



**Metropolitan Transportation Authority**

# **Diversity Committee Meeting**

## **SEPTEMBER 2024**

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### **Committee Members**

B. Lopez, Chair  
S. Chu  
Dr. JR. Rizzo  
N. Zuckerman  
M. Valdivia

# Diversity Committee Meeting

Monday, 9/23/2024

12:15 - 1:00 PM ET

**1. Public Comment**

**2. Approval of Minutes**

*Diversity Committee Meeting Minutes - Page 3*

**3. 2024 Diversity Committee Work Plan**

*2024 Diversity Committee Work Plan - Page 6*

**4. Executive Summary/ Presentation**

*Executive Summary/Presentation - Page 9*

**5. EEO Activity**

*EEO Activity and Workforce Report - Page 39*

**6. M/W/DBE and SDVOB Utilization**

*M/W/DBE and SDVOB Utilization - Page 54*

**7. Discretionary Awards**

*All Discretionary Spend Including A&E, IT and Legal - Page 66*

**8. Financial Services**

*Underwriter Fees - Page 71*

**9. Asset Fund Management**

*Asset Fund Management - Page 73*

**10. Business Development Initiatives**

*Business Development Initiatives - Page 77*

**11. Small Business Development Program Update**

*SBDP Update - Page 79*

## MTA DIVERSITY COMMITTEE

Meeting Minutes  
2 Broadway, 20<sup>th</sup> Floor  
New York, NY 10004  
Monday, June 24, 2024

### **The following Committee Members were present:**

Hon. Blanca Lopez, Chair  
Hon. Gerard Bringmann  
Hon. Samuel Chu  
Hon. Dr. John-Ross Rizzo  
Hon. Neal Zuckerman

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

Lourdes Zapata, Chief Diversity and Inclusion Officer  
Ray Burke, Deputy Chief Diversity and Inclusion Officer, MWDBE/SDVOB Contract Compliance  
Dr. Rosalyn Green, Diversity & Equal Opportunity/ C&D Agency Chief EEO Officer  
Christine Norman, Deputy CDO, Technology, Operations, DBE Certification & Outreach  
Sheree Owens, Deputy CDO, Small Business Development Program  
Mayra Bell, Agency Chief EO Officer, MNR  
James Keys, Agency Chief EO Officer, NYCT  
Vernessa Moses, Agency Chief EO Officer, MTA Bus  
Barbara Cockfield, Senior Director, Diversity, and Inclusion Initiatives  
Alana Smith-Pizarro, Senior Director, Equal Employment Opportunities

Chair Blanca Lopez called to order the June 2024 Diversity Committee.

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

- There were two virtual speakers, in the public comments portion of the meeting:  
Charlton D'Souza  
Matty W. Buchys-Hyland

*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 on April 29, 2024.

### **3. WORK PLAN REPORT**

Chair Lopez inquired about any changes to the 2024 Work Plan. Ms. Zapata explained that the updates to

the Work Plan are the Five-Year DEI Strategic Plan and the review of the Diversity Committee Charter, which can be found on pages 6-9 of the Diversity Committee Book were moved to September and December respectively.

#### **4. EXECUTIVE SUMMARY**

- Ms. Zapata shared the agenda items and provided detailed information about DDCR and its programs to offer more insights and understanding of the departmental reports and data.
- Dr. Green provided an overview of EEO (Equal Employment Opportunity) programs. Dr. Green also provided some insights for the Five-Year DEI (Diversity and Inclusion) Plan.
- Ms. Zapata shared DDCR 2024 Departmental Goals by providing details for each goal and progress.

#### **MWBE, DBE, SDVOB Program & Compliance, Outreach & Certification**

- Mr. Burke provided an overview of contract compliance and reported, that as of March 2024, DDCR conducted 151 site visits for contract compliance and closed out 14 contracts.
- A total of \$260 million was awarded to DBE firms in federal FY23-24 and achieved 15% of the 20% FTA DBE goal. DBE awards are expected to increase over time.
- Mr. Burke reported that MTA made over \$780 million in payments to MWBE/SDVOB firms in the 1<sup>st</sup> – 4<sup>th</sup> quarters of NYS FY23-24 and met and surpassed the NYS MWBE goals for the fourth consecutive year.
- Mr. Burke shared an overview of top prime and subcontract MWBE/SDVOB awards from April 2023 through March 2024 with top DBE awards from April 2023 through March 2024.
- Ms. Norman provided an overview of non-construction awards and reported that on FY 23/24 MTA has spent around \$1.5M on discretionary procurements. As part of the Discretionary Procurement Opportunity, 16% of this spending was awarded to MWBE and 2% was awarded to Small Business Concerns. Mr. Norman added that 16% of MTA outside legal fees went to MWBE firms.
- Ms. Norman reported that 31% of Asset Fund Management payments went to MWBE firms and 35% of Underwriting payments went to MWBE and SDVOB firms.
- Ms. Norman informed that the DBE certification activity is on track and the application process has been reduced by 10 days compared to the previous year.
- DDCR participated in forty-two outside MW/DBE and SVDOB targeted events that were sponsored by various agencies and/or advocacy groups in NYS FY 23/24. In addition, DDCR held six workshops and four virtual orientations.
- The program's outreach efforts resulted in 784 firms interested in doing business with the MTA. 550 of the firms that were certified, and categorized into the following industries: commodities, construction, construction consulting, and services/consulting.
- Ms. Norman shared MTA certification program success stories highlighting certified firms and their achievements.

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

- Ms. Owens reported on the 2024 calendar year SBDP departmental goals. SBDP recruitment of new firms has increased by 17%, exceeding the 2023 departmental goal of 10%. Three informational outreach sessions were conducted in the first quarter of 2024, with a 50% increase in attendance compared to the entire year of 2023.
- Ms. Owens shared highlights of the SBDP Town Hall event that took place in March of 2024.
- Ms. Owens shared the SBDP activity and the program success data. In the first quarter of 2024, three contracts were awarded, four loans were approved, and a \$2M bond was secured.

### **EEO Activities**

- Dr. Green provided an update on the MTA overall workforce numbers and an overview of the new hire statistics by race/ethnicity and sex. There was an increase in net self-identified female, self-identified male, and veteran hires in the 1<sup>st</sup> quarter of 2024 compared to 1<sup>st</sup> quarter of 2023.
- Dr. Green shared workforce data for each agency. All agencies saw an increase in self-identified female and minority employees compared to 2023.
- The complete data sets by the agency were provided on pages 80-93 of the Diversity Committee book. Detailed demographic breakdown for employee representation by the agency can be found on page 85 of the Diversity Committee book

*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**

*The meeting was adjourned by Chair Blanca Lopez.*

Respectfully submitted,  
Ipek M. Fulford  
Civil Rights Business Liaison.

## 2024 Diversity Committee Work Plan

Revised September 23, 2024

### I. RECURRING AGENDA ITEMS

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

### II. SPECIFIC AGENDA ITEMS

<b>April 2024</b>	<b>Responsibility</b>
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

<b>June 2024</b>	<b>Responsibility</b>
1 <sup>st</sup> Quarter 2024 Report	Dept. of Diversity/Civil Rights

<b>September 2024</b>	<b>Responsibility</b>
2 <sup>nd</sup> Quarter 2024 Report	Dept. of Diversity/Civil Rights
5-Year DEI Strategic Plan – Bi-Annual Update	
M/W/DBE, SDVOB Task Force - Update	

<b>December 2024</b>	<b>Responsibility</b>
3 <sup>rd</sup> Quarter 2024 Report	Dept. of Diversity/Civil Rights
2025 Diversity Committee Workplan	
EEOP Program Progress to Goals	
Diversity Committee Charter Review	Committee Chair & Members

### 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 to 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

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

## September 2024

- 2<sup>nd</sup> Quarter 2024 Report  
The Department of Diversity and Civil Rights will present 2<sup>nd</sup> 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.
- 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.

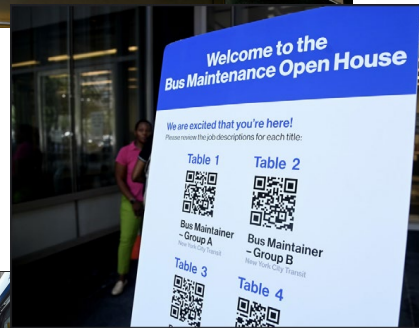
## December 2024

- 3<sup>rd</sup> Quarter 2024 Report  
The Department of Diversity and Civil Rights will present 3<sup>rd</sup> 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.
- EEOP Program Progress to Goals
- Diversity Committee Charter Review  
The Diversity Committee will review and assess the adequacy of its charter and recommend changes as necessary.





**MTA** Metropolitan  
Transportation  
Authority  
Department of  
Diversity and Civil Rights



# Diversity Committee Presentation/ Executive Summary



September 23, 2024

## Agenda:

- I. **Five-Year Diversity, Equity, and Inclusion (DEI) Strategic Plan Agency-Wide Initiatives:** Year 1 Progress Report (July 1, 2023 – June 30, 2024)
- II. **2023-24 MTA-wide EEO Activities**
  - Workplace Statistics
  - Complaints and Litigation Data
  - Employee Resource Groups – Q1 & Q2 Activities
- III. **MTA Local Hire Initiative**
- IV. **2024-25 MW/DBE Activity**
  - Goal Attainment
  - Payments, Performance and Awards
  - Outreach & Certification Activities
  - MWBE Success Story



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# Five-Year Diversity, Equity, and Inclusion (DEI) Strategic Plan Agency-Wide Initiatives



## Year 1 Progress Report

July 1, 2023 – June 30, 2024



# MTA Five-Year Diversity, Equity, & Inclusion Strategic Plan



FOUR GOALS



THIRTY STRATEGIES

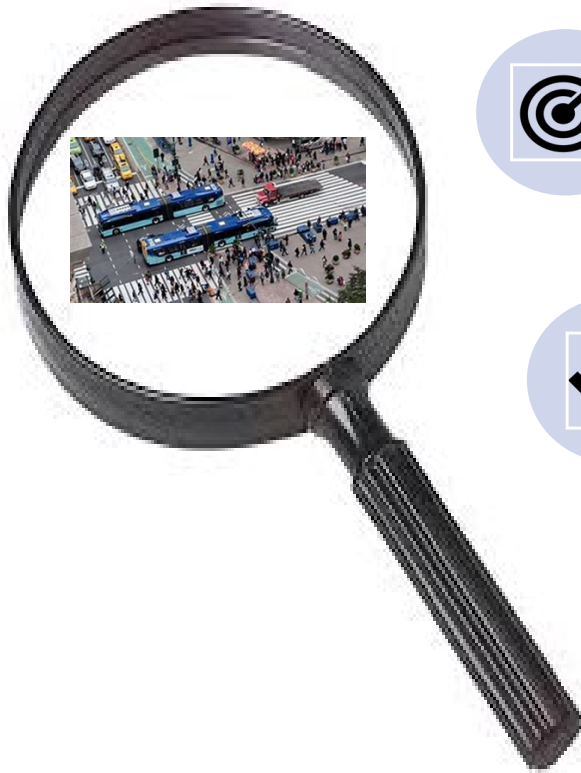


YEAR ONE ACTIONS





## Goal 1: DELIVER EQUITABLE PROGRAMS AND SERVICES



Use an equity lens to establish policies, programs, and services, that boost economic vitality of New York State and results in inclusive decisions that improve the quality of life for our customers, communities, and stakeholders.



Nine total strategies:

- ✓ Five Completed
- ✓ Four on Track



Key element(s):

- ✓ Customer Strategies
- ✓ Community Engagement
- ✓ Business & Contracting
- ✓ Workforce



## Goal 2: RECRUIT, RETAIN, AND DEVELOP A TALENTED WORKFORCE



Attract, recruit, engage, develop, and retain a talented workforce capable of using their varied backgrounds and experiences to drive productivity and innovation.



Seven total strategies:

- ✓ Four Completed
- ✓ Three on Track



Key element(s):

- ✓ Workforce



## Goal 3: FOSTER AN INCLUSIVE WORKPLACE CULTURE



Create an environment that encourages flexibility, fairness, and individuality by establishing processes, policies, and practices that reflect the diverse needs of the workforce and those we serve.



Eight total strategies:

- ✓ Four Complete
- ✓ Four on Track



Key element(s):

- ✓ Community Engagement
- ✓ Workforce





## Goal 4: PROVIDE A PLATFORM FOR COLLABORATIVE ADAPTIVE COMMUNICATION AND ENGAGEMENT



Apply an equity lens to our decision-making process when collaborating with internal and external constituents to ensure their needs are taken into account. Incorporating stakeholder engagement as a standard practice across the MTA will strengthen the reach of our decisions and our ability to deliver excellent public service."



