	\$ 350,189	6/11/21	Armand Corporation	M/WBE

**Total A/E Awards:                      \$915,326**

# IT Discretionary

**IT Discretionary Consulting Contract No. 14357  
April 2021 - June 2021**

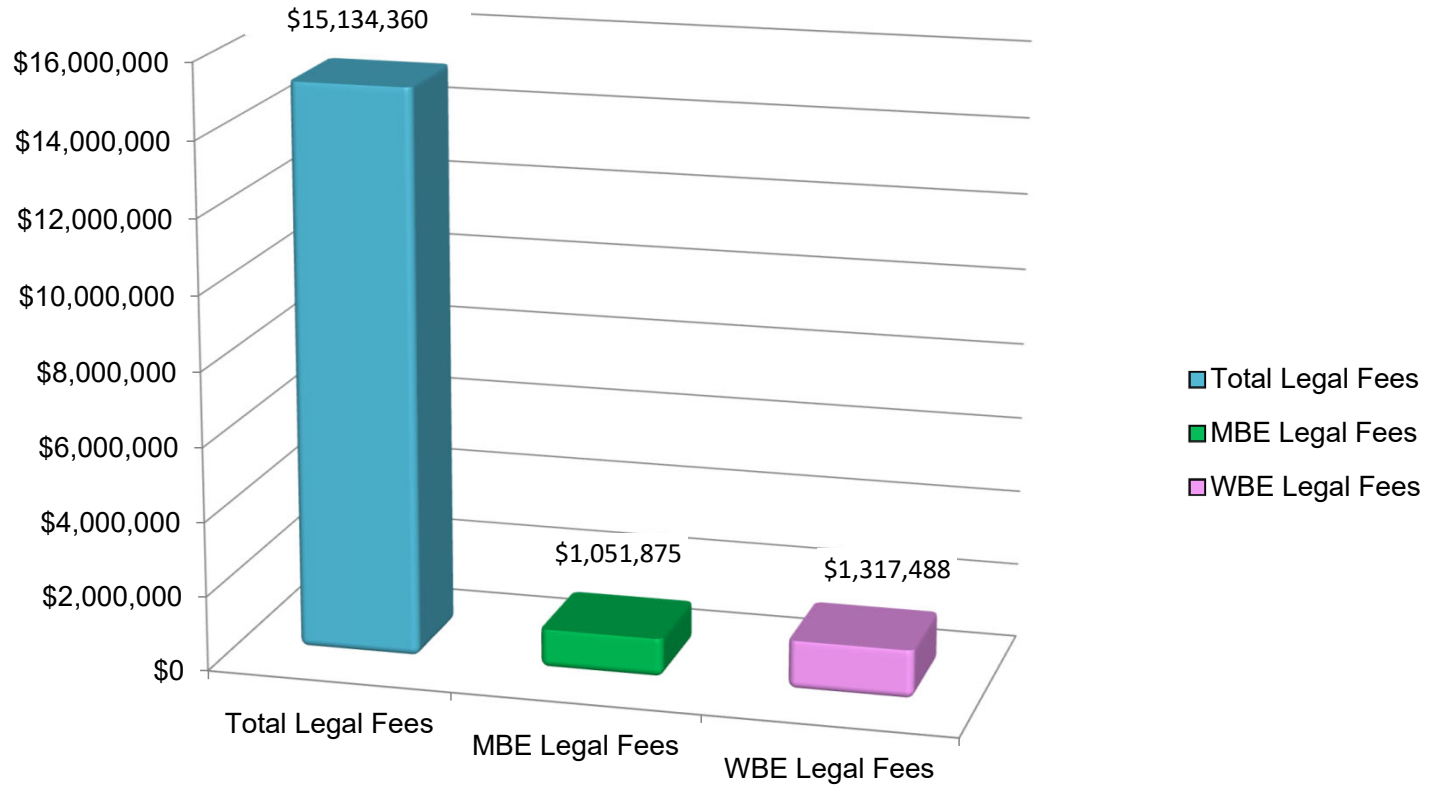
**Total Number of Awards- 9**

**Value of Awards- \$ 1.5 million**

**Value of Cumulative Awards- \$136 million**



### MTA ALL AGENCY LEGAL FEES APRIL 2021 - JUNE 2021



**MTA ALL AGENCY LEGAL FEES PAID  
APRIL 2021 THROUGH JUNE 2021**

<b>AGENCY</b>	<b>ALL FEES PAID</b>	<b>MBE FEES PAID</b>	<b>Agency MBE PARTICIPATION</b>	<b>WBE FEES PAID</b>	<b>Agency WBE PARTICIPATION</b>	<b>MWBE FEES PAID</b>	<b>Agency MWBE PARTICIPATION</b>
LIRR	\$ 176,642	\$ 676	0.38%	\$ 132,053	74.76%	\$ 132,728	75.14%
MTA BUS	\$ 1,104,859	\$ 91,504	8.28%	\$ 305,623	27.66%	\$ 397,127	35.94%
FMTAC	\$ 2,081,513	\$ 453,369	21.78%	\$ 272,051	13.07%	\$ 725,420	34.85%
NYCTA	\$ 3,897,427	\$ 210,935	5.41%	\$ 262,396	6.73%	\$ 473,331	12.14%
