

# MTA Bus Company MTABC

## **EEO Report – 2<sup>nd</sup> Quarter 2022**

September 19, 2022

# Executive Summary

## ■ EEO

As of **June 30, 2022**, MTA Bus's workforce consisted of 3,773 employees of which females represented 13% (479) and minorities represented 84% (3,161) of the total workforce.

- MTA Bus's workforce decreased by 209 employees in comparison with the second quarter 2021 (2Q21) workforce.
- Female percentage of representation remained the same and the percentage of Minority representation decreased by 10%.
- The net change for female employees during the 2nd Quarter 2022 (hires versus separations) was **positive 18 employees**.
- The net change for minority employees during the 2nd Quarter 2022 (hires versus separations) was **positive 97 employees**.
- There were 3 veterans hired, and no veterans separated during 2nd Quarter 2022.



# Executive Summary Cont.

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

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.

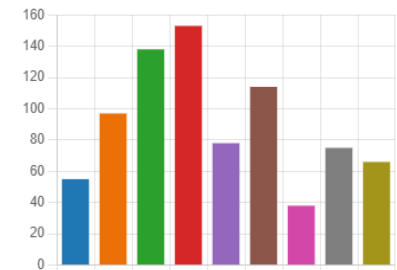
**March – Empowering Women in Transportation (EWT)** joined 100+ employees and MTA colleagues for a series of events celebrating “Women Providing Healing, Promoting Hope”.



**April – Pride Express** facilitated a lunch and learn utilizing games to educate employees of famous individuals within the LGBTQ+ community. They also informed participants of their upcoming events.

**May – DDCR** launched an All-Agency ERG Membership Drive. Over seven hundred (700+) members from all agencies joined one or more of the 9 Employee Resource Groups.

Abilities	55
All-Generational	97
Black Employees for Inclusion &...	138
Empowering Women in Transpo...	153
Latinos & Friends	78
Multicultural	114
Pride Express	38
TransportAsian	75
Veterans	66



**MTA Strategic Priority – Revive Talent and Culture**



# Executive Summary Cont.

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

May 2022



**Veterans**– Memorial Day Celebration - The MTA Veteran's Employee Resource Group (ERG) held a noontime observance on May 26 at 130 Livingston in Brooklyn. They also visited the WWII Memorial Wall that includes the names of MTA workers who paid the ultimate sacrifice during WWII.

**TransportAsian, Multicultural and Latinos & Friends** - Hosted a Cross Cultural Exchange discussion to exchange distinct ideas, experiences and perspectives on culture, identity and more.



**TransportAsian** – Hosted a dynamic dialogues roundtable discussion with MTA senior executives of the Asian/Pacific Islander communities. They also presented 2 cultural performances.



# Executive Summary Cont.

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

June 2022



**Black Employee Group for Inclusion and Networking (B.E.G.I.N.)** - Hosted a celebration in honor of Juneteenth (June 19<sup>th</sup>). B.E.G.I.N. held a 2.5-mile walk in honor and celebration of the “Opal Walk for Freedom” a walking campaign started by Ms. Lee Opal to make Juneteenth a national holiday. The women dressed in purple (in picture to the left) also participated in the African Burial Ground event.

**Pride Express**– In commemoration of the 53<sup>rd</sup> anniversary of the Stonewall Uprising Pride Express conducted a historical walking tour to the Stonewall National Monument.

Also, a **Lunch and Learn** on LGBTQ+ history was held with a focus on Stonewall. The discussion centered on the LGBTQ+ movement, a look back on the events leading to the Stonewall riots, the uprising and the gains in civil and human rights.



