



Metropolitan Transportation Authority

Diversity Committee Meeting

June 2022

Committee Members

E. Velez, Chair
F. Miranda
M. Valdivia
N. Zuckerman

Diversity Committee Meeting

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

Monday, 6/27/2022

11:30 AM - 12:15 PM ET

1. PUBLIC COMMENT PERIOD

2. APPROVAL OF MINUTES

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7. EEO 2022

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b. AGENCY-SPECIFIC WORKFORCE 2022

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8. SMALL BUSINESS DEVELOPMENT PROGRAM UPDATE

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9. M/W/DBE AND SDVOB CONTRACT COMPLIANCE

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

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MTA DIVERSITY COMMITTEE

Meeting Minutes
2 Broadway, 20th Floor
New York, NY 10004
Monday, March 28, 2021
3:00 p.m.

The following Committee Members were present (*Attended remotely):

Hon. Rhonda Herman, Chair
Hon. Elizabeth Velez*
Hon. Lorraine Cortés-Vázquez*

The following Board Member was present:

Hon. Robert W. Linn

The following staff were also present:

Michael Garner, MTA Chief Diversity and Inclusion Officer, MTA Department of Diversity and Civil Rights ("DDCR")

George Cleary, Deputy Chief Diversity Officer, Small Business Development Program ("SBDP"), DDCR

Dr. Rosalyn Green, Deputy Chief Diversity and Inclusion Officer, EEO and Title VI, DDCR

Ray Burke, Deputy Chief Diversity and Inclusion Officer, Contract Compliance, DDCR

George Llanos, Senior Director, Business and Diversity Initiatives, DDCR

Lorraine Warren, Senior Director, DBE Certification, DDCR

Yvell Stanford, Deputy Chief, Design and Development

Patrick Isom, Manager, Financial Analysis

Maria Amper, Assistant Deputy Chief Diversity Officer, Operations and Technological Support, DDCR

John McCarthy, MTA Chief of External Relations also attended the meeting.

Chair Rhonda Herman called to order the March 2022 Diversity Committee meeting.

1. PUBLIC SPEAKERS' SESSION

The MTA Moderator reminded public speaker of the rules of conduct, the two-minute speaking limit, and that speakers will be alerted when 30 seconds remain to conclude their remarks.

The MTA Moderator introduced Charlton Dsouza, a private citizen as the public speaker.

Refer to the video recording of the meeting produced by the MTA and maintained in MTA records for the content of speaker's statements.

2. APPROVAL OF MINUTES

Upon motion duly made and seconded, the Committee approved the Minutes of the MTA Diversity

Committee meeting held on December 13, 2021.

3. WORK PLAN REPORT

Chair Herman asked if there were any changes to the 2022 Work Plan. Mr. Garner reported no updates.

4. EXECUTIVE SUMMARY

Business and Diversity Initiatives

Mr. Llanos reported that DDCR participated in several events during the period of January to December 2021, which attracted 1,469 firms because of these outreach efforts. Eighty-six certified firms received more than \$290 million in contract awards and 162 certified firms received approximately \$250 million in contract payments.

Certification Activity Report

Ms. Warren stated that from January to December 2021, 87 new DBE certification applications were received, and 57 firms were certified.

2021 EEO Activities

Dr. Green provided an update on 4th quarter EEO activities. The MTA's overall workforce consists of 69,702 employees, of whom 18% are women, 71% are minorities, 3% are veterans, and 1% are employees who self-identified as persons with disabilities. When compared to the end of year 2020, the overall workforce headcount has continued a slight downward trend, with a decrease of 1.5% despite an increase of 1% in minority representation. The representation of individuals who self-identify as individuals with disabilities has remained the same. The female representation remained at 18%. In celebration of Women's History month, the focus will be on the female representation throughout the MTA's workforce. A slide was presented to show all positions that are within the eight EEO categories within the agency. Each category contains numerous job titles with varying responsibilities. Consistent with the prior years, at the end of 2021, there's an 18% female representation in our overall workforce regardless of the EEO category. She indicated that the overall female representation can be misrepresenting where women are in certain EEO categories or certain placements of management within the organization. A closer look showed where the females are and the categories where they are underrepresented. Overall agency goals to increase female representation were assigned for each of these categories and will be updated next year.

Refer to the video recording of the meeting, produced by the MTA and maintained in MTA records, for the details of Dr. Green's report and Diversity Committee members' comments and discussion.

Dr. Green presented a slide presentation that shows the ascent of the groundbreaking women presented in 2019.

SBDP Small Business Development Program Update

Mr. Cleary reported that since the inception of the program, the SBDP has awarded 520 contracts totaling \$556 million, with an estimated 13,000 newly created jobs. Last year 66 contracts were awarded, totaling \$69.5 million. The small business loan program since inception has issued 135 loans totaling \$18.7 million. The SBDP bond assistance program has helped firms secure \$444 million in

surety bonding. More than 995 firms have participated in the SBDP training program. Mr. Garner added that the Small Business Mentoring Program has a new advertising campaign to recruit a more diverse pool of contractors. A video clip highlighting the firm Zion Contracting was presented.

M/W/DBE and SDVOB Contract Compliance Report

Mr. Burke reported that the MTA's overall MWBE goal is 30%. MWBEs were awarded 14% in contracts and 28% was achieved in contract payments during the first three quarters of the state fiscal year 2021-22. The MTA's overall SDVOB goal is 6%. For the same period, 6% SDVOB participation was achieved in contract awards, and 5% was achieved in payments made on ongoing contracts.

Mr. Burke said that 25% DBE participation was achieved in contract awards, and 18% was achieved in payments in ongoing contracts for the 2021 Federal Fiscal Year.

Capital Projects

Mr. Burke reported that for the Federal Fiscal Year 2021, the DBE goal was 20%, and 23% DBE was achieved in awards for federally funded capital projects. Payments on ongoing contracts achieved a 19% DBE participation. For state-funded capital projects, the goal was 15% and 16% of the MBE participation goal was achieved in contract awards. Payments made on ongoing contracts during the first three quarters of the Fiscal Year 2021 have 14% participation. Regarding WBEs with the goal of 15%, 9% was achieved in awards and 12% in payments. Mr. Burke also reported 4% SDVOB participation in awards and 1% participation in payments on ongoing contracts. Mr. Garner emphasized that the MTA for the first time in history has achieved and exceeded the 30% MWBE goal for the fiscal year 2020-21 at 31% and that awards to SDVOBs have improved.

Mr. Burke and Mr. Garner mentioned DDCR's strategies for improvement include expanding on building relationships with various women, veteran and minority trade groups and associations, designing smaller contracts for greater participation by MWDBE/SDVOBs and hiring additional MWDBE/SDVOB contract compliance staff.

Legal Fees

Mr. Garner stated that current MWBE participation on legal fees is 16%. He is working with Paige Graves, MTA Acting General Counsel and her staff to develop further strategies to help identify certified women and minority owned law firms to retain them and make sure that the MTA will achieve the Governor's 30% MWBE goal on legal fees. There has been an increase in the past four years from 4% to 16%. He said that he will not rest until the MTA is awarding and issuing legal fees to a diverse pool of law firms and the 30% goal is achieved.

Financial Services

Mr. Isom provided an update on financial services. For the reporting period, the MTA has achieved 32% on MWBE/SDVOB participation, specifically 14% MBE participation, 13% for WBE, and 6% for SDVOB participation. Mr. Garner said that he is optimistic that MTA is going to continue to maintain issuing fees to a diverse population of investment banking firms.

Asset Fund Managers

Mr. Garner reported that of the total assets, MWBEs managed \$1.93 billion in assets as of December 2021. We continue not only on the capital side but also on the services side to make sure the MTA is

affording opportunities to New York State Certified MWBE firms.

Refer to the video recording of the meeting, produced by the MTA and maintained in MTA records, for the details of the Executive Summary report and the Diversity Committee members' comments and discussion.

5. ADJOURNMENT

Chair Herman concluded the meeting, and upon motion duly made and seconded, the Diversity Committee voted to adjourn the meeting.

Respectfully submitted,
Maria Amper
Assistant Deputy Chief Diversity Officer
Department of Diversity and Civil Rights

2022 Diversity Committee Work Plan

I. RECURRING AGENDA ITEMS	<u>Responsibility</u>
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	<u>Responsibility</u>
<u>March 2022</u>	
2022 Departmental Goals	Dept. of Diversity/Civil Rights
2021 Year-End Report	Dept. of Diversity/Civil Rights
Diversity Committee Charter Review	Committee Chair and Members
<u>June 2022</u>	
1st Quarter 2022 Report	Dept. of Diversity/Civil Rights
<u>September 2022</u>	
2nd Quarter 2022 Report	Dept. of Diversity/Civil Rights
Recruitment Strategies for MTAHQ and MTA Agencies	Dept. of Diversity/Civil Rights, MTAHQ and Agency Staff
<u>December 2022</u>	
3 rd Quarter 2022 Report	Dept. of Diversity/Civil Rights
Status Report on MTA Inter-Agency M/W/DBE and SDVOB Task Force	Dept. of Diversity/Civil Rights
2023 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	
2023 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

March 2022

Overview of 2022 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 2022.

2021 Year-End Report

The Department of Diversity and Civil Rights will present 2021 year-end update on MTA Agency-wide EEO and M/W/DBE and SDVOB contract compliance activities.

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.

June 2022

1st Quarter 2022 Report

The Department of Diversity and Civil Rights will present 1st quarter 2022 update on MTA Agency-wide EEO, and M/W/DBE and SDVOB contract compliance activities.

September 2022

2nd Quarter 2022 Report

The Department of Diversity and Civil Rights will present 2nd quarter 2022 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 2022

3rd Quarter 2022 Report

The Department of Diversity and Civil Rights will present 3rd quarter 2022 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.

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 2023 EEO Policy.

All Agency Title VI Policy Statement presented for approval

All Agency Title VI Procedure presented for approval

2023 Diversity Committee Work Plan

The Department of Diversity and Civil Rights will present an updated Diversity Committee Work Plan for 2023.

Metropolitan Transportation Authority Department of Diversity and Civil Rights

Executive Summary

June 27, 2022



Executive Summary

FY 2021 Top 25 Agencies & Authorities by MWBE Expenditure

New York State Agency	Agency Expenditure	MBE Expenditure	WBE Expenditure	MWBE Expenditure	MWBE Utilization
Metropolitan Transportation Authority	2,955,114,851.43	501,624,878.52	415,096,051.95	916,720,930.47	31.02%
Empire State Development	1,202,648,637.29	161,222,302.06	230,011,459.65	391,233,761.72	32.53%
Office of General Services	422,329,533.90	86,679,177.80	121,359,581.94	208,038,759.74	49.26%
Department of Health	580,443,139.00	55,789,487.61	128,015,070.31	183,804,557.92	31.67%
Dormitory Authority of the State of New York	425,257,184.94	86,807,826.88	67,974,993.05	154,782,819.93	36.40%
Housing Finance Agency	504,944,495.00	96,685,979.95	54,146,444.43	150,832,424.38	29.87%
State University of New York Central	346,482,615.14	42,507,313.85	67,154,736.90	109,662,050.75	31.65%
New York Power Authority	510,067,948.00	68,110,639.32	36,204,245.88	104,314,885.20	20.45%
State University Construction Fund	317,833,320.50	37,725,710.49	50,374,403.26	88,100,113.75	27.72%
New York State Department of Transportation	440,055,151.38	31,403,980.50	52,184,550.85	83,588,531.35	19.00%
New York State Thruway Authority	387,526,434.00	23,567,258.34	40,616,913.70	64,184,172.04	16.56%
Long Island Power Authority	143,732,288.00	29,897,179.51	31,187,016.79	61,084,196.30	42.50%
Office of Information Technology Services	221,207,421.00	11,324,532.46	38,420,265.23	49,744,797.69	22.49%
Parks, Recreation & Historic Preservation	210,543,149.00	15,516,072.65	31,002,379.08	46,518,451.73	22.09%
Division of Housing & Community Renewal	139,803,568.00	21,831,570.40	14,739,059.41	36,570,629.81	26.16%
Insurance Fund	60,313,829.00	21,321,988.48	11,674,292.23	32,996,280.71	54.71%
Office of Mental Health	78,912,478.00	20,909,461.30	9,191,887.60	30,101,348.90	38.15%
Gaming Commission	107,598,203.27	13,638,488.96	15,460,870.93	29,099,359.89	27.04%
Office of Temporary and Disability Assistance	89,946,318.00	13,724,674.77	12,047,233.03	25,771,907.80	28.65%
City University of New York	61,430,693.38	7,901,313.53	11,464,281.57	19,365,595.10	31.52%
Department of Environmental Conservation	97,995,711.75	744,808.28	17,484,603.30	18,229,411.58	18.60%
Jacob K. Javits Convention Center	31,359,961.08	16,175,381.52	1,122,528.15	17,297,909.67	55.16%
Education Department	56,830,206.00	2,864,332.35	14,293,167.95	17,157,500.30	30.19%
Niagara Frontier Transportation Authority	41,003,887.00	5,611,182.95	9,341,086.51	14,952,269.46	36.47%
Erie County Medical Center	41,951,770.00	8,124,951.31	6,445,267.21	14,570,218.52	34.73%



Executive Summary

Fiscal Year Program Highlights

Largest Awarded MWDBE/SDVOB Contracts

April 1, 2021 - March 31, 2022

Top Prime Awards*

MBE: Fejost LLC **\$166M**

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

DBE: ExterNetworks Inc. **\$8M**

SDVOB: Thundercat Technology Inc. **\$1.3M**

Top Subcontract Awards*

WBE: Baronas Luxury II, Inc. **\$24.4M**

MBE: Cozy Ride Limousine Inc. **\$24.3M**

DBE: GCCOM Construction Company, Inc. **\$16M**

Northeast Structural Steel Inc. **\$16M**

SDVOB: Disabled Veterans Solutions **\$7.3M**

* For MWBE and SDVOB, the reporting period is from April 2021 through March 2022.
For DBE, the reporting period is from October 2021 through March 2022.



Executive Summary

Top Prime Capital Contract Awards \$3M-\$25M April 2021 – March 2022

Contract Number	Contract Description	Contractor	Status	Award
C-34874	Electrical and Mechanical Systems Improvements at 130 Livingston Street in the Borough of Brooklyn	Infinity Contracting Services, Corp.	D/MBE	\$56,966,000
C-30401	Rehabilitation of Deep Wells and Control Upgrade at the Nostrand Avenue Line in the Borough of Brooklyn	Zion Contracting, LLC	D/MBE/Mentoring Graduate	\$16,050,000
W-47013	Upgrade of Asynchronous Fiber Optic Network to SONET (F-Ring) in the Boroughs of Brooklyn and Manhattan	ExterNetworks, Inc.	D/MBE	\$13,638,826
E-31713	Fan Plant Damper System Rehabilitation at Seven (7) Locations (Brooklyn & Queens)	Voltamp Electrical Contractors, Inc	D/MBE/Mentoring Graduate	\$10,888,660
C-30539	Wellpoint Rehabilitation, Lenox Avenue Line in the Borough of Manhattan	RMSK Contracting Corp.	D/MBE	\$7,830,000
C-43761R	"Sandy" Critical Facilities Flood Mitigation at the Consolidated Revenue Facility, in the Borough of Queens	Zion Contracting, LLC	D/MBE/Mentoring Graduate	\$7,261,000
W-47020	Furnishing, Installing and Testing Connection Oriented Ethernet (COE) Phase 3B-2 at Various Locations	ExterNetworks, Inc.	D/MBE	\$6,983,563
A-37707	Water Condition Remedy at Various Locations	En Tech Corp.	WBE	\$4,759,182
C-52147	Electronic Security Systems (ESS) at Wall Street Station, Lexington Avenue Line, IRT Division and Broad St. Station	CRC Associates	D/MBE	\$3,969,000
A-37671	E. 138th Street Grand Concourse Station on the Jerome Avenue Line (IRT) in the Borough of The Bronx	M. Bhuiyan Construction	D/MBE/Mentoring Graduate	\$3,081,792
			TOTAL	\$131,428,023

* These firms participated in open competition against larger firms and demonstrated their ability to win contracts when provided the opportunity.



Executive Summary

An Example of MWBE Discretionary Success

IT Discretionary Consulting Contract No. 14357

April 2021 – March 2022

Total Number of Awards- **92**

Total Value of Awards- **\$17.7 million**

Inception to Date

Total Number of Awards- **933**

Total Value of Awards- **\$166.6 million**



Executive Summary

□ Business & Diversity Initiatives Unit

□ During the period of January 2022 through March 2022, DDCR outreach efforts attracted **465 firms**.

□ Summary of Outreach Efforts – January 2022 through March 2022

As a result of DDCR's outreach efforts, **13** certified firms received a total of **\$18,974,074** in awards and **66** certified firms received **\$24,283,972** in payments.

Awards - \$ 18,974,074

***Payments - \$ 24,283,972**

*Total payments include ongoing payments on previously awarded contracts



Executive Summary

□ **Certification Activity Report**

During 2021, there was a total of **87** new applications received and a total of **57** firms were certified. The average processing time to certify firms in 2021 is **28.6 days**.

This year, from January 1st to March 31st, a total of **23** new applications were received and a total of **13** firms were certified. The average processing time to certify firms in 2022 is **56.9 days**.

□ **Status:**

There is a slight decrease in new applications received.

□ **Trends**

- Upward
- Constant
- ☑ Downward – A slight decrease in applications received.

□ **Strategy for Improvement**

Increase outreach events.



Executive Summary

- **EEO**(full report on pages 40-53)
 - MTA's overall workforce is currently comprised of **70,177** employees; of which **12,767 (18%)** are Females,* **49,961 (71%)** are Minorities, **2,250 (3%)** are Veterans,* and **486 (1%)** are People with Disabilities.** A breakdown of the MTA-wide workforce is detailed on page 43.
 - MTA Agencies hired **1,794** new employees into the organization; of which **419 (23%)** are females,* **1,463 (82%)** are Minorities, **37 (2%)** are veterans,** and **13 (1%)** are People With Disabilities.
 - During the first quarter of 2022, MTA Agencies handled a total of **31** EEO complaints; of which **23** were internal and **8** were external. During the first quarter of 2021, MTA Agencies handled a total of **321** EEO complaints; of which **173** were internal and **148** were external complaints, including complaints that originated outside of the filing period.
 - As of March 31, 2022, representation of females has **remained the same** and the representation of minorities has **increased** by one percentage point, when compared to March 31, 2021

*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:** While the overall workforce size has increased by less than 1% (475) since December 31, 2021, the diversity composition of our workforce has remained constant.

- **Trends**
 - Upward
 - Downward
 - ☑ Constant

- **Strategies for Improvement:**
 - Coordinate with People Department to:
 - ☐ Identify strategies to strengthen the pipeline for internal and external applicants.
 - ☐ Create targeted diversity efforts to address areas of underutilization



Executive Summary

■ Small Business Development Program (as of March 31, 2022)

The Program – Current Status

- Calendar Year 2021, SBDP awarded **67 contracts** totaling **\$70.3 million**
- Calendar Year 2022 First Quarter, SBDP awarded **2 contracts** totaling **\$2 million**
- The Small Business Development Program (SBDP) awarded **521 contracts** totaling **\$558.2 million**.
- SBDP successfully recruited **twenty-two (22)** Service-Disabled Veteran-Owned Business (SDVOB) certified firms. **Four (4) firms** were awarded **five (5)** contracts totaling **\$2.5 million**.
- The Small Business Development Loan Program issued **138 loans** totaling **\$19 million**.
- The Small Business Development Bond Program has assisted Tier 2 and SBFP firms in securing **\$500 million** in surety bonds.
- The Small Business Development Training Program – more than **1,025** firms have participated in the training since the inception of the program.



Executive Summary

■ Small Business Development Program (continued)

■ **Status:** Program is achieving its goals.

■ Trends

- Upward
- Constant
- Downward

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



Executive Summary

■ MWDBE and SDVOB Contract Compliance

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

- 14% MWBE participation in contract awards
- 31% MWBE participation in contract payments

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

- 6% SDVOB participation in contract awards
- 5% SDVOB participation in contract payments

■ 20% Federal Fiscal Year 2021-2022 DBE Goal

- 12% DBE participation in contract awards*
- 12% DBE participation in contract payments on ongoing contracts*
- 19% DBE participation on payments on closed contracts*

* First half of the Federal Fiscal Year 2021-2022



Executive Summary

■ MWDBE and SDVOB Contract Compliance (Continued)

- Currently, DDCR monitors more than **1,001 contracts** for MWDBE and SDVOB goal compliance.
- In the 1st quarter of 2022, DDCR conducted **189 site visits** for MWDBE and SDVOB contract compliance.
 - Monthly Average: **63**
- In the 1st quarter of 2022, DDCR has closed **33** contracts.
 - Monthly Average: **11**



Executive Summary

■ MWDBE and SDVOB Contract Compliance (Continued)

■ **Status:** DBE/WBE/SDVOB goals are not being met

■ Trends

- ✓ Upward : MBE participation on contract payments
SDVOB participation on contract payments
- Constant
- ✓ Downward : DBE participation on contract awards
WBE participation on contract payments

■ Strategies for Improvement:

- DDCR is expanding 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.
- Hired additional MWDBE/SDVOB Contract Compliance staff.



Executive Summary

■ Capital Projects

■ Federal Participation Goal: 20%

(First half of Federal Fiscal Year 2022 (October 2021 to March 2022))

- Total Awards: \$2B
- Total DBE Awards: \$132M (6%)
- Total Payments: \$93M
- Total DBE Payments: \$18M (19%)

■ New York State MBE Participation Goal: 15%

(NYS Fiscal Year 2021-2022 (April 2021 – March 2022))

- Total Awards: \$210M
- Total MBE Awards: \$26M (13%)
- Total Payments: \$1.9B
- Total MBE Payments: \$299M (16%)

■ New York State WBE Participation Goal: 15%

(NYS Fiscal Year 2021-2022 (April 2021 – March 2022))

- Total Awards: \$210M
- Total WBE Awards: \$18M (8%)
- Total Payments: \$1.9B
- Total WBE Payments: \$253M (13%)

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

(NYS Fiscal Year 2021-2022 (April 2021 – March 2022))

- Total Awards: \$99M
- Total SDVOB Awards \$4M (4%)
- Total Payments: \$596M
- Total SDVOB Payments: \$7M (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:** DBE/WBE/SDVOB goals are not being met

■ **Trends**

- ✓ Upward : MBE participation on contract payments
- Constant: WBE participation on contract payments
- ✓ Downward: SDVOB participation on contract payments
DBE participation on contract awards

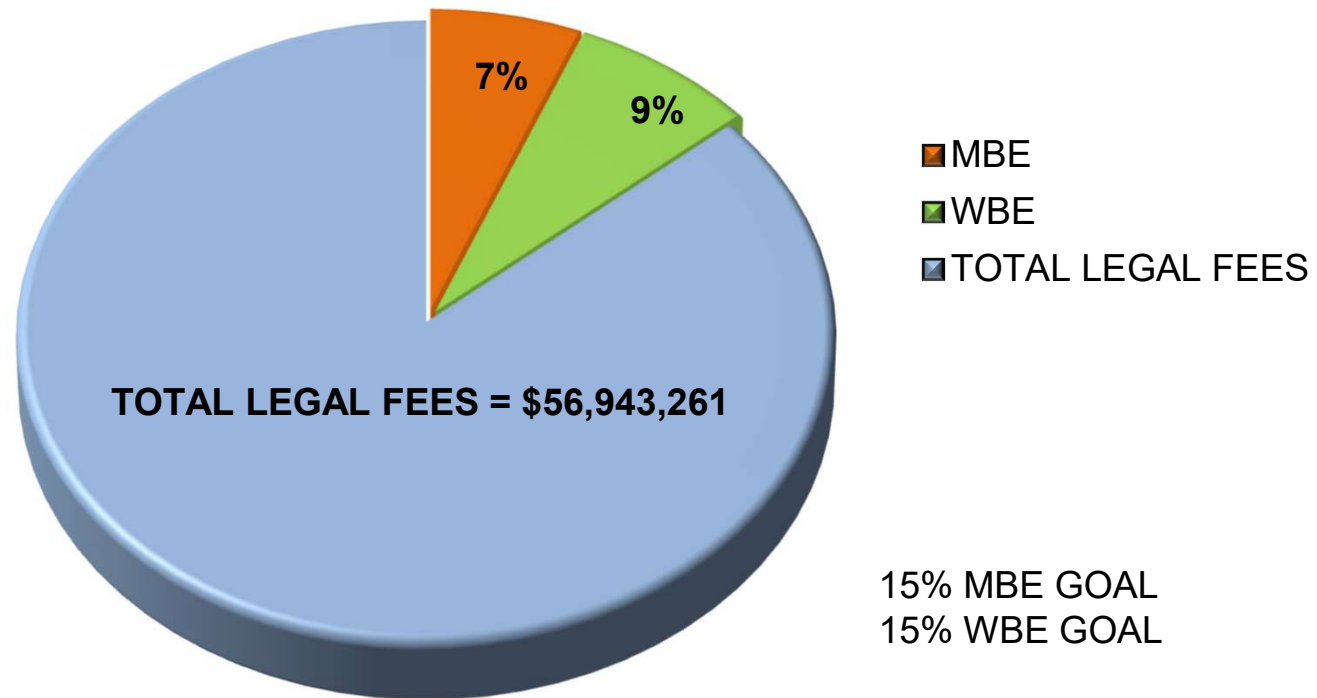
■ **Strategies for Improvement:**

- DDCR is expanding on building relationships with various women, veteran and minority trade groups and associations to identify qualified firms in the minority community.
- Hired additional MWDBE/SDVOB contract compliance staff
- Work with Procurement to identify Prime opportunities for DBEs



Executive Summary

MTA All Agency Legal Fees (April 2021 – March 2022)



Actual MBE Participation = \$4,066,169 or 7%
Actual WBE Participation = \$5,045,084 or 9%



Executive Summary

MTA All Agency Legal Fees (Continued)

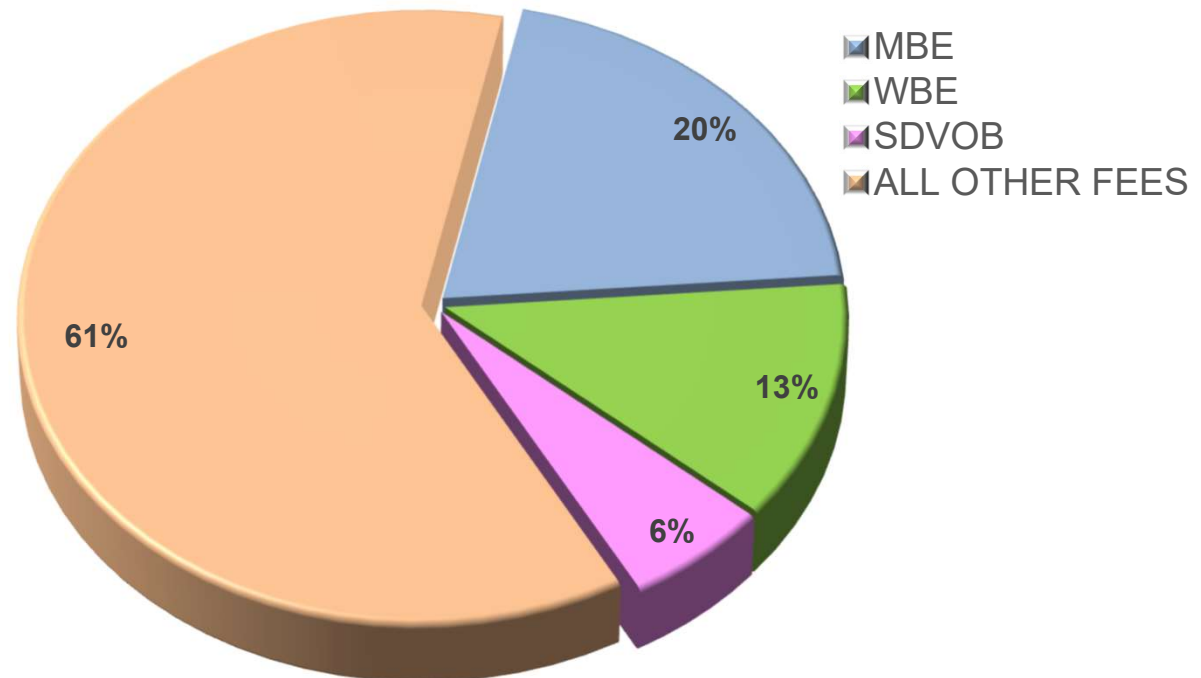
- **Status:** MWBE goals are not being met
- **Trends**
 - Upward
 - ✓ Constant: WBE participation
 - ✓ Downward: MBE participation
- **Strategies for Improvement:**
 - Work with the MTA's General Counsel in increasing MWBE results.



Executive Summary

Financial Services

MTA All Agency Underwriter Fees (April 2021 – March 2022)



Actual WBE Participation = **\$2,117,396** or **13%** (Prior FY 10%, 3-Yr Avg 13%, 5-Yr Avg 13%)

Actual MBE Participation = **\$3,460,173** or **20%** (Prior FY 14%, 3-Yr Avg 23%, 5-Yr Avg 21%)

Actual SDVOB Participation = **\$972,324** or **6%** (Prior FY 6%, 3-Yr Avg 7%, 5-Yr Avg 6%)

All Other Underwriting Fees = \$10,371,938 or 61%

Total Underwriting Fees = \$16,921,831



* Numbers may not total to 100% due to rounding

Executive Summary

Financial Services (Continued)

- **Status:** WBE goal is not being met

- **Trends**
 - ✓ Upward: MWBE participation
 - ✓ Constant : SDVOB participation
 - Downward

- **Strategies for Improvement:**
 - Work with the MTA's CFO and Deputy Chief, Financial Services in increasing MWBE results.



