

New York City Transit NYCT

EEO Report – 2nd Quarter 2022

September 19, 2022

Executive Summary

■ EEO

As of **June 30, 2022**, NYCT's workforce consisted of 46,707 employees of which females represented 18% (8,537) and minorities represented 81% (37,893) of the total workforce.

- NYCT's workforce decreased by 1,026 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 1%.
- The net change for female employees during the 2nd Quarter 2022 (hires versus separations) was **positive 304 employees**.
- The net change for minority employees during the 2nd Quarter 2022 (hires versus separation) was **positive 1,082 employees**.
- 43 veterans were hired, and 39 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.

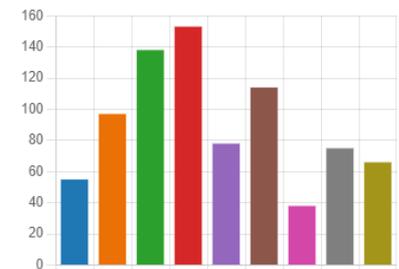
March – Empowering Women in Transportation (EWT) joined 100+ employees and MTA colleagues for a series of events celebrating “Women Providing Healing, Promoting Hope”.



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, identify 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 19th). 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 53rd 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

New York City Transit NYCT

Workforce

as of June 30, 2022

NYCT Workforce

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	1,537		1034	67%	503	33%	524	34%	230	15%	171	11%	4	0%	2	0%	103	7%	102	7%	46	3%
F	337	22%	285	19%	52	3%	190	12%	49	3%	27	2%	0	0%	0	0%	19	1%	5	5%	15	33%
M	1,200	78%	749	49%	451	29%	334	22%	181	12%	144	9%	4	0%	2	0%	84	5%	97	95%	31	67%
Professionals	1,035		780	75%	255	25%	353	34%	124	12%	245	24%	2	0%	0	0%	56	5%	22	2%	30	3%
F	417	40%	358	35%	59	6%	201	19%	60	6%	75	7%	1	0%	0	0%	21	2%	6	27%	16	53%
M	618	60%	422	41%	196	19%	152	15%	64	6%	170	16%	1	0%	0	0%	35	3%	16	73%	14	47%
Technicians	57		40	70%	17	30%	25	44%	6	11%	5	9%	0	0%	0	0%	4	7%	1	2%	2	4%
F	12	21%	11	19%	1	2%	9	16%	1	2%	0	0%	0	0%	0	0%	1	2%	1	100%	0	0%
M	45	79%	29	51%	16	28%	16	28%	5	9%	5	9%	0	0%	0	0%	3	5%	0	0%	2	100%
Protective Services	815		684	84%	131	16%	392	48%	216	27%	48	6%	0	0%	2	0%	26	3%	61	7%	4	0%
F	139	17%	129	16%	10	1%	94	12%	25	3%	1	0%	0	0%	0	0%	9	1%	5	8%	0	0%
M	676	83%	555	68%	121	15%	298	37%	191	23%	47	6%	0	0%	2	0%	17	2%	56	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	3,306		3036	92%	270	8%	1,877	57%	452	14%	603	18%	6	0%	1	0%	97	3%	33	1%	26	1%
F	1,723	52%	1637	50%	86	3%	1,238	37%	231	7%	108	3%	4	0%	1	0%	55	2%	11	33%	15	58%
M	1,583	48%	1399	42%	184	6%	639	19%	221	7%	495	15%	2	0%	0	0%	42	1%	22	67%	11	42%
Skilled Craft	18,602		13323	72%	5,279	28%	6,967	37%	2,667	14%	2,886	16%	59	0%	8	0%	736	4%	457	2%	54	0%
F	1,121	6%	1062	6%	59	0%	810	4%	171	1%	34	0%	4	0%	2	0%	41	0%	16	4%	6	11%
M	17,481	94%	12261	66%	5,220	28%	6,157	33%	2,496	13%	2,852	15%	55	0%	6	0%	695	4%	441	96%	48	89%
Service Maintenance	21,355		18996	89%	2,359	11%	11,832	55%	5,067	24%	1,428	7%	52	0%	2	0%	615	3%	357	2%	48	0%
F	4,788	22%	4607	22%	181	1%	3,427	16%	973	5%	79	0%	7	0%	0	0%	121	1%	30	8%	8	17%
M	16,567	78%	14389	67%	2,178	10%	8,405	39%	4,094	19%	1,349	6%	45	0%	2	0%	494	2%	327	92%	40	83%
Total	46,707		37,893	81%	8,814	19%	21,970	47%	8,762	19%	5,386	12%	123	0%	15	0%	1,637	4%	1,033	2%	210	0%

