



Metropolitan Transportation Authority

Diversity Committee Meeting

December 2023

Committee Members

B. Lopez, Chair
F. Miranda
JR. Rizzo
M. Valdivia
N. Zuckerman

Diversity Committee Meeting

Monday, 12/18/2023

3:00 - 3:45 PM ET

1. Public Comment

2. Approval of Minutes

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3. 2023 Diversity Committee Work Plan

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4. 2024 Diversity Committee Work Plan

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5. Equal Opportunity Policy Statements

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6. DBE Policy Directive

DBE Policy Directive - Page 28

7. Executive Summary

Diversity Executive Summary - Page 30

8. Business and Diversity Initiatives

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9. DBE Certification Activity Report

DBE Certification Activity Report - Page 63

10. Small Business Development Program Update

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11. M/W/DBE and SDVOB Contract Compliance

MWDBE and SDVOB Compliance Data - Page 86

12. Discretionary A&E and Legal

Discretionary Awards - Page 96

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15. EEO Activity

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MTA DIVERSITY COMMITTEE
Meeting Minutes
2 Broadway, 20th Floor, New York, NY 10004
Monday September 18, 2023

The following Committee Members were present:

Hon. Blanca Lopez, Chair
Hon. Midori Valdivia
Hon. Neal Zuckerman
Hon. John-Ross Rizzo

The following Board Member was present:

Hon. Gerard Bringmann

The following staff were present:

Tracey Mitchell, Acting MTA Chief Diversity and Inclusion Officer,
Dr. Rosalyn Green, Deputy Chief Diversity and Inclusion Officer, EEO and Title VI, DDCR
Lorraine Warren, Certification Manager • Office DBE Cert and MWDBE Out
Christine Norman, Deputy Chief Diversity Officer • Office DBE Cert and MWDBE Out
Ray Burke, Deputy Chief Diversity Officer, MWDBE Contract Compliance
George Cleary, Deputy Chief Diversity Officer, Small Business Development Program

Chair Lopez called to order the September 2023 Diversity Committee.

1. PUBLIC SPEAKERS' SESSION

- There were two virtual public speakers in the public comments portion of the meeting: Jason Anthony and Alida 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 a motion duly made and seconded, the Committee approved the Minutes of the MTA Diversity Committee meetings held June 26, 2023.

3. Work Plan Update

- Ms. Mitchell announced that there would be a change in the work plan for 2023. The DBE Goal Rational for 2024-2026 had been added, and the review of the Diversity Committee meeting charter is scheduled to take place in December 2024. The updated 2023 Work Plan was provided to the Committee members in the Diversity Committee book.

Ms. Lopez motioned to approve the Work Plan changes, Midori Valdivia seconded.

4. EXECUTIVE SUMMARY

- Ms. Mitchell informed the committee of the intention to go over the DBE Certification activities, DBE Goal Rationale, and Workforce highlights as well as the department's approach to addressing areas of Underutilization.

MWBE, DBE and SDVOB businesses

- Ms. Mitchell stated that Empire State Development had finalized its review and validation of the previous numbers presented, and there was an increase in the final tabulations. MTA had exceeded the NY State Goals for the 3rd consecutive year. In NYS FY22-23, which runs April 1st, through March 31st, the MTA made a total of \$849 million in payments to MWBE/SDVOB firms. During the same period, payments totaling \$346.5 million were made to DBE firms under the Federal program during.
- With over 35 million awarded to SDVOB, the total for the two programs is approximately 1.1 billion dollars in payments. Current tracking and comparison to same quarter of last year, show that MTA is successfully on track to exceed the NY state Goals for the 4th Consecutive year. Ms. Mitchell highlighted a few of the top prime and subcontractor awards.
- The program's outreach efforts resulted in 155 firms being certified. Ms. Mitchell also spoke about and asked Christine Norman to elaborate on "targeted outreach" and its goals and accomplishments. DBE certification efforts in 2023 has seen more applicants than 2022, and more successful certifications, and in less time. Lorraine Warren expounded upon the Federal eligibility requirements and MTA's process to certify firms.
- Christine Norman presented to the board an overview of the FTA requirements for the DBE program which included a 3-step process for establishing a new DBE goal to be completed every three years and outreach to present the new goals to stakeholders for discussion or input. Ms. Mitchell stated that the DBE Goal Rationale for 2024-2026 has now been established at 20%.

Diversity Equity and Inclusion (DEI)

- A recap of the Employee Resource Groups activities included Leadership Training for ERG leads and a workshop on emotional intelligence. September is Suicide Prevention Month and Hispanic Heritage Month; the ERGs have planned events to honor both.

EEO Activities

- Dr. Green provided an overview of the 2nd quarter MTA overall workforce numbers, by race/ethnicity and sex, in comparison to the previous year, citing a successful increase in female and minority representation. An overview of the under-utilization analysis MTA-wide as well as per agency, was presented and reviewed for the board along with next steps and recruitment strategies for addressing the Agency's underutilization areas.
- Dr. Green further presented a brief overview of how estimated availability is calculated, and along with a sampling job titles, how it is all used to perform a workforce analysis. The complete data sets by agency with detailed demographic breakdown were provided in the Committee books.

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 Lopez extended appreciation and thanks to Tracey Mitchell on her final committee meeting and for her assistance in stepping into the acting Chief Diversity role. Ms. Mitchell in turn extended her thanks and appreciation to the DDCR staff and the Agency Chief EEO officers.

Upon a motion duly made and seconded, the Diversity Committee voted to adjourn the meeting.

Respectfully submitted,
Nadara Wade
Director, Title VI Analysis, Equity and Access

2023 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

April 2023

2023 Departmental Goals	Dept. of Diversity/Civil Rights
2022 Year-End Report	Dept. of Diversity/Civil Rights
2023 Title VI Program Update	Dept. of Diversity/Civil Rights

June 2023

2023 - EEO, ADA, Title VI, and Sexual and Other Discriminatory Harassment Policy Statements	Dept. of Diversity/Civil Rights
1st Quarter 2023 Report	Dept. of Diversity/Civil Rights
EEO Program Update	Dept. of Diversity/Civil Rights

September 2023

2nd Quarter 2023 Report	Dept. of Diversity/Civil Rights
Recruitment Strategies for MTAHQ and MTA Agencies	Dept. of Diversity/Civil Rights, MTAHQ and Agency Staff
DBE Program and DBE Goal Update	Dept. of Diversity/Civil Rights

December 2023

3 rd Quarter 2023 Report	Dept. of Diversity/Civil Rights
2023 Updated DBE Policy	Dept. of Diversity/Civil Rights
2024 Diversity Committee Work Plan	Dept. of Diversity/Civil Rights
2024 Equal Opportunity Policy Statements	Dept. of Diversity/Civil Rights
5-Year DEI Strategic 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

April 2023

Overview of 2023 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 2023.

2022 Year-End Report

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

2023 Title VI Program Update

The Department of Diversity and Civil Rights will present MTA's updated Title VI Program for MTA Board approval and for submission to FTA.

June 2023

1st Quarter 2023 Report

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

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 2023 EEO Policy.

EEO Program Update for 2023-2026

The Department of Diversity and Civil Rights will present MTA's EEO Program Updates to be submitted to FTA for approval.

September 2023

2nd Quarter 2023 Report

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

DBE Program and DBE Goal Update for FFYs 2024-2026

The Department of Diversity and Civil Rights will present MTA's DBE Goal for Federal Fiscal Years (FFYs) 2024-2026.

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 2023

3rd Quarter 2023 Report

The Department of Diversity and Civil Rights will present 3rd quarter 2023 update on MTA Agency-wide EEO and M/W/DBE and SDVOB contract compliance activities.

2024 Diversity Committee Work Plan

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

Recommitment to Equal Opportunity (“EO”)

Each year, the MTA disseminates Policies addressing the Americans with Disabilities Act (“ADA”), Sexual and Other Discriminatory Harassment Prevention, Title VI, and Equal Employment Opportunity 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 EO Policy.

2024 Updated DBE Policy

5-Year DEI Strategic Plan

The Department of Diversity and Civil Rights will present MTA’s first 5-year DEI Strategic Plan developed to comply with the New York State Executive Order 187.

2024 Diversity Committee Work Plan

I. RECURRING AGENDA ITEMS

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

II. SPECIFIC AGENDA ITEMS

April 2024	Responsibility
M/W/DBE, SDVOB Task Force	Dept. of Diversity/Civil Rights
2023 Year-End Report	
Recruitment Strategies for MTAHQ and MTA Agencies	MTAHQ and Agency Staff

June 2024	Responsibility
1 st Quarter 2024 Report	Dept. of Diversity/Civil Rights
5-Year DEI Strategic Plan Bi-Annual Update	
Diversity Committee Charter Review	Committee Chair & Members

September 2024	Responsibility
2 nd Quarter 2024 Report	Dept. of Diversity/Civil Rights
M/W/DBE, SDVOB Task Force - Update	
EEOP Program Progress to Goals	

December 2024	Responsibility
3 rd Quarter 2024 Report	Dept. of Diversity/Civil Rights
2025 Diversity Committee Workplan	
5-Year DEI Strategic Plan - Bi-Annual Update	

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

April 2024

- **2023 Year-End Report:**
The Department of Diversity and Civil Rights will present 2023 year-end update on MTA Agency-wide EEO and M/W/DBE and SDVOB contract compliance activities.
- **M/W/DBE, SDVOB Task Force:**
The Department of Diversity and Civil Rights report establish an interagency Task Force to explore and improve M/W/DBE and SDVOB participation in non-construction contracts.
- **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.

June 2024

- **1st Quarter 2024 Report:**
The Department of Diversity and Civil Rights will present 1st quarter 2024 update on MTA Agency-wide EEO, and M/W/DBE and SDVOB contract compliance activities.

- 5-Year DEI Strategic Plan Bi-Annual Update:
The Department of Diversity and Civil Rights will present MTA's progress towards its first 5-year DEI Strategic Plan developed to comply with the New York State Executive Order 187.
- Diversity Committee Charter Review:
The Diversity Committee will review and assess the adequacy of its charter and recommend changes as necessary.

September 2024

- 2nd Quarter 2024 Report:
The Department of Diversity and Civil Rights will present 2nd quarter 2024 update on MTA Agency-wide EEO, and M/W/DBE and SDVOB contract compliance activities.
- M/W/DBE, SDVOB Task Force – Update:
The Department of Diversity and Civil Rights report will address progress made by the Task Force to improve M/W/DBE and SDVOB participation.
- EEO Program Progress to Goals

December 2024

- 3rd Quarter 2024 Report:
The Department of Diversity and Civil Rights will present 3rd quarter 2024 update on MTA Agency-wide EEO, and M/W/DBE and SDVOB contract compliance activities.
- 2025 Diversity Committee Work Plan:
The Department of Diversity and Civil Rights will present an updated Diversity Committee Work Plan for 2025.
- 5-Year DEI Strategic Plan Bi-Annual Update:
The Department of Diversity and Civil Rights will present MTA's progress towards its first 5-year DEI Strategic Plan developed to comply with the New York State Executive Order 187.

MTA ALL AGENCY POLICY STATEMENT

Americans With Disabilities Act and New York State Human Rights Law

The Metropolitan Transportation Authority (“MTA”), and its affiliated and subsidiary agencies New York City Transit (“NYCT”) including the Manhattan and Bronx Surface Transit Operating Authority (“MaBSTOA”) and the Staten Island Rapid Transit Operating Authority (“SIRTOA”), Metro-North Railroad (“MNR”), Long Island Rail Road (“LIRR”), MTA Bus Company (“BUS”), Bridges and Tunnels (“B&T”), Construction and Development (C&D) and Grand Central Madison Concourse Operating Company (“GCMC”), hereinafter collectively referred to as “MTA”, are fully committed to equal opportunity for all employees and applicants for employment and prohibit discrimination on the basis of disability in all of its employment practices. Such interference with the ability of the MTA's employees to perform their expected job duties is not tolerated. The Americans with Disabilities Act ("ADA") and New York State Human Rights Law ("NYSHRL") require the MTA to provide reasonable accommodation to qualified applicants and employees with disabilities or pregnancy-related conditions under certain circumstances. The MTA recognizes this obligation and has adopted guidelines to ensure its compliance with the ADA and the NYSHRL.

To request a reasonable accommodation for a disability or pregnancy-related condition relating to your employment or application for employment with the MTA, please contact your Agency’s HR People Function liaison. MTA’s Reasonable Accommodations for Job Applicants and Employees with a Disability or a Pregnancy Related Condition Policy is available on the MTA’s intranet site.

All employees and applicants for employment shall be protected from retaliation or harassment for filing a complaint or participating in an investigation of a complaint. Reprisal against or interference with an employee's or applicant's right to file a complaint concerning such matters constitutes a violation of this Policy. The MTA Equal Employment Opportunity Policy and Sexual and Other Discriminatory Harassment Policies also contain pertinent information relating to claims of discrimination.

If you believe you have been subjected to a violation of MTA’s Equal Employment Opportunity (“EEO”) Policy in your employment or application for employment, you have a right to file a complaint of discrimination and/or retaliation directly with your Agency’s Chief Equal Opportunity Officer or other personnel at the appropriate agency listed below:

MTA Headquarters
Lourdes Zapata
2 Broadway, 16th Floor
New York, NY 10004
646-252-1385
lourdes.zapata@mtahq.org

Construction and Development
Dr. Rosalyn Green
2 Broadway, 8th Floor
New York, NY 10004
646-252-4379
rosalyn.green@mtacd.org

Bridges and Tunnels
Joyce D. Brown
2 Broadway, 23rd Floor
New York, NY 10004
646-252-7430
joyce.brown@mtahq.org

MTA ALL AGENCY POLICY STATEMENT

Americans With Disabilities Act and New York State Human Rights Law

MTA Bus
Vernessa Moses
130 Livingston St., 3rd Floor
New York, NY 10004
718-694-1708
vernessa.moses@nyct.com

Long Island Rail Road
Jodi Savage
Jamaica Station – 4th Floor
Jamaica, NY 11435
718-558-8170
jodi.savage@mtahq.org

Metro-North Railroad
Mayra Bell
420 Lexington Ave. 12th Floor
New York, NY 10170
212-340-2560
mbell@mnr.org

New York City Transit
Dr. Rosalyn Green (Interim)
130 Livingston Street, 3rd Floor
Brooklyn, NY 11201
646-899-0346
equalopportunity@nyct.com

Complaints also can be filed directly with MTA’s Chief Diversity and Inclusion Officer, Lourdes Zapata, at 2 Broadway, 16th Floor, New York, New York 10004, lourdes.zapata@mtahq.org or at (646) 252 - 1385 or you can contact any EEO personnel. You may also report a potential violation to your immediate supervisor or a higher-level supervisor, although you are not required to do so.

Managers and supervisors are required to notify the Agency’s Chief Equal Opportunity Officer or MTA’s Chief Diversity and Inclusion Officer as soon as they receive a complaint or otherwise observe, learn about, or suspect any improper discriminatory or retaliatory conduct, regardless of whether or not:

- a written statement is provided contemporaneously,
- the Complainant requests that no action be taken and/or requests confidentiality, or
- the Complainant works in the manager/supervisor’s department, division or unit.

If it is determined that a violation of the MTA’s EEO Policy has occurred, the MTA will take appropriate action to remedy the situation. All employees are required to fully cooperate during an investigation. Any employee who is found to have violated the EEO Policy, or any supervisory or managerial employee who knowingly permits a violation of the EEO Policy to occur, may be subject to disciplinary action, up to and including dismissal from employment. Such an employee may also be subject to personal legal and financial liability.

You also have the right to file a complaint externally with an outside agency. For certain complaints, you may be required to file directly in State Court. The following external agencies handle complaints of discrimination and retaliation:

1. The United States Equal Employment Opportunity Commission New York District Office
33 Whitehall Street, 11th Floor, New York, NY 10004, 1-800-669-4000

The EEOC enforces federal anti-discrimination laws, including Title VII of the 1964 Federal Civil Rights Act, 42 U.S.C. § 2000e *et seq.*

MTA ALL AGENCY POLICY STATEMENT

Americans With Disabilities Act and New York State Human Rights Law

2. The New York State Division of Human Rights Headquarters
One Fordham Plaza, 4th Floor Bronx, NY 10458, 1-888-392-3644

The New York State Division of Human Rights enforces the New York State Human Rights Law, N.Y. Executive Law, art. 15, § 290 *et seq.*

3. The New York City Commission on Human Rights and enforcement agencies of other localities may also be available venues.
 - A. A lawsuit alleging violation of the New York State Human Rights Law may be filed in state court. A lawsuit alleging violation of federal anti-discrimination laws may be filed in federal court pursuant to a Notice of Right to Sue issued by the EEOC.
 - B. Filing an complaint with the Agency’s DEO Division under this Policy does not extend the time to file an external complaint and there is not a requirement that persons covered by this Policy file an internal complaint before seeking an external remedy.

This Policy Statement is to be posted in prominent locations throughout MTA’s facilities.

Effective: January 1, 2024

Janno Lieber
Chairperson and CEO

Lourdes Zapata
Chief Diversity and Inclusion Officer

Jamie Torres-Springer
Chief Development Officer and
President MTA C&D

Catherine Rinaldi
President, MNR

Robert Free
Acting President, LIRR

Richard Davey, Jr.
President, NYCT and MTA BUS

Catherine T. Sheridan, P. E.
President, MTA Bridges and Tunnels

Policy Number 11-081

MTA ALL AGENCY POLICY STATEMENT

Title VI and Related Nondiscrimination Laws

Statement of Commitment to Title VI and Related Nondiscrimination Laws

Title VI of the Civil Rights Act provides that “No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.”

In addition, the Federal Transit Laws, (49 U.S.C. § 5332) prohibit discrimination in any Federally Assisted Programs on the basis of age, sex, religion, and disability.

The Metropolitan Transportation Authority (“MTA”), and its affiliated and subsidiary agencies New York City Transit (“NYCT”) including the Manhattan and Bronx Surface Transit Operating Authority (“MaBSTOA”) and the Staten Island Rapid Transit Operating Authority (“SIRTOA”), Metro-North Railroad (“MNR”), Long Island Rail Road (“LIRR”), MTA Bus Company (“BUS”), MTA Construction and Development Company (“C&D”) and MTA Grand Central Madison Concourse Operating Company (“GCMC”), hereinafter collectively referred to as “MTA”, are committed to complying with the requirements of Title VI and the related Federal Transit Laws with respect to all of its federally funded programs and activities.¹

Nondiscrimination Policy

It is the policy of the MTA to prohibit discrimination in MTA’s federally assisted programs. No person shall, on the grounds of race, color, or national origin, including matters related to limited English proficiency (LEP) access, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any MTA program or activity receiving federal financial assistance. In compliance with the Federal Transit Laws, (49 U.S.C. § 5332), MTA also prohibits excluding a person from participating in, denying a benefit of, or discriminating against that person on the basis of religion, sex, disability and age under an MTA program or activity receiving federal financial assistance.

Title VI and Related Discrimination Complaints

Any person who believes that they have been discriminated against by the MTA on the basis of race, color, national original (including matters related to LEP access), religion, sex, disability or age, may file a complaint by completing and submitting the Title VI and Related Nondiscrimination Laws Complaint Management Form to the appropriate agency provided on the form. Complaints must be filed no more than 180 days from the date(s) of the alleged incident. Complaints alleging Sexual Harassment must be filed within three years after the alleged occurrence.

¹ The MTA Triborough Bridge and Tunnel Authority is not subject to this Policy Statement due to its funding status.

MTA ALL AGENCY POLICY STATEMENT

Title VI and Related Nondiscrimination Laws

An individual may elect to complete the complaint form online or print the form and mail it directly to the Chief Equal Opportunity Officer of the relevant MTA subsidiary or affiliate agency listed below:

MTA Headquarters
Lourdes Zapata
2 Broadway, 16th Floor
New York, NY 10004
646-252-1385
lourdes.zapata@mtahq.org

Construction and Development
Dr. Rosalyn Green
2 Broadway, 8th Floor
New York, NY 10004
646-252-4379
rosalyn.green@mtacd.org

MTA Bus
Vernessa Moses
130 Livingston Street, 3rd Floor
Brooklyn, NY 11202
718-694-1708
vernessa.moses@nyct.com

New York City Transit
Dr. Rosalyn Green (Interim)
130 Livingston Street, 3rd Floor
Brooklyn, NY 11202
866-899-0346
equalopportunity@nyct.com

Long Island Rail Road
Jodi Savage
Jamaica Station – 4th Floor
Jamaica, NY 11435
718-558-8170
jodi.savage@mtahq.org

Metro-North Railroad
Mayra Bell
420 Lexington Avenue, 12th Floor
New York, NY 10170
212-340-2560
mbell@mnr.org

Additionally, a person may, at any time, file a complaint directly with the U.S. Department of Transportation at:

U.S. Department of Transportation,
Federal Transit Administration's Office of Civil Rights:
Complaint Team, East Building 5th Floor—TCR,
1200 New Jersey Ave. SE,
Washington, DC 20590.