Executive Summary

Asset Fund Managers – MWBE Participation Combined Plans (as of March 2022)

Combined Plans

- Total assets managed by MWBEs: **\$2.6 billion**; or **28%** of total assets
- Majority of assets are in traditional asset classes
- Traditional assets managed by MWBEs: **\$2.4 billion**; or **36%** of traditional assets
 - MWBE firms manage
 - 63% of US Equities
 - 37% of Real Estate
 - 29% of Non-US Equities
 - 34% of Fixed Income
 - 6% of Opportunistic
- Alternative investments managed by MWBE's: **\$156.6 million**; or **6%** of alternative investments



Metropolitan Transportation Authority Department of Diversity and Civil Rights

Business and Diversity Initiatives

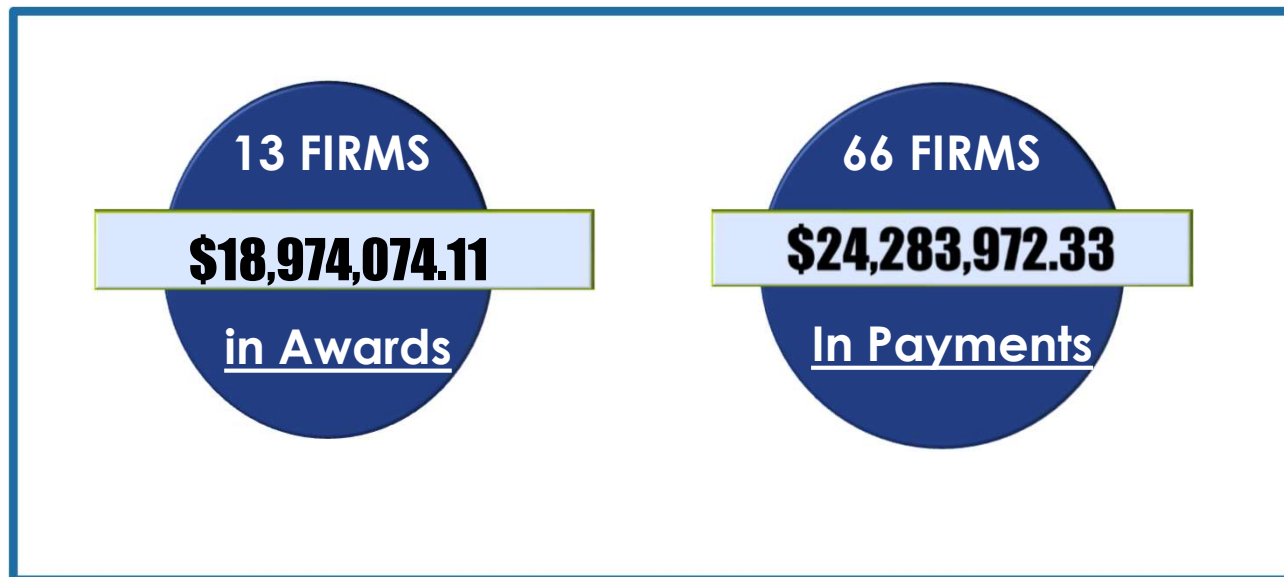
June 27, 2022



Business and Diversity Initiatives

Awards and Payments Based on Outreach Efforts
January 2022 – March 2022

Outreach Efforts Made to 465 MWDBE/SDVOB Firms



*Total payments include ongoing payments on previously awarded contracts



Business and Diversity Initiatives

January

- New York Power Authority Virtual Supplier Expo
- LISC Developers and Investors Conference (MJG Panelist)
- ACEC New York's Winter Conference 2022

February

- African American Heritage Committee - Black History Month Celebration (MJG Panelist)
- DDCR Presents "DBE Certification Session"
- DDCR Presents "MTA Agency-Wide New Firm Orientation Session"
- Finding Success As An Entrepreneur (AABE-NYMAC) (MJG Panelist)
- City & State Future of Construction Summit - Museum of Jewish Heritage

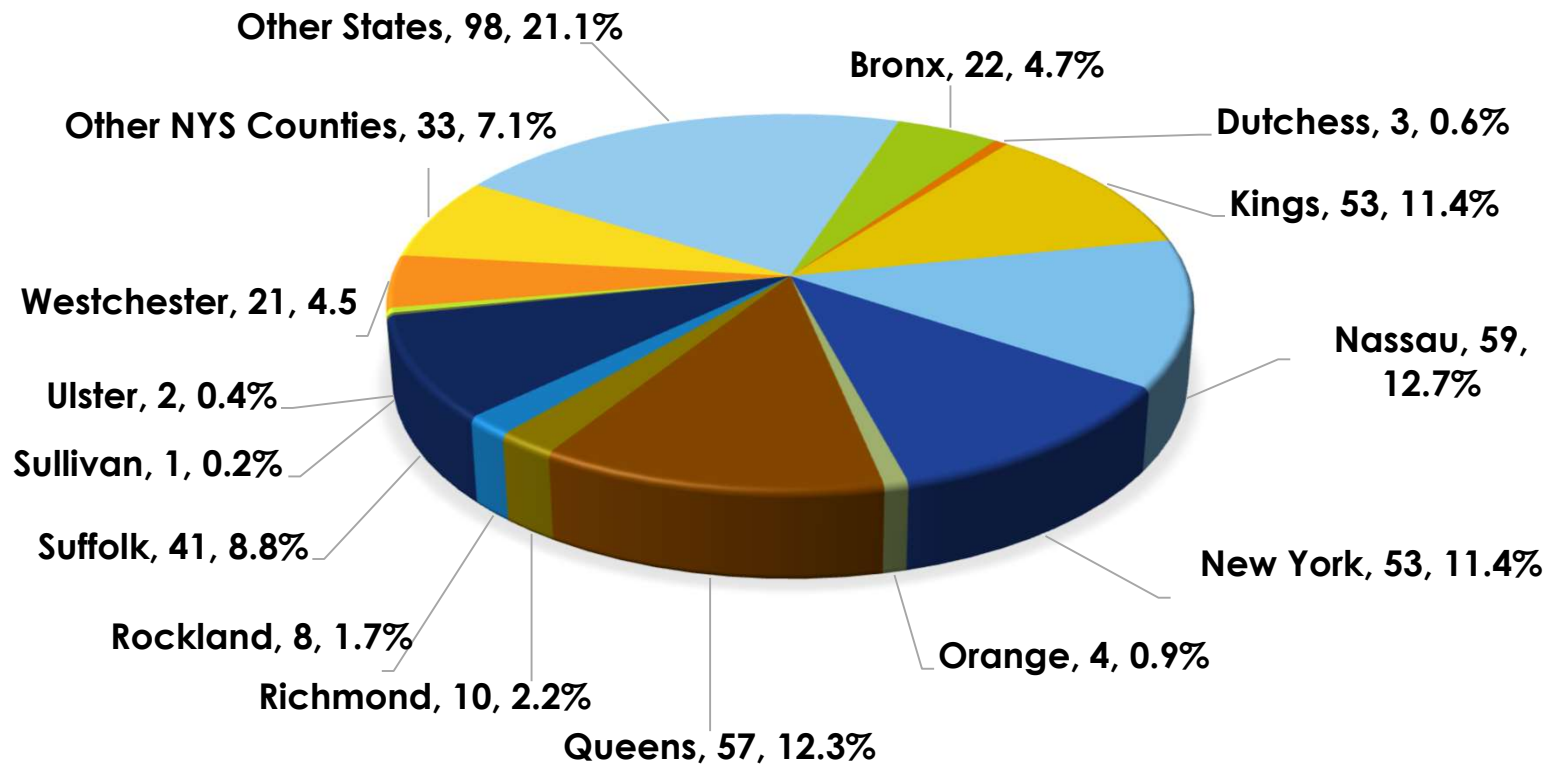
March

- NY Build 2022 Expo
- NJDOT Contractor Venture Forum 2022
- Halmar | MTA Penn Access Station DBE Outreach Event



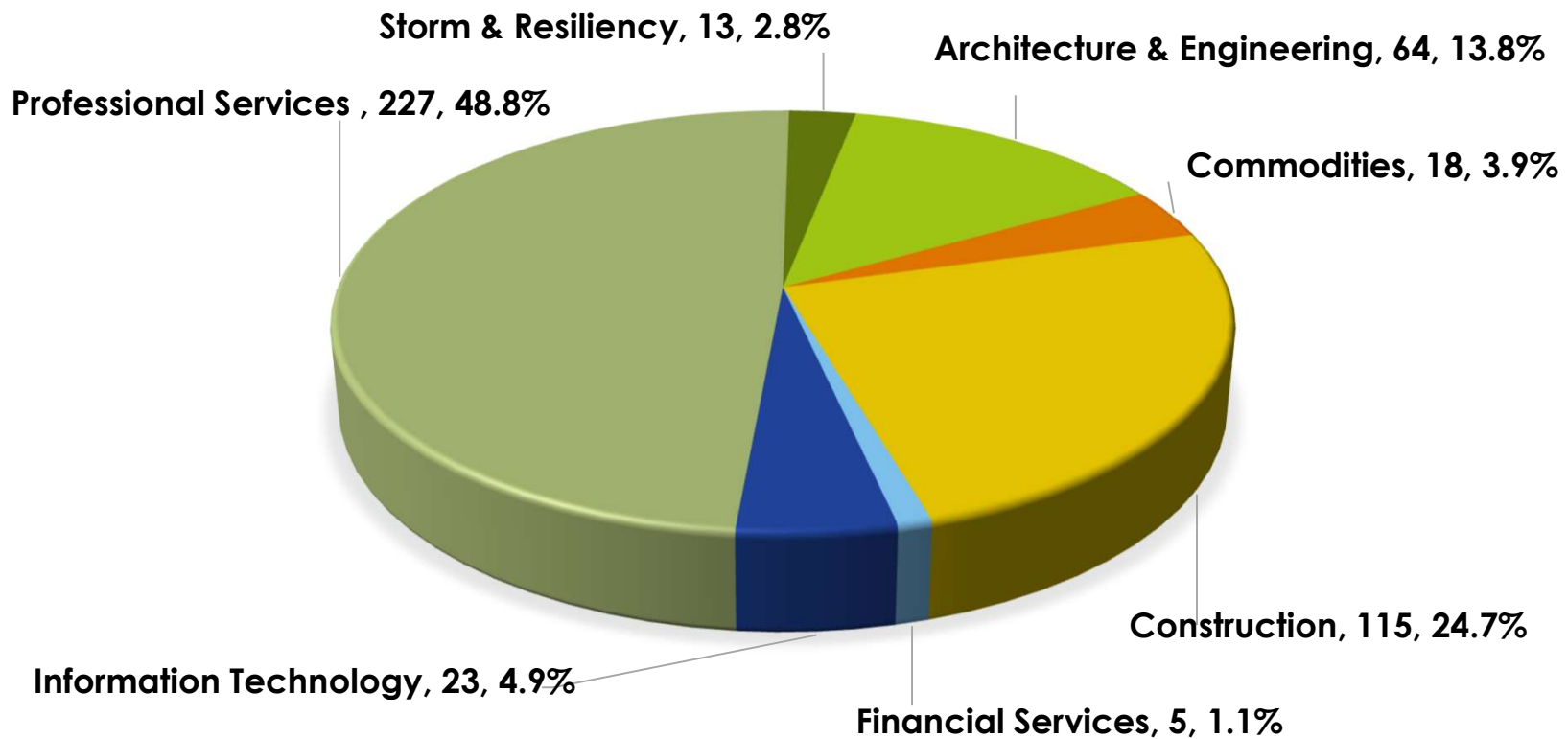
Business and Diversity Initiatives

Outreach Conducted within the MTA's 14 County Service Regions January 2022– March 2022



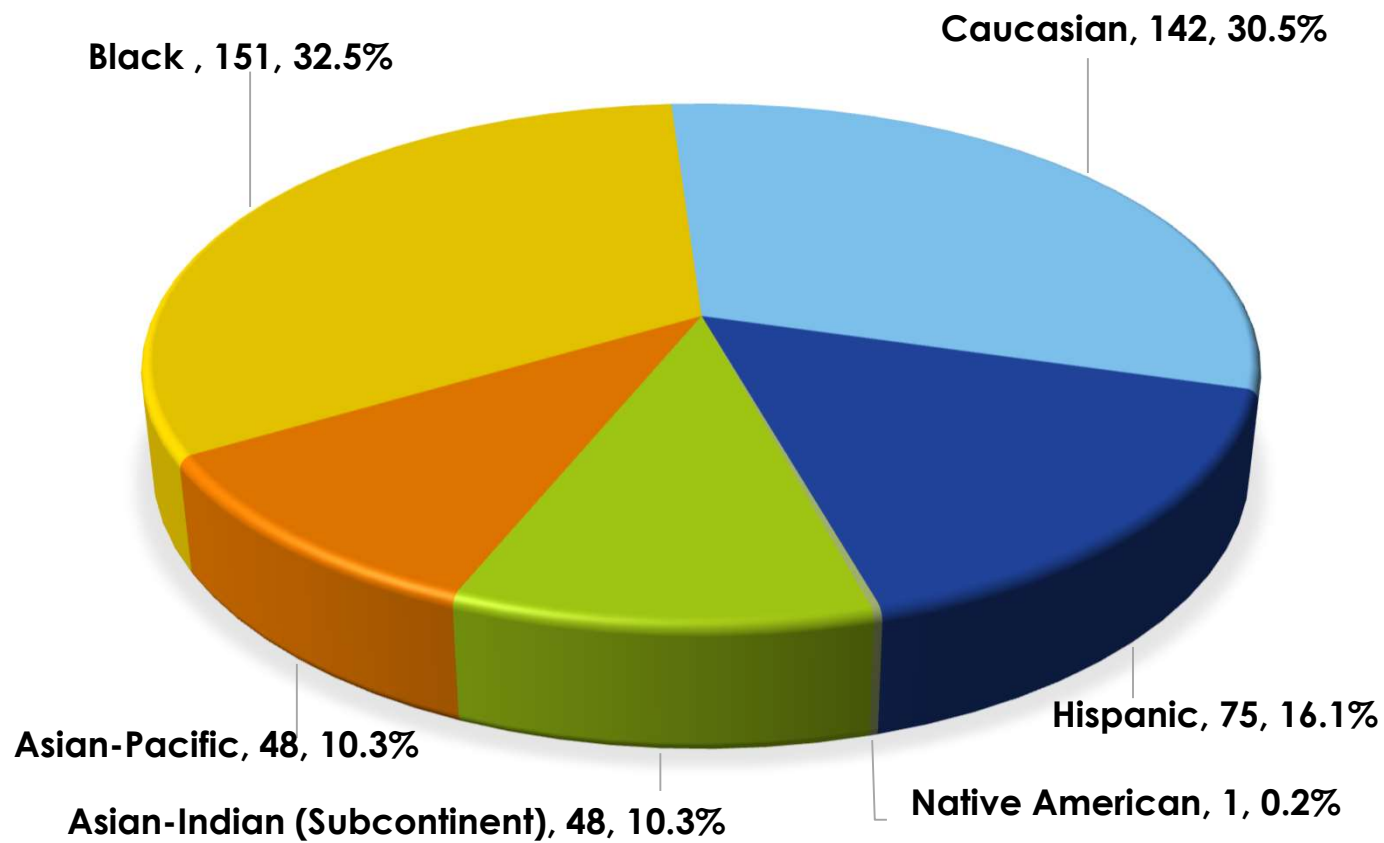
Business and Diversity Initiatives

Outreach Results By Business Type January 2022 – March 2022



Business and Diversity Initiatives

Outreach Results By Ethnicity January 2022 – March 2022



Metropolitan Transportation Authority Department of Diversity and Civil Rights

DBE Certification Activity Report

June 27, 2022



MTA DBE Certification Unit

CERTIFICATION ACTIVITY REPORT YEAR 2021 - 2022

	2021	2022 ***
New Applications Received	87	23
DBE Firms Certified in Current Year	57	13
Denied	0	1
Returned	3	1
Withdrawn	17	4
Rejected	1	0
Delisted	1	0
Pending	8 *	4 **

* Applications pending from prior year(s)

** Current year applications under review

*** 2022 Data is up to March 31, 2022

	2021	2022 ***
Annual Submissions Processed (Recertifications)	725	152
Average Days for Firms to be Certified	28.6	56.9



Metropolitan Transportation Authority Department of Diversity and Civil Rights

MTA-Wide Workforce
as of March 31, 2022

June 27, 2022



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 Workforce as of March 31, 2022

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOP1**		2+ RACES		VETERANS	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	5,346		2752	51%	2,594	49%	1,191	22%	598	11%	646	12%	17	0%	3	0%	297	6%	300	6%
F	1,310	25%	882	16%	428	8%	478	9%	154	3%	178	3%	3	0%	0	0%	69	1%	25	0%
M	4,036	75%	1870	35%	2,166	41%	713	13%	444	8%	468	9%	14	0%	3	0%	228	4%	275	5%
Professionals	4,086		2860	70%	1,226	30%	1,147	28%	500	12%	964	24%	7	0%	3	0%	239	6%	91	2%
F	1,554	38%	1235	30%	319	8%	629	15%	221	5%	284	7%	2	0%	2	0%	97	2%	21	1%
M	2,532	62%	1625	40%	907	22%	518	13%	279	7%	680	17%	5	0%	1	0%	142	3%	70	2%
Technicians	446		215	48%	231	52%	83	19%	60	13%	43	10%	4	1%	1	0%	24	5%	34	8%
F	55	12%	41	9%	14	3%	22	5%	11	2%	2	0%	0	0%	0	0%	6	1%	2	0%
M	391	88%	174	39%	217	49%	61	14%	49	11%	41	9%	4	1%	1	0%	18	4%	32	7%
Protective Services	2,076		1337	64%	739	36%	617	30%	522	25%	120	6%	2	0%	2	0%	74	4%	158	8%
F	362	17%	283	14%	79	4%	166	8%	91	4%	5	0%	1	0%	0	0%	20	1%	16	1%
M	1,714	83%	1054	51%	660	32%	451	22%	431	21%	115	6%	1	0%	2	0%	54	3%	142	7%
Paraprofessionals	58		45	78%	13	22%	25	43%	11	19%	4	7%	0	0%	0	0%	5	9%	0	0%
F	36	62%	30	52%	6	10%	15	26%	9	16%	2	3%	0	0%	0	0%	4	7%	0	0%
M	22	38%	15	26%	7	12%	10	17%	2	3%	2	3%	0	0%	0	0%	1	2%	0	0%
Administrative Support	4,747		4011	84%	736	16%	2,362	50%	644	14%	809	17%	12	0%	2	0%	182	4%	84	2%
F	2,279	48%	2068	44%	211	4%	1,499	32%	320	7%	144	3%	7	0%	2	0%	96	2%	21	0%
M	2,468	52%	1943	41%	525	11%	863	18%	324	7%	665	14%	5	0%	0	0%	86	2%	63	1%
Skilled Craft	26,615		16152	61%	10,463	39%	8,256	31%	3,529	13%	3,170	12%	88	0%	17	0%	1,092	4%	1,084	4%
F	1,545	6%	1243	5%	302	1%	932	4%	198	1%	52	0%	4	0%	2	0%	55	0%	33	0%
M	25,070	94%	14909	56%	10,161	38%	7,324	28%	3,331	13%	3,118	12%	84	0%	15	0%	1,037	4%	1,051	4%
Service Maintenance	26,803		22589	84%	4,214	16%	13,883	52%	6,143	23%	1,654	6%	72	0%	6	0%	831	3%	499	2%
F	5,626	21%	5255	20%	371	1%	3,848	14%	1,154	4%	86	0%	11	0%	1	0%	155	1%	39	0%
M	21,177	79%	17334	65%	3,843	14%	10,035	37%	4,989	19%	1,568	6%	61	0%	5	0%	676	3%	460	2%
Total	70,177		49,961	71%	20,216	29%	27,564	39%	12,007	17%	7,410	11%	202	0%	34	0%	2,744	4%	2,250	3%

* Unpaid Interns are Not Included. Due to employee movements, resulting from the transformation, all utilization goals will require recalculation to be provided in 2022



*American Indian/Alaskan Native

**Native Hawaiian Other Pacific Islander

MTA Workforce, by Agency as of March 31, 2022

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHUPI**		2+ RACES		VETERANS	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
B&T	924		535	58%	389	42%	248	27%	185	20%	53	6%	6	1%	0	0%	43	5%	53	6%
F	174	19%	143	15%	31	3%	90	10%	34	4%	10	1%	2	0%	0	0%	7	1%	7	1%
M	750	81%	392	42%	358	39%	158	17%	151	16%	43	5%	4	0%	0	0%	36	4%	46	5%
BUS	3,811		3194	84%	617	16%	1,765	46%	878	23%	337	9%	14	0%	9	0%	191	5%	69	2%
F	495	13%	460	12%	35	1%	286	8%	138	4%	18	0%	1	0%	0	0%	17	0%	4	0%
M	3,316	87%	2734	72%	582	15%	1,479	39%	740	19%	319	8%	13	0%	9	0%	174	5%	65	2%
C&D	1,593		1018	64%	575	36%	321	20%	136	9%	476	30%	1	0%	0	0%	84	5%	23	1%
F	461	29%	327	21%	134	8%	125	8%	58	4%	119	7%	0	0%	0	0%	25	2%	4	0%
M	1,132	71%	691	43%	441	28%	196	12%	78	5%	357	22%	1	0%	0	0%	59	4%	19	1%
HQ	4,852		2953	61%	1,899	39%	1,211	25%	674	14%	793	16%	12	0%	4	0%	259	5%	175	4%
F	1,655	34%	1212	25%	443	9%	645	13%	246	5%	211	4%	2	0%	2	0%	106	2%	27	1%
M	3,197	66%	1741	36%	1,456	30%	566	12%	428	9%	582	12%	10	0%	2	0%	153	3%	148	3%
LIRR	7,014		2656	38%	4,358	62%	1,195	17%	854	12%	295	4%	21	0%	3	0%	288	4%	468	7%
F	918	13%	499	7%	419	6%	295	4%	114	2%	48	1%	1	0%	0	0%	41	1%	22	0%
M	6,096	87%	2157	31%	3,939	56%	900	13%	740	11%	247	4%	20	0%	3	0%	247	4%	446	6%
MNR	5,835		2297	39%	3,538	61%	1,149	20%	666	11%	154	3%	25	0%	3	0%	300	5%	443	8%
F	642	11%	419	7%	223	4%	249	4%	94	2%	24	0%	6	0%	2	0%	44	1%	19	0%
M	5,193	89%	1878	32%	3,315	57%	900	15%	572	10%	130	2%	19	0%	1	0%	256	4%	424	7%
NYCT	46,148		37308	81%	8,840	19%	21,675	47%	8,614	19%	5,302	11%	123	0%	15	0%	1,579	3%	1,019	2%
F	8,422	18%	7977	17%	445	1%	5,899	13%	1,474	3%	323	1%	16	0%	3	0%	262	1%	74	0%
M	37,726	82%	29331	64%	8,395	18%	15,776	34%	7,140	15%	4,979	11%	107	0%	12	0%	1,317	3%	945	2%
Total	70,177		49,961	71%	20,216	29%	27,564	39%	12,007	17%	7,410	11%	202	0%	34	0%	2,744	4%	2,250	3%

* Unpaid Interns are Not Included. Due to employee movements, resulting from the transformation, all utilization goals will require recalculation to be provided in 2022

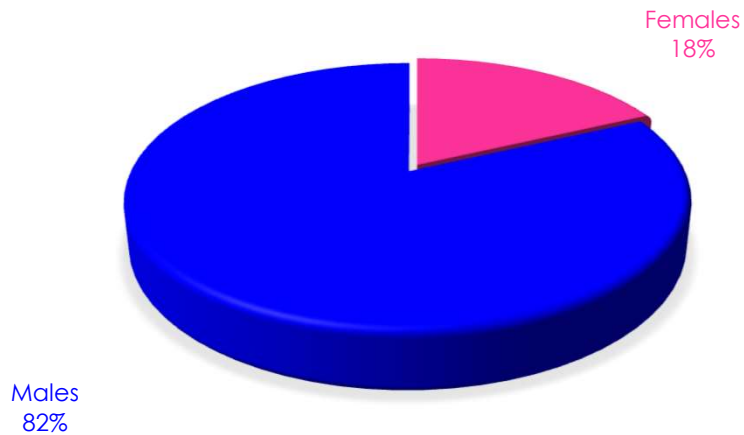


*American Indian/Alaskan Native

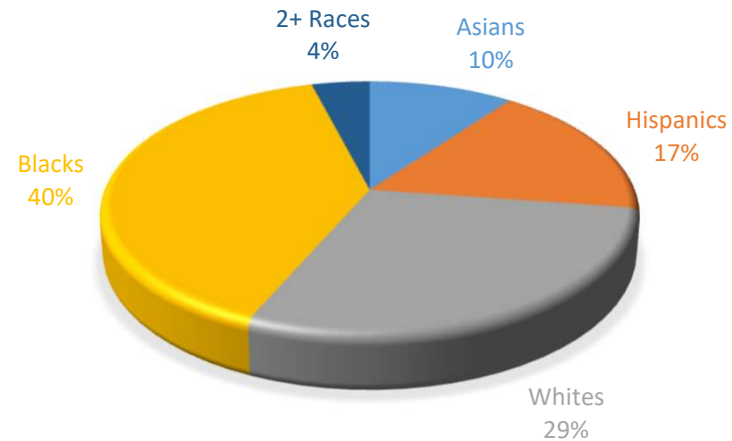
**Native Hawaiian Other Pacific Islander

MTA-Wide Workforce as of March 31, 2022

Workforce By Sex



Workforce By Race/Ethnicity



MTA employed **70,177** people: **18%** of the workforce were females, **71%** minorities, and veterans comprised **3%**.

- ❑ The percentage of females employed in the workforce has **remained constant** when compared to First Quarter 2021.
- ❑ The percentage of minorities in the workforce has **increased** by one percentage point when compared to First Quarter 2021.



MTA-Wide Representation Overview

MTA and each of its agencies have completed the transformation of its workforce and operations. Employees have been “lifted and shifted” into a new *One-MTA* reporting structure in order to centralize certain back-office operations. As a result, ongoing steps are being undertaken to redesign our reports in an effort to better capture and measure the employment decisions impacting our workforce.

In this first quarter report, ending March 31, 2022, our *One-MTA* report provides a basic overview of the current workforce representation, post transformation. It also establishes a baseline of the newly restructured *One-MTA* organization, to which personnel activities in future years can be compared.

The following slides highlight the hiring activity of only those employees coming into the organization for each agency, by race and/or gender. Data on internal transfers between agencies as well as temporary workers (e.g. rehired retirees, contingents) are not included. Then, striving to the next slides focus on the number, percentage and type of complaints filed during this reporting period and the respective case dispositions.



NOTE: The numbers and information provided do not infer statistical disparities or explain the reasons or provide a root cause analysis for any identified

Metropolitan Transportation Authority Department of Diversity and Civil Rights

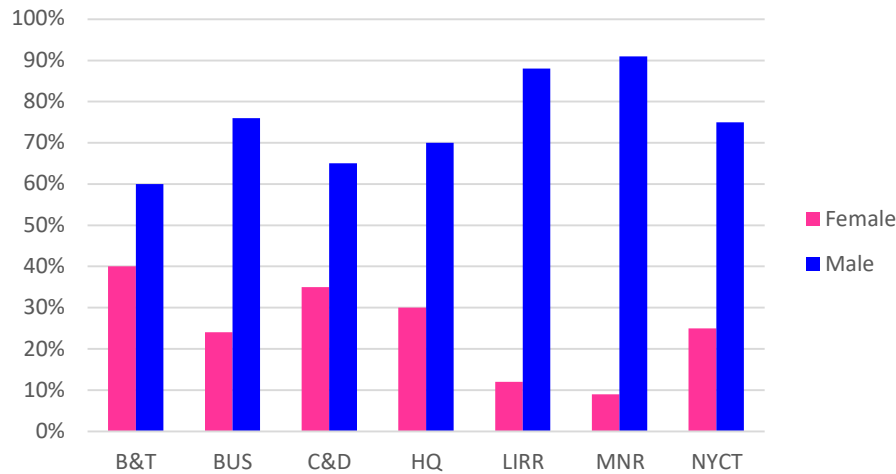
MTA-Wide New Hires and Veterans
First Quarter 2022

June 27, 2022

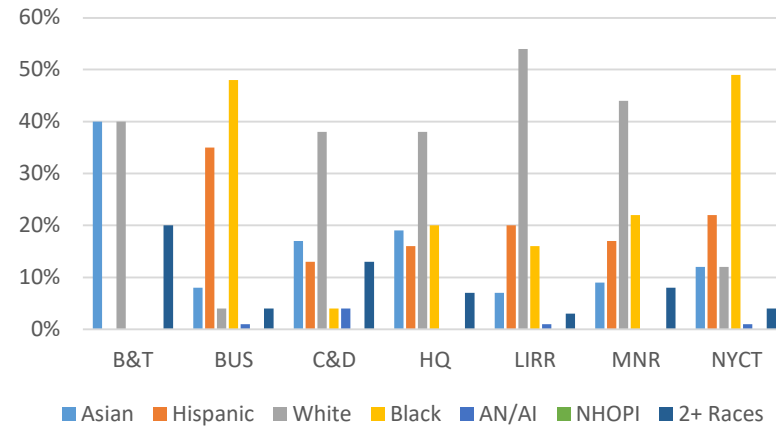


New Hires By Agency January 1, 2022 to March 31, 2022

MTA Agencies New Hires By Sex



MTA Agencies New Hires By Race/Ethnicity

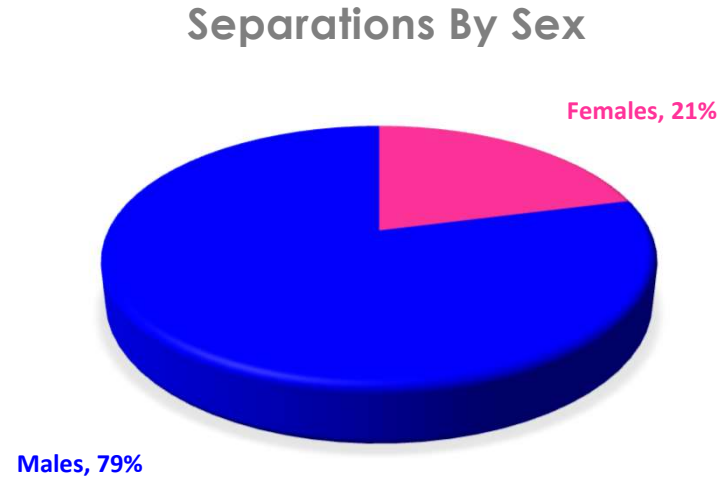
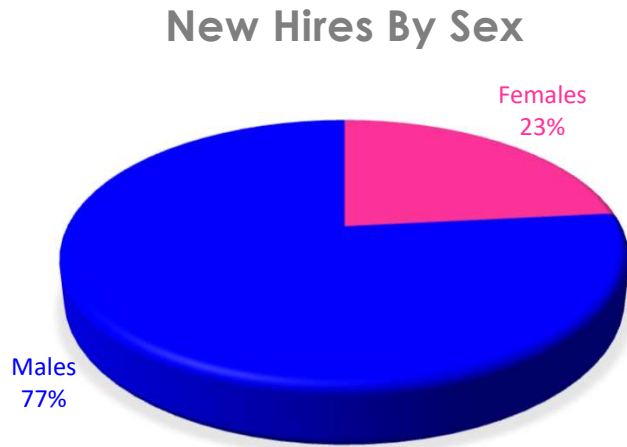


Agency	New Hires	Females	Minorities
B&T	5	40%	60%
BUS	184	24%	96%
C&D	23	35%	52%
HQ	104	30%	63%
LIRR	179	12%	46%
MNR	64	9%	56%
NYCT	1235	25%	88%

*The above agency-specific data does not accurately reflect employee movements resulting from the transformation.



MTA-Wide New Hires and Separations by Sex January 1, 2022 to March 31, 2022



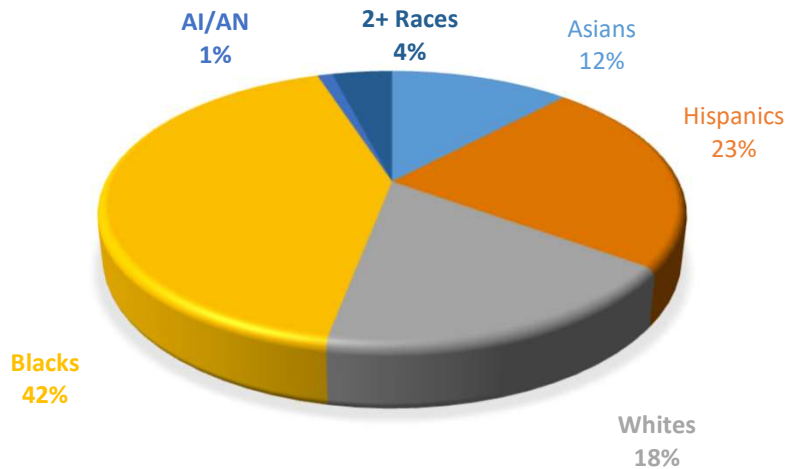
During the first quarter 2022, MTA hired **1,794** employees, including **419** females and **1,375** males. During this same reporting period, **1,100** employees separated from MTA, including **235** females and **865** males

- ❑ The result was a net increase of **184** female employees and **510** male employees.
- ❑ There were **3** female veterans hired and **3** female veterans separated during the first quarter 2022.