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

* American Indian/Alaskan Native

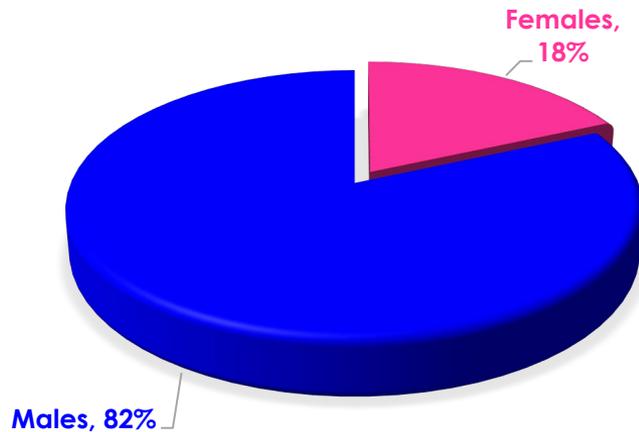
**Native Hawaiian Other Pacific Islander

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

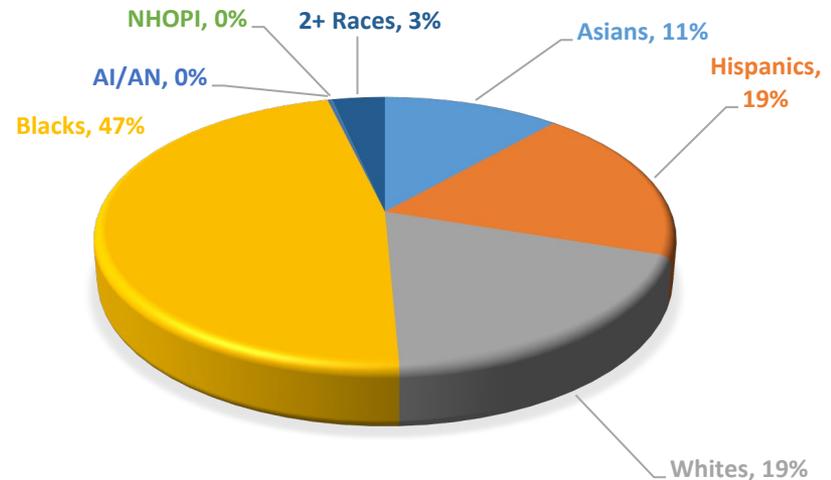


NYCT Workforce as of June 30, 2022

WORKFORCE BY GENDER



WORKFORCE BY RACE/ETHNICITY



NYCT employed **46,707** employees: **18%** of the workforce were females, **81%** minorities, and veterans comprised **2%**.

- ❑ 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 one percentage point when compared to First Quarter 2021.

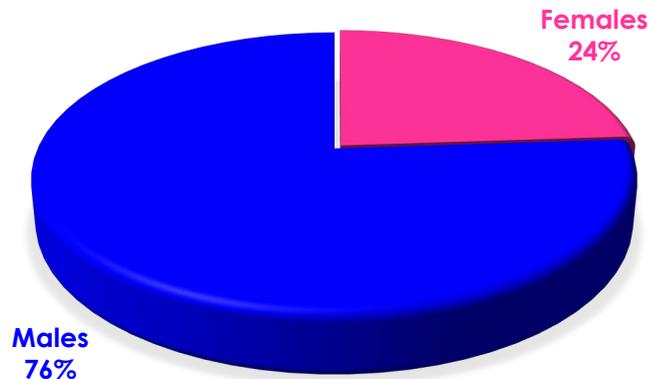
NYCT

New Hires and Separation

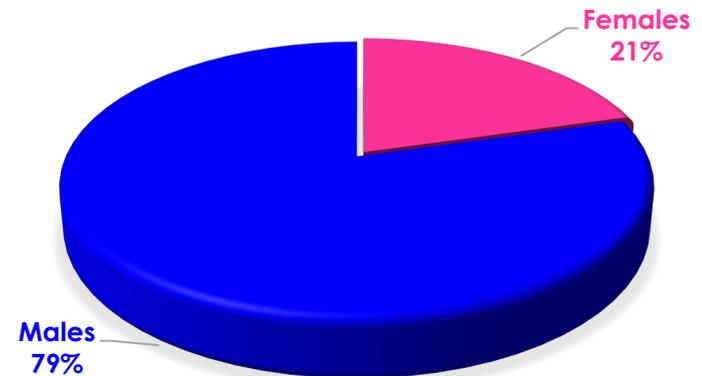
January 1, 2022 – June 30, 2022

NYCT New Hires and Separations by Sex

NEW HIRE BY SEX



SEPARATION BY SEX



During the second quarter 2022, NYCT **hired 2,608** employees, 624 females and 1,984 males. During this same time period 1,582 employees **separated** from NYCT, 320 females and 1,252 males.