**MTA Strategic Priority – Revive Talent and Culture**

# MTA Bus Company MTABC

## **Workforce**

as of June 30, 2022

# MTA BC Workforce

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>Officials &amp; Administrators</b>	<b>164</b>		102	62%	62	38%	42	26%	28	17%	22	13%	0	0%	0	0%	10	6%	12	7%	2	1%
F	30	18%	24	15%	6	4%	12	7%	3	2%	6	4%	0	0%	0	0%	3	2%	0	0%	0	0%
M	134	82%	78	48%	56	34%	30	18%	25	15%	16	10%	0	0%	0	0%	7	4%	12	100%	2	100%
<b>Professionals</b>	<b>74</b>		58	78%	16	22%	19	26%	12	16%	22	30%	0	0%	0	0%	5	7%	2	3%	5	7%
F	30	41%	26	35%	4	5%	9	12%	8	11%	5	7%	0	0%	0	0%	4	5%	2	100%	4	80%
M	44	59%	32	43%	12	16%	10	14%	4	5%	17	23%	0	0%	0	0%	1	1%	0	0%	1	20%
<b>Technicians</b>	<b>2</b>		2	100%	0	0%	0	0%	1	50%	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%
F	1	50%	1	50%	0	0%	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M	1	50%	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%
<b>Protective Services</b>	<b>6</b>		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%
<b>Paraprofessionals</b>	<b>0</b>		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%
<b>Administrative Support</b>	<b>26</b>		25	96%	1	4%	10	38%	5	19%	7	27%	0	0%	0	0%	3	12%	0	0%	1	4%
F	14	54%	13	50%	1	4%	6	23%	4	15%	2	8%	0	0%	0	0%	1	4%	0	0%	1	100%
M	12	46%	12	46%	0	0%	4	15%	1	4%	5	19%	0	0%	0	0%	2	8%	0	0%	0	0%
<b>Skilled Craft</b>	<b>635</b>		455	72%	180	28%	217	34%	100	16%	75	12%	3	0%	6	1%	54	9%	17	3%	5	1%
F	2	0%	2	0%		0%	2	0%	0	0%		0%	0	0%	0	0%	0	0%	1	6%	0	0%
M	633	100%	453	71%	180	28%	215	34%	100	16%	75	12%	3	0%	6	1%	54	9%	16	94%	5	100%
<b>Service Maintenance</b>	<b>2,866</b>		2514	88%	352	12%	1,456	51%	721	25%	212	7%	11	0%	3	0%	111	4%	40	1%	5	0%
F	400	14%	379	13%	21	1%	251	9%	114	4%	4	0%	1	0%	0	0%	9	0%	1	3%	0	0%
M	2,466	86%	2135	74%	331	12%	1,205	42%	607	21%	208	7%	10	0%	3	0%	102	4%	39	98%	5	100%
<b>Total</b>	<b>3,773</b>		<b>3,161</b>	<b>84%</b>	<b>612</b>	<b>16%</b>	<b>1,747</b>	<b>46%</b>	<b>869</b>	<b>23%</b>	<b>338</b>	<b>9%</b>	<b>14</b>	<b>0%</b>	<b>9</b>	<b>0%</b>	<b>184</b>	<b>5%</b>	<b>71</b>	<b>2%</b>	<b>18</b>	<b>0%</b>

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

\* American Indian/Alaskan Native

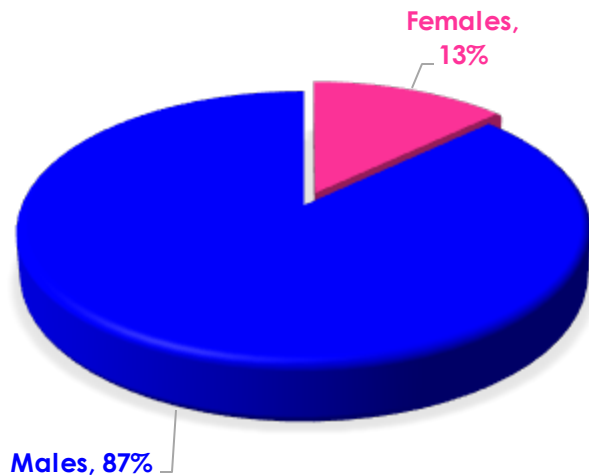
\*\* Native Hawaiian Other Pacific Islander

