



Metropolitan Transportation Authority

Diversity Committee Meeting

September 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, 9/19/2022
12:00 - 12:45 PM ET**

1. PUBLIC COMMENT PERIOD

2. APPROVAL OF MINUTES

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3. 2022 DIVERSITY COMMITTEE WORK PLAN

2022 Diversity Committee Work Plan - Page 6

4. EXECUTIVE SUMMARY

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5. BUSINESS AND DIVERSITY INITIATIVES

Business and Diversity Initiatives - Page 29

6. DBE CERTIFICATION ACTIVITY REPORT

DBE Certification - Page 36

7. SMALL BUSINESS DEVELOPMENT PROGRAM UPDATE

Small Business Development Program - Page 38

8. M/W/DBE AND SDVOB CONTRACT COMPLIANCE

M/W/DBE and SDVOB Contract Compliance - Page 55

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

M/W/DBE and SDVOB on Capital Projects - Page 80

10. FINANCIAL SERVICES

Underwriter Fees - Page 82

11. ASSET FUND MANAGERS

Asset Fund Managers - Page 84

12. EEO 2022

EEO Activities - Page 88

MTA DIVERSITY COMMITTEE

Meeting Minutes

2 Broadway, 20th Floor

New York, NY 10004

Monday, June 27, 2021

11:30 a.m.

The following Committee Members were present:

Hon. Elizabeth Velez, Chair

Hon. Frankie Miranda

Hon. Midori Valdivia

Hon. Neal Zuckerman

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

Migdalia Taveras, Manager, Business and Diversity Initiatives, DDCR

Lorraine Warren, Senior Director, DBE Certification, DDCR

Patrick Isom, Manager, Financial Analysis

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

Chair Elizabeth Velez called to order the June 2022 Diversity Committee meeting.

1. PUBLIC SPEAKERS' SESSION

There were two public speakers in the public comments portion of the meeting: Jason Anthony, Amazon Labor Union; and Charlton D'Souza, Passengers United.

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 March 28, 2022.

3. WORK PLAN REPORT

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

4. EXECUTIVE SUMMARY

Business and Diversity Initiatives

Ms. Taveras reported that DDCR participated in several events during the period of January to March 2022, which attracted 465 firms because of these outreach efforts. Thirteen certified firms received n approximately more than \$19 million in contract awards and 66 certified firms received approximately \$24 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. This year, 2022, from January to March, 23 new DBE certification applications were received, and 13 firms were certified.

2022 EEO Activities

Dr. Green provided an update on first quarter EEO activities. The MTA's overall workforce consists of 70,177 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 same quarter of year 2021, the overall workforce headcount has continued a slight downward trend, with a decrease of .4%.

Dr. Green and MTA's Chief Administrative Officer Lisette Camilo provided a presentation to discuss the agencywide workforce diversity statistics and to introduce the People Organization. Dr. Green gave a high-level overview of underutilization and stated the job categories and sample titles that are underutilized. She also mentioned the job categories where majority of the workforce are concentrated. Ms. Camilo discussed the MTA workforce in general and the hiring challenges that are unique to the MTA. Her team is working on rebuilding the reorganization post transformation to come up with a brand-new strategy to approach and address underutilization. These approaches include attracting and recruiting external candidates, and developing, engaging, and retaining the internal workforce.

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

SBDP Small Business Development Program Update

Mr. Cleary reported that since the inception of the program, the SBDP has awarded 521 contracts totaling \$558.2 million, with an estimated 13,000 newly created jobs. Last year 67 contracts were awarded, totaling \$70.3 million. The small business loan program since inception has issued 138 loans totaling \$19 million. The SBDP bond assistance program has helped firms secure \$500 million in surety bonding. More than 1,025 firms have participated in the SBDP training program.

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

Responsibility

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

II. SPECIFIC AGENDA ITEMS

Responsibility

March 2022

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

June 2022

1st Quarter 2022 Report	Dept. of Diversity/Civil Rights
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September 2022

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

December 2022

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.

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

September 19, 2022



Executive Summary

Fiscal Year Program Highlights

Largest Awarded MWDBE/SDVOB Contracts

October 1, 2021 - June 30, 2022

Top Prime Awards*

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

WBE: Globe Electric Supply Co. Inc. **\$2.1M**

MBE: Quality And Assurance Technology **\$2M**

SDVOB: American Veteran Enterprise **\$751K**

Top Subcontract Awards*

DBE: Southeast Bridge FL Corp **\$41M**

WBE: CORE ENVIRONMENTAL CONSULTANTS INC **\$6.7M**

MBE: RCI Technologies, Inc. **\$1.7M**

SDVOB: Torvalsen Consulting **\$600K**

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



Executive Summary

An Example of MWBE Discretionary Success

IT Discretionary Consulting Contract No. 14357

April 2022 – June 2022

Total Number of Awards- **28**

Total Value of Awards- **\$4.4 million**

Inception to Date

Total Number of Awards- **945**

Total Value of Awards- **\$172.4 million**



Executive Summary

❑ Business & Diversity Initiatives Unit

- ❑ During the period of April 2022 through June 2022, DDCR outreach efforts attracted **361 firms**.
- ❑ Summary of Outreach Efforts – April 2022 through June 2022

As a result of DDCR's outreach efforts, **13** certified firms received a total of **\$4.8 million** in awards and **48** certified firms received **\$21.6 million** in payments.

Awards -	\$ 4.8 million
*Payments -	\$ 21.6 million

*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 to June, a total of **40** new applications were received and a total of **23** firms were certified. The average processing time to certify firms in 2022 is **56.7 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

■ Small Business Development Program (as of June 30, 2022)

The Program – Current Status

- Calendar Year 2022 Second Quarter, SBDP awarded **9 contracts** totaling **\$6 million**
- The Small Business Development Program (SBDP) awarded **526 contracts** totaling **\$562.2 million**.
- SBDP successfully recruited **twenty-two (22)** Service-Disabled Veteran-Owned Business (SDVOB) certified firms. **Five firms** were awarded **six** contracts totaling **\$3.1 million**.
- The Small Business Development Loan Program issued **139 loans** totaling **\$19.1 million**.
- The Small Business Development Bond Program has assisted Tier 2 and SBFP firms in securing **\$559 million** in surety bonds.
- The Small Business Development Training Program – more than **1,050** 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 2022-2023 MWBE Goal

- 20% MWBE participation in contract awards*
- 35% MWBE participation in contract payments*

■ 6% NY State Fiscal Year 2022-2023 SDVOB Goal

- 7% SDVOB participation in contract awards*
- 3% SDVOB participation in contract payments*

■ 20% Federal Fiscal Year 2021-2022 DBE Goal

- 17% DBE participation in contract awards**
- 13% DBE participation in contract payments on ongoing contracts**
- 19% DBE participation on payments on closed contracts**

* First quarter of the NYS Fiscal Year 2022-2023

** First half of the Federal Fiscal Year 2021-2022



Executive Summary

■ MWDBE and SDVOB Contract Compliance (Continued)

- Currently, DDCR monitors more than **1,035 contracts** for MWDBE and SDVOB goal compliance.
- During the first half of 2022, DDCR conducted **365 site visits** for MWDBE and SDVOB contract compliance.
 - Monthly Average: **60.8**
- During the first half of 2022, DDCR has closed **76** contracts.
 - Monthly Average: **12.7**



Executive Summary

■ MWDBE and SDVOB Contract Compliance (Continued)

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

■ Trends

- ✓ Upward : MWBE participation on contract payments
- Constant
- ✓ Downward : DBE participation on contract awards
SDVOB 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 DBE 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%

(First Quarter of NYS Fiscal Year 2022-2023 (April 2022 – June 2022))

Total Awards: \$2.9M

Total MBE Awards: \$861,512 (30%)

Total Payments: \$141M

Total MBE Payments: \$35M (25%)

New York State WBE Participation Goal: 15%

(First Quarter of NYS Fiscal Year 2022-2023 (April 2022 – June 2022))

Total Awards: \$2.9M

Total WBE Awards: \$1.2M (41%)

Total Payments: \$141M

Total WBE Payments: \$38M (27%)

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

(First Quarter of NYS Fiscal Year 2022-2023 (April 2022 – June 2022))

Total Awards: \$9M

Total SDVOB Awards \$796,849 (8%)

Total Payments: \$140M

Total SDVOB Payments: \$3M (2%)

*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/SDVOB goals are not being met

■ **Trends**

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

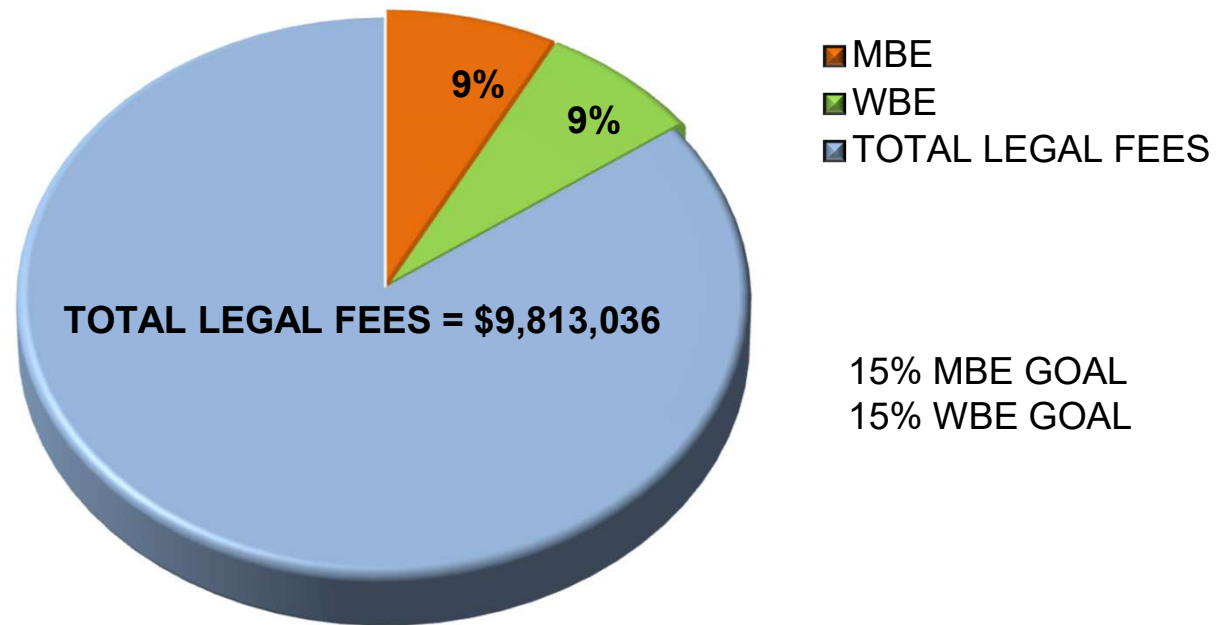
■ **Strategies for Improvement:**

- 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 2022 – June 2022)



Actual MBE Participation = \$893,441 or **9%**
Actual WBE Participation = \$850,493 or **9%**



Executive Summary

MTA All Agency Legal Fees (Continued)

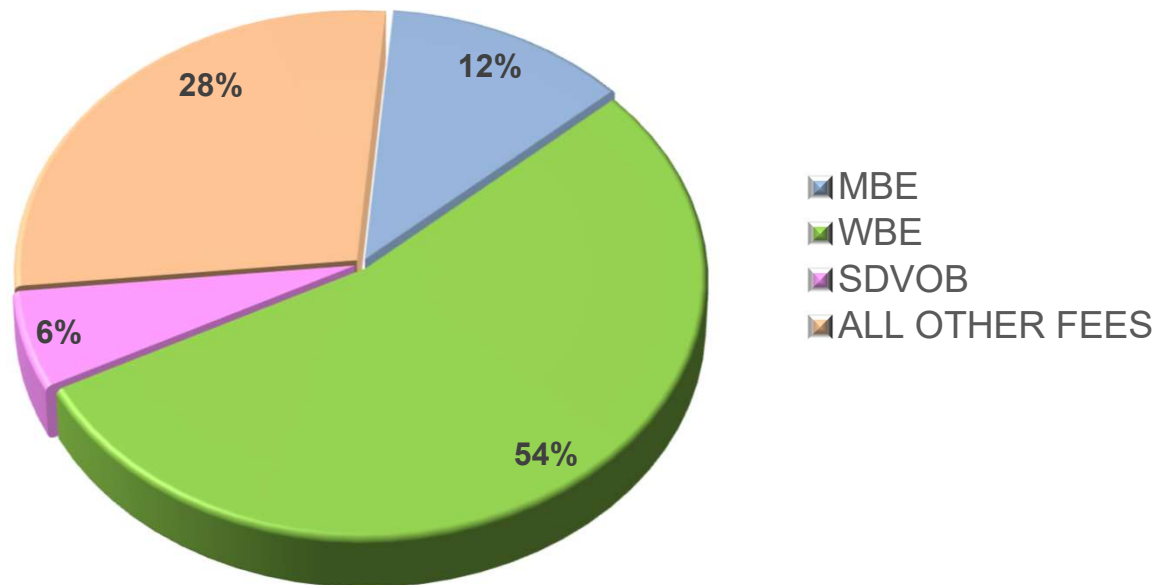
- **Status:** MWBE goals are not being met
- **Trends**
 - ✓ Upward: MBE participation
 - ✓ Constant: WBE participation
 - Downward
- **Strategies for Improvement:**
 - Work with the MTA's General Counsel in increasing MWBE results.



Executive Summary

Financial Services

MTA All Agency Underwriter Fees (April 2022 – June 2022)



Actual WBE Participation = \$1,742,830 or **54%**

Actual MBE Participation = \$387,296 or **12%**

Actual SDVOB Participation = \$193,648 or **6%**

All Other Underwriting Fees = \$902,254 or **28%**

Total Underwriting Fees = \$3,226,028



Executive Summary

Financial Services (Continued)

- ▣ **Status:** MBE goal is not being met

- ▣ **Trends**
 - ☑ Upward: WBE participation
 - ☑ Constant : SDVOB participation
 - ☑ Downward : MBE participation

- ▣ **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 June 2022)

Combined Plans

- Total assets managed by MWBEs: **\$2.1 billion**; or **25%** of total assets
- Majority of assets are in traditional asset classes
- Traditional assets managed by MWBEs: **\$1.96 billion**; or **34%** of traditional assets
 - MWBE firms manage
 - 62% of US Equities
 - 33% of Real Estate
 - 21% of Non-US Equities
 - 32% of Fixed Income
 - 6 % of Opportunistic
- Alternative investments managed by MWBE's: **\$139 million**; or **5%** of alternative investments



Executive Summary

□ EEO (full report on pages 88-101)

- MTA's overall workforce is currently comprised of **70,877** employees; of which **12,897 (18%)** are Females,* **50,638 (71%)** are Minorities, **2,280 (3%)** are Veterans,* and **547 (1%)** are People with Disabilities.** A breakdown of the MTA-wide workforce is detailed on page 91.
- MTA Agencies hired **3,728** new employees into the organization; of which **836 (22%)** are females,* **2,999 (80%)** are Minorities, **86 (2%)** are veterans,** and **18 (1%)** are People With Disabilities.
- During the second quarter of 2022, MTA Agencies handled a total of **79** EEO complaints filed since January 1st; of which **49** were internal and **30** were external. During the second quarter of 2021, MTA Agencies handled a total of **351** EEO complaints; of which **197** were internal and **154** were external complaints, including complaints that originated outside of the filing period.
- As of June 30, 2022, representation of females has **remained the same** and the representation of minorities has **increased** by one percentage point, when compared to June 30, 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 2% (1,162) since January 1, 2022, the diversity composition of our workforce has remained constant.

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

- **Strategies for Improvement:**
 - Continue to coordinate with People to identify strategies to mitigate unexpected separations
 - Begin first steps to reclassify positions to:
 - Properly categorize positions based on job descriptions and EEOC definitions
 - Establish a reasonable benchmark by which to compare our workforce.