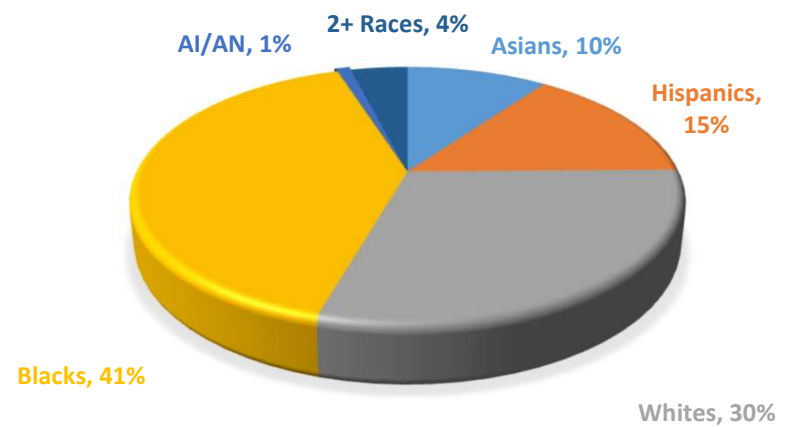


MTA-Wide New Hires and Separations by Race/Ethnicity January 1, 2022 to March 31, 2022

New Hires By Race/Ethnicity



Separations By Race/Ethnicity



During the first quarter 2022, MTA hired **1,794** employees, including **1,463** minorities and **331** non-minorities. During this same reporting period, **1,100** employees separated from MTA, including **767** minorities and **333** non-minorities.

- ❑ The result was a net increase of **696** minority employees and a net decrease of **2** non-minority employees.
- ❑ A total of **37** veteran employees were hired, including **25** minority veterans and a total of **40** veteran employees separated.



Metropolitan Transportation Authority Department of Diversity and Civil Rights

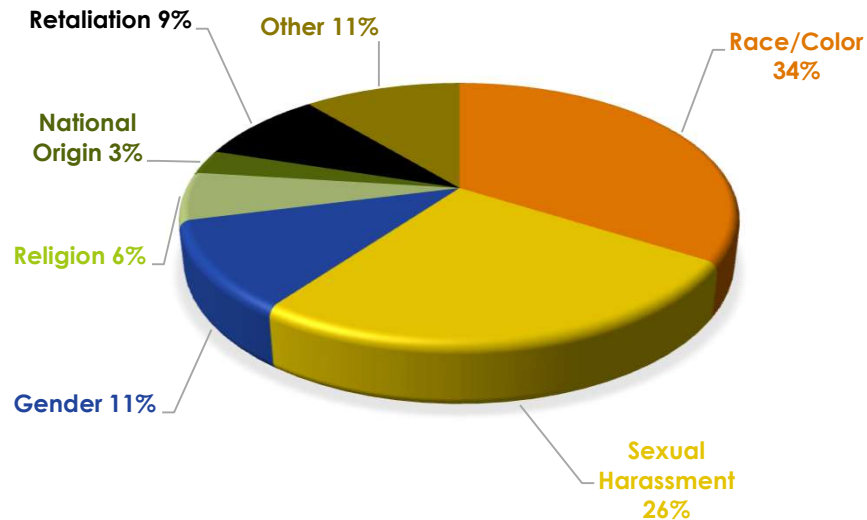
MTA-Wide Complaints and Lawsuits First Quarter 2022

June 27, 2022

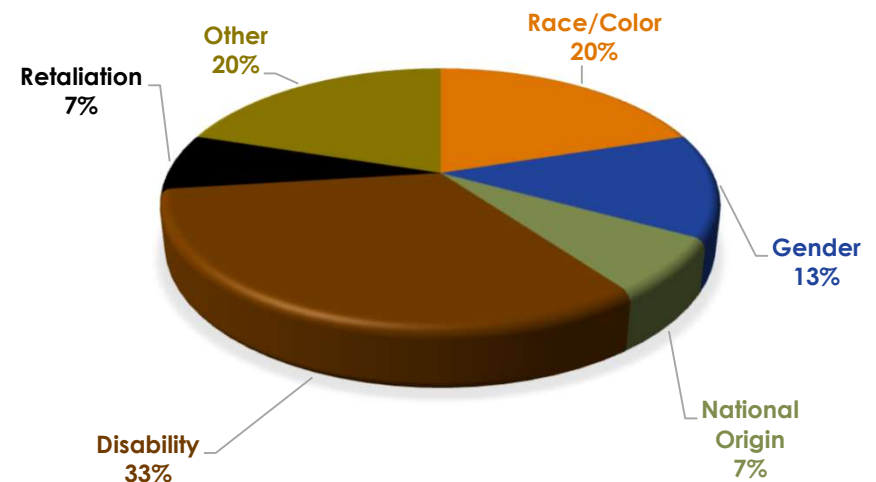


MTA-Wide EEO Internal/External Discrimination Complaints by Bases January 1, 2022 to March 31, 2022

INTERNAL EEO COMPLAINTS BY BASES



EXTERNAL EEO COMPLAINTS BY BASES



MTA handled **31** EEO complaints*, citing **50** separate bases, and **1** lawsuit.

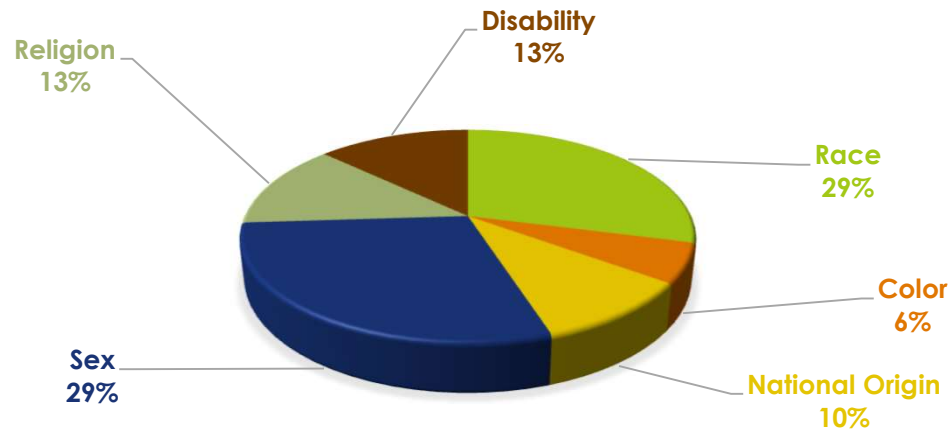
- ❑ **23** filed internal complaints.
- ❑ **8** filed external complaints.
- ❑ The most frequently cited bases internally was race/color.

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



MTA-Wide Title VI and Related Discrimination Complaints by Bases January 1, 2022 to March 31, 2022

MTA-WIDE TITLE VI AND RELATED COMPLAINTS BY BASES



MTA handled **47** Title VI and Related complaints, citing **52** separate bases and **0** Title VI lawsuits.

- ❑ **18** Title VI complaints* were filed.
- ❑ **29** Related discrimination complaints** were filed.
- ❑ The most frequently cited bases was race/color and sex.

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

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



Metropolitan Transportation Authority Department of Diversity and Civil Rights

Agency-Specific Workforce
as of March 31, 2022

June 27, 2022



MTA Headquarters (MTAHQ)

EEO Report – 1st Quarter 2022

June 27, 2022



Executive Summary

■ EEO

As of **March 31, 2022**, MTAHQ's workforce consisted of **4,852** employees of which females represented **34% (1,655)** and minorities represented **61% (2,953)** of the total workforce. The significant workforce change was a result of consolidation.

- MTAHQ's workforce **increased** by **2,153** employees in comparison with the first quarter 2021 (1Q21) workforce.
- Female percentage of representation **increased** by **88%** and the percentage of Minority representation **increased** by **92%**.
- The net change for female employees during the 1st Quarter 2022 was a positive **775**, when compared to first quarter 2021 (1Q21).
- The net change for minority employees during the 1st Quarter 2022 was a positive **1,414**, when compared to first quarter 2021 (1Q21).
- There were **1** veteran hired and **3** veterans separated during 1st Quarter 2022

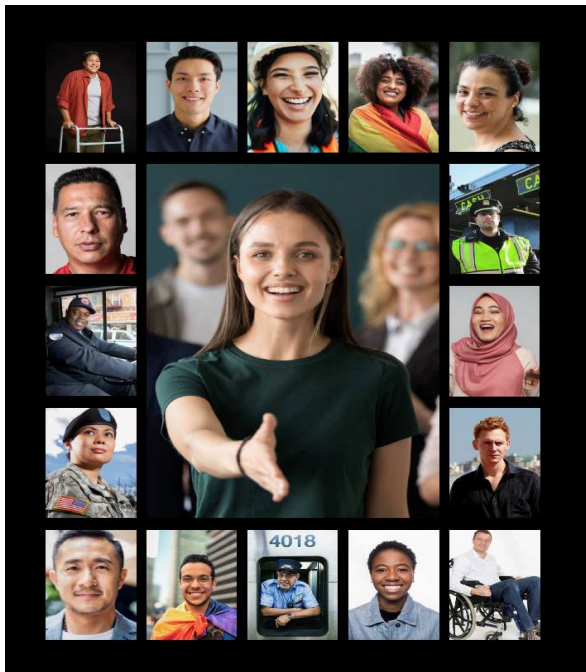


Executive Summary Cont.

□ D&I in Motion – All Agency Employee Resource Groups

MTA Employee Resource Groups (ERGs) help foster a diverse and inclusive workplace aligned with our mission, values and goals, and offer a sense of community and belonging to all MTA employees.

ERGs are led by employees. All ERGs have Executive Sponsors who reinforces **MTA's** commitment to **inclusion at all levels** and serves as a champion for the group. This ensures we have both leadership and grassroots support for MTA's diversity and inclusion efforts. Function Chiefs **Michael Garner, Paige Graves, Lisette Camilo, Anita Miller, Jai Patel, Patrick Smith, Kim Moore-Ward** and **Sarah Meyer** serve as Executive Sponsors to employee resource groups.



MTA Strategic Priority – Revive Talent and Culture

MTA Headquarters (MTAHQ)

Workforce as of March 31, 2022



MTAHQ Workforce

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	1,154		604	52%	550	48%	279	24%	87	8%	184	16%	2	0%	0	0%	52	5%	31	3%
F	481	42%	312	27%	169	15%	168	15%	48	4%	75	6%	0	0%	0	0%	21	2%	6	1%
M	673	58%	292	25%	381	33%	111	10%	39	3%	109	9%	2	0%	0	0%	31	3%	25	2%
Professionals	1,627		1136	70%	491	30%	488	30%	212	13%	321	20%	4	0%	3	0%	108	7%	36	2%
F	725	45%	570	35%	155	10%	309	19%	96	6%	110	7%	0	0%	2	0%	53	3%	9	1%
M	902	55%	566	35%	336	21%	179	11%	116	7%	211	13%	4	0%	1	0%	55	3%	27	2%
Technicians	118		35	30%	83	70%	9	8%	15	13%	6	5%	0	0%	1	1%	4	3%	7	6%
F	7	6%	2	2%	5	4%	0	0%	1	1%	0	0%	0	0%	0	0%	1	1%	0	0%
M	111	94%	33	28%	78	66%	9	8%	14	12%	6	5%	0	0%	1	1%	3	3%	7	6%
Protective Services	927		431	46%	496	54%	114	12%	224	24%	58	6%	1	0%	0	0%	34	4%	73	8%
F	160	17%	100	11%	60	6%	31	3%	56	6%	4	0%	0	0%	0	0%	9	1%	8	1%
M	767	83%	331	36%	436	47%	83	9%	168	18%	54	6%	1	0%	0	0%	25	3%	65	7%
Paraprofessionals	48		42	88%	6	13%	24	50%	10	21%	4	8%	0	0%	0	0%	4	8%	0	0%
F	31	65%	28	58%	3	6%	14	29%	8	17%	2	4%	0	0%	0	0%	4	8%	0	0%
M	17	35%	14	29%	3	6%	10	21%	2	4%	2	4%	0	0%	0	0%	0	0%	0	0%
Administrative Support	857		618	72%	239	28%	269	31%	112	13%	183	21%	4	0%	0	0%	50	6%	25	3%
F	242	28%	194	23%	48	6%	119	14%	37	4%	18	2%	2	0%	0	0%	18	2%	4	0%
M	615	72%	424	49%	191	22%	150	18%	75	9%	165	19%	2	0%	0	0%	32	4%	21	2%
Skilled Craft	81		66	81%	15	19%	17	21%	7	9%	36	44%	1	1%	0	0%	5	6%	2	2%
F	2	2%	1	1%	1	1%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%
M	79	98%	65	80%	14	17%	17	21%	7	9%	35	43%	1	1%	0	0%	5	6%	2	2%
Service Maintenance	40		21	53%	19	48%	11	28%	7	18%	1	3%	0	0%	0	0%	2	5%	1	3%
F	7	18%	5	13%	2	5%	4	10%	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
M	33	83%	16	40%	17	43%	7	18%	7	18%	0	0%	0	0%	0	0%	2	5%	1	3%
Total	4,852		2,953	61%	1,899	39%	1,211	25%	674	14%	793	16%	12	0%	4	0%	259	5%	175	4%

* Unpaid Interns are Not Included. Due to employee movements, resulting from the transformation, all utilization goals will require recalculation to be provided in 2022

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



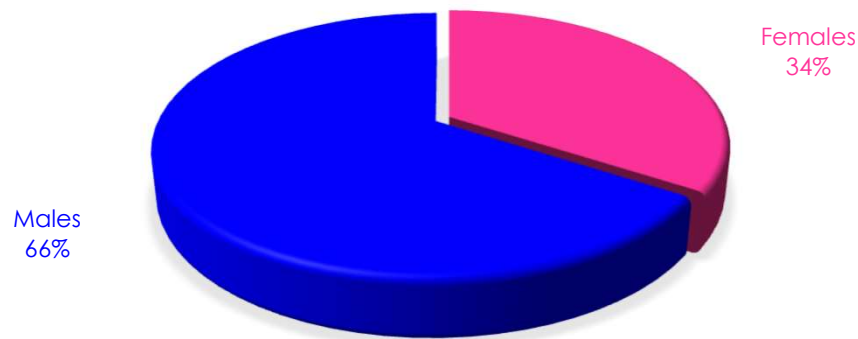
Due to employee movements, resulting from the transformation, all utilization goals will require recalculation to be provided later.

* American Indian/Alaskan Native

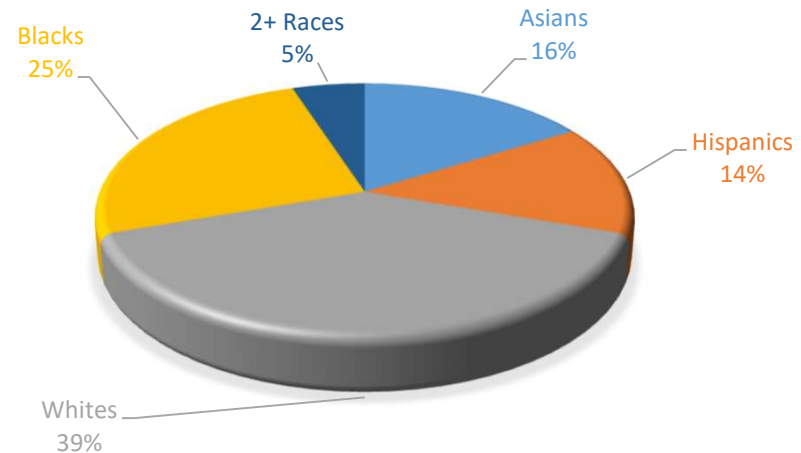
**Native Hawaiian Other Pacific Islander

MTAHQ Workforce as of March 31, 2022

Workforce By Gender



Workforce By Race/Ethnicity



MTAHQ employed **4,852** employees, **34%** of the workforce were females, **61%** minorities, and veterans comprised **3%**.

- ❑ The percentage of females employed in the workforce has **increased** by **one percentage point** when compared to First Quarter 2021.
- ❑ The percentage of minorities in the workforce has **increased** by **four percentage points** when compared to First Quarter 2021.



MTAHQ

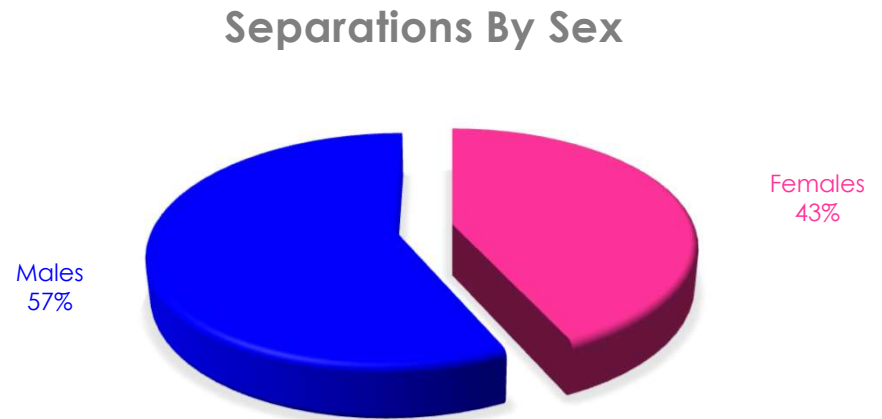
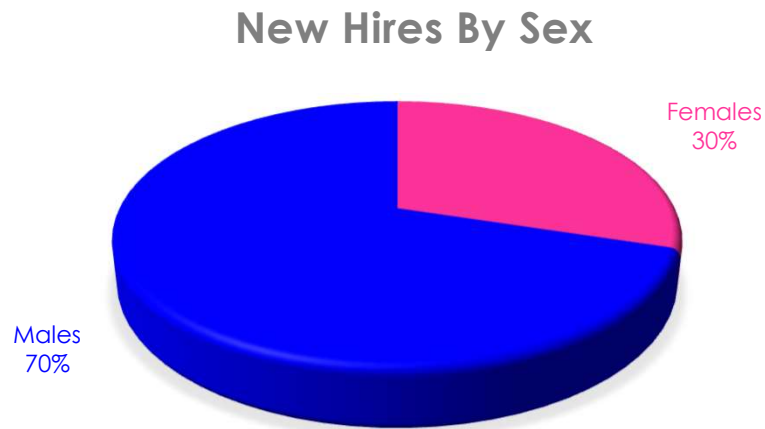
New Hires and Separation

January 1, 2022 – March 31, 2022



MTAHQ

New Hires and Separations by Sex



During the first quarter 2022, MTAHQ **hired 104** employees, **31** females and **73** males. During this same time period **118** employees **separated** from MTAHQ, **51** females and **67** males.

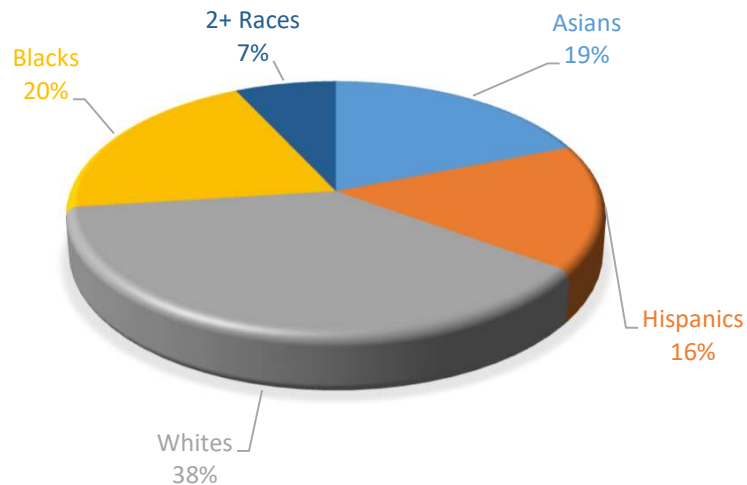
- ❑ The net change for female employees during the 1st Quarter 2022 was a **negative 20**.
- ❑ There were **0** female veterans hired and **1** female veterans separated during 1st Quarter 2022.



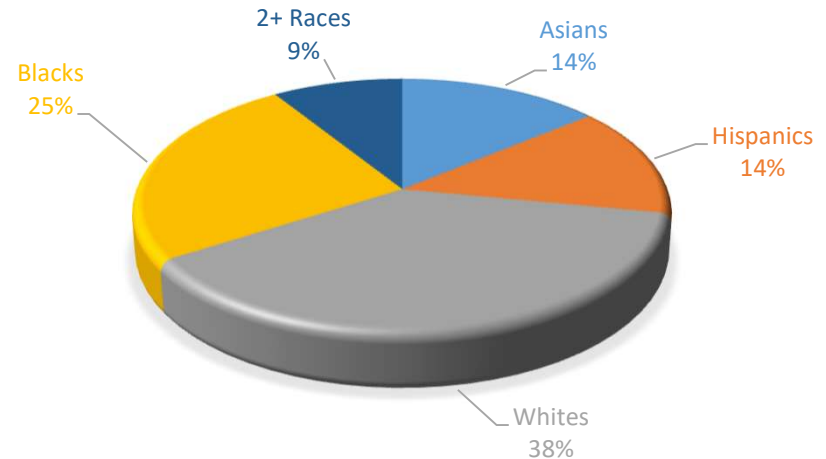
MTAHQ

New Hires and Separations by Race/Ethnicity

New Hires By Race/Ethnicity



Separations By Race/Ethnicity



During the first quarter 2022, MTAHQ **hired 104** employees, **65** minorities and **39** non-minorities. During this same time period **118** employees **separated** from MTAHQ, **73** minorities and **45** non-minorities.

- ❑ The net change for minority employees during the 1st Quarter 2022 was a **negative 8**.
- ❑ There was **1** veteran hired and **3** veterans separated during 1st Quarter 2022.



Long Island Rail Road (LIRR)

EEO Report – 1st Quarter 2022

June 27, 2022



Executive Summary

■ EEO

As of **March 31, 2022**, Long Island Rail Road's workforce consisted of 7,013 employees of which females represented 13% (917) and minorities represented 38% (2,655) of the total workforce.

- LIRR's workforce decreased by 305 employees in comparison with the first quarter 2021 (1Q21) workforce.
- Female percentage of representation decreased by 1.6% and the percentage of Minority representation decreased by 1.1%.
- There were 9 veterans hired and 4 veterans separated during 1st Quarter 2022

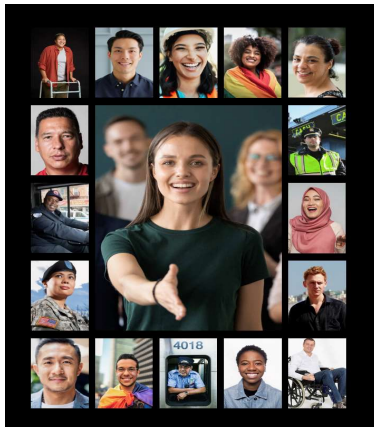


Executive Summary Cont.

□ D&I in Motion – All Agency Employee Resource Groups

MTA Employee Resource Groups (ERGs) help foster a diverse and inclusive workplace aligned with our mission, values and goals, and offer a sense of community and belonging for all MTA employees.

ERGs are led by employees. All ERGs have Executive Sponsors who reinforce LIRR's commitment to **inclusion at all levels** and serve as champions for the group. This ensures we have both leadership and grassroots support for LIRR's diversity and inclusion efforts. Catherine Rinaldi and Craig Cipriano are the Executive Sponsors for the B.E.G.I.N (Black Employee Group for Inclusion and Networking) Employee Resource Group.



"Craig and I look forward to working with B.E.G.I.N and our allies in engaging the MTA workforce and providing opportunities for mentoring, professional growth, collaboration with the community, participation in cultural, enlightening and enriching events championing our Black employees and promoting the MTA as the leading employer of choice for African Americans."

As President of MNR and Acting President of LIRR, I look forward to having Railroad employees be an active part of MTA's ERGs.

MTA Strategic Priority – Revive Talent and Culture



Long Island Rail Road (LIRR)

Workforce

as of March 31, 2022



LIRR Workforce

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOP1**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	1,173		440	38%	733	62%	152	13%	147	13%	70	6%	6	1%	0	0%	65	6%	90	8%	0	0%
F	185	16%	94	8%	91	8%	43	4%	25	2%	16	1%	0	0%	0	0%	10	1%	6	7%	0	0%
M	988	84%	346	29%	642	55%	109	9%	122	10%	54	5%	6	1%	0	0%	55	5%	84	93%	0	0%
Professionals	240		113	47%	127	53%	35	15%	30	13%	39	16%	0	0%	0	0%	9	4%	11	5%	0	0%
F	29	12%	15	6%	14	6%	1	0%	1	0%	10	4%	0	0%	0	0%	3	1%	0	0%	0	0%
M	211	88%	98	41%	113	47%	34	14%	29	12%	29	12%	0	0%	0	0%	6	3%	11	100%	0	0%
Technicians	12		8	67%	4	33%	2	17%	2	17%	1	8%	1	8%	0	0%	2	17%	1	8%	0	0%
F	1	8%	1	8%	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M	11	92%	7	58%	4	33%	1	8%	2	17%	1	8%	1	8%	0	0%	2	17%	1	100%	0	0%
Protective Services	0		0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#####	0	#####	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
F	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#####	0	#####	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
M	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#####	0	#####	0	#DIV/0!	0	#DIV/0!	0	#DIV/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	265		144	54%	121	46%	86	32%	34	13%	10	4%	0	0%	0	0%	14	5%	10	4%	0	0%
F	134	51%	89	34%	45	17%	52	20%	24	9%	6	2%	0	0%	0	0%	7	3%	2	20%	0	0%
M	131	49%	55	21%	76	29%	34	13%	10	4%	4	2%	0	0%	0	0%	7	3%	8	80%	0	0%
Skilled Craft	4,437		1507	34%	2,930	66%	666	15%	507	11%	157	4%	9	0%	3	0%	165	4%	311	7%	0	0%
F	409	9%	188	4%	221	5%	125	3%	34	1%	16	0%	0	0%	0	0%	13	0%	10	3%	0	0%
M	4,028	91%	1319	30%	2,709	61%	541	12%	473	11%	141	3%	9	0%	3	0%	152	3%	301	97%	0	0%
Service Maintenance	886		443	50%	443	50%	253	29%	134	15%	18	2%	5	1%	0	0%	33	4%	29	3%	0	0%
F	159	18%	111	13%	48	5%	72	8%	30	3%	0	0%	1	0%	0	0%	8	1%	2	7%	0	0%
M	727	82%	332	37%	395	45%	181	20%	104	12%	18	2%	4	0%	0	0%	25	3%	27	93%	0	0%
Total	7,013		2,655	38%	4,358	62%	1,194	17%	854	12%	295	4%	21	0%	3	0%	288	4%	452	6%	0	0%

Due to employee movements, resulting from the transformation, all utilization goals will require recalculation to be provided later.

* American Indian/Alaskan Native

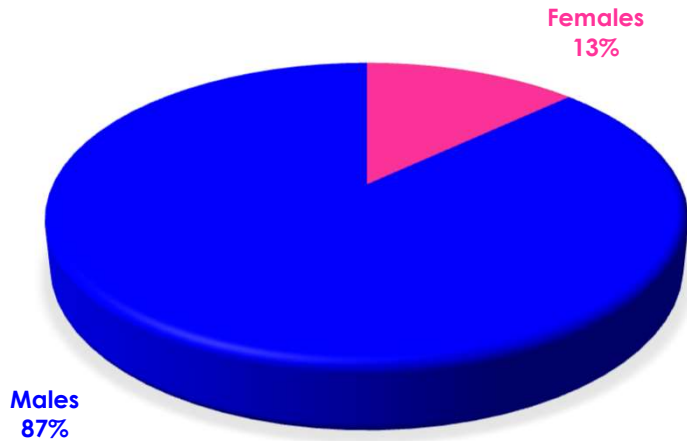
**Native Hawaiian Other Pacific Islander

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

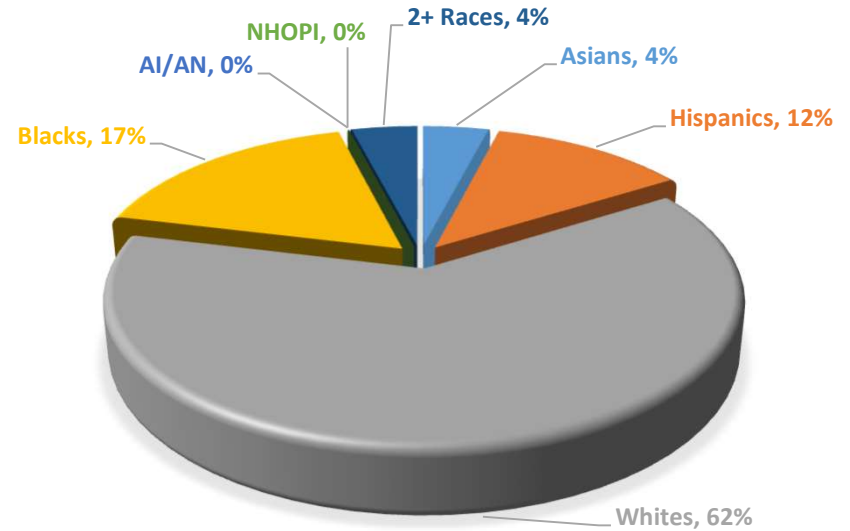


LIRR Workforce as of March 31, 2022

New Hires By Sex



WORKFORCE BY RACE/ETHNICITY



LIRR employed 7,013 employees, 13% of the workforce were females, 38% minorities, and veterans comprised 6%.

- ❑ The percentage of females employed in the workforce has decreased by 1.6% when compared to First Quarter 2021.
- ❑ The percentage of minorities in the workforce has decreased by 1.1% when compared to First Quarter 2021.



MTA LIRR

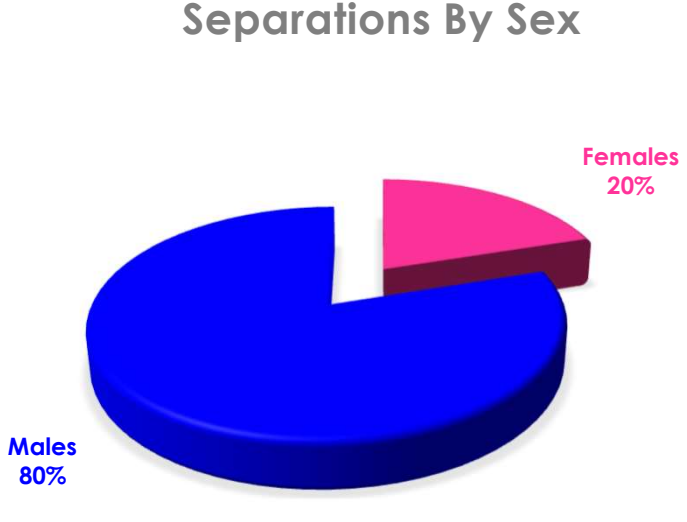
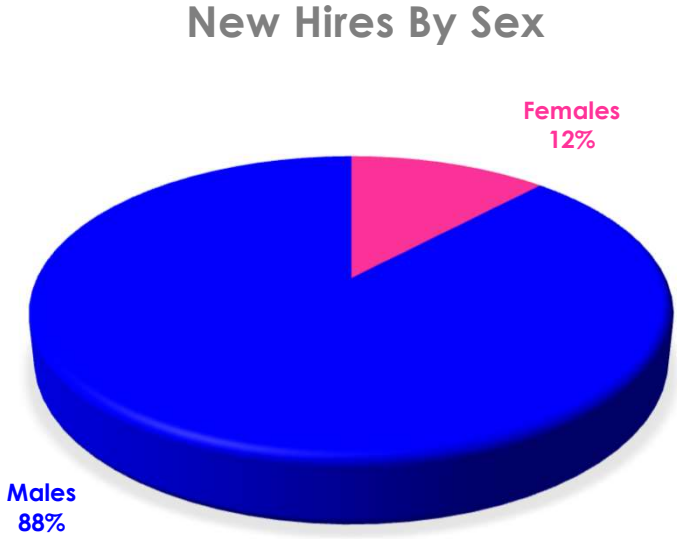
New Hires and Separation

January 1, 2022 – March 31, 2022



LIRR

New Hires and Separations by Sex



During the first quarter 2022, LIRR **hired** 179 employees, 21 females and 158 males. During this same time period 46 employees **separated** from LIRR, 9 females and 37 males.