Effective: January 1, 2024

Janno Lieber
Chairperson and CEO

Lourdes Zapata
Chief Diversity and Inclusion Officer

[Policy Number 11-074](#)

MTA ALL AGENCY POLICY STATEMENT SEXUAL AND OTHER DISCRIMINATORY HARASSMENT

Sexual or other discriminatory harassment in the workplace is unlawful and all employees, as well as certain non-employees such as visitors, contractors, subcontractors, consultants, interns, fellows, or apprentices, are prohibited from engaging in any such activity. It is the Policy of the Metropolitan Transportation Authority (“MTA”) and its subsidiary and affiliated agencies: New York City Transit (“NYCT”) including the Manhattan and Bronx Surface Transit Operating Authority (“MaBSTOA”) and the Staten Island Rapid Transit Operating Authority (“SIRTOA”), Metro-North Railroad (“MNR”), Long Island Rail Road (“LIRR”), MTA Bus Company (“BUS”), Bridges and Tunnels (“B&T”), MTA Construction and Development Company (“C&D”) and Grand Central Madison Concourse Operating Company (“GCMC”), hereinafter collectively referred to as “MTA”, that all employees have the right to work in an environment free from any form of discriminatory harassment or intimidation, either physical or verbal, by any other employee as well as certain non-employees.

This Policy Statement is a summary of MTA’s Sexual and Other Discriminatory Harassment All Agency Policy Directive (the “Policy”), which is available on the MTA’s intranet site as well as by contacting the Chief EO Officer at the appropriate MTA Agency’s Diversity and Equal Opportunity Division (“DEO”) or MTA Department of Diversity and Civil Rights (“DDCR”) at (646) 252-1385.

The MTA will not tolerate sexual or any other form of discriminatory harassment and violators of the Policy will be subject to disciplinary action, including but not limited to termination of employment.

Sexual harassment form of gender-based discrimination that is unlawful under federal, state, and (where applicable) local law when it subjects an individual to inferior terms, conditions, or privileges of employment. Sexual harassment under the Policy includes harassment on the basis of sex, sexual orientation, gender identity and expression and the status of being transgender/non-binary or other status, and is defined to include, but is not limited to, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

1. submission to such conduct is made explicitly or implicitly a term or condition of an individual’s employment.
2. submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
3. such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile or offensive working environment, even if the impacted individual is not the intended target of the sexual harassment.

Sexual harassment can occur in a variety of circumstances, without regard to gender or perceived gender of the individuals or whether there has been an adverse employment action. Harassers can be anyone in the workplace, including a supervisor, supervisee, or coworker. Identities beyond an individual’s gender can impact an individual’s experience with gender discrimination in the workplace, and it is important to be sensitive to how words or actions might impact others with different characteristics or experiences

MTA ALL AGENCY POLICY STATEMENT SEXUAL AND OTHER DISCRIMINATORY HARASSMENT (Continued)

Sexual harassment is not limited to the physical workplace itself. It can occur while employees are traveling for business or at employer sponsored events or parties. It can occur while employees are traveling for business, at employer sponsored events or parties, in virtual meeting platforms, or while employees are teleworking. Calls, texts, emails, and social media activity by employees can constitute workplace harassment, even if they occur away from the workplace premises, on personal devices or personal social media accounts or during non-work hours.

The following is a non-exclusive list that describes some of the types of acts that may constitute sexual harassment and are strictly prohibited under the Policy:

- Physical assaults of a sexual nature, such as:
 - Touching, pinching, patting, grabbing, brushing against another individual's body, or poking another individual's body.
 - Rape, sexual battery, molestation or attempts to commit these assaults.
- Unwanted sexual advances or propositions, such as:
 - Requests for sexual favors accompanied by implied or overt threats concerning the target's job performance evaluation, a promotion or other job benefits or detriments.
 - Subtle or obvious pressure for unwelcome sexual activities.
- Sexually oriented gestures, noises, remarks, jokes, or comments about a person's sexuality or sexual experience, which create a hostile work environment.
- Sex stereotyping, which occurs when conduct or personality traits are considered inappropriate simply because they may not conform to other people's ideas or perceptions about how individuals of a particular sex should act or look.
- Sexual or discriminatory displays or publications anywhere in the workplace, such as:
 - Displaying pictures, posters, calendars, graffiti, objects, promotional materials, reading materials or other materials that are sexually demeaning or pornographic.
 - This includes such sexual displays on workplace computers or cell phones and sharing such displays while in the workplace.
- Hostile actions taken against an individual because of that individual's sex, sexual orientation, gender identity and the status of being transgender, such as:
 - Interfering with, destroying, or damaging a person's workstation, tools or equipment or otherwise interfering with the individual's ability to perform the job.
 - Sabotaging an individual's work.
 - Bullying, yelling, and name-calling.

MTA ALL AGENCY POLICY STATEMENT SEXUAL AND OTHER DISCRIMINATORY HARASSMENT (Continued)

Harassment does not have to be of a sexual nature, however, and can include other forms of harassment. Discriminatory harassment under this Policy is defined as any type of conduct based on race, color, religion, creed, national origin, ancestry, age, disability, predisposing genetic characteristic, pregnancy, veteran or military status, marital/familial/partnership/ caregiver status, status as a victim of domestic violence, stalking and/or sex offenses, or any protected basis, including based on the employee's having filed a complaint of discrimination or harassment under the Policy or any other relevant MTA Equal Employment Opportunity Policy, that has the purpose or effect of unreasonably interfering with an individual's work performance, or creating an intimidating, hostile or offensive working environment.

The following describes some of the types of acts that may constitute discriminatory harassment and are strictly prohibited under the Policy: use of racial or ethnic epithets; inappropriate, demeaning or derogatory racial or ethnic jokes, comments, innuendo, or other commentary which is demeaning or embarrassing obscene or harassing communication in any form, including but not limited to telephone or cell phone calls, virtual meetings, letters, notes, e-mails, text messages, social media or network postings and messages, or transmission of derogatory, demeaning or hostile materials; offensive, demeaning, or derogatory comments about a person or group's race, color, religion, creed, national origin, ancestry, age, disability, predisposing genetic characteristic, pregnancy, veteran or military status, marital /familial/ partnership/ caregiver status, status as a victim of domestic violence, stalking and/or sex offenses, or any legally protected basis; and posting, distributing, transmitting, or displaying racist or ethnic drawings, posters, or hateful symbols and objects.

All employees, visitors, vendors and applicants for employment shall be protected from retaliation for filing a complaint or participating in an investigation of a complaint. Reprisal against or interference with an employee's, visitor's, vendor's or applicant's right to file a complaint concerning such matters constitutes a violation of this Policy.

Lourdes Zapata, MTA's Chief Diversity and Inclusion Officer, and the agencies' Chief Equal Opportunity Officers are responsible for coordinating the Policy. If you believe you have been subjected to a violation of the Policy in your employment or application for employment, you may contact your immediate supervisor, a higher-level supervisor or your Agency's Chief Equal Opportunity Officer as listed below:

MTA Headquarters
Lourdes Zapata
2 Broadway, 16th Floor
New York, NY 10004
646-252-1385
lourdes.zapata@mtahq.org

Construction and Development
Dr. Rosalyn Green
2 Broadway, 8th Floor
New York, NY 10004
646-252-4379
rosalyn.green@mtacd.org

Bridges and Tunnels
Joyce D. Brown
2 Broadway, 24th Floor
New York, NY 10004
646-252-7430
joyce.brown@mtahq.org

MTA ALL AGENCY POLICY STATEMENT SEXUAL AND OTHER DISCRIMINATORY HARASSMENT (Continued)

MTA Bus
Vernessa Moses
130 Livingston St., 3rd Floor
Brooklyn, NY 11201
718-694-1708
vernessa.moses@nyct.com

New York City Transit
Dr. Rosalyn Green (Interim)
130 Livingston St., 3rd Floor
Brooklyn, NY 11201
646-899-0346
equalopportunity@nyct.com

Long Island Rail Road
Jodi Savage
Jamaica Station – 4th Floor
Jamaica, NY 11435
(718) 558-8170
jodi.savage@mtahq.org

Metro-North Railroad
Mayra Bell
420 Lexington Ave. 12th Floor
New York, NY 10170
212-340-2560
mbell@mnr.org

You may also contact MTA’s Chief Diversity and Inclusion Officer, Lourdes Zapata, at 2 Broadway, 16th Floor, New York, NY 10004. Ms. Zapata can be reached by telephone at (646) 252-1385. Managers and supervisors are required to notify the Agency’s Chief Equal Opportunity Officer or Ms. Zapata, as soon as they receive a complaint or otherwise observe, learn about, or suspect any improper discriminatory or retaliatory conduct, regardless of whether or not:

- a written statement is provided contemporaneously,
- the complainant requests that no action be taken and/or requests confidentiality, or
- the complainant works in the manager/supervisor’s department, division or unit.

The Equal Opportunity Officer will promptly initiate a thorough and impartial inquiry. In all cases, confidentiality will be maintained throughout the investigation to the extent practical and consistent with the MTA’s obligation to undertake a full inquiry and to make a determination. In addition, all employees are required to fully cooperate during the conduct of such an investigation. The MTA All Agency Equal Employment Opportunity Policy also contains pertinent information relating to claims of discrimination.

If it is determined that a violation of this Policy has occurred, the MTA will take immediate action to remedy the situation. Anyone who witnesses or becomes aware of potential instances of sexual harassment or other discriminatory harassment must report such behavior to a manager, supervisor, Equal Opportunity Officer and/or Ms. Zapata. Any employee who is found to have violated the Policy or any supervisor or

MTA ALL AGENCY POLICY STATEMENT SEXUAL AND OTHER DISCRIMINATORY HARASSMENT (Continued)

managerial employee who knowingly permits a violation of the Policy to occur may be subject to disciplinary action, up to and including dismissal from employment. Such an employee may also be subject to personal legal and financial liability.

You also have the right file a complaint externally with an outside agency/organization. For certain complaints, you may be required to file directly in State Court. The following external agencies handle complaints of discrimination and retaliation:

1. The United States Equal Employment Opportunity Commission New York District Office
33 Whitehall Street, 11th Floor, New York, NY 10004
1-800-669-4000

The EEOC enforces federal anti-discrimination laws, including Title VII of the 1964 federal Civil Rights Act, 42 U.S.C. § 2000e *et seq.*

2. The New York State Division of Human Rights, Headquarters
One Fordham Plaza, 4th Floor, Bronx, NY 10458
1-888-392-3644

The New York State Division of Human Rights enforces the New York State Human Rights Law, N.Y. Executive Law, art. 15, § 290 *et seq.*

The New York State Division of Human Rights sexual harassment hotline (800-HARASS-3/800-427-2773) can provide information about filing a sexual harassment complaint and other assistance.

3. The New York City Commission on Human Rights and enforcement agencies of other localities may also be available venues.
4. Sexual and other discriminatory harassment may constitute a crime, particularly if it involves unwanted physical touching, coerced physical confinement, or coerced sexual acts. Contact the MTA Police and/or your local police department.

A lawsuit alleging violation of the New York State Human Rights Law may be filed in state court. A lawsuit alleging violation of federal anti-discrimination laws may be filed in federal court pursuant to a Notice of Right to Sue issued by the EEOC.

MTA ALL AGENCY POLICY STATEMENT SEXUAL AND OTHER DISCRIMINATORY HARASSMENT (Continued)

Filing a Sexual and Other Discriminatory Harassment complaint with the Agency's DEO Division under this Policy does not extend the time to file an external complaint and there is not a requirement that persons covered by this Policy file an internal complaint before seeking an external remedy.

This Policy Statement is to be posted in prominent locations throughout MTA's facilities.

Effective: January 1, 2024

Janno Lieber
Chairperson and CEO

Lourdes Zapata
Chief Diversity and Inclusion Officer

Jamie Torres-Springer
Chief Development Officer and
President MTA C & D

Catherine Rinaldi
President, MNR

Robert Free
Acting President, LIRR

Richard Davey, Jr.
President, NYCT and MTA BUS

Catherine T. Sheridan, P. E.
President, MTA Bridges and Tunnels

MTA ALL AGENCY POLICY STATEMENT EQUAL EMPLOYMENT OPPORTUNITY

The Metropolitan Transportation Authority (“MTA”), and its affiliated and subsidiary agencies New York City Transit (“NYCT”) including the Manhattan and Bronx Surface Transit Operating Authority (“MaBSTOA”) and the Staten Island Rapid Transit Operating Authority (“SIRTOA”), Metro-North Railroad (“MNR”), Long Island Rail Road (“LIRR”), MTA Bus Company (“BUS”), Bridges and Tunnels (“B&T”), MTA Construction and Development Company (“C&D”) and Grand Central Madison Concourse Operating Company (“GCMC”), hereinafter collectively referred to as “MTA”, are fully committed to equal employment opportunity for all employees, applicants for employment, and certain non-employees (such as visitors, contractors, subcontractors, consultants, interns, fellows, and apprentices, in the workplace), without regard to race, color, religion (including the wearing of any attire, clothing, or facial hair in accordance with the requirements of a person’s religion), creed, national origin, ancestry, sex, sexual orientation, age, disability, predisposing genetic characteristic, gender identity and expression, pregnancy, veteran or military status, marital/familial/partnership/caregiver status, status as a victim of domestic violence, stalking and/or sex offenses, sexual and reproductive health decisions, or any legally protected basis. In addition, MTA will not impermissibly use or rely on immigration/alienage/citizenship status, weight, height, credit history, arrest/conviction records, unemployment history, or salary history in its employment practices.

This Policy Statement is a summary of MTA’s Equal Employment Opportunity (“EEO”) Policy, which is available on the MTA’s intranet site as well as by contacting the Chief EO Officer at the appropriate MTA Agency’s Diversity and Equal Opportunity Division (“DEO”) or MTA Department of Diversity and Civil Rights (“DDCR”) at (646) 252-1385.)

MTA’s EEO Policy applies to all employment actions, including but not limited to hiring, promotion, upgrades, working conditions, demotion, transfer, recruitment or recruitment advertising, layoff or other discharge, recall, rates of pay or other forms of compensation, treatment of employees, benefits, and selection for training. Further, the MTA expressly prohibits any form of harassment based on the aforementioned protected bases. Discrimination or harassment on these bases are prohibited in the workplace and in any location that could reasonably be regarded as an extension of the workplace, such as business travel or outside training, and will not be tolerated.

All employees, applicants for employment and certain non-employees in the workplace shall be protected from retaliation or harassment for filing a complaint or participating in an investigation of a complaint or other protected activity. Such retaliation or harassment is strictly prohibited and will not be tolerated. The MTA is committed to providing reasonable accommodation to applicants and employees who need them because of a disability, pregnancy/childbirth or related medical condition, or to practice or observe their religion, absent undue hardship as required by applicable law.

The MTA is fully committed to complying with all applicable laws and regulations that call for the establishment and implementation of a program providing equal employment opportunities for all employees, applicants for employment and certain non-employees in the workplace. To that end, the MTA has developed a written nondiscrimination program that sets forth the policies, practices and procedures, with goals and timetables, to which MTA is committed. This program is available for inspection by employees or applicants

MTA ALL AGENCY POLICY STATEMENT EQUAL EMPLOYMENT OPPORTUNITY (Continued)

for employment upon request. All managers and supervisors share in the responsibility for complying with and promulgating this program.

Lourdes Zapata, MTA's Chief Diversity and Inclusion Officer, reports directly to the MTA Chair and Chief Executive Officer. Ms. Zapata is the executive responsible for implementing MTA's EEO policies and regulatory adherence with all MTA Equal Opportunity Programs. MTA's Chief Diversity and Inclusion Officer and the agencies' Chief Equal Opportunity Officers are responsible for implementing EEO policies and administering the Equal Employment Opportunity Program at the agency level. If you believe you have been subjected to a violation of MTA's EEO Policy in your employment or application for employment, you have a right to file complaints of discrimination and/or retaliation directly with the Agency's Chief Equal Opportunity Officer at the appropriate agency listed below:

MTA Headquarters
Lourdes Zapata
2 Broadway, 16th Floor
New York, NY 10004
646-252-1385
lourdes.zapata@mtahq.org

Construction and Development
Dr. Rosalyn Green
2 Broadway, 8th Floor
New York, NY 10004
646-252-4379
rosalyn.green@mtacd.org

Bridges and Tunnels
Joyce D. Brown
2 Broadway, 24th Floor
New York, NY 10004
646-252-7430
joyce.brown@mtahq.org

MTA Bus
Vernessa Moses
130 Livingston St., 3rd Floor
New York, NY 10004
718-694-1708
vernessa.moses@nyct.com

Long Island Rail Road
Jodi Savage
Jamaica Station – 4th Floor
Jamaica, NY 11435
718-558-8170
jodi.savage@mtahq.org

Metro-North Railroad
Mayra Bell
420 Lexington Ave. 12th Floor
New York, NY 10170
212-340-2560
mbell@mnr.org

New York City Transit
Dr. Rosalyn Green (Interim)
130 Livingston St., 3rd Floor
Brooklyn, NY 11201
646-899-0346
equalopportunity@nyct.com

Complaints also can be filed directly with MTA's Chief Diversity and Inclusion Officer, Lourdes Zapata, at 2 Broadway, 16th Floor, New York, New York 10004, lourdes.zapata@mtahq.org, or by phone at (646) 252 – 1385, or you can contact any EEO personnel. You may also report a potential violation to your immediate supervisor or a higher-level supervisor, although you are not required to do so.

MTA ALL AGENCY POLICY STATEMENT EQUAL EMPLOYMENT OPPORTUNITY (Continued)

Managers and supervisors are required to notify the Agency's Chief Equal Opportunity Officer or MTA's Chief Diversity and Inclusion Officer as soon as they receive a complaint or otherwise observe, learn about, or suspect any improper discriminatory or retaliatory conduct, regardless of whether or not:

- a written statement is provided contemporaneously,
- the Complainant requests that no action be taken and/or requests confidentiality, or
- the Complainant works in the manager/supervisor's department, division or unit.

If it is determined that a violation of the MTA's EEO Policy has occurred, the MTA will take appropriate action to remedy the situation. All employees are required to fully cooperate during an investigation. Any employee who is found to have violated the EEO Policy, or any supervisory or managerial employee who knowingly permits a violation of the EEO Policy to occur, may be subject to disciplinary action, up to and including dismissal from employment. Such an employee may also be subject to personal legal and financial liability.

You also have the right to file a complaint externally with an outside agency. For certain complaints, you may be required to file directly in State Court. In addition to the complaint procedures described above, complaints may be filed with the following external agencies:

1. The United States Equal Employment Opportunity Commission New York District Office
33 Whitehall Street, 11th Floor, New York, NY 10004
1-800-669-4000

The EEOC enforces federal anti-discrimination laws, including Title VII of the 1964 federal Civil Rights Act, 42 U.S.C. § 2000e *et seq.*

2. The New York State Division of Human Rights Headquarters
One Fordham Plaza, 4th Floor, Bronx, NY 10458
1-888-392-3644

The New York State Division of Human Rights enforces the New York State Human Rights Law, N.Y. Executive Law, art. 15, § 290 *et seq.*

The New York State Division of Human Rights sexual harassment hotline (800-HARASS-3/800-427-2773) can provide information about filing a sexual harassment complaint and other assistance.

3. The New York City Commission on Human Rights and enforcement agencies of other localities may also be available venues.
4. Sexual and other discriminatory harassment may constitute a crime, particularly if it involves unwanted physical touching, coerced physical confinement, or coerced sexual acts. Contact the MTA Police and/or your local police department.

MTA ALL AGENCY POLICY STATEMENT EQUAL EMPLOYMENT OPPORTUNITY (Continued)

A lawsuit alleging violation of the New York State Human Rights Law may be filed in state court. A lawsuit alleging violation of federal anti-discrimination laws may be filed in federal court pursuant to a Notice of Right to Sue issued by the EEOC.

Filing an EO complaint with the Agency's DEO Division under the EEO Policy does not extend the time to file an external complaint and there is not a requirement that persons covered by the EEO Policy file an internal complaint before seeking an external remedy.

This Policy Statement is to be posted in prominent locations throughout MTA's facilities.

Effective: January 1, 2024

Janno Lieber
Chairperson and CEO

Lourdes Zapata
Chief Diversity and Inclusion Officer

Jamie Torres-Springer
Chief Development Officer and
President MTA C&D

Catherine Rinaldi
President, MNR

Robert Free
Acting President, LIRR

Richard Davey, Jr.
President, NYCT and MTA BUS

Catherine T. Sheridan, P. E.
President, MTA Bridges and Tunnels

Policy Number 11-082

MTA ALL AGENCY POLICY DIRECTIVE DISADVANTAGED BUSINESS ENTERPRISES

The Metropolitan Transportation Authority ("MTA") and its affiliated and subsidiary agencies are committed to a policy of non-discrimination in the conduct of its business, including the procurement of goods and services. The MTA has established a Disadvantaged Business Enterprise ("DBE") Program in accordance with applicable U.S. Department of Transportation ("USDOT") regulations of 49 CFR Part 26. As a condition of receiving federal financial assistance, the MTA has signed an assurance that it and its subsidiary and affiliated agencies will comply with these regulations. It is the policy of the MTA and its subsidiary and affiliated agencies to provide DBEs with an equal employment opportunity to receive and participate in USDOT- assisted contracts.

To implement this policy the MTA, and its subsidiary and affiliated agencies:

1. Ensure non-discrimination in the award and administration of USDOT-assisted contracts,
2. Assist in creation of a level playing field where DBEs can fairly compete for USDOT-assisted contracts,
3. Ensure the DBE Program is narrowly tailored in accordance with applicable law,
4. Ensure that only businesses that fully meet regulatory eligibility standards as outlined in 49 CFR Part 26 are permitted to participate as DBEs in USDOT assisted contracts,
5. Assist in removal of barriers to the participation of DBEs in USDOT assisted contracts, and
6. Assist in the development of firms that can compete successfully in the marketplace outside the DBE Program.