Metropolitan Transportation Authority Department of Diversity and Civil Rights

Business and Diversity Initiatives

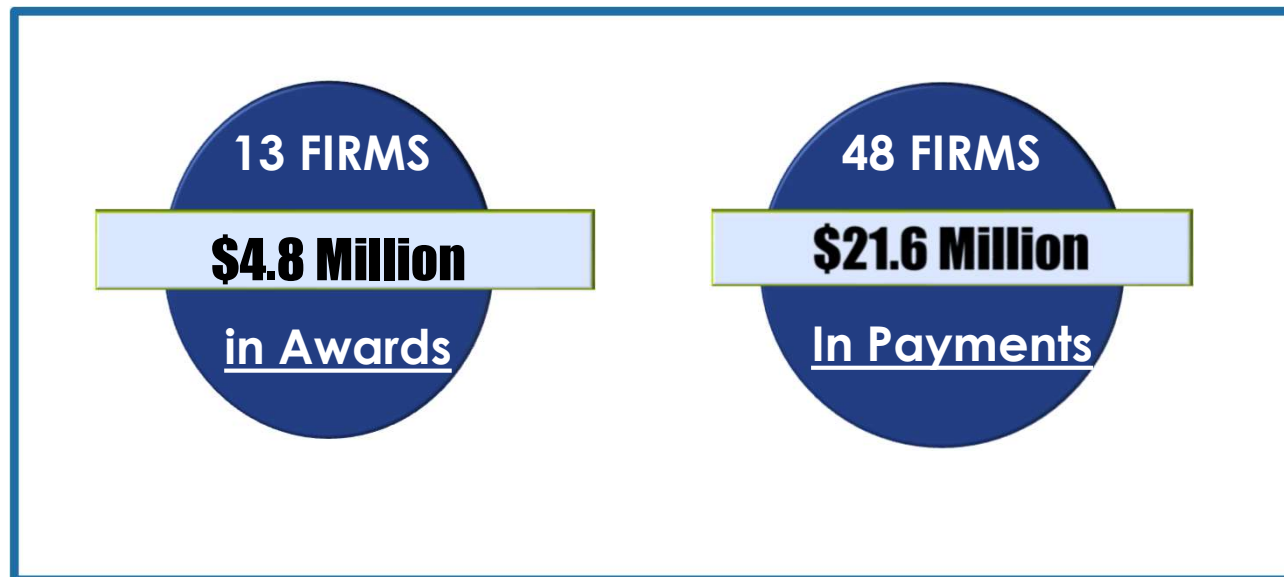
September 19, 2022



Business and Diversity Initiatives

Awards and Payments Based on Outreach Efforts
April 2022 – June 2022

Outreach Efforts Made to 361 MWDBE/SDVOB Firms



*Total payments include ongoing payments on previously awarded contracts



Business and Diversity Initiatives

April

- Colorado Construction Summit (Keynote Speaker, MJG)
- MTA & National Hispanic Business Group Networking Event
- New York and New Jersey Minority Supplier Diversity Council – Business Opportunity Exchange (Speaker, MJG)
- General Contractor Association D/MWBE and SDVOB Expo (Opening Remarks, MJG)
- New York State Association of Black, Puerto Rican, Hispanic & Asian Legislators, Inc. 51st Annual Legislative Conference
- DBE Certification Workshop
- New York State MWBE Regional Expo

May

- African American Clergy & Elected Officials Event (Presenter, MJG)
- New York and New Jersey Minority Supplier Diversity Council | Doing Business with the MTA
- City & State Leader Discussion
- LISC NYC | Developers of Color Convening
- PSEG Long Island – 2022 Virtual Supplier Diversity Procurement Fair
- City & State Diversity in NY Summit (Panelist, MJG)



Business and Diversity Initiatives

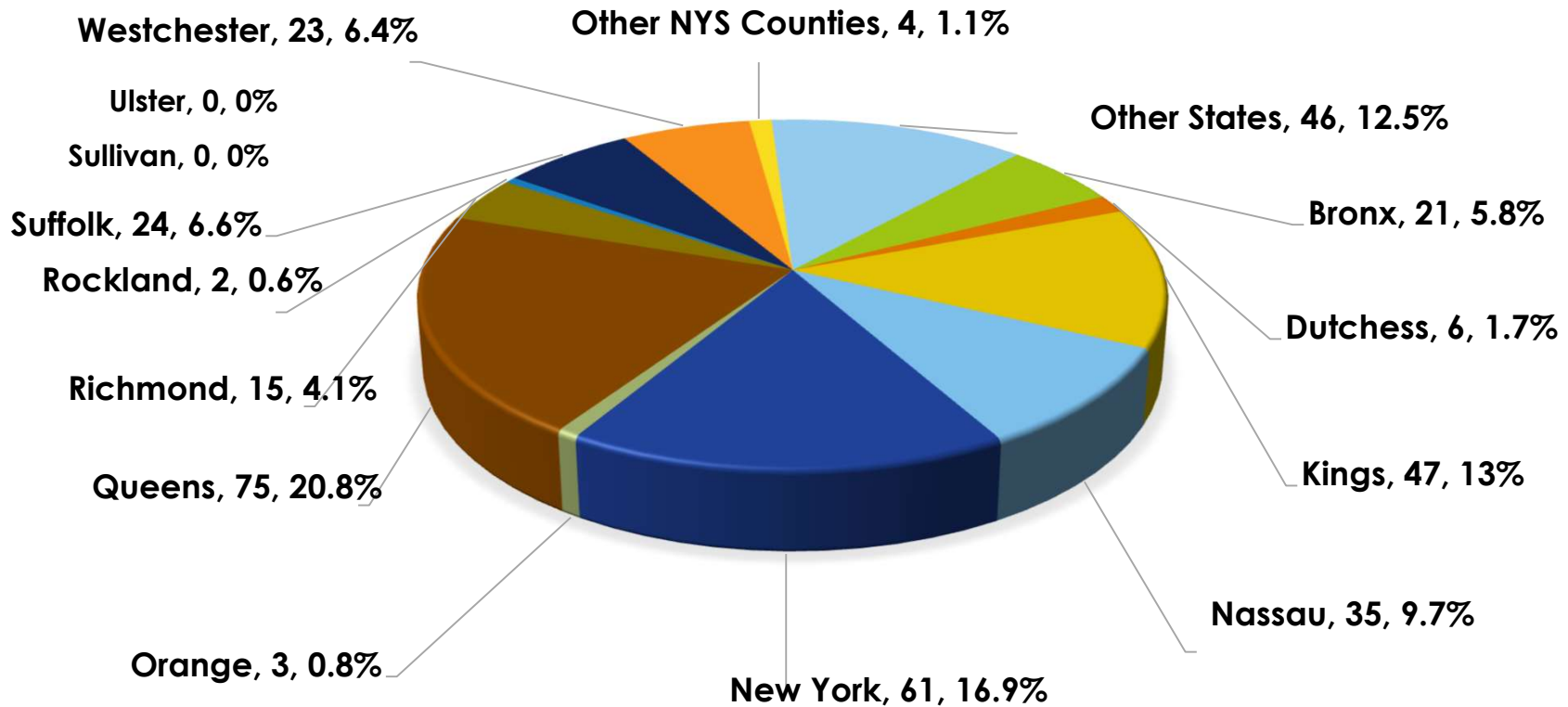
June

- Asian American Business Roundtable Summit 2022
- Queens Chamber of Commerce | Queens Business Expo 2022
- LaGuardia PTAC 8th Annual Small Business & Government Matchmaker Event
- MTA Capital Prime Opportunities (\$3M-\$25M) Information Event
- NYS Harlem Community Development Corporation | Doing Business with the MTA
- Long Island Association Small Business Conference
- Crain's 2nd Annual Excellence in Diversity & Inclusion Awards
- Quarterly New Firm Orientation Session
- Congressman Donald M. Payne Jr. Build America Roundtable
- City & State NY Above & Beyond: Innovators Award Event (Awardee, MJG)
- MTA | Westchester County Diversity & Career Information Event



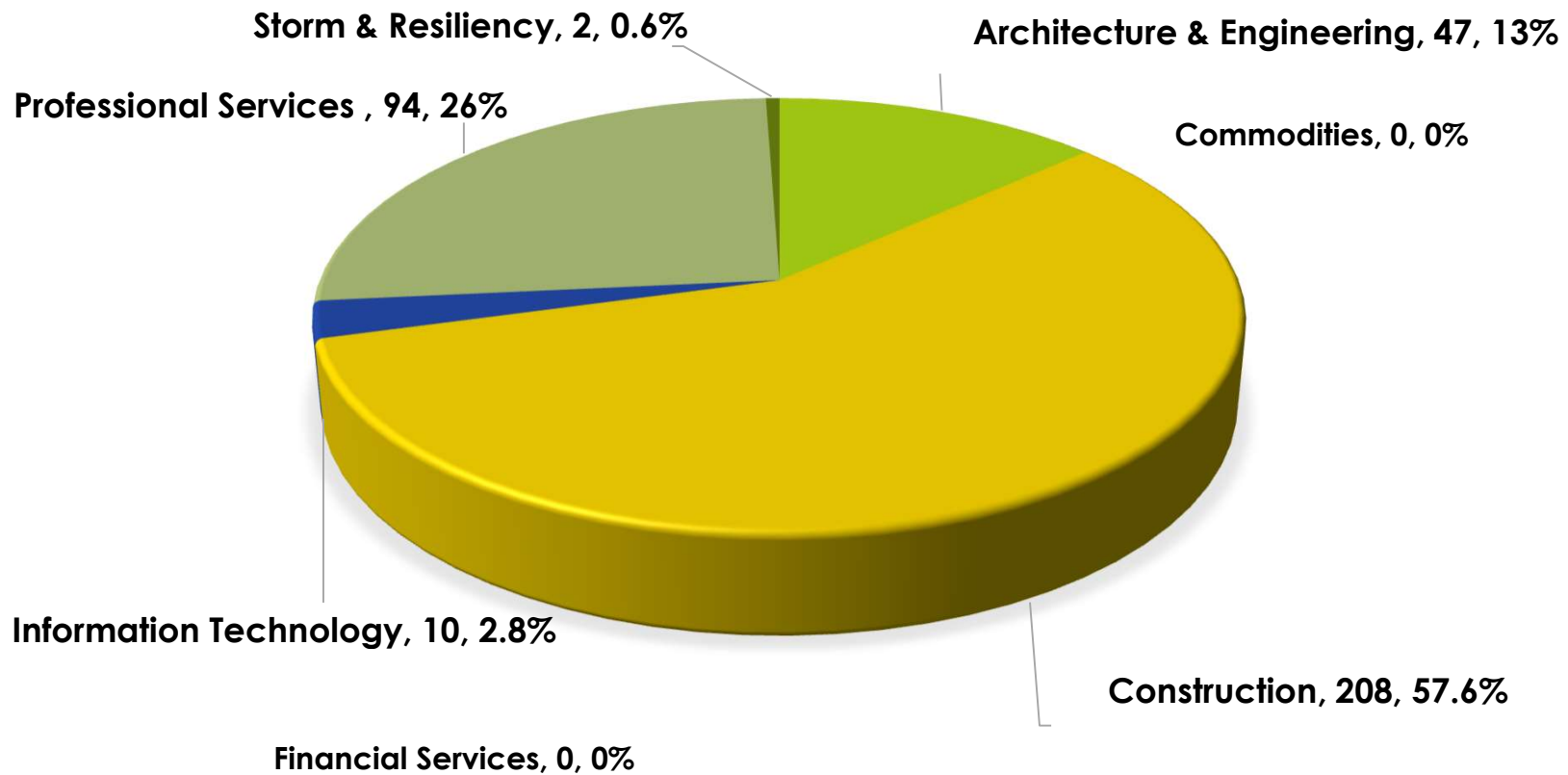
Business and Diversity Initiatives

Outreach Conducted within the MTA's 14 County Service Region April 2022– June 2022



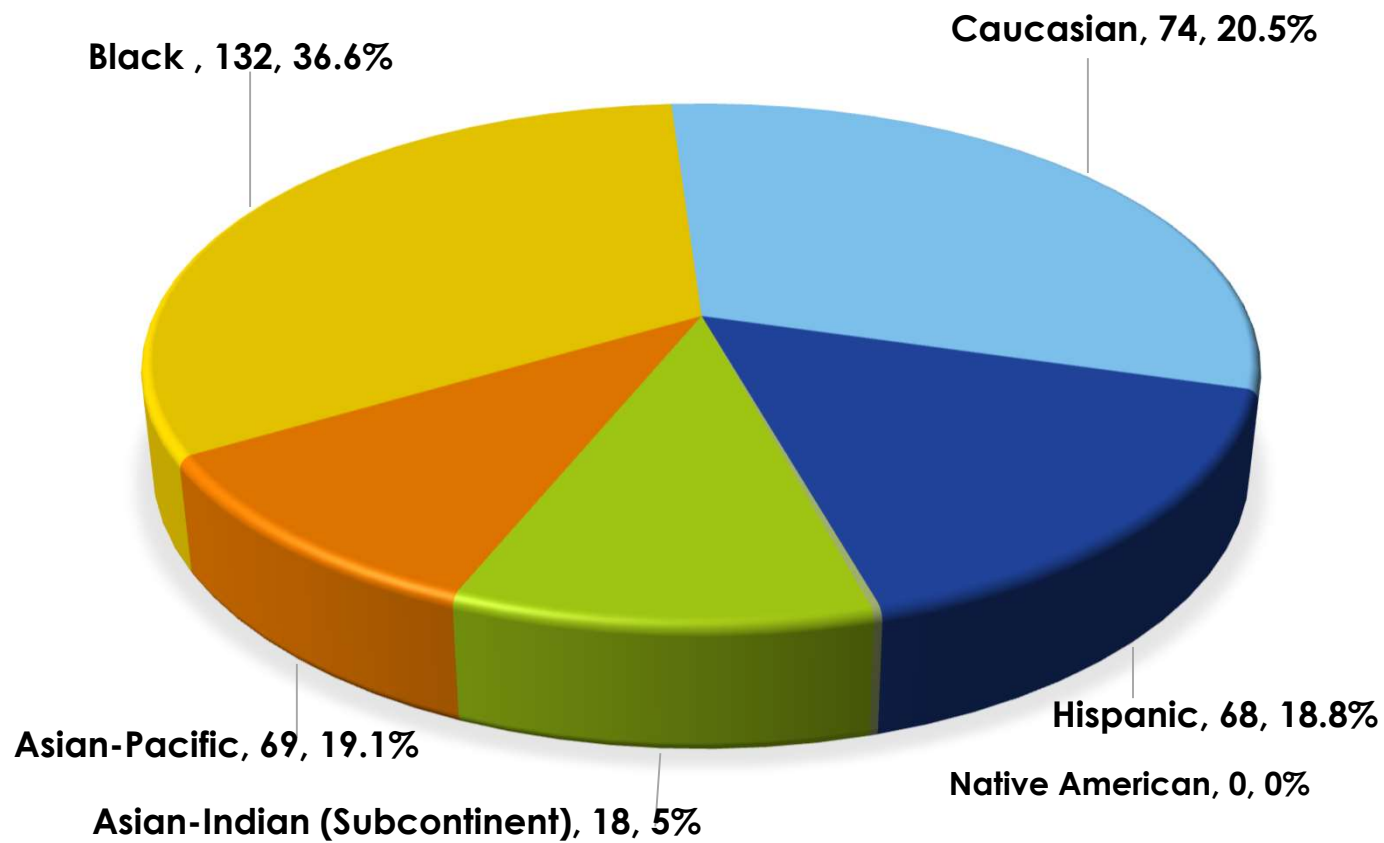
Business and Diversity Initiatives

Outreach Results By Business Type April 2022 – June 2022



Business and Diversity Initiatives

Outreach Results By Ethnicity April 2022 – June 2022



Metropolitan Transportation Authority Department of Diversity and Civil Rights

DBE Certification Activity Report

September 19, 2022



MTA DBE Certification Unit

CERTIFICATION ACTIVITY REPORT YEAR 2021 - 2022

	2021	2022 ***
New Applications Received	87	40
DBE Firms Certified in Current Year	57	23
DBE Firms Certified in Subsequent Year	0	0
Denied	0	2
Returned	3	3
Withdrawn	17	6
Application Closed	0	0
Decertified	0	0
Rejected	1	0
Delisted	1	0
Pending*	8*	6**

* Applications pending from prior year(s)

** Current year applications under review

*** 2022 Data is up to June 30, 2022

	2021	2022 ***
Annual Submissions Processed (Recertifications)	725	319
Average Day for Firms to be Certified	28.6	56.7



