



**Metropolitan Transportation Authority**

# **Diversity Committee Meeting**

## **December 2022**

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### **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, 12/19/2022

12:00 - 12:45 PM ET

## 1. PUBLIC COMMENT PERIOD

## 2. APPROVAL OF MINUTES

*September 2022 Diversity Committee Meeting Minutes - Page 3*

## 3. 2022 AND 2023 DIVERSITY COMMITTEE WORK PLANS

*2022 Diversity Committee Work Plan - Page 6*

*2023 Diversity Committee Work Plan - Page 9*

## 4. EXECUTIVE SUMMARY

*Executive Summary - Page 13*

## 5. BUSINESS AND DIVERSITY INITIATIVES

*Business and Diversity Initiative - Page 34*

## 6. DBE CERTIFICATION ACTIVITY REPORT

*DBE Certification - Page 37*

## 7. SMALL BUSINESS DEVELOPMENT PROGRAM UPDATE

*Small Business Development Program Update - Page 39*

## 8. M/W/DBE AND SDVOB CONTRACT COMPLIANCE

*M/W/DBE and SDVOB Contract Compliance - Page 56*

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

*M/W/DBE and SDVOB on Capital Projects - Page 81*

## 10. FINANCIAL SERVICES

*Underwriter Fees - Page 83*

## 11. ASSET FUND MANAGERS

*Asset Fund Managers - Page 85*

## 12. EEO 2022

*EEO Activities - Page 89*

# MTA DIVERSITY COMMITTEE

Meeting Minutes

2 Broadway, 20<sup>th</sup> Floor

New York, NY 10004

Monday, September 19, 2022

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 Board Member was present:**

Hon. Samuel Chu

## **The following staff were also present:**

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

Yvell Stanford, Deputy Chief People Officer, Design and Development

Barbara Cockfield, Senior Director, Diversity and Inclusion Initiatives

Alana Smith, Senior Director, Equal Employment Opportunities

Chair Elizabeth Velez called to order the September 2022 Diversity Committee.

## **1. PUBLIC SPEAKERS' SESSION**

There were two public speakers in the public comments portion of the meeting: Charlton D'Souza and Aleda Dupree.

*Refer to the video recording of the meeting produced by the MTA and maintained in MTA records for the content of each 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 June 27, 2022, with corrections to reflect that Chair Velez adjourned the meeting instead of Chair Herman.

### **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**

Mr. Garner reported that the DDCR participated in several outreach events during the period of April to June 2022, which attracted 361 firms. Thirteen certified firms received an approximately \$5 million in contract awards and 48 certified firms received approximately \$22 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, from January to June, 40 new DBE certification applications were received, and 23 firms were certified.

#### **Small Business Development Program Update**

Mr. Garner provided a quick summary of the Small Business Mentoring Program. The goal for the current year is 70 projects totaling \$75 million. To date there are 15 projects awarded totaling \$8.9 million, 21 projects in bidding totaling \$19.3 million, 10 projects pending an award totaling \$7.6 million, 11 projects pending bid opening totaling \$11.7 million. All hands are on deck to award these projects prior to December 31, 2022, to successfully meet the goal. Since the inception of the program, the Small Business Development Program has awarded 526 contracts totaling \$562 million.

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

Mr. Burke reported that the MTA's overall MWBE goal is 30%. During the first quarter of the state fiscal year 2022-23, 35% MWBE participation was achieved in contract payments. The MTA's overall SDVOB goal is 6%. For the same period, 7% SDVOB participation was achieved in contract awards, and 3% SDVOB participation was achieved in payments made on ongoing contracts.

Mr. Burke stated that 17% DBE participation was achieved in contract awards, and 19% was achieved in payments on completed projects for the first half of the federal fiscal year 2021-22.

Mr. Burke 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.

#### **Capital Projects**

Mr. Burke reported that for the first half of the federal fiscal year 2021-22, the DBE goal was 20%, and 6% 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 30% MBE participation was achieved in contract awards. Payments made on ongoing contracts during the first quarter of the state fiscal year 2021-22 have a 25% participation. Regarding WBEs with the goal of 15%, 41% was achieved in awards and 27% in payments. Mr. Burke also reported 8% SDVOB participation in awards and 2% participation in payments on ongoing contracts.

## **Legal Fees**

Mr. Garner stated that current MWBE participation on legal fees is 18%. He is working internally to make sure that the MTA will achieve and exceed the Governor's 30% MWBE goal on legal fees.

## **Financial Services**

Mr. Isom provided an update on financial services. For the reporting period, the MTA has achieved 54% on WBE participation, 12% on MBE participation and 6% SDVOB participation on investment banking fees. Mr. Garner commended the Finance department for achieving 66% participation on MWBE investment banking fees.

## **2022 EEO Activities**

Dr. Green provided an update on the second quarter EEO activities. The MTA's overall workforce consists of 70,877 employees, of whom 18% are women, 71% are minorities, 3% are veterans, and 1% are employees who self-identified as persons with disabilities. She also mentioned the job categories where the majority of the workforce are concentrated. The MTA hired 3,728 new employees where 52% were in the service maintenance category and 32% were in the bus operator category. When compared to the same quarter of 2021, the overall workforce trend has remained constant.

Ms. Stanford discussed a brief update on the MTA-CUNY Talent Pipeline. She reported on the MTA's student leadership internship program and provided diversity statistics of the program's student population. The MTA has successfully hosted 73 students in the summer youth employment program. In the fall, the People Department has expanded the program to include 150 students.

Ms. Cockfield reported on the recent diversity and inclusion initiatives and highlights on the employee resource groups recent activities.

Ms. Smith provided a detailed report on the workforce utilization including the new hires and separations headcount by race, ethnicity and gender.

*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 Velez thanked special guests CUNY Vice Chair Sandra Wilkins and Jim Harding for their presence. She concluded the meeting, 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

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### I. RECURRING AGENDA ITEMS

#### Responsibility

Approval of Minutes	Committee Chair & Members
Committee Work Plan	Committee Chair & Members
MTA Agency-wide Business and Diversity Initiatives and EEO Programs Activities	Dept. of Diversity/Civil Rights
MTA DBE Certification Program Activities 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 <sup>rd</sup> 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 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**

#### 1<sup>st</sup> Quarter 2022 Report

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

### **September 2022**

#### 2<sup>nd</sup> Quarter 2022 Report

The Department of Diversity and Civil Rights will present 2<sup>nd</sup> 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**

#### 3<sup>rd</sup> Quarter 2022 Report

The Department of Diversity and Civil Rights will present 3<sup>rd</sup> 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.

## 2023 Diversity Committee Work Plan

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



## 2023 Diversity Committee Work Plan

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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 2023

2023 Departmental Goals	Dept. of Diversity/Civil Rights
2022 Year-End Report	Dept. of Diversity/Civil Rights
Diversity Committee Charter Review	Committee Chair and Members
2023 EEO, ADA and Sexual and Other Discriminatory Harassment Policy Statements	Dept. of Diversity/Civil Rights
All Agency Title VI Policy Statement	

#### June 2023

1st Quarter 2023 Report	Dept. of Diversity/Civil Rights
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#### September 2023

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Status Report on MTA Inter-Agency M/W/DBE and SDVOB Task Force	Dept. of Diversity/Civil Rights
2024 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**

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#### **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**

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##### **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.

## 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 workplace 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 2024 EEO Policy.

All Agency Title VI Policy Statement presented for approval

All Agency Title VI Procedure presented for approval

## **June 2023**

### 1<sup>st</sup> Quarter 2023 Report

The Department of Diversity and Civil Rights will present 1<sup>st</sup> quarter 2023 update on MTA Agency-wide EEO, and M/W/DBE and SDVOB contract compliance activities.

## **September 2023**

### 2<sup>nd</sup> Quarter 2023 Report

The Department of Diversity and Civil Rights will present 2<sup>nd</sup> quarter 2023 update on MTA Agency-wide EEO, and M/W/DBE and SDVOB contract compliance activities.

Title VI Program Approval

### Recruitment Strategies

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## **December 2023**

### 3<sup>rd</sup> Quarter 2023 Report

The Department of Diversity and Civil Rights will present 3<sup>rd</sup> quarter 2023 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.

2024 Diversity Committee Work Plan

The Department of Diversity and Civil Rights will present an updated Diversity Committee Work Plan for 2024.

# Metropolitan Transportation Authority Department of Diversity and Civil Rights

## Executive Summary

December 19, 2022



# Executive Summary

## Fiscal Year Program Highlights

### Largest Awarded MWDBE/SDVOB Contracts

October 1, 2021 - September 30, 2022

#### Top Prime Awards\*

WBE: PruTech Solutions, Inc. **\$32M\*\***

MBE: Infinity Contracting Services Corp. **\$19M\*\*\***

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

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

#### Top Subcontract Awards\*

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

WBE: Knowledge Builders Inc. **\$18M**

MBE: Penda Aiken Inc. **\$14.5M**

SDVOB: Disabled Veterans Call Center, LLC **\$7M**

\* For MWBE and SDVOB, the reporting period is from April 2022 through September 2022.

For DBE, the reporting period is from October 2021 through September 2022.

\*\* Approved in the November 2022 MTA Board Meeting

\*\*\* This award will be approved in the December 2022 MTA Board Meeting.



# Executive Summary

## MWBE Payments on New York State & FTA Funded Projects Fiscal Years 2008-2022

<b>FISCAL YEAR</b>	<b>BLACK</b>	<b>HISPANIC</b>	<b>NATIVE AMERICAN</b>	<b>ASIAN PACIFIC</b>	<b>SUBCONTINENTAL ASIAN</b>	<b>NON-MINORITY WOMEN</b>	<b>TOTAL MWBE PAYMENTS</b>
FY 2008-2009	\$22,997,889.00	\$10,789,785.00	\$409,845.00	\$2,613,103.00	\$21,791,150.00	\$49,466,671.00	\$108,068,443.00
FY 2009-2010	\$13,412,016.98	\$23,004,082.24	\$134,944.00	\$2,574,829.57	\$22,605,045.00	\$45,066,780.22	\$106,797,698.01
FY 2010-2011	\$33,548,374.68	\$30,723,577.48	\$1,050,303.00	\$5,838,404.16	\$31,776,113.32	\$50,325,274.32	\$153,262,046.96
FY 2011-2012	\$31,502,828.98	\$22,284,252.26	\$76,587.28	\$11,535,938.01	\$26,617,966.47	\$66,120,015.69	\$158,137,588.69
FY 2012-2013	\$37,872,426.77	\$40,167,208.84	\$304,861.33	\$22,837,234.15	\$41,808,480.14	\$117,661,361.80	\$260,651,573.03
FY 2013-2014	\$30,937,669.41	\$65,149,893.67	\$474,918.24	\$17,109,952.54	\$40,067,463.44	\$120,307,202.00	\$274,047,099.30
FY 2014-2015	\$29,495,620.40	\$72,537,019.01	\$818,352.99	\$17,858,878.26	\$44,094,707.18	\$80,325,580.03	\$245,130,157.87
FY 2015-2016	\$30,991,949.73	\$59,743,443.71	\$1,161,070.94	\$17,286,207.25	\$81,210,777.69	\$125,685,530.90	\$316,078,980.22
FY 2016-2017	\$50,386,932.00	\$72,810,281.00	\$917,341.00	\$23,633,075.00	\$86,404,814.00	\$152,928,538.00	\$387,080,981.00
FY 2017-2018	\$68,751,010.00	\$101,464,577.00	\$668,029.00	\$34,591,552.00	\$207,125,876.00	\$239,387,497.00	\$651,988,541.00
FY 2018-2019	\$109,435,377.18	\$195,211,228.06	\$880,201.48	\$56,945,643.83	\$240,382,948.95	\$339,787,471.61	\$942,642,871.11
FY 2019-2020	\$140,401,282.17	\$259,551,003.34	\$203,785.92	\$89,687,800.35	\$231,675,444.03	\$355,171,210.51	\$1,076,690,526.32
FY 2020-2021	\$136,662,235.65	\$230,548,687.62	\$128,208.57	\$110,994,054.04	\$203,712,718.04	\$408,741,805.55	\$1,090,787,709.47
FY 2021-2022	\$126,404,561.79	\$243,509,759.32	\$380,315.45	\$98,595,821.09	\$241,340,260.71	\$344,056,423.56	\$1,054,287,141.92
FY 2022-2023 Quarters 1 & 2 *	\$45,659,308.16	\$118,381,425.48	\$143,360.55	\$40,837,065.52	\$90,843,979.56	\$178,774,458.46	\$474,639,597.73
<b>TOTALS</b>	<b>\$908,459,482.90</b>	<b>\$1,545,876,224.03</b>	<b>\$7,752,124.75</b>	<b>\$552,939,558.77</b>	<b>\$1,611,457,744.53</b>	<b>\$2,673,805,820.65</b>	<b>\$7,300,290,955.63</b>

\* First two quarters of FY 2223 (April -September 2022)



# Executive Summary

- **MWBE and SDVOB Payments**
- **NYS FY 2022/23 (April 2022 – September 2022)**
  - MWBE Payments on NYS Funded Projects - \$416,160,136
  - MWBE Payments on FTA Funded Projects - \$58,479,462
  - SDVOB Payments - \$12,157,719
  - **MWBE and SDVOB Total Payments: \$486,797,317**
- **NYS FY 2021/22 (April 2021 – March 2022)**
  - MWBE Payments on NYS Funded Projects - \$826,030,448
  - MWBE Payments on FTA Funded Projects - \$228,256,694
  - SDVOB Payments - \$39,407,521
  - **MWBE and SDVOB Total Payments: \$1,093,694,663**

\* The MTA does not receive credit for MWBE payments to FTA projects





# Executive Summary

## An Example of MWBE Discretionary Success

**IT Discretionary Consulting Contract No. 14357**

**April 2022 – September 2022**

Total Number of Awards- **65**

Total Value of Awards- **\$9.8 million**

**Inception to Date**

Total Number of Awards- **998**

Total Value of Awards- **\$173 million**



# Executive Summary

## □ Business & Diversity Initiatives Unit

As a result of DDCR's outreach efforts during the New York State FY 2021-22, **672** firms were certified and received a total of **\$196 million in prime awards** and **\$178 million subcontract awards**.

<b>Firms Certified **</b>	<b>672</b>
MBE*	390
WBE*	260
DBE*	180
SDVOB*	109
<b>Contracts Awarded</b>	
Prime Contracts Awarded	312
Subcontracts Awarded	164
<b>Total Contracts of Awarded **</b>	<b>476</b>
<b>Contracts Awarded</b>	
Prime Contracts Awarded	\$196M
Subcontracts Awarded	\$178M
<b>Total Value of Contracts Awarded**</b>	<b>\$374M</b>

\* Firms can have multiple certifications

\*\* Certifications and Contract Awards until September 2022



# Executive Summary

## ❑ **DBE 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 September, a total of **58** new applications were received and a total of **39** firms were certified. The average processing time to certify firms in 2022 is **54.95 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 September 30, 2022)

### The Program – Current Status

- Program Year 2021, SBDP awarded **67 contracts** totaling **\$70.5 million**
- Program Year 2022 Third Quarter, SBDP awarded **20 contracts** totaling **\$12.1 million**  
(currently there are 32 awards totaling \$22.5 million through November 23, 2022)
- The Small Business Development Program (SBDP) awarded **536 contracts** totaling **\$570 million**.
- SBDP successfully recruited **twenty-four (24)** Service-Disabled Veteran-Owned Business (SDVOB) certified firms. **Five (5) firms** were awarded **seven (7)** contracts totaling **\$4 million**.
- The Small Business Development Loan Program issued **140 loans** totaling **\$19.2 million**.
- The Small Business Development Bond Program has assisted Tier 2 and SBFP firms in securing **\$560 million** in surety bonds.
- The Small Business Development Training Program – more than **1,070** 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

- 13% MWBE participation in contract awards\*
- 36% MWBE participation in contract payments\*

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

- 5% 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
- 15% DBE participation in contract payments on ongoing contracts
- 18.5% DBE participation on payments on closed contracts

\* First two quarters of the NYS Fiscal Year 2022-2023



# Executive Summary

## ■ MWDBE and SDVOB Contract Compliance (Continued)

- Currently, DDCR monitors more than **1,103 contracts** for MWDBE and SDVOB goal compliance.
- During the first three quarters of 2022, DDCR conducted **522 site visits** for MWDBE and SDVOB contract compliance.
  - Monthly Average: **58**
- During the first three quarters of 2022, DDCR has closed **106** contracts.
  - Monthly Average: **11.7**



# 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%

(Federal Fiscal Year 2022 (October 2021 to September 2022))

- Total Awards: \$2B
- Total DBE Awards: \$160M (7%) \*\*
- Total Payments: \$750M
- Total DBE Payments: \$126M (17%)

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

(First and Second Quarters of NYS Fiscal Year 2022-2023 (April 2022 – September 2022))

- Total Awards: \$61M
- Total MBE Awards: 17M (28%)
- Total Payments: \$723M
- Total MBE Payments: \$108M (15%)

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

(First and Second Quarters of NYS Fiscal Year 2022-2023 (April 2022 – September 2022))

- Total Awards: \$61M
- Total WBE Awards: \$4M (7%)
- Total Payments: \$723M
- Total WBE Payments: \$105M (14%)

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

(First and Second Quarters of NYS Fiscal Year 2022-2023 (April 2022 – September 2022))

- Total Awards: \$57M
- Total SDVOB Awards \$2M (4%)
- Total Payments: \$281M
- Total SDVOB Payments: \$4M (1%)

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

\*\* Total does not include TBDs on Design Build contracts. If included the total would increase to \$450.8M and 20% DBE inclusion.