Lourdes Zapata, Chief Diversity and Inclusion Officer, has been appointed DBE Liaison Officer and reports directly to me. In this capacity, the DBE Liaison Officer is responsible for implementing all aspects of MTA's DBE Program. Implementing the DBE Program is accorded the same priority as compliance with all other legal obligations incurred by the MTA and its subsidiary and affiliated agencies in their financial assistance agreements with the USDOT. This DBE Policy will be disseminated to the MTA Board, throughout the MTA and its subsidiary and affiliated agencies and to DBE and non-DBE business communities that perform work for MTA and its subsidiary and affiliated agencies on USDOT assisted contracts.


Janno Lieber
Chair and Chief Executive Officer

NOVEMBER 2023

**MTA ALL AGENCY POLICY DIRECTIVE
DISADVANTAGED BUSINESS ENTERPRISES**

This Policy Statement is to be posted in prominent locations throughout MTA's facilities.
Effective: November 2023

Policy Number 11-045

GRC003081-003086

Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

Executive Summary

December 18, 2023



Executive Summary

Fiscal Year Program Highlights

Largest Awarded MWDBE/SDVOB Contracts

October 1, 2022 – September 30, 2023

Top Prime Awards*

SDVOB: Thundercat Technology \$36M

DBE: Voltamp Electrical \$31M

MBE: Penda Aiken \$8M

WBE: Empire Control Abatement \$4M

Top Subcontract Awards*

DBE: Northeast Structural \$27M

MBE: GCCOM Construction Co. \$14M

WBE: Northeast Structural Steel \$14M

SDVOB: Dnutch Associates \$2M



* For MWBE and SDVOB, the reporting period is from April 2023 through March 2024.
For DBE, the reporting period is from October 2022 through September 2023.

Executive Summary

- **MWBE and SDVOB Payments**
- **NYS FY 2023/24 (April 2023 – September 2023)**
 - MWBE Payments on NYS Funded Projects - \$361,352,950
 - MWBE Payments on FTA Funded Projects - \$202,461,332
 - SDVOB Payments - \$16,719,953
 - **MWBE and SDVOB Total Payments: \$378,072,903**
- **NYS FY 2022/23 (April 2022 – September 2022)**
 - MWBE Payments on NYS Funded Projects - \$416,160,136
 - MWBE Payments on FTA Funded Projects - \$140,579,730
 - SDVOB Payments - \$12,157,719
 - **MWBE and SDVOB Total Payments: \$428,317,855**

* 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 2023 – September 2023

Total Number of Awards- **18**

Total Value of Awards- **\$6 million**

Since 2016 to Date

Total Number of Awards- **1,103**

Total Value of Awards- **\$212 million**



EXECUTIVE SUMMARY

□ Business & Diversity Initiatives Unit

As a result of DDCR's outreach efforts during the period of April 2023 through September 2023, **368** firms showed interest in doing business with the MTA.

Total Number of Firms : 368*

Certification Type(s)		
MBE	56	WBE/DBE 14
WBE	83	WBE/SDVOB 0
DBE	30	MW/DBE 32
SDVOB	27	MW/SDVOB 0
MBE/DBE	30	MW/DBE/SDVOB 1
MBE/SDVOB	1	DBE/SDVOB 2

***92 firms out of 368 are not certified.**

- Newly certified firms and/or certified firms new to the MTA are invited to the **MTA's New Firm Orientation Session (NFOS)**. The NFOS integrates certified firms into the MTA procurement process.
- In an effort, to build a pipeline of certified firms, we recommend non-certified firms to participate in the MTA's **Disadvantaged Business Enterprise (DBE) Certification Workshop** and/or referred to our **partner agencies for the M/WBE and SDVOB certifications.**



Executive Summary

- Certification Activity Report:**

This year, from January 1, 2023 to September 30, 2023, there were a total of **81** new applications received and a total of **62** firms were certified. The average time to process certified firms in 2023 was **53 days**.

From January 1, 2022 to September 30, 2022, there were a total of **58** new applications received and a total of **39** firms were certified. The average time to process certified firms in 2022 was **56 days**.

- Status:** There is a difference of **23** new applications received and **23** firms certified.

- Trends:**

- Upward

- Constant

- Downward – A slight decreased in applications received.

- Strategy for Improvement:**

Increase Outreach Activities



Executive Summary

□ Small Business Development Program

2023 Departmental Goals:

- (1) to increase contractor recruitment; and,
- (2) improve contractor's participation in the MTA's loan program.

As of September 2023, SBDP has exceeded goals as compared to the first six months of 2022.

- Contractor Recruitment:
 - Goal: 10% increase
 - Progress to date: 25% overall increase
 - SBMP has recruited 40 new firms as compared to 32 new firms in the same three quarters of last year.
- Small Business Lending:
 - New loan program contract BOC Capital Corp, has doubled the number of loans as compared to last year from the prior lending bank. To date, eight (8) loan applicants have been approved in 2023, three (3) loans were approved in the prior year, a one-hundred sixty-seven percent (167%) increase.



Executive Summary

Legislative Changes to the SBMP (October 2023)

- Increase to Contract Threshold
 - Tier 1 Threshold increased from \$3M to \$5M
 - Tier 2 Threshold increased from \$5M to \$10M
- Increase in Number of Years Before Graduation
 - Tier 1 and Tier 2 increased from 4 Years to 5 Years



Executive Summary

Small Business Development Program

Status through September 2023

- ❑ Calendar year 2023: **26 contracts** awarded exceeding **\$23 million**
- ❑ Calendar Year 2022: **73 contracts** awarded totaling **\$63.1 million**
- ❑ The Small Business Development Program (SBDP) Lifetime Achievements (2010 – 2022)
 - ✓ **610 contracts** awarded totaling **\$638.8 million**.
 - ✓ **24 Service-Disabled Veteran-Owned Business (SDVOB) certified firms, eleven (11) contracts** awarded totaling **\$8.1 million**.
 - ✓ Loan Program has issued **152 loans** totaling **\$20.3 million**.
 - ✓ Tier 2 and SBFP firms in securing over **\$500 million** in surety bonds.

Over **1070** 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:** Enhanced communications with C&D to identify contracts with new and higher legislative threshold, added outreach to qualified firms.



Executive Summary

- **MWDBE and SDVOB Contract Compliance**
 - **30% MWBE Goal NY State Fiscal Year 2023-2024 (4/23-9/23)**
 - **32%** MWBE participation in contract payments*
 - **6% SDVOB Goal NY State Fiscal Year 2023-2024**
 - **6%** SDVOB participation in contract payments*

As Compared with last year same period

- **30% MWBE Goal NY State Fiscal Year 2022-2023 (4/22-9/22)**
 - **36%** MWBE participation in contract payments*
- **6% SDVOB Goal NY State Fiscal Year 2022-2023**
 - **3%** SDVOB participation in contract payments

*NYS First and Second Quarter Fiscal Year 2023-2024



Executive Summary

❑ MWDBE and SDVOB Contract Compliance

- ❑ **20% DBE Goal Federal Fiscal Year 2022-2023 (10/22-9/23)**
- ❑ **16%** DBE participation in contract awards**

As Compared with last year same period....

- ❑ **20% DBE Goal Federal Fiscal Year 2021-2022 (10/21-9/22)**
- ❑ **17%** DBE participation in contract awards**

❑ **Status:** MWBE goal is being met. DBE/SDVOB goals are not being met.

❑ **Trends**

☑ Upward: SDVOB participation on contract payments

❑ Constant

☑ Downward: MWBE & DBE participation on contract awards



* First quarter of the NYS Fiscal Year 2023-2024

** First half of the Federal Fiscal Year 2022-2023

Executive Summary

- **MWDBE and SDVOB Contract Compliance (Continued)**
 - Currently, DDCR monitors more than **1046 contracts** for MWDBE and SDVOB goal compliance.
 - In 2023, DDCR conducted **472 site visits** for MWDBE and SDVOB contract compliance.
 - Monthly Average: **52**
 - In 2023, DDCR has closed **59** contracts.
 - Monthly Average: **6.5**



Executive Summary

■ CAPITAL PROJECTS

- **Federal DBE Participation Goal: 20%** (Federal Fiscal Year 2023 - October 2022 to September 2023)
 - Total Awards: \$1.6B
 - Total DBE Awards: \$208M (13%)**
- **New York State MBE Participation Goal: 15%** (First and Second Quarter of NYS Fiscal Year 2023-2024 - April 2023 - September 2023)
 - Total Payments: \$514M
 - Total MBE Payments: \$79M (15%)
- **New York State WBE Participation Goal: 15%** (First and Second Quarter of NYS Fiscal Year 2023-2024 - April 2023 - September 2023)
 - Total Payments: \$514M
 - Total WBE Payments: \$68M (13%)
- **Service-Disabled Veteran-Owned Business Participation Goal: 6%** (First and Second Quarter of NYS Fiscal Year 2023-2024 - April 2023 - September 2023)
 - Total Payments: \$214M
 - Total SDVOB Payments: \$6M (3%)

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.



Executive Summary

□ MWDBE and SDVOB Contract Compliance Strategies for Improvement

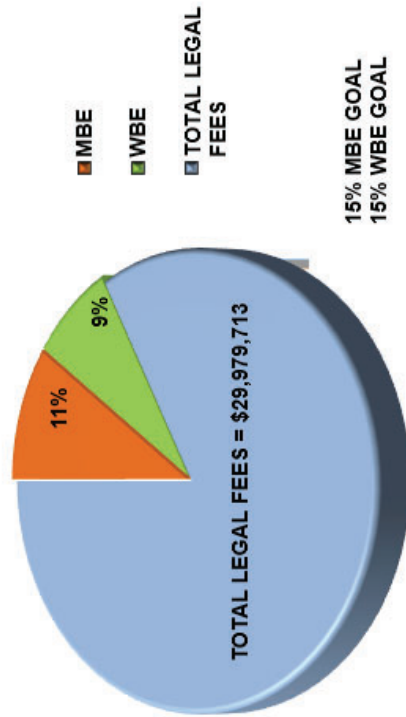
- MWDBE and SDVOB goals are monitored daily for compliance.
- Compliance staff utilizes the New York State Contract System (NYSCS) to identify potential subcontractors where the goals are not being met.
- Compliance meetings are held when the goal is not being met at or about 50% contract completion.
- Site visits are scheduled to address subcontractor performance, payment issues, and to mitigate and address Commercial Useful Function issues (CUF) and fraud.
- Compliance staff are available as a resource to Contractors having difficulty identifying MWDBE and SDVOB subcontractors.
- Waiver requests are reviewed thoroughly for completeness and adequate good faith effort and will not be considered without concurrence from project management.



Executive Summary

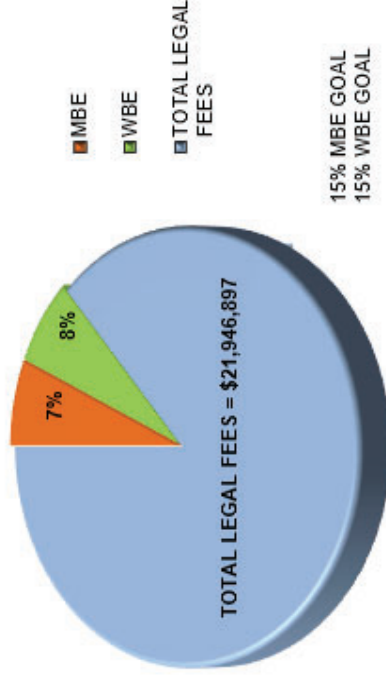
MTA All Agency Legal Fees

(April 2023 – September 2023)



Actual MBE Participation = \$3,437,255 or 11%
Actual WBE Participation = \$2,624,964 or 9%

(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)

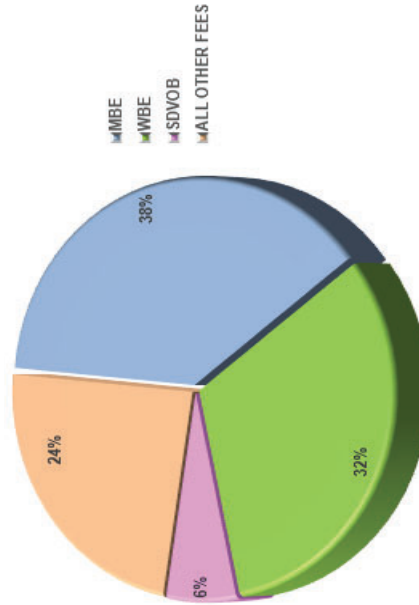
- ❑ **Status:** MWBE goals are not being met
- ❑ **Trends**
 - Upward: MBE and WBE participation
 - Constant:
 - Downward:
- ❑ **Strategies for Improvement:**
 - ❑ Work with the MTA's General Counsel in increasing MWBE results.



Executive Summary

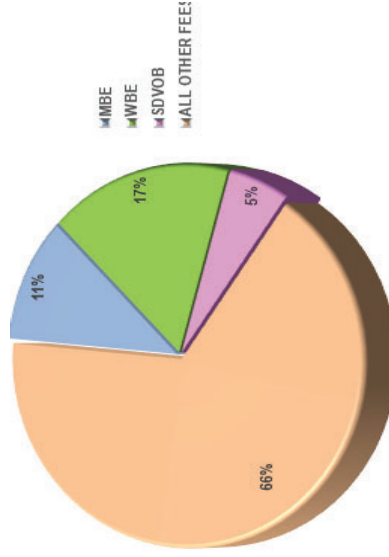
Financial Services

MTA All Agency Underwriter Fees (April 2023 – September 2023)



Actual WBE Participation = \$711,830 or 32%
 Actual MBE Participation = \$864,279 or 38%
 Actual SDVOB Participation = \$135,017 or 6%
 All Other Underwriting Fees = \$535,333 or 24%
 Total Underwriting Fees = \$2,247,060

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 being met
- **Trends**
 - Upward: MWBE and SDVOB participation
 - Constant:
 - Downward:

□ **Strategies for Improvement:**

- Work with the MTA's CFO and Deputy Chief, Financial Services in increasing MWBE results.



Executive Summary

Asset Fund Managers – MWBE Participation Combined Plans (as of September 2023)

Combined Plans

- Total assets managed by MWBEs: \$3.17 billion; or 31% of total assets
- Majority of assets are in traditional asset classes
- Traditional assets managed by MWBEs: \$3.02 billion; or 40% of traditional assets
 - MWBE firms manage
 - 71% of US Equities
 - 30% of Real Estate
 - 16% of Non-US Equities
 - 53% of Fixed Income
 - 16% of Opportunistic
- Alternative investments managed by MWBEs: \$149 million; or 6% of alternative investments



Executive Summary

- **EEO** (full report on pages 109 - 122)
- MTA's overall workforce is currently comprised of **72,887** employees; of which **13,866 (19%)** are Females,* **53,048 (73%)** are Minorities, **2,141 (3%)** are Veterans,* and **686 (1%)** employees identified as Persons with Disabilities.** A breakdown of the MTA-wide workforce is detailed on page 113.
- MTA Agencies hired **4,857** new employees into the organization; of which **1,395 (29%)** are females,* **4,021 (83%)** are Minorities, **77 (2%)** are veterans,** and **36 (1%)** are People With Disabilities.
- During 2023, MTA Agencies received a total of **193** EEO complaints (Including lawsuits); of which **112** were internal and **81** were external.
- As of September 30, 2023, representation of **females** has **increased** by **472** employees, and the representation of **minorities** has **increased** by **2,018** employees, when compared to **September 30, 2022**.

*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 Con't.

EEO (Continued)

- **Status:** While the workforce size has increased by 2% compared to 2022 3Q, proportionally, the overall diversity composition of our workforce has slightly increased.
- **Trends**
 - Downward
 - ☑ Upward
 - Constant
- **Strategies for Improvement:**
 - Identify the specific drivers by job titles within the underutilized categories.
 - Create and customize targeted strategies to address areas of underutilization in the newly created job groups.
 - Utilize Employee Resource Groups to positively impact the recruitment, engagement and building of MTA's workplace culture.



EEO 3rd Quarter Executive Summary Cont.



Message from the Chair and CEO

“As the Nation’s largest transportation authority, MTA employs nearly 72,000 employees and moves nearly 6 million riders daily. As such, the activities, services, and capital projects led by the MTA are highly visible and serve as conduits for the advancement of diversity, equity inclusion, and accessibility across our service region. Through this first-ever **MTA Diversity, Equity, & Inclusion Strategic Plan**, we’re reaffirming our commitment to actively listen to the voices of our constituents and intentionally engage them as we strive to make meaningful improvements and changes in our own DEI efforts.”



Executive Summary Con't.

Five Year Diversity, Equity, and Inclusion Strategic Plan

Vision Statement

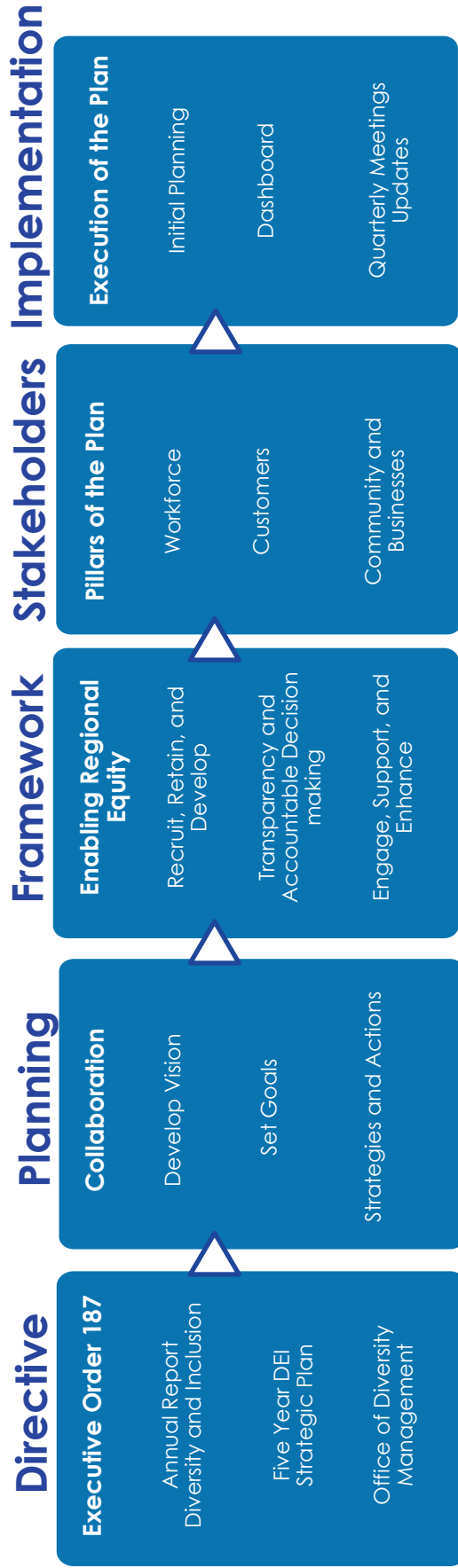
The MTA is actively engaged in integrating diversity, equity, and inclusion as an institutional norm. These tenets are embedded in our DEI vision statement below.

The MTA provides innovative transportation solutions in a fiscally responsible manner. We are an enabler of economic development, environmental sustainability, and equitable access to services, opportunities, and resources across the NYS region. The MTA attracts, leverages, and retains talented employees; responds to our customers' current and future transit needs; and incorporates community input to drive transportation decisions.



Executive Summary Con't.

Five Year Diversity, Equity, and Inclusion Strategic Plan



Executive Summary Con't.

- **D&I in Motion – All Agency Employee Resource Groups Quarterly Highlights** - Employee Resource Groups (ERGs) are important pillars of the MTA and contribute to a culture of inclusion and belonging while making a positive impact on the MTA. Ultimately all initiatives and programs should serve and champion members, maximize available resources, align with the MTA strategic priorities as well as the ERG goals and objectives. **This quarter we focused on the MTA Strategic Priority *Revive Talent and Culture* with an emphasis on belonging, health and well being.**

- **All Generational – Generations in the Workforce – September 26, 2023**
A conversation Across Generations – embracing generational perspectives at the MTA. The panel included members of all five generations and centered on the following conversations. What is meant by generational differences? What traits, beliefs, and life experiences shape each generation? How do world events impact generational perspectives? What challenges do generational differences present to those who manage and lead others?

- **Empowering Women in Transportation – Breast Cancer Awareness Walk - October 15, 2023**
MTA employees united with the American Cancer Society for the Making Strides Against Breast Cancer Walk to raise funds and awareness, support survivors, thrivers, and caregivers and honor those we've lost. This year's walk was the 30th anniversary and it took place in Central Park.

- **All Generational – Winter Toy and Coat Drive – November 1 - December 8, 2023**
A winter toy and coat Drive to benefit The Henry Street Settlement and The Bronx Defenders. The Henry Street Settlement opens doors of opportunity for Lower East Side residents and other New Yorkers through social services, arts, and health care programs. The Bronx Defenders provides innovative, holistic, and client-centered criminal defense, family defense, civil legal services, social work support and advocacy to indigent people in the Bronx.

- **Veterans - Veterans Day Ceremony November 8, 2023**
The Veterans ERG held a luncheon ceremony to commemorate Veterans Day. Veterans were joined by MTA Veterans, Chairman Janno Lieber, Executive Sponsors, and employees to pay tribute to members of the Armed Service who served their nation.