Metropolitan Transportation Authority Department of Diversity and Civil Rights

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

September 19, 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



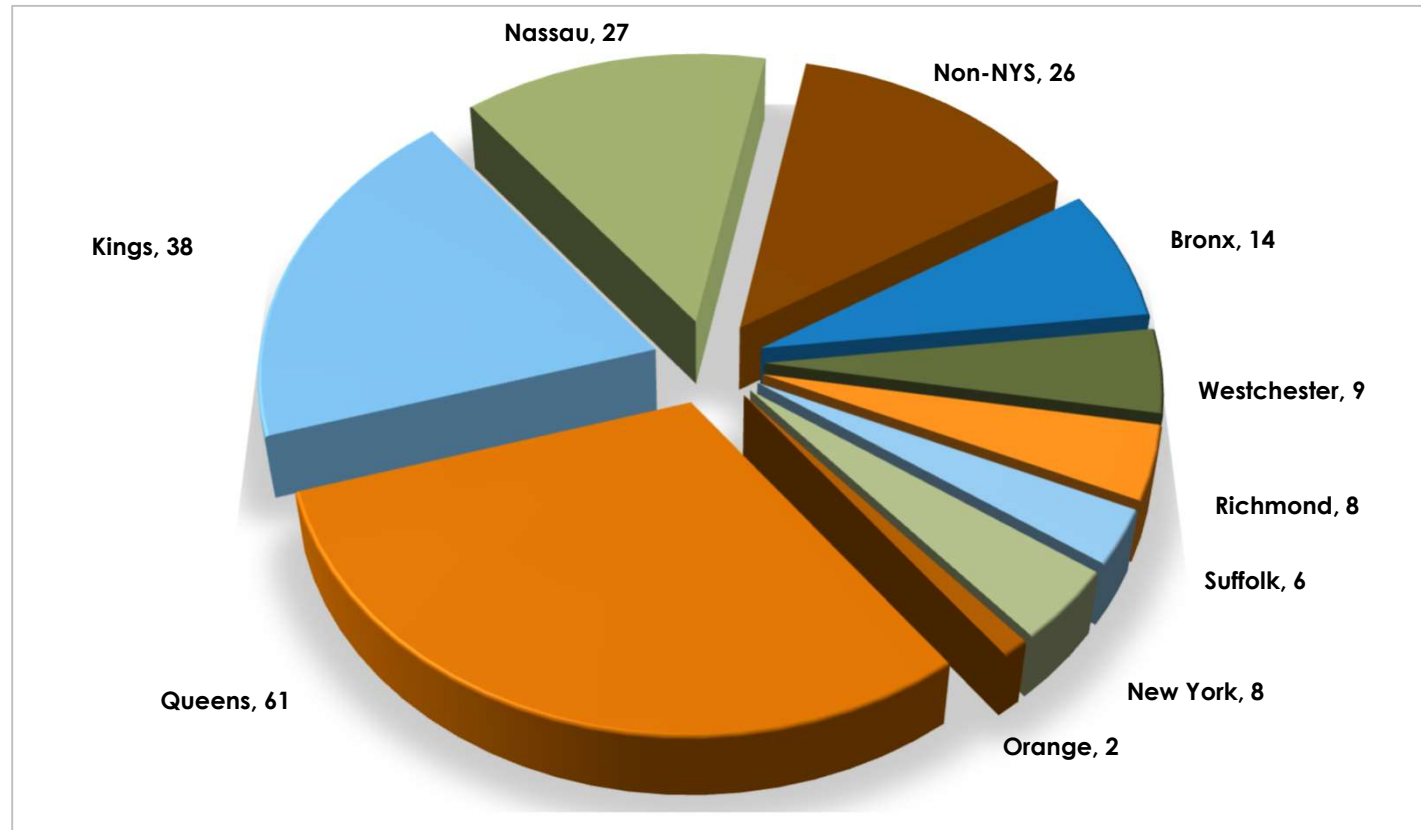
SBDP Represents NY Metro Region

Small Business Mentoring Program All Tiers

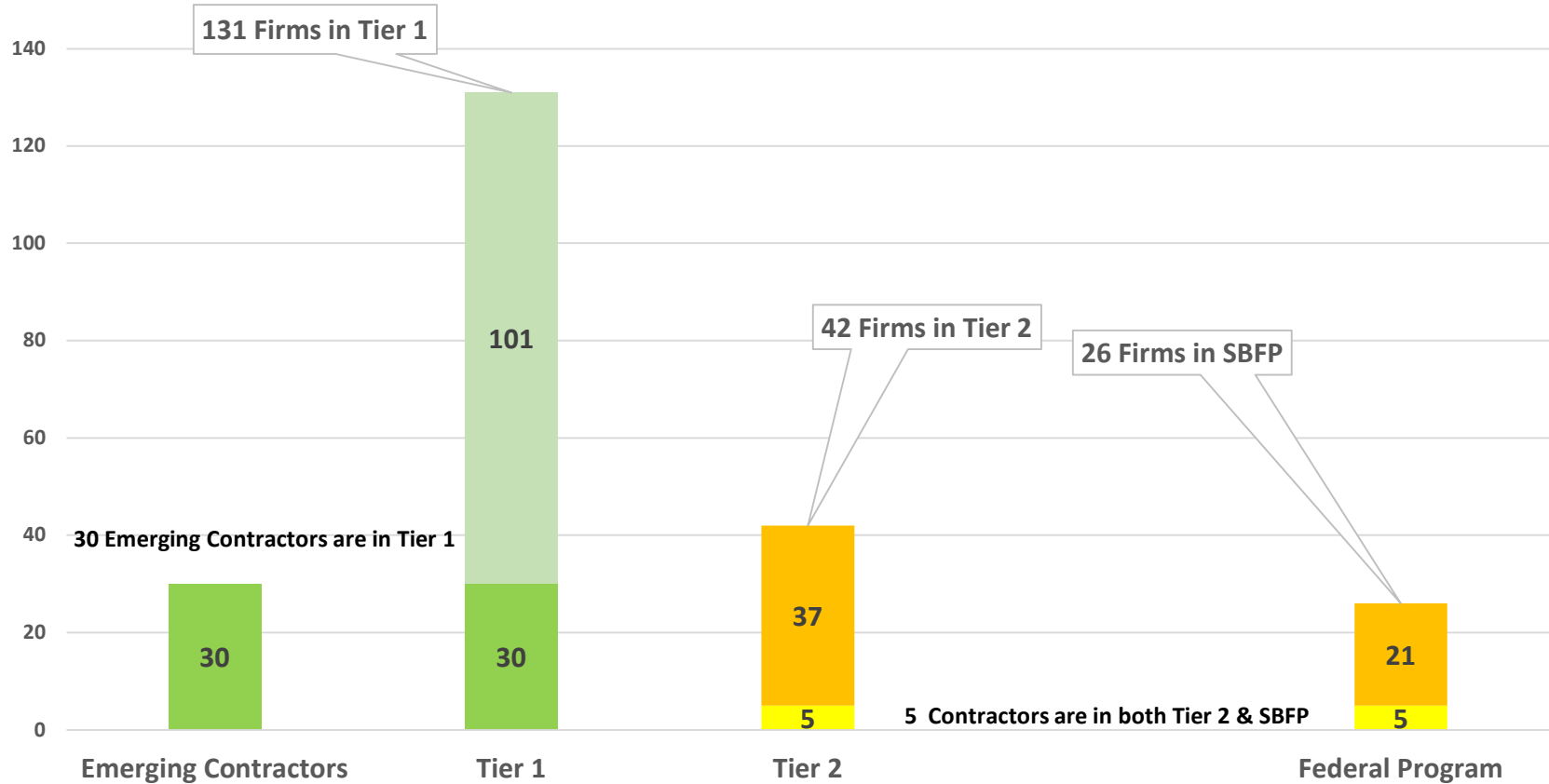
Certification	
MBE	105
WBE	23
DBE	46
SDVOB	13
Non-Certified	73

firms may have multiple certifications

199 Prequalified Firms (as of June 30, 2022)



SBDP Tier Participants

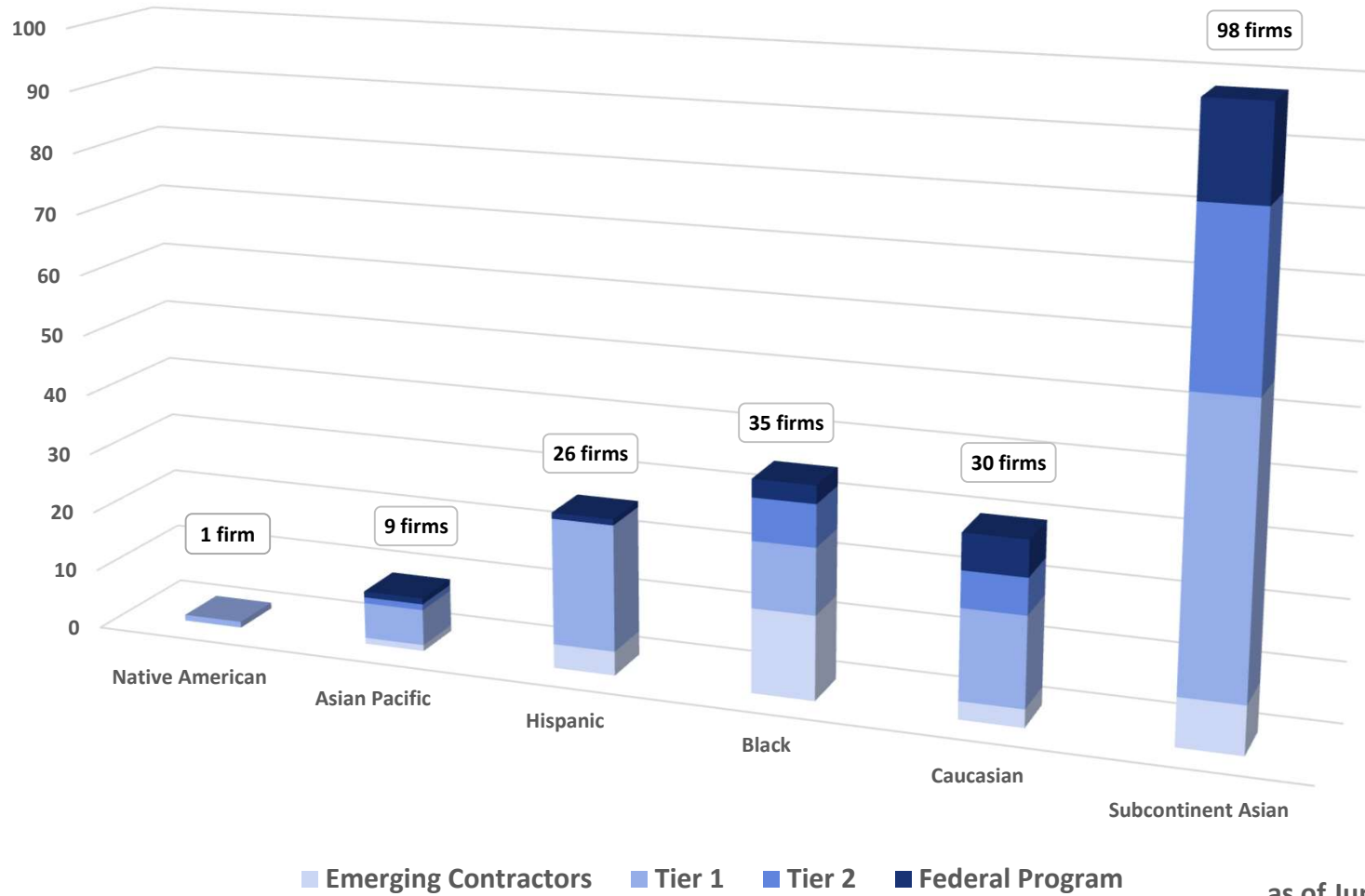


as of June 30, 2022



SBDP Tiers are also Diverse

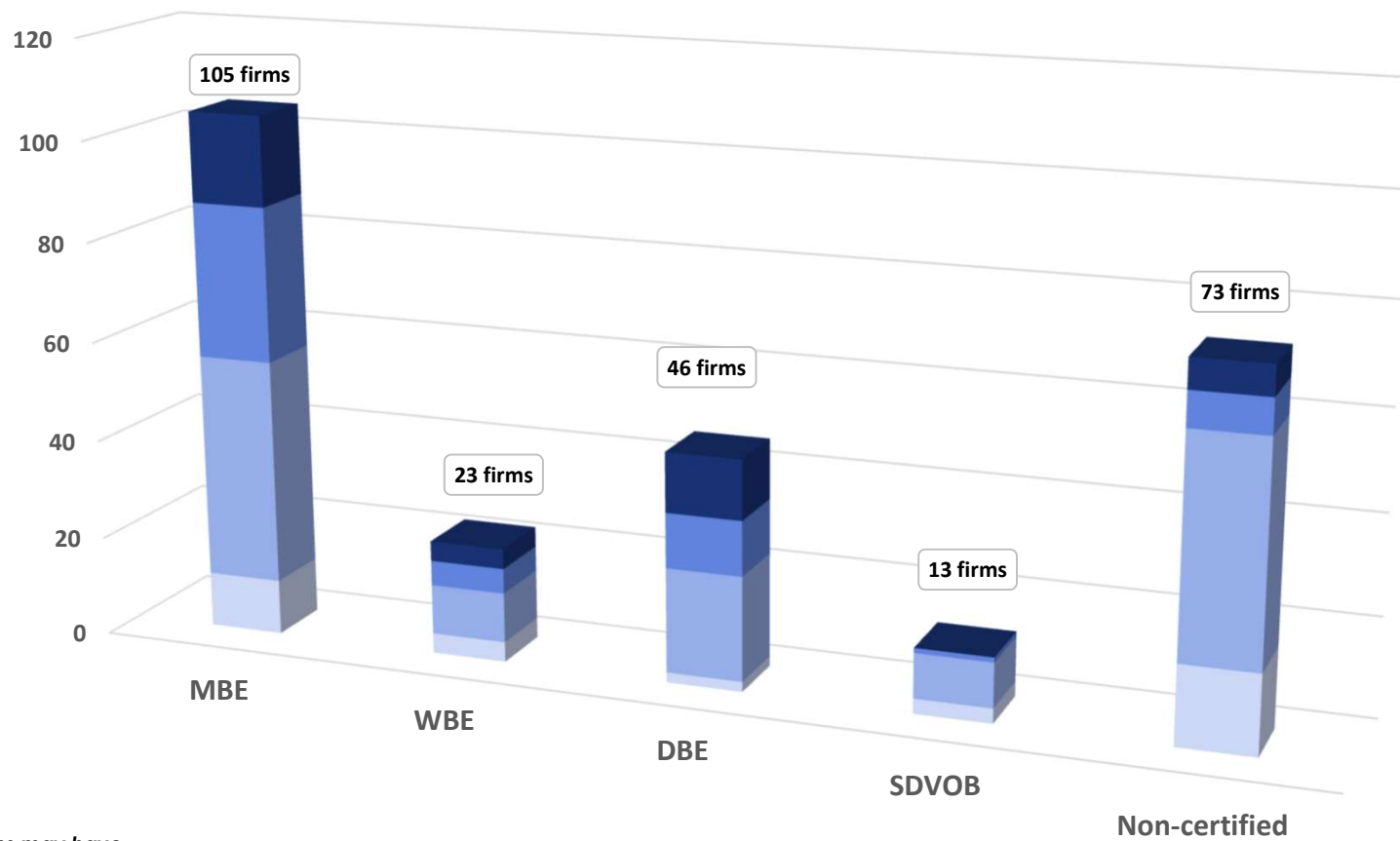
Ethnicity of Prequalified Contractors in Program Tiers



as of June 30, 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 June 30, 2022

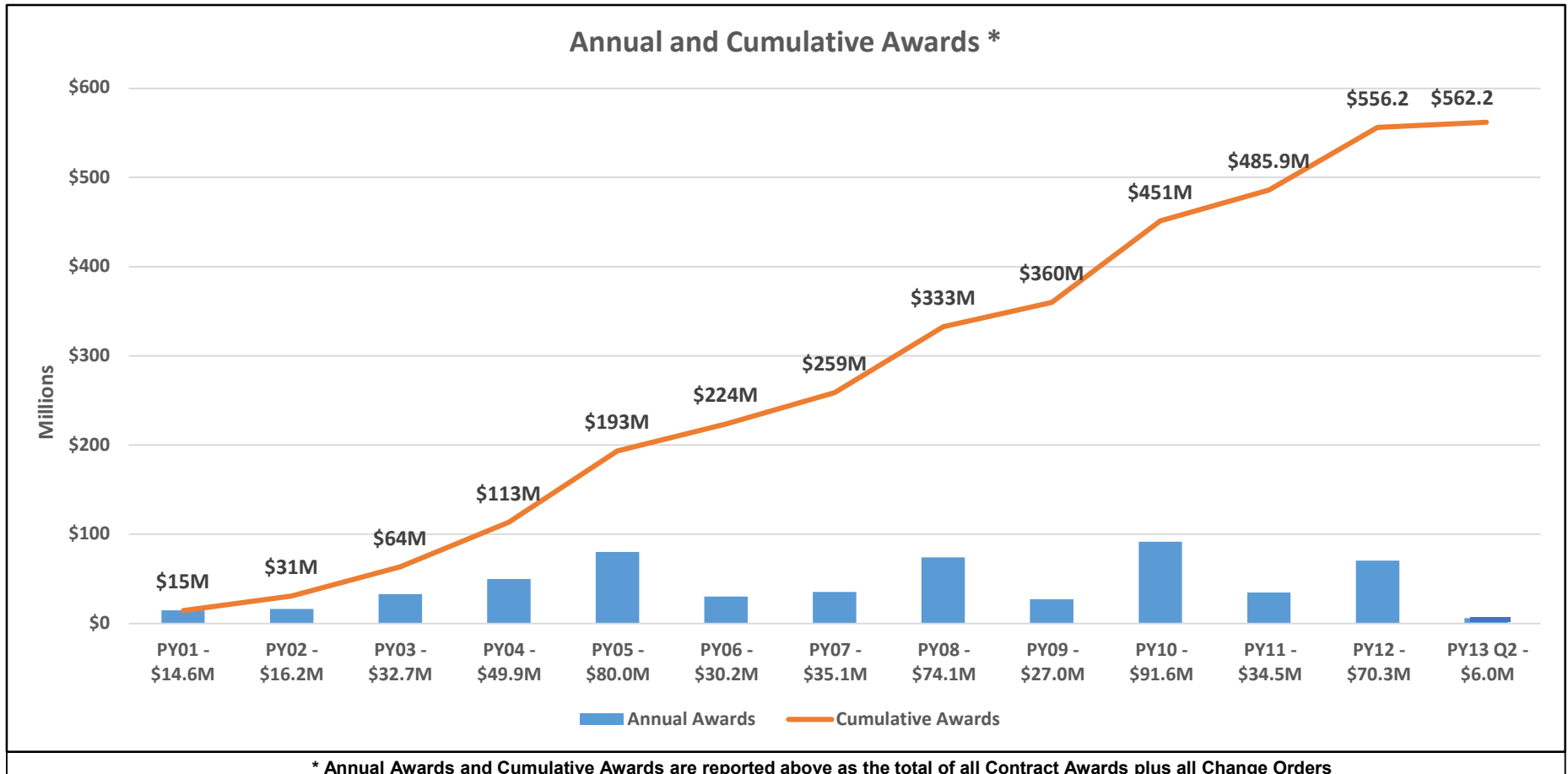


SBDP is Exceeding MWDBE Goals

- 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
 - **64%** - contracts awarded to NYS-certified MWBEs
 - **62%** - contract dollars awarded to NYS-certified MWBEs
- Tier 2 MWBE Achievements
 - **83%** - contracts awarded to NYS-certified MWBEs
 - **82%** - contracts dollars awarded to NYS-certified MWBEs
- Federal Program DBE Achievements
 - **62%** - contracts awarded to DBEs
 - **61%** - contracts dollars awarded to DBEs
- SDVOB Achievements
 - **1%** - contracts awarded to SDVOBs
 - **1%** - contract dollars awarded to SDVOBs



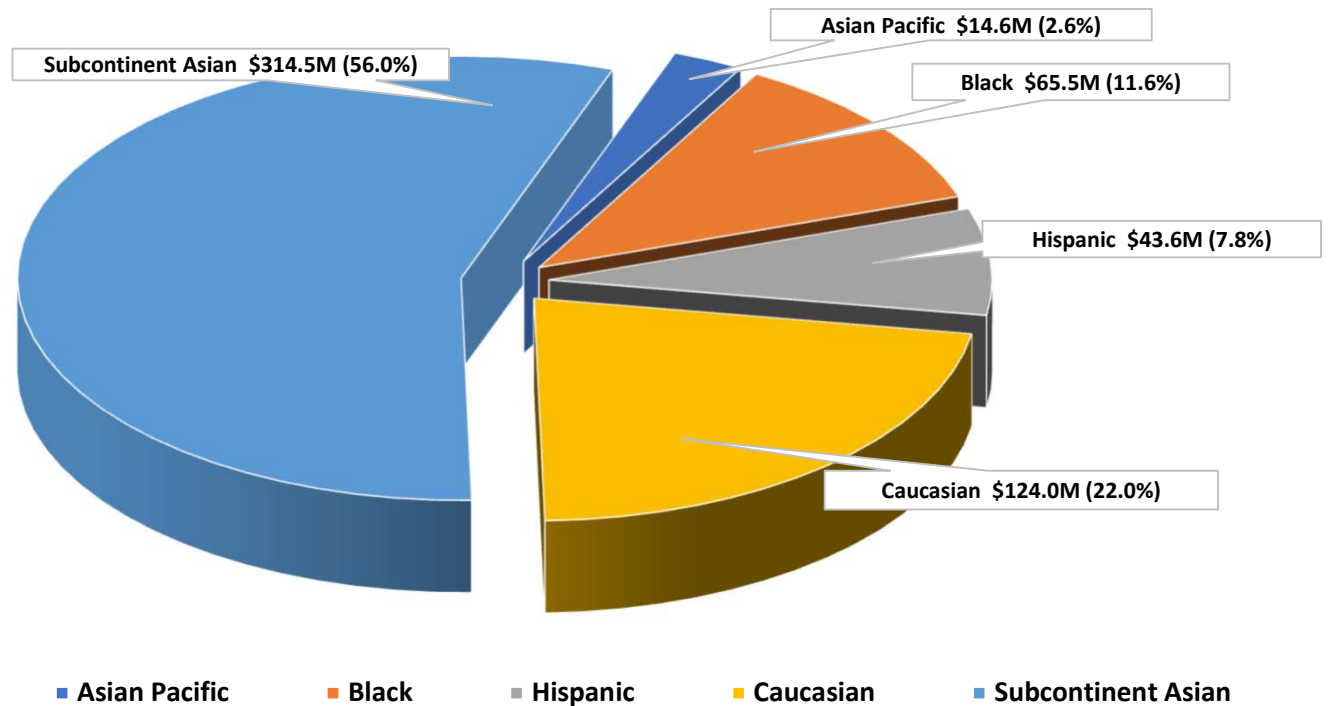
SBDP Prime Contract Opportunities



Program Year 1-13 awards through June 30, 2022

SBDP Contract Awards

Total SBDP Contract Awards by Ethnic Categories



Category	Legend	Awards
Subcontinent Asian		\$314.5M
Caucasian		\$124.0M
Black		\$65.5M
Hispanic		\$43.6M
Asian Pacific		\$14.6M
Total SBDP Awards		\$562.2M