# Executive Summary

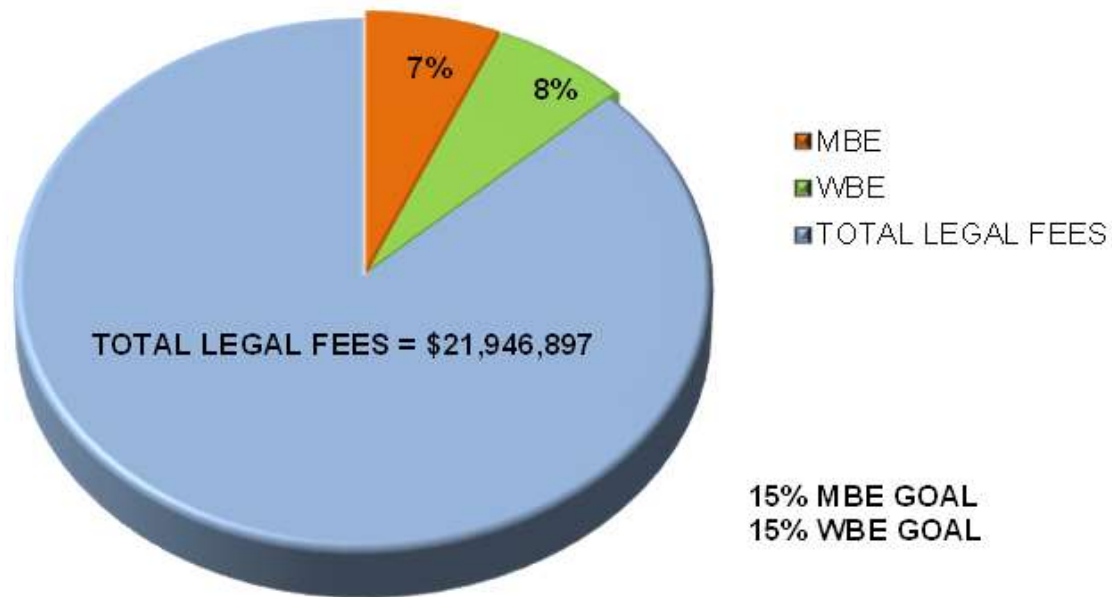
## Capital Projects (Continued)

- **Status:** DBE/SDVOB goals are not being met
  
- **Trends**
  - Upward
  - ☑ Constant : WBE and SDVOB participation on contract payments
  - ☑ Downward: MBE 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 – September 2022)



Actual MBE Participation = \$1,618,686 or 7%  
Actual WBE Participation = \$1,648,403 or 8%



# Executive Summary

## MTA All Agency Legal Fees (Continued)

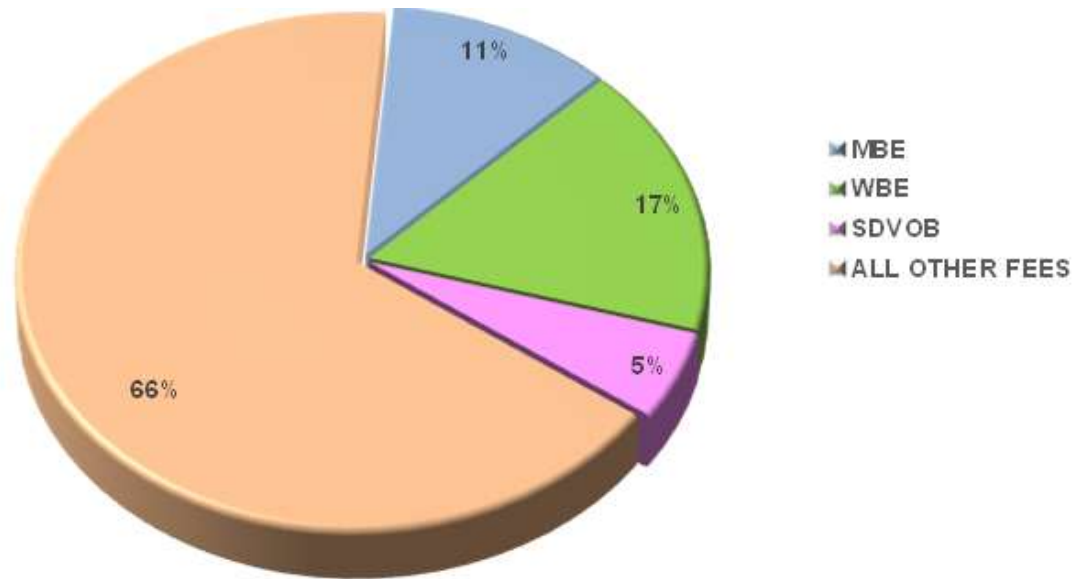
- **Status:** MWBE goals are not being met
- **Trends**
  - ☑ Upward: MBE participation
  - ☑ Constant: WBE participation
  - ☐ Downward
- **Strategies for Improvement:**
  - Work with the MTA's General Counsel in increasing MWBE results.



# Executive Summary

## Financial Services

### MTA All Agency Underwriter Fees (April 2022 – September 2022)



Actual WBE Participation = \$2,289,885 or 17%  
Actual MBE Participation = \$1,495,906 or 11%  
Actual SDVOB Participation = \$738,617 or 5%  
All Other Underwriting Fees = \$8,968,041 or 66%  
Total Underwriting Fees = \$3,226,028

\* Numbers may not total to 100% due to rounding



# Executive Summary

## Financial Services (Continued)

- **Status:** MBE and SDVOB goals are not being met

- **Trends**

- Upward: WBE participation
- Constant
- Downward: MBE and SDVOB 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 September 2022)

- Total assets managed by MWBEs: **\$2.1 billion**; or **26%** of total assets
- Majority of assets are in traditional asset classes
- Traditional assets managed by MWBEs: **\$1.99 billion**; or **36%** of traditional assets
  - MWBE firms manage
    - 62% of US Equities
    - 27% of Real Estate
    - 20% of Non-US Equities
    - 43% of Fixed Income
    - 6 % of Opportunistic
- Alternative investments managed by MWBE's: **\$125 million**; or **5%** of alternative investments



# Executive Summary

## □ EEO (full report on pages 89-102)

- MTA's overall workforce is currently comprised of **71,113** employees; of which **13,394 (19%)** are Females,\* **51,030 (72%)** are Minorities, **2,061 (3%)** are Veterans,\* and **564 (1%)** are People with Disabilities.\*\* A breakdown of the MTA-wide workforce is detailed on page 92.
- MTA Agencies hired **5,364** new employees into the organization; of which **1,243 (23%)** are females,\* **4,317 (80%)** are Minorities, **151 (3%)** are veterans,\*\* and **38 (1%)** are People With Disabilities.
- During the third quarter of 2022, MTA Agencies handled a total of **132** EEO complaints filed since January 1<sup>st</sup>; of which **83** were internal and **49** were external. During the same period in 2021, MTA Agencies handled a total of **121** EEO complaints; of which **87** were internal and **34** were external complaints.
- As of September 30, 2022, representation of females and the representation of minorities have **increased** by one percentage point, when compared to September 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 workforce size has increased by 2% (1,398) since January 1, 2022, the overall diversity composition of our workforce has slightly increased, yet it has remained constant for some employment groups.
  
- **Trends**
  - ☑ Upward
  - Downward
  - ☑ Constant
  
- **Strategies for Improvement:**
  - Continue to coordinate with People to identify retention strategies
  - Continue with position re-classifications to allow for MTA-wide analyses, reporting of employment activities



# Metropolitan Transportation Authority Department of Diversity and Civil Rights

## Business and Diversity Initiatives

December 19, 2022



# Business and Diversity Initiatives

## October 2022

- 12<sup>th</sup> Annual NYS MWBE Forum, Albany, NY (MJG Panelist)
- NY/NJ USDOT Bonding Education Program (MJG Speaker)
- MTA DBE Certification Workshop
- City & State NY: Government Procurement Conference (MJG Panelist)
- COMTO NY | Legislative Breakfast: Building Back New York Together
- Gilbane Event: Capital Projects as Engines of Equity
- Silicon Harlem's C-Better Foundation's 9<sup>th</sup> Annual Next Gen Tech Conference: FuturRE:ADY (MJG Panelist)
- Engine to Ignite NYC – Marketplace Perspective: M/WBE and Small Business Growth, Certification, & Funding
- Competitive Edge Conference: Back to Business 2.0 (MJG Panelist)

## November 2022

- Long Island Association Roundtable
- NAMC 53<sup>rd</sup> Annual Conference | Policy Changes in MWBE/DBE Participation – Biden Infrastructure Bill (MJG Panelist)
- LaGuardia Business Services: Fall 2022 Government & Business Expo (MJG keynote Speaker)
- SOMOS Puerto Rico Conference
- Northeast Small Business Transportation Resources Center
- Regional DBE Opportunity Summit
- Veterans in Economic Transition Conference (VETCON)



# Business and Diversity Initiatives

## December 2022

- MTA New Firm Orientation Session
- New Millennium Virtual Business Matchmaking Event



# Metropolitan Transportation Authority Department of Diversity and Civil Rights

## DBE Certification Activity Report

December 19, 2022



# MTA DBE Certification Unit

## CERTIFICATION ACTIVITY REPORT YEAR 2021 - 2022

	2021	2022 **
New Applications Received	87	58
DBE Firms Certified in Current Year	57	39
DBE Firms Certified in Subsequent Year	0	0
Denied	0	2
Returned	3	9
Withdrawn	17	8
Application Closed	0	0
Decertified	0	0
Rejected	1	0
Delisted	1	0
Pending*	8*	0

\* Applications pending from prior year(s)

\*\* 2022 Data is up to September 30, 2022

	2021	2022 **
Annual Submissions Processed (Recertifications)	725	506
Average Day for Firms to be Certified	28.6	54.96



# Metropolitan Transportation Authority Department of Diversity and Civil Rights

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

December 19, 2022



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# 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



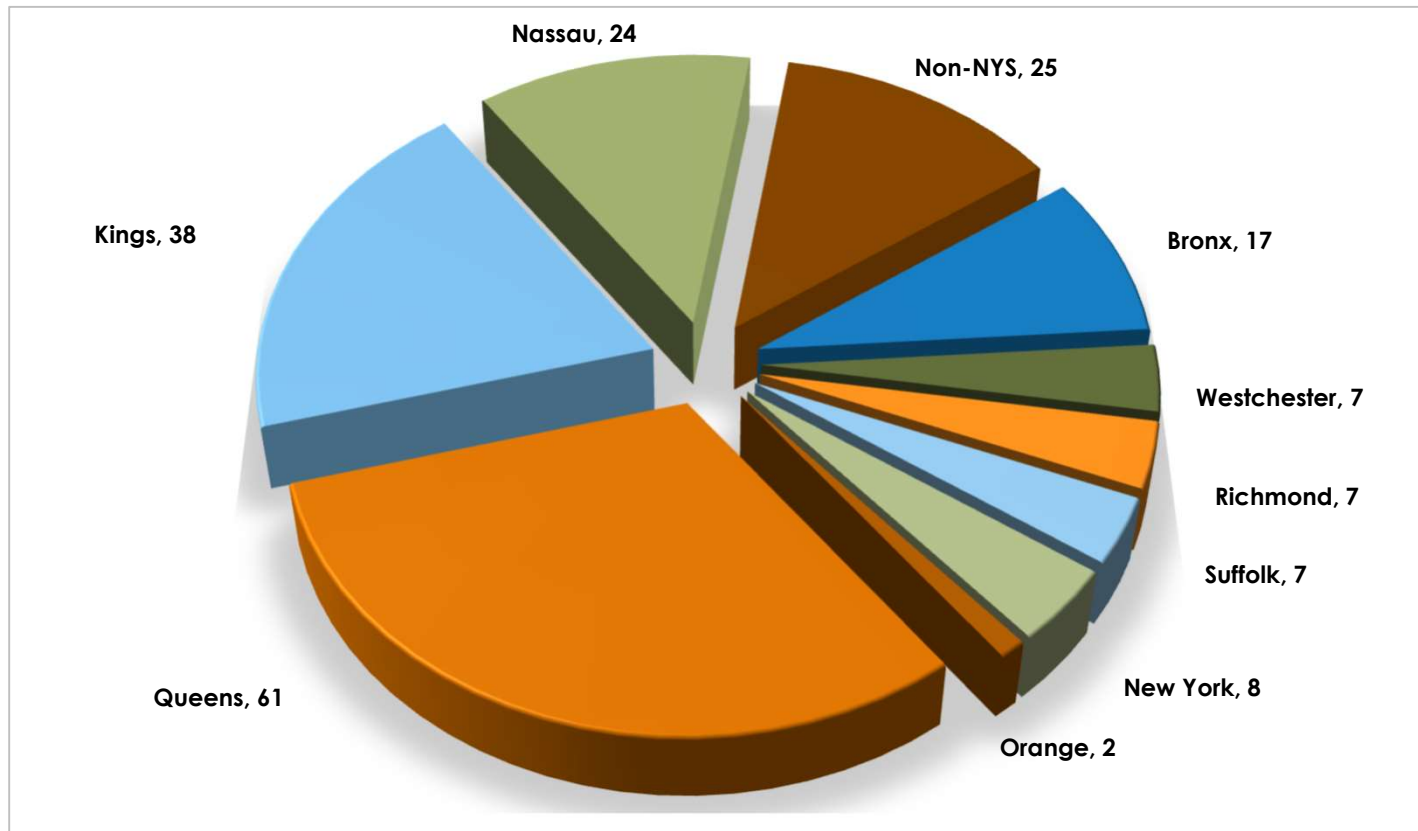
# SBDP Represents NY Metro Region

## Small Business Mentoring Program All Tiers

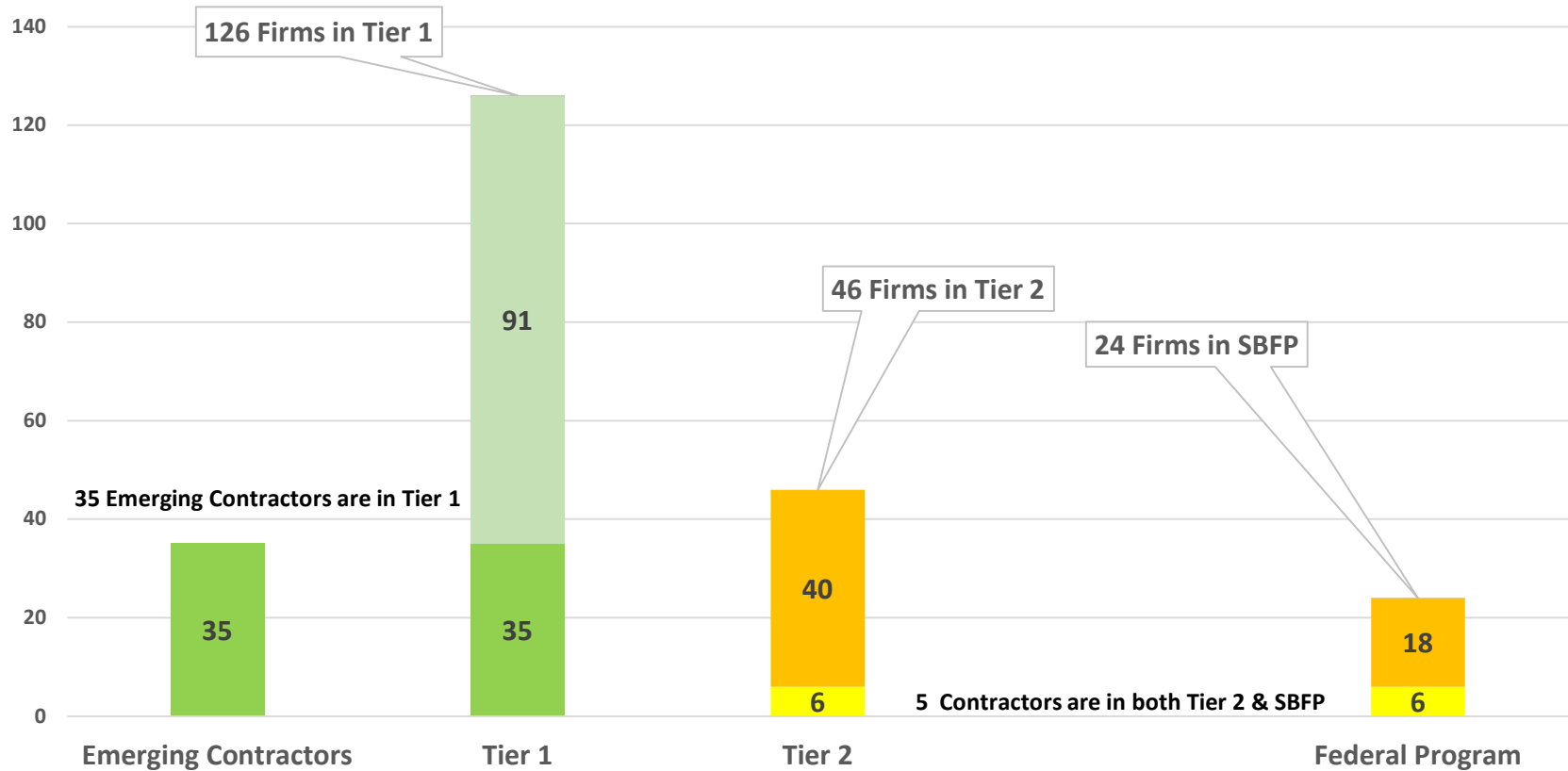
Certification	
MBE	103
WBE	25
DBE	48
SDVOB	13
Non-Certified	72