MNR	\$ 714,014	\$ 70,179	9.83%	\$ 5,254	0.74%	\$ 75,433	10.56%
MTA C&D	\$ 735,770	\$ 74,976	10.19%	\$ -	0.00%	\$ 74,976	10.19%
MTAHQ	\$ 5,790,766	\$ 120,728	2.08%	\$ 336,111	5.80%	\$ 456,839	7.89%
B&T	\$ 633,368	\$ 29,509	4.66%	\$ 4,000	0.63%	\$ 33,509	5.29%
<b>Total</b>	<b>\$ 15,134,360</b>	<b>\$ 1,051,875</b>	<b>7%</b>	<b>\$ 1,317,488</b>	<b>9%</b>	<b>\$ 2,369,363</b>	<b>16%</b>



# Metropolitan Transportation Authority Department of Diversity and Civil Rights

## Status of Closed Contracts as of June 30, 2021

September 15, 2021



# MTA Headquarters DDCR Update

## Inactive Contracts – Status as of June 30, 2021

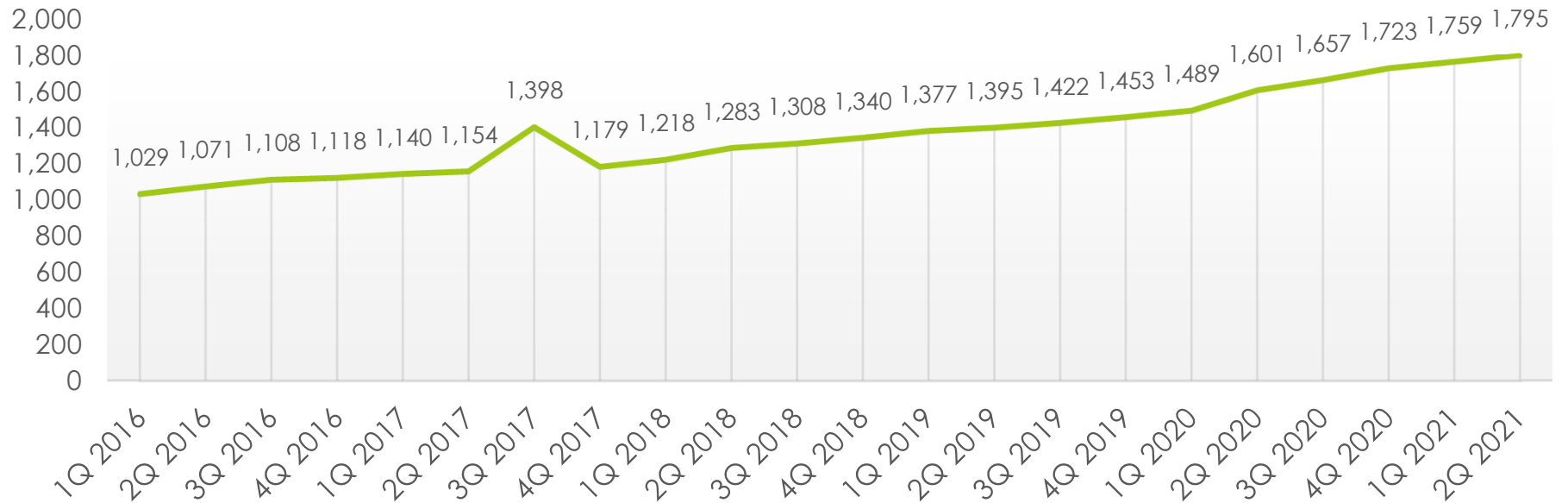
Inactive Contracts with Goals	#
1. Total Contracts Reviewed and Closed	1,487
2. Contracts Administratively Closed	308 <sup>1</sup>
Sub-Total	1,795 (96%)
3. Closeouts in Progress	50
4. Contracts Pending Agency Action	19
Total	1,864 (100%)