MTA Strategic Priority – Revive Talent and Culture

Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

Business and Diversity Initiatives

December 18, 2023



Business and Diversity Initiatives

List of Outreach Events

April 2023

- MTA DBE Certification Workshop
- Hofstra University – Annual Ascend Procurement Conference
- General Contractor Association 2023 MWDBE & SDVOB Expo

May 2023

- City & State NY 2023 Diversity in NY Summit (Speaker, Tracey Mitchell)
- New York State – MWBE Advocacy Day
- USDOT-SBTRC and OSDDBU: Advancing Equitable Infrastructure Opportunities | BIL Small Business Contracting Symposium
- PSEG Long Island | Supplier Diversity Event | Energize Opportunities 2023
- NY/NJ Minority Small Diversity Council (NY/NJ MSDC) | 2023 Spring Business Opportunity
- CUNY 2023 MWBE & SDVOB Procurement Conference
- New York State Department of Civil Service, Office of Diversity and Inclusion Management (ODIM) | Asian American Pacific Islander Heritage Month, Albany, NY (Tracey Mitchell)



Business and Diversity Initiatives

List of Outreach Events

June 2023

- Queens Chamber of Commerce | Annual Queens Business Expo 2023
- DBE Certification Workshop
- JFK Redevelopment Program Veteran Contracting Opportunities
- U.S. Department of Commerce Minority Business Development Agency (MBDA) | Infrastructure Opportunities Matchmaking Conference
- NYS ESD MWBE 2023 Regional Expo
- Inaugural Symposium Advancing Diversity, Equity, and Inclusion in the New York State Workforce, Albany, NY
- MTA Quarterly New Firm Orientation Session
- Transportation Diversity Council (TDC) Business-to-Business Summit (Speaker, Tracey Mitchell)
- Small Business Expo
- Bradhurst Merchants Association MWBE Businesses Meeting



Business and Diversity Initiatives

List of Outreach Events

July 2023

- COMTO National Meeting and Training Conference (Tracey Mitchell)
- 29th Annual Competitive Edge Conference
- 2023 USDOT Prime and Subcontractor Matchmaking Event
- MTA SBDP Contractor Outreach Event
- Gateway Development Commission - Manhattan Tunnel Contract Packaging Procurement Strategy Informational & Networking Event

August 2023

- Woodhaven Business Resources Fair
- Federal Reserve Bank of New York & NYNJ Minority Supplier Diversity Council – Public Sector Contracting (Tracey Mitchell)
- NYC Small Business Services: The Melanin Summit: Changing the Color of Capital
- DBE Certification Workshop
- NYPA Supplier Diversity Industry Day – Architecture, Engineering and Construction
- Greater Harlem Chamber of Commerce Harlem Week
- 37th Anniversary of ACCA National Training Institute (Tracey Mitchell)
- Latin American and Caribbean Business Forum (Tracey Mitchell)
- MTA Public Briefing on DBE Goal-setting Rationale



Business and Diversity Initiatives

List of Outreach Events

September 2023

- MTA Quarterly New Firm Orientation Session
- Orange County Chamber of Commerce Economic Summit
- MTA SBDP Training – Doing Business with the MTA



EXECUTIVE SUMMARY

□ Business & Diversity Initiatives Unit

As a result of DDCR's outreach efforts during the period of April 2023 through September 2023, **368** firms showed interest in doing business with the MTA.

Total Number of Firms : 368*

Certification Type(s)			
MBE	56	WBE/DBE	14
WBE	83	WBE/SDVOB	0
DBE	30	MW/DBE	32
SDVOB	27	MW/SDVOB	0
MBE/DBE	30	MW/DBE/SDVOB	1
MBE/SDVOB	1	DBE/SDVOB	2

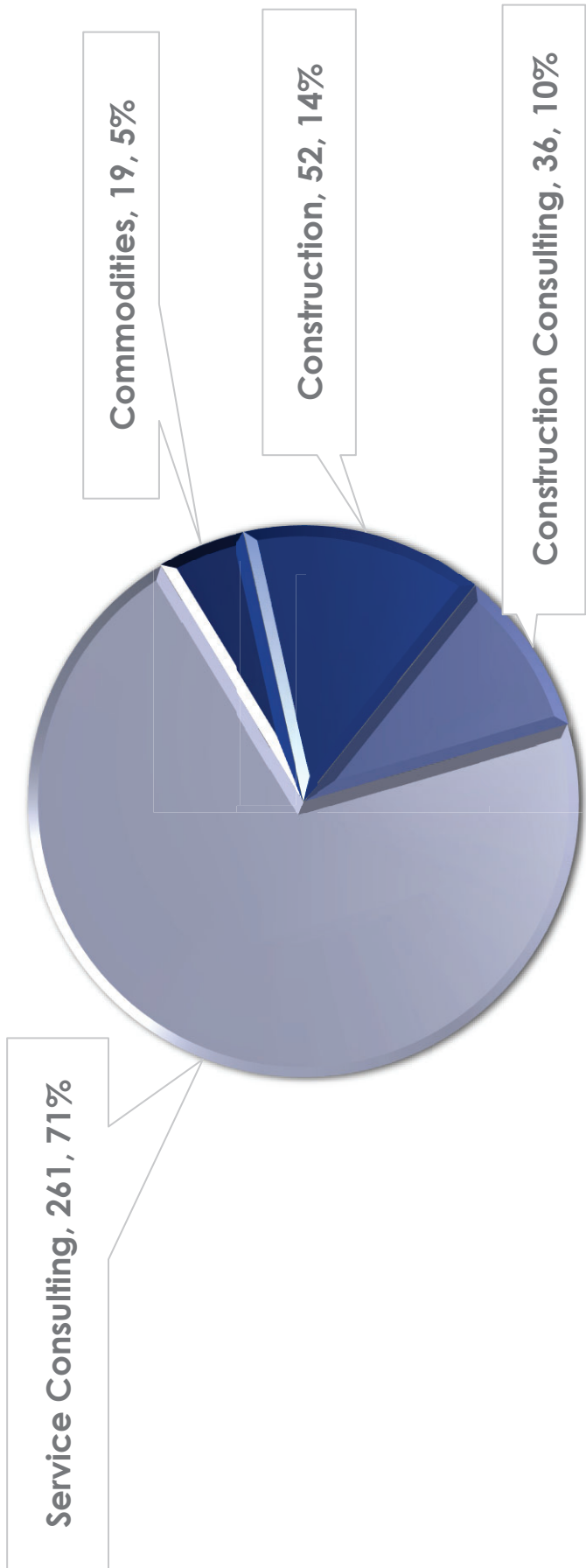
***92 firms out of 368 are not certified.**

- Newly certified firms and/or certified firms new to the MTA are invited to the **MTA's New Firm Orientation Session (NFOS)**. The NFOS integrates certified firms into the MTA procurement process.
- In an effort, to build a pipeline of certified firms, we recommend non-certified firms to participate in the MTA's **Disadvantaged Business Enterprise (DBE) Certification Workshop** and/or referred to our **partner agencies for the M/WBE and SDVOB certifications.**



Business and Diversity Initiatives

Firms by Industry



Metropolitan Transportation Authority
Department of Diversity and Civil Rights

DBE Certification Activity Report
December 18, 2023



MTA DBE Certification Unit

Certification Activity Report Year 2022 – 2023

	2022*	2023**
New Applications Received	58	81
DBE Firms Certified in Current Year	39	62
DBE Firms Certified in Subsequent Year	0	0
Denied	2	0
Returned	9	4
Withdrawn	8	10
Application Closed	0	0
Decertified	0	0
Rejected	0	0
Delisted	0	1
Pending	0	4

*Data is from January 1, to September 30, 2022

**Data is from January 1, to September 30, 2023

	2022	2023
Annual Submissions Processed (Re-Certification)	503	516
Average Days To Certify Firms	55.8	52.6



Executive Summary

Certification Activity Report:

From January 1, 2022 to September 30, 2022, there were a total of **58** new applications received and a total of **39** firms were certified. The average time to process certified firms in 2022 was **56 days**.

This year, from January 1, 2023 to September 30, 2023, there were a total of **81** new applications received and a total of **62** firms were certified. The average time to process certified firms in 2023 was **53 days**.

Status: There is a difference of **23** new applications received and **23** firms certified.

Trends:

Upward

Constant

Downward – A slight decrease in applications received.

Strategy for Improvement:

Increase Outreach Activities



Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

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

December 18, 2023



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.



Small Business Development Program (SBMP)

Legislative Changes to the SBMP

- Increase to Threshold
 - Tier 1 Threshold increased from \$3M to \$5M
 - Tier 2 Threshold increased from \$5M to \$10M
- Increase in Number of Years
 - Tier 1 increased from 4 Years to 5 Years
 - Tier 2 increased from 4 Years to 5 Years



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



Elements of the SBDP

➤ **Departmental Goals for the first nine months of Calendar Year 2023**

DDCR SBDP's goal for 2023 included (1) to increase contractor recruitment and (2) to improve contractor's participation in the MTA's loan program.

In the first nine months of 2023, with respect to meeting goals, SBDP has delivered an exceptional performance, exceeding expectations in the goals as compared to the first nine months of 2022.

- The goal of a 10% increase in contractor recruitment was eclipsed by SBDP delivering a 25% overall increase in recruitment. Recruitment brought in 40 new firms as compared to 32 new firms in the first nine months of last year.
- The new loan program contract with BOC Capital Corp, a lender focused on funding small businesses, has doubled the number of loans as compared to last year from the prior lending bank. MTA and BOC has approved eight of eight loan applicants in 2023, where only three loans were approved in the first nine months of last year, a 167% increase overall.



Twelve Years to Date

- Through November 10th of 2023
- These first twelve years the MTA Small Business Development Program (SBDP) achieved its greatest milestone reaching and exceeding the \$600 million mark, having awarded 616 contracts totaling \$645 million with an estimated 15,480 jobs created.
- Our loan program assists contractors in creating a track record of successful project completion and loan history, providing our program contractors with the power and the confidence of capital and credit. Since the inception of the SBDP Loan Program we have approved and issued 152 loans totaling \$20.3 million.
- The Small Business Development Bond Program has assisted our contractors in securing over \$500 million in AGGREGATE surety bonds.
- Over 1072 firms participated in our SBDP training program and over 2,000 hours of classroom training. Over 500 of these firms have applied to and prequalified into our program.

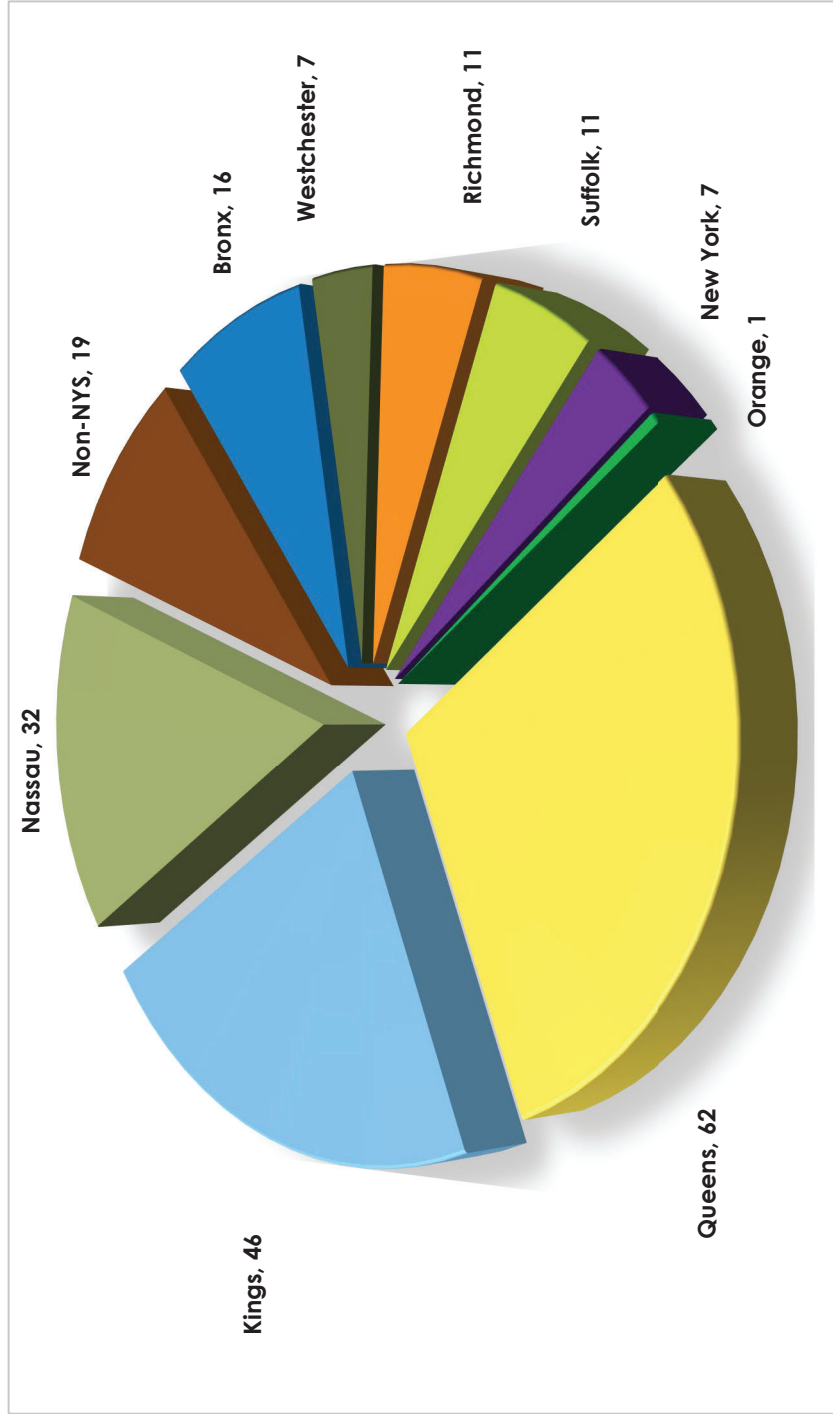


SBDP Represents NY Metro Region

**Small Business Mentoring Program All Tiers 212 Firms Actively Enrolled in the Program
(as of September 30, 2023)**

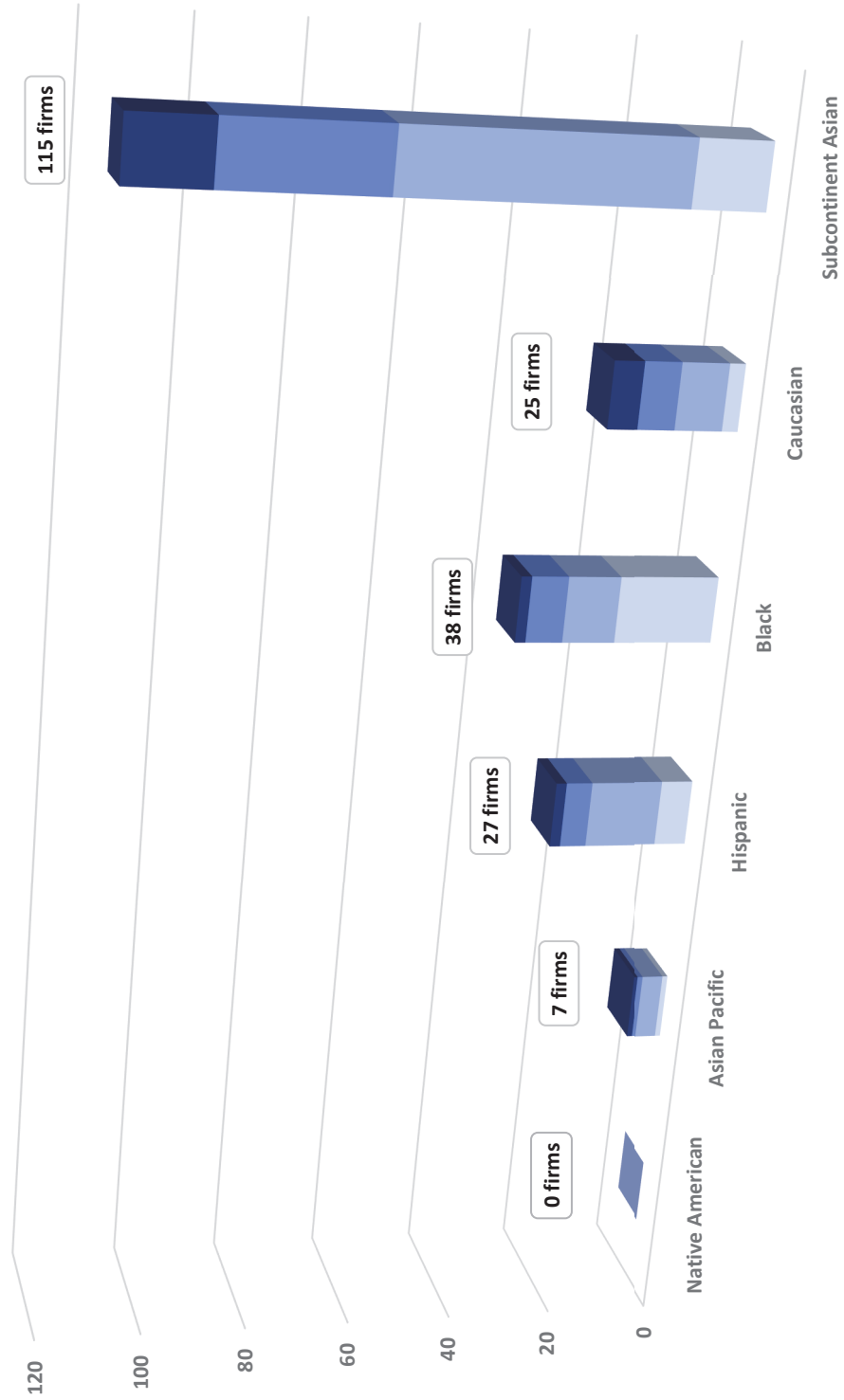
Certification	
MBE	101
WBE	26
DBE	53
SDVOB	12
Non-Certified	90