Six total strategies:

- ✓ Five Completed
- ✓ One on Track



Key element(s):

- ✓ Customer Strategies
- ✓ Community Engagement
- ✓ Business & Contracting



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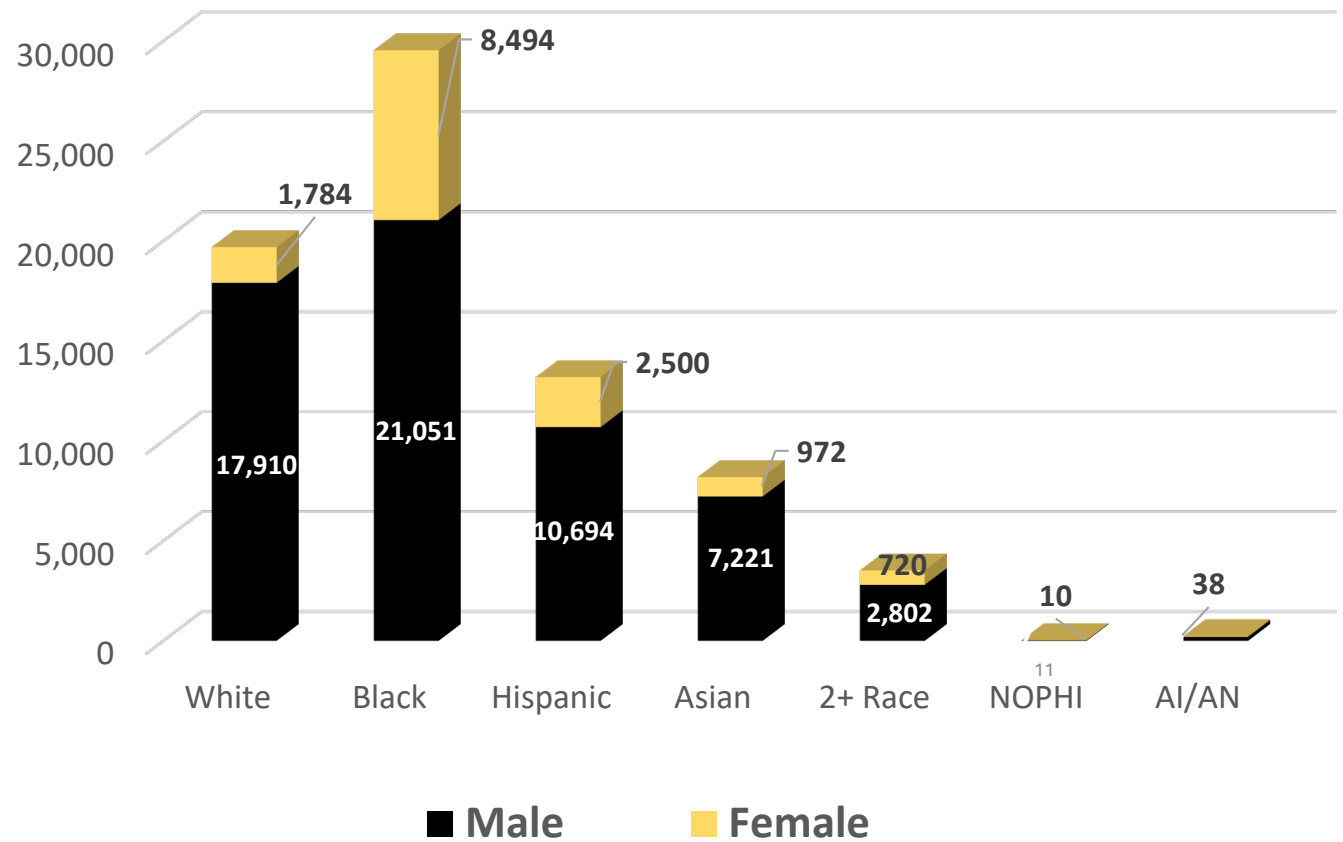


## MTA-wide Workforce – Q2

74,423 strong as of June 30, 2024

### Workforce by Sex and Ethnicity

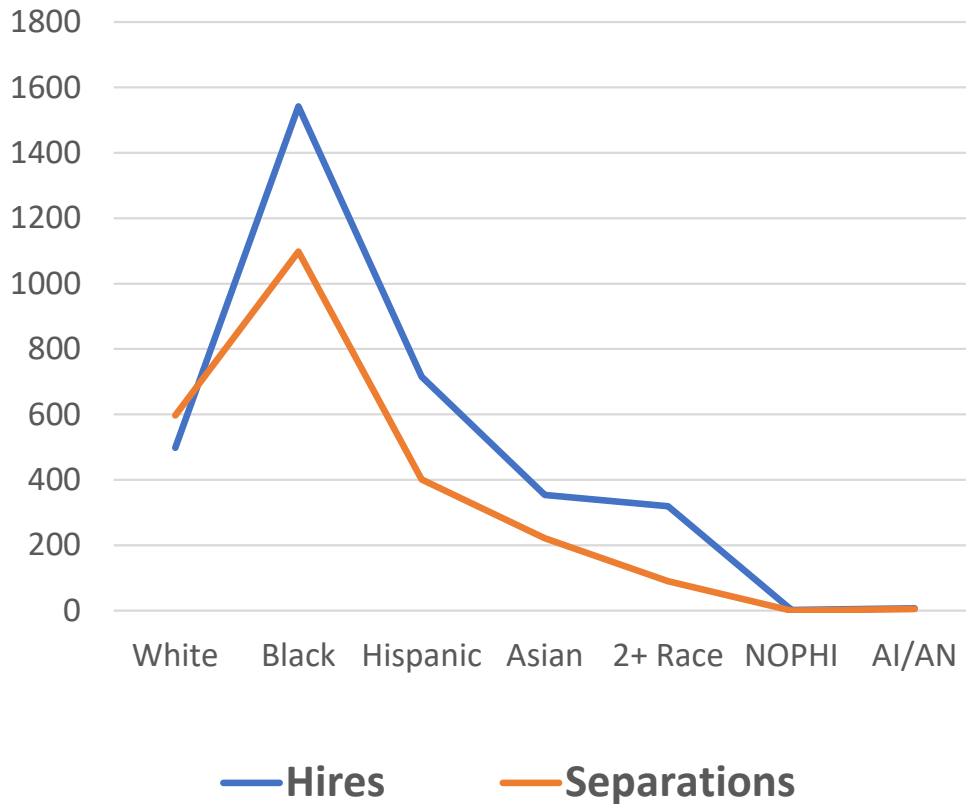
- **20% (14,518) self-identified as females**
- **74% (54,729) self-identified as minorities**
- **3% (2,159) veterans**
- **1% (730) self-identified as a person with a disability.**





# Q2 Hires and Separations

**3,437 new hires and 2,414 separations**



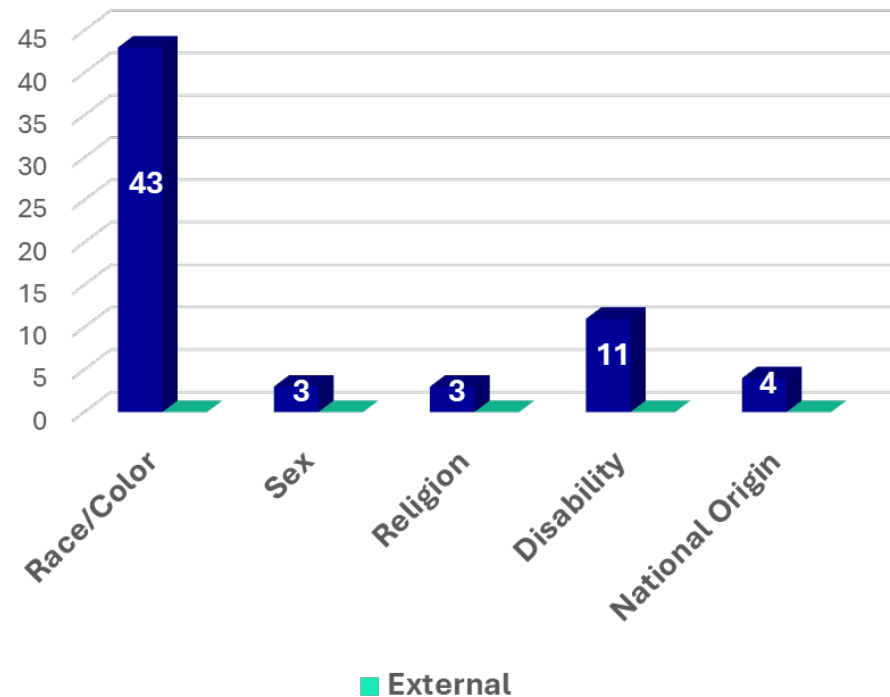
- Net increase of **315** self-identified **female** and **708** self-identified **male** employees.
- Net increase of **1,122** minorities
- Net decrease of **19** self-identified **veteran**
- Decrease of **23** self-identified **individuals with a disability**



## Title VI and Related Discrimination Complaints January 1 – June 30, 2024

- **63** complaints were **filed** citing 67 separate bases.
- The most frequently cited basis was **race**.
- There were **0** Title VI complaints filed with **external agencies** and **0** Title VI **Lawsuits** filed.

Internal and External Complaints  
by Bases

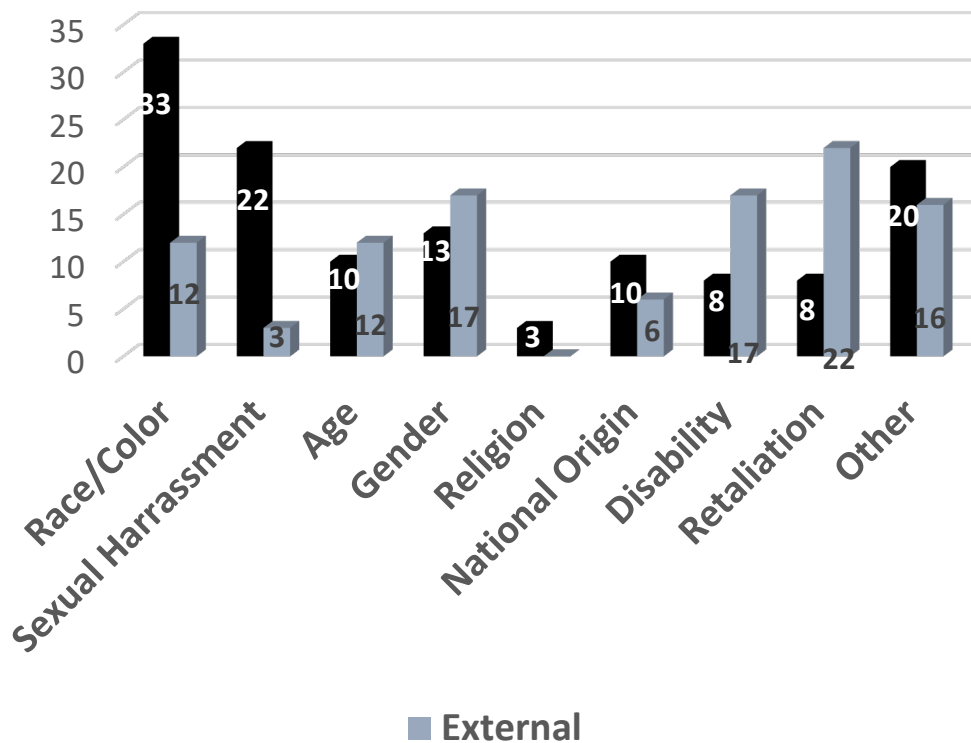




## Employee Discrimination Complaints January 1 – June 30, 2024

- **114** complaints were **filed** citing 232 separate bases
- The most frequent singularly-cited basis\*\* was **race/color**
- There were **14** Title VII **Lawsuits** filed

### Complaints Filed Internally and Externally by Bases



# D&I in Motion

## All Agency Employee Resource Groups Quarterly Highlights



**PRIDE EXPRESS**



**TransportAsian**



## 2024 Theme "Connections: Diversity in Motion"

Diversity, equity, inclusion, and belonging are essential components of our daily interactions, work relationships, & communication within the MTA.

**Intersectionality Awareness Month**  
Lunch and Learn with  
**Quemuel Arroyo**, Chief Accessibility Officer

**intersectionality**  
noun /in-ter-sek-shuh-nal-i-tee/  
The interconnection of social identities which shape an individual's experiences and opportunities.

Register to attend in person or online

 Tuesday, August 20  
12 PM – 1 PM  
2 Broadway, 20th Floor Conference Room 1

Sponsored by the Multicultural Employee Resource Group

### Intersectionality Month August 2024

Multicultural commemorated Intersectionality Awareness Month with an interview with MTA Chief Accessibility Officer, Quemuel Arroyo. The interview included questions about his career, executive role, volunteer, and community work. He also dived into his multiple identities and how they have shaped him both personally and professionally



### Abilities Pride Month July 2024

In honor of Disability Pride Month, Abilities ERG in conjunction with The Office of Accessibility highlighted the various dedicated transportation programs offered at MTA for people with disabilities. The event consisted of a panel of MTA employees highlighting a particular program(s), such as NaviLens (Smartphone App that translates visual information) and Magnus (Smartphone app that assists customers with cognitive disabilities).

**Abilities ERG presents**  
**All-Agency Accessible Programs**

Join us for an insightful discussion. Learn how you can contribute to making the MTA more inclusive for everyone.

 Thursday, July 25  
12:30 PM – 1:30 PM  
2 Broadway, 20th Floor conference room

Register to attend in person or online



## 2024 Theme "Connections: Diversity in Motion"

Diversity, equity, inclusion, and belonging are essential components of our daily interactions, work relationships, & communication within the MTA.

### Hispanic Heritage Month September 15 - October 15



**Como Yo (Sept. 13):** Free 4-week program for MTA colleagues to connect, learn, and practice conversational Spanish supporting improved communication with Spanish-speaking colleagues and customers.

**Cafecito Chat with Lourdes Zapata (Sept. 20):** Lourdes Zapata, MTA Chief Diversity & Inclusion Officer participated in an informal Cafecito Chat designed to allow MTA employees to learn about her executive role and heritage and to obtain professional insights.

**Hispanic Heritage Month Celebration (Sept. 26):** In commemoration of Hispanic Heritage Month and in honor of this year's Hispanic Heritage national theme "Pioneers of Change: Shaping the Future Together", Latinos & Friends ERG will celebrate the Hispanic community and recognize MTA Employees who have been trailblazers in the transportation industry.

**October 4 Cafecito Chat with Jose La Salle (Oct. 4):** Latinos & Friends invites Jose La Salle- Subway's Weekend Czar to a Cafecito Chat to learn about his executive role and heritage and to obtain professional insights.



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# Program Overview

The MTA launched a pilot program in 2023 to hire local residents from the neighborhoods surrounding the project. The program is intended to stimulate economic growth within the communities the future projects will serve.