*firms may have multiple certifications*

196 Prequalified Firms (as of September 30, 2022)



# SBDP Tier Participants

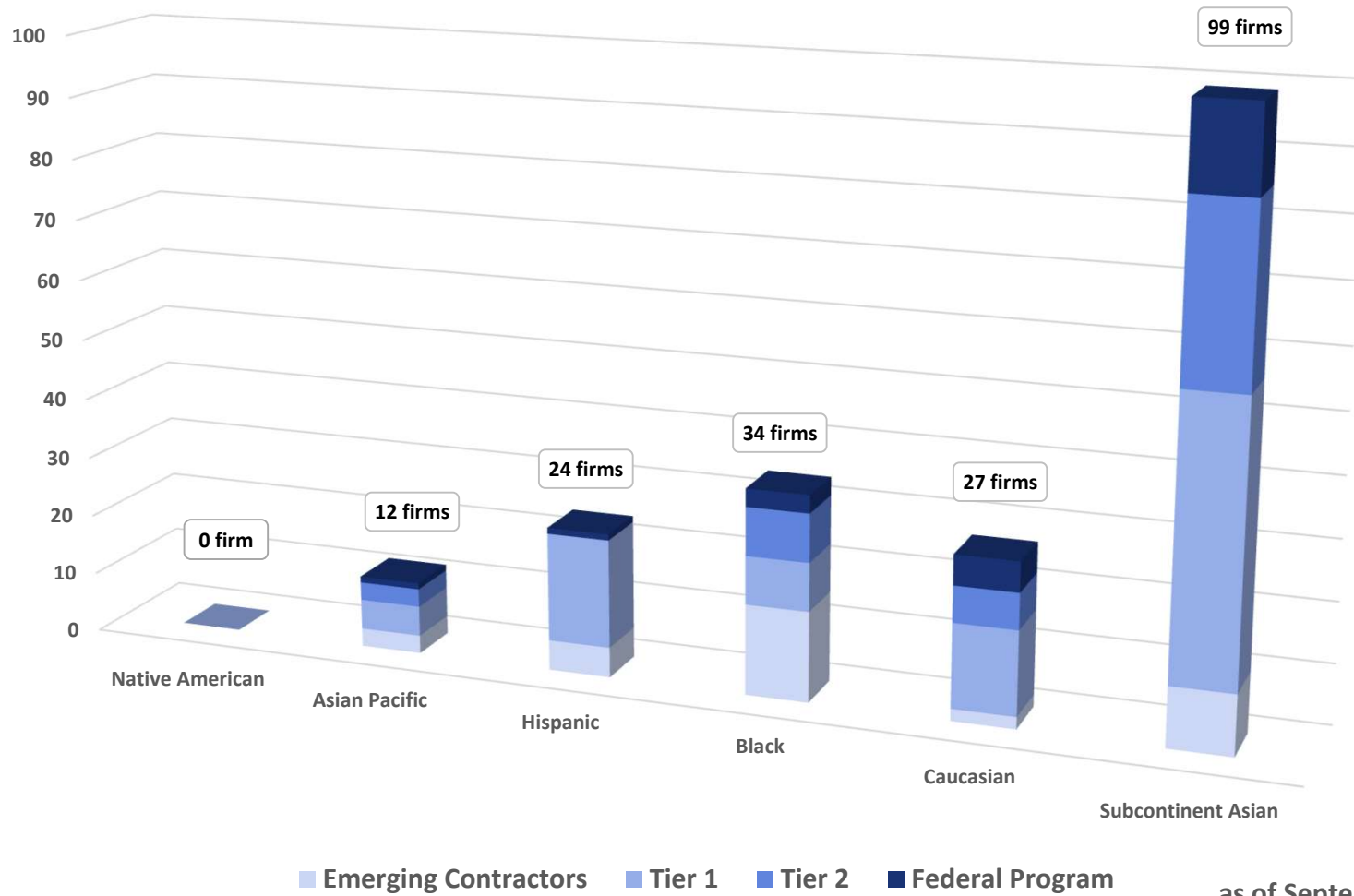


as of September 30, 2022



# SBDP Tiers are also Diverse

## Ethnicity of Prequalified Contractors in Program Tiers

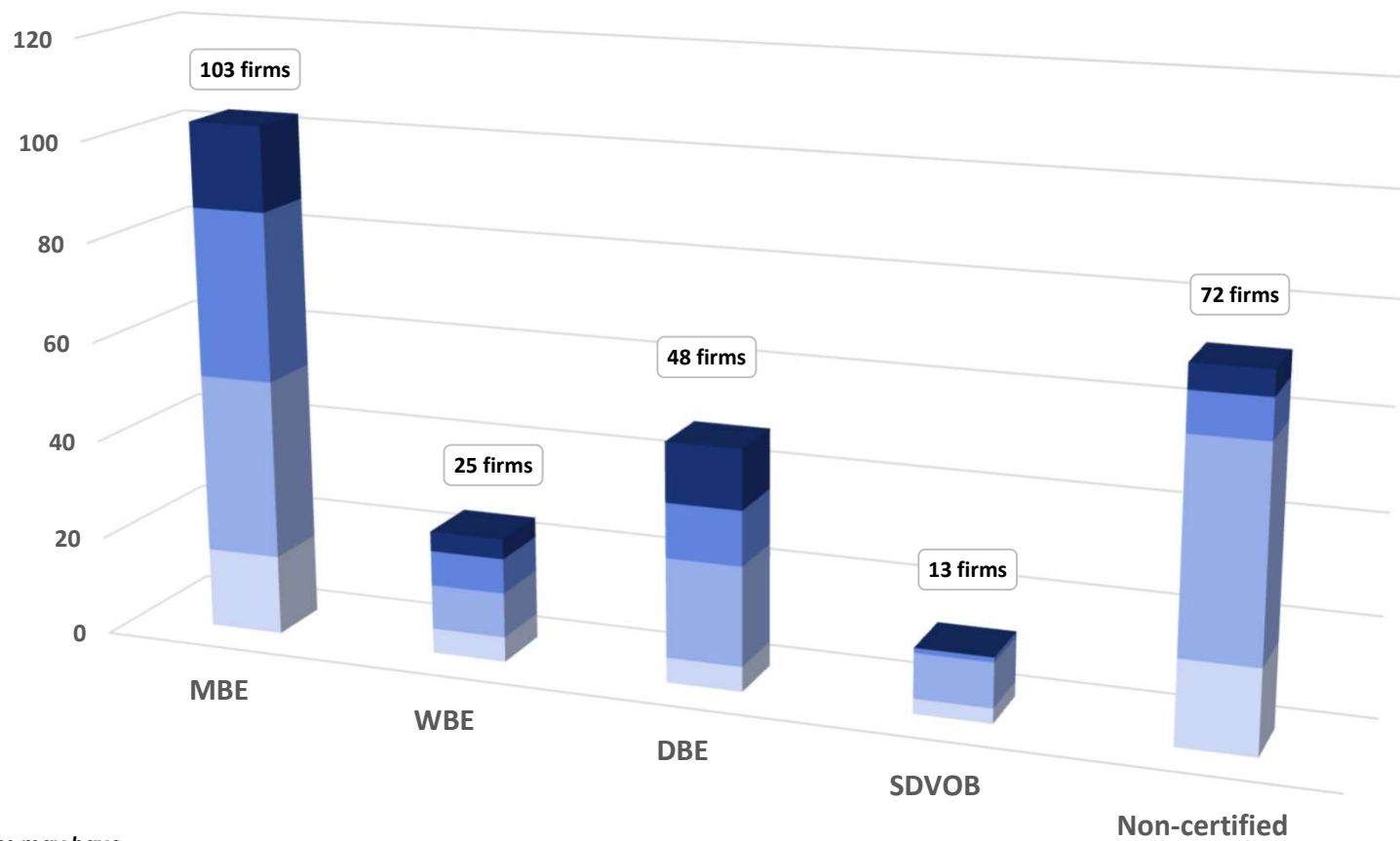


as of September 30, 2022



# SBDP Certifications

Certifications of Prequalified Contractors in Program Tiers



firms may have multiple certifications

Emerging Contractors Tier 1 Tier 2 Federal Program

as of September 30, 2022

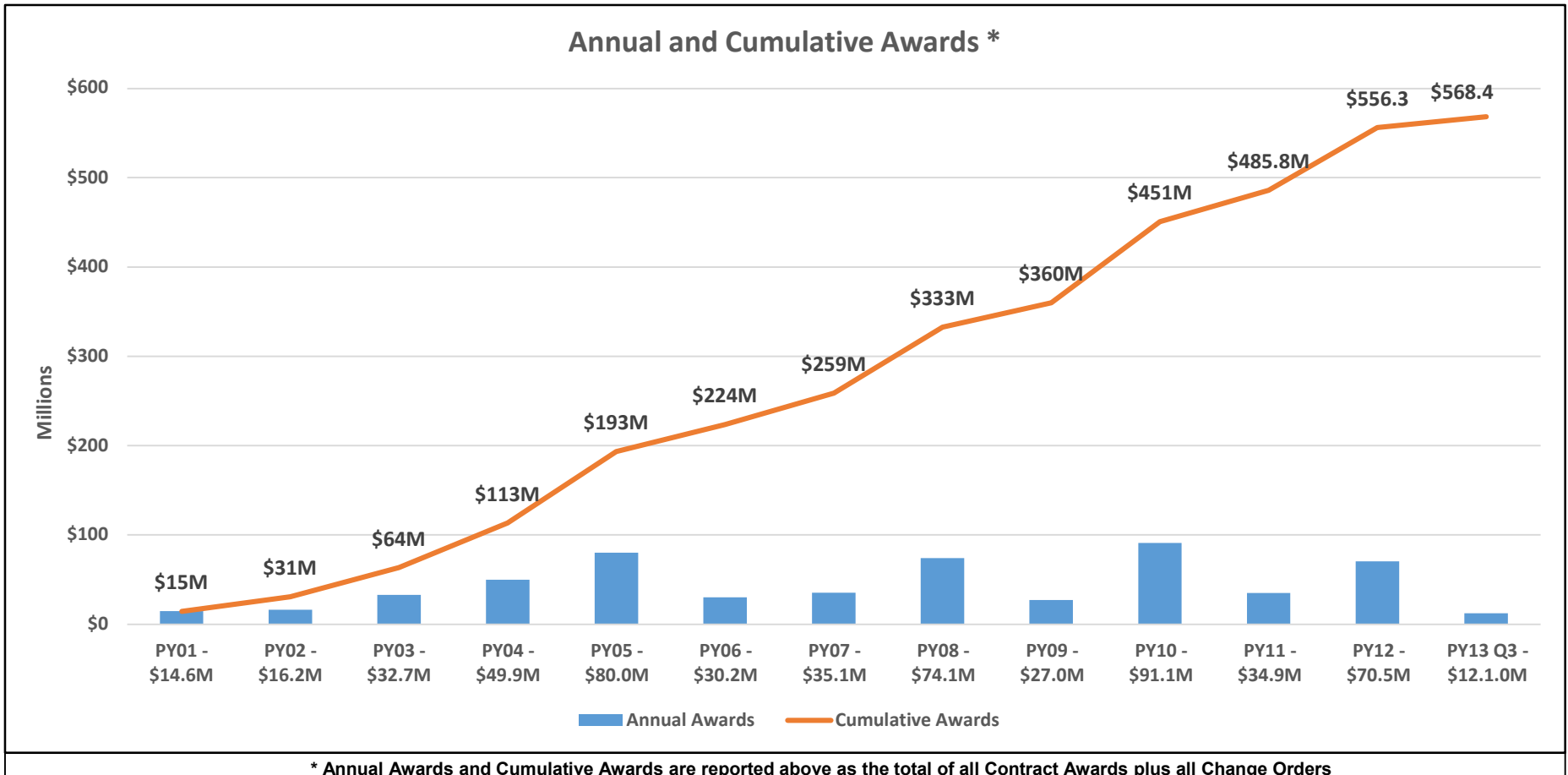


# SBDP is Exceeding MWDBE Goals

- 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
  - **68%** - contracts awarded to NYS-certified MWBEs
  - **68%** - contract dollars awarded to NYS-certified MWBEs
- Tier 2 MWBE Achievements
  - **87%** - contracts awarded to NYS-certified MWBEs
  - **85%** - contracts dollars awarded to NYS-certified MWBEs
- Federal Program DBE Achievements
  - **60%** - contracts awarded to DBEs
  - **61%** - contracts dollars awarded to DBEs
- SDVOB Achievements
  - **1%** - contracts awarded to SDVOBs
  - **1%** - contract dollars awarded to SDVOBs



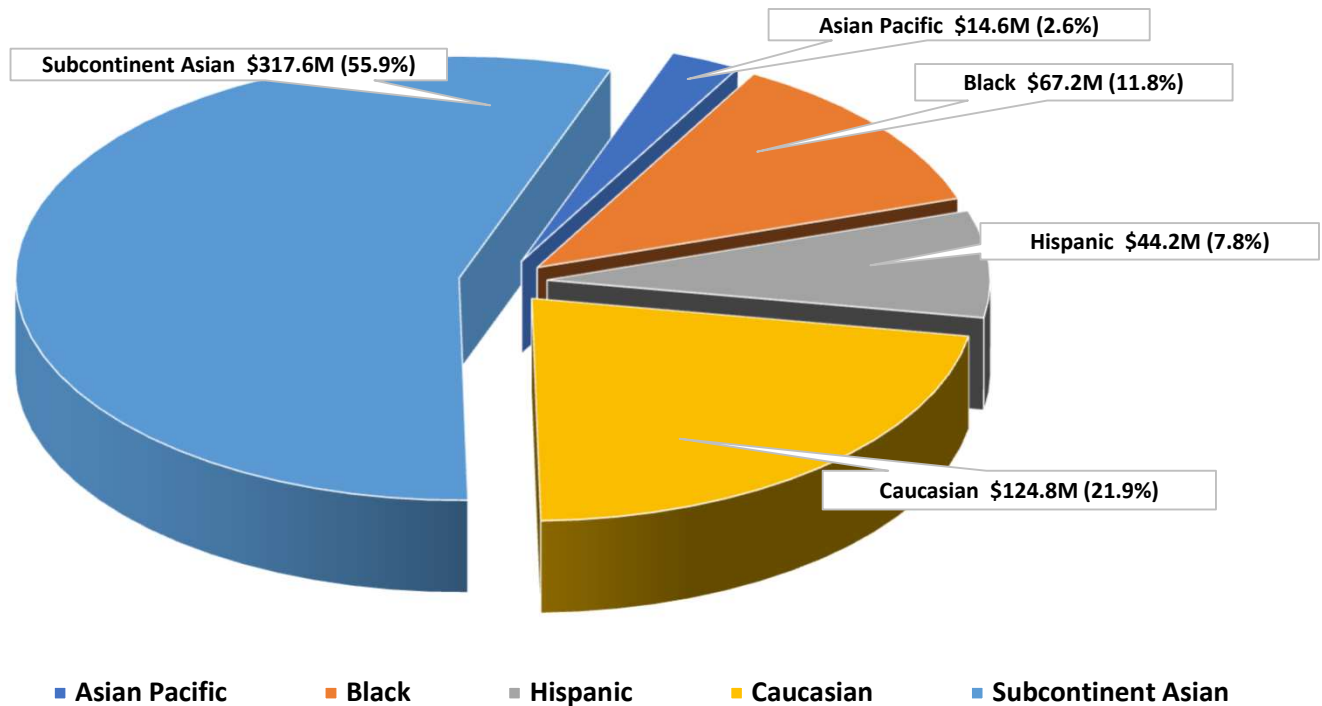
# SBDP Prime Contract Opportunities



Program Year 1-13 awards through September 30, 2022

# SBDP Contract Awards

## Total SBDP Contract Awards by Ethnic Categories



Category	Legend	Awards
Subcontinent Asian		\$317.6M
Caucasian		\$124.8M
Black		\$67.2M
Hispanic		\$44.2M
Asian Pacific		\$14.6M
<b>Total SBDP Awards</b>		<b>\$568.4M</b>

(Awards in Millions of Dollars)

Contract Awards through September 30, 2022





# SBDP Loan Program

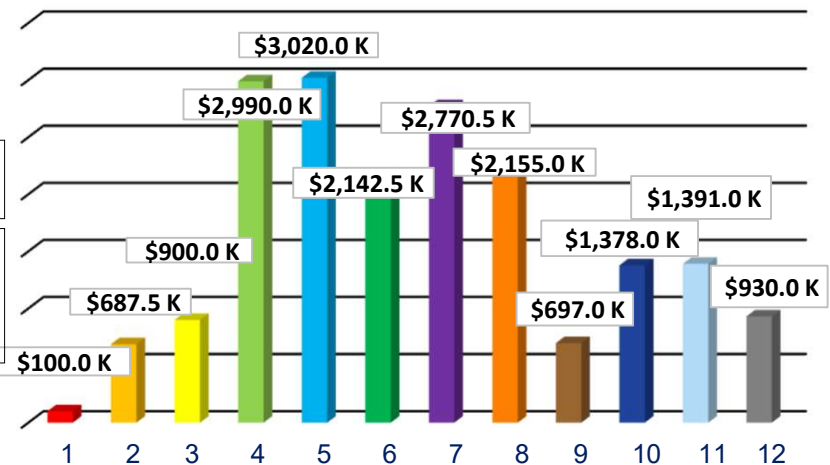
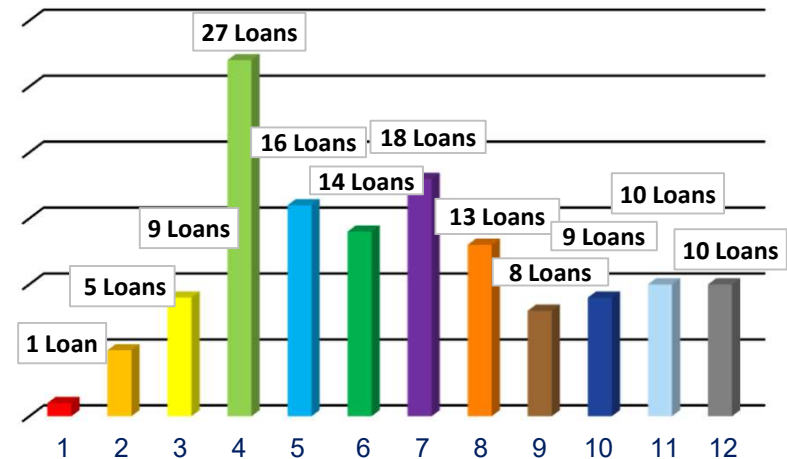
Loan values shown are through September 30, 2022

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	10 Loans	totaling	\$ 930,000

**Total 140 Loans Totals \$19,161,500**

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

Note: On January 1, 2019, SBDP began reporting on a Calendar year instead of a Fiscal year.  
Year 9 represents activity from August 1<sup>st</sup> 2018 to December 31<sup>st</sup>, 2018  
Year 12 reflects calendar year January 1 through December 31<sup>st</sup>, 2021.  
Loans for contracts awarded in calendar year 13 were approved after September 30<sup>th</sup>, 2022.