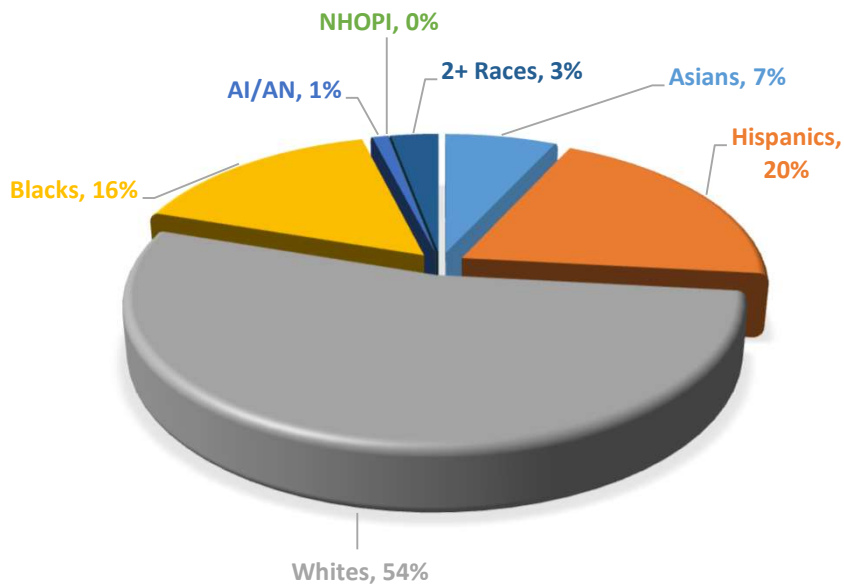
- There was 1 female veteran hired and 0 female veterans separated during 1st Quarter 2022.



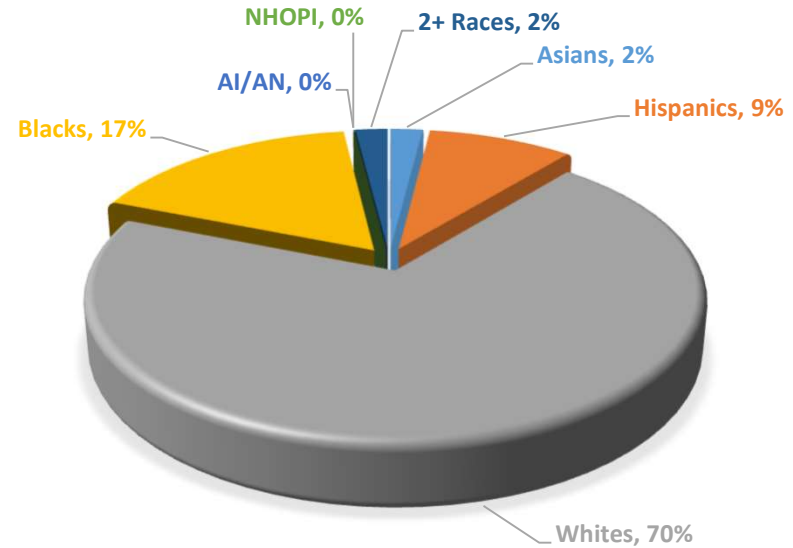
LIRR

New Hires and Separations by Race/Ethnicity

NEW HIRE BY RACE/ETHNICITY



TERMINATION BY RACE/ETHNICITY



During the first quarter 2022, LIRR **hired** 179 employees, 82 minorities and 97 non-minorities. During this same time period 46 employees **separated** from LIRR, 14 minorities and 32 non-minorities.

- There were 2 minority veterans hired and 0 minority veterans separated during 1st Quarter 2022.



MTA METRO-NORTH RAILROAD

EEO Report – 1st Quarter 2022

June 27, 2022



Executive Summary

■ EEO

As of **March 31, 2022**, MTA MNR's workforce consisted of 5,832 employees of which females represented 11% (640) and minorities represented 39% (2,296) of the total workforce.

- MNR's workforce decreased by 444 employees in comparison with the first quarter 2021 (1Q21) workforce.
- Female percentage of representation decreased by 2% and the percentage of Minority representation remained constant.
- The net change for female employees during the 1st Quarter 2022 was a **negative three employees**.
- The net change for minority employees during the 1st Quarter 2022 was a **positive thirteen employees**.
- There were 5 veterans hired and 6 separated during 1st Quarter 2022.



Executive Summary Cont.

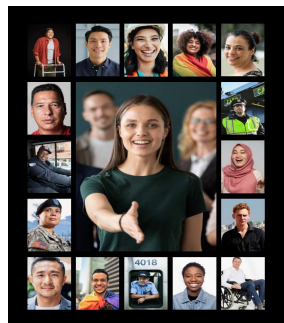
■ D&I in Motion – All Agency Employee Resource Groups

MTA Employee Resource Groups (ERGs) help foster a diverse and inclusive workplace aligned with our mission, values and goals, and offer a sense of community and belonging for all MTA employees.

ERGs are led by employees. All ERGs have Executive Sponsors who reinforce MNR's commitment to **inclusion at all levels** and serve as champions for the group. This ensures we have both leadership and grassroots support for MNR's diversity and inclusion efforts. Catherine Rinaldi and Craig Cipriano are the Executive Sponsors for the B.E.G.I.N (Black Employee Group for Inclusion and Networking) Employee Resource Group.

"Craig and I look forward to working with B.E.G.I.N and our allies in engaging the MTA workforce and providing opportunities for mentoring, professional growth, collaboration with the community, participation in cultural, enlightening and enriching events championing our Black employees and promoting the MTA as the leading employer of choice for African Americans."

As President of MNR and Acting President of LIRR, I look forward to having Railroad employees be an active part of MTA's ERGs.



MTA Strategic Priority – Revive Talent and Culture



MTA MNR

Workforce

as of March 31, 2022



MTA MNR Workforce

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	574		212	37%	362	63%	80	14%	54	9%	38	7%	3	1%	1	0%	36	6%	43	7%	11	2%
F	110	19%	61	11%	49	9%	20	3%	18	3%	13	2%	2	0%	0	0%	8	1%	5	12%	1	9%
M	464	81%	151	26%	313	55%	60	10%	36	6%	25	4%	1	0%	1	0%	28	5%	38	88%	10	91%
Professionals	146		69	47%	77	53%	22	15%	20	14%	16	11%	1	1%	0	0%	10	7%	5	3%	1	1%
F	27	18%	19	13%	8	5%	9	6%	6	4%	2	1%	1	1%	0	0%	1	1%	0	0%	0	0%
M	119	82%	50	34%	69	47%	13	9%	14	10%	14	10%	0	0%	0	0%	9	6%	5	100%	1	100%
Technicians	134		57	43%	77	57%	25	19%	12	9%	11	8%	1	1%	0	0%	8	6%	17	13%	3	2%
F	12	9%	9	7%	3	2%	5	4%	3	2%	0	0%	0	0%	0	0%	1	1%	1	6%	1	33%
M	122	91%	48	36%	74	55%	20	15%	9	7%	11	8%	1	1%	0	0%	7	5%	16	94%	2	67%
Protective Services																						
F																						
M																						
Paraprofessionals	10		3	30%	7	70%	1	10%	1	10%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%
F	5	50%	2	20%	3	30%	1	10%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M	5	50%	1	10%	4	40%	0	0%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%
Administrative Support	229		148	65%	81	35%	87	38%	35	15%	7	3%	2	1%	1	0%	16	7%	14	6%	4	2%
F	93	41%	78	34%	15	7%	49	21%	15	7%	3	1%	1	0%	1	0%	9	4%	2	14%	1	25%
M	136	59%	70	31%	66	29%	38	17%	20	9%	4	2%	1	0%	0	0%	7	3%	12	86%	3	75%
Skilled Craft	3,151		1076	34%	2,075	66%	525	17%	335	11%	52	2%	13	0%	0	0%	151	5%	295	9%	32	1%
F	61	2%	40	1%	21	1%	29	1%	6	0%	1	0%	0	0%	0	0%	4	0%	4	1%	2	6%
M	3,090	98%	1036	33%	2,054	65%	496	16%	329	10%	51	2%	13	0%	0	0%	147	5%	291	99%	30	94%
Service Maintenance	1,588		731	46%	857	54%	408	26%	209	13%	30	2%	5	0%	1	0%	78	5%	68	4%	12	1%
F	332	21%	209	13%	123	8%	135	9%	45	3%	5	0%	2	0%	1	0%	21	1%	7	10%	6	50%
M	1,256	79%	522	33%	734	46%	273	17%	164	10%	25	2%	3	0%	0	0%	57	4%	61	90%	6	50%
Total	5,832		2,296	39%	3,536	61%	1,148	20%	666	11%	154	3%	25	0%	3	0%	300	5%	442	8%	63	1%

Due to employee movements, resulting from the transformation, all utilization goals will require recalculation to be provided later.

* American Indian/Alaskan Native

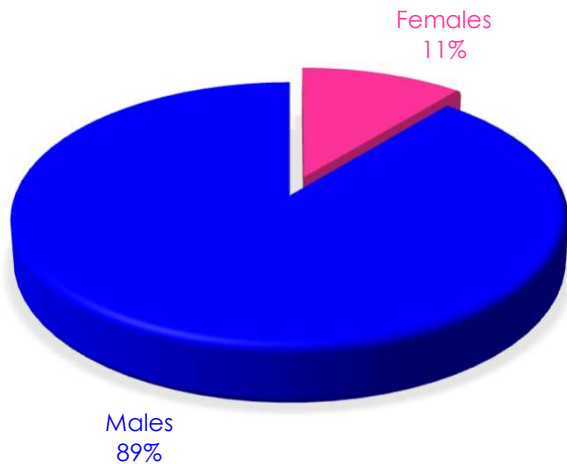
**Native Hawaiian Other Pacific Islander

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

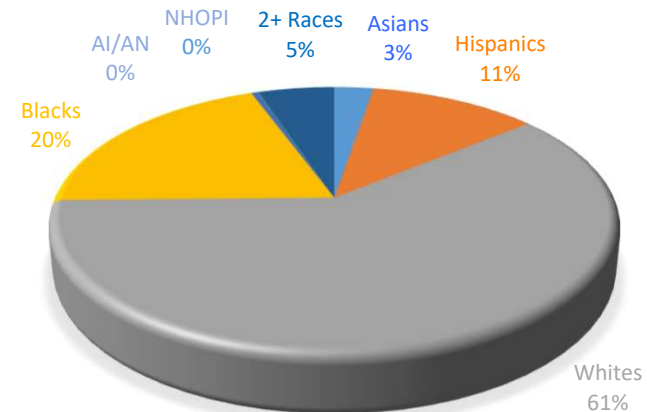


MNR Workforce as of March 31, 2022

Workforce By Gender



Workforce By Race/Ethnicity



MTA MNR employed **5,832** employees: **11%** of the workforce were females, **39%** minorities, and veterans comprised **8%**.

- ❑ The percentage of females employed in the workforce has **decreased** by two percent when compared to First Quarter 2021.
- ❑ The percentage of minorities in the workforce has remained constant when compared to First Quarter 2021.



MTA MNR

New Hires and Separation

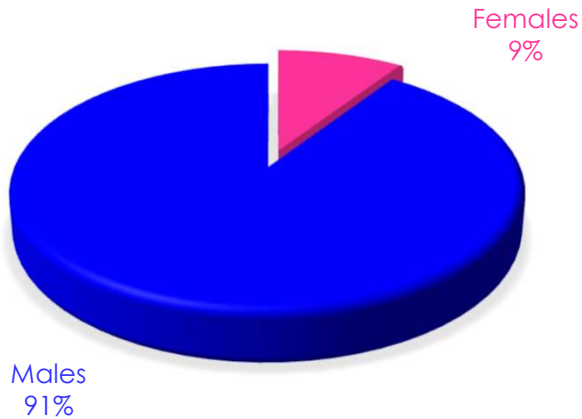
January 1, 2022 – March 31, 2022



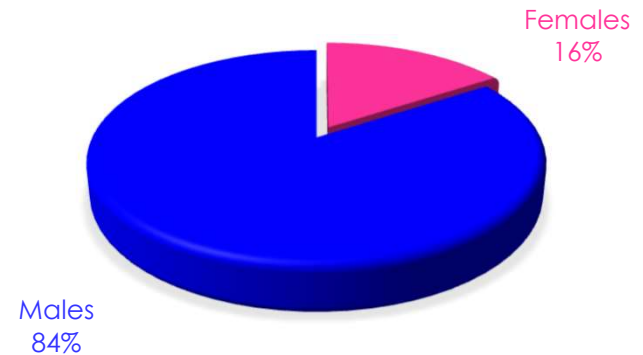
MTA MNR

New Hires and Separations by Sex

New Hires By Sex



Separations By Sex



During the first quarter 2022, MNR **hired 64** employees, 6 females and 58 males. During this same time period **57** employees **separated** from MNR, 9 females and 48 males.

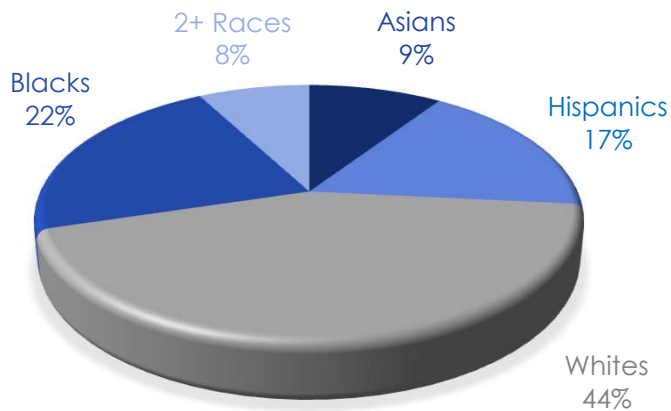
- The net change for female employees during the 1st Quarter 2022 was a **negative three employees.**
- There was one female veterans hired and no female veterans separated during First Quarter 2022.



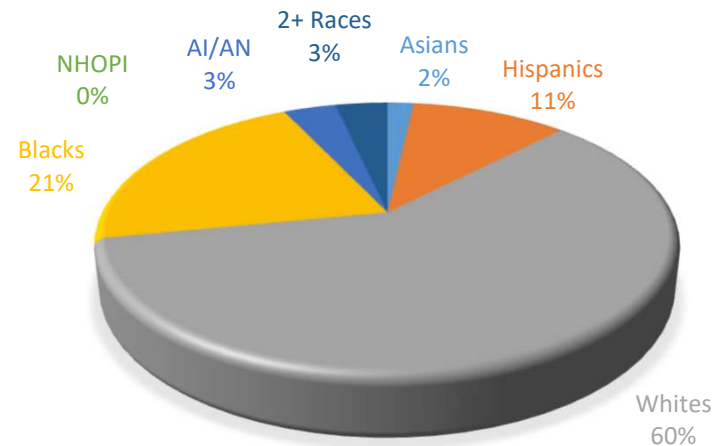
MTA MNR

New Hires and Separations by Race/Ethnicity

New Hires By Race/Ethnicity



Separations By Race/Ethnicity



During the first quarter 2022, MNR **hired 64** employees, 36 minorities and 28 non-minorities. During this same time period **57** employees **separated** from MNR, 23 minorities and 34 non-minorities.

- ❑ The net change for minority employees during the 1st Quarter 2022 was a **positive thirteen employees**.
- ❑ There were five veterans hired and six separated during 1st Quarter 2022



MTA Bus Company MTABC

EEO Report – 1st Quarter 2022

June 27, 2022



Executive Summary

■ EEO

As of **March 31, 2022**, MTA Bus's workforce consisted of 3,811 employees of which females represented 13% (495) and minorities represented 84% (3,194) of the total workforce.

- MTA Bus's workforce decreased by 178 employees in comparison with the first quarter 2021 (1Q21) workforce.
- Female percentage of representation remained the same and the percentage of Minority representation increased by 4%.
- The net change for female employees during the 1st Quarter 2022 (hires versus separations) was **positive 33 employees**.
- The net change for minority employees during the 1st Quarter 2022 (hires versus separations) was **positive 120 employees**.
- No veterans were hired, and 2 veterans separated during 1st Quarter 2022.

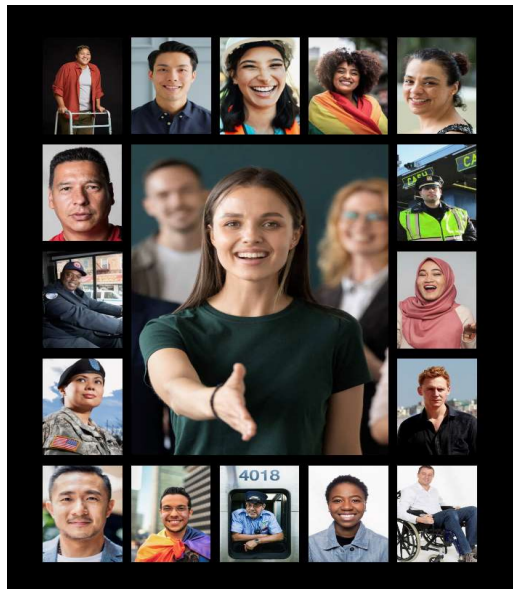


Executive Summary

D&I in Motion – All Agency Employee Resource Groups

MTA Employee Resource Groups (ERGs) help foster a diverse and inclusive workplace aligned with the MTA’s mission, values and goals, and offer a sense of community and belonging to all MTA employees.

ERGs are led by employees with guidance from MTA executive sponsors. **Frank Annicaro** and **Monica Murray** are the executive sponsors for the **Veterans** Employee Resource Group.



***Veterans** “aims to embrace the MTA’s proud community of veterans, friends and families who support and encourage through shared experiences, veteran recruitment, career development, professional growth and camaraderie.”*

As Acting President of MTA Bus Company, I am inspired to be involved with this exemplary proud and honorable group.



MTA Strategic Priority – Revive Talent and Culture

MTA Bus Company MTABC

Workforce as of March 31, 2022



MTA BC Workforce

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	159		99	62%	60	38%	39	25%	28	18%	21	13%	0	0%	0	0%	11	7%	0	0%	8	5%
F	29	18%	23	14%	6	4%	11	7%	3	2%	6	4%	0	0%	0	0%	3	2%	0	0%	8	100%
M	130	82%	76	48%	54	34%	28	18%	25	16%	15	9%	0	0%	0	0%	8	5%	0	0%	0	0%
Professionals	71		56	79%	15	21%	20	28%	9	13%	23	32%	0	0%	0	0%	4	6%	0	0%	4	6%
F	27	38%	23	32%	4	6%	8	11%	7	10%	5	7%	0	0%	0	0%	3	4%	0	0%	3	75%
M	44	62%	33	46%	11	15%	12	17%	2	3%	18	25%	0	0%	0	0%	1	1%	0	0%	1	25%
Technicians	3		2	67%	1	33%	0	0%	1	33%	0	0%	0	0%	0	0%	1	33%	0	0%	0	0%
F	2	67%	1	33%	1	33%	0	0%	1	33%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M	1	33%	1	33%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	33%	0	0%	0	0%
Protective Services	6		5	83%	1	17%	3	50%	2	33%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
F	2	33%	1	17%	1	17%	0	0%	1	17%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M	4	67%	4	67%	0	0%	3	50%	1	17%	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	19		18	95%	1	5%	9	47%	5	26%	2	11%	0	0%	0	0%	2	11%	0	0%	1	5%
F	15	79%	14	74%	1	5%	6	32%	4	21%	2	11%	0	0%	0	0%	2	11%	0	0%	1	100%
M	4	21%	4	21%	0	0%	3	16%	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Skilled Craft	641		458	71%	183	29%	220	34%	98	15%	76	12%	3	0%	6	1%	55	9%	0	0%	6	1%
F	2	0%	2	0%	0	0%	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M	639	100%	456	71%	183	29%	218	34%	98	15%	76	12%	3	0%	6	1%	55	9%	0	0%	6	100%
Service Maintenance	2,912		2556	88%	356	12%	1,474	51%	735	25%	215	7%	11	0%	3	0%	118	4%	0	0%	4	0%
F	418	14%	396	14%	22	1%	259	9%	122	4%	5	0%	1	0%	0	0%	9	0%	0	0%	0	0%
M	2,494	86%	2160	74%	334	11%	1,215	42%	613	21%	210	7%	10	0%	3	0%	109	4%	0	0%	4	100%
Total	3,811		3,194	84%	617	16%	1,765	46%	878	23%	337	9%	14	0%	9	0%	191	5%	0	0%	23	1%

Due to employee movements, resulting from the transformation, all utilization goals will require recalculation to be provided later.

* American Indian/Alaskan Native

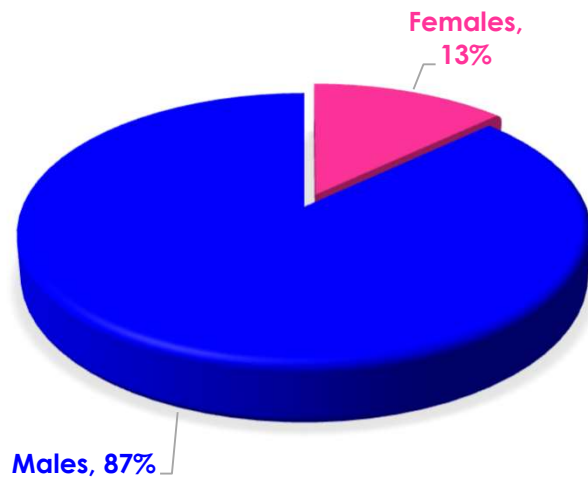
**Native Hawaiian Other Pacific Islander

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

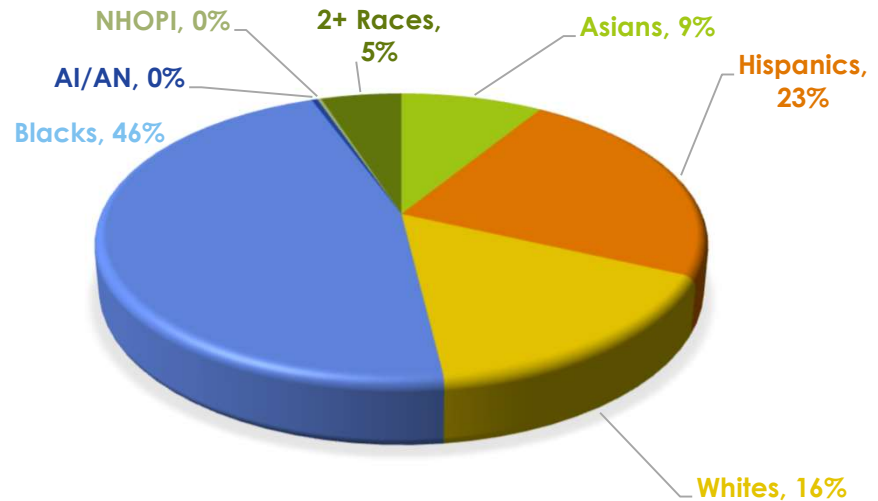


MTA BC Workforce as of March 31, 2022

WORKFORCE BY GENDER



WORKFORCE BY RACE/ETHNICITY



MTA BC employed **3,811** employees: **13%** of the workforce were females, **84%** minorities, and no veterans.

- ❑ The percentage of females employed in the workforce remained the same when compared to First Quarter 2021.
- ❑ The percentage of minorities in the workforce has **increased** by three percentage point when compared to First Quarter 2021.



MTA BC

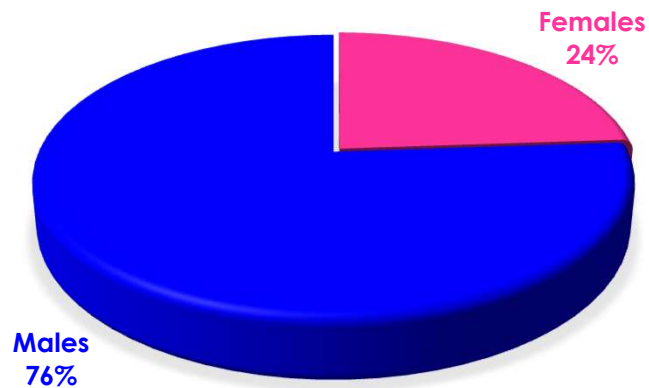
New Hires and Separation

January 1, 2022 – March 31, 2022

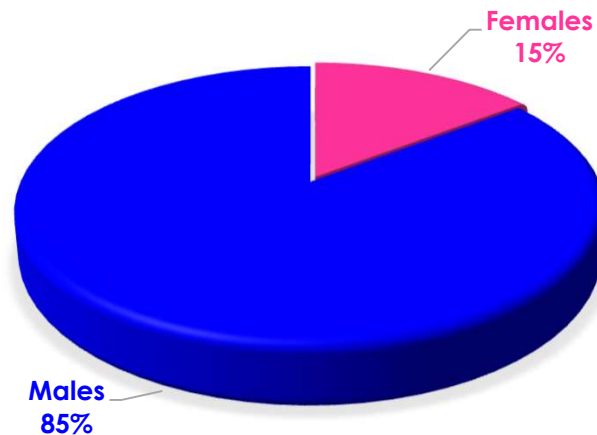


MTA BC New Hires and Separations by Sex

NEW HIRE BY SEX



SEPARATION BY SEX



During the first quarter 2022 MTA BC **hired 184** employees, 44 females and 140 males. During this same time period **75** employees **separated** from MTA BC, 11 females and 64 males.

- The net change for female employees during the 1st Quarter 2022 was **positive 33 employees**

MTA BC **hired no** veterans. During this same time period **two male** veterans **separated** from MTA BC.

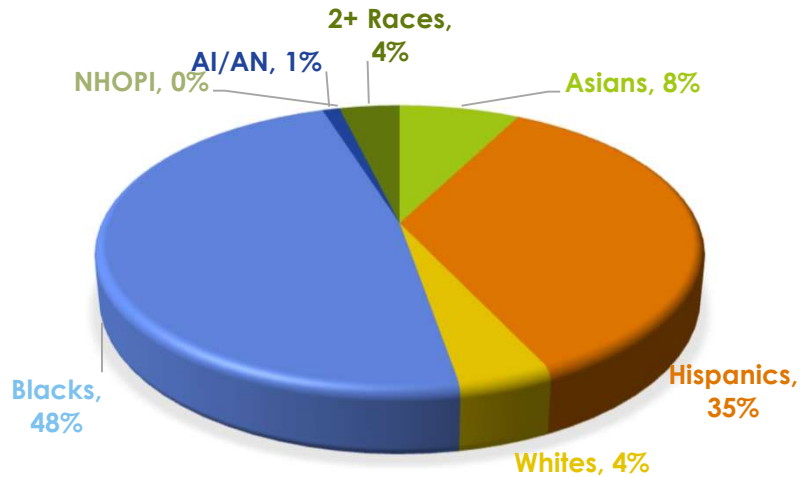
- The net change for female veterans during the 1st Quarter 2022 was **no change in the number of female veterans.**



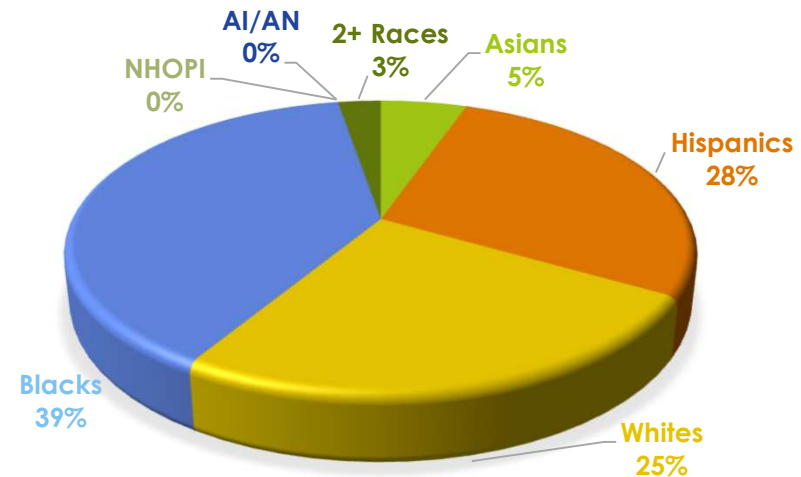
MTA BC

New Hires and Separations by Race/Ethnicity

NEW HIRE BY RACE/ETHNICITY



SEPARATION BY RACE/ETHNICITY



During the first quarter 2022, MTA BC **hired 184** employees, 176 minorities and 8 non-minorities. During this same time period **75** employees **separated** from MTA BC, 56 minorities and 19 non-minorities.

- ❑ The net change for minority employees during the 1st Quarter 2022 was **positive 120 employees**.

MTA BC **hired no** veterans. During this same time period **2 minority** veterans **separated** from MTA BC.

- ❑ The net change for minority veterans during the 1st Quarter 2022 was **negative 2 employees**.



MTA Construction & Development (C&D)

EEO Report – 1st Quarter 2022

June 27, 2022



Executive Summary

■ EEO

As of **March 31, 2022**, MTA Construction & Development's workforce consisted of 1593 employees of which females represented 29% (461) and minorities represented 64% (1018).

Our workforce grew from 117 to 1593 as a result of consolidation. Therefore, a year-to-year comparison was not conducted.

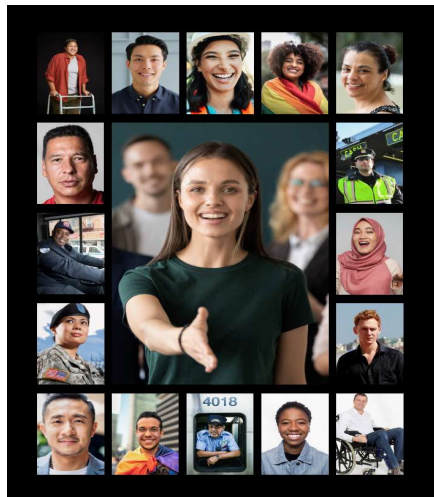


Executive Summary

D&I in Motion – All Agency Employee Resource Groups

MTA Employee Resource Groups (ERGs) help foster a diverse and inclusive workplace aligned with our mission, values and goals, and offer a sense of community and belonging to all MTA employees.

ERGs are led by employees. All ERGs have Executive Sponsors who reinforce C&D's commitment to inclusion at all levels and serve as champions for the groups. This ensures both leadership and grassroots support for C&D diversity and inclusion efforts. Kim Moore-Ward and Jamie Torres-Springer are executive sponsors for the Multi-Cultural Employee Resource Group.



The Multi-Cultural Employee Resource Group promotes a strong culture of diversity and inclusion through meaningful cross-cultural relationships and professional development opportunities across the MTA. It strives to equip colleagues with tools to succeed and feel valued in the workplace through cultural events, close collaboration with other Employee Resource Groups, and initiatives that proactively give our colleagues a distinct voice and platform.

“As President of Construction & Development, I am enthusiastic about the potential for this group that embodies the meaning of diversity.”



MTA Strategic Priority – Revive Talent and Culture

MTA C&D

Workforce

as of March 31, 2022



MTA C&D Workforce

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	662		339	51%	323	49%	101	15%	49	7%	160	24%	0	0%	0	0%	29	4%	11	2%	14	2%
F	149	23%	91	14%	58	9%	33	5%	11	2%	39	6%	0	0%	0	0%	8	1%	2	18%	1	7%
M	513	77%	248	37%	265	40%	68	10%	38	6%	121	18%	0	0%	0	0%	21	3%	9	82%	13	93%
Professionals	832		610	73%	222	27%	187	22%	78	9%	295	35%	0	0%	0	0%	50	6%	9	1%	25	3%
F	254	31%	196	24%	58	7%	68	8%	39	5%	76	9%	0	0%	0	0%	13	2%	2	22%	13	52%
M	578	69%	414	50%	164	20%	119	14%	39	5%	219	26%	0	0%	0	0%	37	4%	7	78%	12	48%
Technicians	33		27	82%	6	18%	8	24%	1	3%	15	45%	1	3%	0	0%	2	6%	2	6%	0	0%
F	5	15%	3	9%	2	6%	1	3%	0	0%	1	3%	0	0%	0	0%	1	3%	0	0%	0	0%
M	28	85%	24	73%	4	12%	7	21%	1	3%	14	42%	1	3%	0	0%	1	3%	2	100%	0	0%
Administrative Support	65		41	63%	24	37%	25	38%	8	12%	5	8%	0	0%	0	0%	3	5%	1	2%	1	2%
F	53	82%	37	57%	16	25%	23	35%	8	12%	3	5%	0	0%	0	0%	3	5%	0	0%	1	100%
M	12	18%	4	6%	8	12%	2	3%	0	0%	2	3%	0	0%	0	0%	0	0%	1	100%	0	0%
Skilled Craft	1		1	100%	0	0%	0	0%	0	0%	1	100%	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	1	100%	1	100%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%
Total	1,593		1,018	64%	575	36%	321	20%	136	9%	476	30%	1	0%	0	0%	84	5%	23	1%	40	3%

Due to employee movements resulting from the transformation, all utilization goals will require recalculation to be provided later.