1. Contracts administratively closed because of the age of the contract (beyond the established seven-year record retention period).



# MTA Headquarters DDCR Update

## DDCR Contract Closeout Progression 1Q 2016 through 2Q 2021<sup>2</sup>

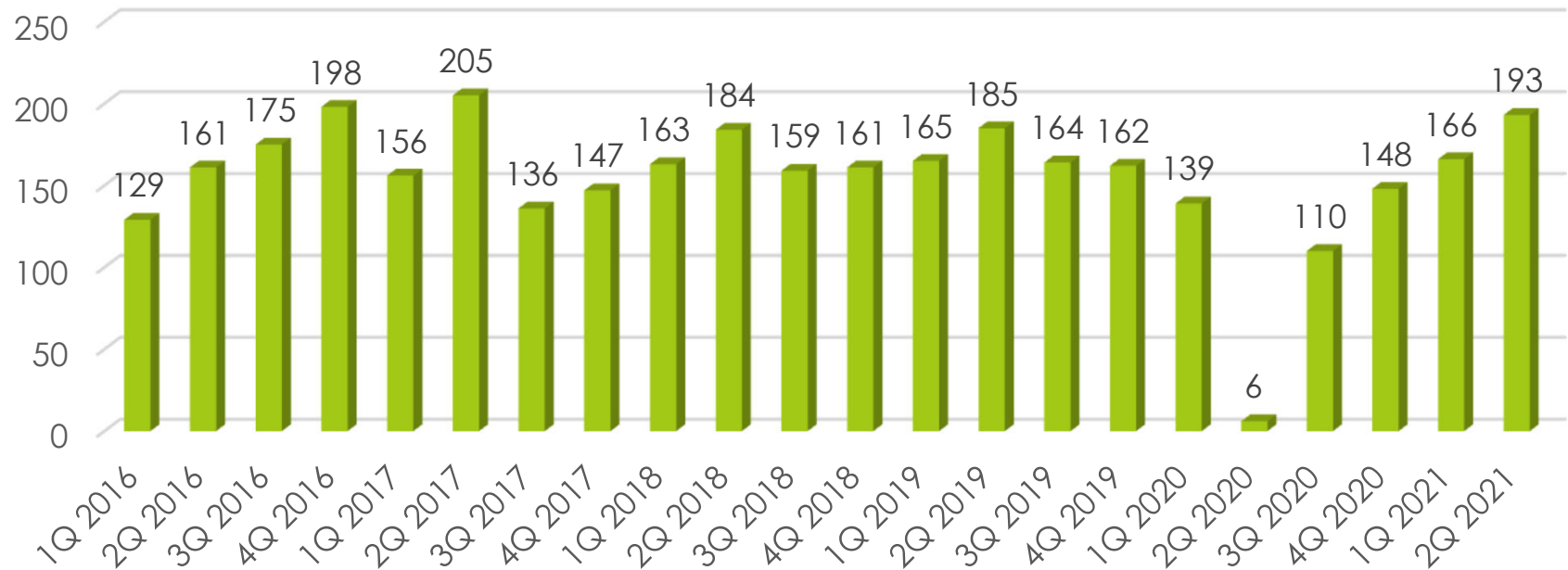


2. The decrease in closeouts between 3Q 2017 and 4Q 2017 is due to approx. 200 contracts being closed out in error, requiring subsequent re-activation.



# MTA Headquarters DDCR Update

DDCR Project Site Visits: 1Q 2016 – 2Q 2021  
Total Site Visits Performed = 3,411



3. No site visits were performed during April & May 2020 due to the COVID-19 pandemic. Virtual site visits began on June 29, 2020.



# Metropolitan Transportation Authority Department of Diversity and Civil Rights

## M/WBE, DBE, and SDVOB Participation on Capital Projects

September 15, 2021



# MWDBE and SDVOB Participation on MTA Capital Projects with Goals\*

## ■ Federal Participation Goal: 20%

(First Half of Federal Fiscal Year 2021 (October 2020 to March 2021))

- Total Awards: \$85M
- Total DBE Awards: \$19M (23%)
- Total Payments: \$287M
- Total DBE Payments: \$61M (21%)

## ■ New York State MBE Participation Goal: 15%

(First Quarter of NYS Fiscal Year 2021-2022 (April 2021 – June 2021))

- Total Awards: \$43M
- Total MBE Awards: \$6M (14%)
- Total Payments: \$54M
- Total MBE Payments: \$12M (22%)

## ■ New York State WBE Participation Goal: 15%

(First Quarter of NYS Fiscal Year 2021-2022 (April 2021 – June 2021))

- Total Awards: \$43M
- Total WBE Awards: \$5M (11%)
- Total Payments: \$54M
- Total WBE Payments: \$5M (9%)

## ■ Service Disabled Veteran-Owned Business Participation Goal: 6%

(First Quarter of NYS Fiscal Year 2021-2022 (April 2021 – June 2021))

- Total Awards: \$21M
- Total SDVOB Awards \$851,777 (4%)
- Total Payments: \$175M
- Total SDVOB Payments: \$2M (1%)

\*Report is based on original contract amount provided by MTA Agencies for third-party design and construction contracts (excluding rolling stock and signals).