# SBDP Awards

➤ Program Year	Tier	Dollars Awarded
➤ 2010 – 2022	SBMP-Tier 1	Awards total <b>\$213.1</b> Million
➤ 2015 – 2022	SBMP-Tier 2	Awards total <b>\$201.2</b> Million
➤ 2013 – 2022	SBFP	Awards total <b>\$154.1</b> Million

Award values shown are through September 30, 2022

All Tiers	Awards total <b>\$568.4</b> Million
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# SBDP Facilitates Bonding and Growth

- The Small Business Development Bond Program has assisted Tier 2 and SBFP firms in securing **\$560 million** in surety bonds.
- **1,447** 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 **270** classroom training dates completed from July 2010 through September 2022
- Over **2,050** hours of classroom training provided from July 2010 through September 2022
- More than **1,070** firms have participated in the training since the program's inception
  - Over **500** 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 460** In-Person Assessments Completed
- **Over 440** 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

December 19, 2022

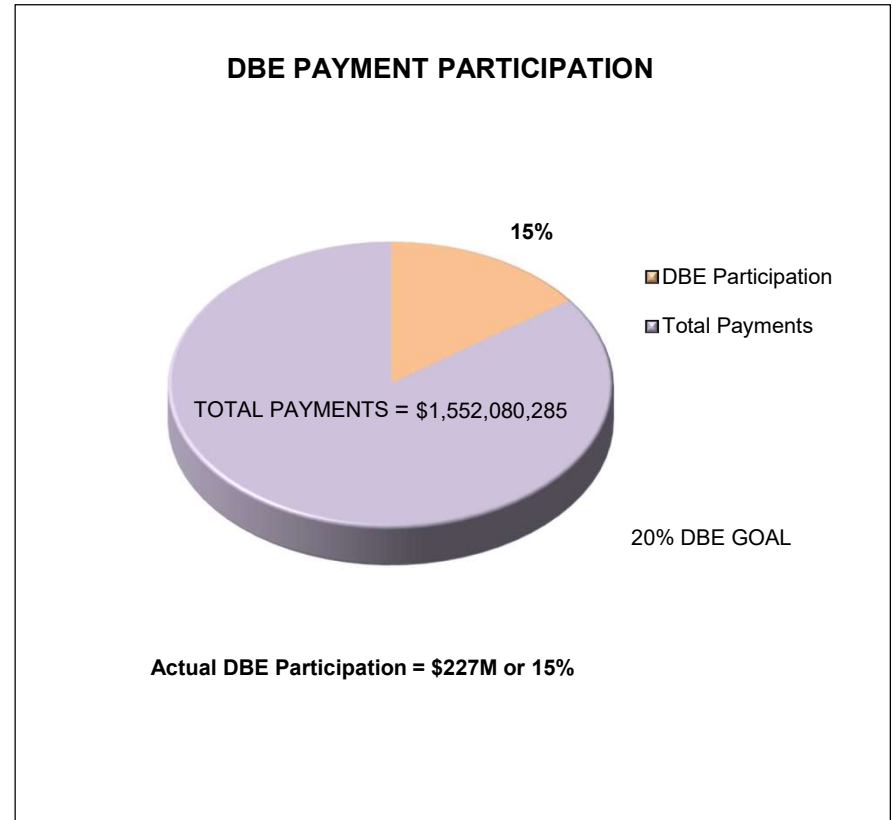
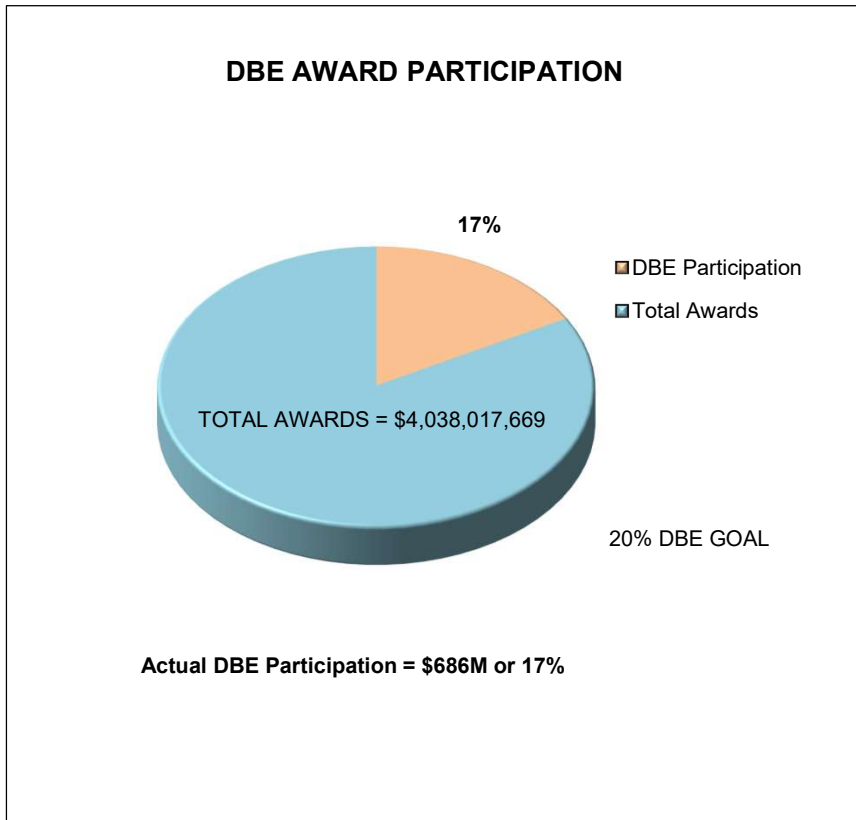




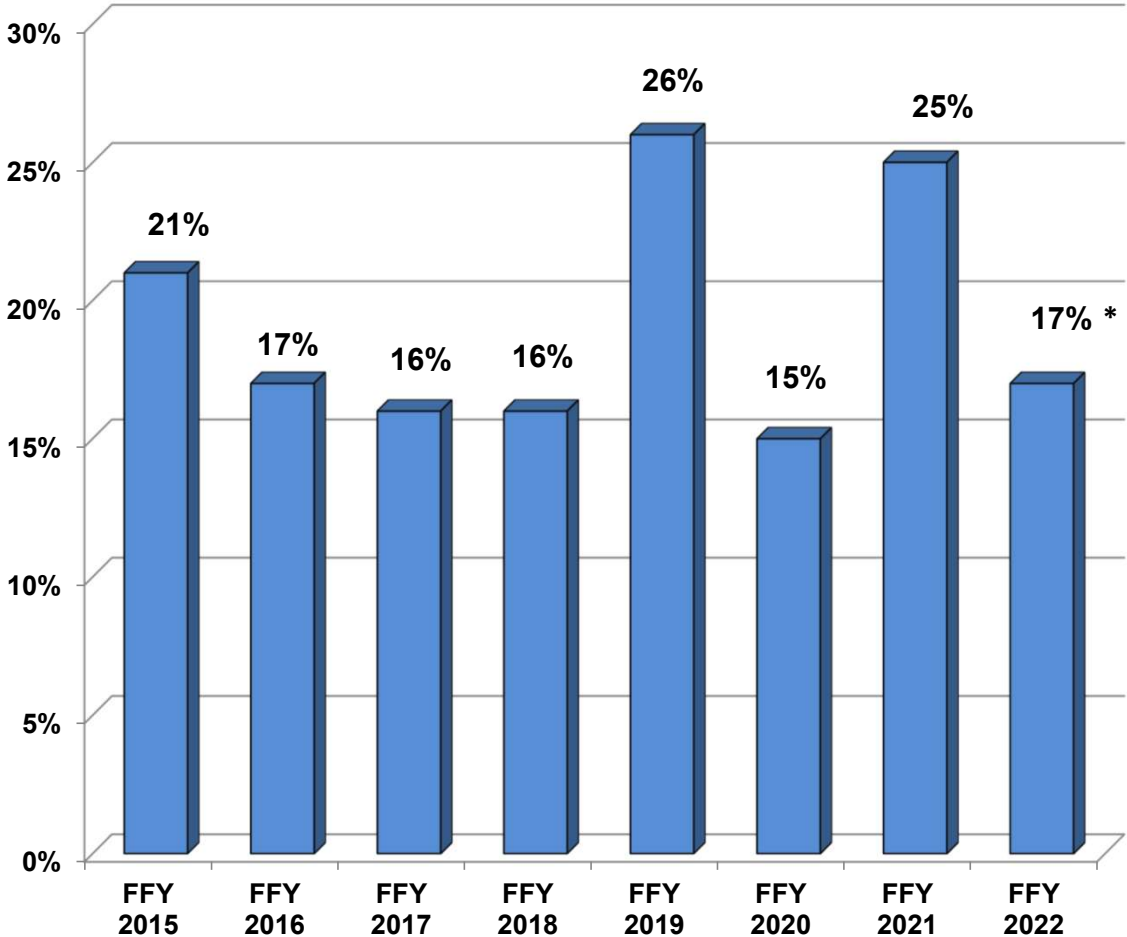
**DBE Participation in Federally Funded Contracts**  
**Federal Fiscal Year 2022**  
**(Reporting Period: October 1, 2021 to September 30, 2022)**

- 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 FFY 2022, MTA awarded \$4 billion in the federally funded portion of contracts, with \$686 million (17%) being awarded to certified DBEs.
- During the FFY 2022, MTA paid prime contractors approximately \$1.55 billion, with payments to certified DBEs totaling \$227 million (14.64%).
- On contracts closed during the FFY 2022, MTA achieved 18.5% DBE participation.

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

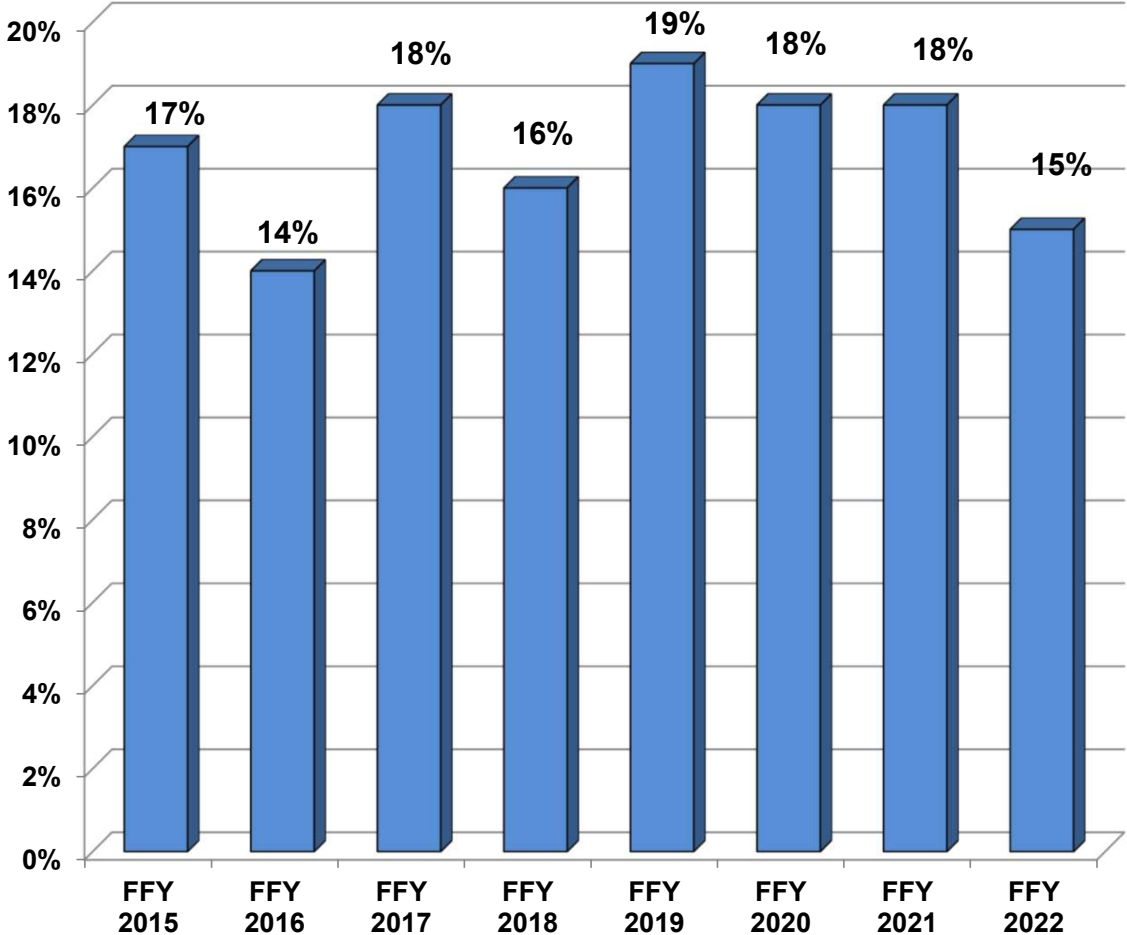


**DBE CONTRACT AWARDS**  
**October 2014 - September 2022**



\* Please note that 24% DBE participation will be achieved by utilizing the TBD method on design and build projects.

**DBE CONTRACT PAYMENTS**  
October 2014 - September 2022



**FEDERALLY-FUNDED CONTRACTS  
DBE CONTRACT ACTIVITY  
FEDERAL FISCAL YEAR 2022 (OCTOBER 2021-SEPTEMBER 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	
<b>1ST SEMI-ANNUAL REPORT October 2021- March 2022</b>	419	\$3,138,831,414	278	\$528,542,378	17%	20%
<b>2ND SEMI-ANNUAL REPORT April 2022- September 2022</b>	320	\$899,186,255	157	\$157,853,537	18%	20%
<b>TOTAL</b>	<b>**739</b>	<b>\$4,038,017,669</b>	<b>435</b>	<b>\$686,395,915</b>	<b>17%</b>	<b>20%</b>

**PAYMENTS\***

CONTRACT PAYMENTS	PAYMENTS TO PRIMES		DBE PARTICIPATION			OVERALL FTA GOAL
	Number of Contracts	Payment Amount	Number of DBE Subcontracts	DBE Payment Amount	% To Agency Total	
<b>1ST SEMI-ANNUAL REPORT October 2021- March 2022</b>	798	\$735,281,551	582	\$93,030,815	13%	20%
<b>2ND SEMI-ANNUAL REPORT April 2022- September 2022</b>	870	\$816,798,734	636	\$134,236,011	16%	20%
<b>TOTAL</b>	<b>1,668</b>	<b>\$1,552,080,285</b>	<b>1,218</b>	<b>\$227,266,826</b>	<b>15%</b>	<b>20%</b>

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

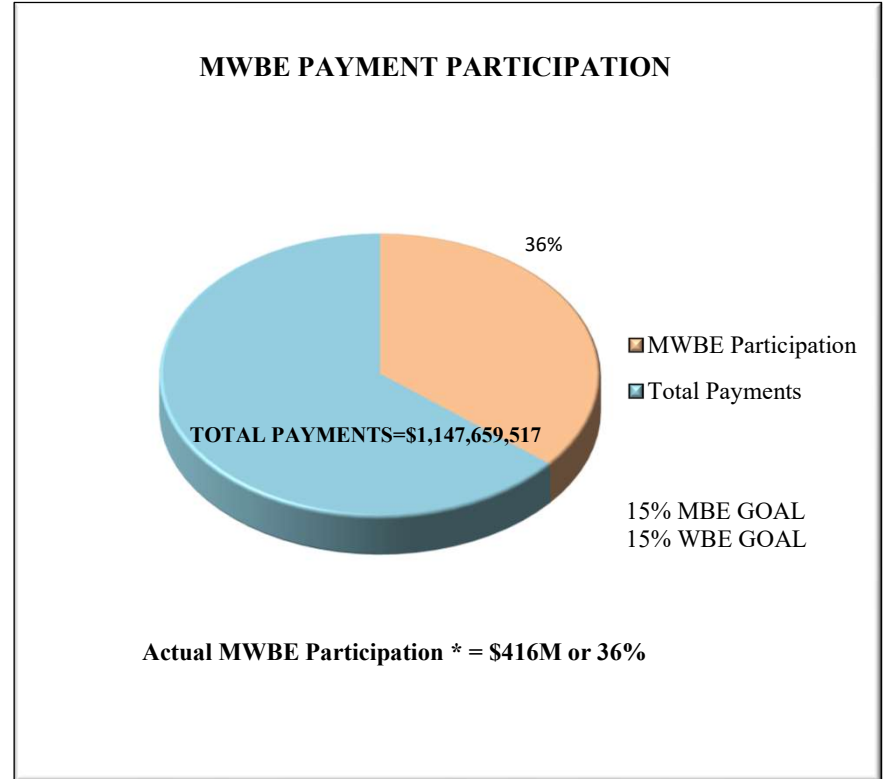
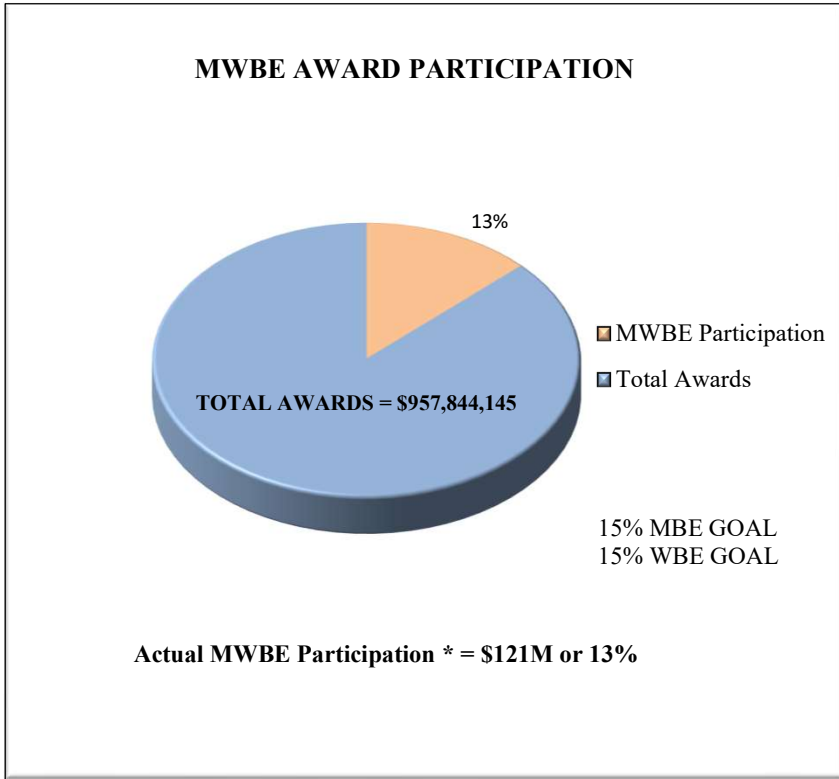
\*\*This figure includes contracts for which no DBE goals were assigned.