firms may have multiple certifications



SBDP Tiers are also Diverse

Ethnicity of Firms Actively Enrolled in the Program by Tier

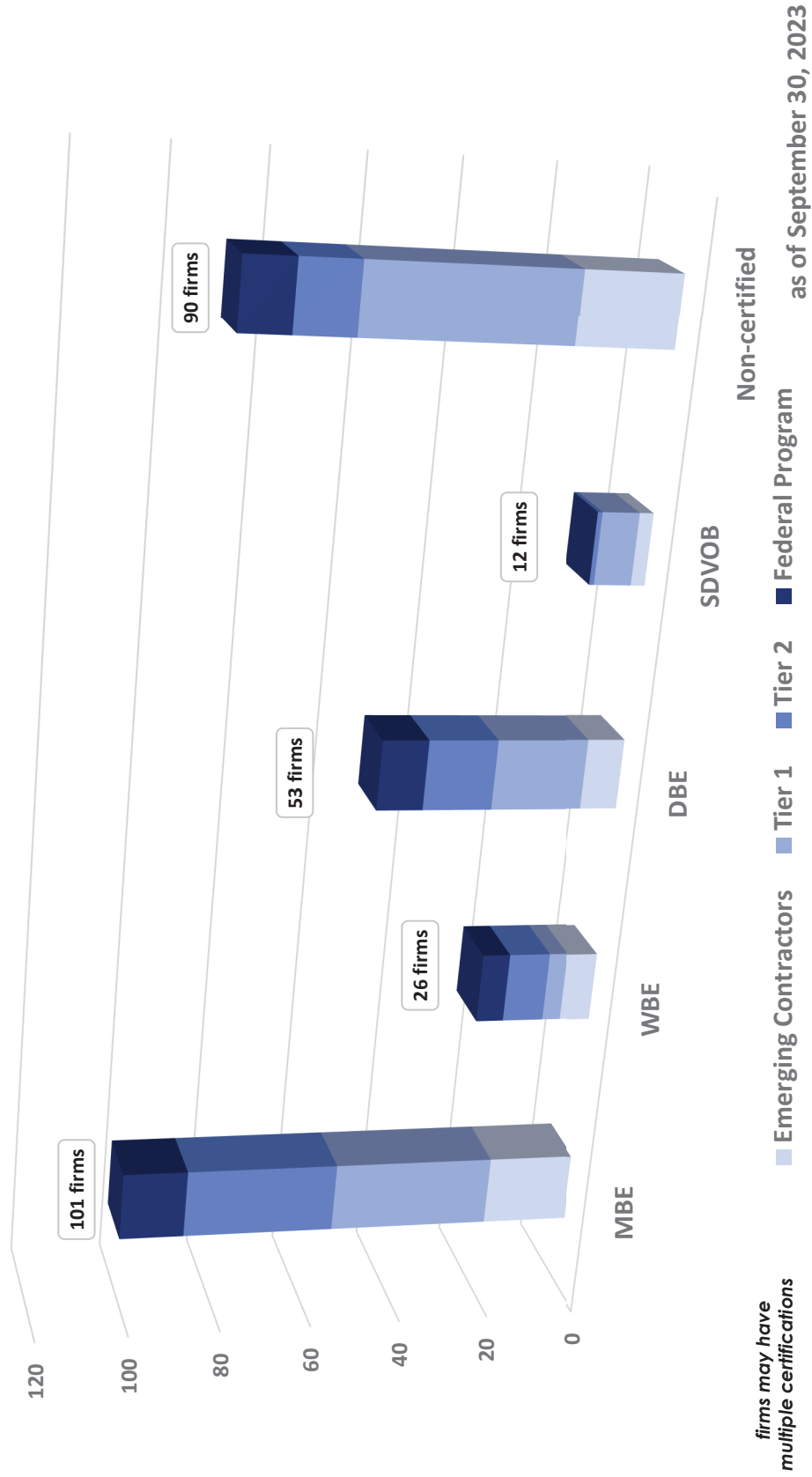


as of September 30, 2023

Emerging Contractors Tier 1 Tier 2 Federal Program

SBDP Certifications

Certifications of Firms Actively Enrolled in the Program by Tier



firms may have multiple certifications

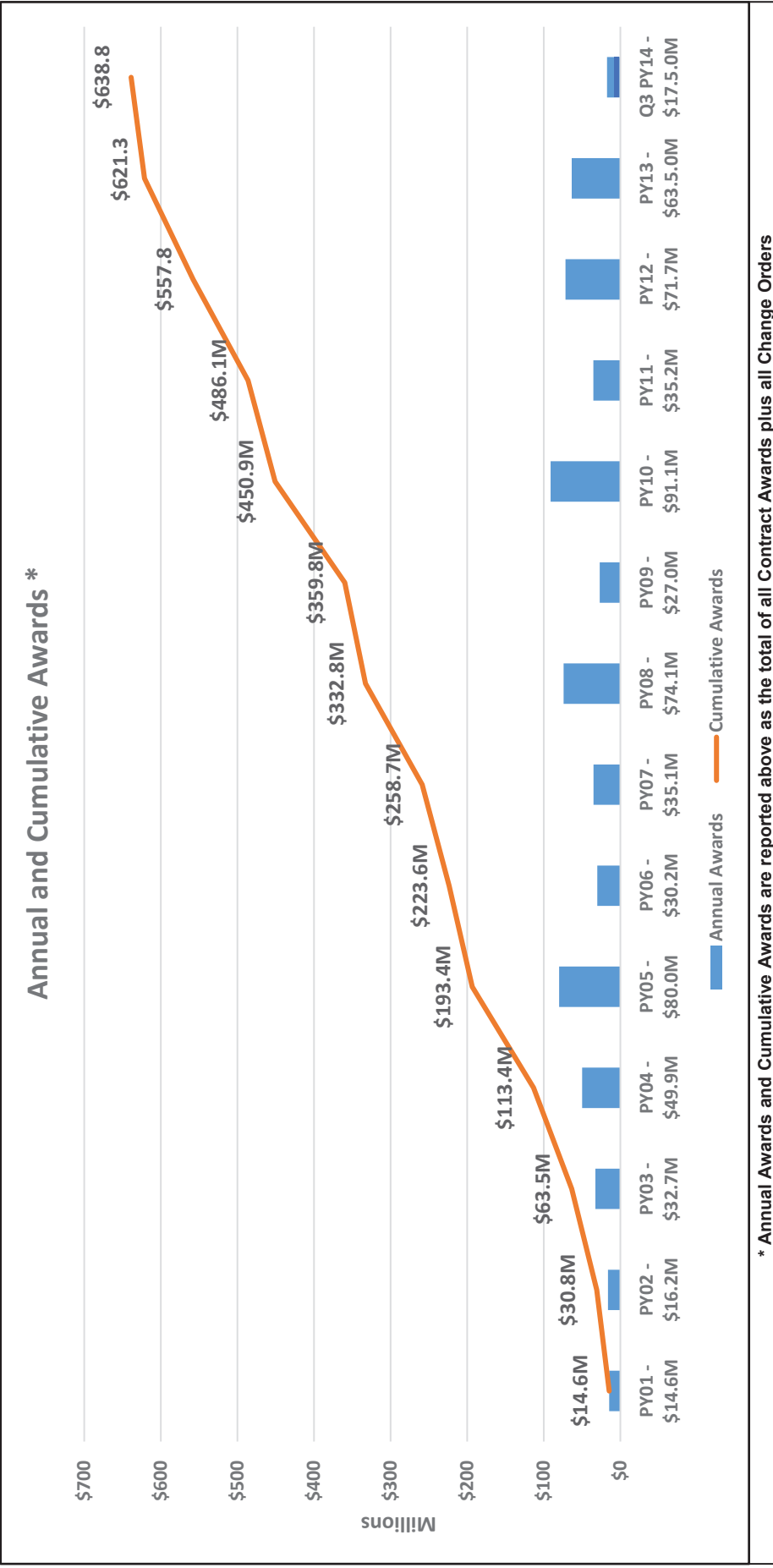


SBDP is Exceeding MWDBE Goals

- 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
 - **65%** - contracts awarded to NYS-certified MWBEs
 - **65%** - contract dollars awarded to NYS-certified MWBEs
- Tier 2 MWBE Achievements
 - **86%** - contracts awarded to NYS-certified MWBEs
 - **85%** - contracts dollars awarded to NYS-certified MWBEs
- Federal Program DBE Achievements
 - **62%** - contracts awarded to DBEs
 - **60%** - contracts dollars awarded to DBEs
- SDVOB Achievements
 - **1%** - contracts awarded to SDVOBs
 - **1%** - contract dollars awarded to SDVOBs



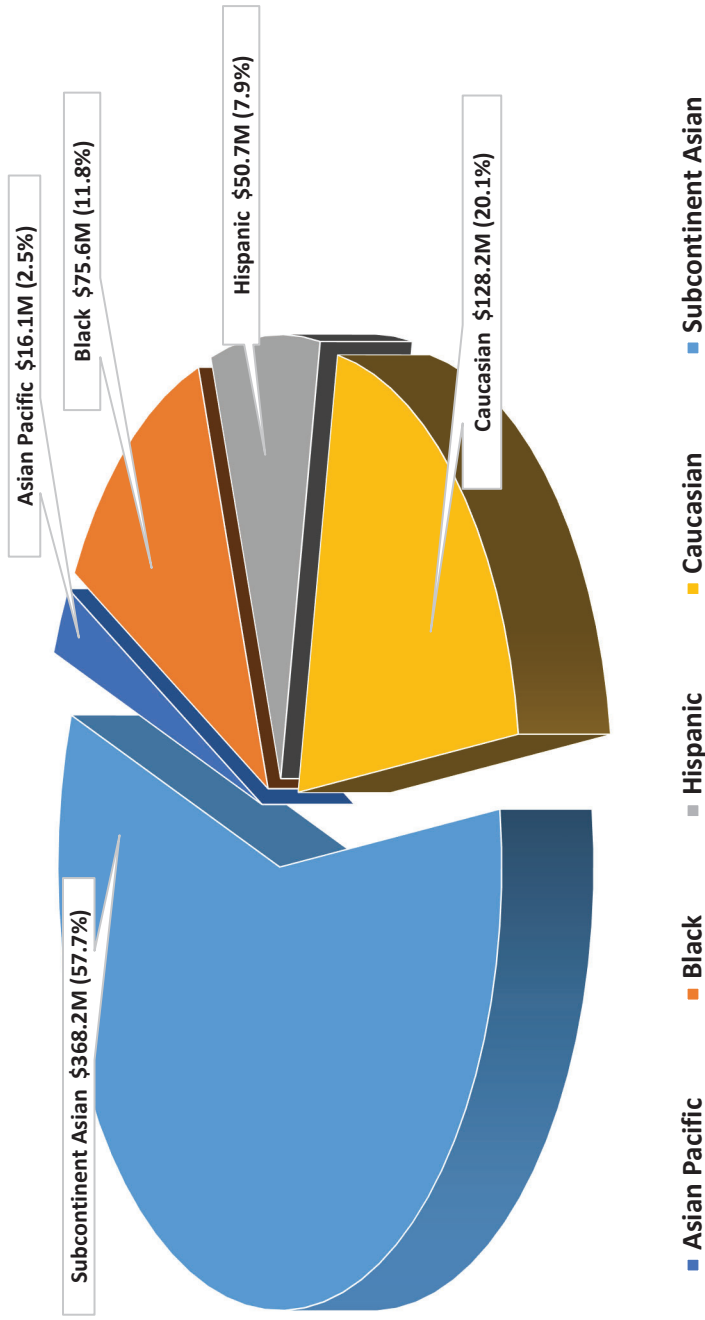
SBDP Prime Contract Opportunities



Program Year 1-14 (Year 14 – 3rd quarter) awards through September 30, 2023

SBDP Contract Awards

Total SBDP Contract Awards by Ethnic Categories



Category	Awards
Subcontinent Asian	\$368.2M
Caucasian	\$128.2M
Black	\$75.6M
Hispanic	\$50.7M
Asian Pacific	\$16.1M
Total SBDP Awards	\$638.8M

(Awards in Millions of Dollars)

Contract Awards through September 30, 2023



SBDP Loan Program

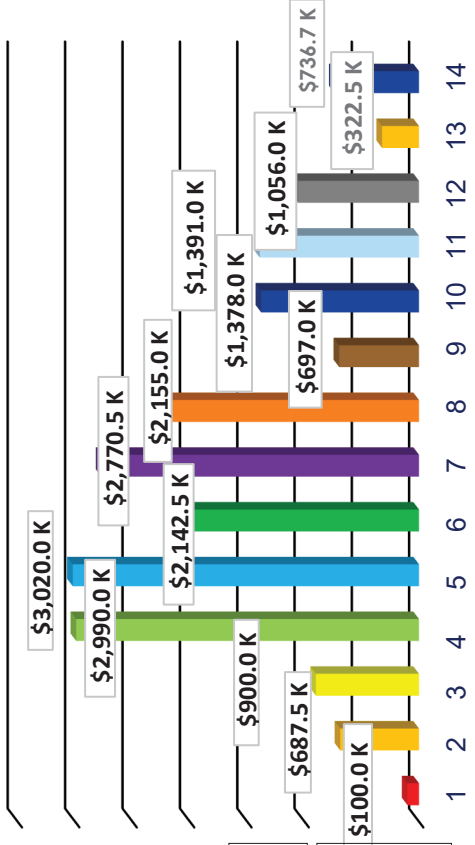
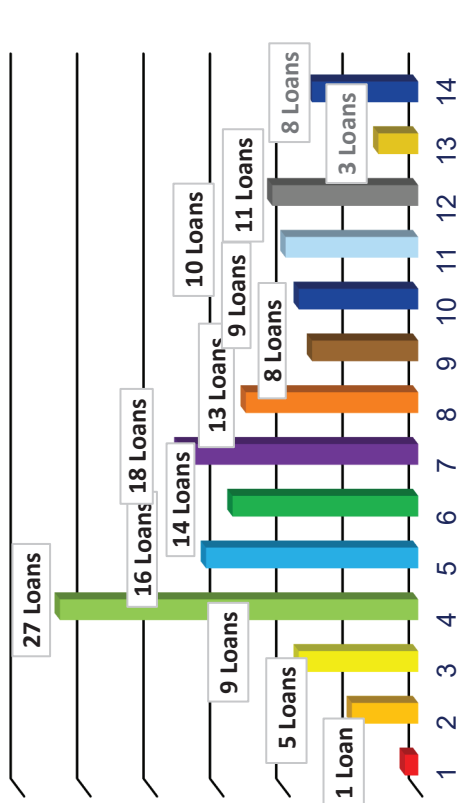
Loan values shown are through September 30, 2023

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	11 Loans	totaling	\$1,056,000
Year 13	3 Loans	totaling	\$ 322,500
Year 14	8 Loans	totaling	\$ 736,760
Total 152 Loans Totals			\$20,346,760

Maximum Loan Available: Tier 1 - up to \$150,0000

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 1st 2018 to December 31st, 2018



SBDP Awards

➤ Program Year	Tier	Dollars Awarded
➤ 2010 – 2023	SBMP-Tier 1	Awards total \$239.2 Million
➤ 2015 – 2023	SBMP-Tier 2	Awards total \$235.9 Million
➤ 2013 – 2023	SBFP	Awards total \$163.7 Million
	All Tiers	Awards total \$638.8 Million

Award values shown are through 3rd Quarter 2023 September 30, 2023



SBDP Facilitates Bonding and Growth

- The Small Business Development Bond Program has assisted Tier 2 and SBFP firms in securing **\$504 million** in surety bonds.
- **1,750** bid opportunities in the **Tier 2** and **Federal** programs
- **215** 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 **300** classroom training dates completed from July 2010 through December 2023
- Over **2,000** hours of classroom training provided from July 2010 through December 2023
- More than **1072** 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 **35** course attendees were registered for the recent training sessions
 - assisting them through the application and pre-qualification process



TRAINING IS INTEGRAL TO SUCCESS

All prequalified contractors complete a mandatory 18-session training program.

This training program is facilitated twice a year, in the spring and in the fall. Since the inception of this training program in 2012, 1072 firms have participated, we have had 300 classroom training dates, over 500 firms have applied to the MTA SBDP, and, we have provided over 2000 hours of classroom instruction.

The training curriculum, specific content, trainers, and delivery methods are subject to MTA approval and is evaluated after each course. There is a training evaluation form sent out to the class participants at the end of each course requesting that they rate the effectiveness of the training. This evaluation rates the instructor, course material, organization of class, pace of the course as well as course effectiveness.

The rating system is scored 1 thru 5 with 1 being the strongest and since 2022 the average rating has been 1.2.



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

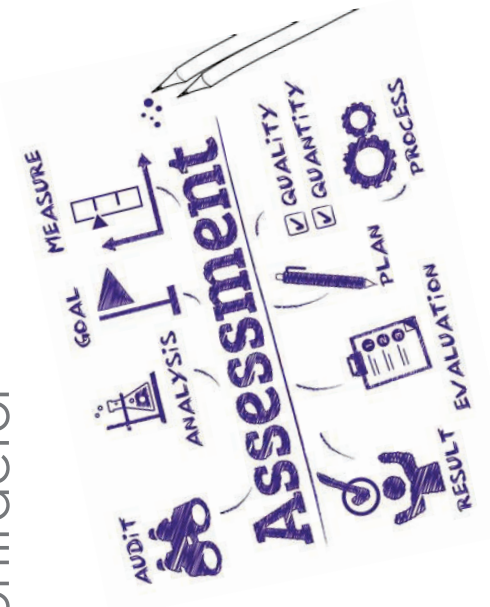
➤ Course topics include:

- 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 485** In-Person Assessments Completed
- **Over 465** 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

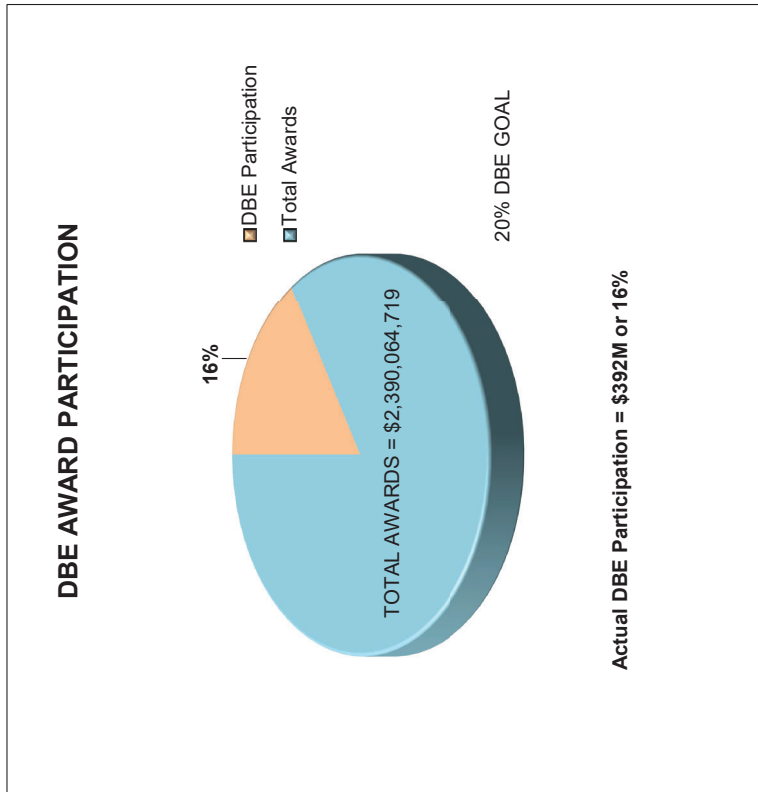
December 18, 2023



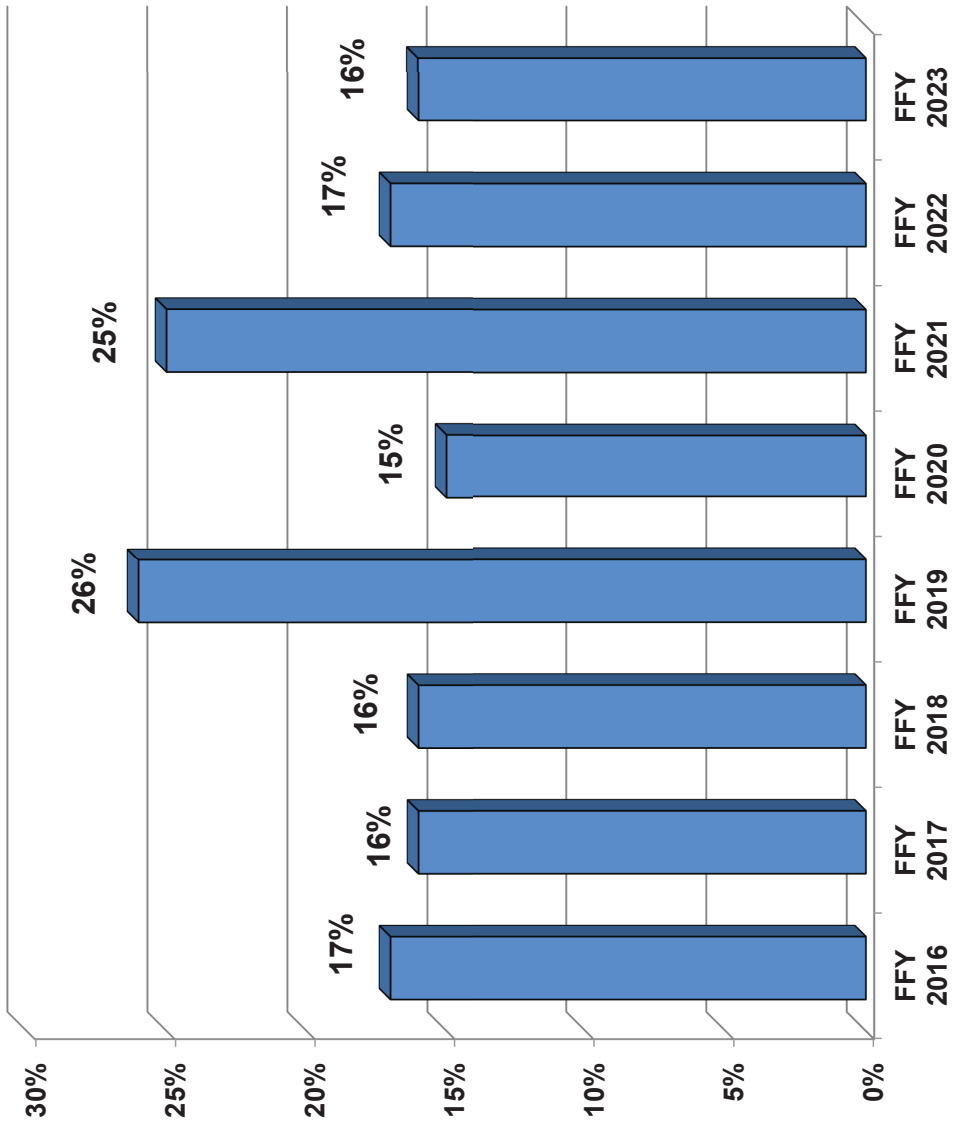
DBE Participation in Federally Funded Contracts
Federal Fiscal Year 2023
(Reporting Period: October 1, 2022 to March 31, 2023)

- 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 2023, MTA’s DBE goal is 20%.
- During the first half of the FFY 2023, MTA awarded \$2.3 billion in the federally funded portion of contracts, with approximately \$392.3 million (16%) being awarded to certified DBEs.
- On contracts closed during the first half of the FFY 2023, MTA achieved 22% DBE participation.