# Metropolitan Transportation Authority Department of Diversity and Civil Rights

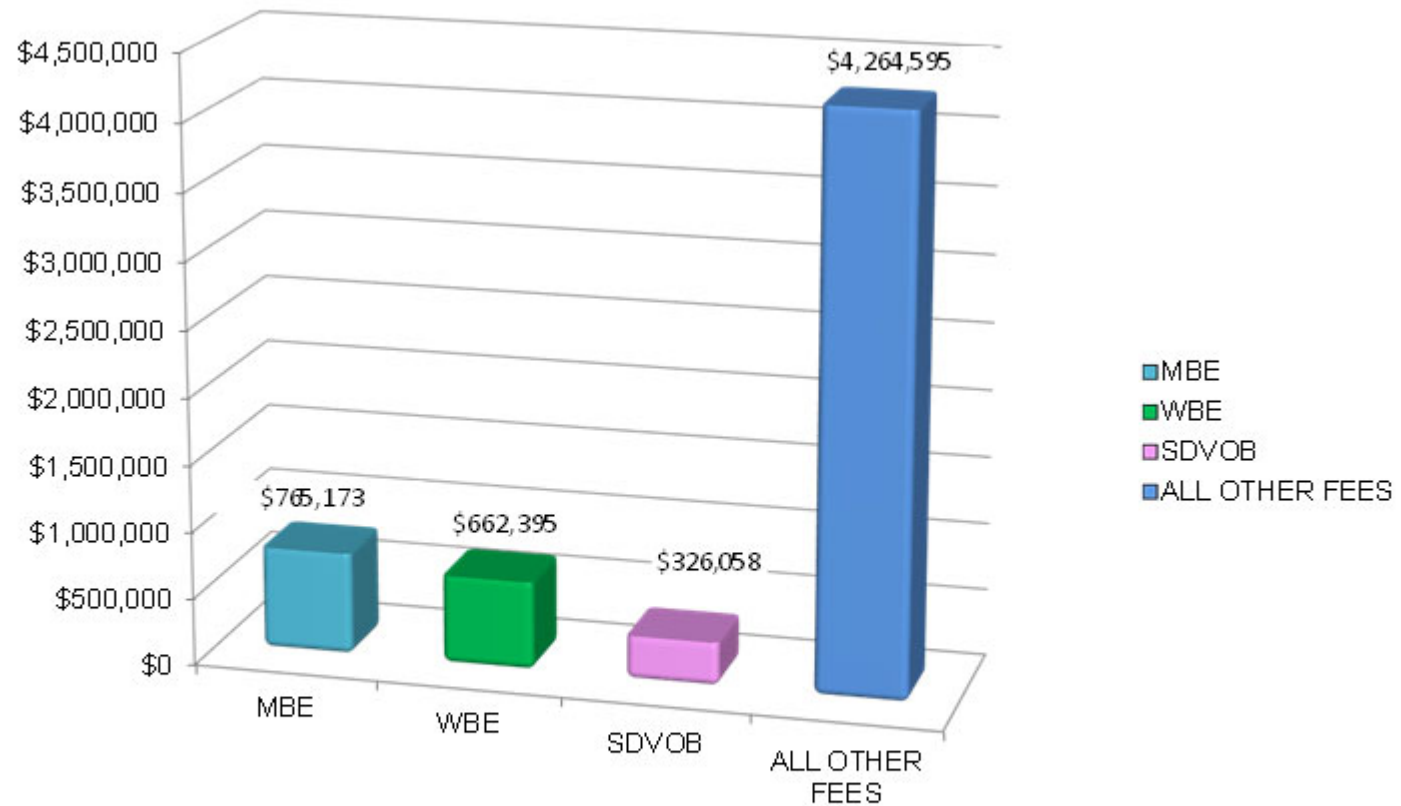
Financial Services

September 15, 2021



# MTA All Agency Underwriter Fees

April 2021 - June 2021



Actual WBE Participation = \$662,395 or 11%  
Actual MBE Participation = \$765,173 or 13%  
Actual SDVOB Participation = \$326,058 or 5%  
All Other Underwriting Fees = \$4,264,595 or 71%  
Total Underwriting Fees = \$6,018,221