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

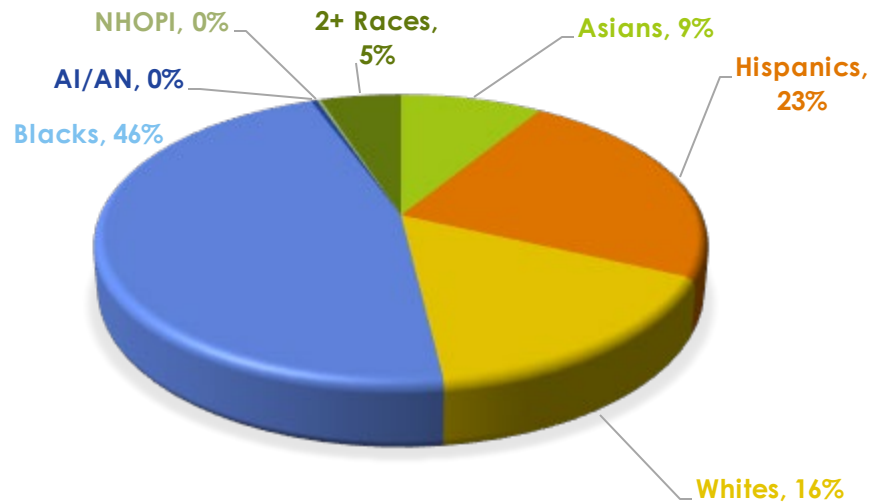


# MTA BC Workforce as of June 30, 2022

## WORKFORCE BY GENDER



## WORKFORCE BY RACE/ETHNICITY



MTA BC employed **3,773** employees: **13%** of the workforce were females, **84%** minorities, and **2%** 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 **decrease** by ten percentage point when compared to First Quarter 2021.



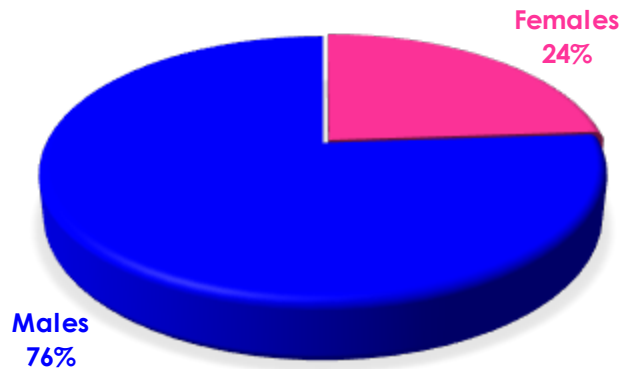
MTA BC

# **New Hires and Separation**

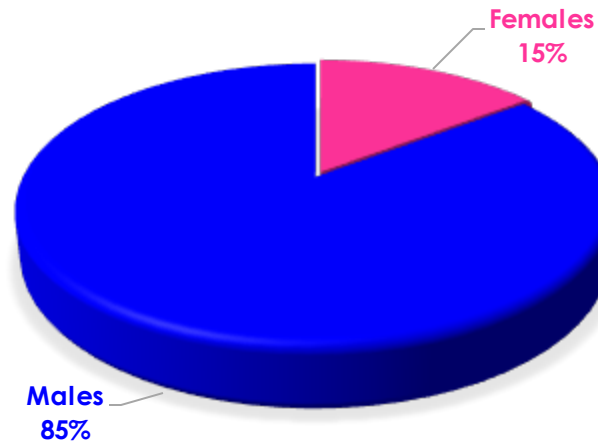
**January 1, 2022 – June 30, 2022**

# MTA BC New Hires and Separations by Sex

## NEW HIRE BY SEX



## SEPARATION BY SEX



During the second quarter 2022 MTA BC **hired 243** employees, 50 females and 193 males. During this same time period **162** employees **separated** from MTA BC, 32 females and 130 males.