FEDERALLY-FUNDED CONTRACTS
DBE CONTRACT ACTIVITY
FEDERAL FISCAL YEAR 2023(OCTOBER 2022-SEPTEMBER 2023)



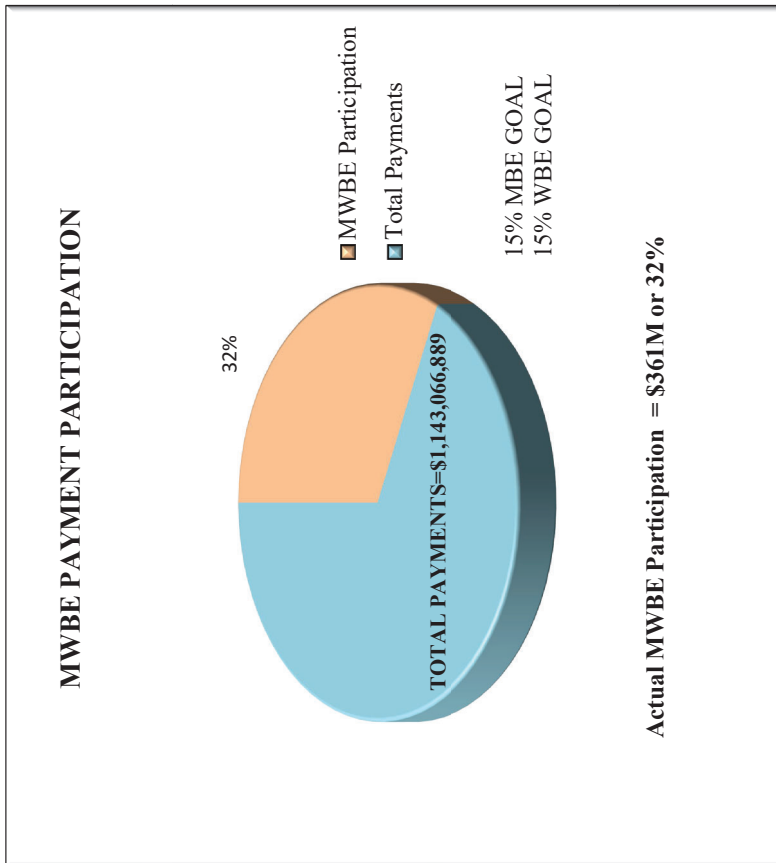
DBE CONTRACT AWARDS
October 2016 - September 2023



MWBE Participation in State Funded Contracts
New York State Fiscal Year 2023-2024*
(Reporting Period: April 1, 2023 to September 30, 2023)

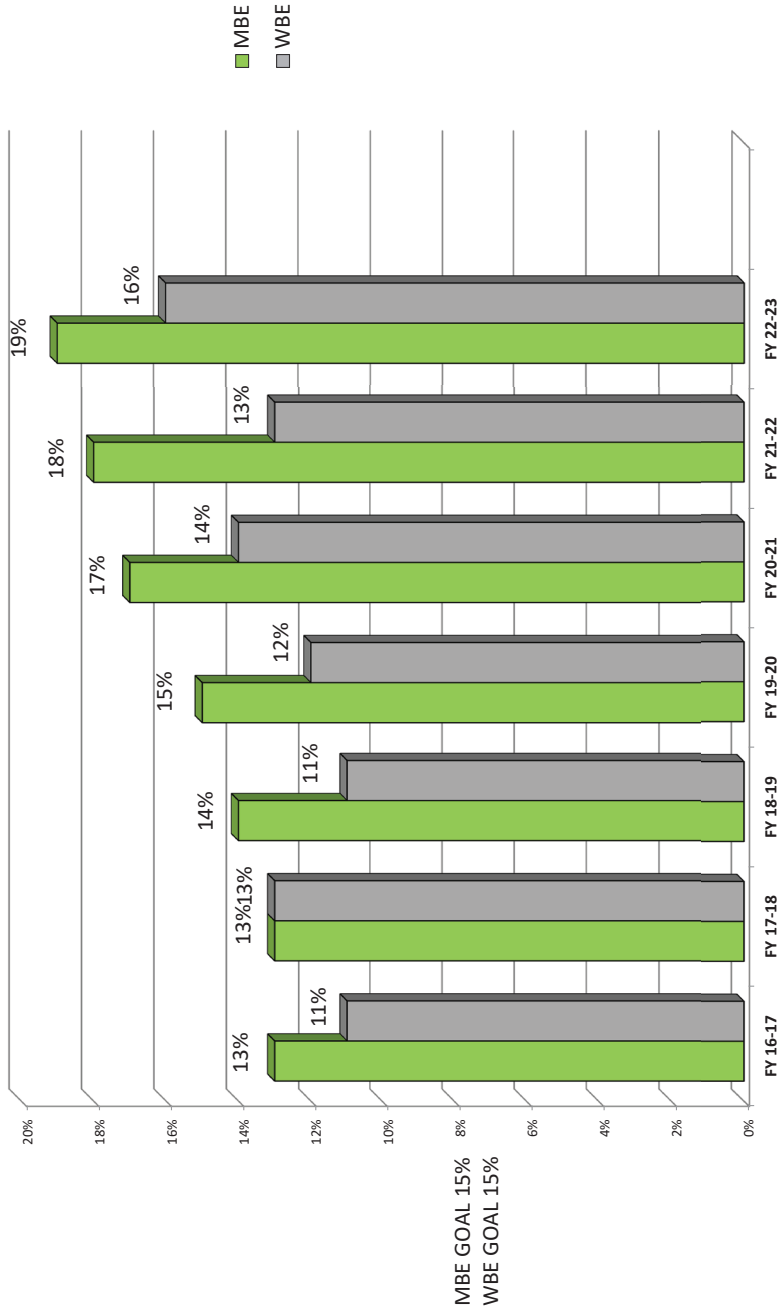
- Each year, the MTA reports to the Empire State Development Corporation on a quarterly basis the MWBE participation on state funded contracts.
- Reports are submitted 15 days after the end of each quarter, on January 15, April 15, July 15, and October 15.
- Reports include data on contracts with goals and MWBE contract payments.
- MTA established an overall MWBE goal of 30% for the New York State fiscal year 2023-2024, starting April 1, 2023.
- During the first two quarters of FY 2023-24, the MTA paid \$1 billion on prime contracts, with \$361 million (32%) paid to certified MWBEs.

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



* First and Second Quarter of NYS FY 2023-24

NYS MWBE PAYMENTS
 APRIL 2016 - MARCH 2023



**NYS CONTRACTS
MWBE CONTRACT ACTIVITY
APRIL 1, 2023 - SEPTEMBER 30, 2023**

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 2023)	2,057	\$582,270,127	2,689	\$179,012,917	31%	30%
SECOND QUARTER (July-Sept 2023)	1,983	\$560,796,762	2,715	\$182,340,032	33%	30%
TOTAL	4,040	\$1,143,066,889	5,404	\$361,352,949	32%	30%

SDVOB Participation on State Funded Contracts
New York State Fiscal Year 2023-2024*
(Reporting Period: April 1, 2023 to September 30, 2023)

- Each year, the MTA reports to the Office of General Services on a quarterly basis the SDVOB participation in 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 the State fiscal year 2023-2024, starting on April 1, 2023.
- During the first two quarters of FY 2023-24, the MTA paid \$284 million on prime contracts with \$16 million (6%), paid to certified SDVOBs.

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

NYS CONTRACTS			
SDVOB CONTRACT ACTIVITY			
APRIL 1, 2023 - SEPTEMBER 30, 2023			
Contract Payments	Prime Disbursements	SDVOB Disbursements	SDVOB%
FIRST QUARTER (Apr-Jun 2023)	\$141,247,825	\$7,308,924	5%
SECOND QUARTER (July-Sept 2023)	\$143,079,019	\$9,411,029	7%
FY 2023-2024 TOTAL	\$284,326,844	\$16,719,953	6%

Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

Discretionary A&E, IT, and Legal

December 18, 2023



**MTA ALL AGENCY
DISCRETIONARY PROCUREMENT REPORT***

April 2023 - September 2023

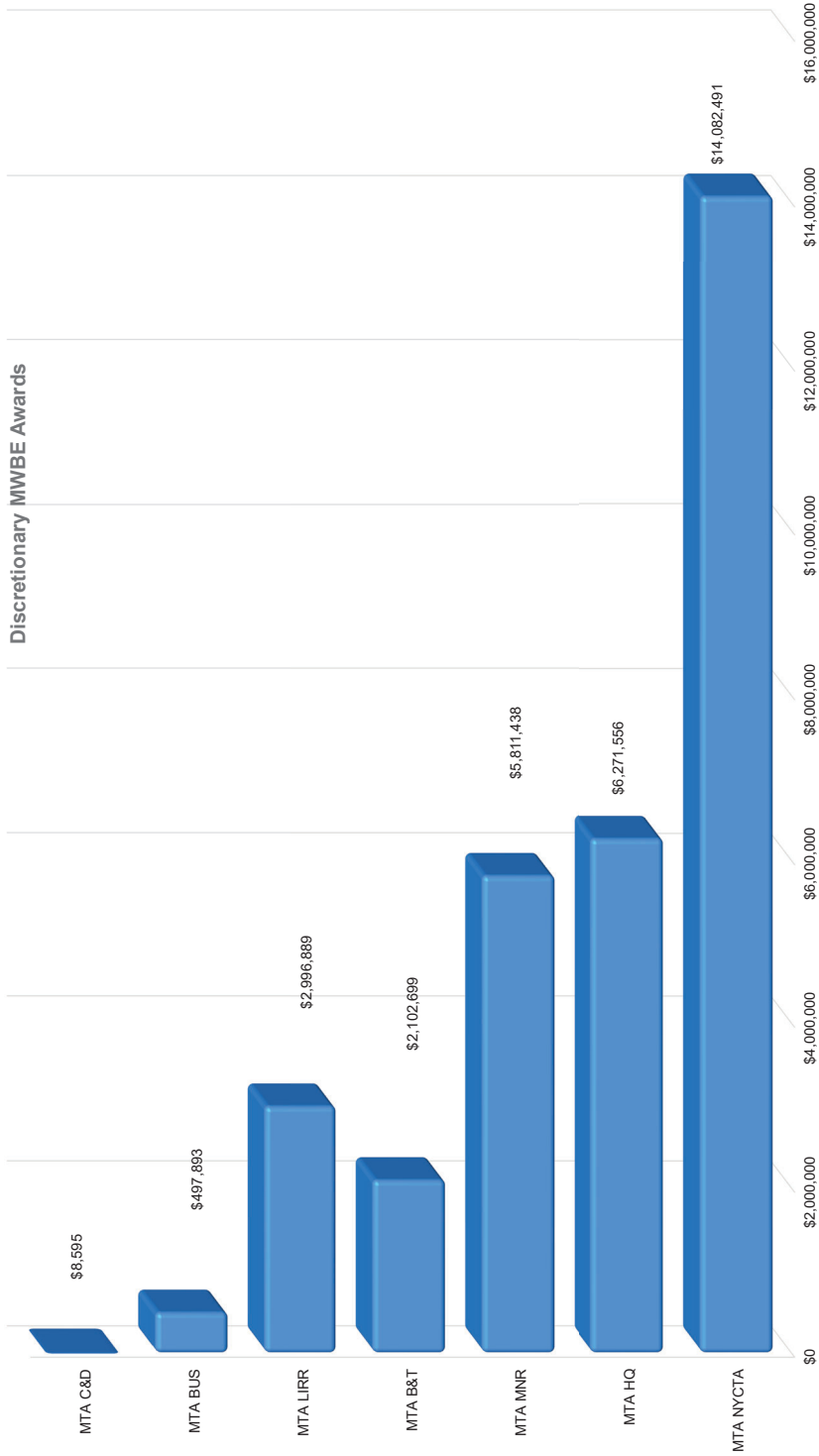
Agency	Total Awards \$1.5M or Less	MWBE Discretionary Awards	Discretionary MWBE	SBC Discretionary	Discretionary SBC
MTA NYCTA	\$ 116,045,756.64	\$ 14,082,491.35	12%	\$ 2,534,837.14	2%
MTA MNR	\$ 36,920,848.83	\$ 5,811,437.55	16%	\$ 655,952.91	2%
MTA B&T	\$ 5,749,771.87	\$ 2,102,698.92	37%	\$ -	0%
MTA LIRR	\$ 47,658,989.17	\$ 2,996,888.94	6%	\$ 661,264.02	1%
MTA HQ	\$ 19,220,413.88	\$ 6,271,556.10	33%	\$ 82,113.00	0%
MTA C&D	\$ 464,559.02	\$ 8,594.50	2%	\$ 3,150.00	1%
MTA BUS	\$ 26,780,464.85	\$ 497,892.68	2%	\$ 265,079.00	1%
Total	\$ 252,840,804.26	\$ 31,771,560.04	13%	\$ 4,202,396.07	2%

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

IT Discretionary \$5,605,457.40

A&E Discretionary \$5,338,818.19

MTA ALL AGENCY
 DISCRETIONARY PROCUREMENTS REPORT*
 APRIL 2023 - SEPTEMBER 2023



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

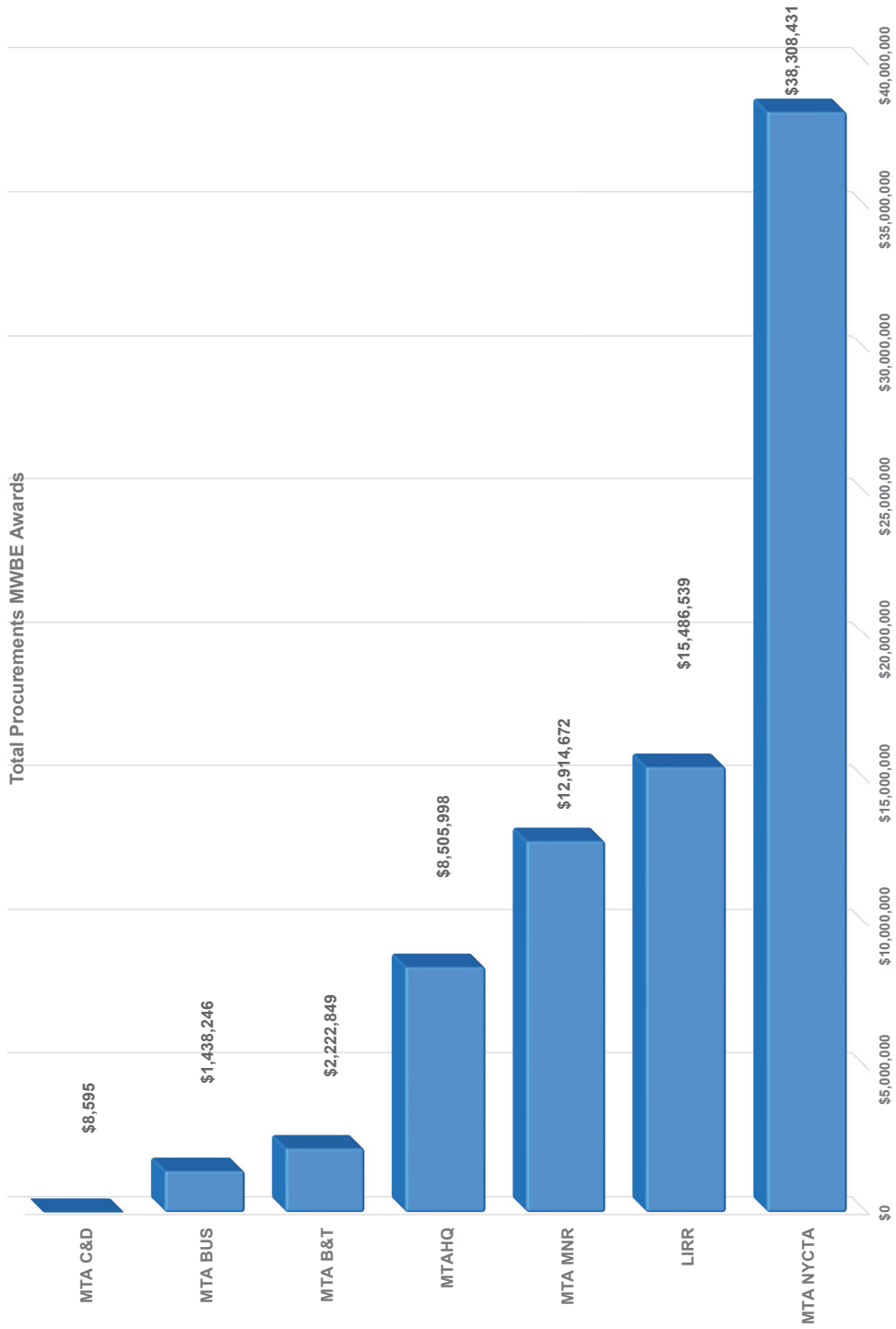
**MTA ALL AGENCY
TOTAL PROCUREMENTS
April 2023 - September 2023**

Agency	Total Award Amount	Total MWBE Awards	MWBE
MTA NYCTA	\$ 249,434,035.21	\$ 38,308,431.43	15%
MTA MNR	\$ 41,920,849.83	\$ 12,914,672.04	31%
MTA B&T	\$ 18,305,473.40	\$ 2,222,848.92	12%
MTA LIRR	\$ 94,858,510.92	\$ 15,486,538.62	16%
MTA HQ	\$ 153,353,774.95	\$ 8,505,997.61	6%
MTA C&D	\$ 464,559.02	\$ 8,594.50	2%
MTA BUS	\$ 26,780,464.85	\$ 1,438,245.96	5%
Total	\$ 585,117,668.18	\$ 78,885,329.08	13%

IT Discretionary \$5,605,457.40

A&E Discretionary \$5,338,818.19

MTA ALL AGENCY
TOTAL PROCUREMENTS REPORT



A/E Awards thru Discretionary Procurement April 2023 - September 2023

#	Agency	Contract Number	Project Name & Description	Primary Trades	Contract Amount	Notice of Award Date	Contractor	Contractor Certification
1	B&T	D81691B	A&E Design, PM Inspection	As-Needed Construction Administration, Inspection and Support Services	\$ 1,195,679	04/14/23	AI Engineers Inc.	MBE
2	B&T	D81695B	A&E Design, PM Inspection	As-Needed Construction Administration, Inspection and Support Services	\$ 436,721	04/14/23	Entech Engineering	WBE
3	LIRR	D81694L	A&E Design, PM Inspection	As-Needed Construction Administration, Inspection and Support Services	\$ 612,442	05/30/23	Enovate Engineering	WBE
4	NYCT	D81701OPR	A&E Design, PM Inspection	As-Needed Construction Administration, Inspection and Support Services	\$ 61,893	04/04/23	Naik Consulting	MBE
5	BRTUN	D81693B	A&E Design, PM Inspection	As-Needed Construction Administration, Inspection and Support Services	\$ 413,907.00	07/17/23	CSA GROUP NY ARCHITECTS AND ENGINEERS PC	MBE
6	MNCR	D81697M	A&E Design, PM Inspection	As-Needed Construction Administration, Inspection and Support Services	\$ 773,006.00	07/28/23	GEDEON GRC CONSULTING	MBE
7	MNCR	D81701M	A&E Design, PM Inspection	As-Needed Construction Administration, Inspection and Support Services	\$ 680,324.52	07/31/23	NAIK CONSULTING GROUP PC	MBE
8	LIRR	D81695L	A&E Design, PM Inspection	As-Needed Construction Administration, Inspection and Support Services	\$ 855,366.22	08/21/23	ENTECH ENGINEERING PC	WBE
9	MNCR	D81703M	A&E Design, PM Inspection	As-Needed Construction Administration, Inspection and Support Services	\$ 309,479.03	08/21/23	RONNETTE RILEY ARCHITECT	WBE

TOTAL \$ 5,338,818

MTA ALL AGENCY LEGAL FEES PAID
APRIL THROUGH SEPTEMBER 2023

AGENCY	ALL LEGAL FEES PAID	PAYMENTS TO MBE CERTIFIED FIRMS	MBE PARTICIPATION	PAYMENTS TO WBE CERTIFIED FIRMS	WBE PARTICIPATION	PAYMENTS TO MWBE CERTIFIED FIRMS	MWBE PARTICIPATION	PAYMENTS TO NON-CERTIFIED FIRMS
MTA C&D	\$ 1,458,950.44	\$ 79,344.96	5.44%	\$ 0.00%	0.00%	\$ 79,344.96	5.44%	\$ -
MTA BUS	\$ 2,290,631.16	\$ 442,721.56	19.33%	\$ 263,720.99	11.51%	\$ 706,442.55	30.84%	\$ -
B&T	\$ 851,363.65	\$ 15,901.50	1.87%	\$ 2,686.50	0.32%	\$ 18,588.00	2.18%	\$ -
FMTAC	\$ 2,066,993.90	\$ 428,268.40	20.72%	\$ 38,686.00	1.87%	\$ 466,954.40	22.59%	\$ -
LIRR	\$ 1,383,165.87	\$ 56,980.18	4.12%	\$ 471,862.82	34.11%	\$ 528,843.00	38.23%	\$ -
NYCTA	\$ 12,409,589.20	\$ 2,075,297.99	16.72%	\$ 1,513,188.75	12.19%	\$ 3,588,486.74	28.92%	\$ -
MNR	\$ 326,848.98	\$ 9,321.37	2.85%	\$ 0.00%	0.00%	\$ 9,321.37	2.85%	\$ -
MTA HQ	\$ 9,192,169.65	\$ 329,418.74	3.58%	\$ 334,818.80	3.64%	\$ 664,237.54	7.23%	\$ -
Total	\$ 29,979,713	\$ 3,437,255	11%	\$ 2,624,964	9%	\$ 6,062,219	20%	\$ -

Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

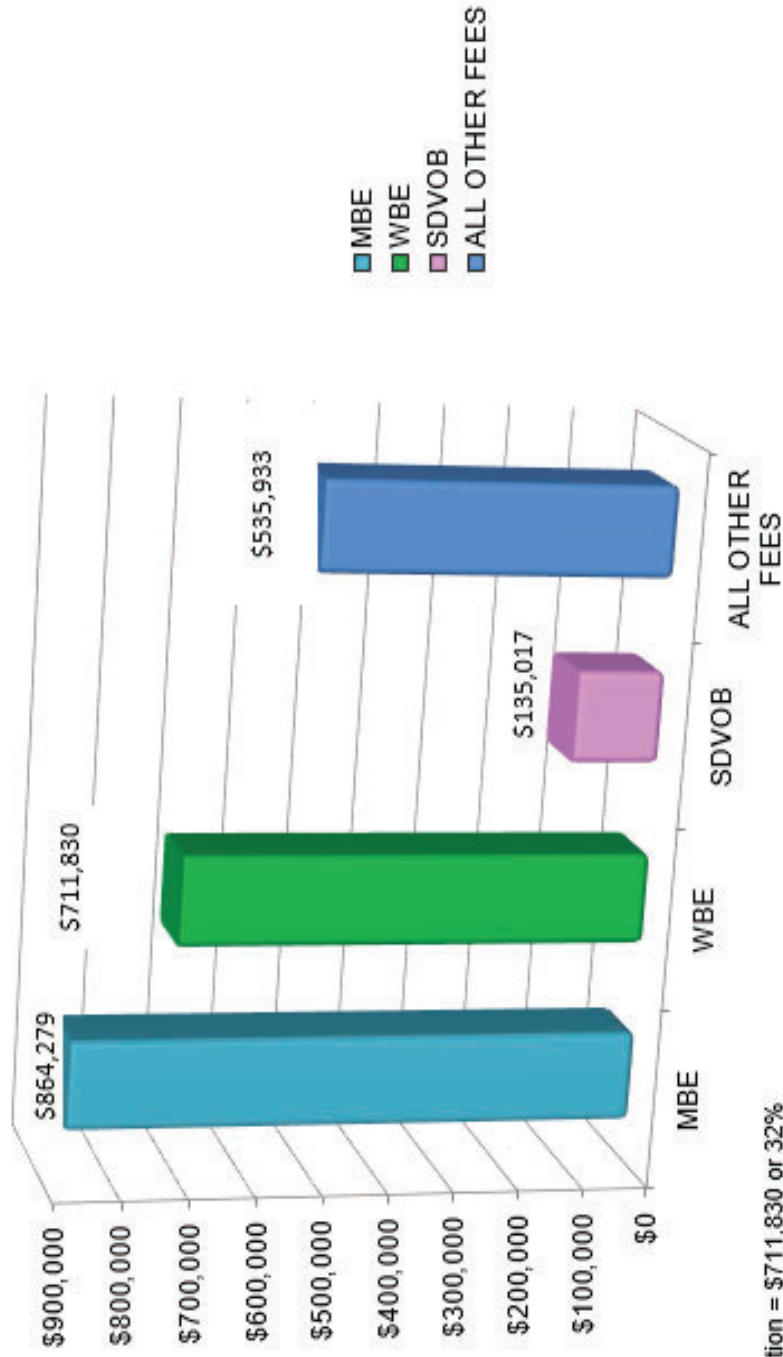
Financial Services

December 18, 2023



MTA All Agency Underwriter Fees

April 2023 – September 2023



Actual WBE Participation = \$711,830 or 32%
Actual MBE Participation = \$864,279 or 38%
Actual SDVOB Participation = \$135,017 or 6%
All Other Underwriting Fees = \$535,933 or 24%



Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

Asset Fund Managers

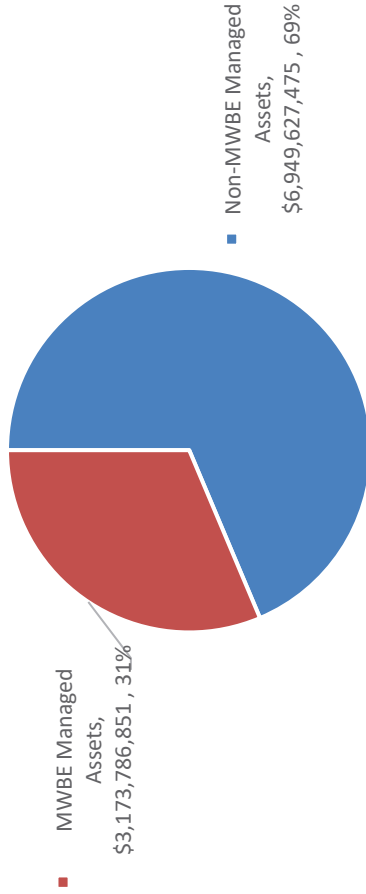
September 18 , 2022



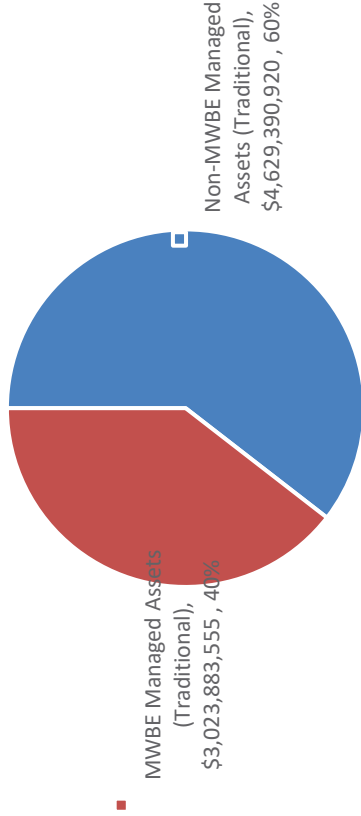
MTA Sponsored Plans – MWBE Participation

As September 2023

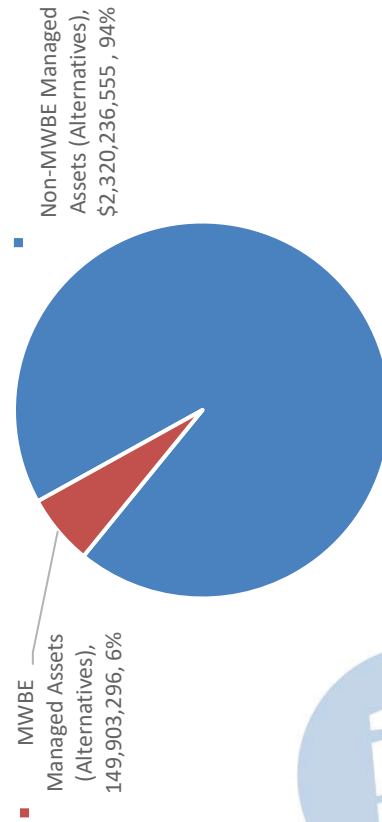
Combined Plans - Total Assets



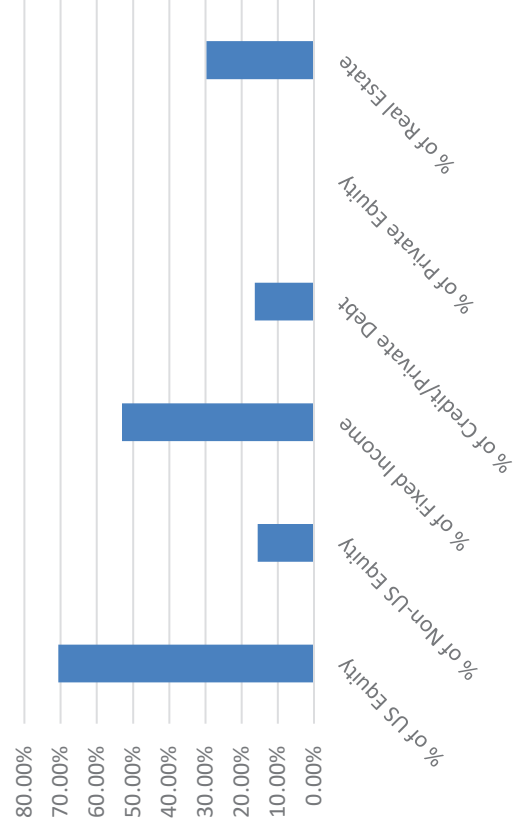
Combined Plans - Traditional Investments



Combined Plans- Alternative Investments



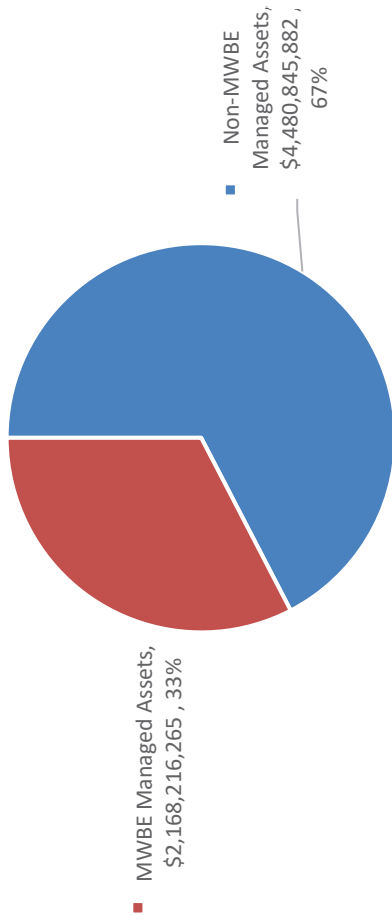
MWBE Managed Assets by Asset Class



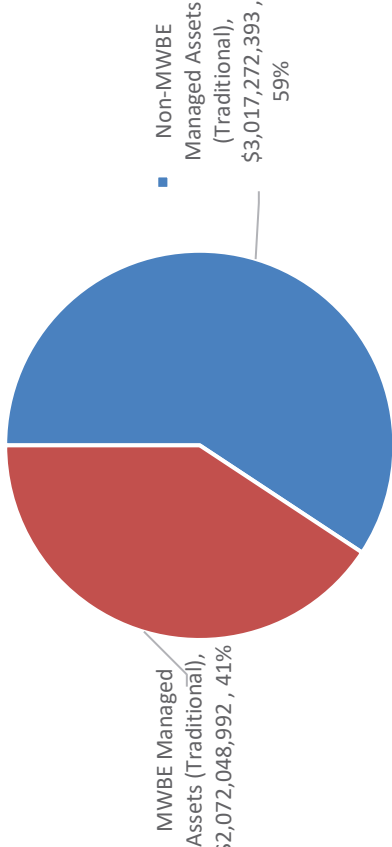
MTA Sponsored Plans – MWBE Participation

As September 2023

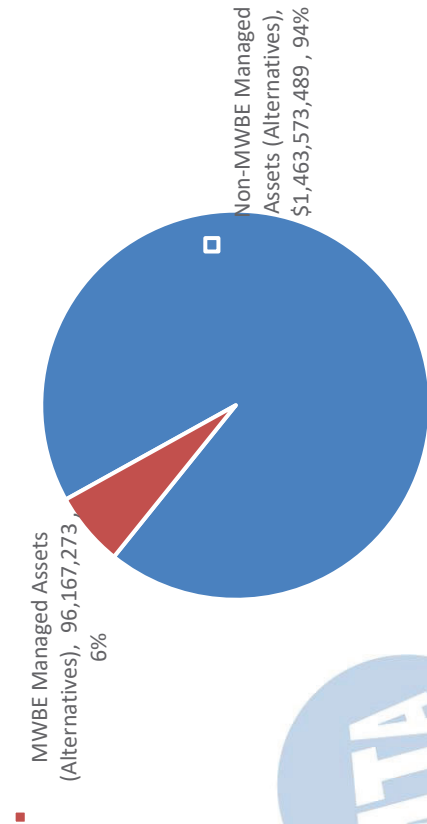
MTA Defined Benefit - Total Assets



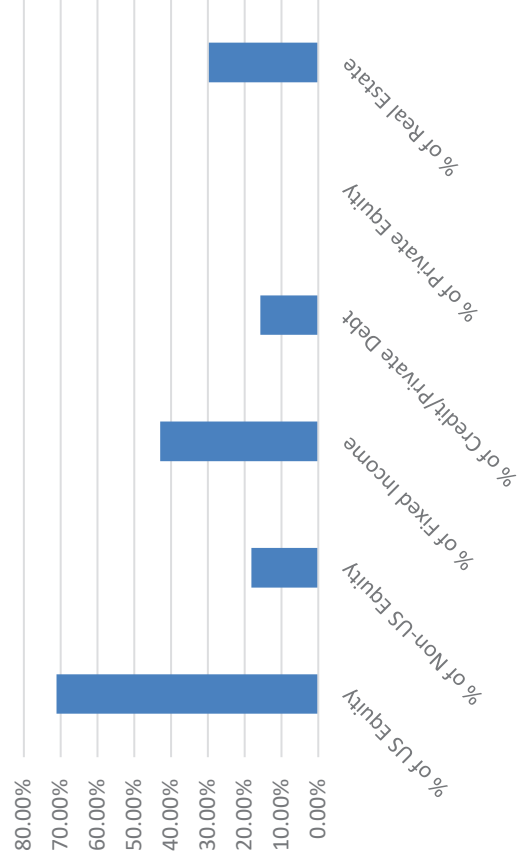
MTA Defined Benefit - Traditional Investments



MTA Defined Benefit - Alternative Investments

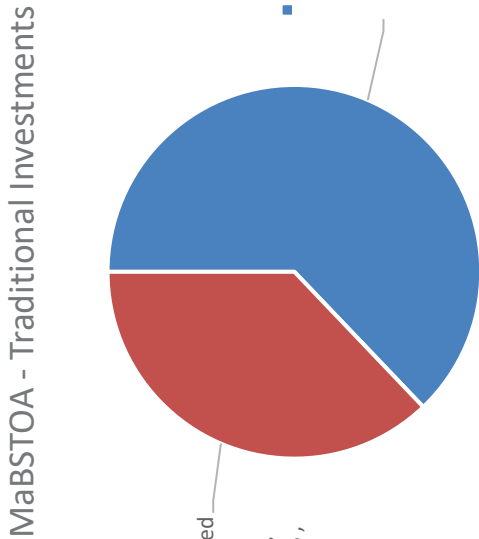
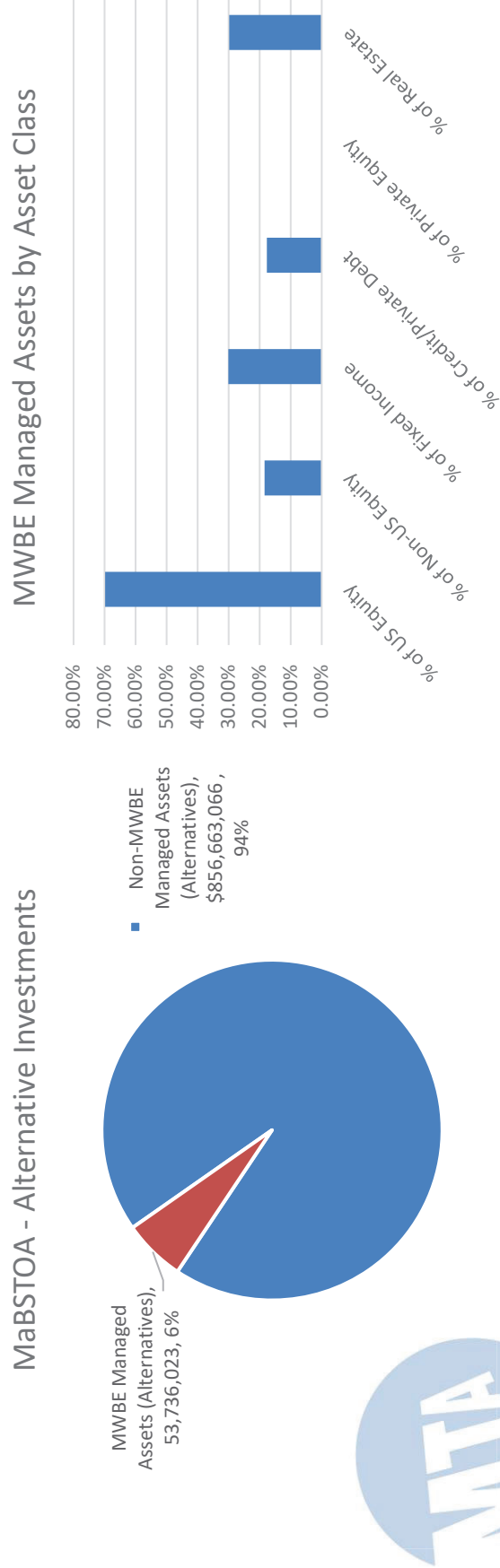
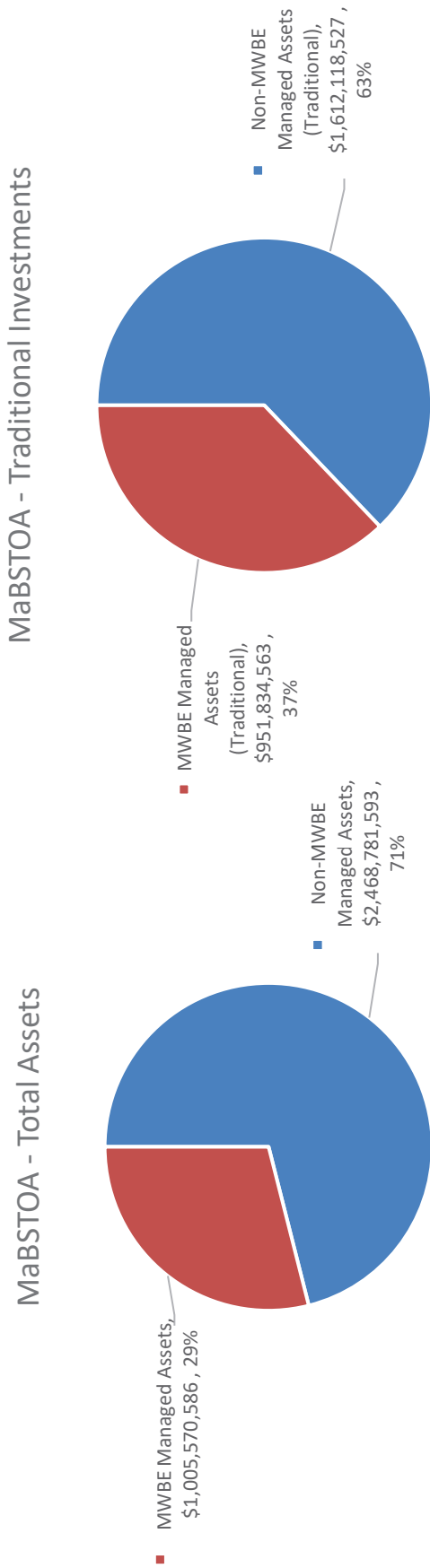


MWBE Managed Assets by Asset Class

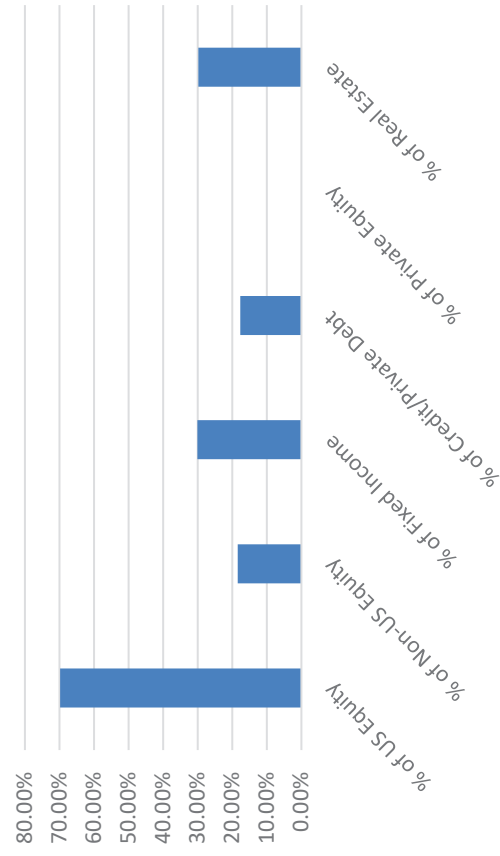


MTA Sponsored Plans – MWBE Participation

As of September 2023



MWBE Managed Assets by Asset Class



Metropolitan Transportation Authority
Department of Diversity and Civil Rights

Workforce
as of September 30, 2023



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 Representation Overview

Reporting from a One-MTA organizational perspective, this quarterly report provides a basic overview of the current workforce representation within each agency and of the hiring and separations activities during the reporting period ending **September 30, 2023**.