(Awards in Millions of Dollars)

Contract Awards through June 30, 2022



SBDP Loan Program

Loan values shown are through June 30, 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	9 Loans	totaling	\$ 844,000

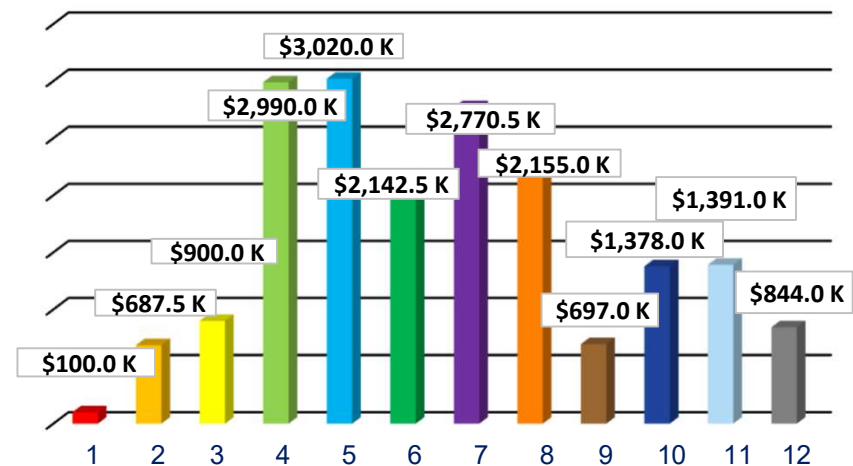
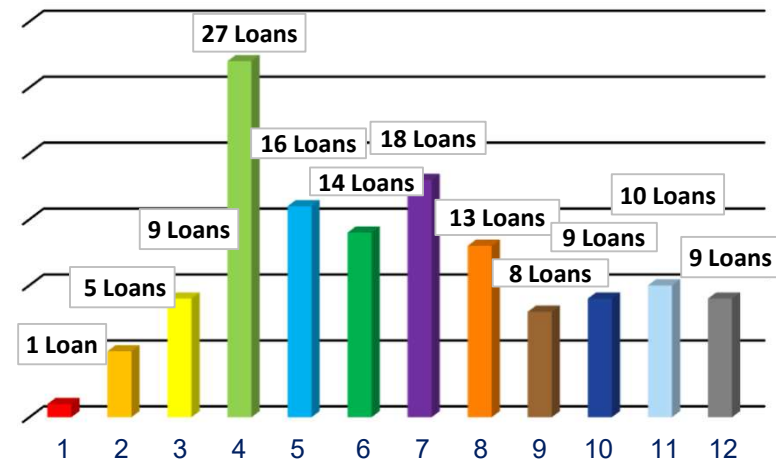
Total 139 Loans Totals \$19,075,500

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 12 reflects calendar year January 1 through December 31st, 2021.



SBDP Awards

➤ Program Year	Tier	Dollars Awarded
➤ 2010 – 2022	SBMP-Tier 1	Awards total \$207.6 Million
➤ 2015 – 2022	SBMP-Tier 2	Awards total \$200.8 Million
➤ 2013 – 2022	SBFP	Awards total \$153.8 Million
Award values shown are through June 30, 2022		
	All Tiers	Awards total \$562.2 Million



SBDP Facilitates Bonding and Growth

- The Small Business Development Bond Program has assisted Tier 2 and SBFP firms in securing **\$559 million** in surety bonds.
- **1,323** bid opportunities in the **Tier 2** and **Federal** programs
- **188** 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 **266** classroom training dates completed from July 2010 through June 2022
- Over **2,010** hours of classroom training provided from July 2010 through June 2022
- More than **1,050** firms have participated in the training since the inception of the program,
 - Over **495** of these firms have applied to and prequalified into the SBMP
- All prequalified contractors complete a mandatory 18-session training program
- Over **20** course attendees were registered for the recent training sessions
 - assisting them through the application and pre-qualification process



Training Classes Continue to Evolve

- Regular review and update of topics, materials and instructors
- New topics include Project Management and Strategic Business Development
- Mandatory training spans technical, organizational, and business operations

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



Assessments Plot a Course of Action

- Contractor Assessments lead to detailed Action Plans
- Identifying existing and future needs
- Creating SMART Plans with each contractor
 - **S**pecific
 - **M**easurable
 - **A**greed Upon
 - **R**ealistic
 - **T**ime-bound
- **Over 455** In-Person Assessments Completed
- **Over 425** Action Plans Delivered
- Regular follow up with contractors on progress



Benefits Of The Program

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



Metropolitan Transportation Authority Department of Diversity and Civil Rights

M/W/DBE and SDVOB
Contract Compliance

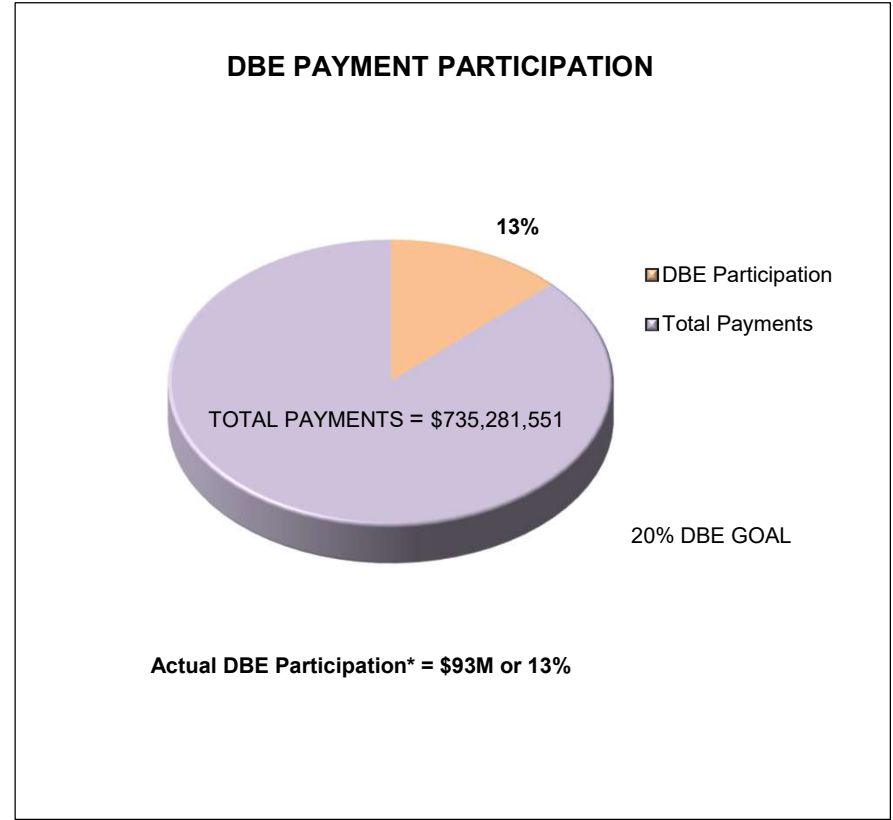
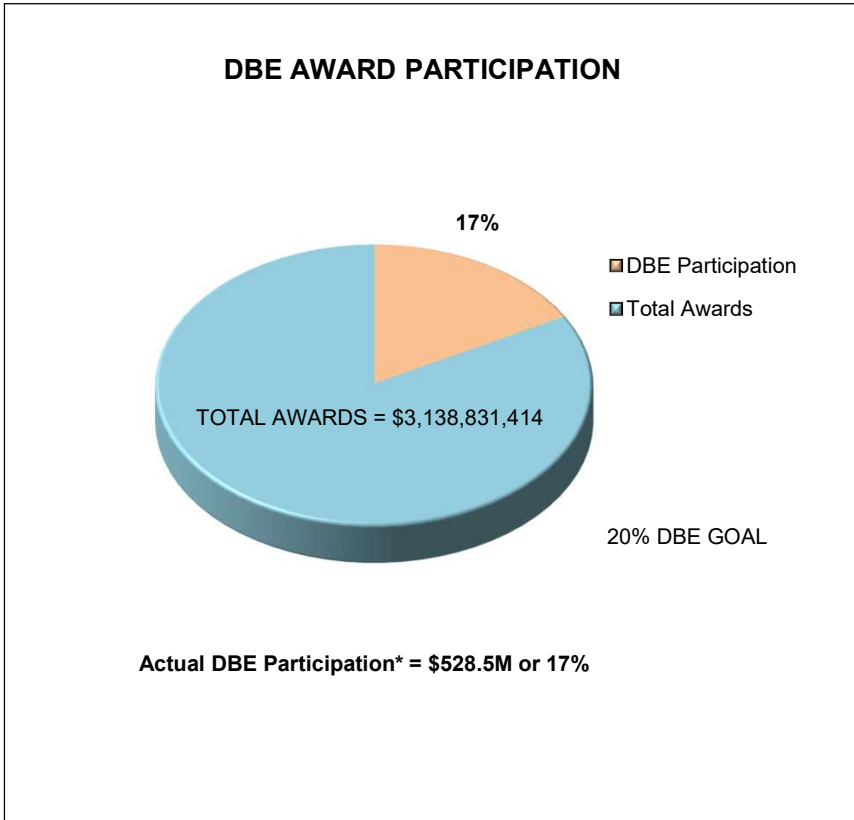
September 19, 2022



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

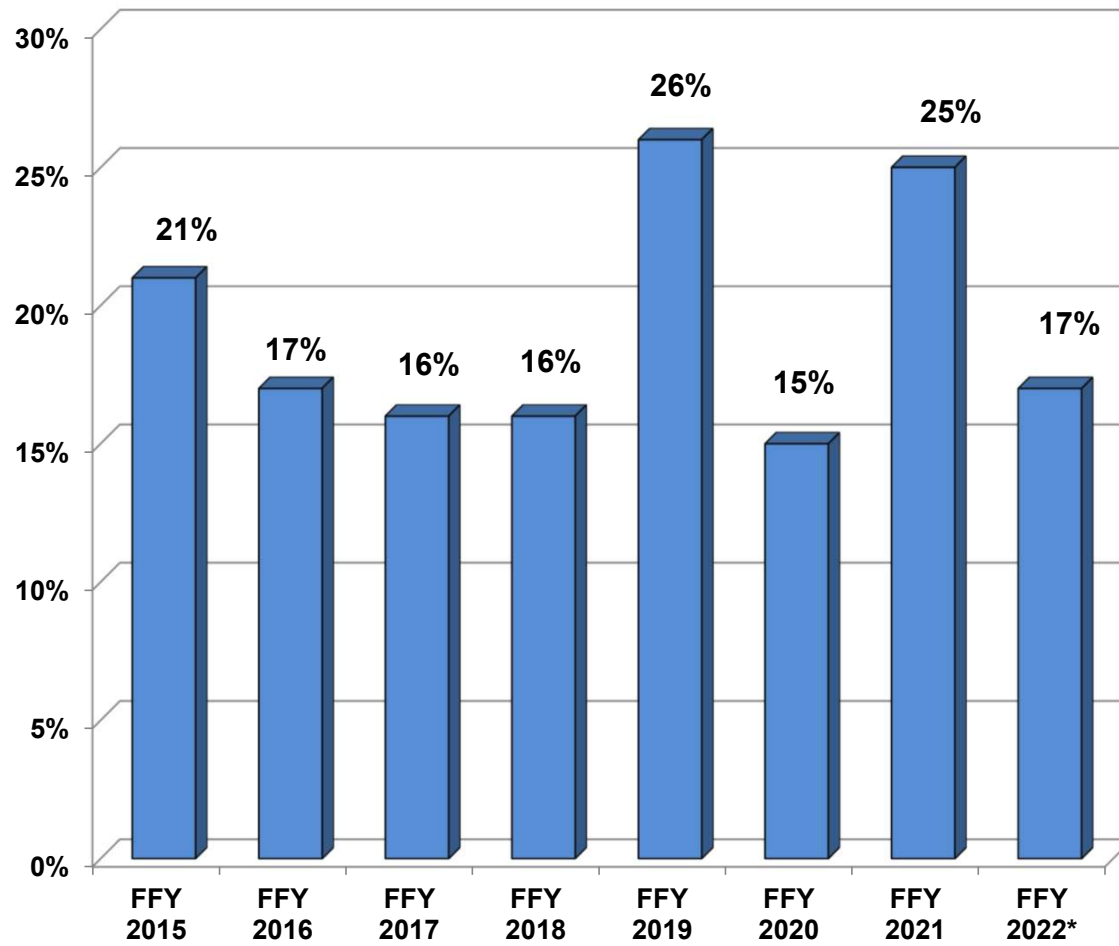
- Each year, MTA reports to the Federal Transit Administration on a semi-annual basis DBE participation in federally funded contracts.
- Reports are submitted on June 1st -- covering October through March, and December 1st -- covering April through September. The December report also summarizes data 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 \$528.5 million (16.84%) 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 \$93 million (12.65%).
- On contracts closed during the first half of FFY 2022, MTA achieved 19% DBE participation.

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



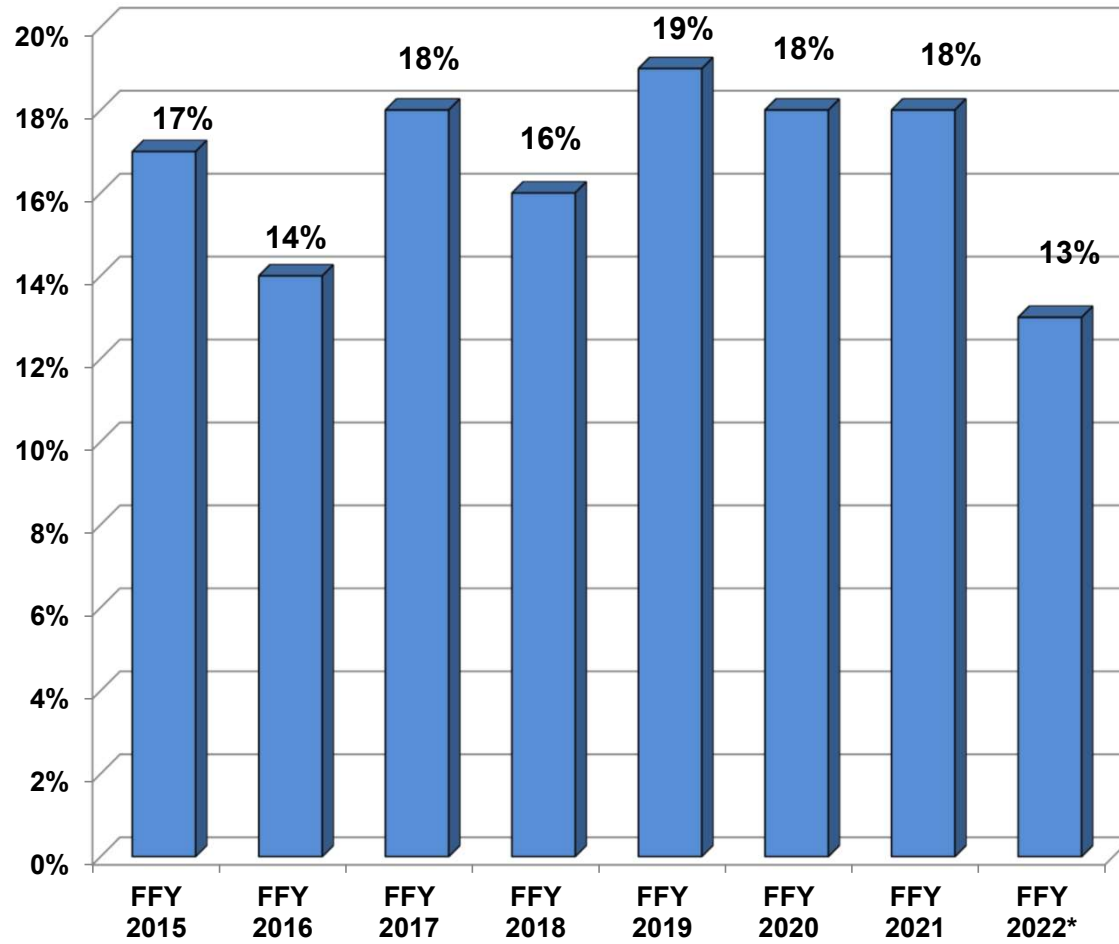
*First half of the Federal Fiscal Year 2022

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	\$3,138,831,414	278	\$528,542,378	17%	20%
TOTAL	**419	\$3,138,831,414	278	\$528,542,378	17%	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	798	\$735,281,551	582	\$93,030,815	13%	20%
TOTAL	798	\$735,281,551	582	\$93,030,815	13%	20%

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

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

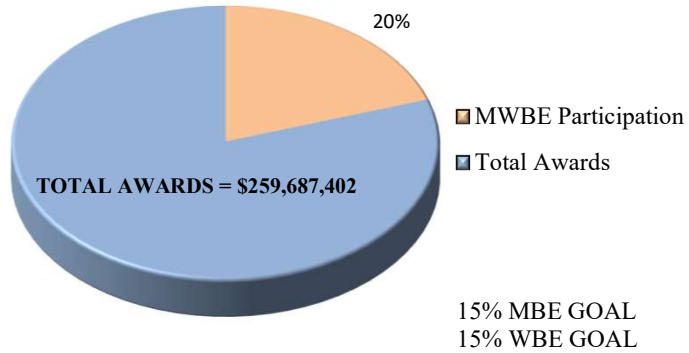
**MWBE Participation in State Funded Contracts
New York State Fiscal Year 2022-2023*
(Reporting Period: April 1, 2022 to June 30, 2022)**

- 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 2022-2023, starting April 1, 2022.
- During the first quarter of the FY 2022-23, the MTA awarded \$259.7 million on New York State funded contracts, with approximately \$52 million (20%) awarded to certified MWBEs.
- During the first quarter of the FY 2022-23, the MTA paid \$606 million on prime contracts, with \$209.6 million (35%) paid to certified MWBEs.