# Metropolitan Transportation Authority Department of Diversity and Civil Rights

Asset Fund Managers

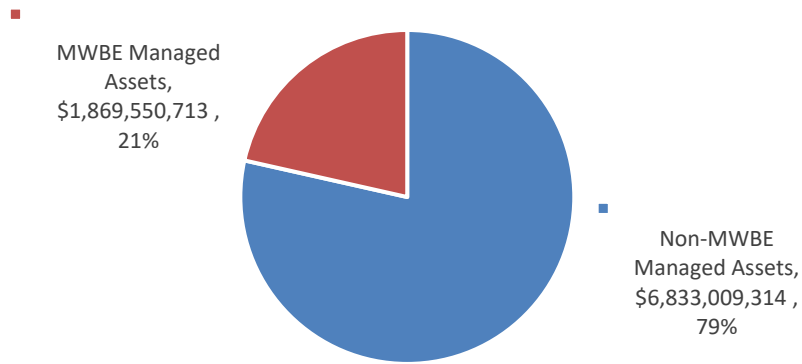
September 15, 2021



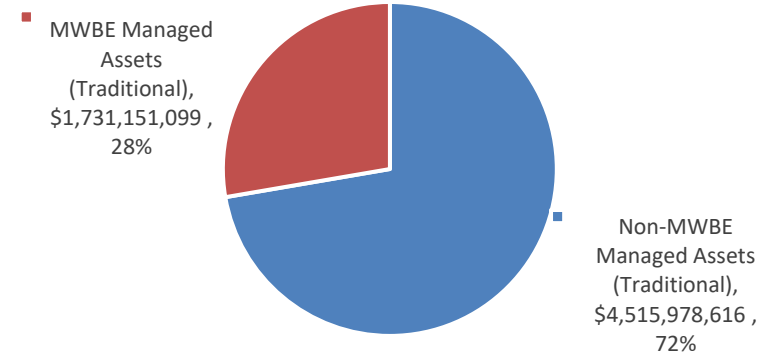
# MTA Sponsored Plans – MWBE Participation

As of June 2021

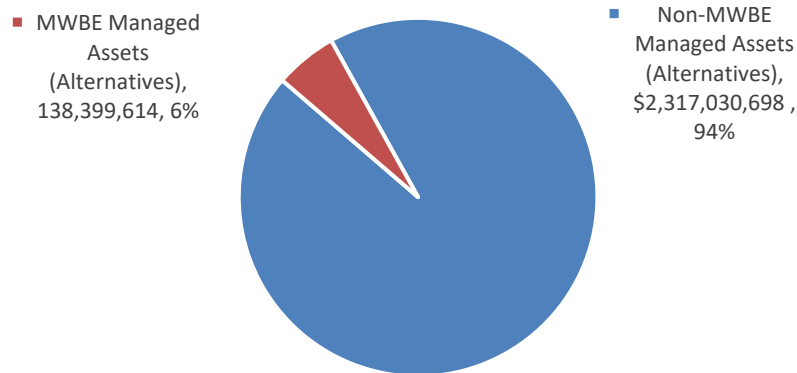
Combined Plans - Total Assets



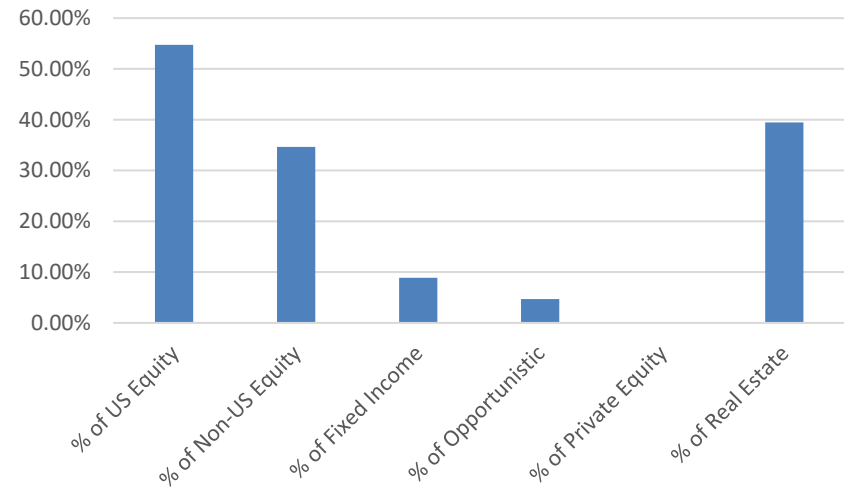
Combined Plans - Traditional Investments