**MWBE Participation in State Funded Contracts  
New York State Fiscal Year 2022-2023\*  
(Reporting Period: April 1, 2022 to September 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 two quarters of the FY 2022-23, the MTA awarded \$957.8 million on New York State funded contracts, with approximately \$120.6 million (13%) awarded to certified MWBEs.
- During the first two quarters of the FY 2022-23, the MTA paid \$1.1 billion on prime contracts, with \$416 million (36%) paid to certified MWBEs.

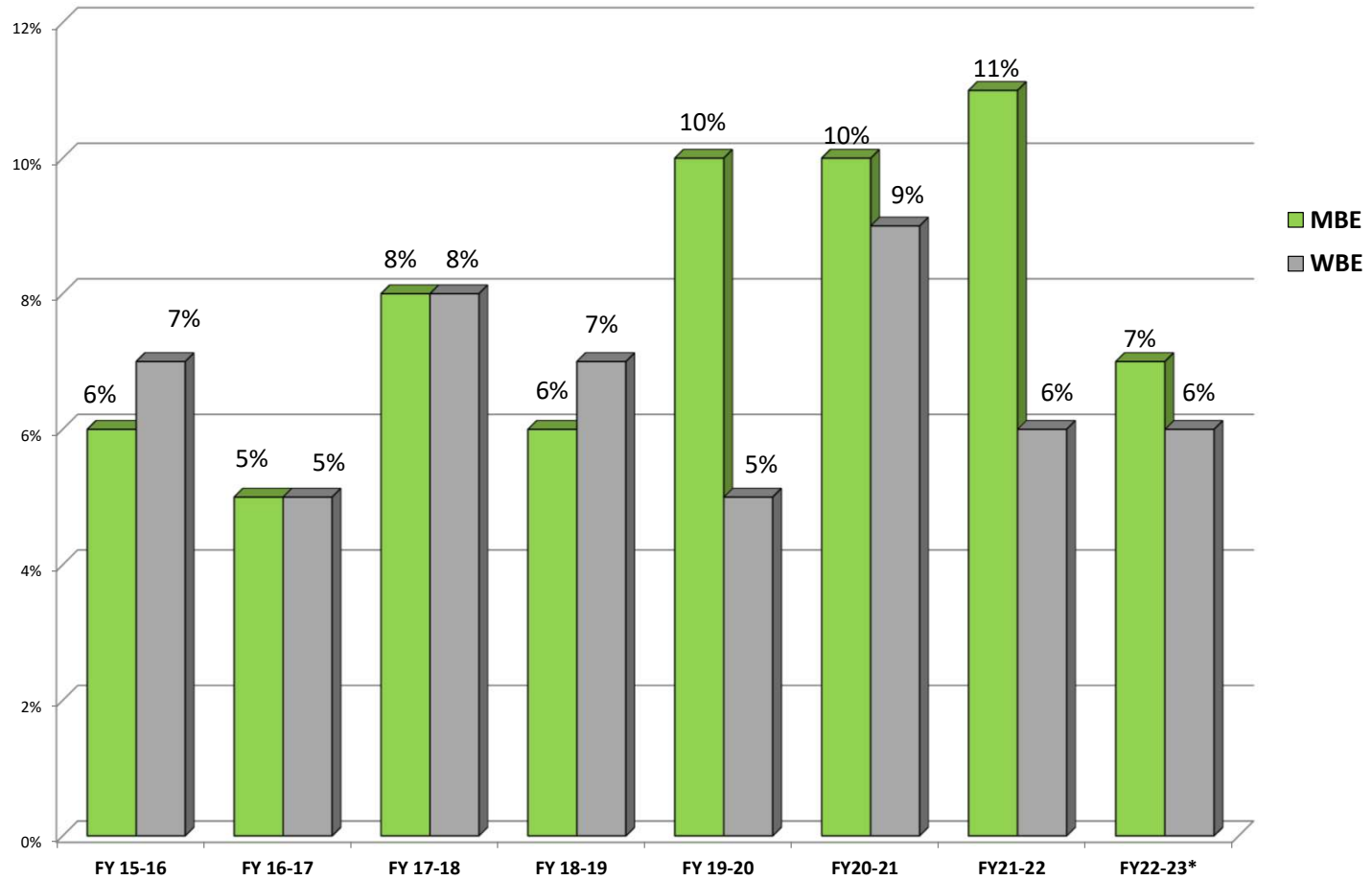
\*The State Fiscal Year runs from April 1<sup>st</sup> through March 31<sup>st</sup>.

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



\* First and Second Quarter of NYS FY 2022-23

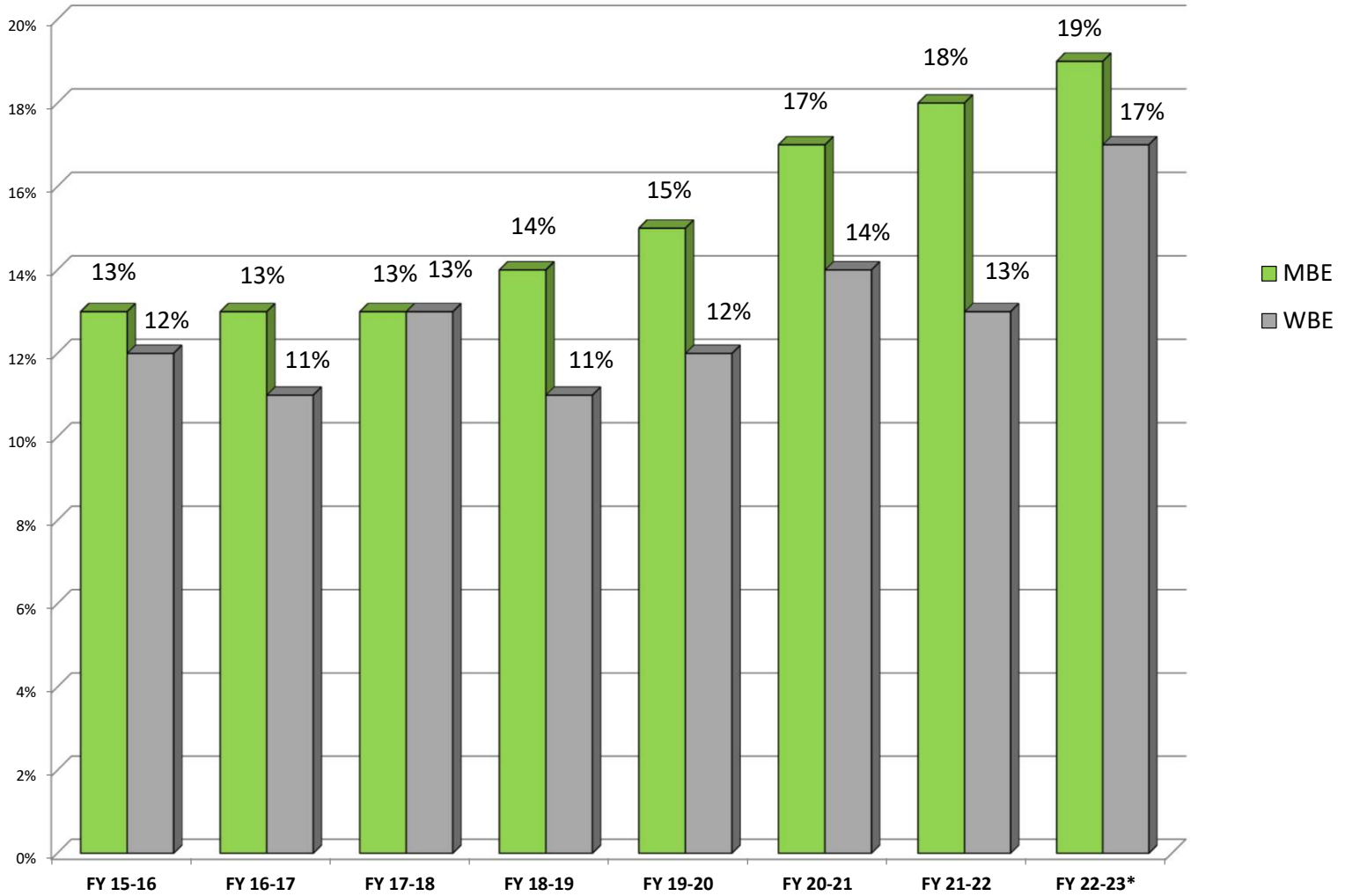
### NYS MWBE AWARDS APRIL 2015 -SEPTEMBER 2022



\* FY 2022-23 First and Second Quarter (April 2022 to September 2022)



## NYS MWBE PAYMENTS APRIL 2015 -SEPTEMBER 2022



\* FY 2022-23, First and Second Quarter (April 2022 to September 2022)

**NYS CONTRACTS  
MWBE CONTRACT ACTIVITY  
APRIL 1, 2022 - SEPTEMBER 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%
SECOND QUARTER (July-Sept 2022)	10,409	\$698,156,743	1,084	\$68,363,817	10%	30%
<b>TOTAL</b>	<b>21,624</b>	<b>\$957,844,145</b>	<b>2,241</b>	<b>\$120,650,036</b>	<b>13%</b>	<b>30%</b>

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%
SECOND QUARTER (July-Sept 2022)	2,075	\$541,629,880	2,811	\$206,511,691	38%	30%
<b>TOTAL</b>	<b>4,136</b>	<b>\$1,147,659,517</b>	<b>5,696</b>	<b>\$416,160,136</b>	<b>36%</b>	<b>30%</b>

\*NYS First and Second Quarter FY 2022-23

**SDVOB Participation on State Funded Contracts  
New York State Fiscal Year 2022-2023\*  
(Reporting Period: April 1, 2022 to September 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 two quarters of FY 2022-23, the MTA awarded approximately \$149 million in contracts with \$7.3 million (5%) awarded to certified SDVOBs.
- During the first two quarters of FY 2022-23, the MTA paid \$383 million on prime contracts with \$12 million (3%), paid to certified SDVOBs.

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

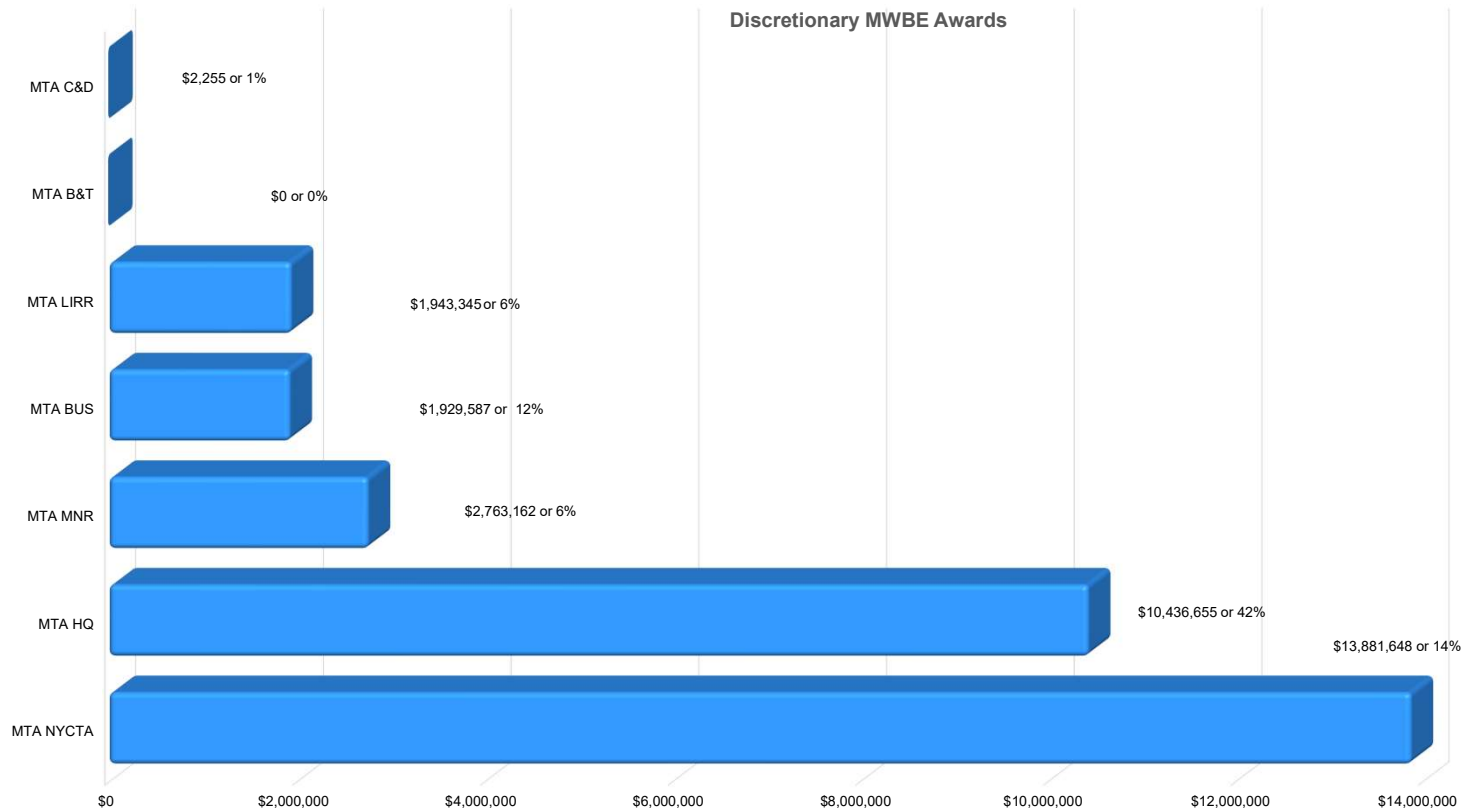
**NYS CONTRACTS  
SDVOB CONTRACT ACTIVITY  
APRIL 1, 2022 - SEPTEMBER 30, 2022 \***

<b>Contract Awards</b>	<b>Prime Awards</b>	<b>SDVOB Awards</b>	<b>SDVOB%</b>
FIRST QUARTER (Apr-Jun 2022)	\$44,982,352	\$3,045,841	7%
SECOND QUARTER (July-Sept 2022)	\$103,779,528	\$4,274,246	4%
<b>FY 2022-2023 TOTAL</b>	<b>\$148,761,881</b>	<b>\$7,320,088</b>	<b>5%</b>

<b>Contract Payments</b>	<b>Prime Disbursements</b>	<b>SDVOB Disbursements</b>	<b>SDVOB%</b>
FIRST QUARTER (Apr-Jun 2022)	\$190,043,296	\$6,420,408	3%
SECOND QUARTER (July-Sept 2022)	\$192,871,789	\$5,737,311	3%
<b>FY 2022-2023 TOTAL</b>	<b>\$382,915,085</b>	<b>\$12,157,719</b>	<b>3%</b>

**\*NYS First and Second Quarter FY 2022-23**

MTA ALL AGENCY  
DISCRETIONARY PROCUREMENTS REPORT\*  
APRIL 2022 - SEPTEMBER 2022



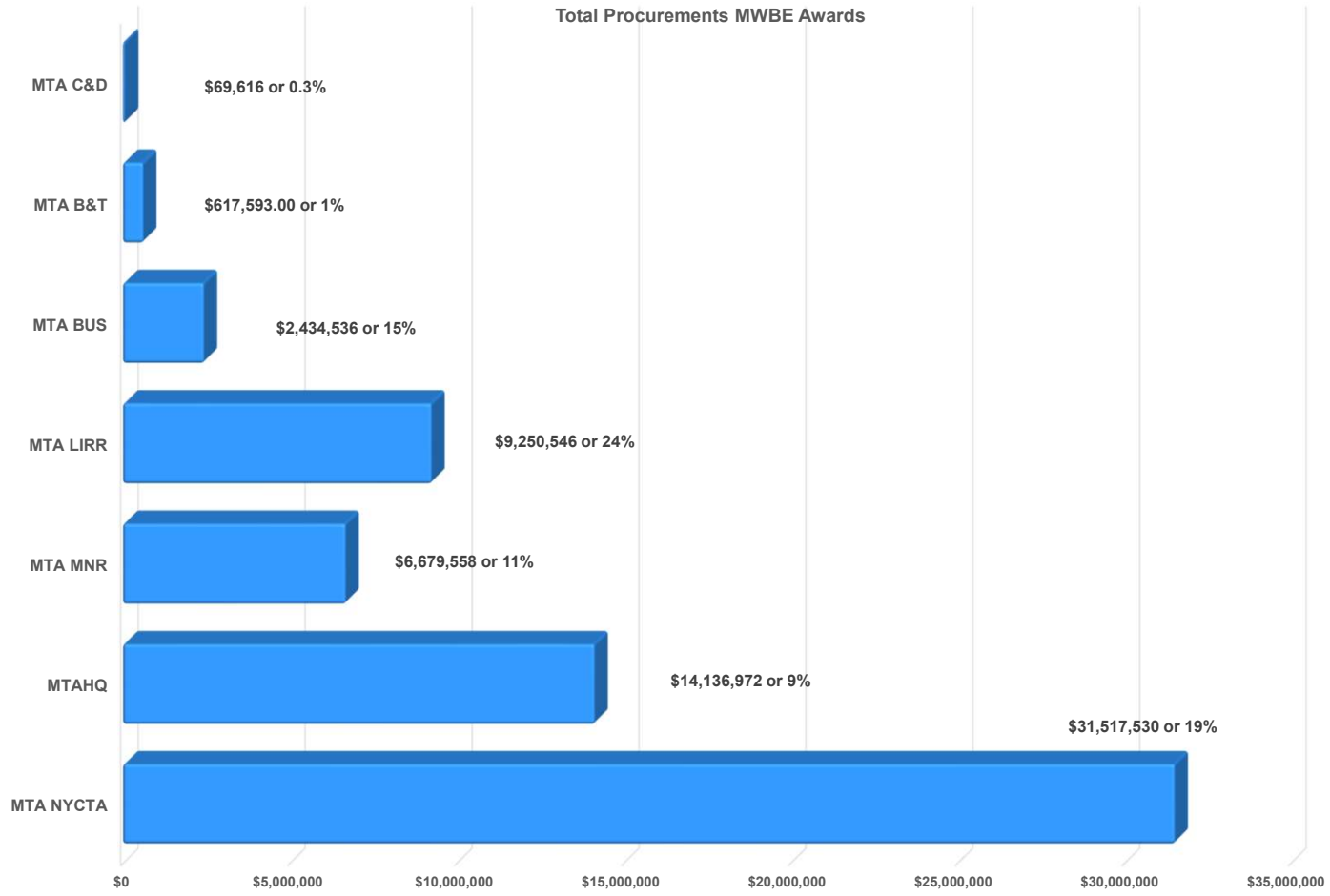
\*Discretionary procurements include purchases for goods, miscellaneous procurements, personal or miscellaneous services.