* American Indian/Alaskan Native

**Native Hawaiian Other Pacific Islander

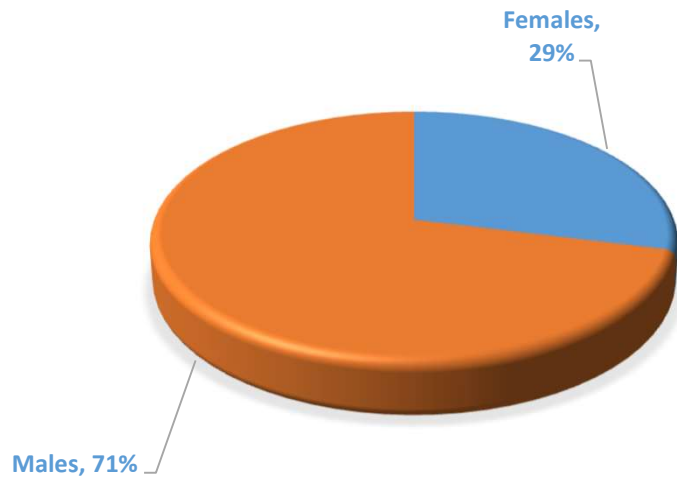
***People With Disabilities

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

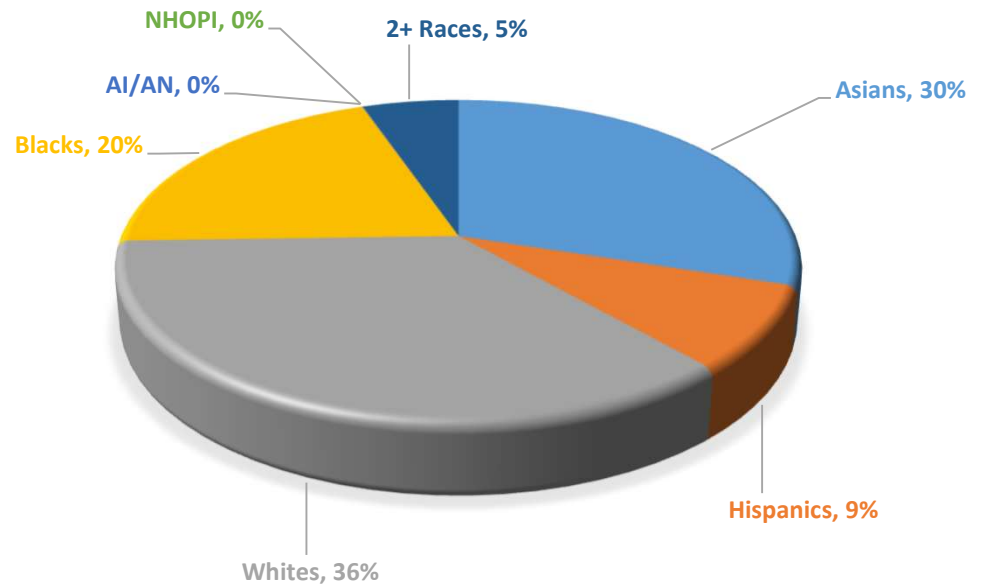


C&D Workforce as of March 31, 2022

WORKFORCE BY GENDER



WORKFORCE BY RACE/ETHNICITY



MTA C&D employed **1593** employees: **29%** of the workforce were females, **64%** minorities, and veterans comprised **1%**.



MTA C&D

New Hires and Separation

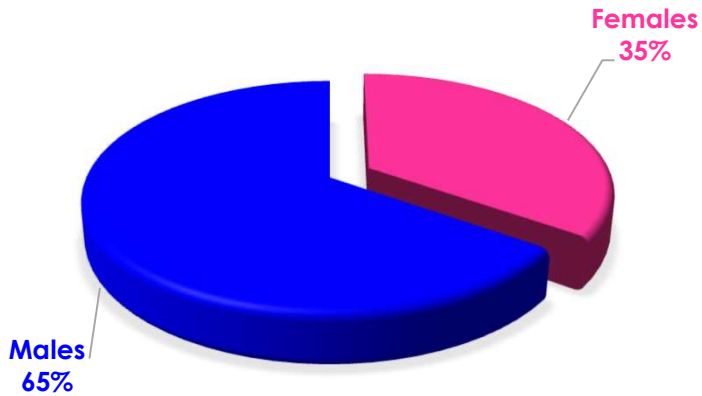
January 1, 2022 – March 31, 2022



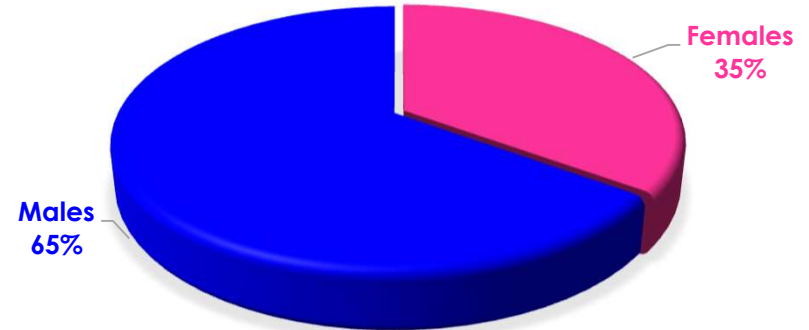
MTA C&D

New Hires and Separations by Sex

NEW HIRES BY GENDER



SEPARATIONS BY GENDER



During the first quarter 2022, C&D **hired 23** employees, 8 females and 15 males. During this same time period **40** employees **separated** from C&D, 14 females and 26 males.

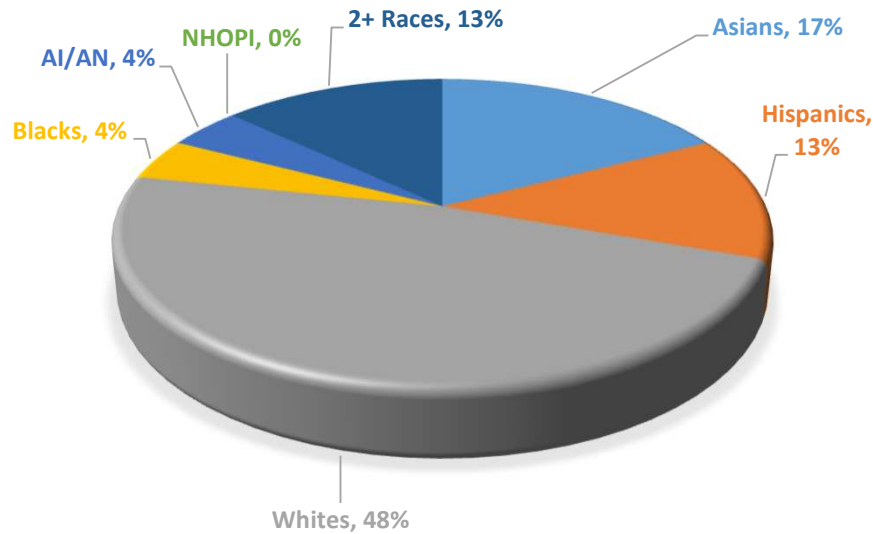
Employee hires and separations exclude internal promotions, transfers or lateral movement



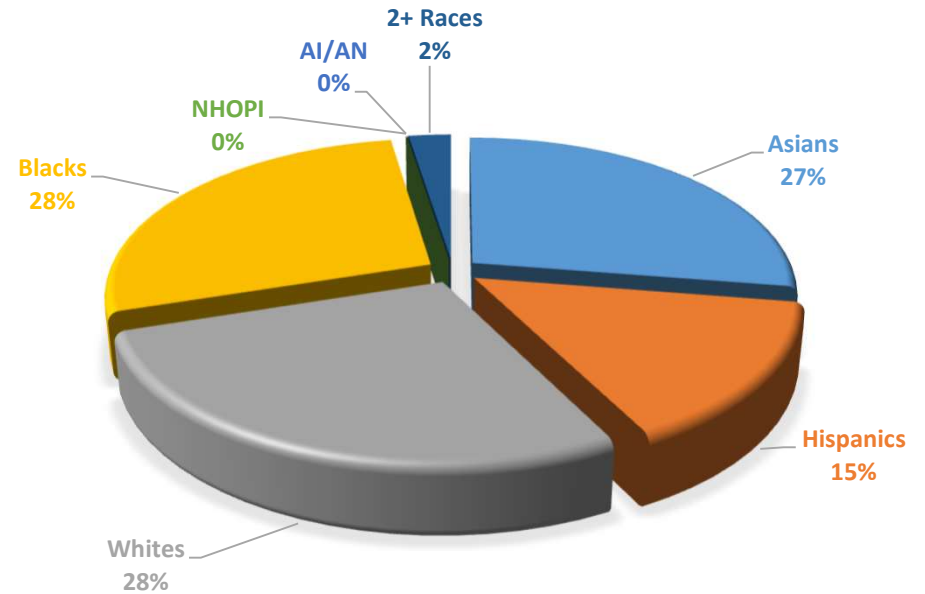
MTA C&D

New Hires and Separations by Race/Ethnicity

NEW HIRES BY RACE/ETHNICITY



TERMINATIONS BY RACE/ETHNICITY



Of the **23 employees hired*** during first quarter 2022, there were 12 minorities and 11 non-minorities.

During this same time period **40 employees separated** from C&D, 29 minorities and 11 non-minorities.

Employee hires and separations exclude internal promotions, transfers or lateral movement



New York City Transit NYCT

EEO Report – 1st Quarter 2022

June 27, 2022



Executive Summary

■ EEO

As of **March 31, 2022**, NYCT's workforce consisted of 46,148 employees of which females represented 18% (8,422) and minorities represented 81% (37,308) of the total workforce.

- NYCT's workforce decreased by 2,261 employees in comparison with the first quarter 2021 (1Q21) workforce.
- Female percentage of representation decreased by 1% and the percentage of Minority representation increased by 2%.
- The net change for female employees during the 1st Quarter 2022 (hires versus separations) was **positive 168 employees**.
- The net change for minority employees during the 1st Quarter 2022 (hires versus separation) was **positive 528 employees**.
- 21 veterans were hired, and 22 veterans separated during 1st Quarter 2022.

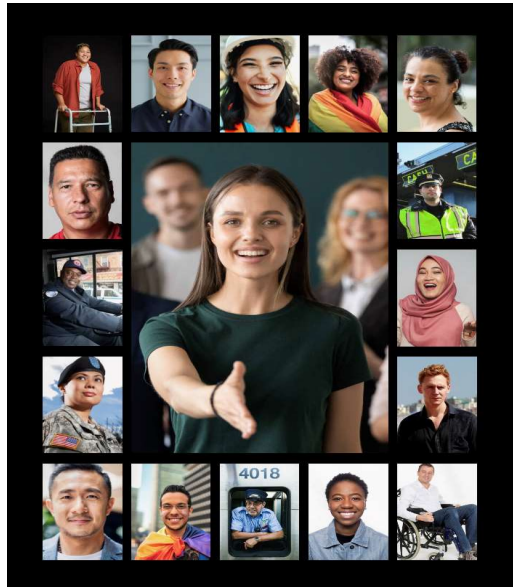


Executive Summary

D&I in Motion – All Agency Employee Resource Groups

MTA Employee Resource Groups (ERGs) help foster a diverse and inclusive workplace aligned with the MTA’s mission, values and goals, and offer a sense of community and belonging to all MTA employees.

ERGs are led by employees with guidance from MTA executive sponsors. **Richard Davey** and **Sarah Meyer** are the executive sponsors for the **Pride Express** Employee Resource Group.



Pride Express “aims to transform and sustain a culture of respect, empathy, and inclusion at the MTA, and to serve as a strong voice and champion for the LGBTQ+ community within the agency.”

As President of New York City Transit, I am fully committed to the efforts already underway to build a workplace culture where employees feel safe, appreciated and empowered to bring their whole and best selves to work each day.



MTA Strategic Priority – Revive Talent and Culture

New York City Transit NYCT

Workforce

as of March 31, 2022



NYCT Workforce

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOP1**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	1,512		1001	66%	511	34%	507	34%	226	15%	163	11%	5	0%	2	0%	98	6%	102	7%	46	3%
F	323	21%	275	18%	48	3%	182	12%	48	3%	26	2%	0	0%	0	0%	19	1%	5	5%	15	33%
M	1,189	79%	726	48%	463	31%	325	21%	178	12%	137	9%	5	0%	2	0%	79	5%	97	95%	31	67%
Professionals	1,079		811	75%	268	25%	372	34%	128	12%	258	24%	2	0%	0	0%	51	5%	24	2%	27	3%
F	447	41%	379	35%	68	6%	220	20%	61	6%	76	7%	1	0%	0	0%	21	2%	6	25%	16	59%
M	632	59%	432	40%	200	19%	152	14%	67	6%	182	17%	1	0%	0	0%	30	3%	18	75%	11	41%
Technicians	59		42	71%	17	29%	25	42%	8	14%	5	8%	0	0%	0	0%	4	7%	1	2%	2	3%
F	13	22%	12	20%	1	2%	10	17%	1	2%	0	0%	0	0%	0	0%	1	2%	1	100%	0	0%
M	46	78%	30	51%	16	27%	15	25%	7	12%	5	8%	0	0%	0	0%	3	5%	0	0%	2	100%
Protective Services	815		682	84%	133	16%	392	48%	213	26%	48	6%	0	0%	2	0%	27	3%	60	7%	4	0%
F	138	17%	128	16%	10	1%	93	11%	25	3%	1	0%	0	0%	0	0%	9	1%	5	8%	0	0%
M	677	83%	554	68%	123	15%	299	37%	188	23%	47	6%	0	0%	2	0%	18	2%	55	92%	4	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	3,299		3032	92%	267	8%	1,878	57%	449	14%	601	18%	6	0%	1	0%	97	3%	33	1%	25	1%
F	1,731	52%	1646	50%	85	3%	1,242	38%	231	7%	111	3%	4	0%	1	0%	57	2%	12	36%	14	56%
M	1,568	48%	1386	42%	182	6%	636	19%	218	7%	490	15%	2	0%	0	0%	40	1%	21	64%	11	44%
Skilled Craft	18,304		13044	71%	5,260	29%	6,828	37%	2,582	14%	2,848	16%	62	0%	8	0%	716	4%	448	2%	56	0%
F	1,071	6%	1012	6%	59	0%	776	4%	158	1%	34	0%	4	0%	2	0%	38	0%	16	4%	5	9%
M	17,233	94%	12032	66%	5,201	28%	6,052	33%	2,424	13%	2,814	15%	58	0%	6	0%	678	4%	432	96%	51	91%
Service Maintenance	21,080		18696	89%	2,384	11%	11,673	55%	5,008	24%	1,379	7%	48	0%	2	0%	586	3%	351	2%	51	0%
F	4,699	22%	4525	21%	174	1%	3,376	16%	950	5%	75	0%	7	0%	0	0%	117	1%	29	8%	10	20%
M	16,381	78%	14171	67%	2,210	10%	8,297	39%	4,058	19%	1,304	6%	41	0%	2	0%	469	2%	322	92%	41	80%
Total	46,148		37,308	81%	8,840	19%	21,675	47%	8,614	19%	5,302	11%	123	0%	15	0%	1,579	3%	1,019	2%	211	0%

Due to employee movements, resulting from the transformation, all utilization goals will require recalculation to be provided later.

* American Indian/Alaskan Native

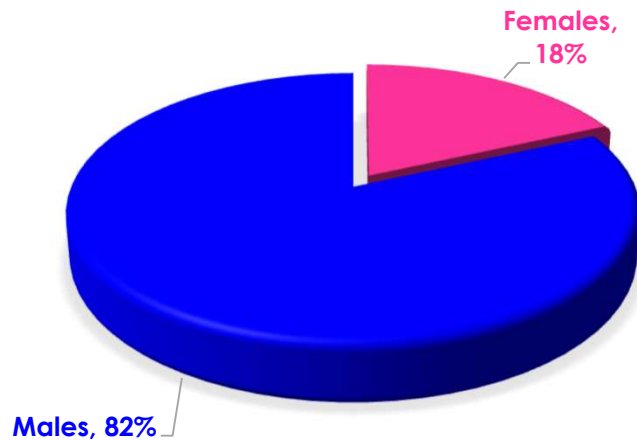
**Native Hawaiian Other Pacific Islander

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

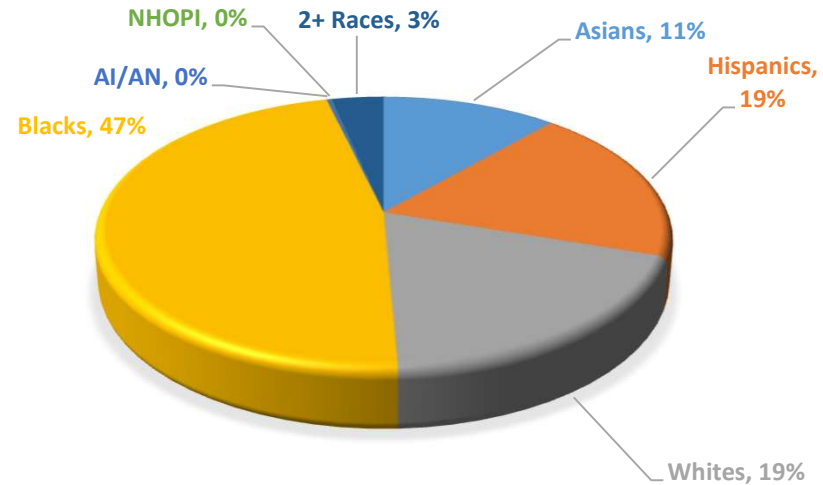


NYCT Workforce as of March 31, 2022

WORKFORCE BY GENDER



WORKFORCE BY RACE/ETHNICITY



NYCT employed **46,148** employees: **18%** of the workforce were females, **81%** minorities, and veterans comprised **2%**.

- ❑ The percentage of females employed in the workforce has **decreased** by one percent when compared to First Quarter 2021.
- ❑ The percentage of minorities in the workforce has **increased** by two percentage point when compared to First Quarter 2021.



NYCT

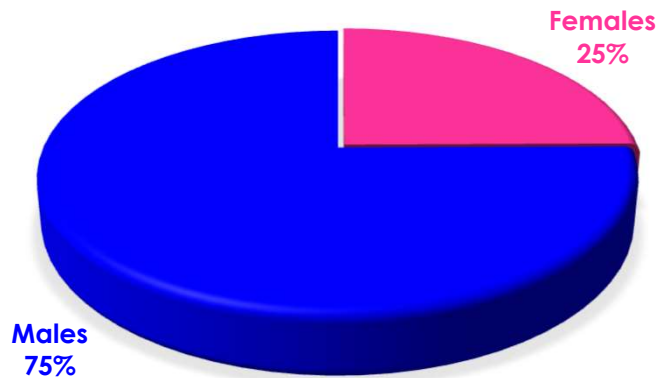
New Hires and Separation

January 1, 2022 – March 31, 2022

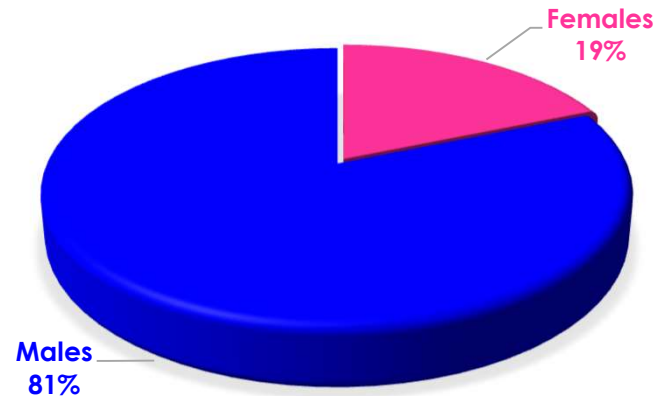


NYCT New Hires and Separations by Sex

NEW HIRE BY SEX



SEPARATION BY SEX



During the first quarter 2022, NYCT **hired 1,235** employees, 307 females and 928 males. During this same time period **742** employees **separated** from NYCT, 139 females and 603 males.

- The net change for female employees during the 1st Quarter 2022 was **positive 168 employees.**

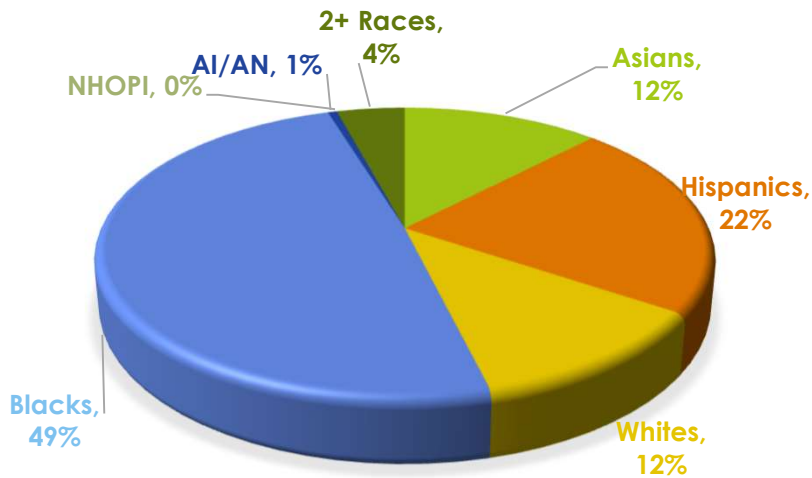
NYCT **hired 21** veterans, one females and 20 males. During this same time period **22** veterans **separated** from NYCT, three females and 19 males.

- The net change for female employees during the 1st Quarter 2022 was **negative 2 employees.**

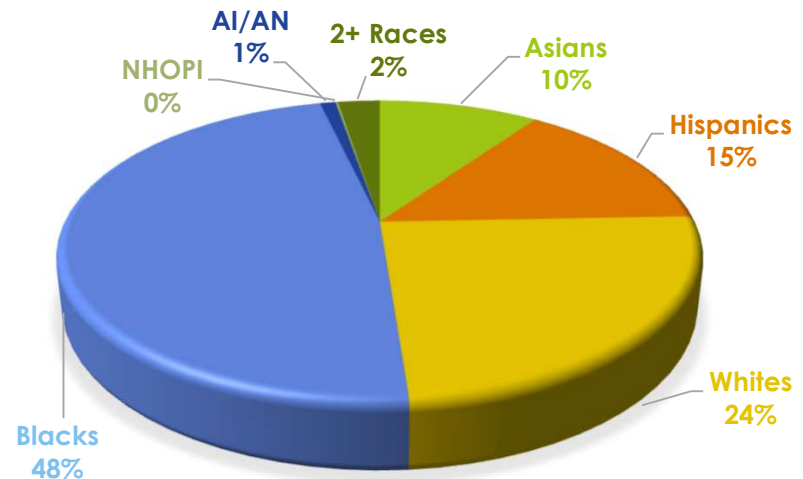


NYCT New Hires and Separations by Race/Ethnicity

NEW HIRE BY RACE/ETHNICITY



SEPARATION BY RACE/ETHNICITY



During the first quarter 2022, NYCT **hired 1,235** employees, 1,089 minorities and 146 non-minorities. During this same time period **742** employees **separated** from NYCT, 561 minorities and 181 non-minorities.

- The net change for minority employees during the 1st Quarter 2022 was **positive 528 employees**.

NYCT **hired 21** veterans: 19 minorities and 2 non-minorities. During this same time period **22** veterans **separated** from NYCT, 17 minorities and 5 non-minorities.

- The net change for minority employees during the 1st Quarter 2022 was **positive 2 employees**.



MTA Bridges and Tunnels

EEO Report – 1st Quarter 2022

June 27, 2022



Executive Summary

■ EEO

As of **March 31, 2022**, MTA Bridges and Tunnels' workforce consisted of 924 employees of which females represented 19% (174) and minorities represented 58% (535) of the total workforce.

- B&T's workforce decreased by 271 employees in comparison with the 1st Quarter 2021 (1Q21) workforce.
- Female percentage of representation decreased by 2% and the percentage of Minority representation decreased by 1% in comparison with the 1st Quarter 2021 (1Q21) workforce*.
- There was no net change for female employees during the 1st Quarter 2022.
- The net change for minority employees during the 1st Quarter 2022 was a negative eight employees.
- There were no veterans hired or separated during 1st Quarter 2022.



**The decreases in female and minority representation are due to employees being moved from B&T workforce to HQ and other Operating agencies as a result of transformation.*

Executive Summary Cont.

□ D&I in Motion – All Agency Employee Resource Groups

MTA Employee Resource Groups (ERGs) help foster a diverse and inclusive workplace aligned with our mission, values and goals, and offer a sense of community and belonging to all MTA employees.

ERGs are led by employees. All ERGs have Executive Sponsors who reinforce B&T commitment to ~~our own~~ ~~responsibility~~ and serve as a champion for the group. This ensures we have both leadership and grassroots support for B&T diversity and inclusion efforts.

Daniel DeCrescenzo and Joel Andrews are the executive sponsors for the **All-Generational** employee resource group.



“For the first time in history, there are five different generations working at the MTA. The All-Generational Employee Resource Group engages and educates colleagues on multigenerational perspectives.”

As President of Bridges and Tunnels, I am excited and committed to removing roadblocks and helping the leads of the All-Generational ERG understand the alignment of their ERG to MTA’s Strategic Priorities.



MTA Strategic Priority – Revive Talent and Culture

MTA B&T

Workforce
as of March 31, 2022



MTA B&T Workforce

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	108		55	51%	53	49%	31	29%	7	6%	10	9%	1	1%	0	0%	6	6%	7	6%	4	4%
F	30	28%	24	22%	6	6%	19	18%	1	1%	3	3%	1	1%	0	0%	0	0%	1	14%	3	75%
M	78	72%	31	29%	47	44%	12	11%	6	6%	7	6%	0	0%	0	0%	6	6%	6	86%	1	25%
Professionals	91		65	71%	26	29%	23	25%	23	25%	12	13%	0	0%	0	0%	7	8%	3	3%	6	7%
F	45	49%	33	36%	12	13%	14	15%	11	12%	5	5%	0	0%	0	0%	3	3%	2	67%	4	67%
M	46	51%	32	35%	14	15%	9	10%	12	13%	7	8%	0	0%	0	0%	4	4%	1	33%	2	33%
Technicians	87		44	51%	43	49%	14	16%	21	24%	5	6%	1	1%	0	0%	3	3%	6	7%	0	0%
F	15	17%	13	15%	2	2%	5	6%	5	6%	1	1%	0	0%	0	0%	2	2%	0	0%	0	0%
M	72	83%	31	36%	41	47%	9	10%	16	18%	4	5%	1	1%	0	0%	1	1%	6	100%	0	0%
Protective Services	328		219	67%	109	33%	108	33%	83	25%	14	4%	1	0%	0	0%	13	4%	25	8%	1	0%
F	62	19%	54	16%	8	2%	42	13%	9	3%	0	0%	1	0%	0	0%	2	1%	3	12%	1	100%
M	266	81%	165	50%	101	31%	66	20%	74	23%	14	4%	0	0%	0	0%	11	3%	22	88%	0	0%
Administrative Support	13		10	77%	3	23%	8	62%	1	8%	1	8%	0	0%	0	0%	0	0%	1	8%	0	0%
F	11	85%	10	77%	1	8%	8	62%	1	8%	1	8%	0	0%	0	0%	0	0%	1	100%	0	0%
M	2	15%	0	0%	2	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Service Maintenance	297		142	48%	155	52%	64	22%	50	17%	11	4%	3	1%	0	0%	14	5%	11	4%	2	1%
F	11	4%	9	3%	2	1%	2	1%	7	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M	286	96%	133	45%	153	52%	62	21%	43	14%	11	4%	3	1%	0	0%	14	5%	11	100%	2	100%
Total	924		535	58%	389	42%	248	27%	185	20%	53	6%	6	1%	0	0%	43	5%	53	6%	13	1%

Due to employee movements, resulting from the transformation, all utilization goals will require recalculation to be provided later.

* American Indian/Alaskan Native

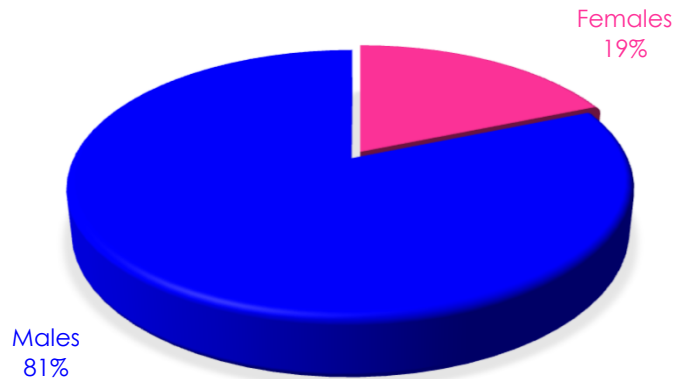
**Native Hawaiian Other Pacific Islander

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

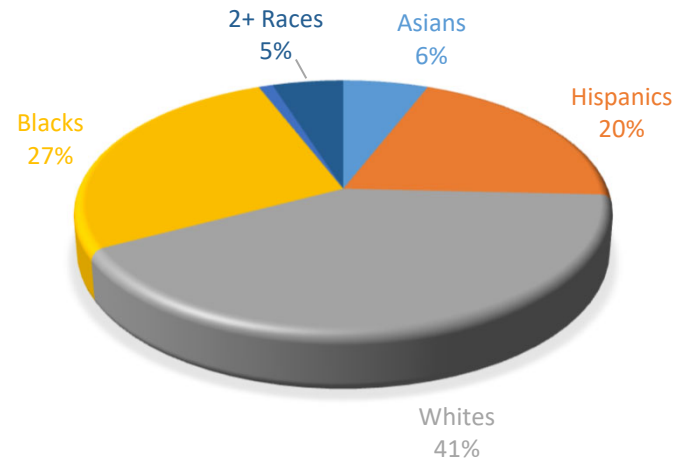


B&T Workforce as of March 31, 2022

Workforce By Sex



Workforce By Race/Ethnicity



MTA B&T employed **924** employees, **19%** of the workforce were females, **58%** minorities, and veterans comprised **6%**.

- ❑ The percentage of females employed in the workforce has **decreased** by 2% when compared to 1st Quarter 2021.
- ❑ The percentage of minorities in the workforce has **decreased** by 1% when compared to 1st Quarter 2021.