Combined Plans- Alternative Investments



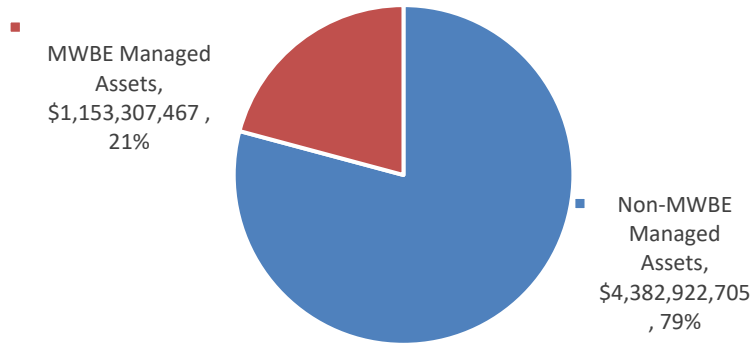
MWBE Managed Assets by Asset Class



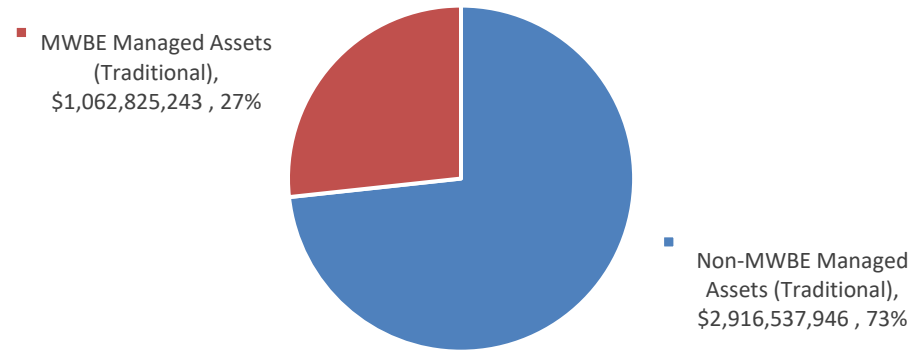
# MTA Sponsored Plans – MWBE Participation