**MTA ALL AGENCY  
DISCRETIONARY PROCUREMENT REPORT\*  
April 2022 - September 2022**

<b>Agency</b>	<b>Total Awards \$1.5M or Less</b>	<b>Discretionary MWBE Awards</b>	<b>Discretionary MWBE %</b>	<b>Discretionary SBC</b>	<b>Discretionary SBC %</b>
<b>MTA BUS</b>	\$15,845,574	\$1,929,587	12%	\$59,370	0%
<b>MTA HQ</b>	\$25,044,332	\$10,436,655	42%	\$0	0%
<b>MTA NYCTA</b>	\$96,358,224	\$13,881,648	14%	\$4,263,255	4%
<b>MTA MNR</b>	\$43,230,031	\$2,763,162	6%	\$195,278	0%
<b>MTA LIRR</b>	\$33,474,195	\$1,943,345	6%	\$1,883,604	6%
<b>MTA B&amp;T</b>	\$7,396,475	\$0	0%	\$0	0%
<b>MTA C&amp;D</b>	\$287,799	\$2,255	1%	\$2,096	1%
<b>Total</b>	<b>\$221,636,629</b>	<b>\$30,956,652</b>	<b>14%</b>	<b>\$6,403,603</b>	<b>3%</b>

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

MTA ALL AGENCY  
TOTAL PROCUREMENTS REPORT  
APRIL 2022 - SEPTEMBER 2022



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

<b>Agency</b>	<b>Total Award Amount</b>	<b>Total MWBE Awards</b>	<b>MWBE %</b>
<b>MTA HQ</b>	\$153,617,524	\$14,136,972	9%
<b>MTA LIRR</b>	\$39,255,193	\$9,250,546	24%
<b>MTA NYCTA</b>	\$170,119,187	\$31,517,530	19%
<b>MTA BUS</b>	\$15,845,574	\$2,434,536	15%
<b>MTA MNR</b>	\$63,385,972	\$6,679,558	11%
<b>MTA B&amp;T</b>	\$91,018,339	\$617,593	1%
<b>MTA C&amp;D</b>	\$21,642,755	\$69,616	0.3%
<b>Total</b>	<b>\$554,884,544</b>	<b>\$64,706,352</b>	<b>12%</b>



# Metropolitan Transportation Authority Department of Diversity and Civil Rights

Discretionary A&E, IT, and Legal

December 19, 2022



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

**Total Number of Awards- 65**

**Value of Awards- \$ 9.8 million**

**Value of Cumulative Awards- \$173 million**



**MTA ALL AGENCY LEGAL FEES PAID  
APRIL THROUGH SEPTEMBER 2022**

<b>AGENCY</b>	<b>ALL FEES PAID</b>	<b>MBE FEES PAID</b>	<b>Agency MBE PARTICIPATION</b>	<b>WBE FEES PAID</b>	<b>Agency WBE PARTICIPATION</b>	<b>MWBE FEES PAID</b>	<b>Agency MWBE PARTICIPATION</b>	<b>NON-CERTIFIED FEES PAID</b>
MTA C&D	\$ 731,010	\$ 131,641	14.59%	\$ 189,865	41.30%	\$ 321,505	55.89%	\$ 409,504
MTA BUS	\$ 2,358,807	\$ 110,149	5.53%	\$ 673,790	33.19%	\$ 783,939	38.72%	\$ 1,574,868
B&T	\$ 105,747	\$ 37,961	33.56%	\$ -	0.00%	\$ 37,961	33.56%	\$ 67,787
FMTAC	\$ 2,343,937	\$ 428,415	29.32%	\$ 233,410	2.47%	\$ 661,826	31.78%	\$ 1,682,112
LIRR	\$ 743,714	\$ 27,907	13.07%	\$ -	0.00%	\$ 27,907	13.07%	\$ 715,807
NYCTA	\$ 8,034,655	\$ 424,968	6.87%	\$ 307,319	5.94%	\$ 732,287	12.81%	\$ 7,302,368
MNR	\$ 741,803	\$ 62,959	9.07%	\$ 15,039	2.57%	\$ 77,998	11.64%	\$ 663,804
MTA HQ	\$ 6,887,225	\$ 394,686	6.26%	\$ 228,980	0.61%	\$ 623,666	6.87%	\$ 6,263,559
<b>Total</b>	<b>\$ 21,946,897</b>	<b>\$ 1,618,686</b>	<b>7%</b>	<b>\$ 1,648,403</b>	<b>8%</b>	<b>\$ 3,267,089</b>	<b>15%</b>	<b>\$ 18,679,808</b>

# Metropolitan Transportation Authority Department of Diversity and Civil Rights

## Status of Closed Contracts as of September 30, 2022

December 19, 2022



# MTA Headquarters DDCR Update

## Inactive Contracts – Status as of September 30, 2022

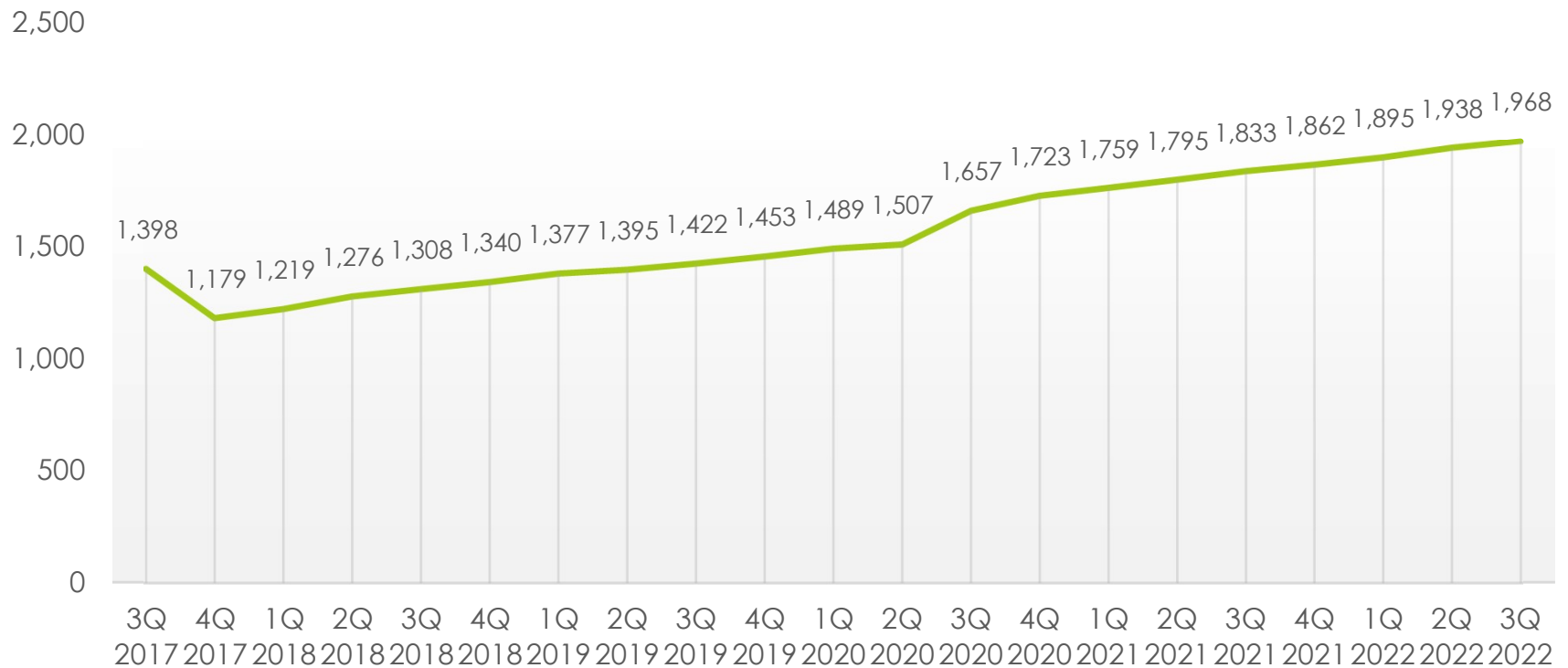
Inactive Contracts with Goals	#
1. Total Contracts Reviewed and Closed	1,659
2. Contracts Administratively Closed	309 <sup>1</sup>
Sub-Total	1,968 (97%)
3. Closeouts in Progress	43
4. Contracts Pending Agency Action	8
Total	2,019 (100%)

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 3Q 2017 through 3Q 2022<sup>2</sup>

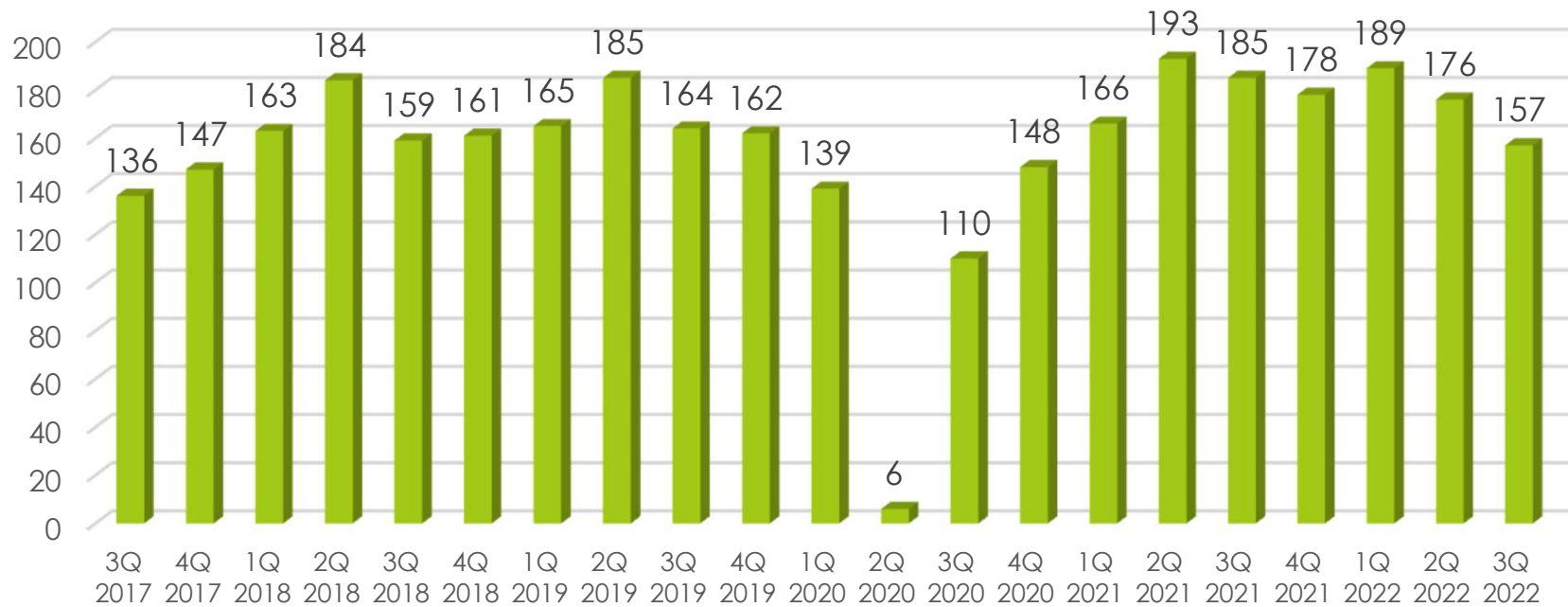


2. The decrease in closeouts between 3Q 2017 and 4Q 2017 is due to approx. 200 contracts being closed out in error, requiring subsequent re-activation.



# MTA Headquarters DDCR Update

DDCR Project Site Visits: 3Q 2017 – 3Q 2022  
Total Site Visits Performed = 4,548



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

December 19, 2022



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

## ■ Federal DBE Participation Goal: 20%

(Federal Fiscal Year 2022 (October 2021 to September 2022))

- Total Awards: \$2B
- Total DBE Awards: \$160M (7%) \*\*
- Total Payments: \$750M
- Total DBE Payments: \$126M (17%)

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

(First and Second Quarters of NYS Fiscal Year 2022-2023 (April 2022 – September 2022))

- Total Awards: \$61M
- Total MBE Awards: 17M (28%)
- Total Payments: \$723M
- Total MBE Payments: \$108M (15%)

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

(First and Second Quarters of NYS Fiscal Year 2022-2023 (April 2022 – September 2022))

- Total Awards: \$61M
- Total WBE Awards: \$4M (7%)
- Total Payments: \$723M
- Total WBE Payments: \$105M (14%)

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

(First and Second Quarters of NYS Fiscal Year 2022-2023 (April 2022 – September 2022))

- Total Awards: \$57M
- Total SDVOB Awards \$2M (4%)
- Total Payments: \$281M
- Total SDVOB Payments: \$4M (1%)

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

\*\* Total does not include TBDs on Design Build contracts. If included the total would increase to \$450.8M and 20% DBE inclusion.



# Metropolitan Transportation Authority Department of Diversity and Civil Rights

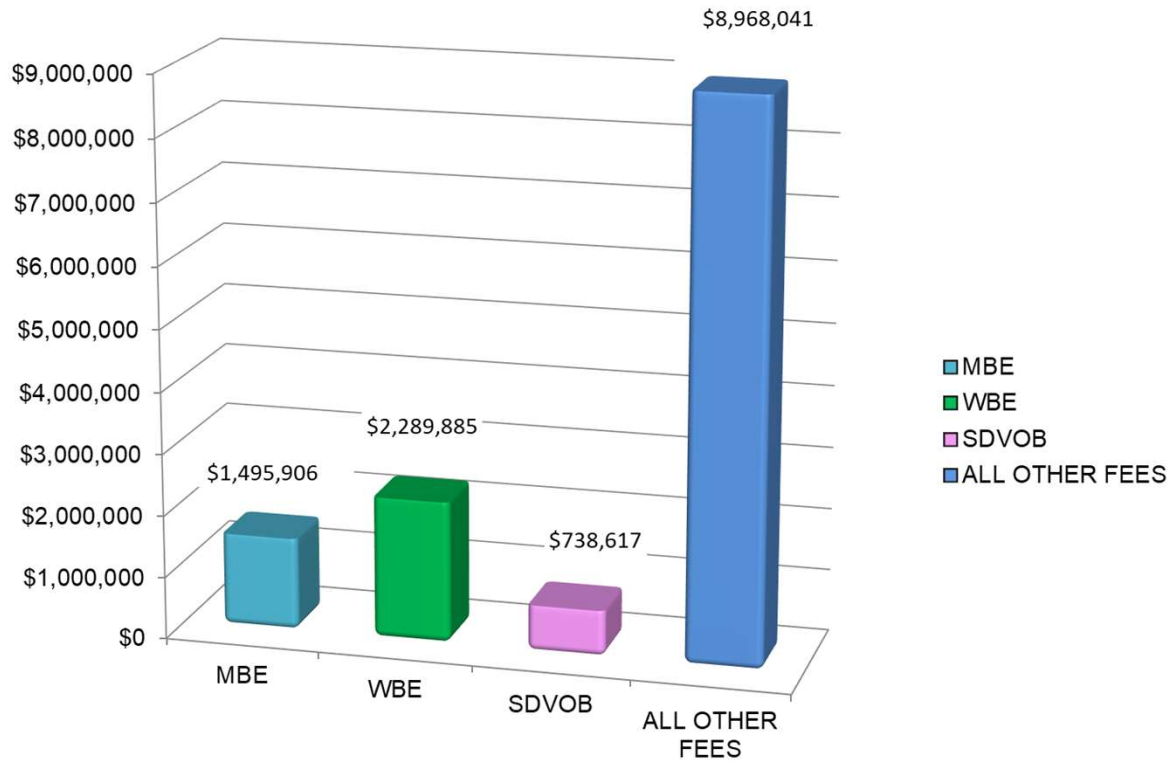
Financial Services

December 19, 2022



# MTA All Agency Underwriter Fees

April 2022 – September 2022



Actual WBE Participation = \$2,289,885 or 17%  
Actual MBE Participation = \$1,495,906 or 11%  
Actual SDVOB Participation = \$738,617 or 5%  
All Other Underwriting Fees = \$8,968,041 or 66%  
Total Underwriting Fees = \$13,492,449



# Metropolitan Transportation Authority Department of Diversity and Civil Rights

Asset Fund Managers

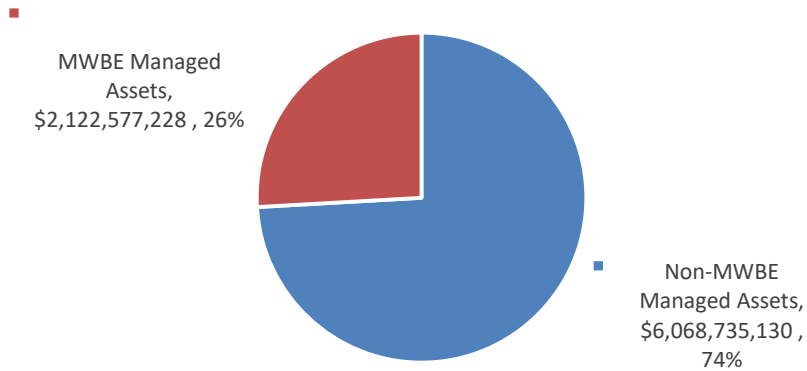
December 19, 2022



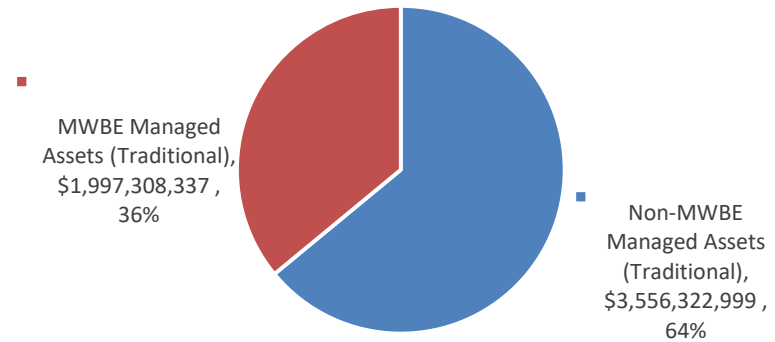
# MTA Sponsored Plans – MWBE Participation