## Program Goals

At least 20% of all work hours must be performed by the following classifications of Local Targeted Workers (in terms of priority):

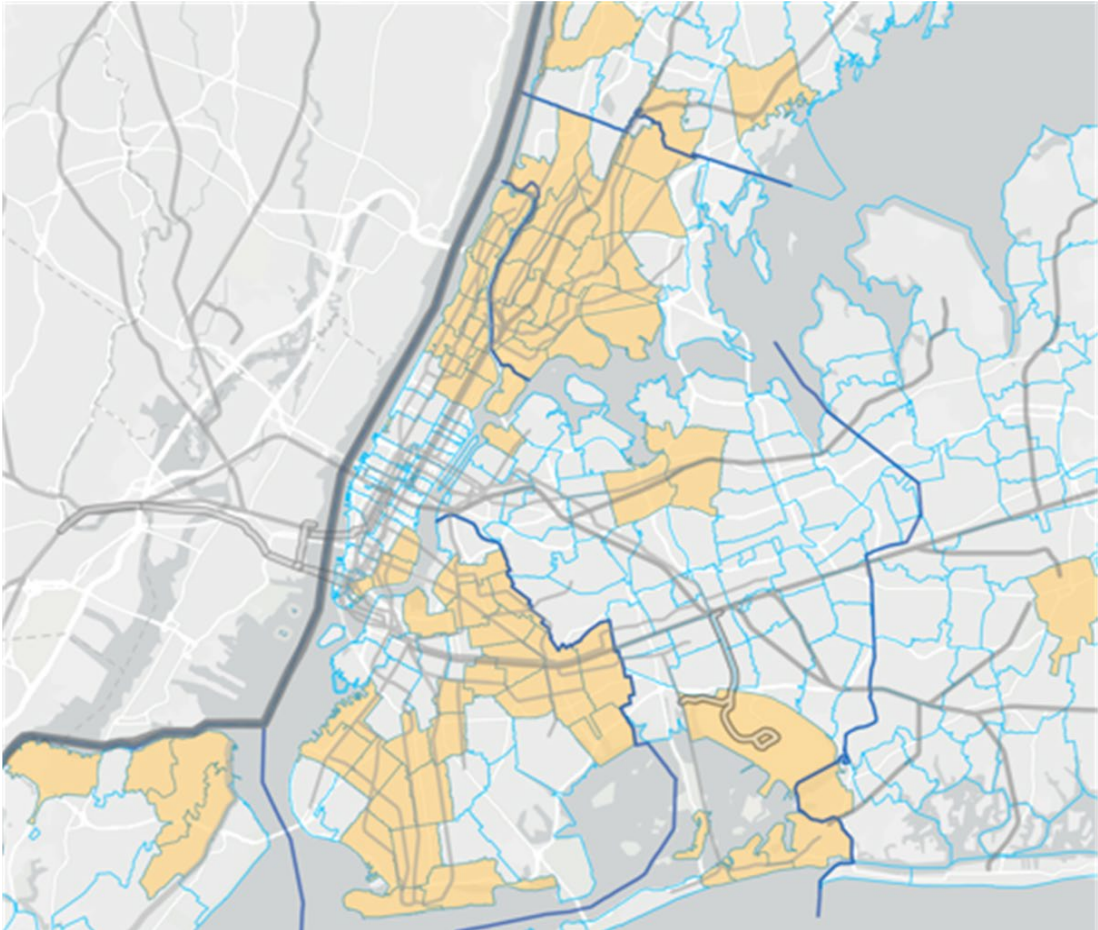
- 1. Local Residents:** Individuals whose primary place of residence prior to commencing work on the Project is within specific zip codes immediately around the Work Site.
- 2. Tier 1 Economically Disadvantaged Workers:** Individuals whose primary place of residence is in an Economically Disadvantaged Area zip code within 25 miles of the Work Site.
- 3. Tier 2 Economically Disadvantaged Workers:** Individuals whose primary place of residence is within any Economically Disadvantaged Area zip code throughout the wider state of New York.

*Participating contractors must demonstrate good faith efforts at meeting these goals.*



# Economically Disadvantaged Areas in NYC

- ZIP Codes where >15% of the Population is Below the Federal Poverty Line
- ZIP Codes where <15% of the Population is Below the Federal Poverty Line
- State Boundary
- MTA Service Region Boundary
- County Boundary





## Current Projects & Goal Attainment

Prime Contractor	JT TC JOINT VENTURE	SKANSKA USA Civil Northeast, Inc	SCHIAVONE CONSTRUCTION	ECCO III Enterprises ,Inc.
Description	Package 4 - Design-Build Services for ADA Upgrades at Various Stations	Design and Construction of a New Jamaica Bus Depot and Parking Lot	Rockaway Line Resiliency and Rehabilitation	Broadway Junction
Current Contract Amount	<b>\$145,885,000</b>	<b>\$480,479,000</b>	<b>\$392,743,186</b>	<b>\$286,131,000</b>
Percentage of Completion	49%	18%	20%	7%
<b>CUMULATIVE WORKERS</b>				
Total Targeted Workers	121	19	30	10
<b>CUMULATIVE HOURS</b>				
(A) - Local Residents	22,333	5,774	23,306	920
(B) - Economically Disadvantaged Workers	25,595	12,519	15,867	2,200
(C) Total Hours for Targeted Workers	47,928	18,293	39,172	3,120
(D) Percentage of Hours Worked by Local Residents	20%	6%	23%	8%
(E) Percentage of Hours Worked by Economically Disadvantaged workers	23%	12%	16%	18%
<b>CUMULATIVE WAGES</b>				
(A) - Local Residents	\$1,084,469	\$272,157	\$1,770,785	\$37,596
(B) - Economically Disadvantaged Workers	\$1,400,767	\$701,678	\$992,372	\$88,861
(C) Total Targeted Workers	<b>\$2,485,236</b>	<b>\$973,834</b>	<b>\$2,763,156</b>	<b>\$126,457</b>

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## MWBE, DBE, SDVOB Program – Fiscal Year Program Highlights

Report Period	Goal Type	Top Prime Award	Top Subcontract Award
<b>Federal FY: October 1, 2023 – March 31, 2024</b>	DBE	Voltamp Electrical \$49M	Dagnachew & Associates \$32M
<b>NYS FY: April 1, 2024 – June 30, 2024</b>	MBE	Quality & Assurance Tech \$2.1M	Naik Consulting Group PC \$3M
	WBE	Marine Tiger Technologies Corp. \$1M	Jersey Boring & Drilling Co., Inc. \$1.27M
	SDVOB	Transit Resources \$3M	Hayduk Engineering LLC \$800k

Federal Fiscal Year		
Report Frequency	Reporting Period	Reported
Semi-annually	October 1 <sup>st</sup> to March 31 <sup>st</sup>	<b>Q1</b>
Semi-annually	April 1 <sup>st</sup> to September 30 <sup>th</sup>	Q2

State Fiscal Year		
Report Frequency	Reporting Period	Reported
Quarterly	April 1 <sup>st</sup> to June 30 <sup>th</sup>	<b>Q1</b>
Quarterly	July 1 <sup>st</sup> to September 30 <sup>th</sup>	Q2
Quarterly	October 1 <sup>st</sup> to December 31 <sup>st</sup>	Q3
Quarterly	January 1 <sup>st</sup> to March 31 <sup>st</sup>	Q4



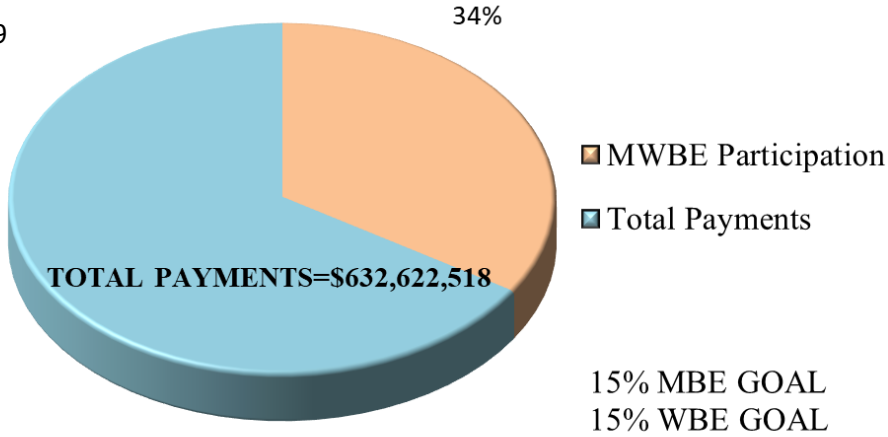




# MWBE Payments

	NYS FY 2024/2025 (April 2024– June 2024)	NYS FY 2023/2024 (April 2023 – June 2023)
<b>MWBE %</b>	34%	32%
<b>MWBE Payments</b>	<b>\$213,080,700</b>	\$184,989,316

Total Number of NYS Prime Contracts: 2,194  
 Total Number of NYS MWBE Prime and Sub-Contracts: 2,949



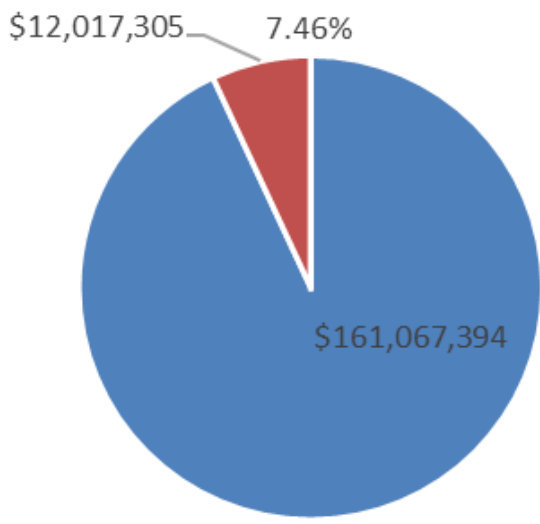
**Actual MWBE Participation = \$213M or 34%**





# SDVOB Payments

	NYS FY 2024/2025 (April - June 2024)	NYS FY 2023/2024 (April - June 2023)
<b>SDVOB %</b>	7%	5%
<b>SDVOB Payments</b>	<b>\$12,017,305</b>	<b>\$7,308,924</b>



■ Prime Disbursements   ■ SDVOB Disbursements   ■ SDVOB%

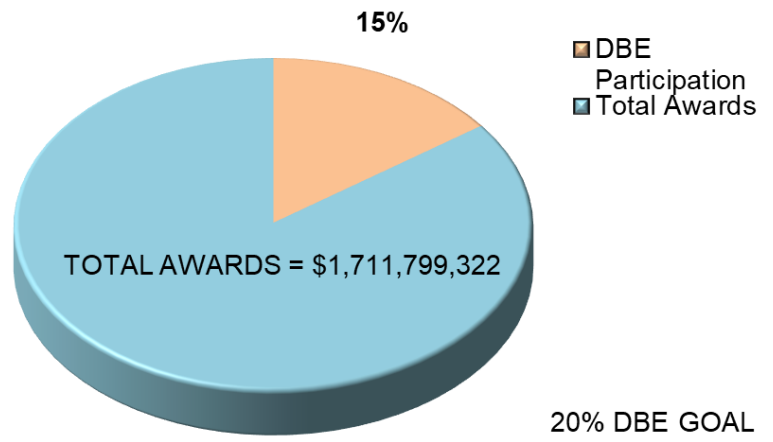




# DBE Program – Awards

DBE Goal 20%	Federal Fiscal Year 2023- 2024 (10/23 - 3/24)	NY State Fiscal Year 2022-2023 (10/22- 3/23)
<b>% DBE Participation</b>	15%	16%
<b>DBE Award Amount</b>	\$260,187,527	\$346,521,007

Total Number of Federally Funded Contracts: 149  
 Total Number of Contracts with DBE Goals: 97



**Actual DBE Participation = \$260M or 15%**

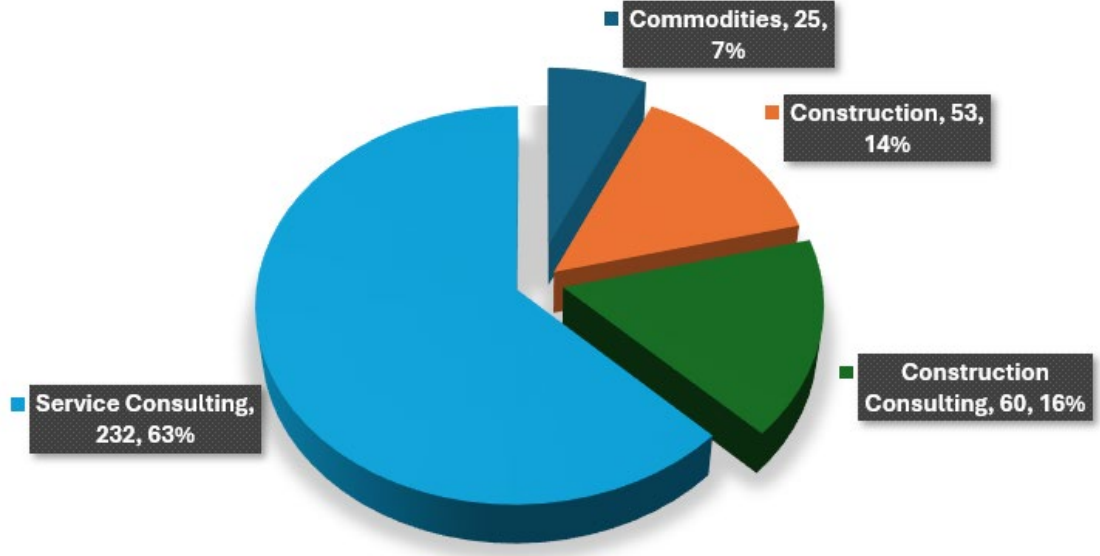


## MWBE, DBE, SDVOB Program – Outreach Activity

- ✓ Newly certified and/or currently 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.
  