MTA B&T

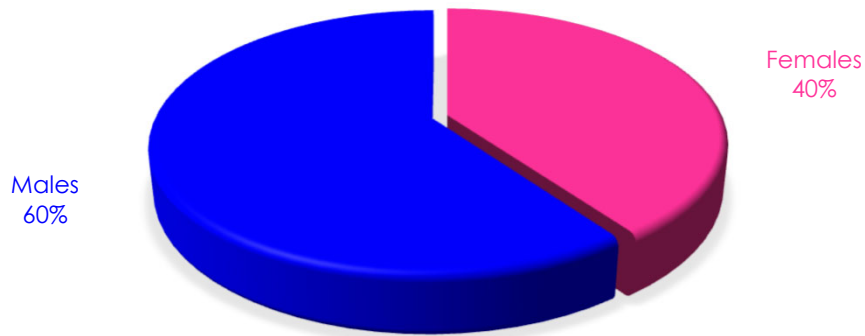
New Hires and Separation

January 1, 2022 – March 31, 2022

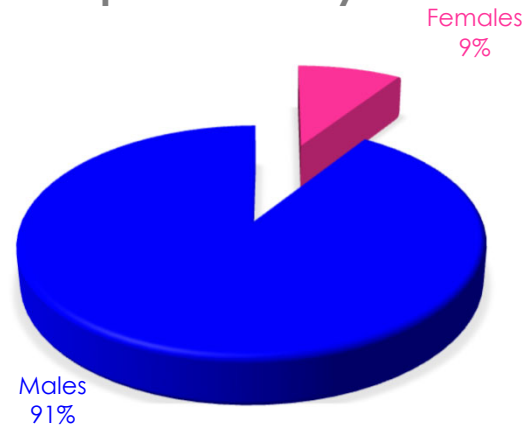


MTA B&T New Hires and Separations by Sex

New Hires By Sex



Separations By Sex



During the 1st Quarter 2022, B&T **hired 5** employees, 2 females and 3 males. During this same time period **22** employees **separated** from B&T, 2 females and 20 males.

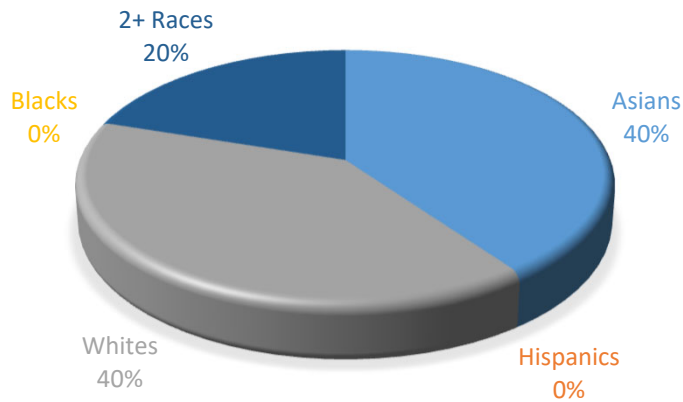
- ❑ The was **no** net change for **female** employees during the 1st Quarter 2022.
- ❑ There were **no female veterans** hired or separated during 1st Quarter 2022.



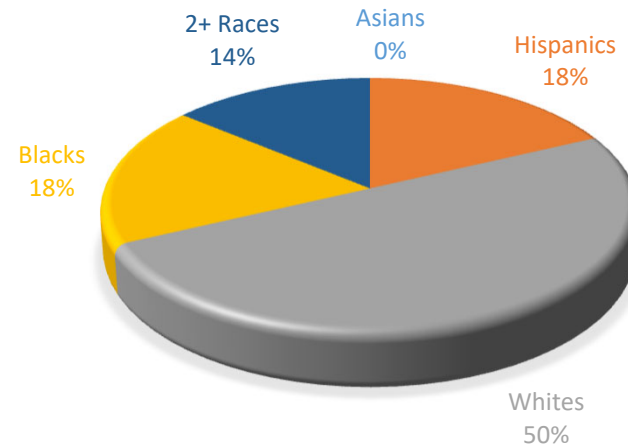
MTA B&T

New Hires and Separations by Race/Ethnicity

New Hires By Race/Ethnicity



Separations By Race/Ethnicity



During the 1st Quarter 2022, B&T **hired 5** employees, 3 minorities and 2 non-minorities. During this same time period **22** employees **separated** from B&T, 11 minorities and 11 non-minorities.

- ❑ The net change for **minority** employees during the 1st Quarter 2022 was a **negative eight** employees.
- ❑ There were **no veterans** hired or separated during 1st Quarter 2022.



Metropolitan Transportation Authority Department of Diversity and Civil Rights

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

June 27, 2022



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*

*Actual time averages 17 business days



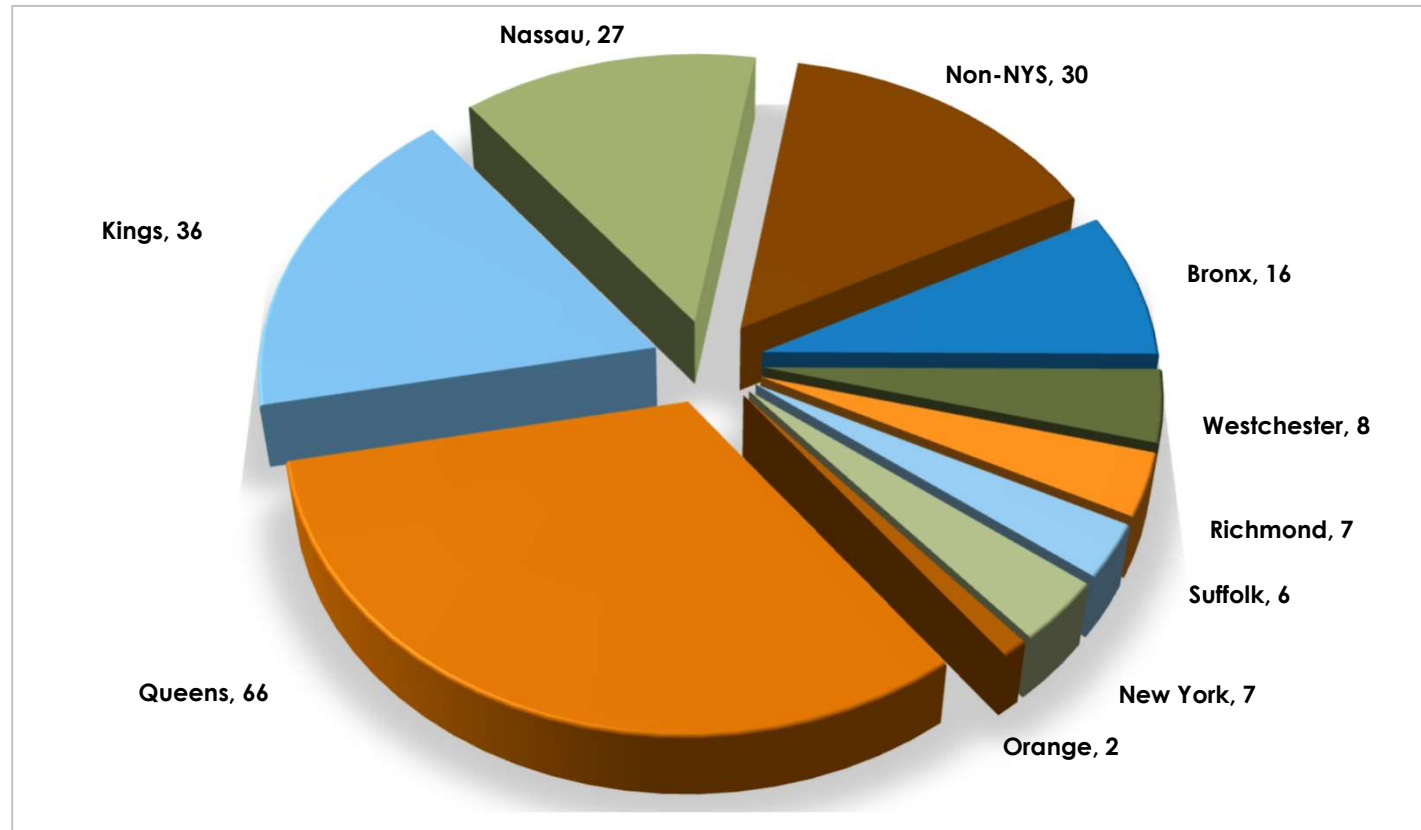
SBDP Represents NY Metro Region

Small Business Mentoring Program All Tiers

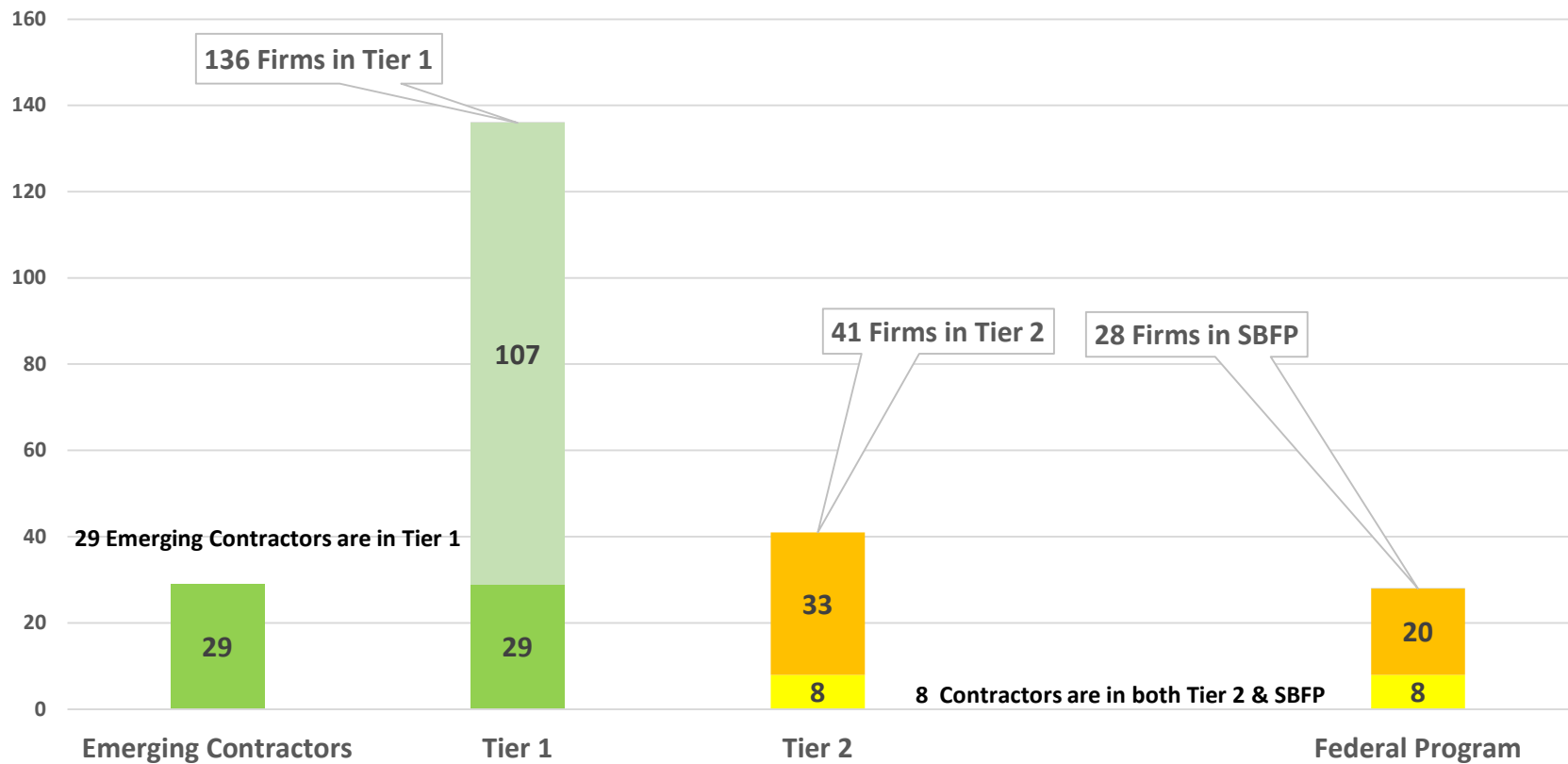
Certification	
MBE	112
WBE	23
DBE	62
SDVOB	12
Non-Certified	71

firms may have multiple certifications

205 Prequalified Firms (as of March 31, 2022)



SBDP Tier Participants

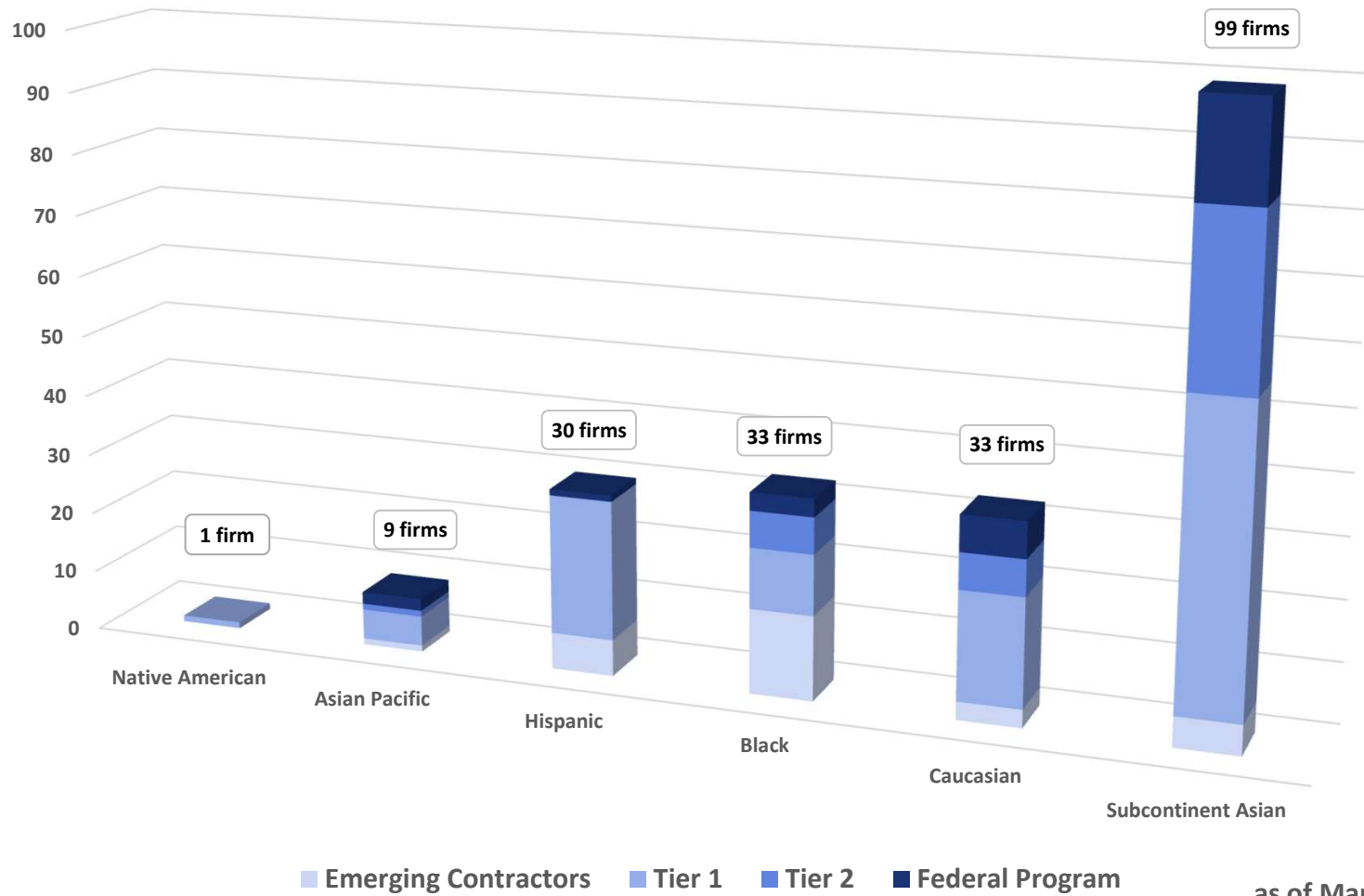


as of March 31, 2022



SBDP Tiers are also Diverse

Ethnicity of Prequalified Contractors in Program Tiers

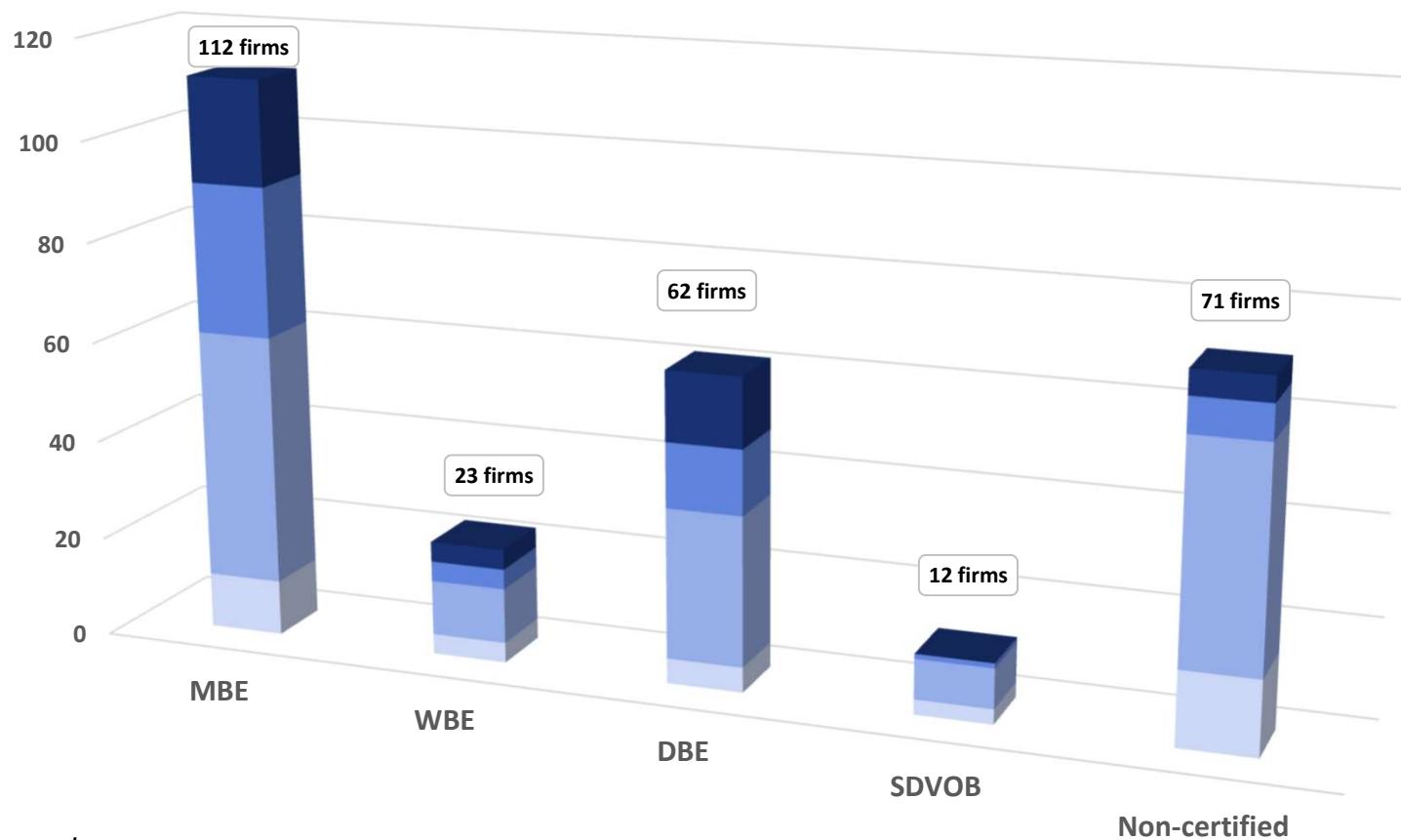


as of March 31, 2022



SBDP Certifications

Certifications of Prequalified Contractors in Program Tiers



firms may have multiple certifications

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

as of March 31, 2022

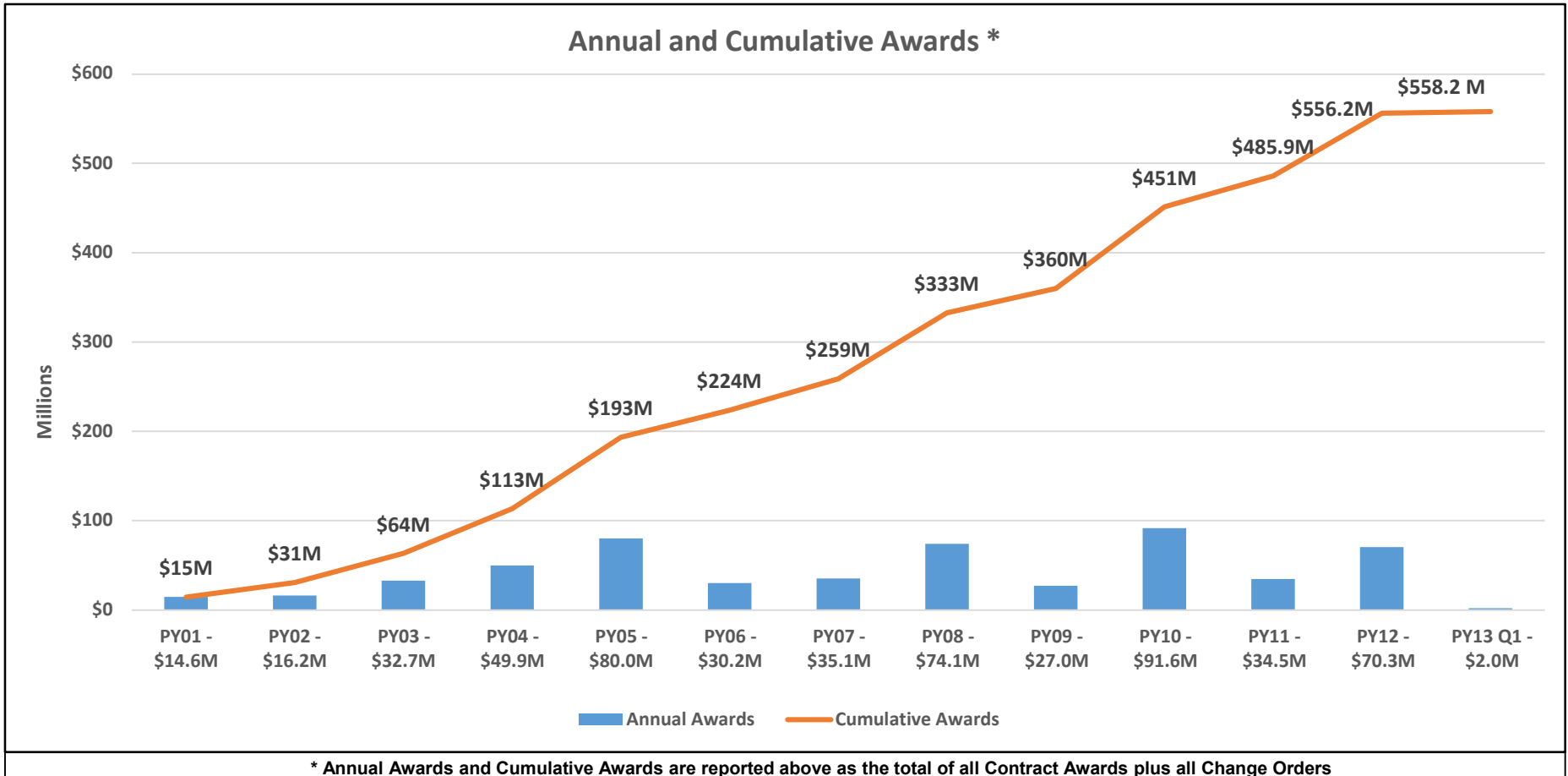


SBDP is Exceeding MWDBE Goals

- 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
 - **67%** - contracts awarded to NYS-certified MWBEs
 - **67%** - contract dollars awarded to NYS-certified MWBEs
- Tier 2 MWBE Achievements
 - **87%** - contracts awarded to NYS-certified MWBEs
 - **86%** - contracts dollars awarded to NYS-certified MWBEs
- Federal Program DBE Achievements
 - **61%** - contracts awarded to DBEs
 - **60%** - contracts dollars awarded to DBEs
- SDVOB Achievements
 - **1%** - contracts awarded to SDVOBs
 - **1%** - contract dollars awarded to SDVOBs



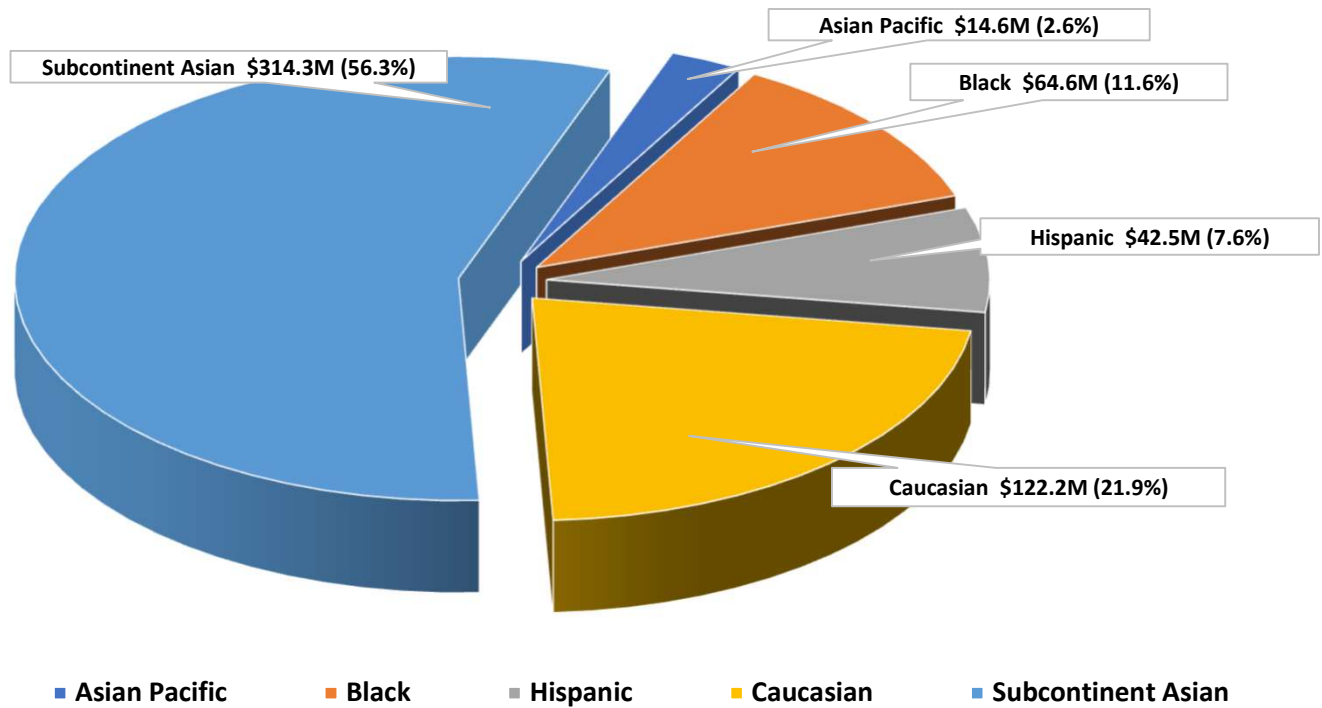
SBDP Prime Contract Opportunities



Program Year 1-13 awards through March 31, 2022

SBDP Contract Awards

Total SBDP Contract Awards by Ethnic Categories



Category	Awards
Subcontinent Asian	\$314.3M
Caucasian	\$122.2M
Black	\$64.6M
Hispanic	\$42.5M
Asian Pacific	\$14.6M
Total SBDP Awards	\$558.2M

(Awards in Millions of Dollars)

Contract Awards through March 31, 2022



SBDP Loan Program

Loan values shown are through March 31, 2022

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	8 Loans	totaling	\$ 792,000

Total 138 Loans Totals \$19,023,500

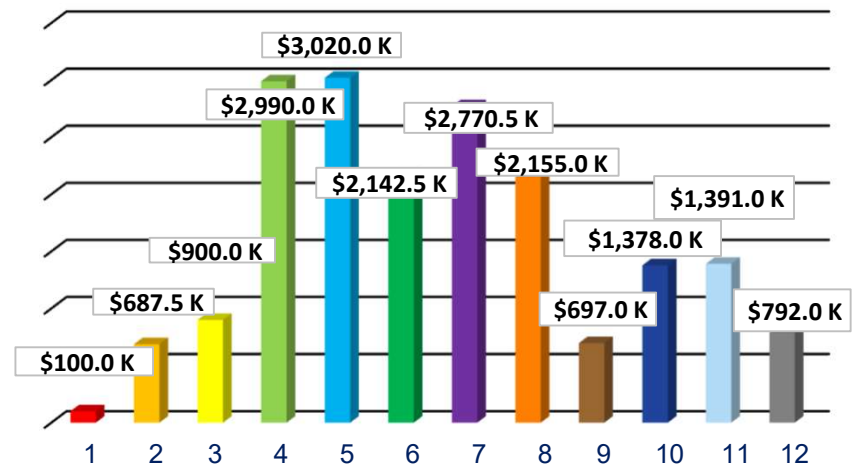
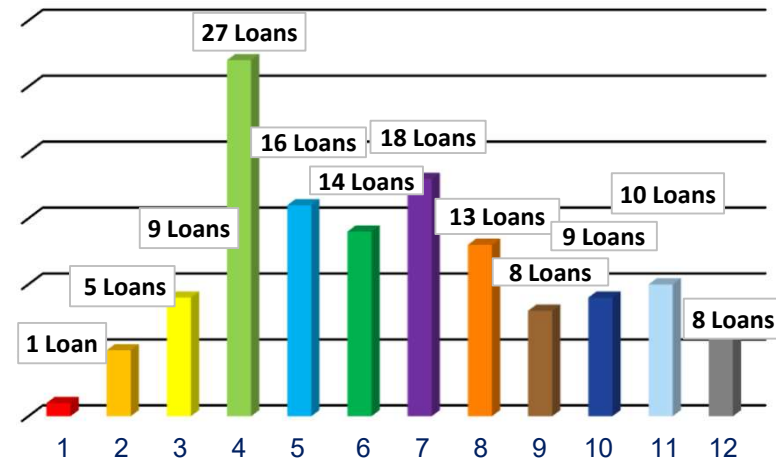
Maximum Loan Available: Tier 1 - up to \$150,000
SBFP and Tier 2 - up to \$900,000

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

Year 9 represents activity from August 1st, 2018, to December 31st, 2018

Year 13 reflects through the end of the First Quarter 2022.

No loans in Year 13; two contracts awarded in Q1 2022 pending for loans.