As of September 2022

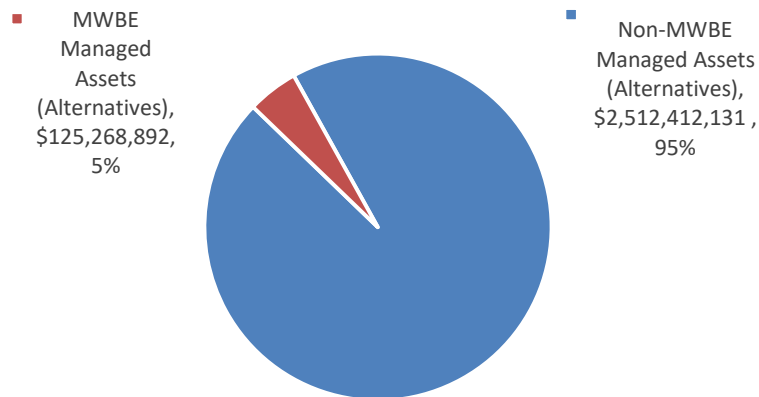
Combined Plans - Total Assets



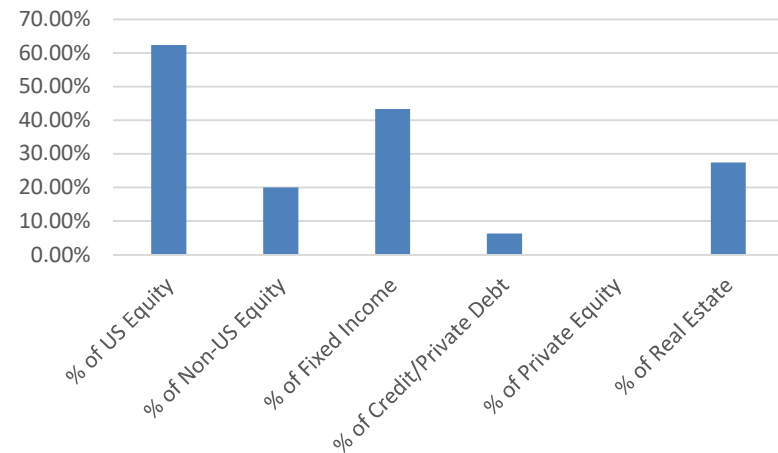
Combined Plans - Traditional Investments



Combined Plans- Alternative Investments



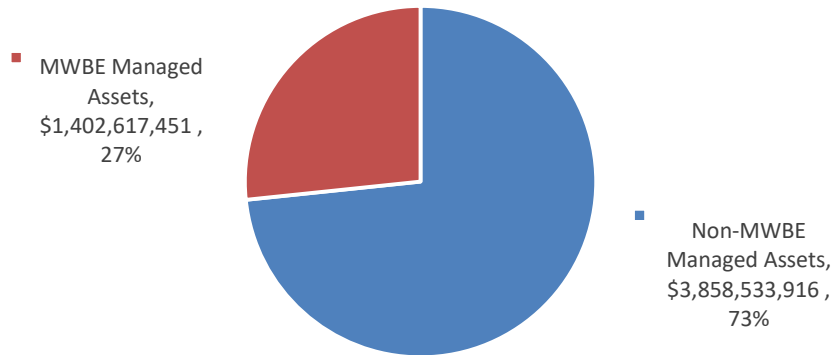
MWBE Managed Assets by Asset Class



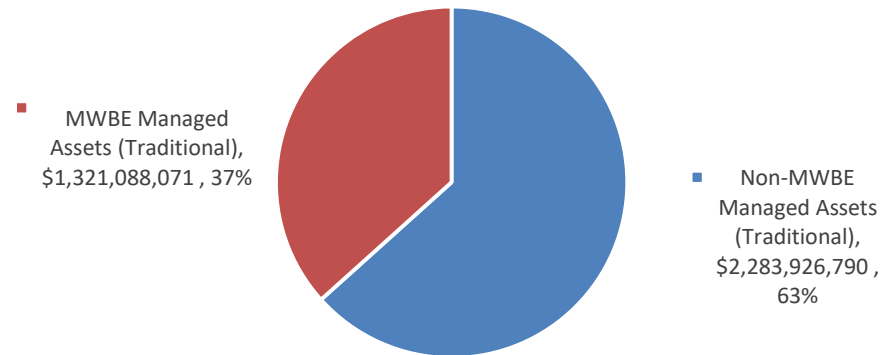
# MTA Sponsored Plans – MWBE Participation

As of September 2022

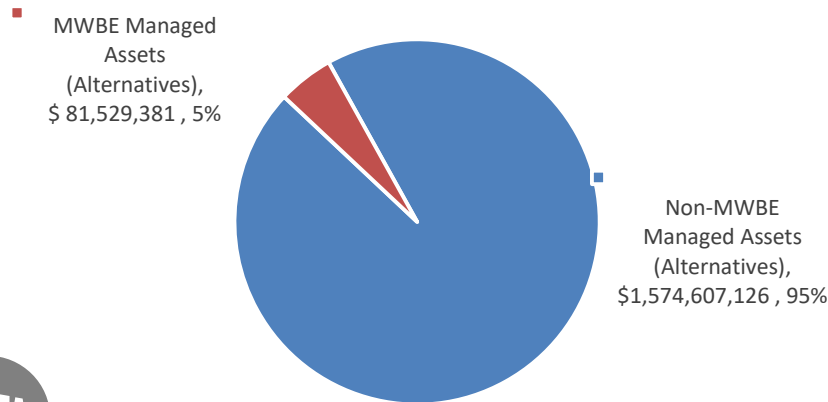
MTA Defined Benefit - Total Assets



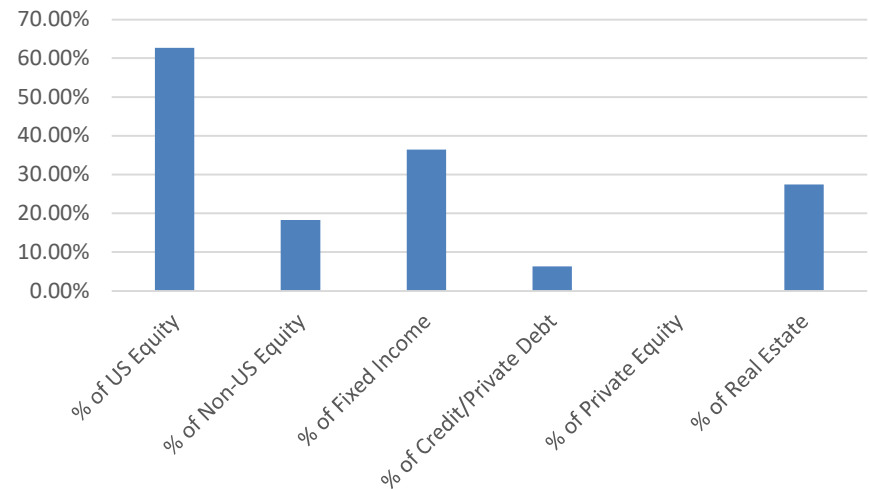
MTA Defined Benefit - Traditional Investments



MTA Defined Benefit - Alternative Investments



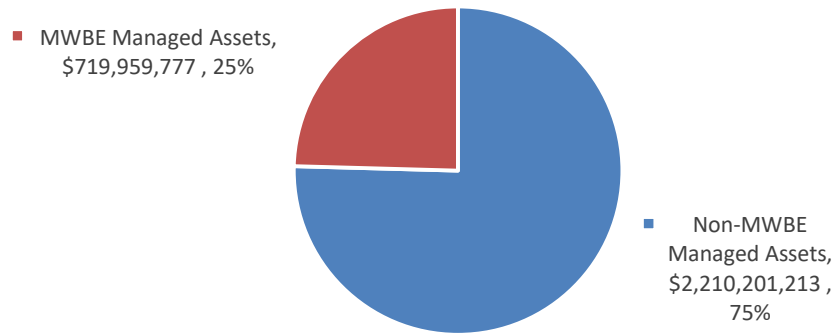
MWBE Managed Assets by Asset Class



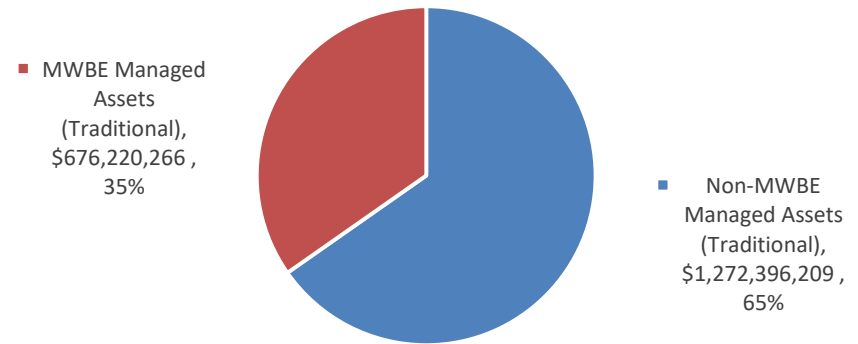
# MTA Sponsored Plans – MWBE Participation

As of September 2022

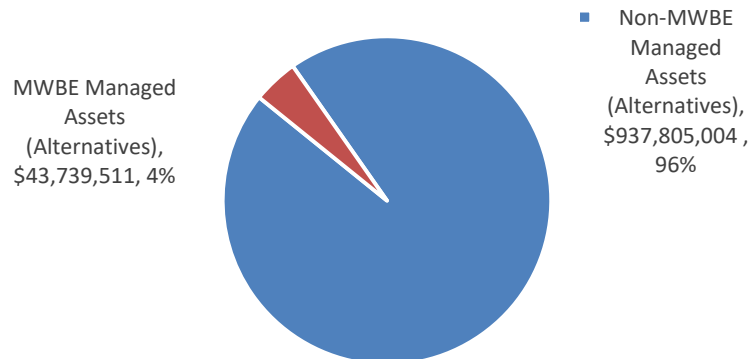
MaBSTOA - Total Assets



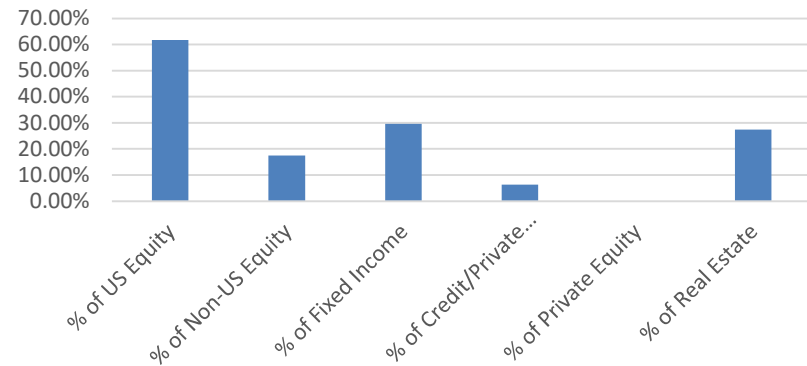
MaBSTOA - Traditional Investments



MaBSTOA - Alternative Investments



MWBE Managed Assets by Asset Class





# Metropolitan Transportation Authority Department of Diversity and Civil Rights

MTA-Wide Workforce  
as of September 30, 2022

December 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 September 30, 2022

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOP1**		2+ RACES		VETERANS	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>Officials &amp; Administrators</b>	<b>5,502</b>		2925	53%	2,577	47%	1,240	23%	648	12%	698	13%	15	0%	3	0%	321	6%	<b>285</b>	5%
F	1,382	25%	958	17%	424	8%	516	9%	174	3%	190	3%	3	0%	0	0%	75	1%	24	0%
M	4,120	75%	1967	36%	2,153	39%	724	13%	474	9%	508	9%	12	0%	3	0%	246	4%	261	5%
<b>Professionals</b>	<b>4,001</b>		2807	70%	1,194	30%	1,099	27%	505	13%	941	24%	6	0%	3	0%	253	6%	79	2%
F	1,496	37%	1198	30%	298	7%	590	15%	221	6%	280	7%	2	0%	2	0%	103	3%	14	0%
M	2,505	63%	1609	40%	896	22%	509	13%	284	7%	661	17%	4	0%	1	0%	150	4%	65	2%
<b>Technicians</b>	<b>428</b>		206	48%	222	52%	80	19%	56	13%	43	10%	3	1%	1	0%	23	5%	26	6%
F	51	12%	40	9%	11	3%	22	5%	9	2%	4	1%	0	0%	0	0%	5	1%	3	1%
M	377	88%	166	39%	211	49%	58	14%	47	11%	39	9%	3	1%	1	0%	18	4%	23	5%
<b>Protective Services</b>	<b>2,126</b>		1368	64%	758	36%	622	29%	538	25%	127	6%	2	0%	2	0%	77	4%	124	6%
F	373	18%	291	14%	82	4%	171	8%	95	4%	5	0%	1	0%	0	0%	19	1%	12	1%
M	1,753	82%	1077	51%	676	32%	451	21%	443	21%	122	6%	1	0%	2	0%	58	3%	112	5%
<b>Paraprofessionals</b>	<b>60</b>		46	77%	14	23%	24	40%	11	18%	5	8%	0	0%	0	0%	6	10%	0	0%
F	38	63%	31	52%	7	12%	15	25%	9	15%	3	5%	0	0%	0	0%	4	7%	0	0%
M	22	37%	15	25%	7	12%	9	15%	2	3%	2	3%	0	0%	0	0%	2	3%	0	0%
<b>Administrative Support</b>	<b>4,815</b>		4090	85%	725	15%	2,391	50%	649	13%	850	18%	14	0%	2	0%	184	4%	74	2%
F	2,311	48%	2098	44%	213	4%	1,519	32%	325	7%	150	3%	8	0%	2	0%	94	2%	20	0%
M	2,504	52%	1992	41%	512	11%	872	18%	324	7%	700	15%	6	0%	0	0%	90	2%	54	1%
<b>Skilled Craft</b>	<b>26,847</b>		16491	61%	10,356	39%	8,389	31%	3,635	14%	3,232	12%	87	0%	17	0%	1,131	4%	1,015	4%
F	1,588	6%	1295	5%	293	1%	972	4%	209	1%	50	0%	3	0%	2	0%	59	0%	32	0%
M	25,259	94%	15196	57%	10,063	37%	7,417	28%	3,426	13%	3,182	12%	84	0%	15	0%	1,072	4%	983	4%
<b>Service Maintenance</b>	<b>27,334</b>		23097	84%	4,237	16%	14,167	52%	6,250	23%	1,697	6%	75	0%	6	0%	902	3%	458	2%
F	6,155	23%	5394	20%	761	3%	3,925	14%	1,195	4%	92	0%	12	0%	1	0%	169	1%	44	0%
M	21,179	77%	17703	65%	3,476	13%	10,242	37%	5,055	18%	1,605	6%	63	0%	5	0%	733	3%	414	2%
<b>Total</b>	<b>71,113</b>		<b>51,030</b>	<b>72%</b>	<b>20,083</b>	<b>28%</b>	<b>28,012</b>	<b>39%</b>	<b>12,292</b>	<b>17%</b>	<b>7,593</b>	<b>11%</b>	<b>202</b>	<b>0%</b>	<b>34</b>	<b>0%</b>	<b>2,897</b>	<b>4%</b>	<b>2,061</b>	<b>3%</b>

\* 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 September 30, 2022

MTA Agency	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHUPI**		2+ RACES		VETERANS	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>B&amp;T</b>	<b>919</b>		528	57%	391	43%	240	26%	183	20%	53	6%	6	1%	0	0%	46	5%	14	2%
F	171	19%	142	15%	29	3%	88	10%	34	4%	11	1%	2	0%	0	0%	7	1%	1	0%
M	748	81%	386	42%	362	39%	152	17%	149	16%	42	5%	4	0%	0	0%	39	4%	13	1%
<b>BUS</b>	<b>3,867</b>		3257	84%	610	16%	1,795	46%	898	23%	348	9%	16	0%	9	0%	191	5%	67	2%
F	503	13%	471	12%	32	1%	297	8%	139	4%	16	0%	2	0%	0	0%	17	0%	5	0%
M	3,364	87%	2786	72%	578	15%	1,498	39%	759	20%	332	9%	14	0%	9	0%	174	4%	62	2%
<b>C&amp;D</b>	<b>1,569</b>		1014	65%	555	35%	311	20%	147	9%	469	30%	1	0%	0	0%	86	5%	20	1%
F	468	30%	333	21%	135	9%	120	8%	61	4%	122	8%	0	0%	0	0%	30	2%	3	0%
M	1,101	70%	681	43%	420	27%	191	12%	86	5%	347	22%	1	0%	0	0%	56	4%	17	1%
<b>HQ</b>	<b>4,860</b>		2995	62%	1,865	38%	1,199	25%	687	14%	819	17%	11	0%	4	0%	275	6%	156	3%
F	1,669	34%	1237	25%	432	9%	648	13%	256	5%	221	5%	2	0%	2	0%	108	2%	27	1%
M	3,191	66%	1758	36%	1,433	29%	551	11%	431	9%	598	12%	9	0%	2	0%	167	3%	129	3%
<b>LIRR</b>	<b>7,207</b>		2804	39%	4,403	61%	1,257	17%	898	12%	312	4%	21	0%	3	0%	313	4%	451	6%
F	1,326	18%	535	7%	791	11%	318	4%	123	2%	49	1%	1	0%	0	0%	44	1%	21	0%
M	5,881	82%	2269	31%	3,612	50%	939	13%	775	11%	263	4%	20	0%	3	0%	269	4%	430	6%
<b>MNR</b>	<b>5,961</b>		2386	40%	3,575	60%	1,177	20%	695	12%	163	3%	22	0%	3	0%	326	5%	421	7%
F	654	11%	431	7%	223	4%	250	4%	100	2%	25	0%	5	0%	2	0%	49	1%	19	0%
M	5,307	89%	1955	33%	3,352	56%	927	16%	595	10%	138	2%	17	0%	1	0%	277	5%	402	7%
<b>NYCT</b>	<b>46,730</b>		38046	81%	8,684	19%	22,033	47%	8,784	19%	5,429	12%	125	0%	15	0%	1,660	4%	932	2%
F	8,603	18%	8156	17%	447	1%	6,009	13%	1,524	3%	330	1%	17	0%	3	0%	273	1%	73	0%
M	38,127	82%	29890	64%	8,237	18%	16,024	34%	7,260	16%	5,099	11%	108	0%	12	0%	1,387	3%	859	2%
<b>Total</b>	<b>71,113</b>		<b>51,030</b>	<b>72%</b>	<b>20,083</b>	<b>28%</b>	<b>28,012</b>	<b>39%</b>	<b>12,292</b>	<b>17%</b>	<b>7,593</b>	<b>11%</b>	<b>202</b>	<b>0%</b>	<b>34</b>	<b>0%</b>	<b>2,897</b>	<b>4%</b>	<b>2,061</b>	<b>3%</b>