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

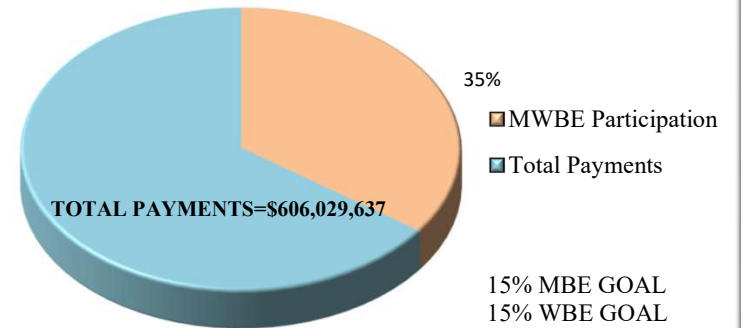
MWBE CONTRACT ACTIVITY
NEW YORK STATE FISCAL YEAR 2022-2023 (APRIL-JUNE 2022)

MWBE AWARD PARTICIPATION



Actual MWBE Participation * = \$52M or 20%

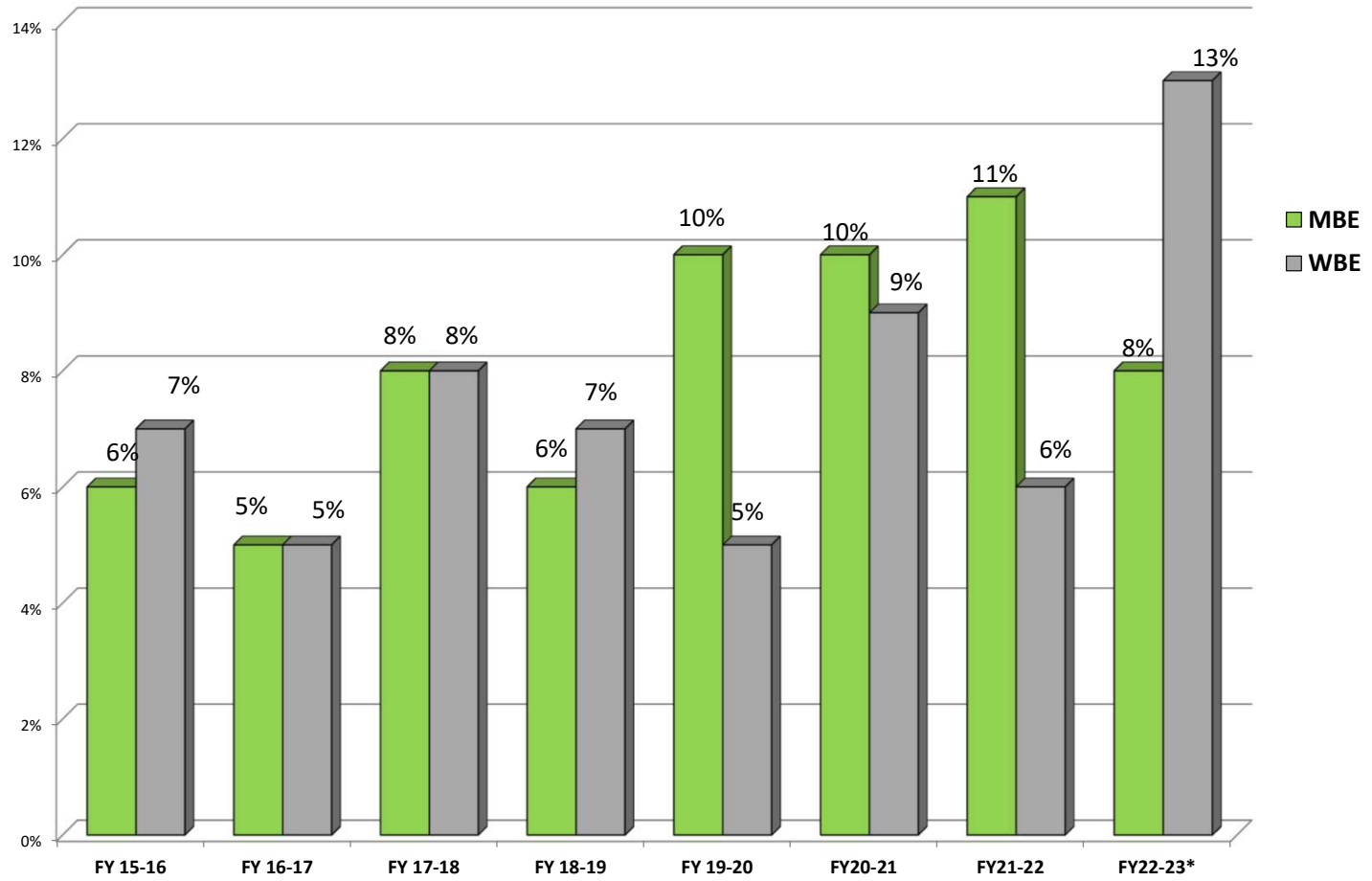
MWBE PAYMENT PARTICIPATION



Actual MWBE Participation * = \$210M or 35%

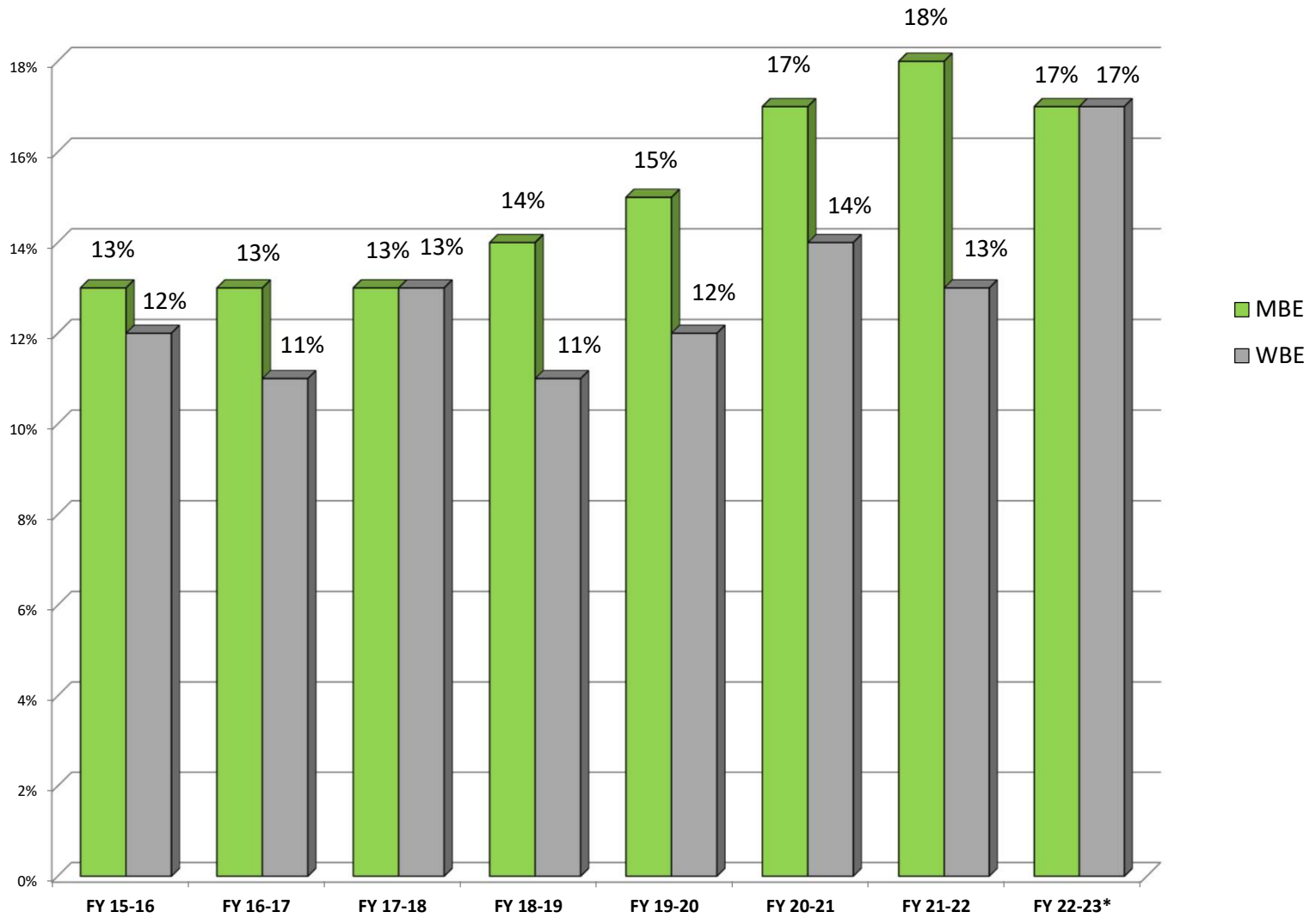
* First quarter of NYS FY 2022-23

NYS MWBE AWARDS APRIL 2015 - JUNE 2022



* FY 2022-23, Quarter 1 (April 2022 to June 2022)

NYS MWBE PAYMENTS APRIL 2015 -JUNE 2022



* FY 2022-23, First Quarter (April 2022 to June 2022)

**NYS CONTRACTS
MWBE CONTRACT ACTIVITY
APRIL 1, 2022 - JUNE 30, 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 2022)	11,215	\$259,687,402	1,157	\$52,286,219	20%	30%
TOTAL	11,215	\$259,687,402	1,157	\$52,286,219	20%	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 2022)	2,061	\$606,029,637	2,885	\$209,648,445	35%	30%
TOTAL	2,061	\$606,029,637	2,885	\$209,648,445	35%	30%

*NYS First Quarter FY 2022-23

**SDVOB Participation on State Funded Contracts
New York State Fiscal Year 2022-2023*
(Reporting Period: April 1, 2022 to June 30, 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 2022-2023, starting on April 1, 2022.
- During the first quarter of FY 2022-23, the MTA awarded approximately \$45 million in contracts with \$3 million (7%) awarded to certified SDVOBs.
- During the first quarter of FY 2022-23, the MTA paid \$190 million on prime contracts with \$6.4 million (3%), paid to certified SDVOBs.

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

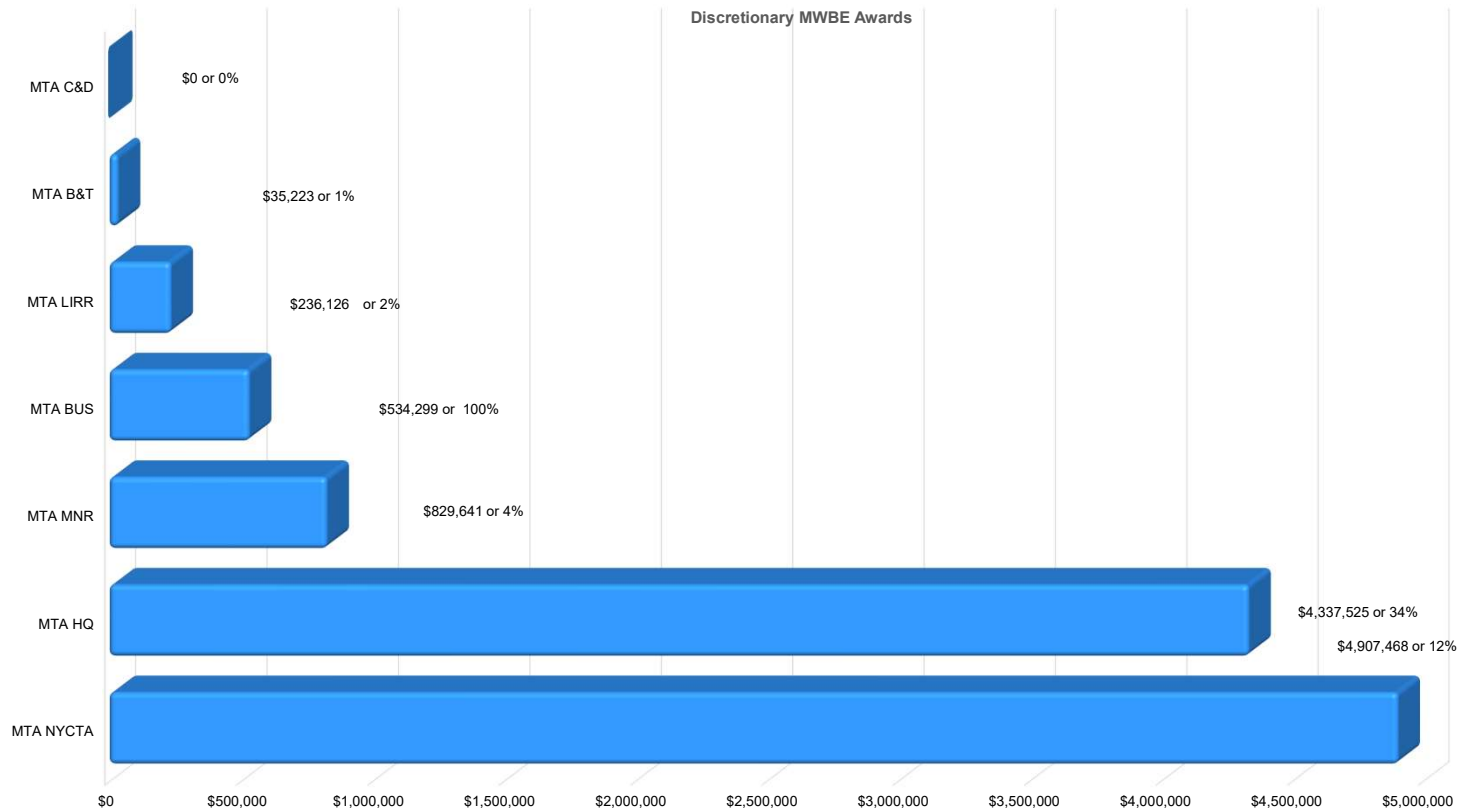
**NYS CONTRACTS
SDVOB CONTRACT ACTIVITY
APRIL 1, 2022 - JUNE 30, 2022 ***

Contract Awards	Prime Awards	SDVOB Awards	SDVOB%
FIRST QUARTER (Apr-Jun 2022)	\$44,982,352	\$3,045,841	7%
FY 2022-2023 TOTAL	\$44,982,352	\$3,045,841	7%

Contract Payments	Prime Disbursements	SDVOB Disbursements	SDVOB%
FIRST QUARTER (Apr-Jun 2022)	\$190,043,296	\$6,420,408	3%
FY 2022-2023 TOTAL	\$190,043,296	\$6,420,408	3%

***NYS First Quarter FY 2022-23**

MTA ALL AGENCY
DISCRETIONARY PROCUREMENTS REPORT*
APRIL 2022 - JUNE 2022



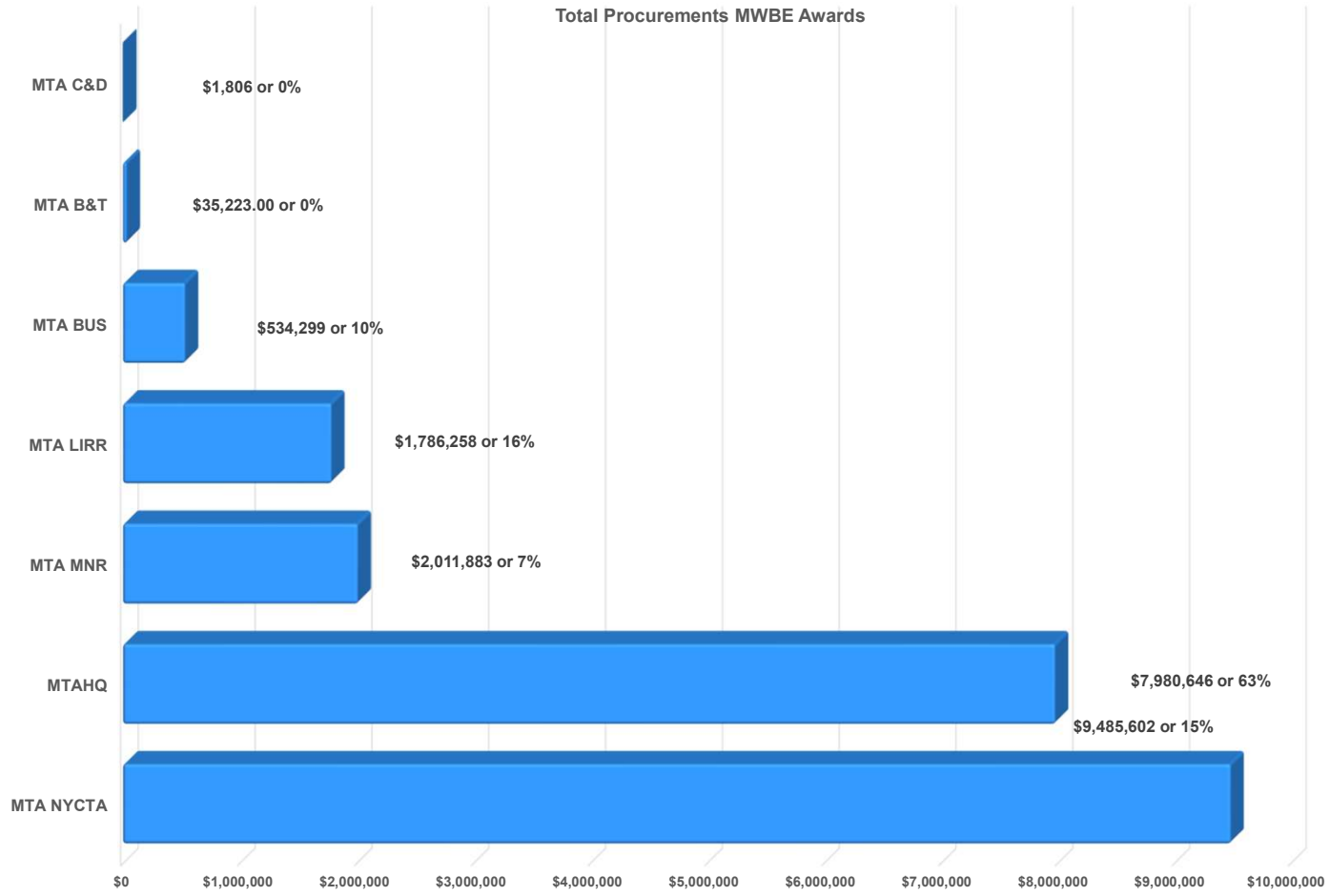
*Discretionary procurements include purchases for goods, miscellaneous procurements, personal or miscellaneous services.