- ✓ To build a pipeline of certified firms, we recommend non-certified firms 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.

Total Number of Firms Interested in Doing Business with the MTA: 370	
Current Certification Type(s)	
DBE	80
MWBE	151
SDVOB	16

**Firms By Industry**



## MWBE, DBE, SDVOB Program – DBE Certification Activity

	January – June 2024	January – June 2023
<b>Total of New Applications Received</b>	69	60
<b>Total New Firms Certified</b>	52	50
<b>Average Time to Process Applications</b>	56.345	46.695

## MWBE Success Story



**Deepak  
Chopra  
CEO**

**PruTech**

### **PruTech Solutions (M/WBE)**

PruTech has over 25 years experience in supporting private and public sector clients with building custom software solutions, leveraging the latest technology for infrastructure & platform innovations, data & analytics, cyber security, staffing and consultant services.

**In 2022 PruTech won a five-year contract valued at \$31,979,099 for Staffing Services to manage, maintain, and operate the Transit Adjudication Bureau.  
CT Term 12/2022- 11/2027**

PruTech is also one of 29 MWBE firms participating in the IT Discretionary contract and has been awarded several small discretionary contracts.

## Thank you from the DDCR team...



**Lourdes Zapata** (she/ella)  
Chief Diversity and Inclusion Officer

**Ray Burke** (he/him)  
Deputy Chief Diversity and Inclusion Officer,  
MWDBE/SDVOB Contract Compliance

**Dr. Rosalyn Green** (she/her)  
Deputy Chief Diversity and Inclusion Officer,  
Diversity & Equal Opportunity/ C&D Agency Chief EEO Officer

**Christine Norman** (she/her)  
Deputy Chief Diversity and Inclusion Officer, Technology, Operations,  
DBE Certification & Outreach

**Sheree Owens** (she/her)  
Deputy Chief Diversity and Inclusion Officer,  
Small Business Mentoring Program



## EEO Activity as of June 30, 2024

September 23, 2024



# Workforce Report

January 1 – June 30, 2024



## 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 **June 30, 2024**.

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).



## 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 (con't)

- **Paraprofessionals** - Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status.
- **Administrative Support** - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office.
- **Skilled Craft** - Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the process involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs
- **Service Maintenance** - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property.

## MTA-Wide Workforce as of June 30, 2024

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>Officials &amp; Administrators</b>	<b>5,530</b>		3192	58%	2,338	42%	1,277	23%	686	12%	834	15%	11	0%	4	0%	380	7%	243	4%	205	4%
F	1,612	29%	1145	21%	467	8%	569	10%	223	4%	244	4%	3	0%	0	0%	106	2%	19	0%	73	1%
M	3,918	71%	2047	37%	1,871	34%	708	13%	463	8%	590	11%	8	0%	4	0%	274	5%	224	4%	132	2%
<b>Professionals</b>	<b>4,571</b>		3182	70%	1,389	30%	1,172	26%	594	13%	1,040	23%	12	0%	3	0%	361	8%	114	2%	149	3%
F	1,715	38%	1383	30%	332	7%	653	14%	235	5%	340	7%	4	0%	3	0%	148	3%	19	0%	69	2%
M	2,856	62%	1799	39%	1,057	23%	519	11%	359	8%	700	15%	8	0%	0	0%	213	5%	95	2%	80	2%
<b>Technicians</b>	<b>629</b>		353	56%	276	44%	139	22%	95	15%	82	13%	3	0%	1	0%	33	5%	30	5%	16	3%
F	80	13%	65	10%	15	2%	40	6%	16	3%	4	1%	0	0%	0	0%	5	1%	5	1%	3	0%
M	549	87%	288	46%	261	41%	99	16%	79	13%	78	12%	3	0%	1	0%	28	4%	25	4%	13	2%
<b>Protective Services</b>	<b>2,210</b>		1476	67%	734	33%	679	31%	572	26%	138	6%	2	0%	2	0%	83	4%	142	6%	15	1%
F	401	18%	316	14%	85	4%	181	8%	104	5%	6	0%	1	0%	0	0%	24	1%	12	1%	6	0%
M	1,809	82%	1160	52%	649	29%	498	23%	468	21%	132	6%	1	0%	2	0%	59	3%	130	6%	9	0%
<b>Paraprofessionals</b>	<b>105</b>		80	76%	25	24%	47	45%	16	15%	7	7%	1	1%	1	1%	8	8%	2	2%	1	1%
F	66	63%	58	55%	8	8%	34	32%	11	10%	5	5%	1	1%	1	1%	6	6%	0	0%	1	1%
M	39	37%	22	21%	17	16%	13	12%	5	5%	2	2%	0	0%	0	0%	2	2%	2	2%	0	0%
<b>Administrative Support</b>	<b>1,694</b>		1316	78%	378	22%	720	43%	259	15%	220	13%	7	0%	1	0%	109	6%	25	1%	40	2%
F	916	54%	777	46%	139	8%	468	28%	150	9%	94	6%	4	0%	1	0%	60	4%	10	1%	20	1%
M	778	46%	539	32%	239	14%	252	15%	109	6%	126	7%	3	0%	0	0%	49	3%	15	1%	20	1%
<b>Skilled Craft</b>	<b>23,071</b>		14413	62%	8,658	38%	6,753	29%	3,183	14%	3,184	14%	108	0%	17	0%	1,168	5%	851	4%	129	1%
F	648	3%	571	2%	77	0%	405	2%	91	0%	41	0%	1	0%	1	0%	32	0%	10	0%	10	0%
M	22,423	97%	13842	60%	8,581	37%	6,348	28%	3,092	13%	3,143	14%	107	0%	16	0%	1,136	5%	841	4%	119	1%
<b>Service Maintenance</b>	<b>36,613</b>		30717	84%	5,896	16%	18,758	51%	7,789	21%	2,688	7%	94	0%	8	0%	1,380	4%	752	2%	175	0%
F	9,080	25%	8419	23%	661	2%	6,144	17%	1,670	5%	238	1%	24	0%	4	0%	339	1%	86	0%	51	0%
M	27,533	75%	22298	61%	5,235	14%	12,614	34%	6,119	17%	2,450	7%	70	0%	4	0%	1,041	3%	666	2%	124	0%
<b>Total</b>	<b>74,423</b>		<b>54,729</b>	<b>74%</b>	<b>19,694</b>	<b>26%</b>	<b>29,545</b>	<b>40%</b>	<b>13,194</b>	<b>18%</b>	<b>8,193</b>	<b>11%</b>	<b>238</b>	<b>0%</b>	<b>37</b>	<b>0%</b>	<b>3,522</b>	<b>5%</b>	<b>2,159</b>	<b>3%</b>	<b>730</b>	<b>1%</b>

\* American Indian/Alaskan Native

\*\* Native Hawaiian or Other Pacific Islander

\*\*\* Persons with Disabilities

F represents employees who self-identify as Female

M represents employees who self-identify as Male

## MTA-Wide Workforce as of June 30, 2024 – By Agency

MTA Agency	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>B&amp;T</b>	<b>873</b>		522	60%	351	40%	225	26%	185	21%	51	6%	5	1%	0	0%	56	6%	17	2%	12	1%
F	168	19%	141	16%	27	3%	82	9%	36	4%	13	1%	1	0%	0	0%	9	1%	2	0%	6	1%
M	705	81%	381	44%	324	37%	143	16%	149	17%	38	4%	4	0%	0	0%	47	5%	15	2%	6	1%
<b>BUS</b>	<b>3,879</b>		3367	87%	512	13%	1,873	48%	882	23%	366	9%	16	0%	9	0%	221	6%	81	2%	31	1%
F	501	13%	473	12%	28	1%	316	8%	118	3%	13	0%	1	0%	0	0%	25	1%	5	0%	5	0%
M	3,378	87%	2894	75%	484	12%	1,557	40%	764	20%	353	9%	15	0%	9	0%	196	5%	76	2%	26	1%
<b>C&amp;D</b>	<b>1,839</b>		1209	66%	630	34%	349	19%	205	11%	530	29%	4	0%	1	0%	120	7%	26	1%	60	3%
F	584	32%	434	24%	150	8%	153	8%	86	5%	150	8%	2	0%	1	0%	42	2%	4	0%	26	1%
M	1,255	68%	775	42%	480	26%	196	11%	119	6%	380	21%	2	0%	0	0%	78	4%	22	1%	34	2%
<b>HQ</b>	<b>5,541</b>		3546	64%	1,995	36%	1,315	24%	821	15%	989	18%	15	0%	5	0%	401	7%	179	3%	163	3%
F	1,947	35%	1457	26%	490	9%	698	13%	297	5%	291	5%	4	0%	3	0%	164	3%	26	0%	70	1%
M	3,594	65%	2089	38%	1,505	27%	617	11%	524	9%	698	13%	11	0%	2	0%	237	4%	153	3%	93	2%
<b>LIRR</b>	<b>7,538</b>		3140	42%	4,398	58%	1,370	18%	955	13%	340	5%	23	0%	3	0%	449	6%	444	6%	77	1%
F	993	13%	592	8%	401	5%	343	5%	126	2%	52	1%	1	0%	0	0%	70	1%	23	0%	13	0%
M	6,545	87%	2548	34%	3,997	53%	1,027	14%	829	11%	288	4%	22	0%	3	0%	379	5%	421	6%	64	1%
<b>MNR</b>	<b>6,378</b>		2746	43%	3,632	57%	1,291	20%	827	13%	193	3%	22	0%	3	0%	410	6%	403	6%	97	2%
F	723	11%	493	8%	230	4%	278	4%	111	2%	32	1%	5	0%	2	0%	65	1%	21	0%	19	0%
M	5,655	89%	2253	35%	3,402	53%	1,013	16%	716	11%	161	3%	17	0%	1	0%	345	5%	382	6%	78	1%
<b>NYCT</b>	<b>48,375</b>		40199	83%	8,176	17%	23,122	48%	9,319	19%	5,724	12%	153	0%	16	0%	1,865	4%	1,009	2%	290	1%
F	9,602	20%	9144	19%	458	1%	6,624	14%	1,726	4%	421	1%	24	0%	4	0%	345	1%	80	0%	94	0%
M	38,773	80%	31055	64%	7,718	16%	16,498	34%	7,593	16%	5,303	11%	129	0%	12	0%	1,520	3%	929	2%	196	0%
<b>Total</b>	<b>74,423</b>		54,729	74%	19,694	26%	29,545	40%	13,194	18%	8,193	11%	238	0%	37	0%	3,522	5%	2,159	3%	730	1%

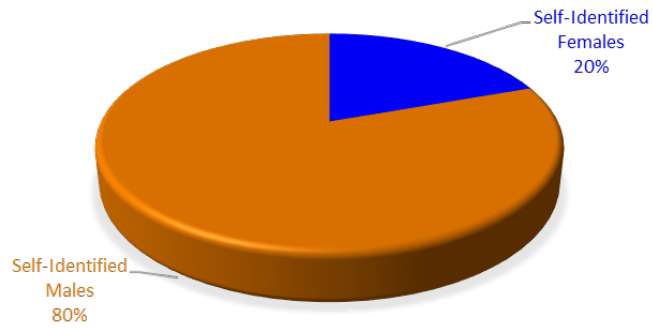
\* American Indian/Alaskan Native  
F represents employees who self-identify as Female

\*\* Native Hawaiian or Other Pacific Islander  
M represents employees who self-identify as Male

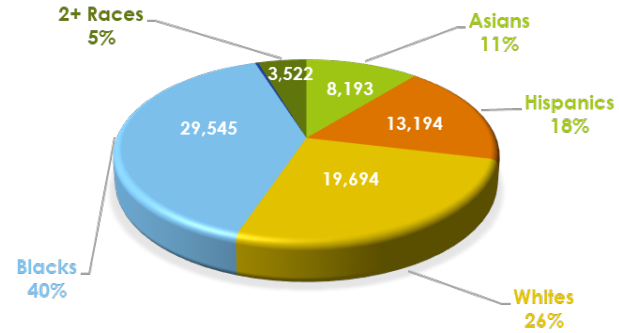
\*\*\* Persons with Disabilities

# MTA-Wide Workforce as of June 30, 2024

**Workforce By Sex**



**WORKFORCE BY RACE/ETHNICITY**



The MTA employed **74,423** employees, **20%** of the workforce were self-identified **females**, **74%** **minorities**, **3%** **veterans** and **1%** self-identified as **person(s) with a disability**.

- The percentage of self-identified **females** employed in the workforce **increased by 1 percentage point** when compared to 2<sup>nd</sup> Quarter 2023.
- The percentage of **minorities** in the workforce has **increased by 2 percentage point** when compared to 2<sup>nd</sup> Quarter 2023.