SBDP Awards

➤ Program Year	Tier	Dollars Awarded
➤ 2010 – 2022	SBMP-Tier 1	Awards total \$205.8 Million
➤ 2015 – 2022	SBMP-Tier 2	Awards total \$198.6 Million
➤ 2013 – 2022	SBFP	Awards total \$153.8 Million
Award values shown are through March 31, 2022		
	All Tiers	Awards total \$558.2 Million



SBDP Facilitates Bonding and Growth

- The Small Business Development Bond Program has assisted Tier 2 and SBFP firms in securing **\$500 million** in surety bonds.
- **1,300** bid opportunities in the **Tier 2** and **Federal** programs
- **184** 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 **265** classroom training dates completed from July 2010 through March 2022
- Over **2,000** hours of classroom training provided from July 2010 through March 2022
- More than **1,025** firms have participated in the training since the inception of the program
 - Over **490** of these firms have applied to and prequalified into the SBMP
- All prequalified contractors complete a mandatory 18-session training program
- Over **25** 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 450** In-Person Assessments Completed
- **Over 420** 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

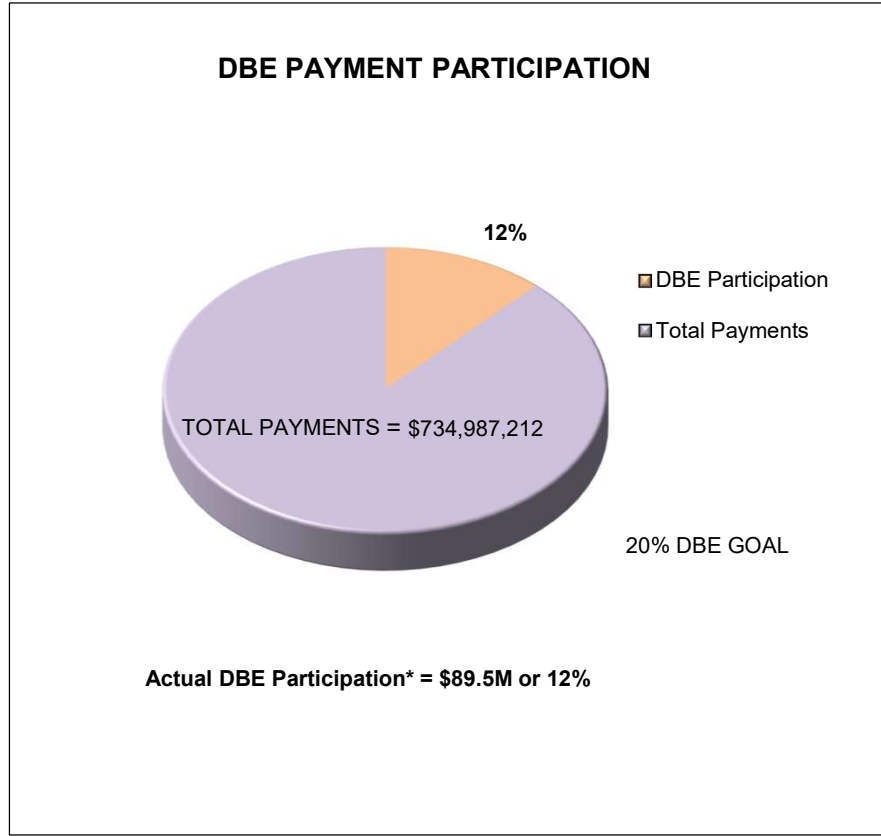
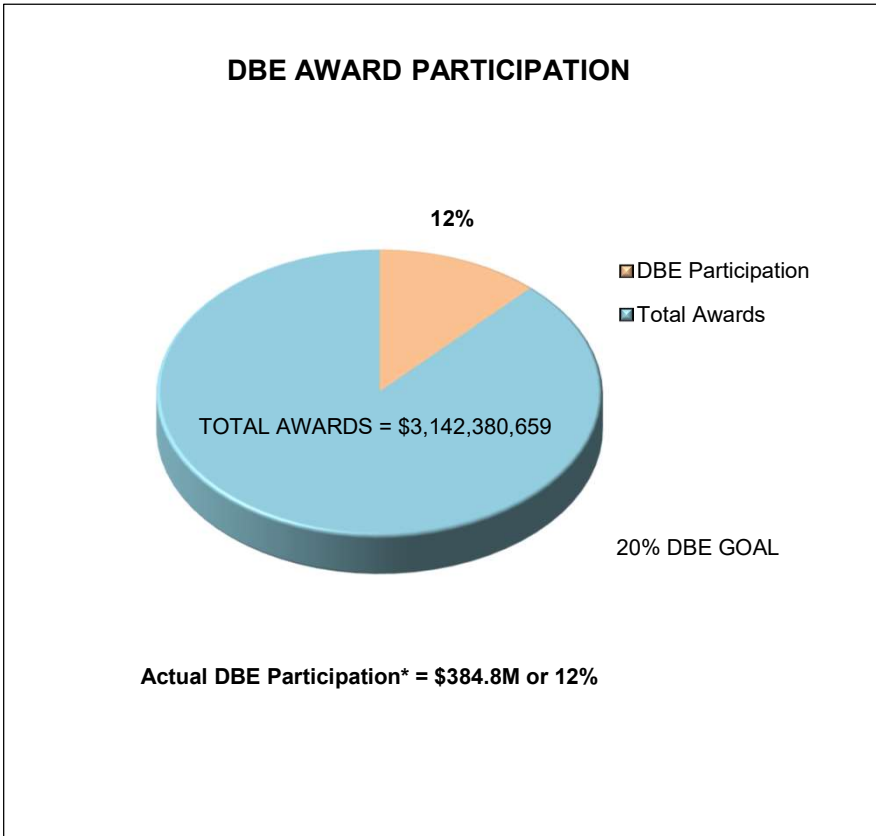
June 27, 2022



DBE Participation in Federally Funded Contracts
Federal Fiscal Year 2022
(Reporting Period: October 1, 2021 to March 31, 2022)

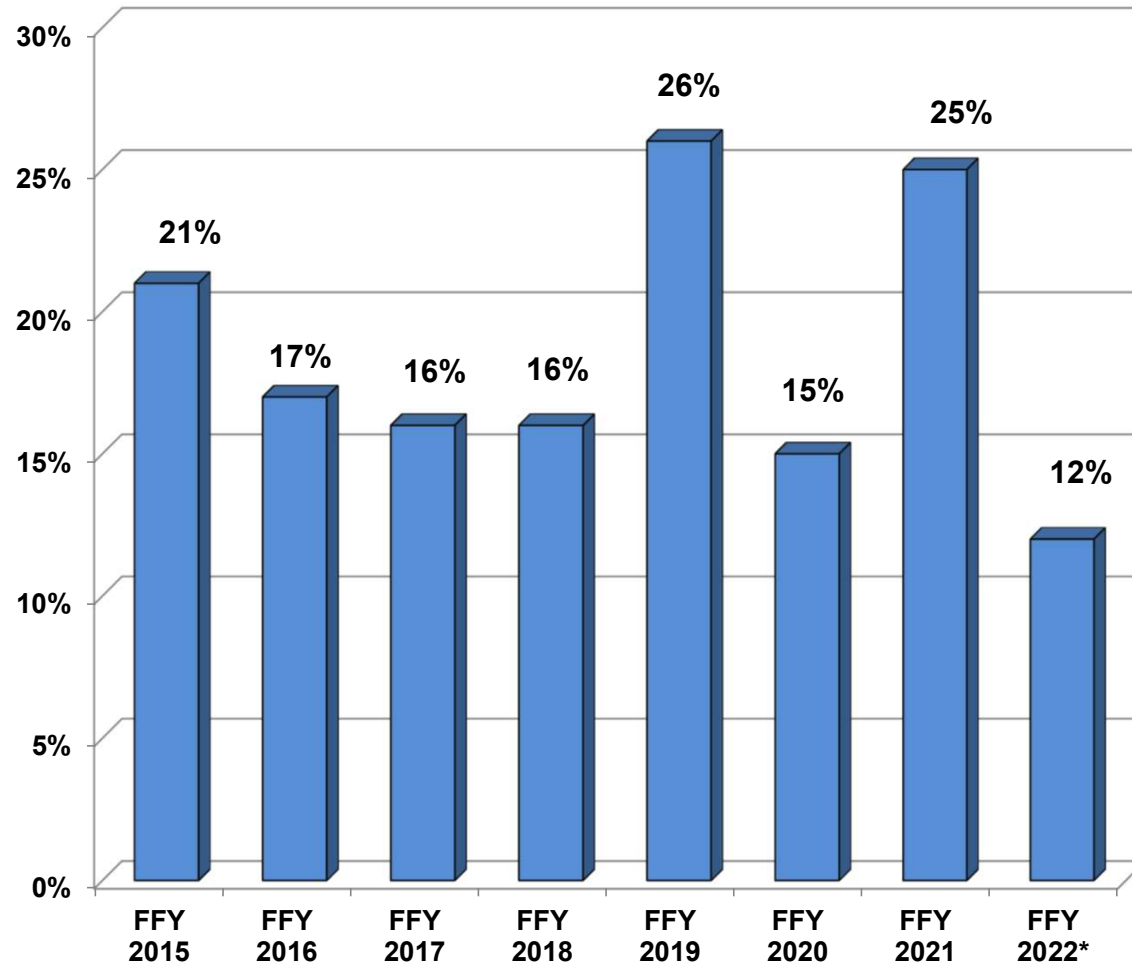
- Each year, MTA reports to the Federal Transit Administration on a semi-annual basis DBE participation in federally funded contracts.
- Reports are submitted on June 1st -- covering October through March, and December 1st -- covering April through September. The December report also summarizes data for the entire Federal Fiscal Year (“FFY”).
- Reports include DBE participation data on new awards and payments on ongoing and completed contracts.
- For FFY 2022, MTA’s DBE goal is 20%.
- During the first half of the FFY 2022, MTA awarded \$3.1 billion in the federally funded portion of contracts, with approximately \$385 million (12%) being awarded to certified DBEs.
- During the first half of the FFY 2022, MTA paid prime contractors approximately \$735 million, with payments to certified DBEs totaling \$89.5 million (12%).
- On contracts closed during the first half of the FFY 2022, MTA achieved 19% DBE participation.

FEDERALLY-FUNDED CONTRACTS
DBE CONTRACT ACTIVITY
FEDERAL FISCAL YEAR 2022(OCTOBER 2021-MARCH 2022)



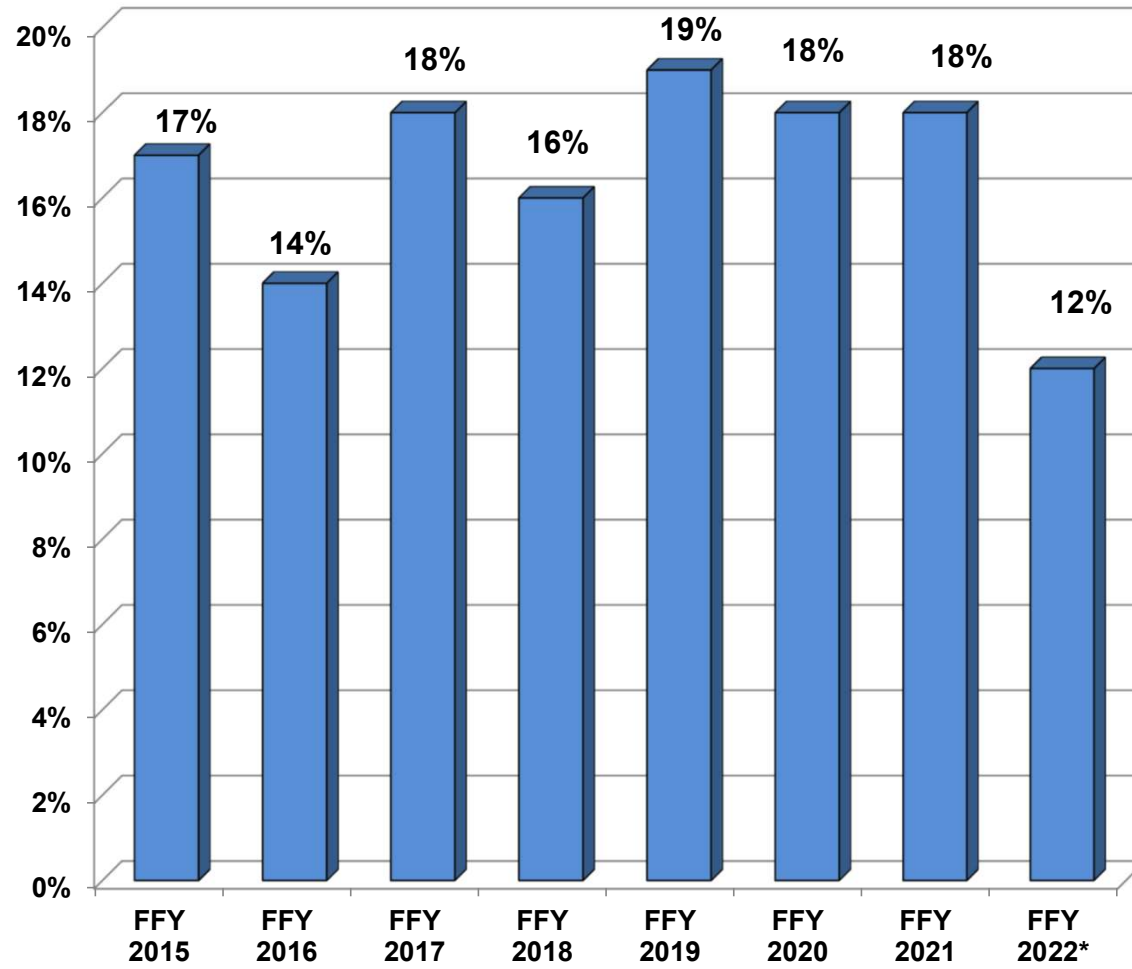
*First half of the Federal Fiscal Year 2022

**DBE CONTRACT AWARDS
October 2015 - March 2022**



***The first half of the Federal Fiscal Year 2022**

DBE CONTRACT PAYMENTS October 2015 - March 2022



*The first half of the Federal Fiscal Year 2022

**FEDERALLY-FUNDED CONTRACTS
DBE CONTRACT ACTIVITY
FEDERAL FISCAL YEAR 2022 (OCTOBER 2021-MARCH 2022)**

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	
1ST SEMI-ANNUAL REPORT October 2021- March 2022	419	\$3,142,380,659	222	\$384,796,662	12%	20%
TOTAL	**419	\$3,142,380,659	222	\$384,796,662	12%	20%

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	
1ST SEMI-ANNUAL REPORT October 2021- March 2022	792	\$734,987,212	576	\$89,509,035	12%	20%
TOTAL	792	\$734,987,212	576	\$89,509,035	12%	20%

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

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

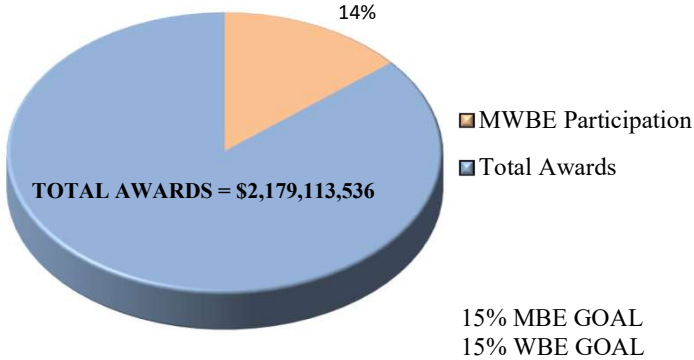
**MWBE Participation in State Funded Contracts
New York State Fiscal Year 2021-2022*
(Reporting Period: April 1, 2021 to March 31, 2022)**

- Each year, the MTA reports to the Empire State Development Corporation on a quarterly basis the 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 the New York State fiscal year 2021-2022, starting April 1, 2021.
- During the FY 2021-22, the MTA awarded approximately \$2.18 billion on New York State funded contracts, with approximately \$295 million (14%) awarded to certified MWBEs.
- During the FY 2021-22, the MTA paid \$2.67 billion on prime contracts, with \$827 million (31%) paid to certified MWBEs.

*The State Fiscal Year runs from April 1st through March 31st.

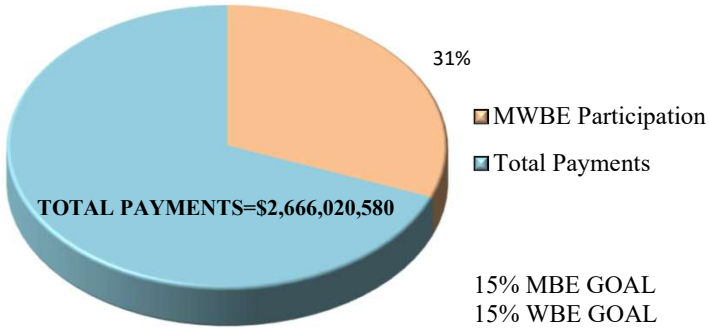
MWBE CONTRACT ACTIVITY
NEW YORK STATE FISCAL YEAR 2021-2022 (APRIL 2021-MARCH 2022)

MWBE AWARD PARTICIPATION



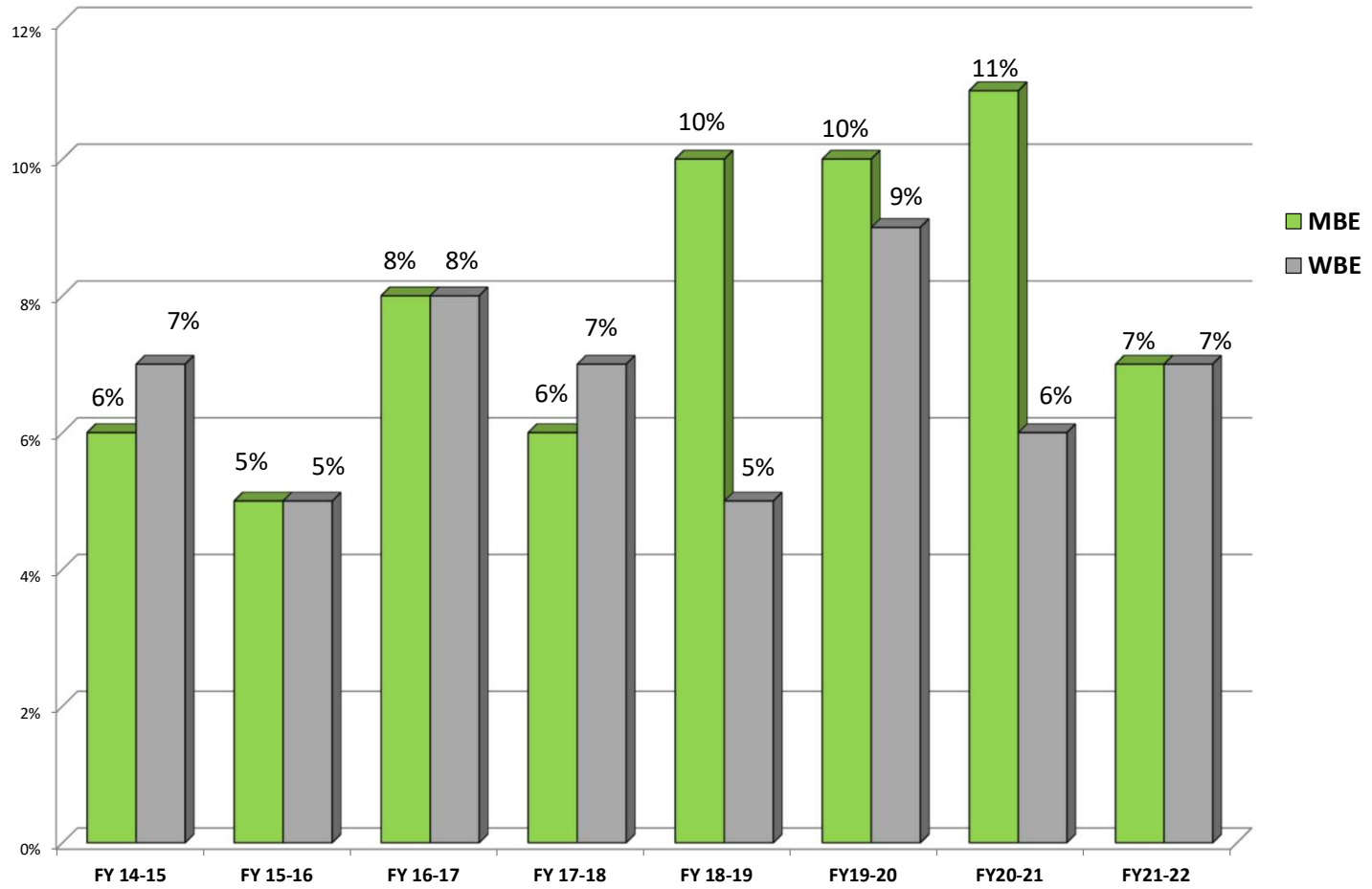
Actual MWBE Participation = \$294.9M or 14%

MWBE PAYMENT PARTICIPATION

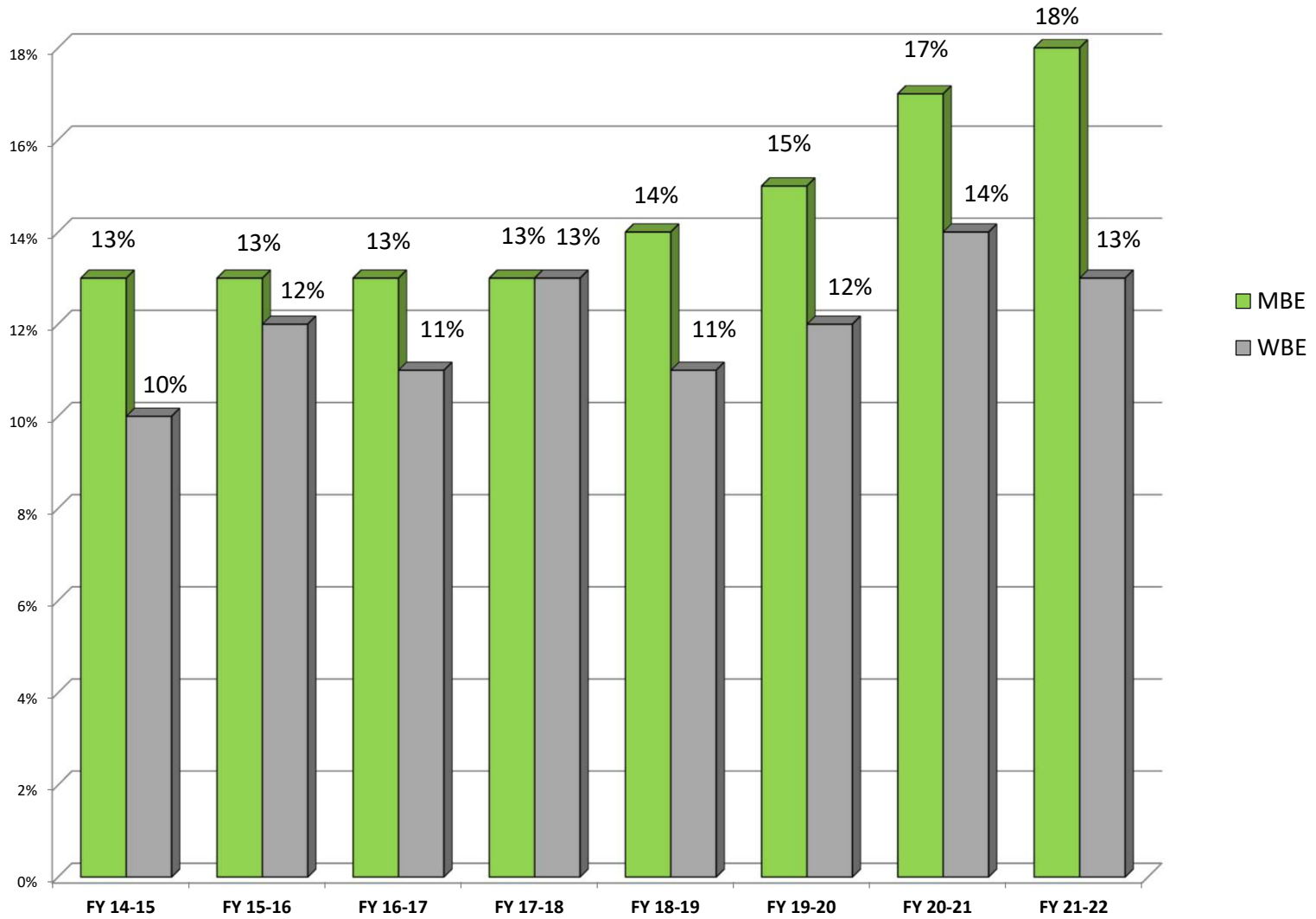


Actual MWBE Participation = \$827M or 31%

**NYS MWBE AWARDS
APRIL 2014 - MARCH 2022**



NYS MWBE PAYMENTS APRIL 2014 -MARCH 2022



**NYS CONTRACTS
MWBE CONTRACT ACTIVITY
APRIL 1, 2021 - MARCH 31, 2022**

CONTRACT AWARDS	PRIME AWARDS		MWBE AWARDS			NYS Goal
	Number of Contracts	Award Amount	Number of MWBE Subcontracts	MWBE Award Amount	MWBE %	
FIRST QUARTER (Apr-Jun 2021)	15,297	\$263,829,811	1,170	\$32,136,732	12%	30%
SECOND QUARTER (Jul-Sep 2021)	15,717	\$347,902,989	1,257	\$29,829,254	9%	30%
THIRD QUARTER (Oct-Dec 2021)	11,540	\$1,103,438,226	1,020	\$179,912,653	16%	30%
FOURTH QUARTER (Jan-Mar 2022)	10,218	\$463,942,511	1,077	\$53,040,324	11%	30%
TOTAL	52,772	\$2,179,113,536	4,524	\$294,918,963	14%	30%

CONTRACT PAYMENTS	PAYMENTS TO PRIMES		MWBE PARTICIPATION			NYS Goal
	Number of Contracts	Payment Amount	Number of MWBE Contracts	MWBE Payment Amount	MWBE %	
FIRST QUARTER (Apr-Jun 2021)	2,319	\$733,867,774	3,411	\$208,805,951	28%	30%
SECOND QUARTER (Jul-Sep 2021)	2,195	\$685,258,592	3,138	\$197,771,185	29%	30%
THIRD QUARTER (Oct-Dec 2021)	2,133	\$684,348,811	3,012	\$207,398,371	30%	30%
FOURTH QUARTER (Jan-Mar 2022)	1,873	\$562,545,403	2,866	\$212,903,981	38%	30%
TOTAL	8,520	\$2,666,020,580	12,427	\$826,879,488	31%	30%

**SDVOB Participation on State Funded Contracts
New York State Fiscal Year 2021-2022
(Reporting Period: April 1, 2021 to March 31, 2022)**

- Each year, the MTA reports to the Office of General Services on a quarterly basis the 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 FY 2021-22, the MTA awarded \$329.5 million in contracts with \$21 million (6%) awarded to certified SDVOBs.
- During the FY 2021-22, the MTA paid approximately \$809 million on prime contracts with \$39 million (5%), paid to certified SDVOBs.

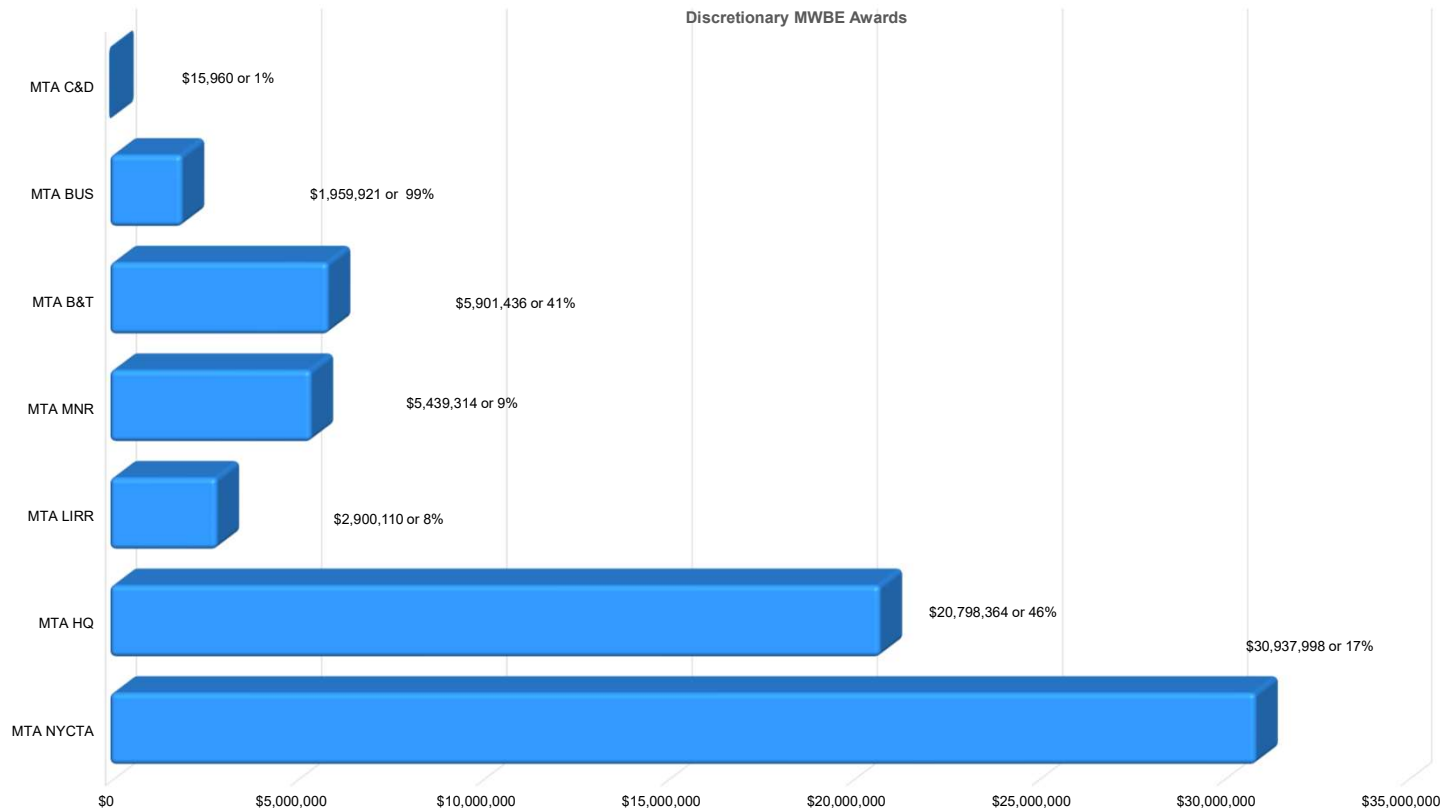
*The State Fiscal Year runs from April 1st through March 31st.

**NYS CONTRACTS
SDVOB CONTRACT ACTIVITY
APRIL 1, 2021 - MARCH 31, 2022**

Contract Awards	Prime Awards	SDVOB Awards	SDVOB%
FIRST QUARTER (Apr-Jun 2021)	\$35,420,483	\$2,711,347	8%
SECOND QUARTER (Jul-Sep 2021)	\$201,767,547	\$11,042,269	5%
THIRD QUARTER (Oct-Dec 2021)	\$74,152,786	\$5,743,557	8%
FOURTH QUARTER (Jan-Mar 2022)	\$18,169,130	\$1,776,141	10%
FY 2021-2022 TOTAL	\$329,509,946	\$21,273,314	6%

Contract Payments	Prime Disbursements	SDVOB Disbursements	SDVOB%
FIRST QUARTER (Apr-Jun 2021)	\$220,609,874	\$10,757,230	5%
SECOND QUARTER (Jul-Sep 2021)	\$212,779,345	\$16,996,396	8%
THIRD QUARTER (Oct-Dec 2021)	\$257,810,817	\$6,546,785	3%
FOURTH QUARTER (Jan-Mar 2022)	\$117,753,784	\$5,107,106	4%
FY 2021-2022 TOTAL	\$808,953,820	\$39,407,518	5%

MTA ALL AGENCY
DISCRETIONARY PROCUREMENTS REPORT*
APRIL 2021 - MARCH 2022



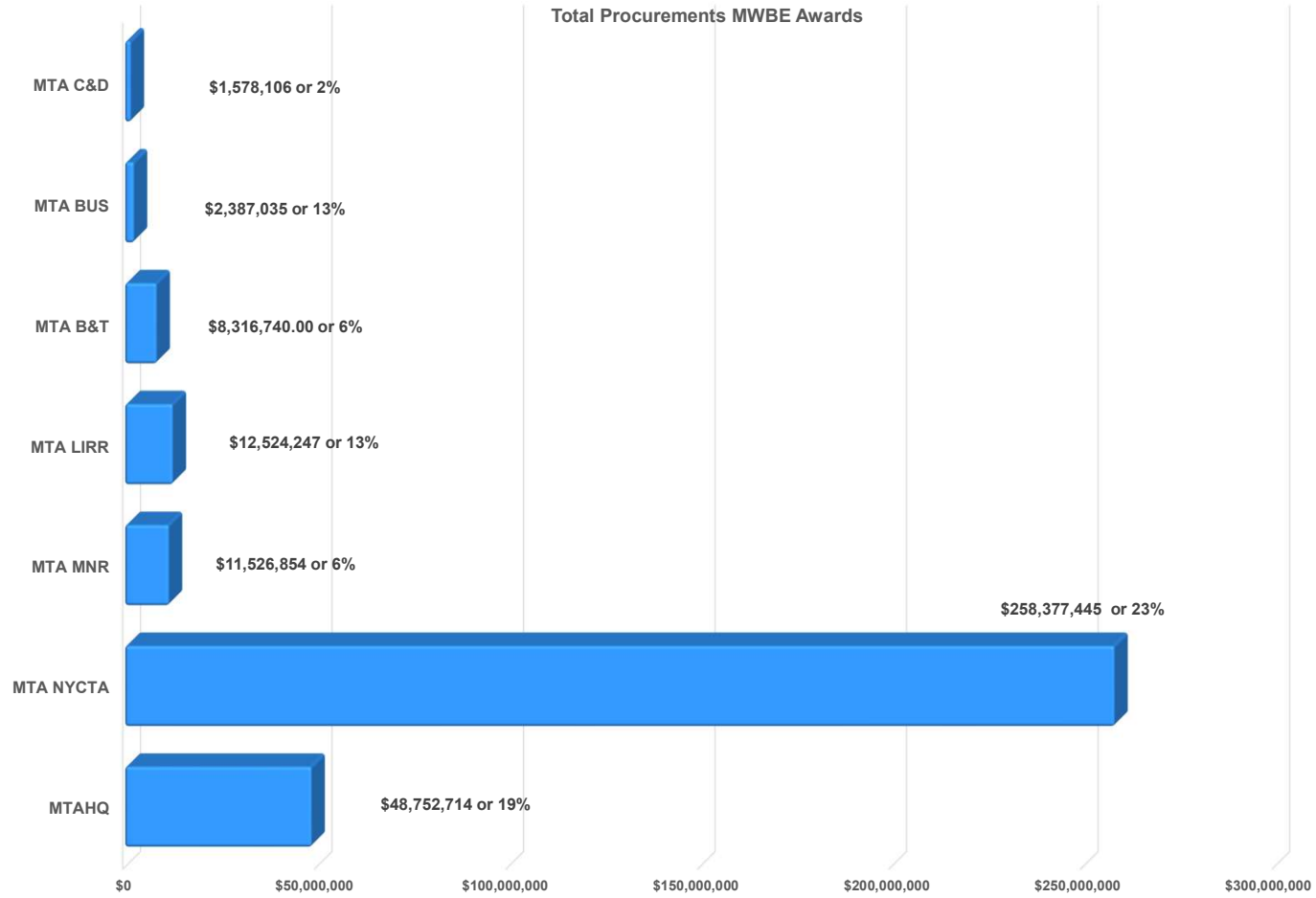
*Discretionary procurements include purchases for goods, miscellaneous procurements, personal or miscellaneous services.