**MTA ALL AGENCY
DISCRETIONARY PROCUREMENT REPORT*
April 2022 - June 2022**

Agency	Total Awards \$1M or Less	Discretionary MWBE Awards	Discretionary MWBE %	Discretionary SBC	Discretionary SBC %
MTA BUS	\$535,174	\$534,299	100%	\$875	0%
MTA HQ	\$12,691,909	\$4,337,525	34%	\$0	0%
MTA NYCTA	\$39,381,003	\$4,907,468	12%	\$1,967,717	5%
MTA MNR	\$20,110,386	\$829,641	4%	\$116,914	1%
MTA LIRR	\$11,146,979	\$236,126	2%	\$925,186	8%
MTA B&T	\$2,830,521	\$35,223	1%	\$0	0%
MTA C&D	\$118,539	\$0	0%	\$0	0%
Total	\$86,814,510	\$10,880,281	13%	\$3,010,692	3%

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

MTA ALL AGENCY
TOTAL PROCUREMENTS REPORT
APRIL 2022 - JUNE 2022



**MTA ALL AGENCY
TOTAL PROCUREMENTS
APRIL 2022 - JUNE 2022**

Agency	Total Award Amount	Total MWBE Awards	MWBE %
MTA HQ	\$12,691,909	\$7,980,646	63%
MTA LIRR	\$11,146,979	\$1,786,258	16%
MTA NYCTA	\$64,486,018	\$9,485,602	15%
MTA BUS	\$5,223,466	\$534,299	10%
MTA MNR	\$29,724,859	\$2,011,883	7%
MTA B&T	\$34,874,006	\$35,223	0%
MTA C&D	\$21,473,495	\$1,806	0%
Total	\$179,620,732	\$21,835,718	12%

Metropolitan Transportation Authority Department of Diversity and Civil Rights

Discretionary A&E, IT, and Legal

September 19, 2022



A/E Awards thru Discretionary Procurement April 2021 - June 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 2022 - June 2022**

Total Number of Awards- 28

Value of Awards- \$ 4.4 million

Value of Cumulative Awards- \$172.4 million



**MTA ALL AGENCY LEGAL FEES PAID
APRIL THROUGH JUNE 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
MTA C&D	\$ 459,711	\$ 67,075	14.59%	\$ 189,865	41.30%	\$ 256,940	55.89%	\$ 202,772
MTA BUS	\$ 1,220,680	\$ 67,564	5.53%	\$ 405,125	33.19%	\$ 472,689	38.72%	\$ 747,992
B&T	\$ 101,637	\$ 34,113	33.56%	\$ -	0.00%	\$ 34,113	33.56%	\$ 67,524
FMTAC	\$ 748,963	\$ 219,590	29.32%	\$ 18,467	2.47%	\$ 238,057	31.78%	\$ 510,906
LIRR	\$ 213,556	\$ 27,907	13.07%	\$ -	0.00%	\$ 27,907	13.07%	\$ 185,650
NYCTA	\$ 3,455,590	\$ 237,334	6.87%	\$ 205,416	5.94%	\$ 442,751	12.81%	\$ 3,012,840
MNR	\$ 490,748	\$ 44,519	9.07%	\$ 12,592	2.57%	\$ 57,111	11.64%	\$ 433,637
MTA HQ	\$ 3,122,149	\$ 195,340	6.26%	\$ 19,028	0.61%	\$ 214,368	6.87%	\$ 2,907,781
Total	\$ 9,813,036	\$ 893,441	9%	\$ 850,493	9%	\$ 1,743,934	18%	\$ 8,069,102

Metropolitan Transportation Authority Department of Diversity and Civil Rights

Status of Closed Contracts as of June 30, 2022

September 19, 2022



MTA Headquarters DDCR Update

Inactive Contracts – Status as of June 30, 2022

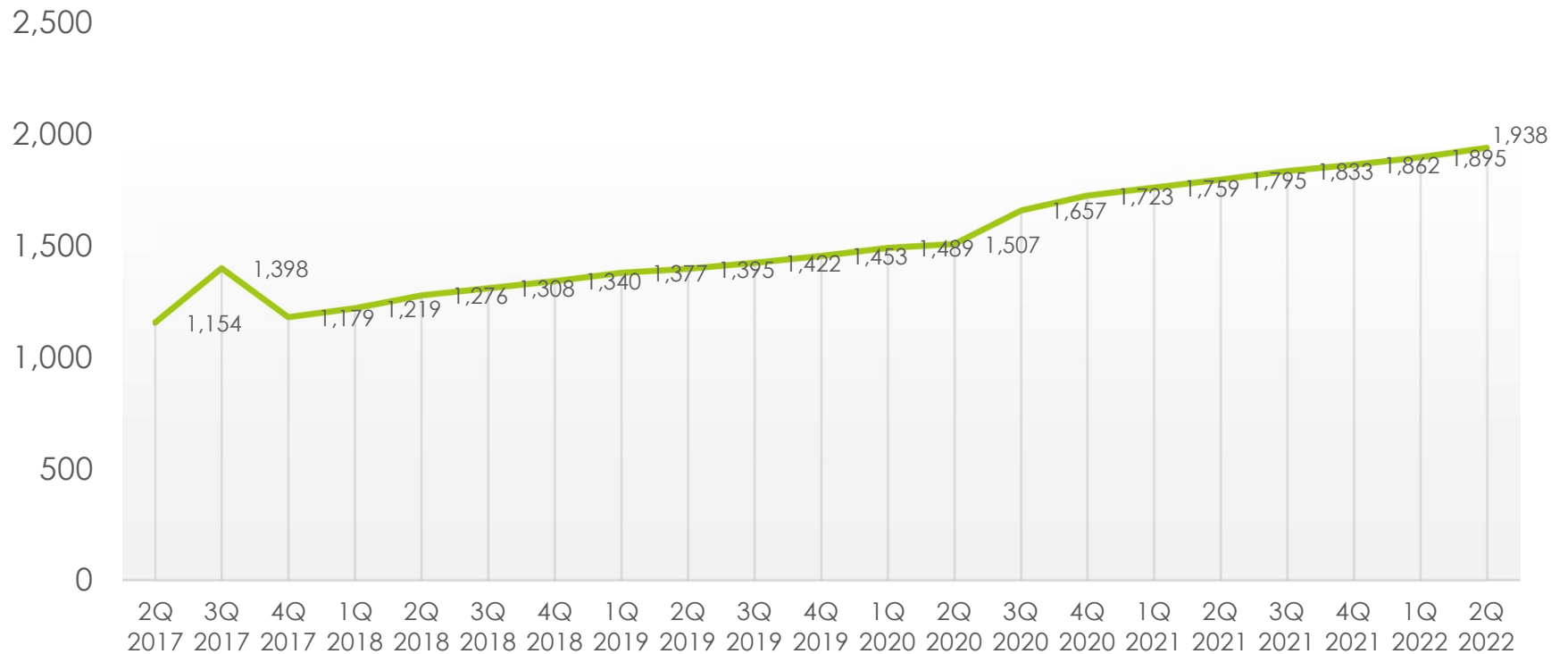
Inactive Contracts with Goals	#
1. Total Contracts Reviewed and Closed	1,630
2. Contracts Administratively Closed	308 ¹
Sub-Total	1,938 (97%)
3. Closeouts in Progress	45
4. Contracts Pending Agency Action	9
Total	1,992 (100%)

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 2Q 2017 through 2Q 2022²

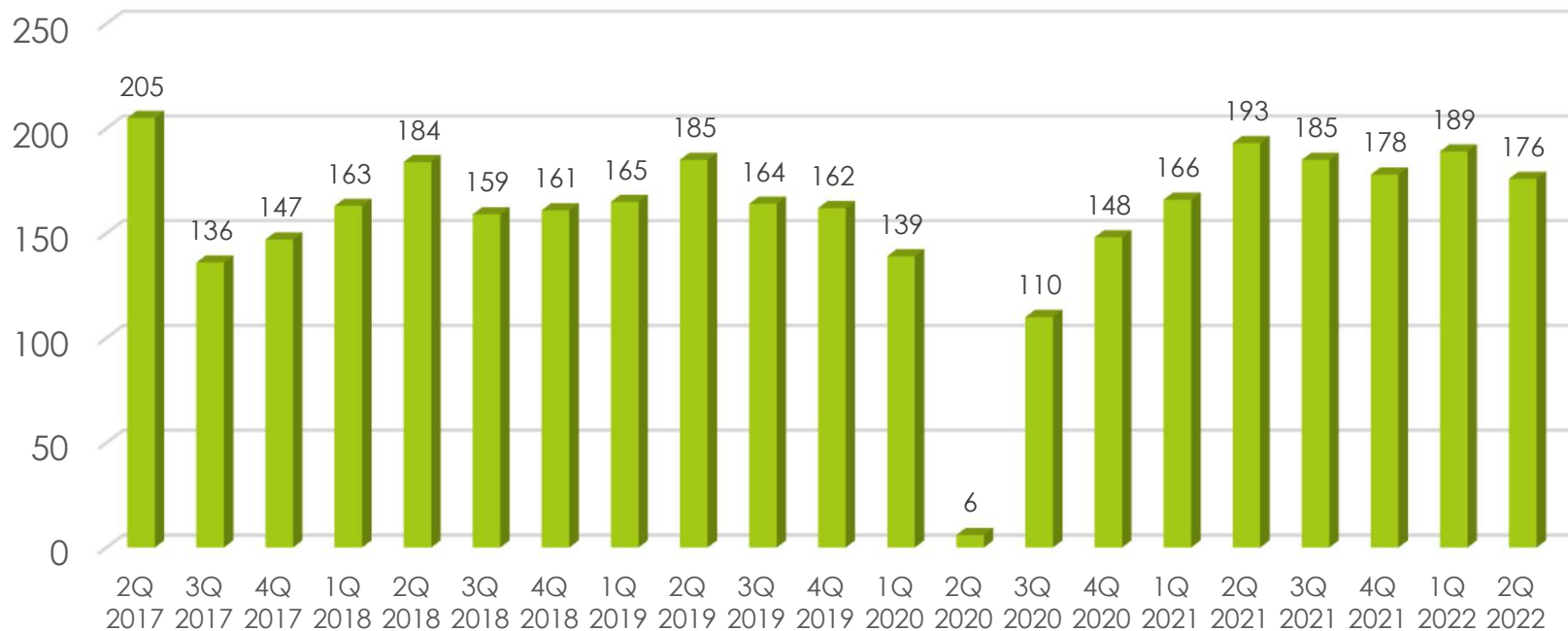


2. The decrease in closeouts between 3Q 2017 and 4Q 2017 is due to approx. 200 contracts being closed out in error, requiring subsequent re-activation.



MTA Headquarters DDCR Update

DDCR Project Site Visits: 2Q 2017 – 2Q 2022
Total Site Visits Performed = 4,391



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



Metropolitan Transportation Authority Department of Diversity and Civil Rights

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

September 19, 2022



MWDBE and SDVOB Participation on MTA Capital Projects with Goals*

□ Federal DBE 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%

(First Quarter of NYS Fiscal Year 2022-2023 (April 2022 – June 2022))

□ Total Awards: \$2.9M

□ Total MBE Awards: \$861,512 (30%)

□ Total Payments: \$141M

□ Total MBE Payments: \$35M (25%)

□ New York State WBE Participation Goal: 15%

(First Quarter of NYS Fiscal Year 2022-2023 (April 2022 – June 2022))

□ Total Awards: \$2.9M

□ Total WBE Awards: \$1.2M (41%)

□ Total Payments: \$141M

□ Total WBE Payments: \$38M (27%)

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

(First Quarter of NYS Fiscal Year 2022-2023 (April 2022 – June 2022))

□ Total Awards: \$9M

□ Total SDVOB Awards \$796,849 (8%)

□ Total Payments: \$140M

□ Total SDVOB Payments: \$3M (2%)

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



Metropolitan Transportation Authority Department of Diversity and Civil Rights

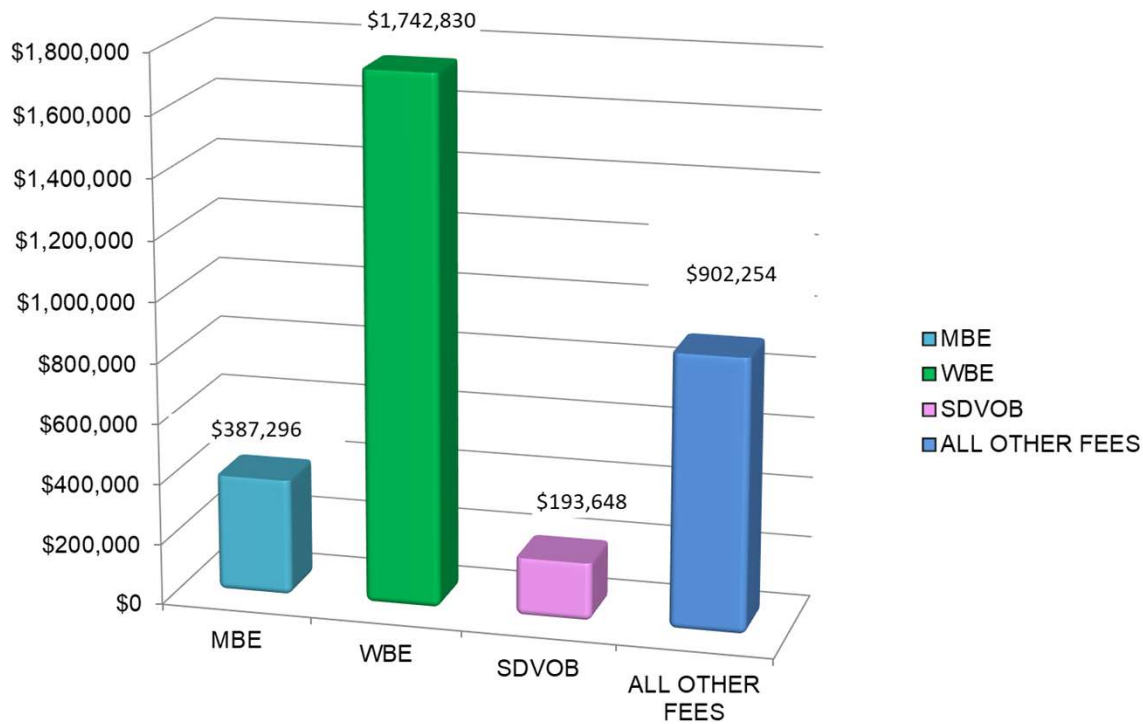
Financial Services

September 19, 2022



MTA All Agency Underwriter Fees

April 2022 – June 2022



Actual WBE Participation = \$1,742,830 or 54%
Actual MBE Participation = \$387,296 or 12%
Actual SDVOB Participation = \$193,648 or 6%
All Other Underwriting Fees = \$902,254 or 28%
Total Underwriting Fees = \$3,226,028



Metropolitan Transportation Authority Department of Diversity and Civil Rights

Asset Fund Managers

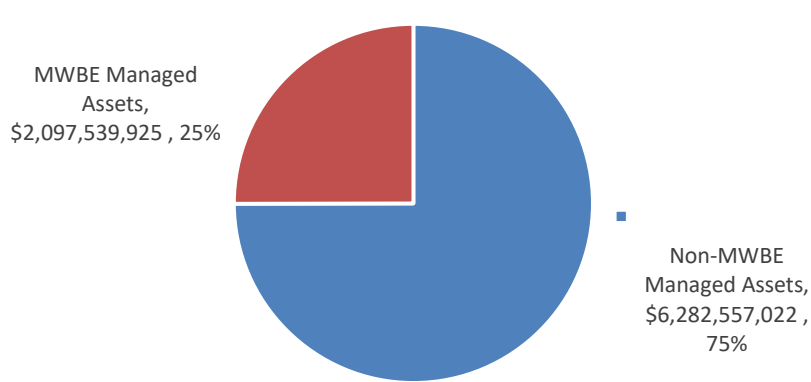
September 19, 2022



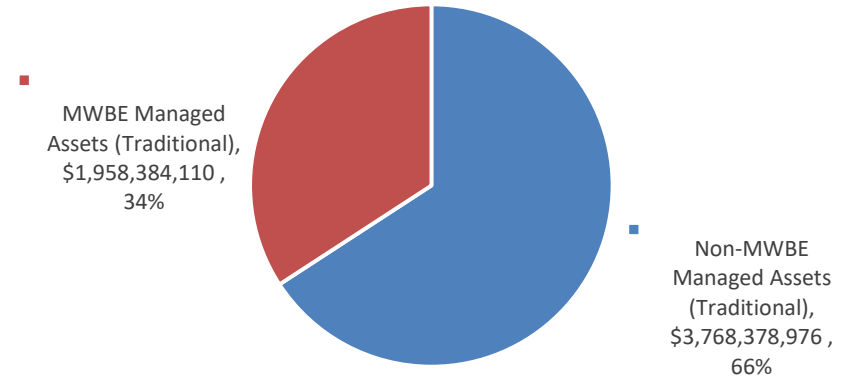
MTA Sponsored Plans – MWBE Participation