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

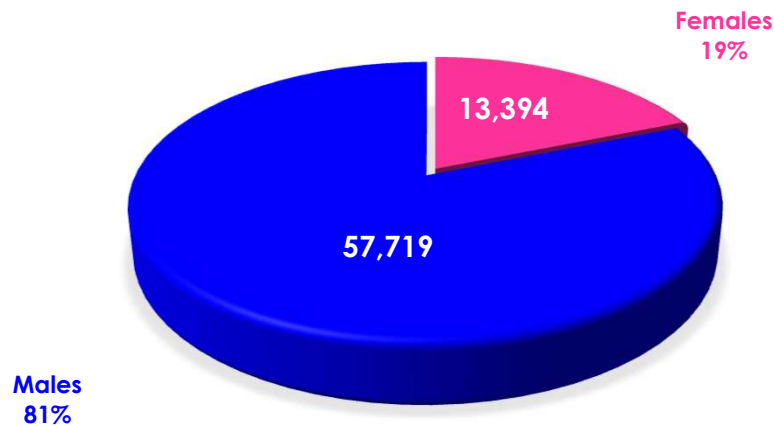


\*American Indian/Alaskan Native

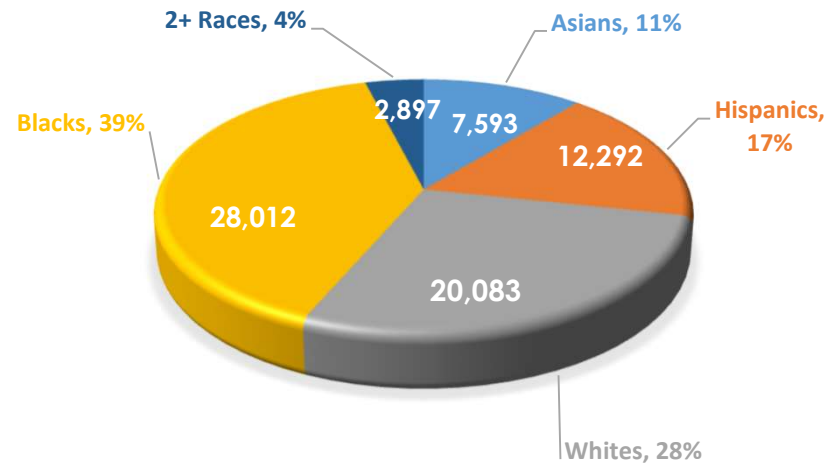
\*\*Native Hawaiian Other Pacific Islander

# MTA-Wide Workforce as of September 30, 2022

## Workforce By Sex



## Workforce By Race/Ethnicity



MTA employed **71,113** people: **19%** of the workforce were females, **72%** minorities, and veterans comprised **3%**.

- ❑ The percentage of females employed in the workforce has **increased** by one percentage point when compared to Third Quarter 2021.
- ❑ The percentage of minorities in the workforce has **increased** by one percentage point when compared to Third 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 presentation provides a snapshot of the current workforce representation and the hiring and separations activities during the reporting period ending September 30, 2022. The data is displayed by race and/or gender and is expressed in percentages. The hiring and separations data does not count movements on internal transfers between agencies nor does it count temporary workers (e.g. rehired retirees, contingents).

Also shown on the slides are the internal and external complaints filed with the organization, by allegation type (a.k.a. bases) in accordance with applicable non-discriminatory programs.



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  
Third Quarter 2022

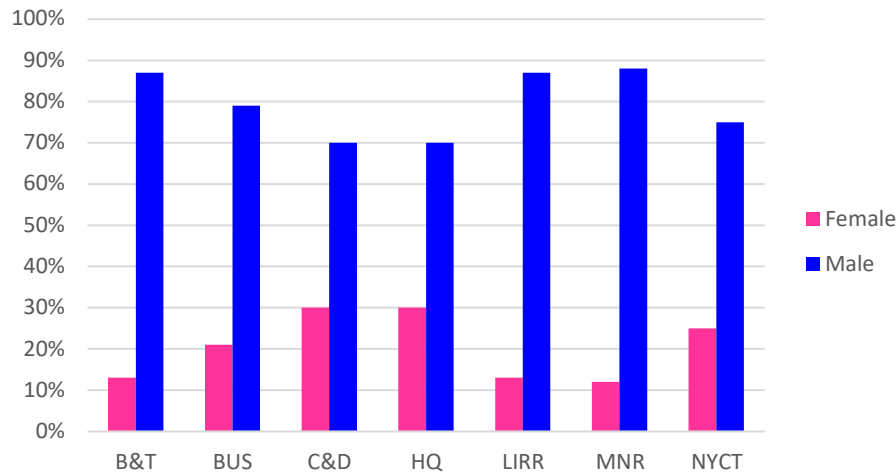
December 19, 2022



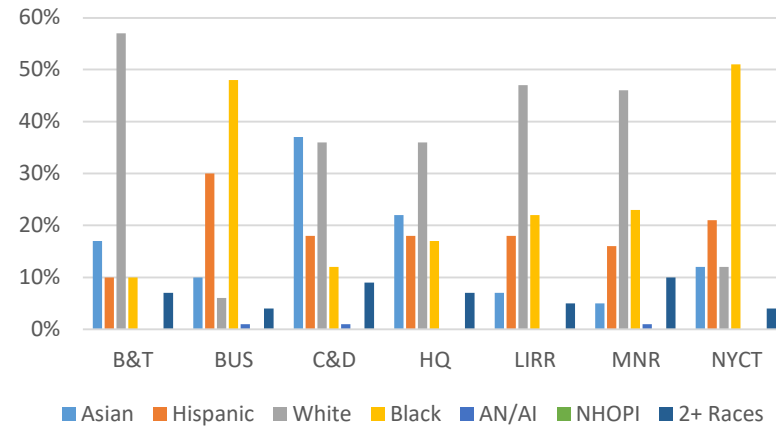


# New Hires By Agency January 1, 2022 to September 30, 2022

### MTA Agencies New Hires By Sex



### MTA Agencies New Hires By Race/Ethnicity



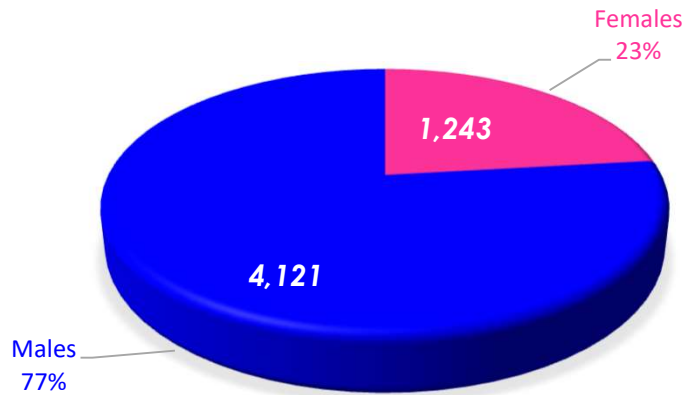
Agency	New Hires	Females	Minorities
B&T	30	13%	43%
BUS	408	21%	94%
C&D	123	30%	76%
HQ	385	30%	64%
LIRR	567	13%	53%
MNR	346	12%	54%
NYCT	3505	25%	88%

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

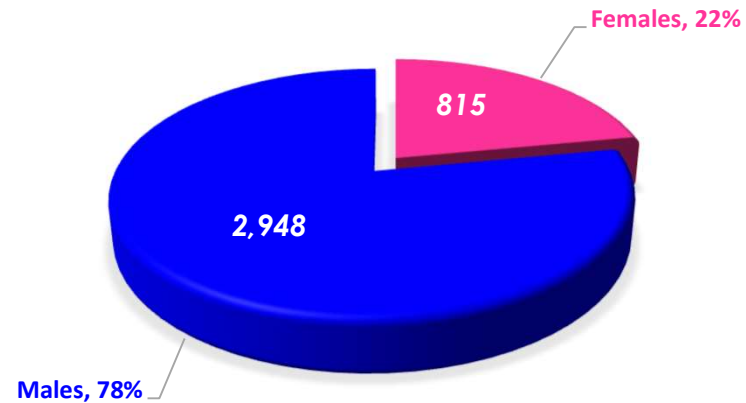


# MTA-Wide New Hires and Separations by Sex January 1, 2022 to September 30, 2022

## New Hires By Sex



## Separations By Sex



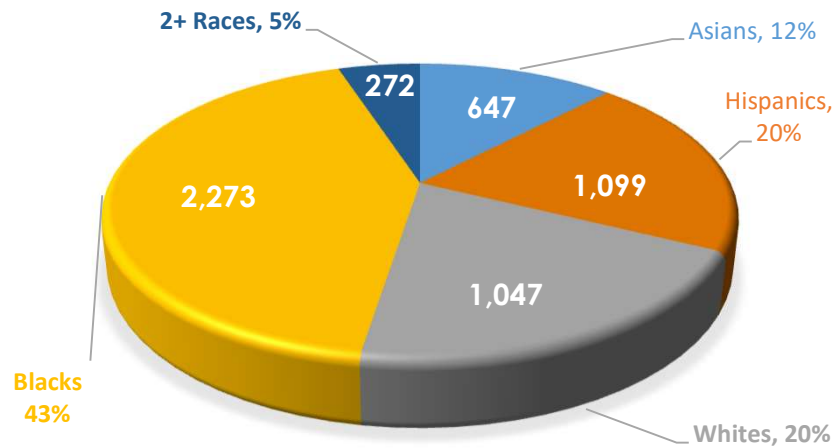
During the third quarter 2022, MTA hired **5,364** employees, including **1,243** females and **4,121** males. During this same reporting period, **3,763** employees separated from MTA, including **815** females and **2,948** males

- ❑ The result was a net increase of **428** female employees and **1,173** male employees.
- ❑ There were **25** female veterans hired and **8** female veterans separated during the third quarter 2022.

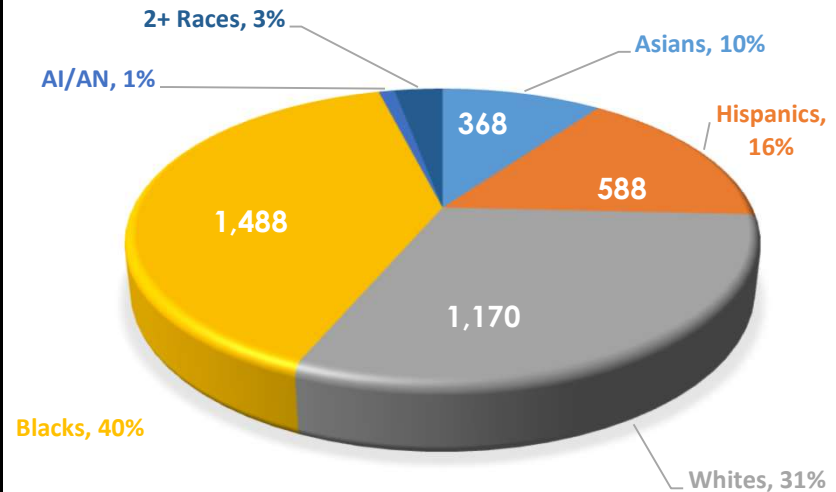


# MTA-Wide New Hires and Separations by Race/Ethnicity January 1, 2022 to September 30, 2022

## New Hires By Race/Ethnicity



## Separations By Race/Ethnicity



During the third quarter 2022, MTA hired **5,364** employees, including **4,317** minorities and **1,047** non-minorities. During this same reporting period, **3,763** employees separated from MTA, including **2,593** minorities and **1,170** non-minorities.

- ❑ The result was a net increase of **1,724** minority employees - Blacks (785), Hispanics (511), Asians (279), 2+ Races (146), AI/AN (4) and NHOPI (-1) and a net decrease of **-123** non-minority employees
- ❑ A total of **151** veteran employees were hired, including **107** minority veterans and a total of **132** veteran employees separated.



# Metropolitan Transportation Authority Department of Diversity and Civil Rights

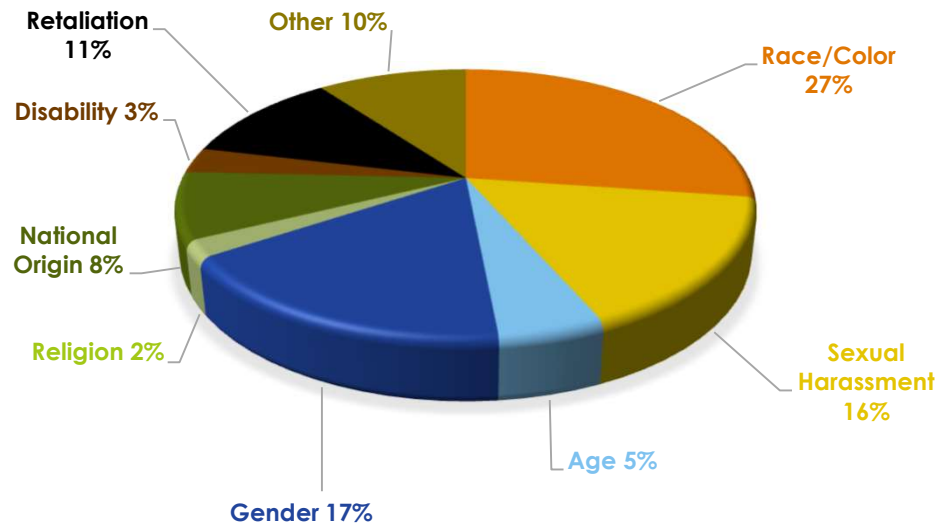
## MTA-Wide Complaints and Lawsuits Third Quarter 2022



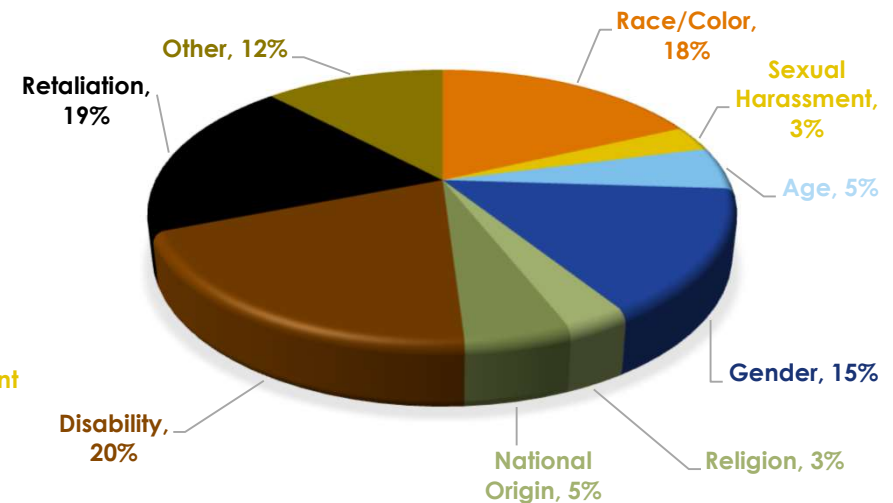
December 19, 2022

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

### INTERNAL EEO COMPLAINTS BY BASES



### EXTERNAL EEO COMPLAINTS BY BASES



MTA handled **132** EEO complaints\*, citing **257** separate bases, and **7** lawsuits.

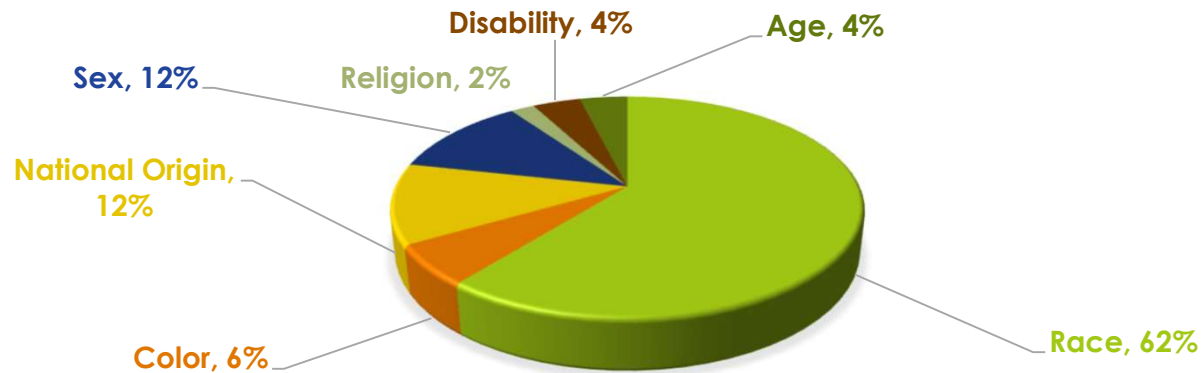
- ❑ **83** filed internal complaints.
- ❑ **49** filed external complaints.
- ❑ The most frequently cited bases internally was **race/color**.

*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 September 30, 2022

MTA-WIDE TITLE VI AND RELATED COMPLAINTS BY BASES



MTA handled **40** Title VI and Related complaints, citing **52** separate bases and **0** Title VI lawsuits.

- ❑ **31** Title VI complaints\* were filed.
- ❑ **9** Related discrimination complaints\*\* were filed.
- ❑ The most frequently cited bases was **race**.

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

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