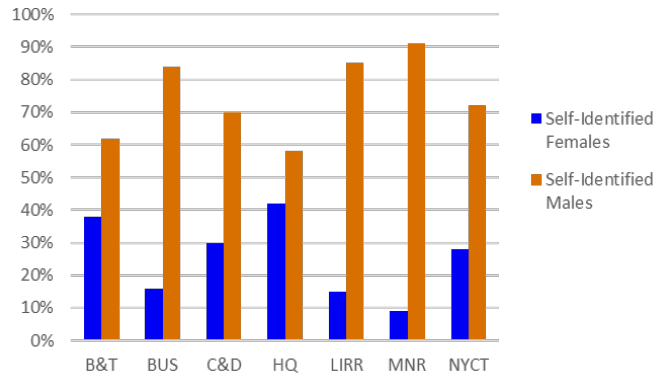


## MTA-Wide New Hires and Separations

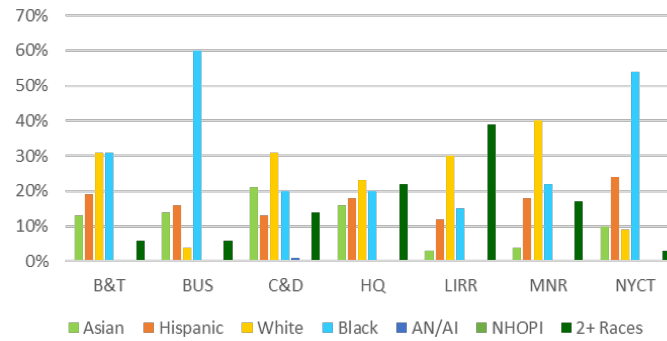
January 1 – June 30, 2024

## New Hires by Agency (January 1 – June 30, 2024)

**MTA Agencies New Hires By Sex**



**MTA Agencies New Hires By Race/Ethnicity**



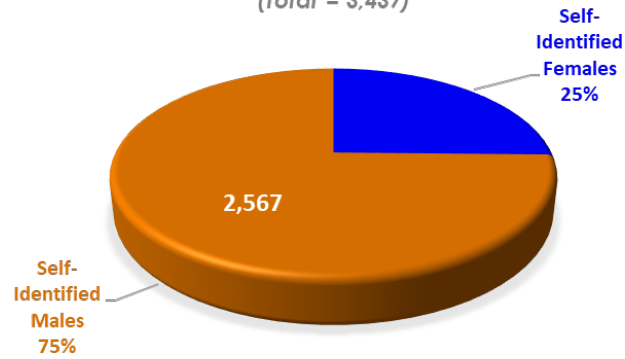
Agency	New Hires	Self-Identified Females	Minorities
B&T	16	38%	69%
BUS	378	16%	96%
C&D	97	30%	69%
HQ	290	42%	77%
LIRR	250	15%	70%
MNR	308	9%	60%
NYCT	2,100	28%	91%



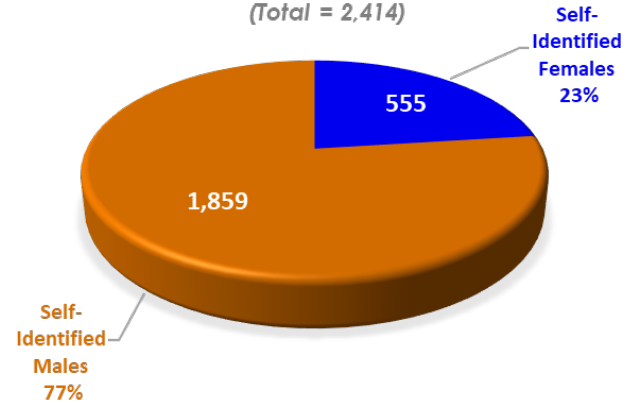


## MTA-Wide New Hires & Separations by Sex (January 1 – June 30, 2024)

**New Hires By Sex**  
(Total = 3,437)



**Separations By Sex**  
(Total = 2,414)

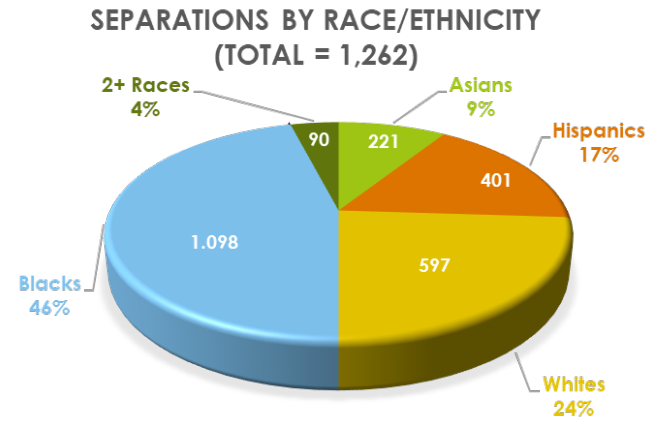
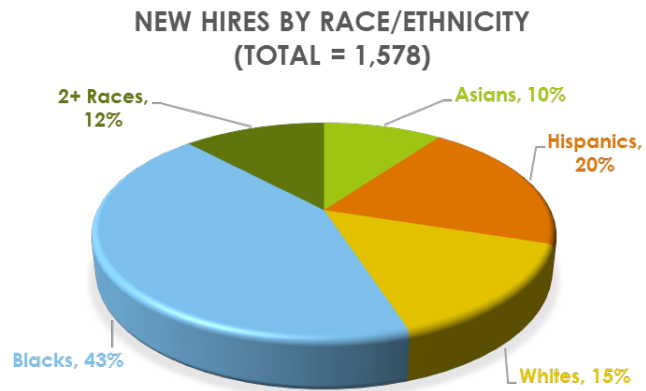


Through the 2<sup>nd</sup> Quarter 2024, MTA **hired 3,437** employees, including **870** self-identified females and **2,567** self-identified males. During this same reporting period, **2,414** employees **separated** from MTA, including **555** self-identified females and **1,859** self-identified males.

- The result was a **net increase** of **315 self-identified females** and **708 self-identified males** employees.
- The number of employees who self-identified as **veterans decreased** by **19**. There were **64** veterans **hired** and **83** veterans **separated** during 2024.



## MTA-Wide New Hires & Separations by Race/Ethnicity (January 1 – June 30, 2024)



During 2024, MTA hired 3,437 employees, 2,939 minorities and 498 non-minorities. During this same reporting period, 2,414 employees separated from MTA, 1,817 minorities and 597 non-minorities.

- The result was a net **increase** of **1,122** minority employees.
- The number of employees who self-identified as **a person(s) with a disability** decreased by **23**. There were **17** persons who self-identified as a person(s) with a disability hired and **40** persons who self-identified as a person(s) with a disability separated during 2024.

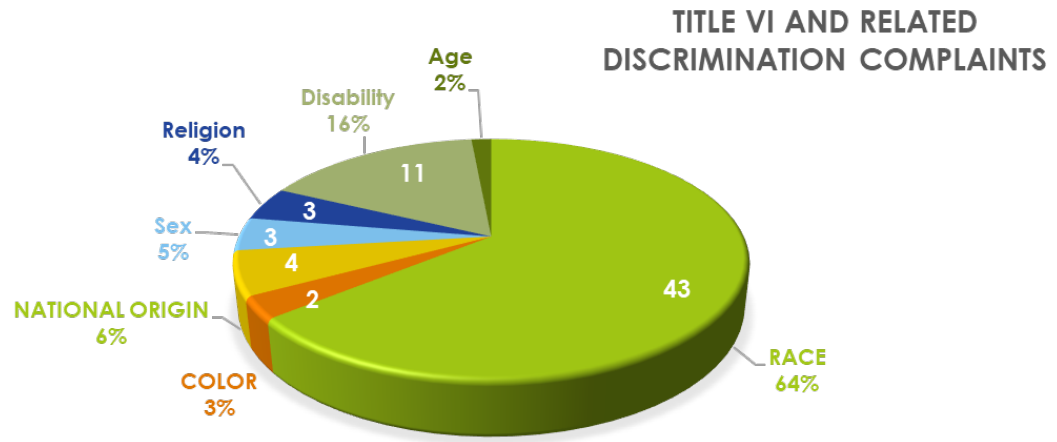




## MTA-Wide Complaints and Litigation

January 1 – June 30, 2024

## MTA-Wide Title VI and Related Discrimination Complaints by Basis (January 1 - June 30, 2024)



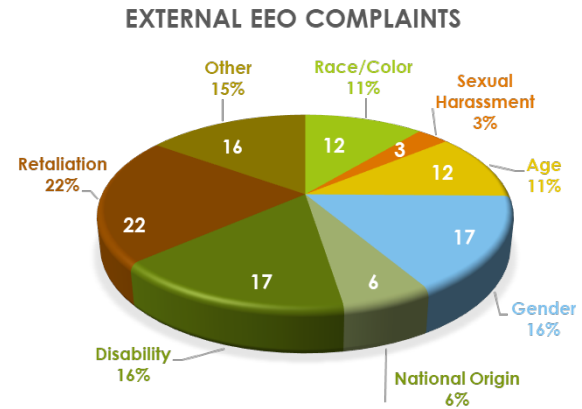
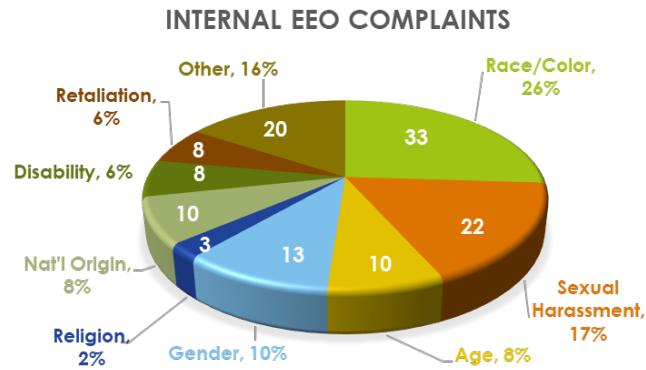
During 2024, MTA received **63** Title VI and Related complaints, citing **67** separate bases and **no** Title VI lawsuit.

- **50** Title VI complaints\* were filed.
- **13** 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.

## MTA-Wide EEO Internal/External Discrimination Complaints by Basis (January 1 - June 30, 2024)



During 2024, MTA received **114** EEO complaints\*, citing **232** separate bases, and **14** lawsuits.

- **74** filed internal complaints.
- **54** 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*



**Metropolitan  
Transportation  
Authority**

Department of  
Diversity and Civil Rights

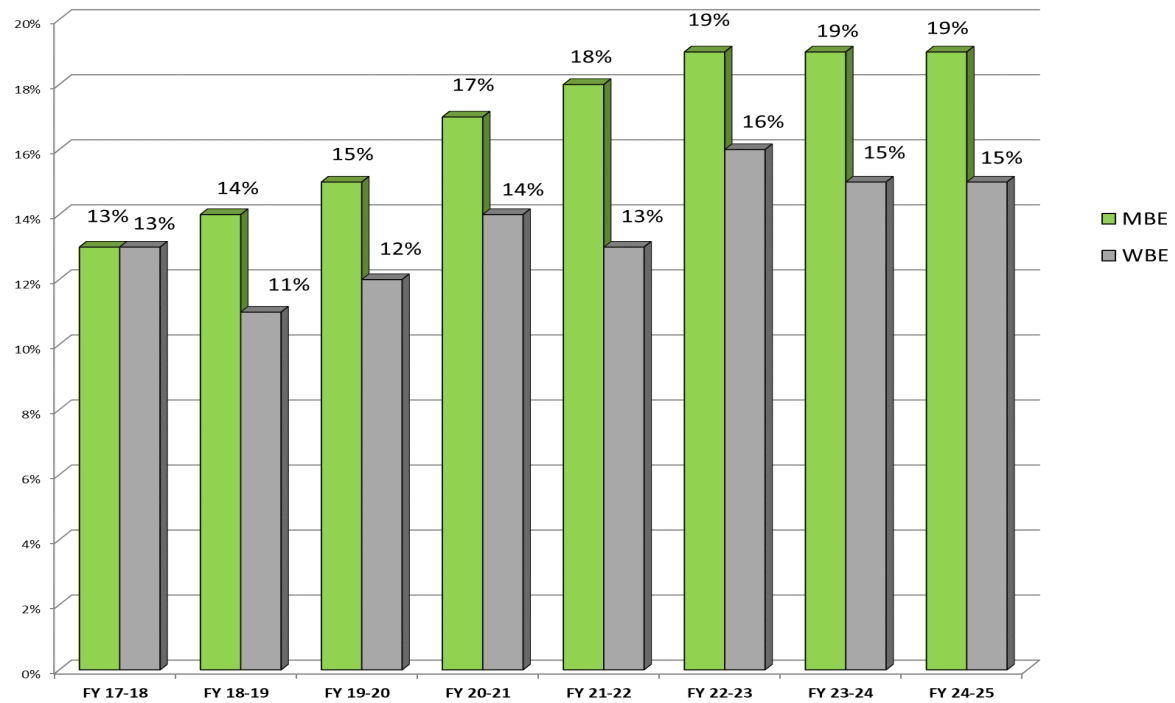
# MWBE, DBE, SDVOB Program

September 23, 2024

## MWBE Participation in State Funded Contracts New York State Fiscal Year 2024-2025\* (Reporting Period: April 1, 2024 to June 30, 2024)

- Each quarter the MTA reports to the Empire State Development Corporation 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.
- New York State and the MTA has established an overall MWBE goal of 30% for 2024-2025 fiscal year.
- During the first quarter FY 2024-25, the MTA has paid \$632 million on prime contracts, with \$213 million (34%) paid to certified MWBEs.