As of June 2022

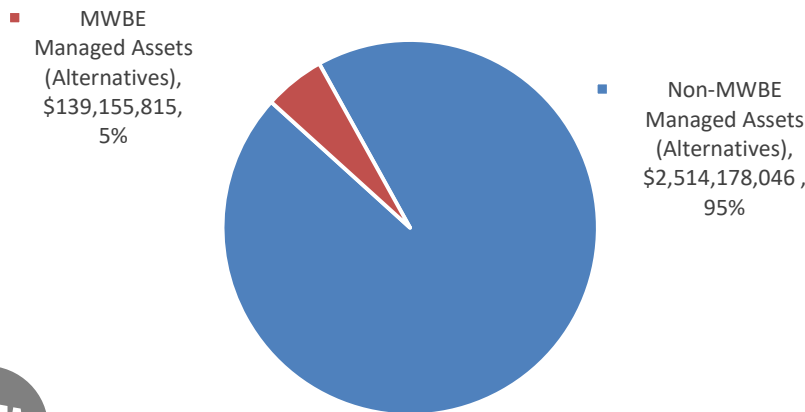
Combined Plans - Total Assets



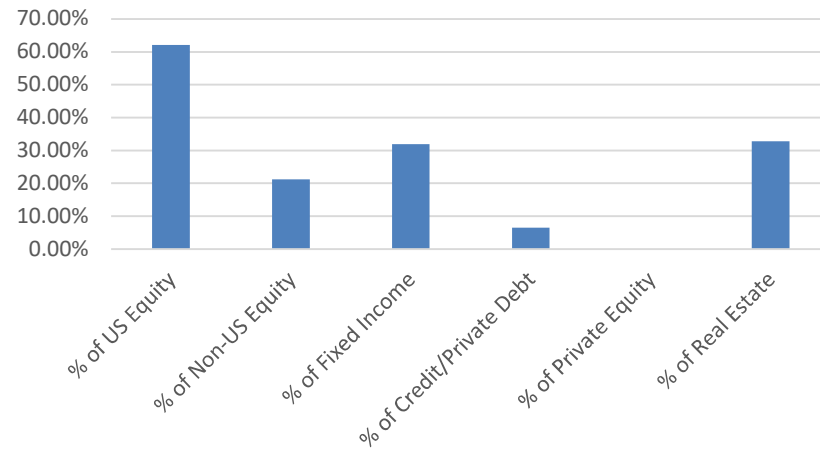
Combined Plans - Traditional Investments



Combined Plans- Alternative Investments



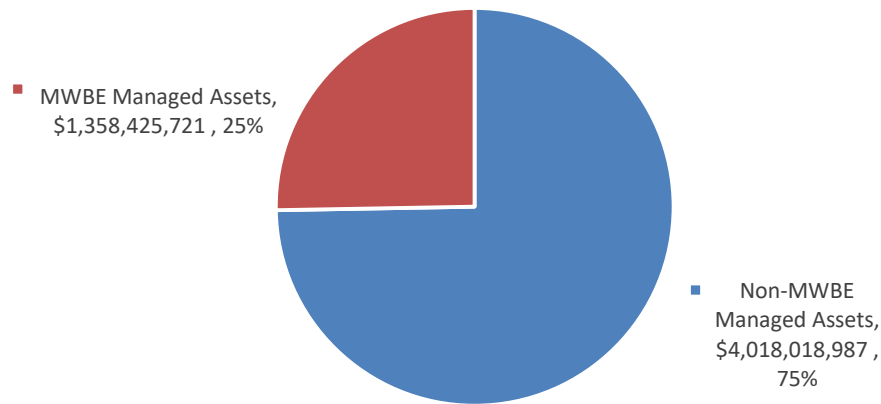
MWBE Managed Assets by Asset Class



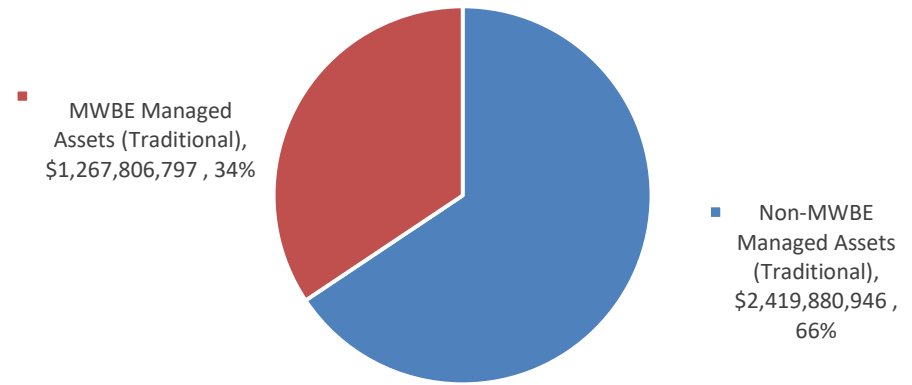
MTA Sponsored Plans – MWBE Participation

As of June 2022

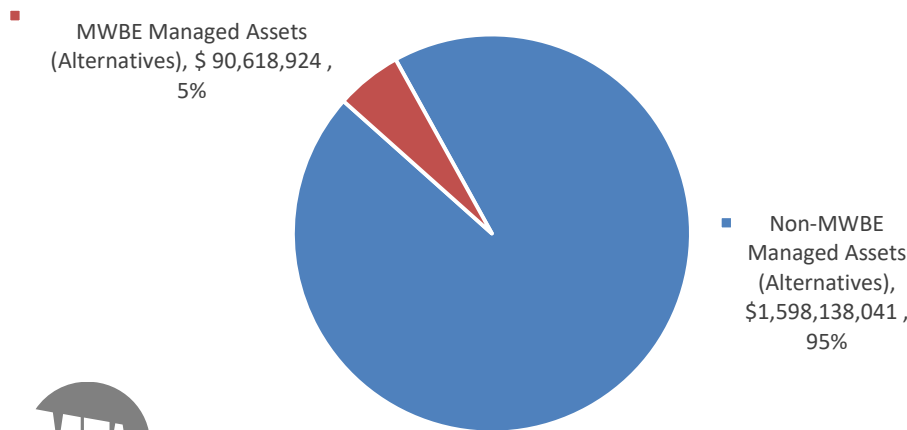
MTA Defined Benefit - Total Assets



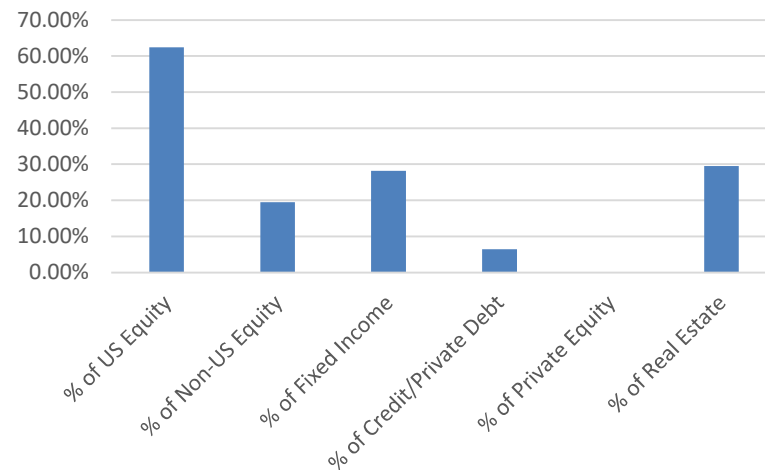
MTA Defined Benefit - Traditional Investments



MTA Defined Benefit - Alternative Investments



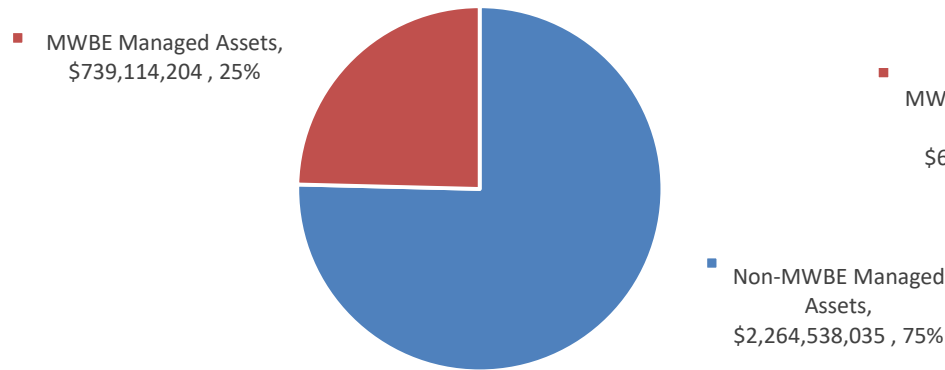
MWBE Managed Assets by Asset Class



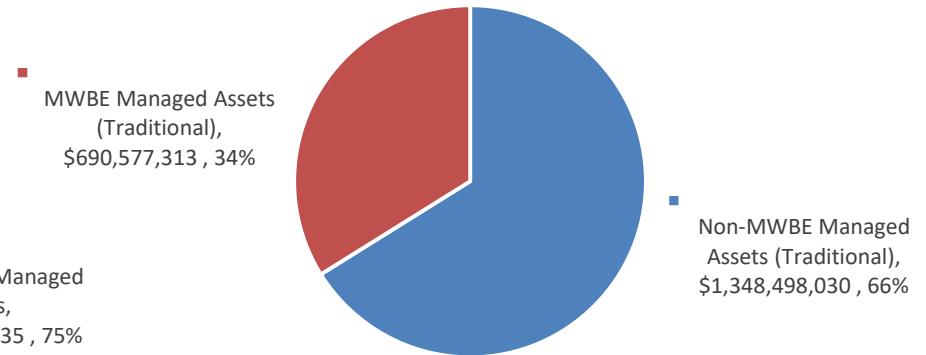
MTA Sponsored Plans – MWBE Participation

As of June 2022

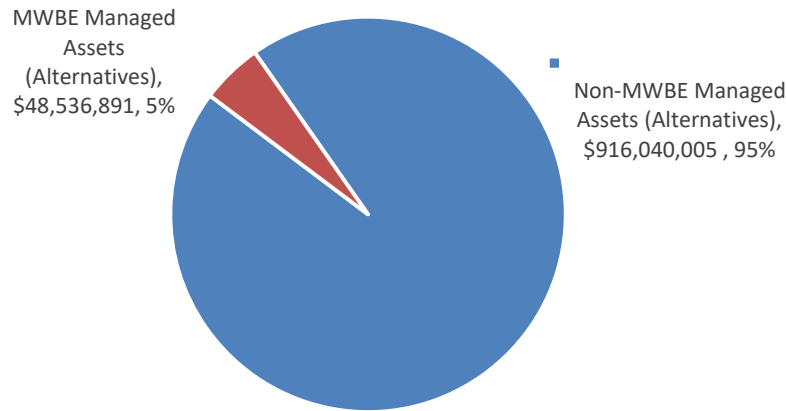
MaBSTOA - Total Assets



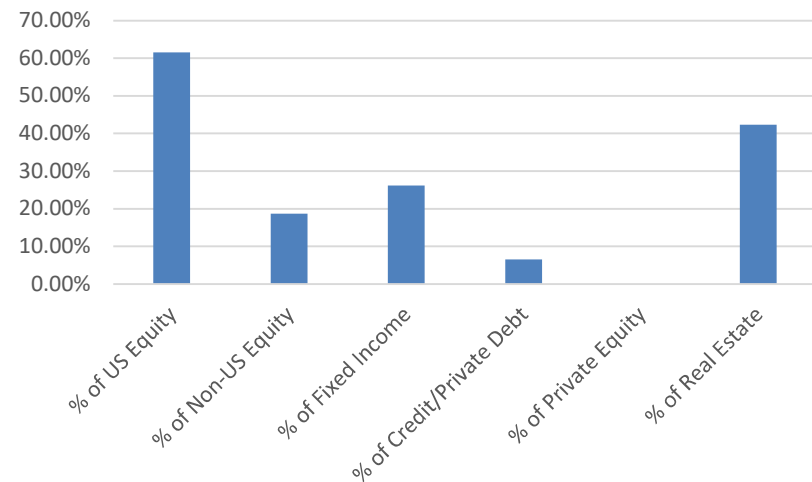
MaBSTOA - Traditional Investments



MaBSTOA - Alternative Investments



MWBE Managed Assets by Asset Class



Metropolitan Transportation Authority Department of Diversity and Civil Rights

MTA-Wide Workforce
as of June 30, 2022

September 19, 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 June 30, 2022

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOP1**		2+ RACES		VETERANS	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	5,404		2825	52%	2,579	48%	1,227	23%	619	11%	654	12%	15	0%	3	0%	307	6%	304	6%
F	1,335	25%	912	17%	423	8%	498	9%	162	3%	180	3%	3	0%	0	0%	69	1%	27	0%
M	4,069	75%	1913	35%	2,156	40%	729	13%	457	8%	474	9%	12	0%	3	0%	238	4%	277	5%
Professionals	4,007		2800	70%	1,207	30%	1,111	28%	495	12%	939	23%	6	0%	3	0%	246	6%	88	2%
F	1,512	38%	1208	30%	304	8%	602	15%	223	6%	278	7%	2	0%	2	0%	101	3%	22	1%
M	2,495	62%	1592	40%	903	23%	509	13%	272	7%	661	16%	4	0%	1	0%	145	4%	66	2%
Technicians	439		212	48%	227	52%	83	19%	58	13%	42	10%	4	1%	1	0%	24	5%	32	7%
F	52	12%	39	9%	13	3%	21	5%	10	2%	2	0%	0	0%	0	0%	6	1%	2	0%
M	387	88%	173	39%	214	49%	62	14%	48	11%	40	9%	4	1%	1	0%	18	4%	30	7%
Protective Services	2,121		1360	64%	761	36%	617	29%	538	25%	125	6%	2	0%	2	0%	76	4%	164	8%
F	367	17%	286	13%	81	4%	167	8%	92	4%	6	0%	1	0%	0	0%	20	1%	16	1%
M	1,754	83%	1074	51%	680	32%	450	21%	446	21%	119	6%	1	0%	2	0%	56	3%	148	7%
Paraprofessionals	59		45	76%	14	24%	25	42%	11	19%	3	5%	0	0%	0	0%	6	10%	0	0%
F	37	63%	30	51%	7	12%	15	25%	9	15%	2	3%	0	0%	0	0%	4	7%	0	0%
M	22	37%	15	25%	7	12%	10	17%	2	3%	1	2%	0	0%	0	0%	2	3%	0	0%
Administrative Support	4,798		4052	84%	746	16%	2,374	49%	648	14%	834	17%	12	0%	2	0%	182	4%	83	2%
F	2,296	48%	2074	43%	222	5%	1,502	31%	321	7%	150	3%	7	0%	2	0%	92	2%	21	0%
M	2,502	52%	1978	41%	524	11%	872	18%	327	7%	684	14%	5	0%	0	0%	90	2%	62	1%
Skilled Craft	26,923		16453	61%	10,470	39%	8,406	31%	3,625	13%	3,205	12%	85	0%	17	0%	1,115	4%	1,097	4%
F	1,589	6%	1292	5%	297	1%	964	4%	211	1%	52	0%	4	0%	2	0%	59	0%	35	0%
M	25,334	94%	15161	56%	10,173	38%	7,442	28%	3,414	13%	3,153	12%	81	0%	15	0%	1,056	4%	1,062	4%
Service Maintenance	27,126		22891	84%	4,235	16%	14,048	52%	6,200	23%	1,700	6%	74	0%	6	0%	863	3%	512	2%
F	5,709	21%	5330	20%	379	1%	3,893	14%	1,177	4%	89	0%	10	0%	1	0%	160	1%	40	0%
M	21,417	79%	17561	65%	3,856	14%	10,155	37%	5,023	19%	1,611	6%	64	0%	5	0%	703	3%	472	2%
Total	70,877		50,638	71%	20,239	29%	27,891	39%	12,194	17%	7,502	11%	198	0%	34	0%	2,819	4%	2,280	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 June 30, 2022

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
B&T	913		527	58%	386	42%	240	26%	183	20%	52	6%	6	1%	0	0%	46	5%	53	6%
F	171	19%	142	16%	29	3%	89	10%	34	4%	10	1%	2	0%	0	0%	7	1%	7	1%
M	742	81%	385	42%	357	39%	151	17%	149	16%	42	5%	4	0%	0	0%	39	4%	46	5%
BUS	3,773		3161	84%	612	16%	1,747	46%	869	23%	338	9%	14	0%	9	0%	184	5%	72	2%
F	479	13%	446	12%	33	1%	280	7%	131	3%	17	0%	1	0%	0	0%	17	0%	5	0%
M	3,294	87%	2715	72%	579	15%	1,467	39%	738	20%	321	9%	13	0%	9	0%	167	4%	67	2%
C&D	1,539		982	64%	557	36%	307	20%	139	9%	453	29%	1	0%	0	0%	82	5%	23	1%
F	451	29%	320	21%	131	9%	119	8%	61	4%	115	7%	0	0%	0	0%	25	2%	4	0%
M	1,088	71%	662	43%	426	28%	188	12%	78	5%	338	22%	1	0%	0	0%	57	4%	19	1%
HQ	4,907		3000	61%	1,907	39%	1,221	25%	685	14%	813	17%	11	0%	4	0%	266	5%	179	4%
F	1,674	34%	1227	25%	447	9%	649	13%	249	5%	219	4%	2	0%	2	0%	106	2%	28	1%
M	3,233	66%	1773	36%	1,460	30%	572	12%	436	9%	594	12%	9	0%	2	0%	160	3%	151	3%
LIRR	7,126		2727	38%	4,399	62%	1,224	17%	879	12%	303	4%	21	0%	3	0%	297	4%	472	7%
F	933	13%	515	7%	418	6%	302	4%	120	2%	49	1%	1	0%	0	0%	43	1%	23	0%
M	6,193	87%	2212	31%	3,981	56%	922	13%	759	11%	254	4%	20	0%	3	0%	254	4%	449	6%
MNR	5,912		2348	40%	3,564	60%	1,182	20%	677	11%	157	3%	22	0%	3	0%	307	5%	448	8%
F	652	11%	432	7%	220	4%	254	4%	100	2%	25	0%	5	0%	2	0%	46	1%	22	0%
M	5,260	89%	1916	32%	3,344	57%	928	16%	577	10%	132	2%	17	0%	1	0%	261	4%	426	7%
NYCT	46,707		37893	81%	8,814	19%	21,970	47%	8,762	19%	5,386	12%	123	0%	15	0%	1,637	4%	1,033	2%
F	8,537	18%	8089	17%	448	1%	5,969	13%	1,510	3%	324	1%	16	0%	3	0%	267	1%	74	0%
M	38,170	82%	29804	64%	8,366	18%	16,001	34%	7,252	16%	5,062	11%	107	0%	12	0%	1,370	3%	959	2%
Total	70,877		50,638	71%	20,239	29%	27,891	39%	12,194	17%	7,502	11%	198	0%	34	0%	2,819	4%	2,280	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