As of June 2021

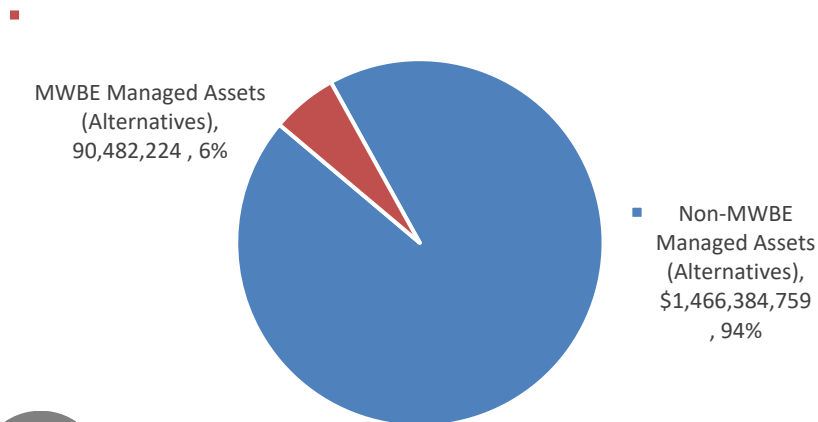
MTA Defined Benefit - Total Assets



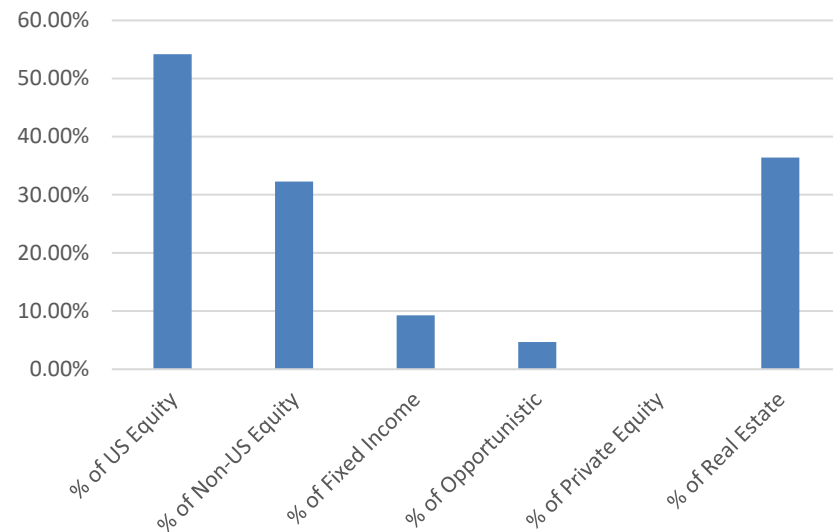
MTA Defined Benefit - Traditional Investments



MTA Defined Benefit - Alternative Investments



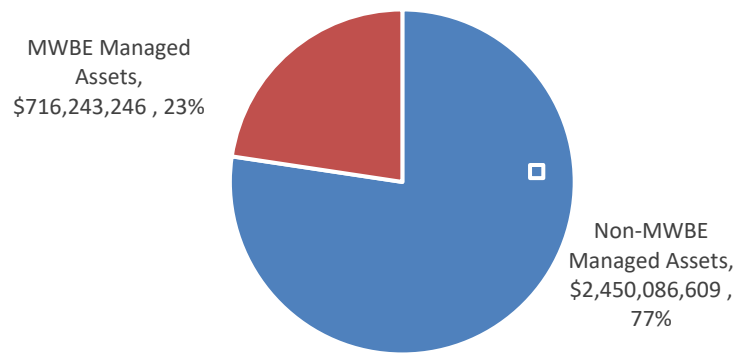
MWBE Managed Assets by Asset Class