**MTA ALL AGENCY
DISCRETIONARY PROCUREMENT REPORT*
April 2021 - March 2022**

Agency	Total Awards \$1M or Less	Discretionary MWBE Awards	Discretionary MWBE %	Discretionary SBC	Discretionary SBC %
MTA NYCTA	\$180,199,097	\$30,937,998	17%	\$2,629,366	1%
MTA HQ	\$45,189,178	\$20,798,364	46%	\$843,247	2%
MTA MNR	\$59,157,145	\$5,439,314	9%	\$713,434	1%
MTA B&T	\$14,530,570	\$5,901,436	41%	\$0	0%
MTA BUS	\$1,973,502	\$1,959,921	99%	\$13,581	1%
MTA LIRR	\$36,010,132	\$2,900,110	8%	\$1,796,193	5%
MTA C&D	\$1,511,865	\$15,960	1%	\$0	0%
Total	\$338,571,489	\$67,953,102	20%	\$5,995,821	2%

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

MTA ALL AGENCY
TOTAL PROCUREMENTS REPORT
APRIL 2021 - MARCH 2022



**MTA ALL AGENCY
TOTAL PROCUREMENTS
APRIL 2021 - MARCH 2022**

Agency	Total Award Amount	Total MWBE Awards	MWBE %
MTA NYCTA	\$1,107,851,486	\$258,377,445	23%
MTA B&T	\$140,305,371	\$8,316,740	6%
MTA HQ	\$261,046,090	\$48,752,714	19%
MTA LIRR	\$94,722,677	\$12,524,247	13%
MTA MNR	\$195,085,945	\$11,526,854	6%
MTA BUS	\$18,395,641	\$2,387,035	13%
MTA C&D	\$103,604,392	\$1,578,106	2%
Total	\$1,921,011,602	\$343,463,141	18%

Metropolitan Transportation Authority Department of Diversity and Civil Rights

Discretionary A&E, IT, and Legal

June 27, 2022



A/E Awards thru Discretionary Procurement as of 3/31/2022

#	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
4	B&T	14073-1800 – Work Order # 33	WO 33 Senior Project Engineer (Multi facility)- GES-264	As-Needed Construction Administration, Inspection and Support Services	\$ 263,191	8/6/21	SJH Engineering	MBE
5	B&T	14073-3600 – Work Order # 34	HHM-396, 400, 401, 402 Construction Administration	As-Needed Construction Administration, Inspection and Support Services	\$ 782,847	8/6/21	Hudson Valley Engineering Associates, P.C.	WBE
6	B&T	14073-0500 – Work Order # 31	CBM-335, MPM-355 Construction Administration	As-Needed Construction Administration, Inspection and Support Services	\$ 659,000	8/11/21	SI Engineering, P.C.	MBE
7	B&T	14073-5000 – Work Order # 38	GFMC-2101 - Climate Control for HCT and QMT Buildings	As-Needed Construction Administration, Inspection and Support Services	\$ 644,095	9/15/21	M&J ENGINEERING, P C	MBE
					Total : \$ 3,264,459			

IT Discretionary

**IT Discretionary Consulting Contract No. 14357
April 2021 - March 2022**

Total Number of Awards- 92

Value of Awards- \$ 17.7 million

Value of Cumulative Awards- \$164 million



**MTA ALL AGENCY LEGAL FEES PAID
APRIL 2021 THROUGH MARCH 2022**

AGENCY	ALL FEES PAID	MBE FEES PAID	Agency MBE PARTICIPATION	WBE FEES PAID	Agency WBE PARTICIPATION	MWBE FEES PAID	Agency MWBE PARTICIPATION	NON-CERTIFIED FEES PAID
LIRR	\$ 390,376	\$ 37,714	9.66%	\$ 199,948	51.22%	\$ 237,662	60.88%	\$ 152,714
MTA BUS	\$ 4,301,734	\$ 331,470	7.71%	\$ 1,164,026	27.06%	\$ 1,495,496	34.76%	\$ 2,806,237
FMTAC	\$ 8,548,318	\$ 1,477,871	17.29%	\$ 1,072,418	12.55%	\$ 2,550,289	29.83%	\$ 5,998,029
B&T	\$ 2,551,118	\$ 118,249	4.64%	\$ 361,056	14.15%	\$ 479,305	18.79%	\$ 2,071,813
MTA C&D	\$ 3,738,704	\$ 170,137	4.55%	\$ 394,885	10.56%	\$ 565,022	15.11%	\$ 3,173,682
NYCTA	\$ 13,917,728	\$ 827,176	5.94%	\$ 1,123,990	8.08%	\$ 1,951,167	14.02%	\$ 11,966,561
MNR	\$ 3,022,903	\$ 244,548	8.09%	\$ 77,795	2.57%	\$ 322,343	10.66%	\$ 2,700,560
MTA HQ	\$ 20,472,380	\$ 859,004	4.20%	\$ 650,965	3.18%	\$ 1,509,969	7.38%	\$ 18,962,412
Total	\$ 56,943,261	\$ 4,066,169	7%	\$ 5,045,084	9%	\$ 9,111,252	16%	\$ 47,832,009

Metropolitan Transportation Authority Department of Diversity and Civil Rights

Status of Closed Contracts as of March 31, 2022

June 27, 2022



MTA Headquarters DDCR Update

Inactive Contracts – Status as of March 31, 2022

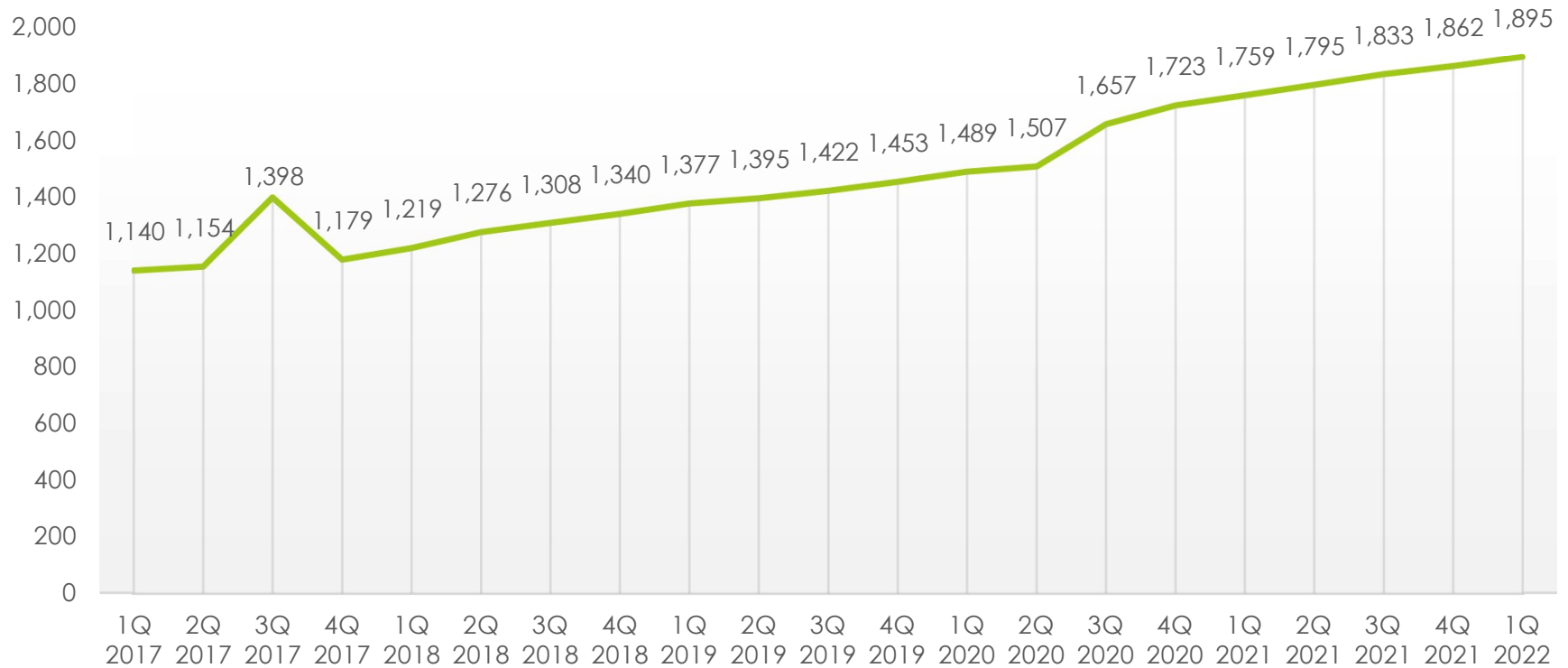
Inactive Contracts with Goals	#
1. Total Contracts Reviewed and Closed	1,587
2. Contracts Administratively Closed	308 ¹
Sub-Total	1,895 (97%)
3. Closeouts in Progress	55
4. Contracts Pending Agency Action	11
Total	1,961 (100%)

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 2017 through 1Q 2022²

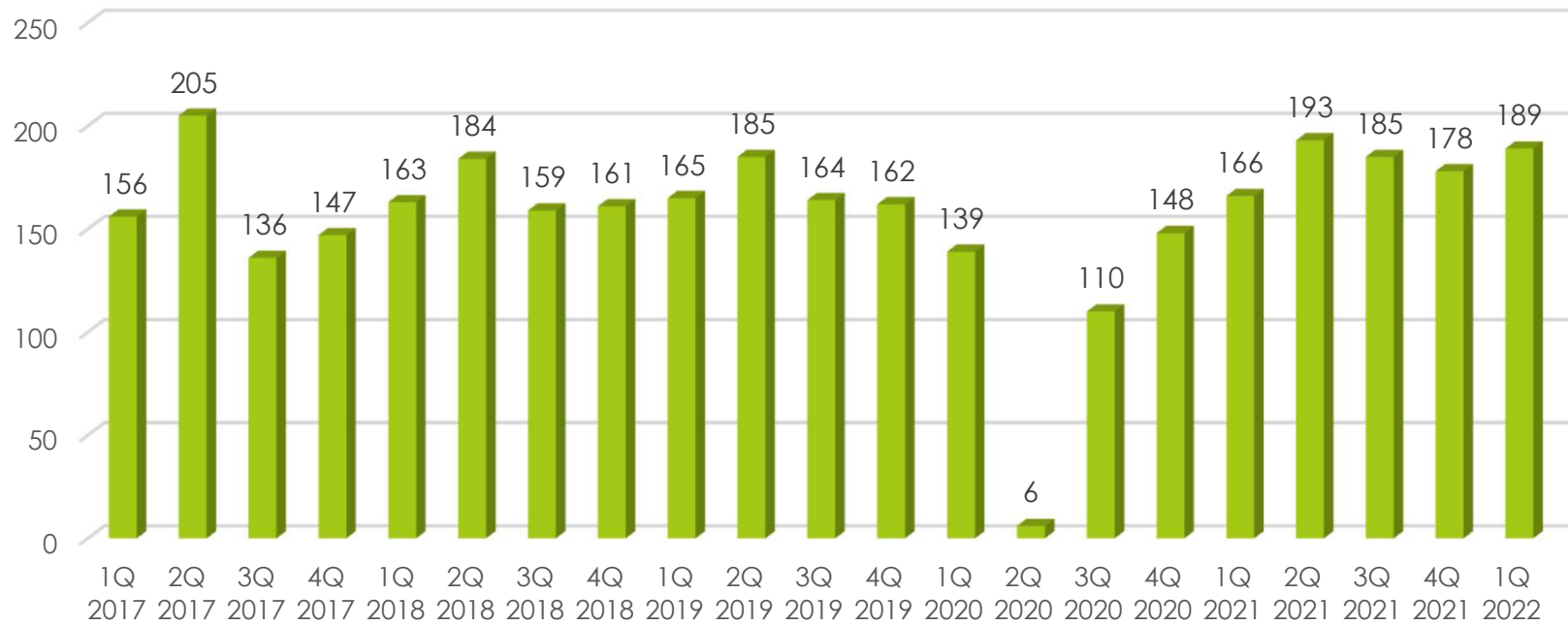


2. The decrease in closeouts between 3Q 2017 and 4Q 2017 is due to approx. 200 contracts being closed out in error, requiring subsequent re-activation.



MTA Headquarters DDCR Update

DDCR Project Site Visits: 1Q 2012 – 1Q 2022
Total Site Visits Performed = 4,215



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

June 27, 2022



MWDBE and SDVOB Participation on MTA Capital Projects with Goals*

■ Federal Participation Goal: 20%

(First half of Federal Fiscal Year 2022 (October 2021 to March 2022))

- Total Awards: \$2B
- Total DBE Awards: \$132M (6%)
- Total Payments: \$93M
- Total DBE Payments: \$18M (19%)

■ New York State MBE Participation Goal: 15%

(NYS Fiscal Year 2021-2022 (April 2021 – March 2022))

- Total Awards: \$210M
- Total MBE Awards: \$26M (13%)
- Total Payments: \$1.9B
- Total MBE Payments: \$299M (16%)

■ New York State WBE Participation Goal: 15%

(NYS Fiscal Year 2021-2022 (April 2021 – March 2022))

- Total Awards: \$210M
- Total WBE Awards: \$18M (8%)
- Total Payments: \$1.9B
- Total WBE Payments: \$253M (13%)

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

(NYS Fiscal Year 2021-2022 (April 2021 – March 2022))

- Total Awards: \$99M
- Total SDVOB Awards \$4M (4%)
- Total Payments: \$596M
- Total SDVOB Payments: \$7M (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

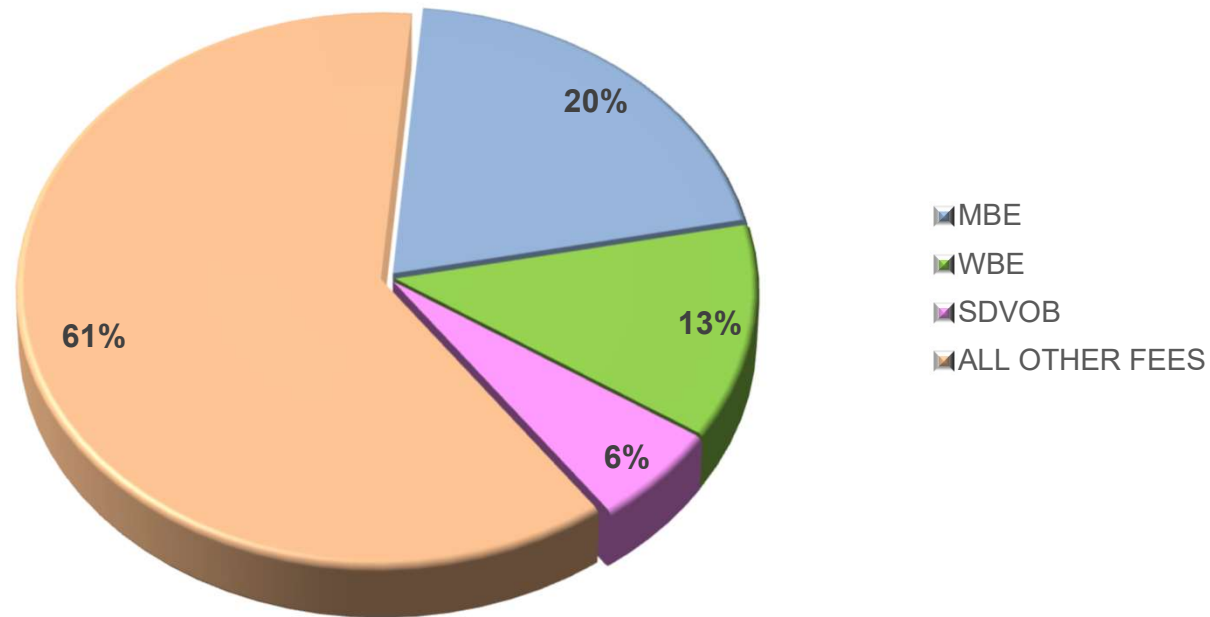
Financial Services

June 27, 2022



MTA All Agency Underwriter Fees

April 2021 – March 2022



Actual WBE Participation = **\$2,117,396** or **13%** (Prior FY 10%, 3-Yr Avg 13%, 5-Yr Avg 13%)

Actual MBE Participation = **\$3,460,173** or **20%** (Prior FY 14%, 3-Yr Avg 23%, 5-Yr Avg 21%)

Actual SDVOB Participation = **\$972,324** or **6%** (Prior FY 6%, 3-Yr Avg 7%, 5-Yr Avg 6%)

All Other Underwriting Fees = \$10,371,938 or 61%

Total Underwriting Fees = \$16,921,831

* Numbers may not total to 100% due to rounding



Metropolitan Transportation Authority Department of Diversity and Civil Rights

Asset Fund Managers

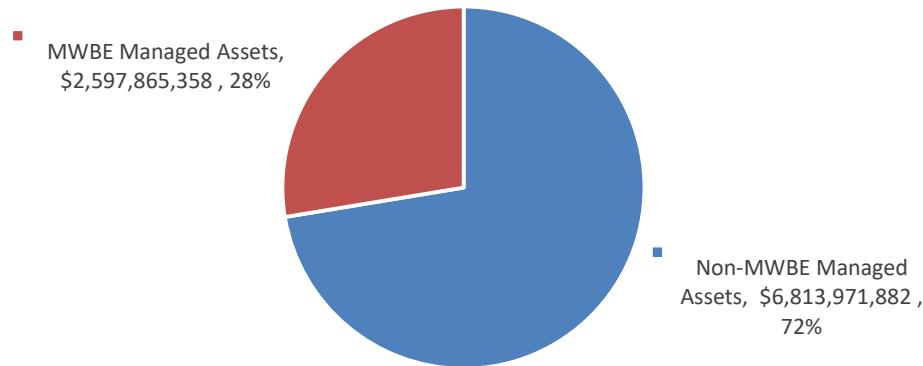
June 27, 2022



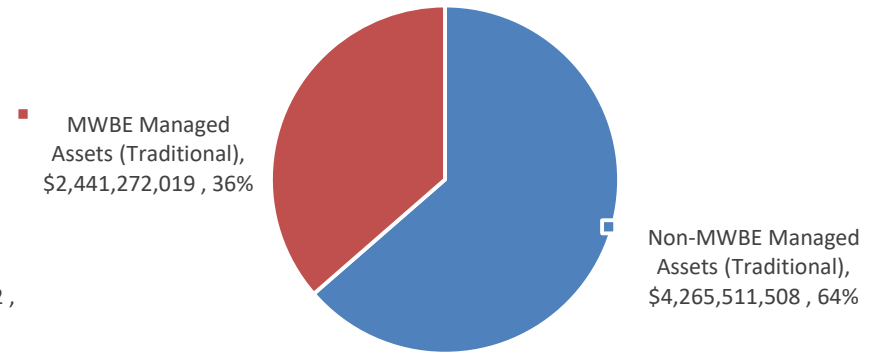
MTA Sponsored Plans – MWBE Participation

As of March 2022

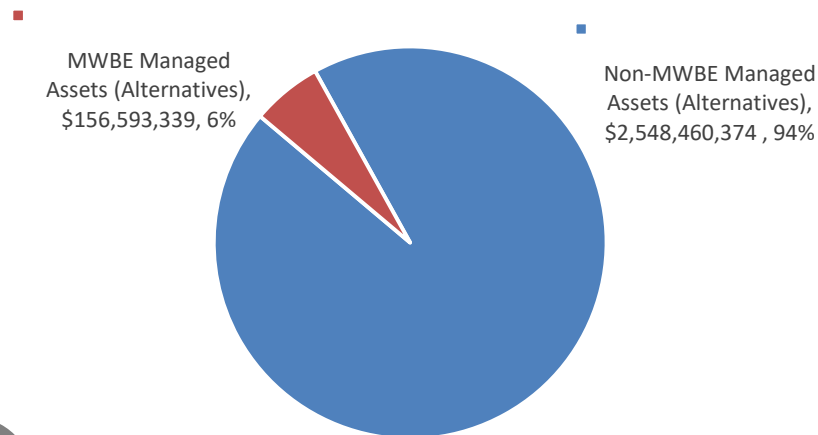
Combined Plans - Total Assets



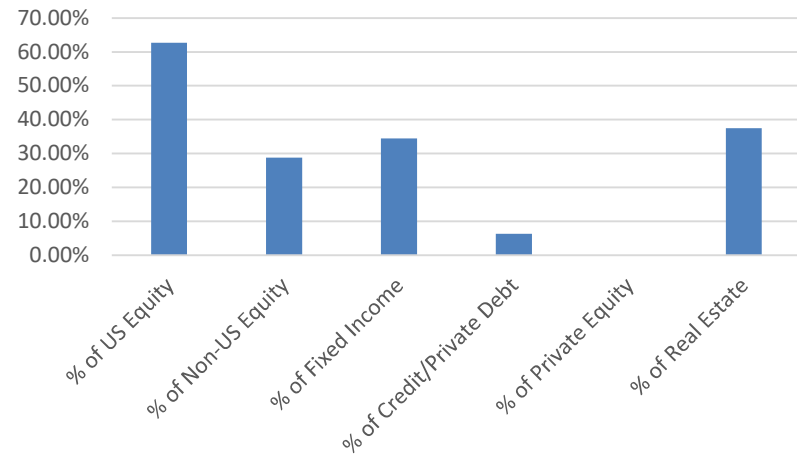
Combined Plans - Traditional Investments



Combined Plans- Alternative Investments



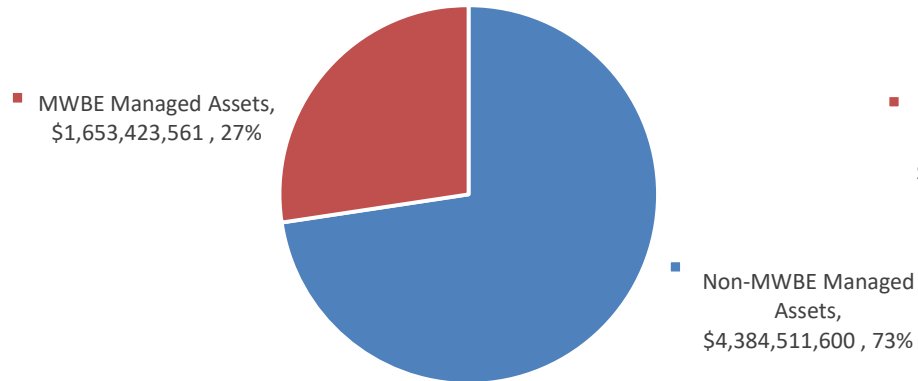
MWBE Managed Assets by Asset Class



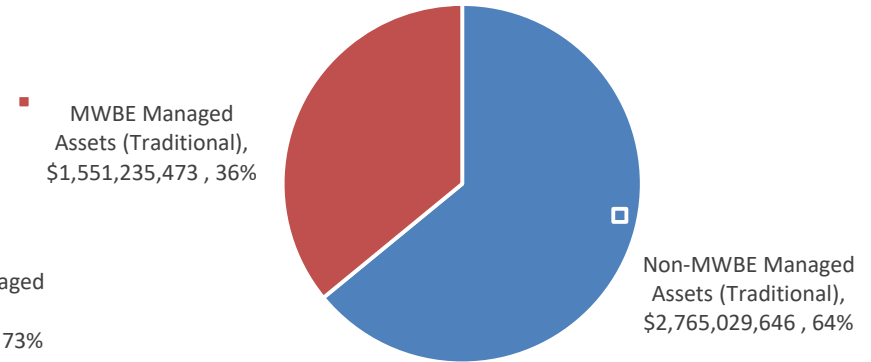
MTA Sponsored Plans – MWBE Participation

As of March 2022

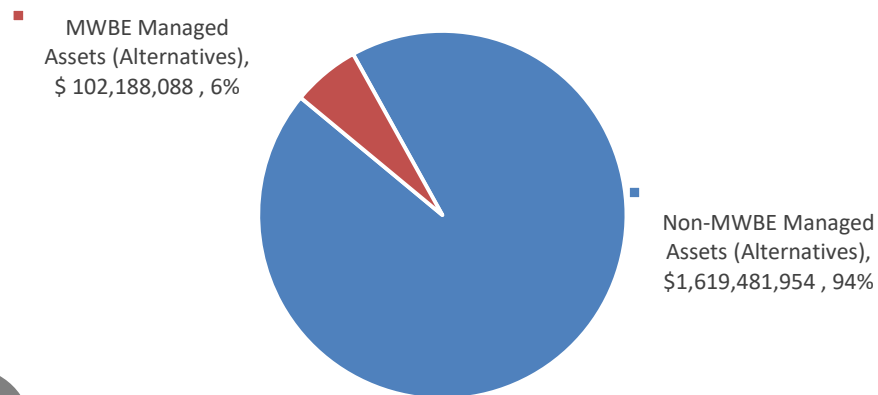
MTA Defined Benefit - Total Assets



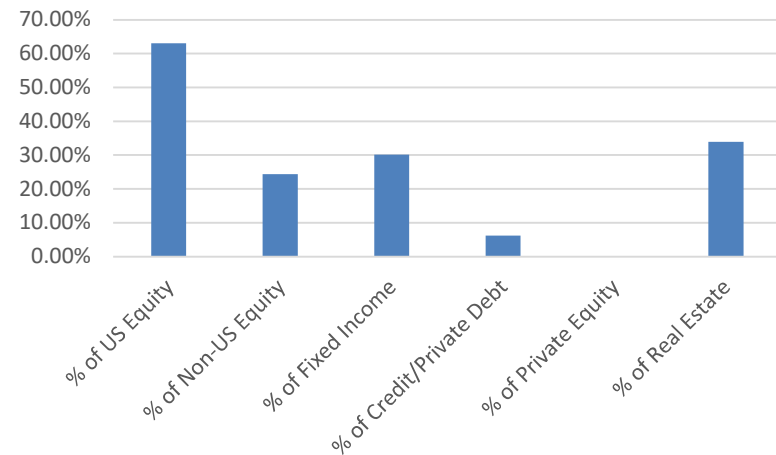
MTA Defined Benefit - Traditional Investments



MTA Defined Benefit - Alternative Investments



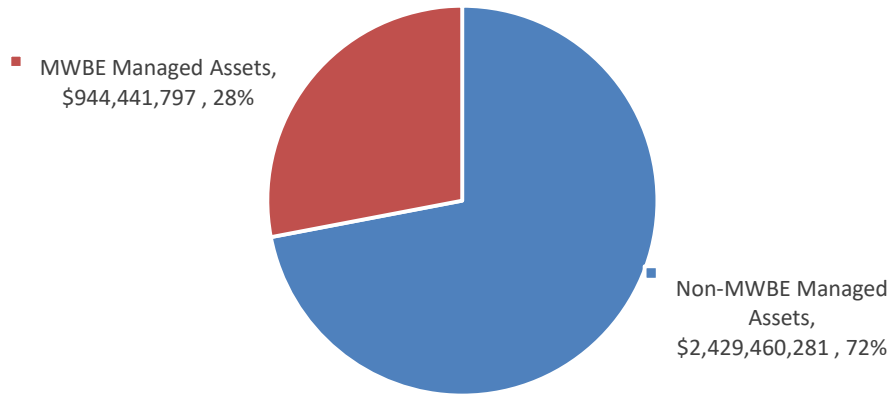
MWBE Managed Assets by Asset Class



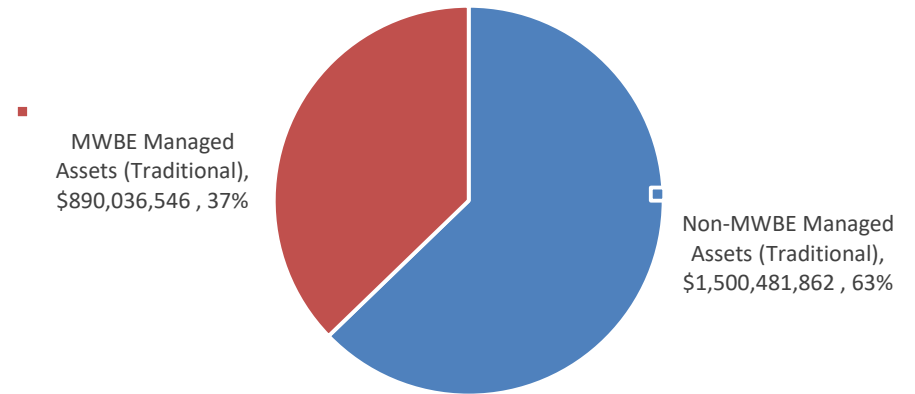
MTA Sponsored Plans – MWBE Participation

As of March 2022

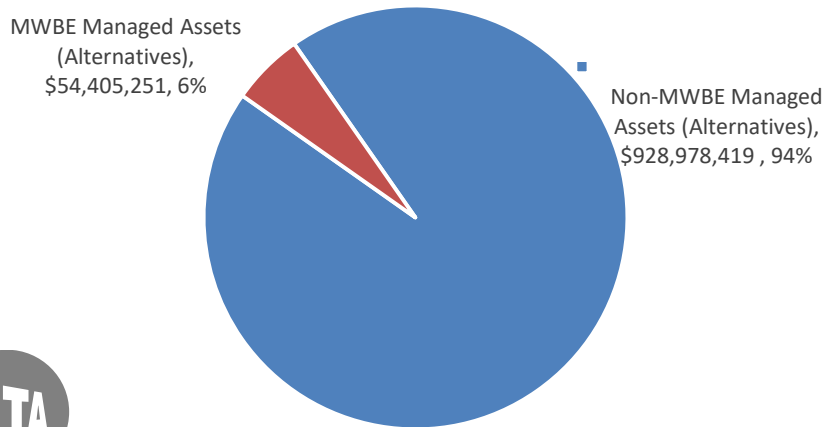
MaBSTOA - Total Assets



MaBSTOA - Traditional Investments



MaBSTOA - Alternative Investments



MWBE Managed Assets by Asset Class