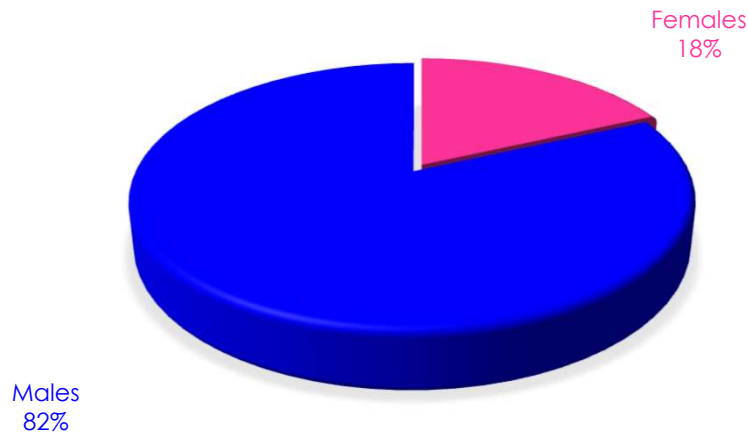


*American Indian/Alaskan Native

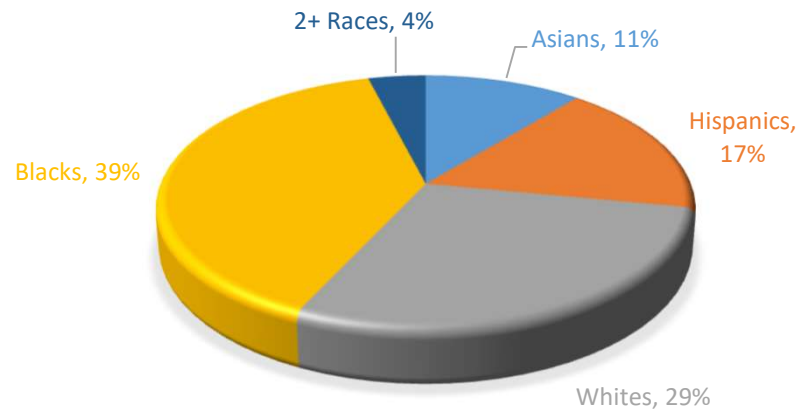
**Native Hawaiian Other Pacific Islander

MTA-Wide Workforce as of June 30, 2022

Workforce By Sex



Workforce By Race/Ethnicity



MTA employed **70,877** 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 Second Quarter 2021.
- ❑ The percentage of minorities in the workforce has **increased** by one percentage point when compared to Second Quarter 2021.



MTA-Wide Representation Overview

To align with our efforts to centralize certain back-office operations, the diversity book will continue to report from *One-MTA* reporting structure.

This mid year report provides a basic overview of the current workforce representation and of the hiring and separations activities during the reporting period ending June 30, 2022.

The following slides highlight the hiring & separation activity of only those employees coming into or out of 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.

Also shown on the slides are the internal and external complaints filed with the organization, by allegation type (a.k.a. bases).



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

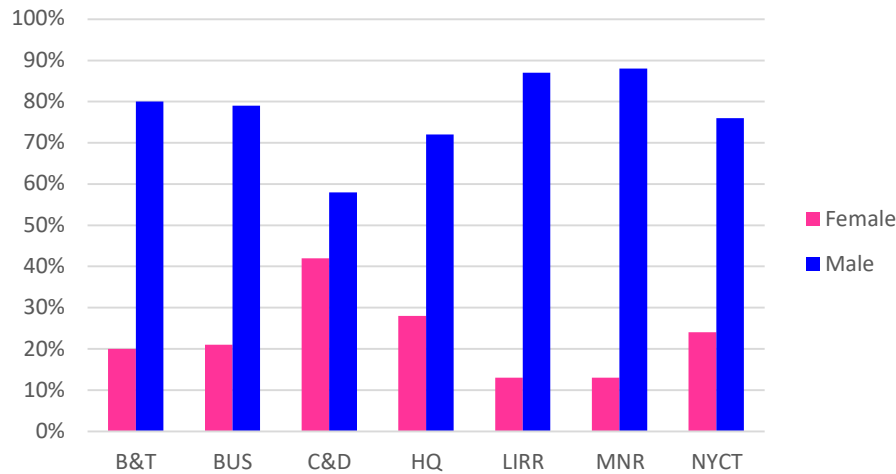
MTA-Wide New Hires and Veterans
Second Quarter 2022

September 19, 2022

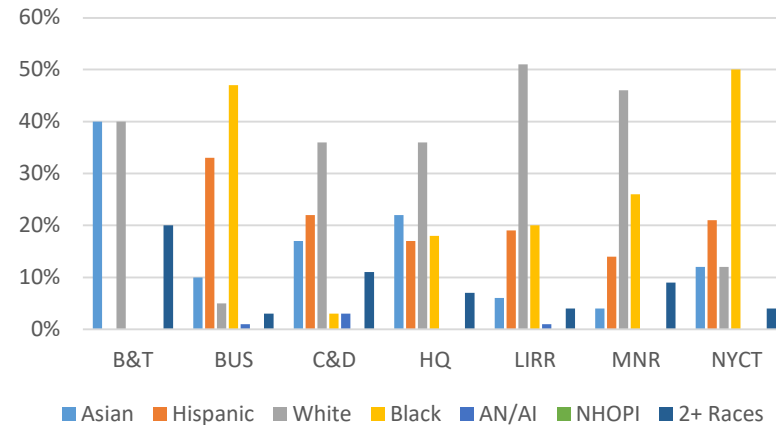


New Hires By Agency January 1, 2022 to June 30, 2022

MTA Agencies New Hires By Sex



MTA Agencies New Hires By Race/Ethnicity

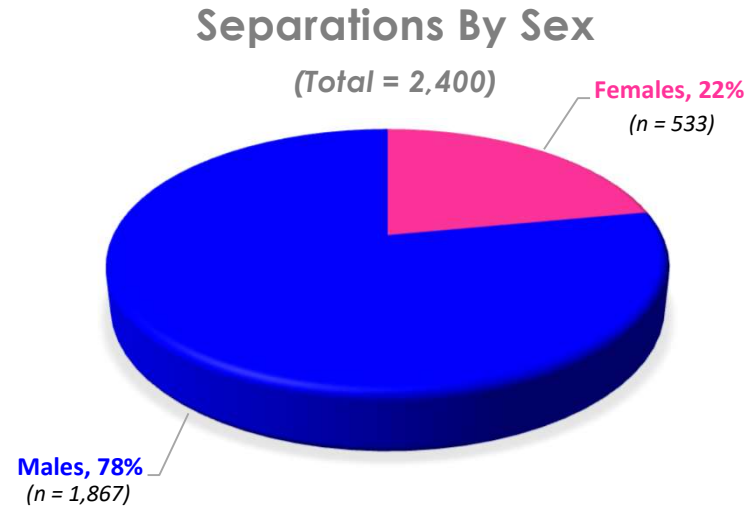
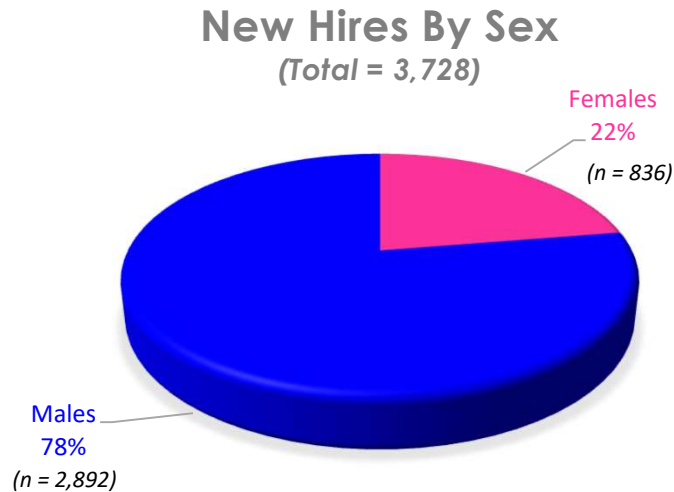


Agency	New Hires	Females	Minorities
B&T	10	20%	60%
BUS	241	21%	95%
C&D	36	42%	56%
HQ	260	28%	64%
LIRR	365	13%	49%
MNR	208	13%	54%
NYCT	2608	24%	88%

*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 June 30, 2022



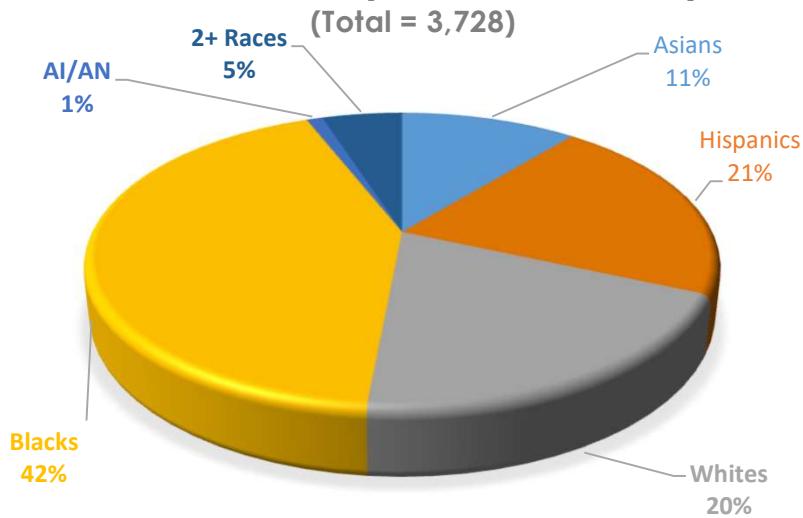
During the second quarter 2022, MTA hired **3,728** employees, including **836** females and **2,892** males. During this same reporting period, **2,400** employees separated from MTA, including **533** females and **1,867** males

- The result was a net increase of **303** female employees and **1,025** male employees.
- There were **11** female veterans hired and **7** female veterans separated during the second quarter 2022.

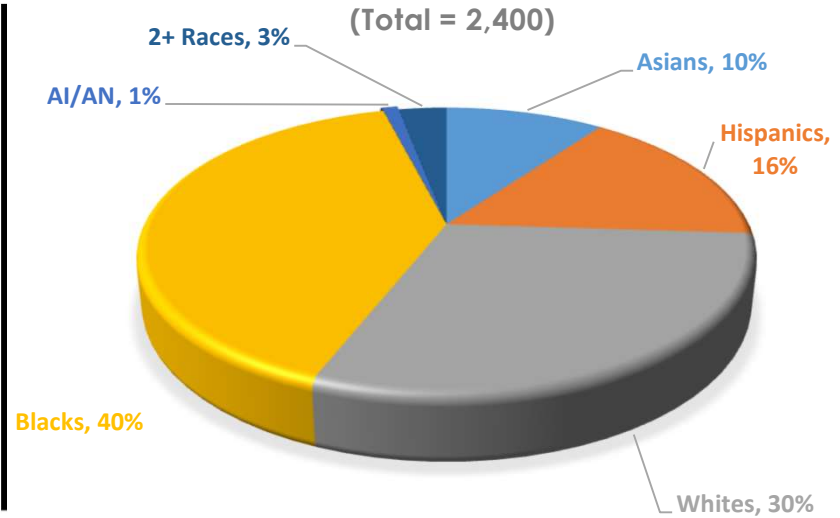


MTA-Wide New Hires and Separations by Race/Ethnicity January 1, 2022 to June 30, 2022

New Hires By Race/Ethnicity



Separations By Race/Ethnicity



During the second quarter 2022, MTA hired **3,728** employees, including **2,999** minorities and **729** non-minorities. During this same reporting period, **2,400** employees separated from MTA, including **1,672** minorities and **728** non-minorities.

- ❑ The result was a net increase of **1,327** minority employees - Blacks (638), Hispanics (409), Asians (184), 2+ Races (98), AI/AN (-1) and (-1) NHOPI and a net increase of **1** non-minority employees
- ❑ A total of **86** veteran employees were hired, including **57** minority veterans and a total of **78** veteran employees separated.



Metropolitan Transportation Authority Department of Diversity and Civil Rights

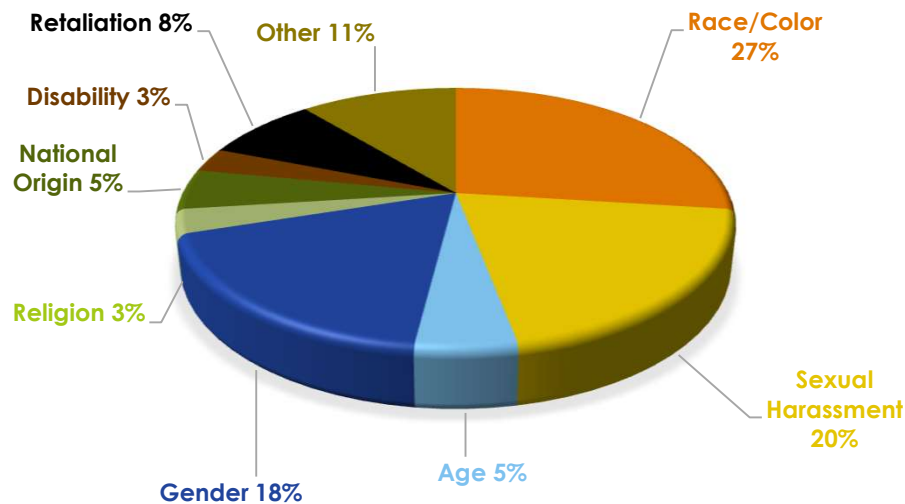
MTA-Wide Complaints and Lawsuits Second Quarter 2022



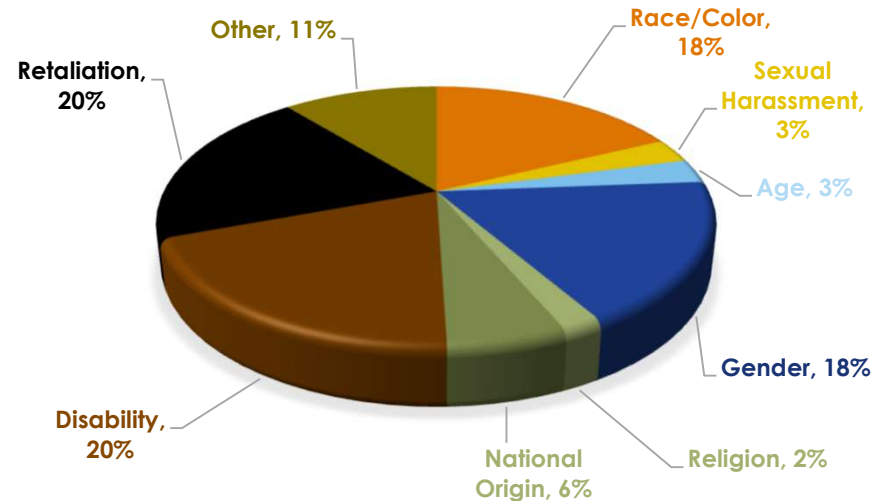
September 19, 2022

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

INTERNAL EEO COMPLAINTS BY BASES



EXTERNAL EEO COMPLAINTS BY BASES



MTA handled **79** EEO complaints*, citing **140** separate bases, and **5** lawsuits.

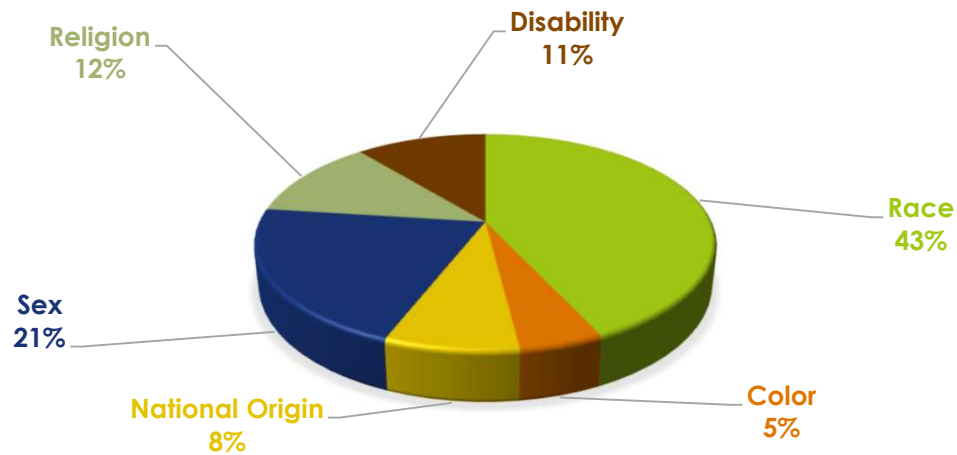
- ❑ **49** filed internal complaints.
- ❑ **30** filed external complaints.
- ❑ The most frequently cited bases internally was race/color.

*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 June 30, 2022

MTA-WIDE TITLE VI AND RELATED COMPLAINTS BY BASES



MTA handled **38** Title VI and Related complaints, citing **75** separate bases and **0** Title VI lawsuits.

- ❑ **32** Title VI complaints* were filed.
- ❑ **6** Related discrimination complaints** were filed.
- ❑ The most frequently cited bases was race.

Note: *Only Formal complaints filed, which can allege multiple bases, are included.

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