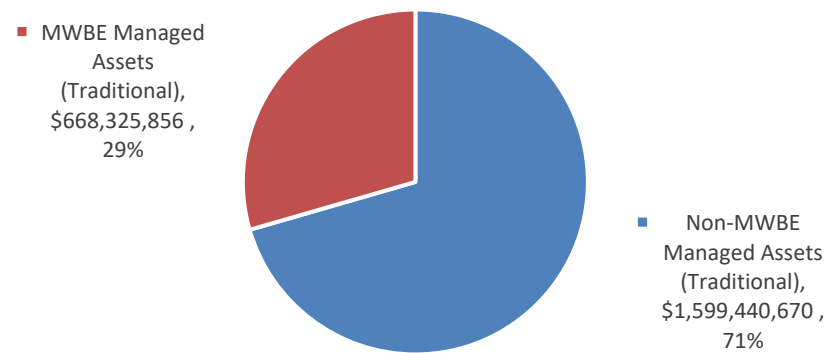
# MTA Sponsored Plans – MWBE Participation

As of June 2021

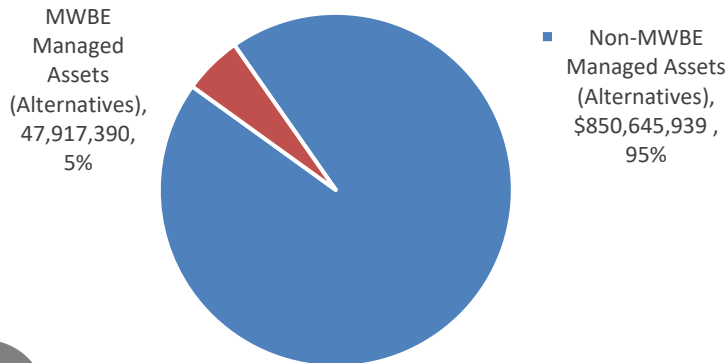
MaBSTOA - Total Assets



MaBSTOA - Traditional Investments



MaBSTOA - Alternative Investments



MWBE Managed Assets by Asset Class