The hiring & separation activity is described as 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

MTA-Wide Workforce as of September 30, 2023

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Admin.	5,297		2,987	56%	2,310	44%	1,231	23%	640	12%	767	14%	12	0%	5	0%	332	6%	242	5%	187	4%
F	1,514	29%	1,068	20%	446	8%	546	10%	211	4%	218	4%	3	0%	1	0%	89	2%	18	0%	67	1%
M	3,783	71%	1,919	36%	1,864	35%	685	13%	429	8%	549	10%	9	0%	4	0%	243	5%	224	4%	120	2%
Professionals	4,253		2,958	70%	1,295	30%	1,105	26%	548	13%	1,017	24%	9	0%	3	0%	276	6%	97	2%	158	4%
F	1,552	36%	1,247	29%	305	7%	598	14%	220	5%	316	7%	4	0%	3	0%	106	2%	16	0%	69	2%
M	2,701	64%	1,711	40%	990	23%	507	12%	328	8%	701	16%	5	0%	0	0%	170	4%	81	2%	89	2%
Technicians	624		334	54%	290	46%	135	22%	84	13%	81	13%	5	1%	1	0%	28	4%	29	5%	14	2%
F	80	13%	65	10%	15	2%	37	6%	17	3%	5	1%	1	0%	0	0%	5	1%	4	1%	2	0%
M	544	87%	269	43%	275	44%	98	16%	67	11%	76	12%	4	1%	1	0%	23	4%	25	4%	12	2%
Protective Svc.	2,141		1,410	66%	731	34%	627	29%	565	26%	133	6%	2	0%	2	0%	81	4%	133	6%	15	1%
F	368	17%	285	13%	83	4%	163	8%	97	5%	5	0%	1	0%	0	0%	19	1%	12	1%	6	0%
M	1,773	83%	1,125	53%	648	30%	464	22%	468	22%	128	6%	1	0%	2	0%	62	3%	121	6%	9	0%
Paraprofessionals	104		76	73%	28	27%	43	41%	20	19%	7	7%	1	1%	0	0%	5	5%	2	2%	1	1%
F	64	62%	54	52%	10	10%	29	28%	15	14%	5	5%	1	1%	0	0%	4	4%	0	0%	1	1%
M	40	38%	22	21%	18	17%	14	13%	5	5%	2	2%	0	0%	0	0%	1	1%	2	2%	0	0%
Admin. Support	2,028		1,628	80%	400	20%	899	44%	293	14%	318	16%	10	0%	2	0%	106	5%	30	1%	40	2%
F	1,056	52%	911	45%	145	7%	582	29%	160	8%	102	5%	4	0%	2	0%	61	3%	9	0%	21	1%
M	972	48%	717	35%	255	13%	317	16%	133	7%	216	11%	6	0%	0	0%	45	2%	21	1%	19	1%
Skilled Craft	22,930		14,165	62%	8,765	38%	6,693	29%	3,096	14%	3,145	14%	106	0%	16	0%	1,109	5%	870	4%	115	1%
F	644	3%	563	2%	81	0%	409	2%	88	0%	34	0%	0	0%	1	0%	31	0%	11	0%	9	0%
M	22,286	97%	13,602	59%	8,684	38%	6,284	27%	3,008	13%	3,111	14%	106	0%	15	0%	1,078	5%	859	4%	106	0%
Service Maint.	35,510		29,490	83%	6,020	17%	18,162	51%	7,505	21%	2,493	7%	86	0%	7	0%	1,237	3%	738	2%	156	0%
F	8,588	24%	7,930	22%	658	2%	5,841	16%	1,555	4%	215	1%	21	0%	3	0%	295	1%	84	0%	45	0%
M	26,922	76%	21,560	61%	5,362	15%	12,321	35%	5,950	17%	2,278	6%	65	0%	4	0%	942	3%	654	2%	111	0%
Total	72,887		53,048	73%	19,839	27%	28,895	40%	12,751	17%	7,961	11%	231	0%	36	0%	3,174	4%	2,141	3%	686	1%

*American Indian/Alaskan Native

**Native Hawaiian Other Pacific Islander

***Persons With Disabilities



MTA Workforce, by Agency as of September 30, 2023

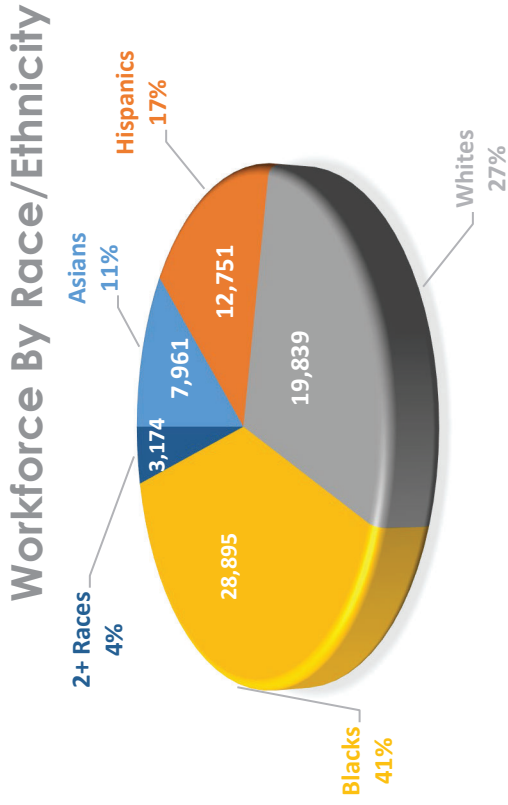
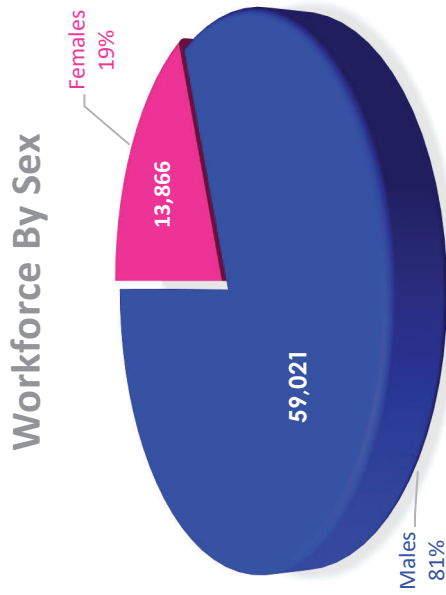
MTA Agency	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOP1**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
B&T	867		506	58%	361	42%	225	26%	177	20%	49	6%	6	1%	0	0%	49	6%	15	2%	15	2%
F	169	19%	141	16%	28	3%	85	10%	35	4%	11	1%	2	0%	0	0%	8	1%	2	0%	8	1%
M	698	81%	365	42%	333	38%	140	16%	142	16%	38	4%	4	0%	0	0%	41	5%	13	1%	7	1%
BUS	3,783		3,237	86%	546	14%	1,763	47%	897	24%	346	9%	18	0%	8	0%	205	5%	69	2%	27	1%
F	492	13%	461	12%	31	1%	299	8%	127	3%	14	0%	1	0%	0	0%	20	1%	3	0%	6	0%
M	3,291	87%	2,776	73%	515	14%	1,464	39%	770	20%	332	9%	17	0%	8	0%	185	5%	66	2%	21	1%
C&D	1,766		1,155	65%	611	35%	337	19%	189	11%	524	30%	2	0%	1	0%	102	6%	24	1%	62	4%
F	551	31%	400	23%	151	9%	140	8%	81	5%	142	8%	1	0%	1	0%	35	2%	3	0%	24	1%
M	1,215	69%	755	43%	460	26%	197	11%	108	6%	382	22%	1	0%	0	0%	67	4%	21	1%	38	2%
HQ	5,098		3,200	63%	1,898	37%	1,227	24%	752	15%	907	18%	11	0%	5	0%	298	6%	165	3%	158	3%
F	1,737	34%	1,293	25%	444	9%	643	13%	275	5%	253	5%	2	0%	3	0%	117	2%	26	1%	66	1%
M	3,361	66%	1,907	37%	1,454	29%	584	11%	477	9%	654	13%	9	0%	2	0%	181	4%	139	3%	92	2%
LIRR	7,436		3,015	41%	4,421	59%	1,356	18%	947	13%	337	5%	24	0%	3	0%	348	5%	448	6%	74	1%
F	988	13%	581	8%	407	5%	347	5%	131	2%	52	1%	2	0%	0	0%	49	1%	21	0%	15	0%
M	6,448	87%	2,434	33%	4,014	54%	1,009	14%	816	11%	285	4%	22	0%	3	0%	299	4%	427	6%	59	1%
MNR	6,219		2,583	42%	3,636	58%	1,250	20%	761	12%	185	3%	24	0%	3	0%	360	6%	415	7%	95	2%
F	701	11%	466	7%	235	4%	271	4%	103	2%	28	0%	5	0%	2	0%	57	1%	21	0%	17	0%
M	5,518	89%	2,117	34%	3,401	55%	979	16%	658	11%	157	3%	19	0%	1	0%	303	5%	394	6%	78	1%
NYCT	47,718		39,352	82%	8,366	18%	22,737	48%	9,028	19%	5,613	12%	146	0%	16	0%	1,812	4%	1,005	2%	255	1%
F	9,228	19%	8,781	18%	447	1%	6,420	13%	1,611	3%	400	1%	22	0%	4	0%	324	1%	78	0%	84	0%
M	38,490	81%	30,571	64%	7,919	17%	16,317	34%	7,417	16%	5,213	11%	124	0%	12	0%	1,488	3%	927	2%	171	0%
Total	72,887		53,048	73%	19,839	27%	28,895	40%	12,751	17%	7,961	11%	231	0%	36	0%	3,174	4%	2,141	3%	686	1%

*American Indian/Alaskan Native

**Native Hawaiian Other Pacific Islander



MTA-Wide Workforce as of September 30, 2023



MTA employed **72,887** employees, **19%** of the workforce were **females**, **73% minorities**, **3% veterans** and **1%** self identified as **a person with a disability**.

- ❑ The percentage of **females** employed in the workforce has **remained constant** when compared to Third Quarter 2022.
- ❑ The percentage of **minorities** in the workforce has **increased by one percentage point** when compared to Third Quarter 2022.



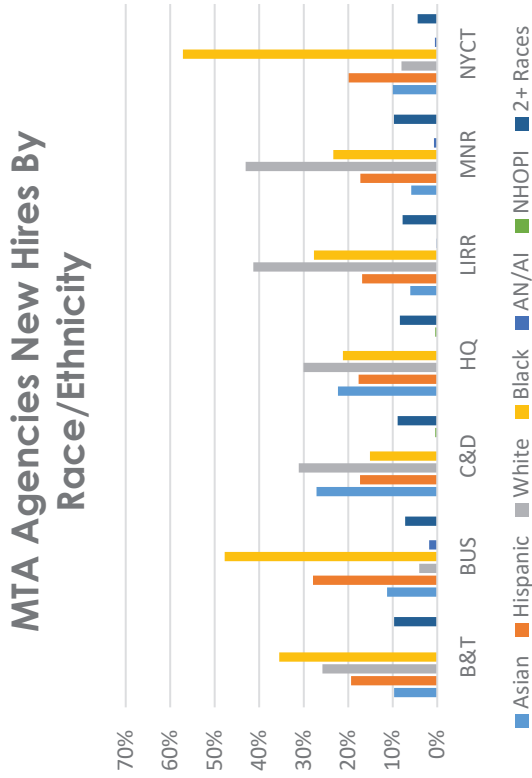
Metropolitan Transportation Authority
Department of Diversity and Civil Rights

MTA-Wide New Hires and Separations

January 1, 2023 – September 30, 2023



New Hires By Agency January 1, 2023 to September 30, 2023



Agency	New Hires	Females	Minorities
B&T	31	45%	74%
BUS	222	21%	96%
C&D	225	37%	69%
HQ	453	40%	70%
LIRR	462	18%	59%
MNR	411	15%	57%
NYCT	3,053	30%	92%

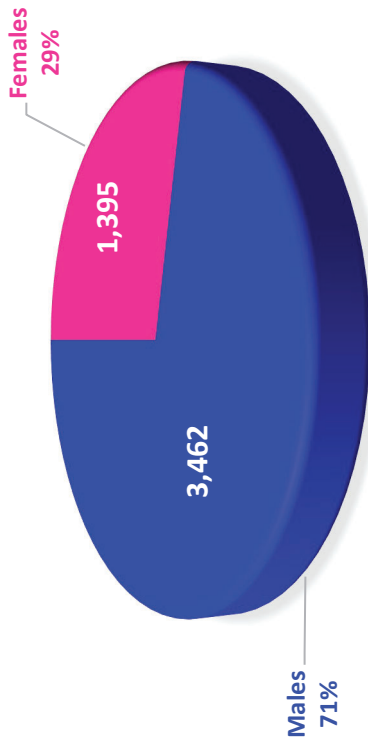
*The above agency-specific data does not accurately reflect employee movements resulting from the transformation.



MTA-Wide New Hires and Separations by Sex January 1, 2023 to September 30, 2023

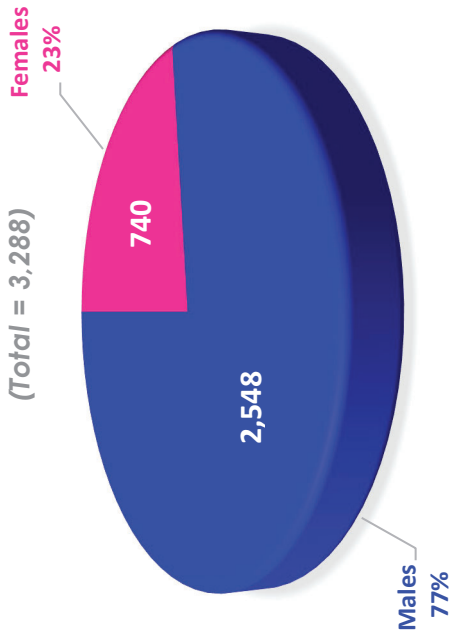
New Hires By Sex

(Total = 4,857)



Separations By Sex

(Total = 3,288)

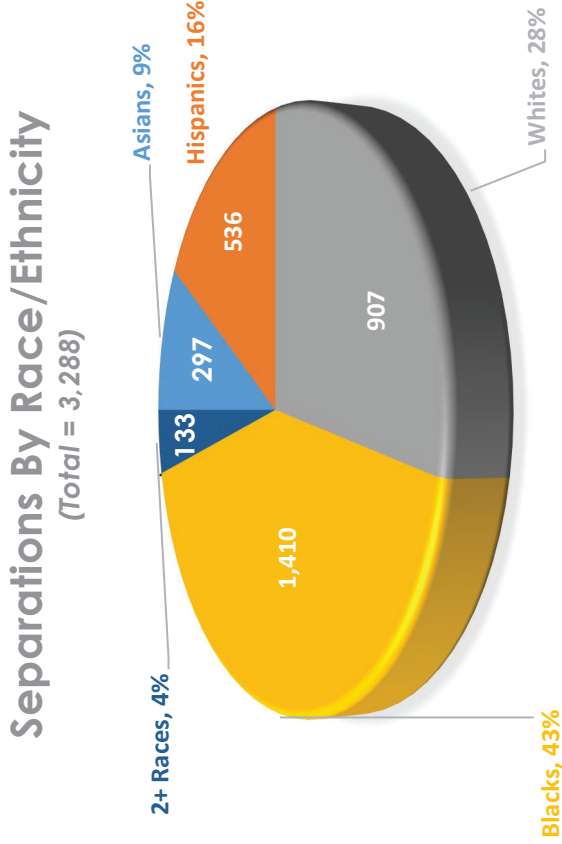
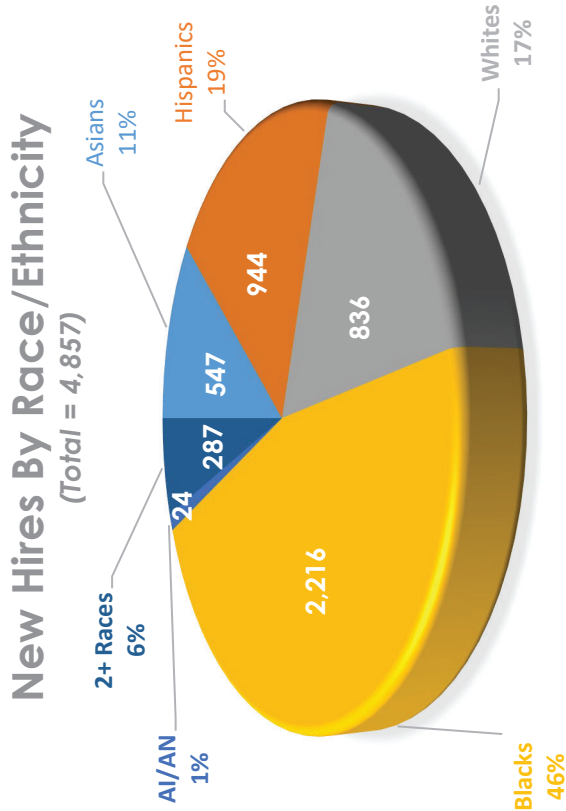


During the third quarter 2023, MTA **hired 4,857** employees, including **1,395** females and **3,462** males. During this same reporting period, **3,288** employees **separated** from MTA, including **740** females and **2,548** males.

- The result was a **net increase** of **655 female** and **914** male employees.
- The number of employees who self-identified as **veteran decreased** by **49**. There were **77** veteran **hired** and **126** veteran **separated** during 2023.



MTA-Wide New Hires and Separations by Race/Ethnicity January 1, 2023 to September 30, 2023



During 2023, **MTA hired 4,857** employees, **4,021** minorities and **836** non-minorities. During this same reporting period, **3,288** employees **separated** from MTA, **2,381** minorities and **907** non-minorities.

- The result was a net **increase** of **1,640** minority employees.
- The number of employees who self-identified as **a persons with a disability decreased** by **7**. There were **36** persons with a disability **hired** and **43 persons with a disability separated** during 2023.



Metropolitan Transportation Authority
Department of Diversity and Civil Rights

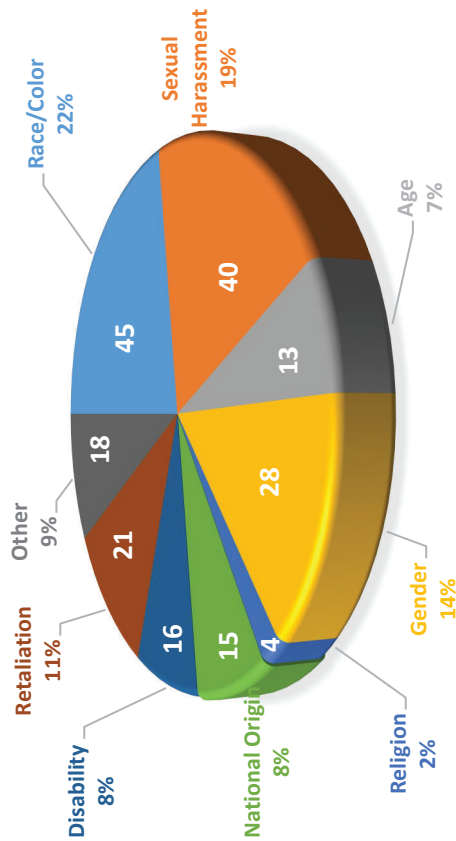
MTA-Wide Complaints and Lawsuits

January 1, 2023 – September 30, 2023

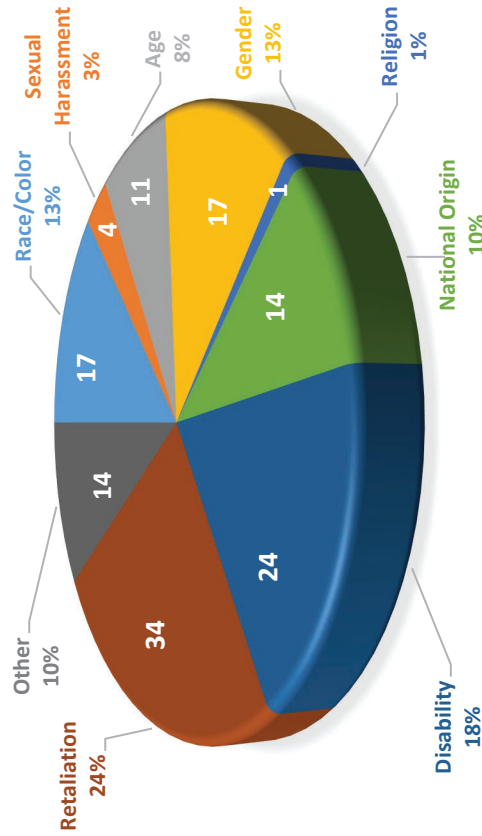


MTA-Wide
EEO Internal/External Discrimination Complaints by Bases
January 1, 2023 to September 30, 2023

INTERNAL EEO COMPLAINTS



EXTERNAL EEO COMPLAINTS

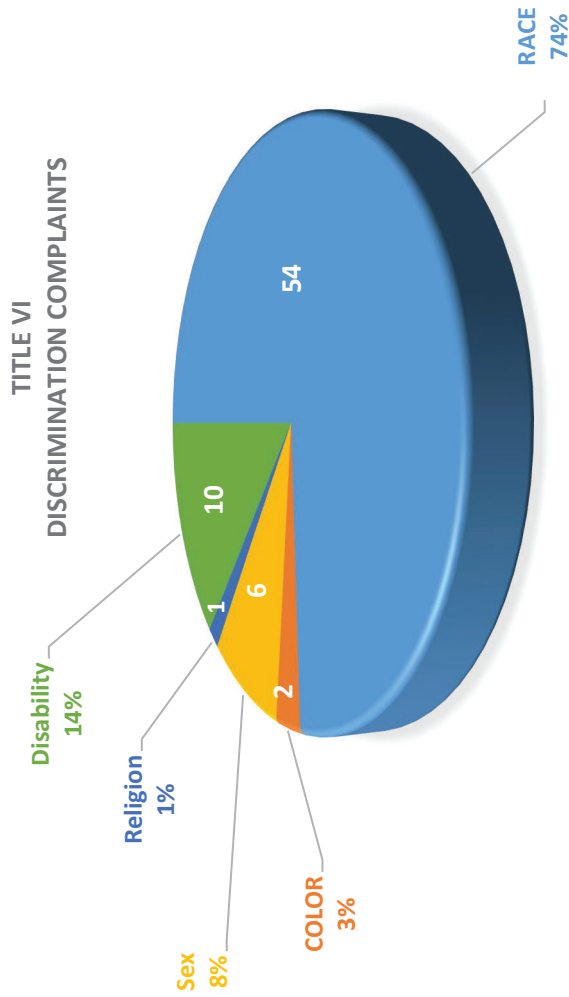


During 2023, MTA received **178** EEO complaints*, citing **336** separate bases, and **15** lawsuits.

- 112** filed internal complaints.
- 81** filed external complaints including lawsuits.
- 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, 2023 to September 30, 2023



During 2023, MTA received **70** Title VI and Related complaints, citing **73** separate bases and **0** Title VI lawsuits.

- **62** Title VI complaints* were filed.
- **8** 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.