## MWBE Program – Historic Payment Performance (April 2017 – March 2024)





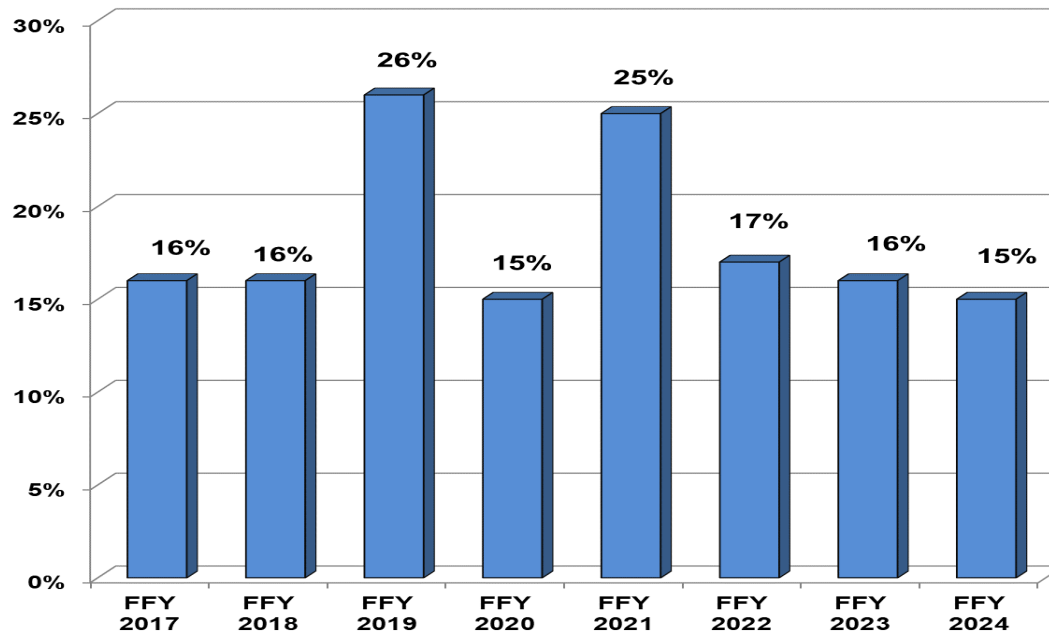
## SDVOB Participation in State Funded Contracts New York State Fiscal Year 2024-2025\* (Reporting Period: April 1, 2024 to June 30, 2024)

- Each quarter the MTA reports to the New York State Office of General Services the SDVOB participation on state funded contracts.
- Reports are submitted 30 days after the end of each quarter on January 30, April 30, July 30, and October 30.
- Reports include data on contracts with SDVOB goals and payments made to SDVOBs.
- New York State and the MTA established an overall SDVOB goal of 6% for State fiscal year 2024-2025, starting on April 1, 2024.
- During the first quarter of the FY 2024-25, the MTA paid \$161 million on prime contracts with \$12 million (7%), paid to certified SDVOBs.

## DBE Participation in Federally Funded Contracts Federal Fiscal Year 2024 (Reporting Period: October 1, 2023 to March 31, 2024)

- On a semi-annual basis the MTA reports to the Federal Transit Administration on 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 2024, MTA's DBE goal is 20%.
- During the first half of FFY 2024, MTA awarded \$1.7 billion in the federally funded portion of contracts, with approximately \$260.1 million (15%) being awarded to certified DBEs.
- On contracts closed during the first half of FFY 2024, MTA achieved 21% DBE participation.

# DBE Program – Historic Award Performance (October 2017 – March 2024)



## MWBE, DBE, SDVOB Program – Contract Compliance Overview

### Contract Monitoring

- ✓ DDCR is monitoring more than **1,249 contracts** for MWDBE and SDVOB goal compliance.
- ✓ As of June 30, 2024, DDCR conducted **398 site visits** for MWDBE and SDVOB contract compliance. A monthly average of 50.
- ✓ As of June 30, 2024, DDCR **closed out 15 contracts** - a monthly average of 5.

### Strategies for Engagement

- ✓ MWDBE and SDVOB goals are monitored daily for 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.
- ✓ Waiver requests are reviewed thoroughly for completeness and adequate good faith effort and will not be considered without concurrence from project management.



## MWBE, DBE, SDVOB Program – Capital Project Performance

	Federal DBE Goal 20%	NYS MBE Participation Goal (15%)	NYS WBE Participation Goal (15%)	SDVOB Participation Goal (6%)
<b>Term</b>	Federal FY 2024 (Oct 2023 – Mar 2024)	NYS FY 2024-25 (Apr 2024 – June 2024)		
<b>Total MTA Payments</b>	\$663M	\$316M	\$316M	\$116M
<b>Total MWDBE Payments</b>	\$171M (26%)	\$59M (19%)	\$38M (12%)	\$6M (5%)

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.



## MWBE, DBE, SDVOB Program – Discretionary Spend

### **IT Discretionary Consulting Contract No. 14357 April 2024 – June 2024**

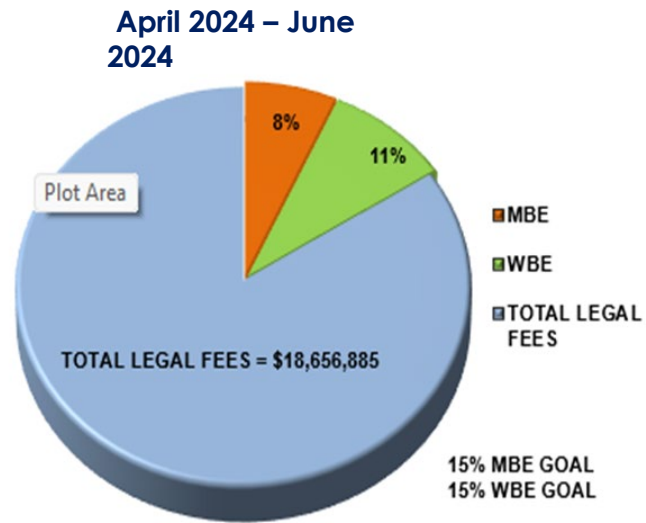
Total Number of Awards: 14  
Total Value: \$1.4 million

### **Discretionary spend 2016 to Date**

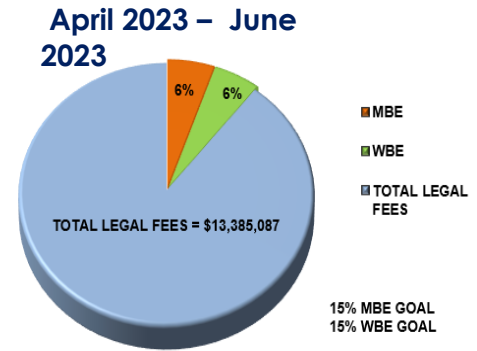
Total Number of Awards: 1,131  
Total Value: \$223 million



# MWBE, DBE, SDVOB Program – All Agency Legal Fees



**Actual MBE Participation: \$1,488,313 (8%)**  
**Actual WBE Participation: \$2,030,580 (11%)**

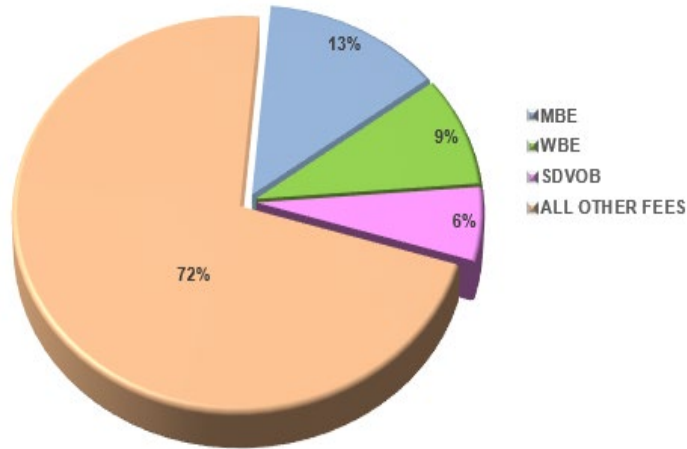


**Actual MBE Participation: \$793,584 (6%)**  
**Actual WBE Participation: \$787,387 (6%)**



# MWBE, DBE, SDVOB Program – All Agency Underwriter Fees

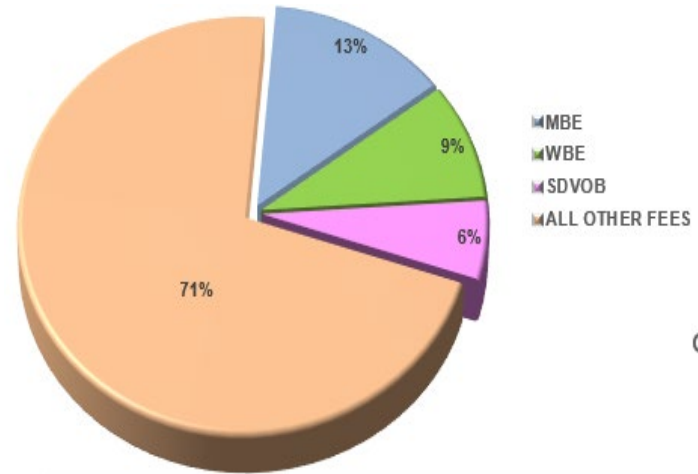
April – June 2024



Actual MBE Participation: \$293,439 (13%)  
 Actual WBE Participation: \$199,317 (9%)  
 Actual SDVOB Participation: \$132,878 (6%)  
 All Other Underwriting Fees: \$1,580,337 (72%)  
**Total Underwriting Fees: \$2,205,971**



January – March 2024



Actual MBE Participation: \$1,434,570 (13%)  
 Actual WBE Participation: \$974,425 (9%)  
 Actual SDVOB Participation: \$649,616 (6%)  
 All Other Underwriting Fees: \$7,615,693 (71%)  
**Total Underwriting Fees: \$10,674,304**



## MWBE, DBE, SDVOB Program - Asset Fund Managers/Combined Plans

As of June 2024:

- ✓ Total assets managed by MWBEs: \$3.35 billion (30% of total assets)
- ✓ Majority of assets are in traditional asset classes.
- ✓ Traditional assets managed by MWBEs: \$3.18 billion (37% of traditional assets)
  - 72% of US Equities
  - 36% of Real Estate
  - 15% of Non-US Equities
  - 34% of Fixed Income
  - 18% of Opportunistic
- ✓ Alternative investments managed by MWBEs: \$172 million (7% of alternative investments)



**Metropolitan  
Transportation  
Authority**

Department of  
Diversity and Civil Rights

All Discretionary  
Spend Including  
A&E, IT, and Legal

September 23, 2024

**MTA ALL AGENCY  
DISCRETIONARY PROCUREMENT REPORT\***

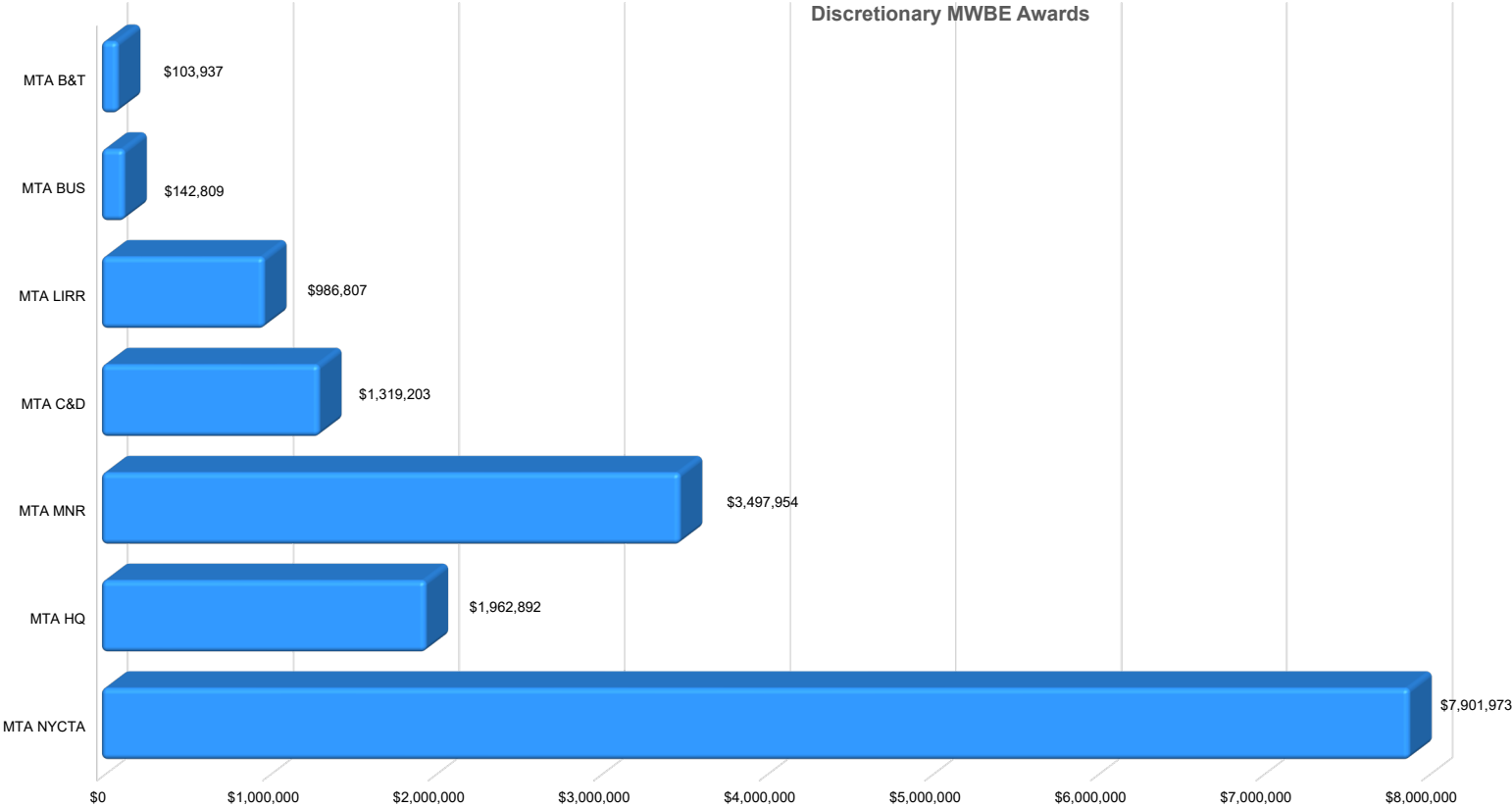
**April 2024 - June 2024**

Agency	Total Awards \$1.5M or Less	MWBE Discretionary Awards	Discretionary MWBE	SBC Discretionary	Discretionary SBC
<b>MTA NYCTA</b>	\$ 47,356,529.66	\$ 7,901,973.01	17%	\$ 452,670.40	1%
<b>MTA MNR</b>	\$ 18,267,876.98	\$ 3,497,954.29	19%	\$ 267,216.78	1%
<b>MTA B&amp;T</b>	\$ 691,098.39	\$ 103,937.00	15%	-	0%
<b>MTA LIRR</b>	\$ 19,390,176.24	\$ 986,807.39	5%	\$ 370,359.45	2%
<b>MTA HQ</b>	\$ 9,325,062.79	\$ 1,962,892.37	21%	\$ 1,336,021.75	14%
<b>MTA C&amp;D</b>	\$ 1,369,813.85	\$ 1,319,203.00	96%	-	0%
<b>MTA BUS</b>	\$ 7,534,258.63	\$ 142,809.15	2%	\$ 54,954.00	1%
<b>Total</b>	<b>\$ 103,934,816.54</b>	<b>\$ 15,915,576.21</b>	<b>15%</b>	<b>\$ 2,481,222.38</b>	<b>2%</b>