- The net change for female employees during the 2nd Quarter 2022 was **positive 304 employees**.

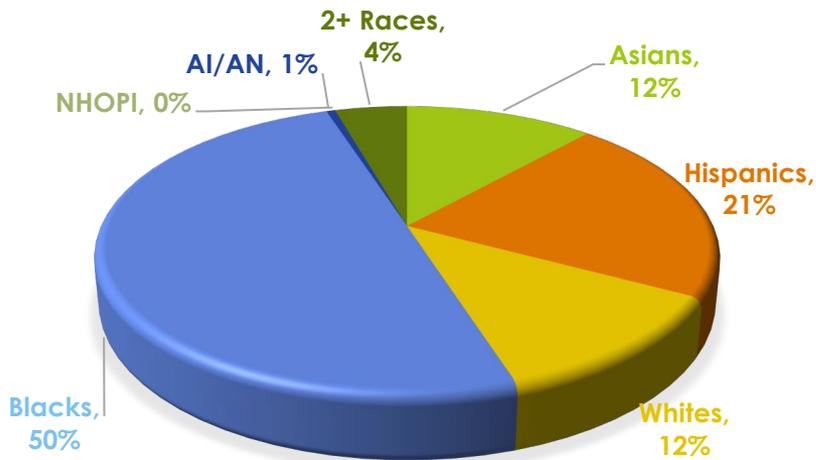
NYCT **hired 43** veterans, 4 females and 39 males. During this same time period **39** veterans **separated** from NYCT, 5 females and 34 males.

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

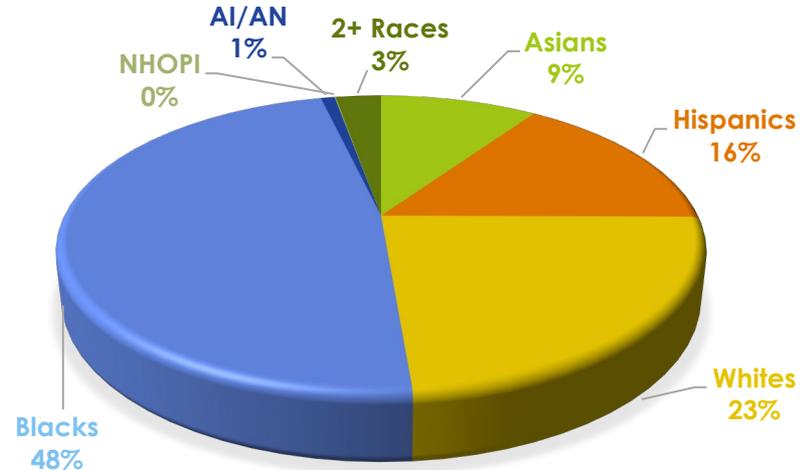
NYCT

New Hires and Separations by Race/Ethnicity

NEW HIRE BY RACE/ETHNICITY



SEPARATION BY RACE/ETHNICITY



During the first quarter 2022, NYCT **hired 2,608** employees, 2,288 minorities and 320 non-minorities. During this same time period **1,582** employees **separated** from NYCT, 1,206 minorities and 376 non-minorities.

- ❑ The net change for minority employees during the 2nd Quarter 2022 was **positive 1,082 employees**.

NYCT **hired 43** veterans: 36 minorities and 7 non-minorities. During this same time period **39** veterans **separated** from NYCT, 32 minorities and 7 non-minorities.

- ❑ The net change for minority employees during the 2nd Quarter 2022 was **positive 7 employees**.