- The net change for female employees during the 2nd Quarter 2022 was **positive 18 employees**

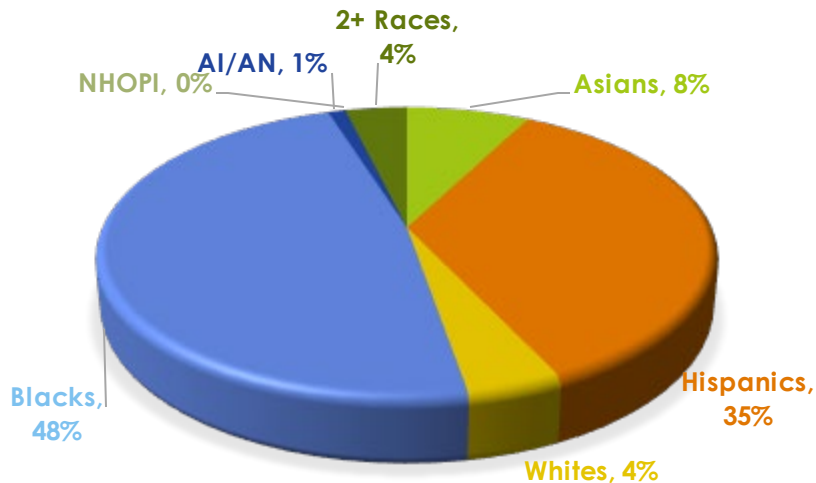
MTA BC **hired one** veteran. During this same time period **no** veterans **separated** from MTA BC.

- The net change for female veterans during the 2nd Quarter 2022 was **no change in the number of female veterans.**

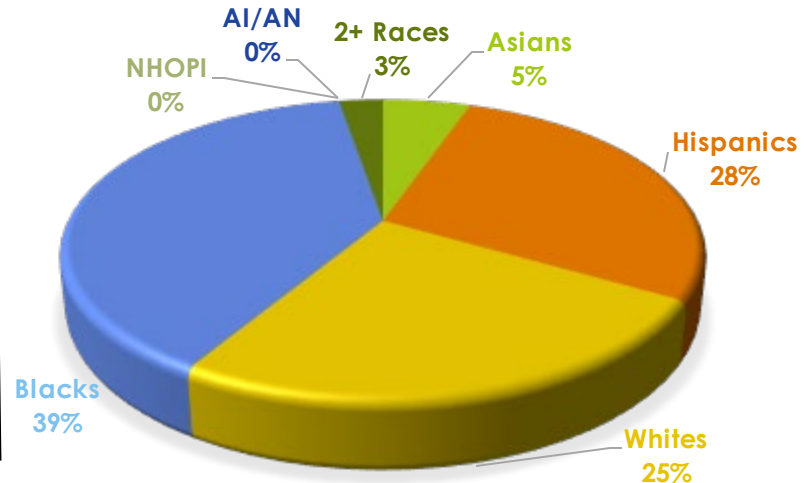
# MTA BC

## 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 1<sup>st</sup> 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 1<sup>st</sup> Quarter 2022 was **negative 2 employees**.