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

Includes IT Discretionary \$901,170.5  
Includes A/E Discretionary \$1,319,203

MTA ALL AGENCY  
DISCRETIONARY PROCUREMENTS REPORT\*  
APRIL 2024 - JUNE 2024

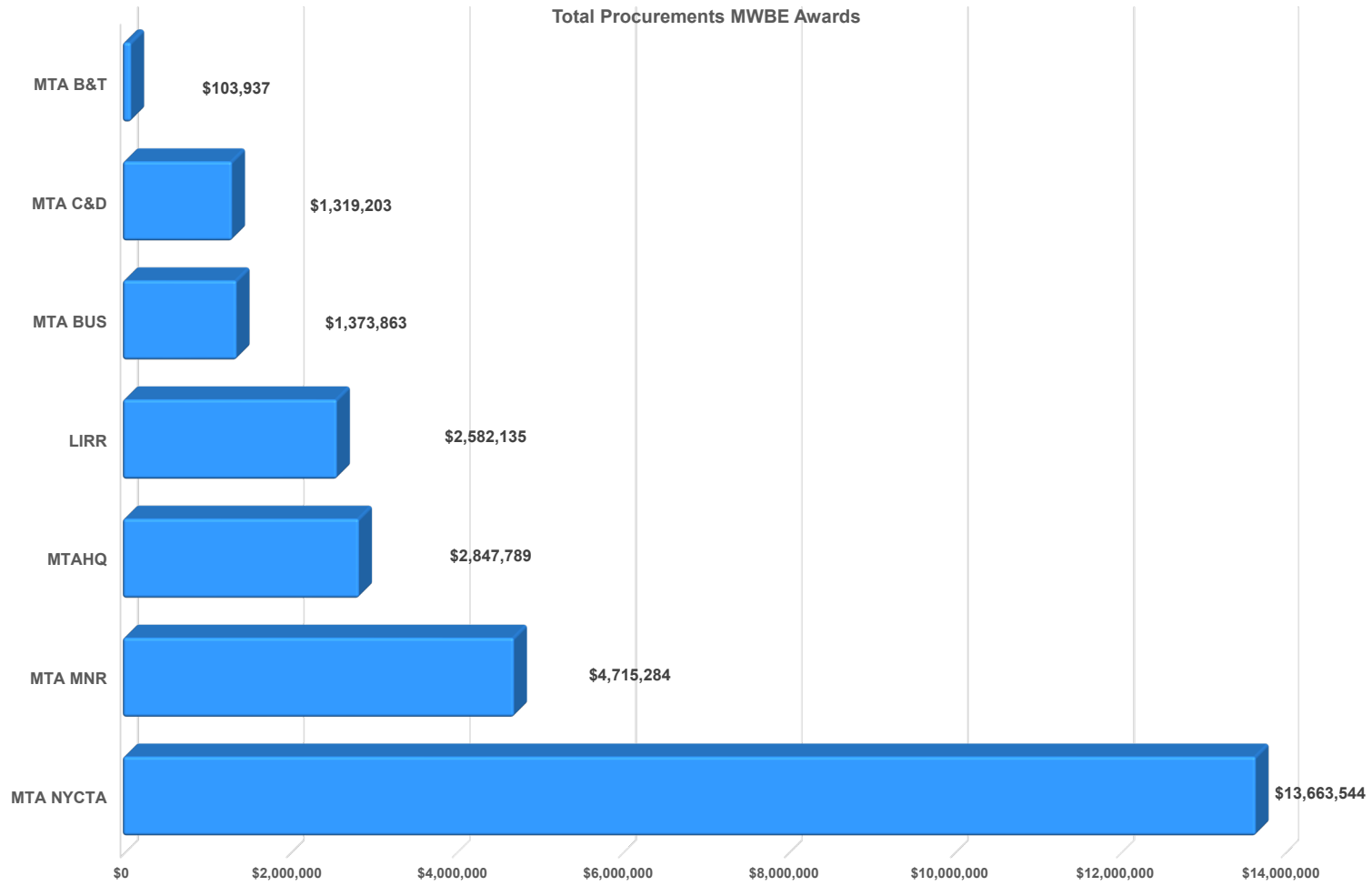


\*Discretionary procurements include purchases for goods, miscellaneous procurements, personal or miscellaneous services.

**MTA ALL AGENCY  
TOTAL PROCUREMENTS  
April 2024 - June 2024**

Agency	Total Award Amount	Total MWBE Awards	MWBE
<b>MTA NYCTA</b>	\$ 71,787,946.15	\$ 13,663,544.47	19%
<b>MTA MNR</b>	\$ 28,690,327.35	\$ 4,715,284.49	16%
<b>MTA B&amp;T</b>	\$ 262,314,209.78	\$ 103,937.00	0%
<b>MTA LIRR</b>	\$ 25,463,848.98	\$ 2,582,135.22	10%
<b>MTA HQ</b>	\$ 21,856,447.87	\$ 2,847,788.73	13%
<b>MTA C&amp;D</b>	\$ 1,369,813.85	\$ 1,319,203.00	96%
<b>MTA BUS</b>	\$ 7,535,796.08	\$ 1,373,862.87	18%
<b>Total</b>	<b>\$ 419,018,390.06</b>	<b>\$ 26,605,755.78</b>	<b>6%</b>

MTA ALL AGENCY  
TOTAL PROCUREMENTS REPORT  
APRIL 2024 - JUNE 2024





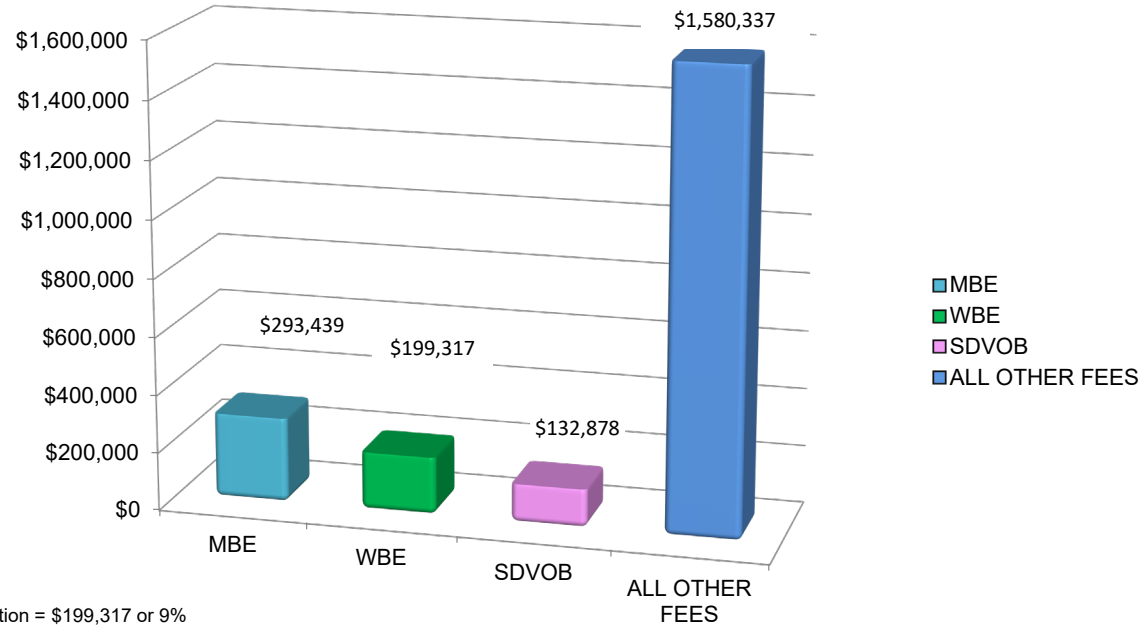
**Metropolitan  
Transportation  
Authority**

Department of  
Diversity and Civil Rights

# Underwriter Fees

## September 23, 2024

### MTA ALL AGENCY UNDERWRITER FEES APRIL 2024 - JUNE 2024



Actual WBE Participation = \$199,317 or 9%  
Actual MBE Participation = \$293,439 or 13%  
Actual SDVOB Participation = \$132,878 or 6%  
All Other Underwriting Fees = \$1,580,337 or 72%  
Total Underwriting Fees = \$2,205,971





**Metropolitan  
Transportation  
Authority**

Department of  
Diversity and Civil Rights

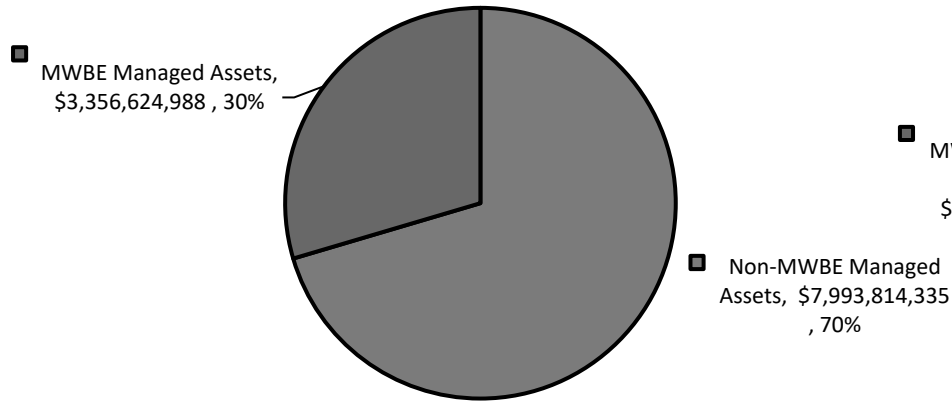
# Asset Fund Managers

September 23, 2024

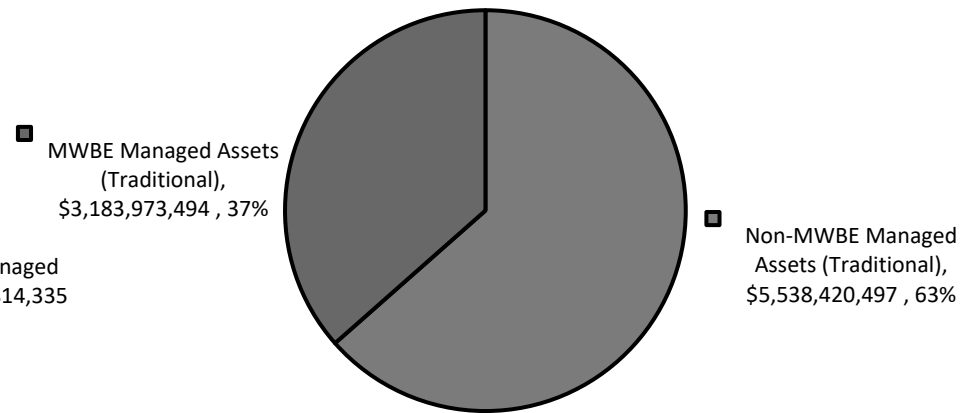
# MTA Sponsored Plans – MWBE Participation

As June 2024

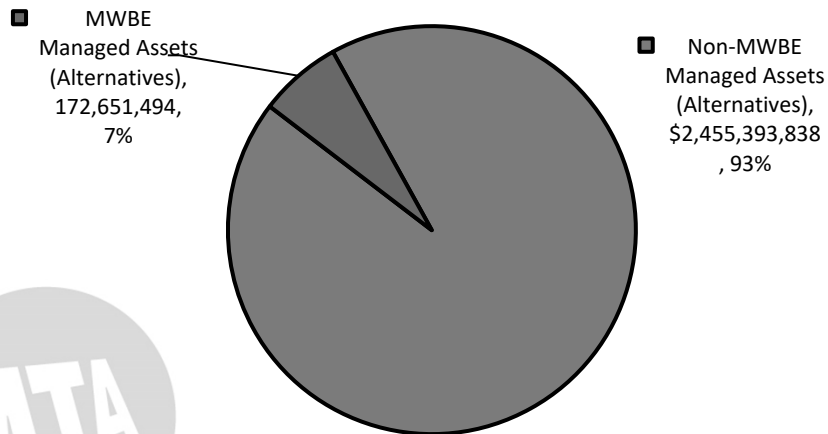
Combined Plans - Total Assets



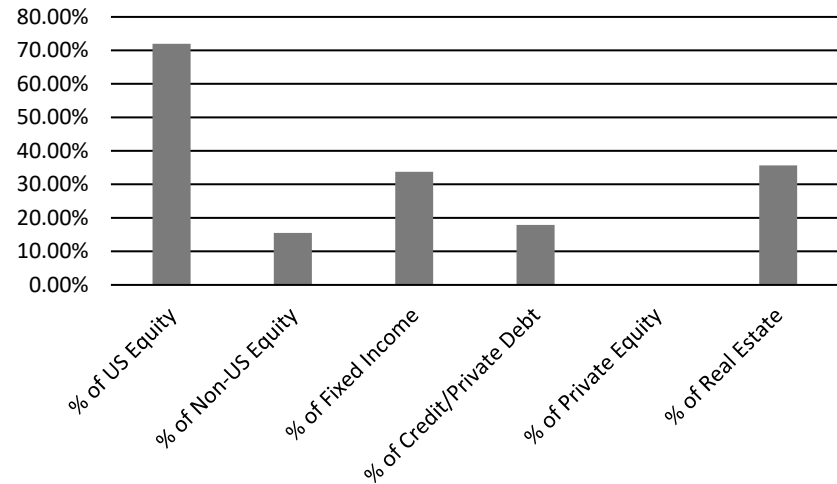
Combined Plans - Traditional Investments