Metropolitan Transportation Authority Department of Diversity and Civil Rights

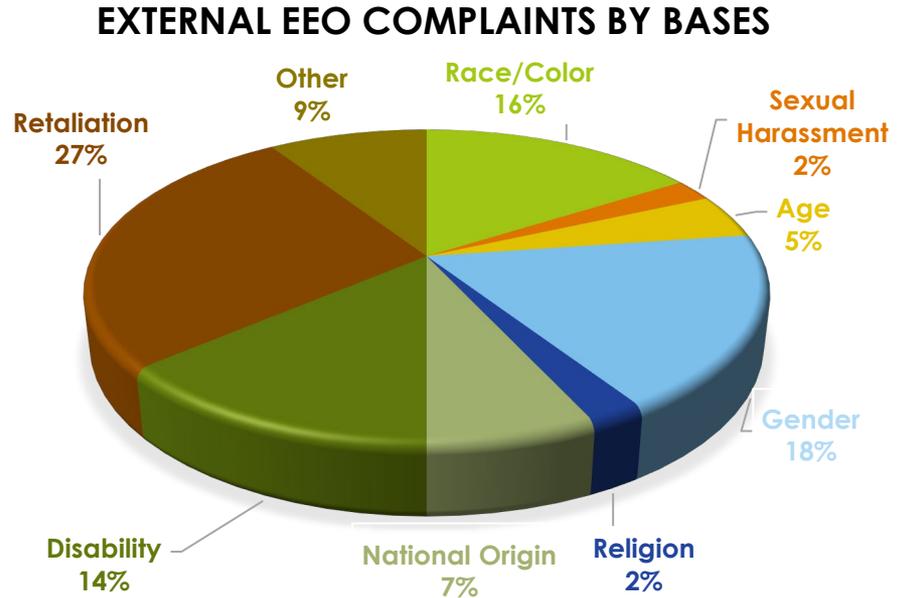
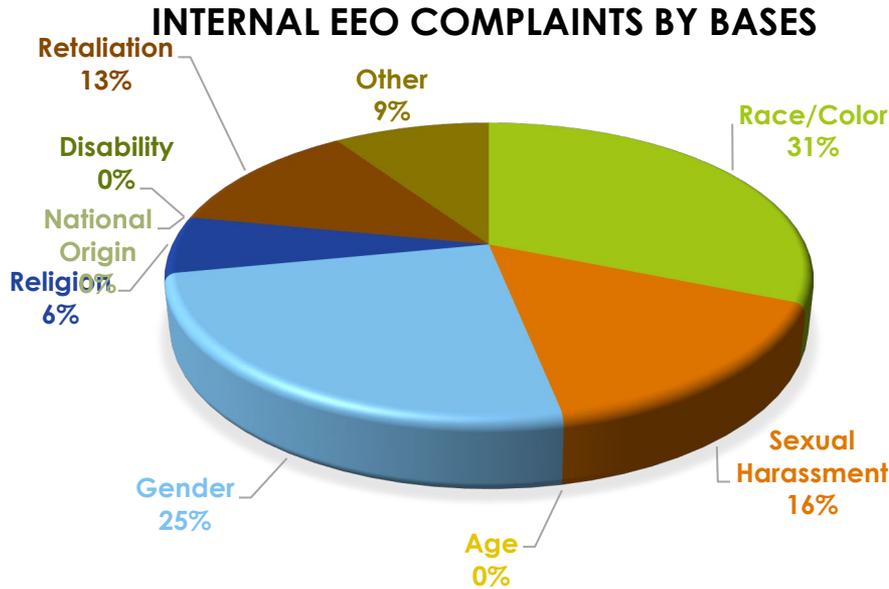
NYCT Complaints and Lawsuits
Second Quarter 2022



September 19, 2022

NYCT

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



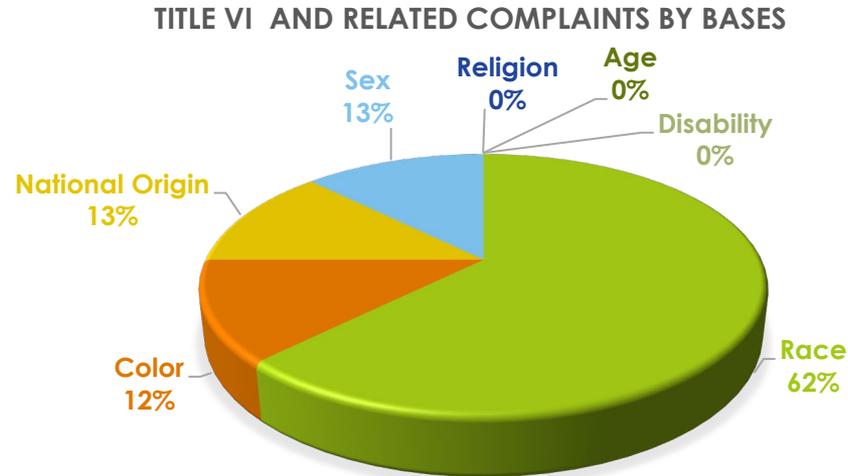
38 EEO complaints were filed* citing **76** separate bases, and **5** lawsuit was filed.

- ❑ **20** filed internal complaints.
- ❑ **18** filed external complaints.
- ❑ The most frequently cited basis internally was race/color.

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



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



11 Title VI and related discrimination complaints were filed citing **16** separate bases.

- ❑ **10** Title VI complaints were filed.
- ❑ **1** related discrimination complaints** was filed.
- ❑ The most frequently cited bases 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.