# Metropolitan Transportation Authority Department of Diversity and Civil Rights

MTA BC Complaints and Lawsuits  
Second Quarter 2022

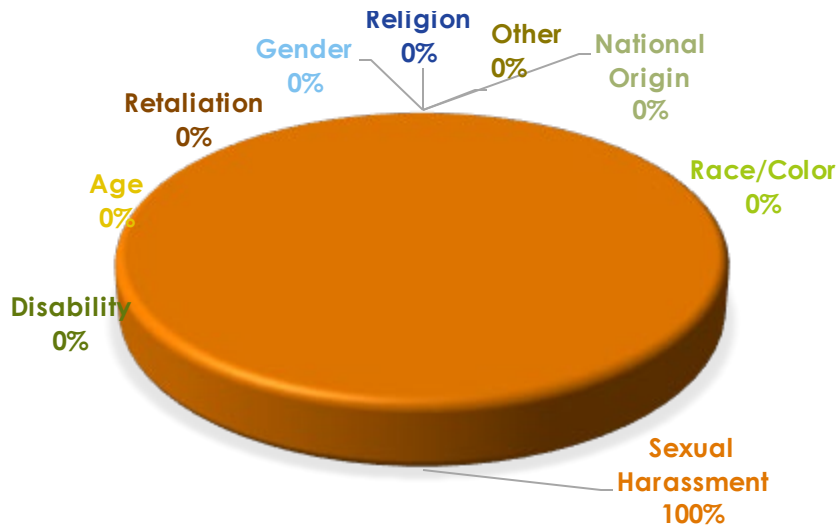


September 19, 2022

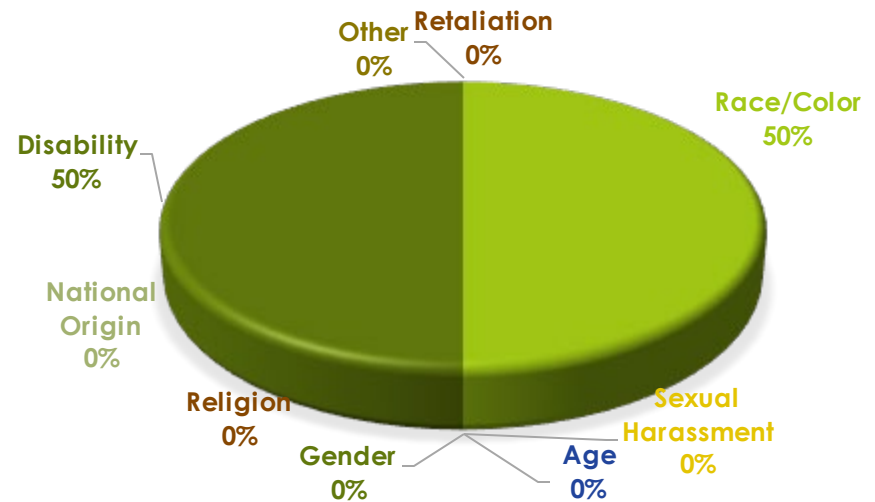
# MTA BC

## EEO Internal/External Discrimination Complaints by Bases January 1, 2022 to June 30, 2022

### INTERNAL EEO COMPLAINTS BY BASES



### EXTERNAL EEO COMPLAINTS BY BASES



**3** EEO complaints were filed\* citing **5** separate bases, and **0** lawsuit was filed.

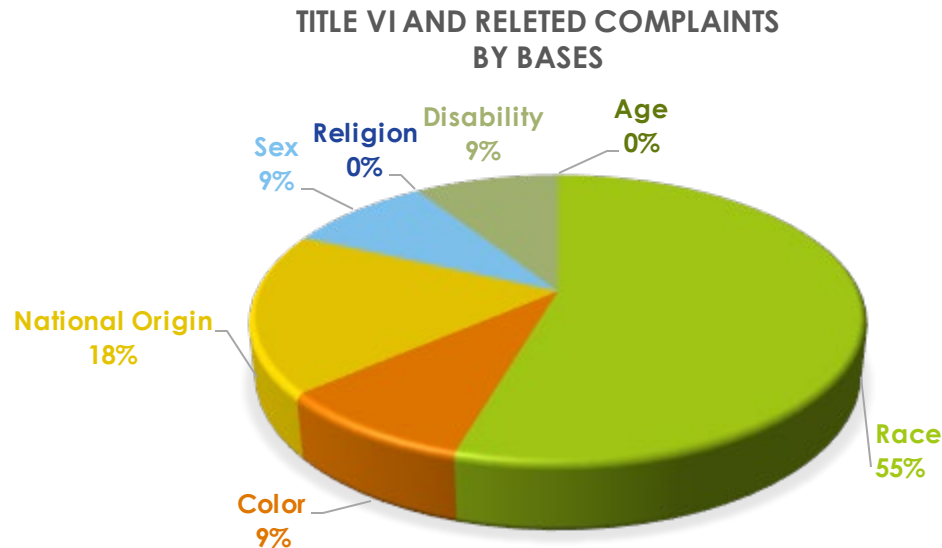
- ❑ **1** filed internal complaints.
- ❑ **2** filed external complaints.
- ❑ The most frequently cited basis internally was race/color and disability.

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

Additionally, numerous incoming matters were also handled during this time



# MTA BC Internal/External Title VI and Related Discrimination Complaints by Bases January 1, 2022 to June 30, 2022



**10** Title VI and related discrimination complaints were filed citing **11** separate bases.

- ❑ **8** Title VI complaints were filed.
- ❑ **2** related discrimination complaints\*\* were filed.
- ❑ The most frequently cited basis was race/color.

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

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