Combined Plans- Alternative Investments



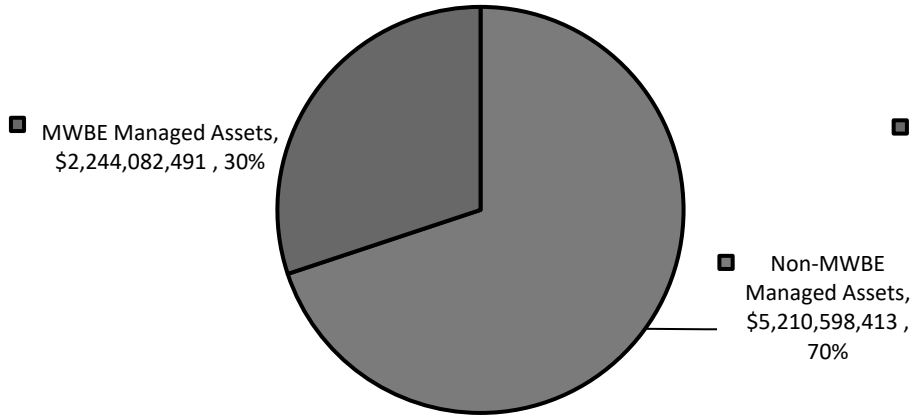
MWBE Managed Assets by Asset Class



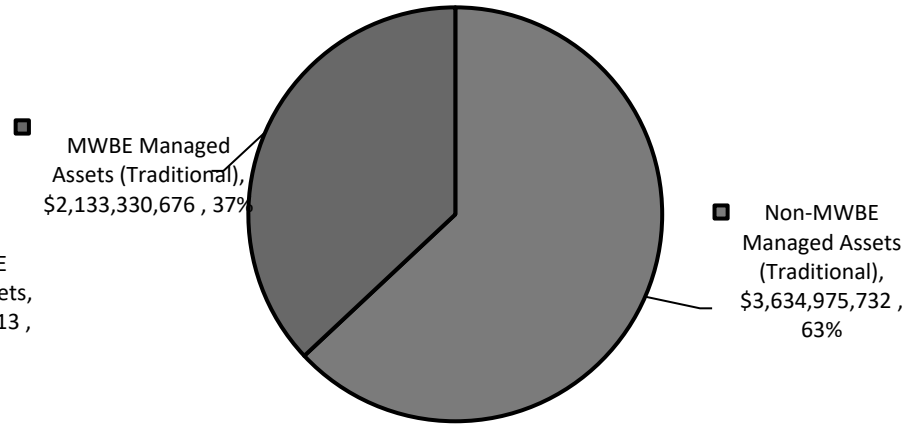
# MTA Sponsored Plans – MWBE Participation

As June 2024

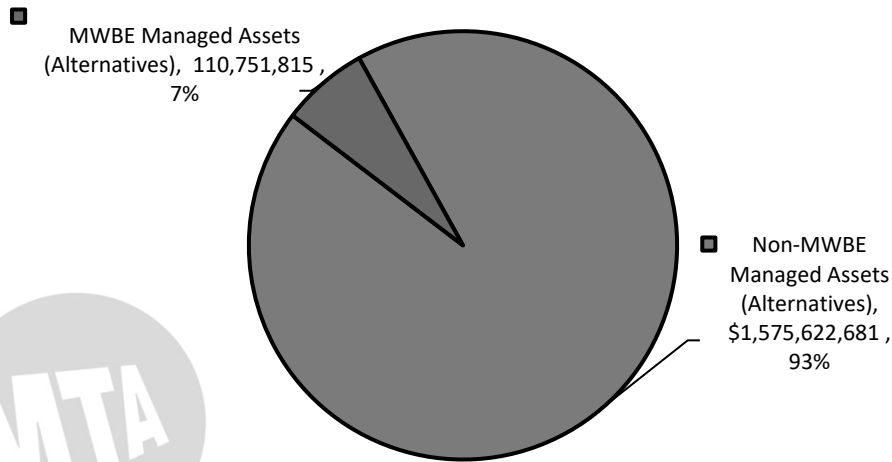
MTA Defined Benefit - Total Assets



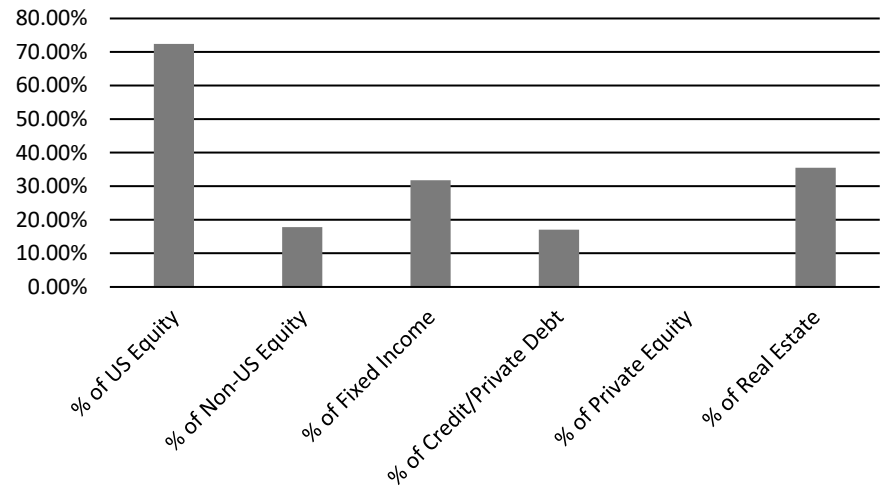
MTA Defined Benefit - Traditional Investments



MTA Defined Benefit - Alternative Investments



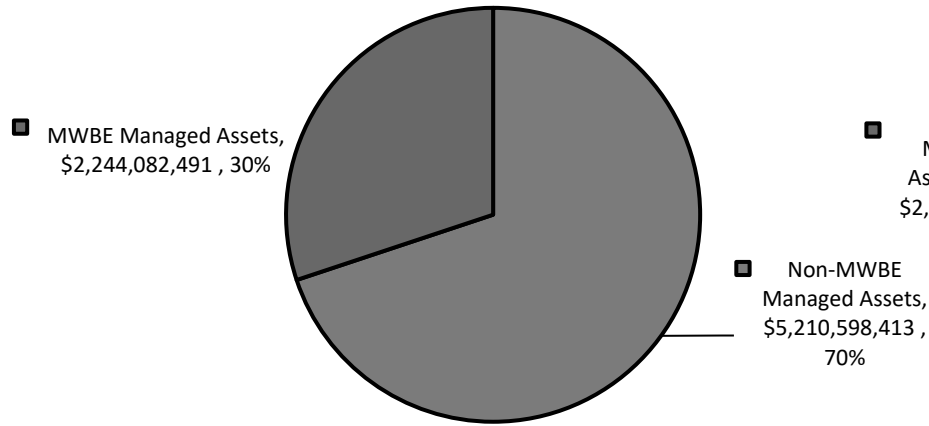
MWBE Managed Assets by Asset Class



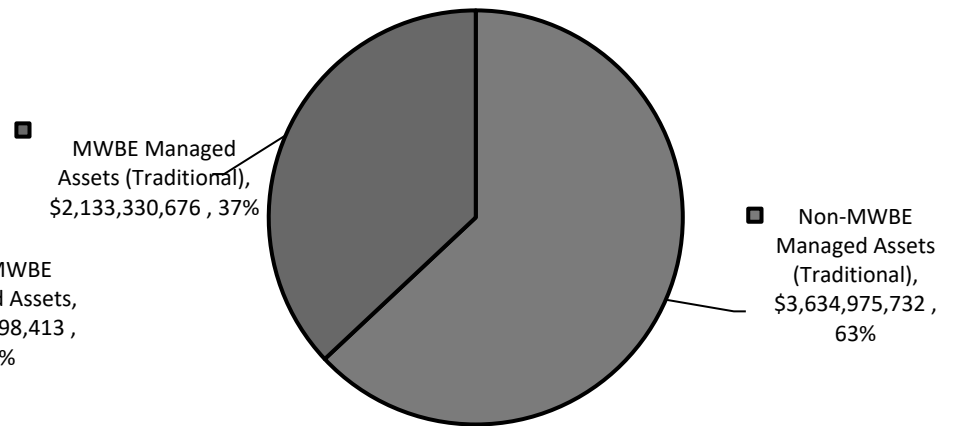
# MTA Sponsored Plans – MWBE Participation

As of June 2024

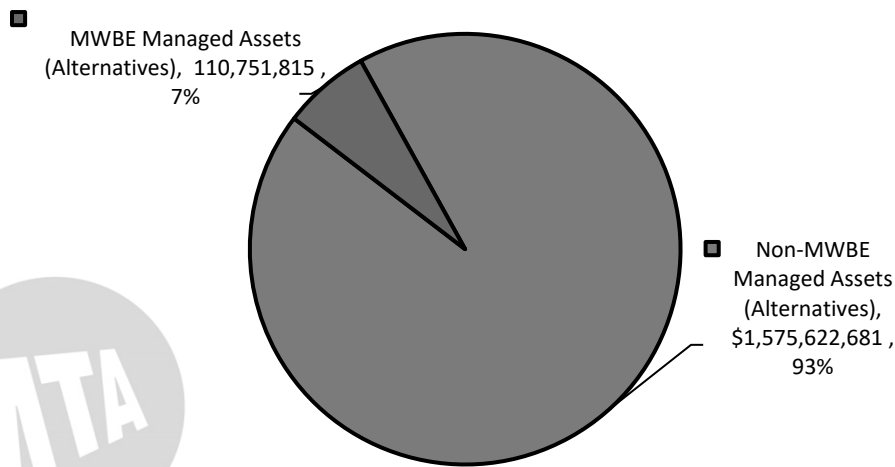
MTA Defined Benefit - Total Assets



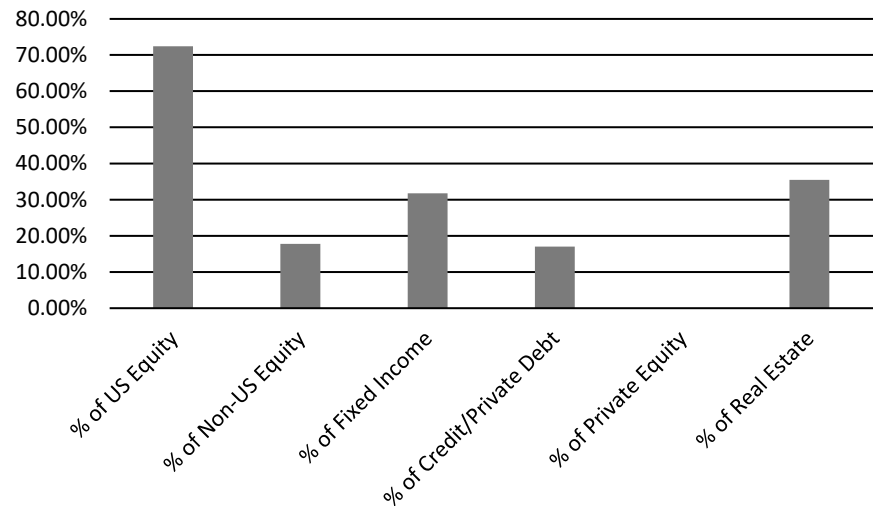
MTA Defined Benefit - Traditional Investments



MTA Defined Benefit - Alternative Investments



MWBE Managed Assets by Asset Class



# Business Development Initiatives



September 23, 2024

## Business Development Initiatives - Outreach

January	February	March
No Events	DBE Certification Workshop	2024 SOMOS Hispanic Legislative Conference - Albany
	M/WBE Boro Forum Series - The Bronx	New Firm Orientation Workshop
	2024 NYS 53rd Annual Legislative Conference	WBC's 2024 AIM FORUM
		GCA Annual Diversity Expo
April	May	June
Equity in Motion Summit – CUNY Graduate Center	NYPA & NYS CANAL CORPORATION SUPPLIER DIVERSITY EXPO – White Plains NY	DBE Certification Workshop
ContractHER Procurement Fair – CUNY SCHOOL OF LAW	PSEG LI VIRTUAL SUPPLIER DIVERSITY PROCUREMENT FAIR FOR MWBE & SDVOB – Long Island Marriot	New Firm Orientation Workshop
DBE CERTIFICATION WORKSHOP	Catalyst for Diversity, Opportunities and Resources Event – White Plains NY	CUNY MWBE   SDVOB Procurement Conference 2024 – John Jay College
	NYC Small Business Month – Pier 36	BREAKING BARRIERS AND CREATING PATHWAYS – Kew Gardens NY
	City & State's Diversity Summit – Baruch College	REBUILDING NYC PUBLIC HOUSING – NYC Technical College



# MTA Small Business Development Program



September 23, 2024

## 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, creating a larger pool of diverse, qualified contractors who can compete for and complete MTA construction projects safely, timely, and within budget.



### Elements of the SBDP

- ✓ Prime Contract Bid Opportunities up to \$3 million
- ✓ Business Management, Leadership and Technical Training
- ✓ Access to Working Capital and Surety Bonding
- ✓ Comprehensive business consulting services
- ✓ Experience working on MTA Projects up to \$3 million

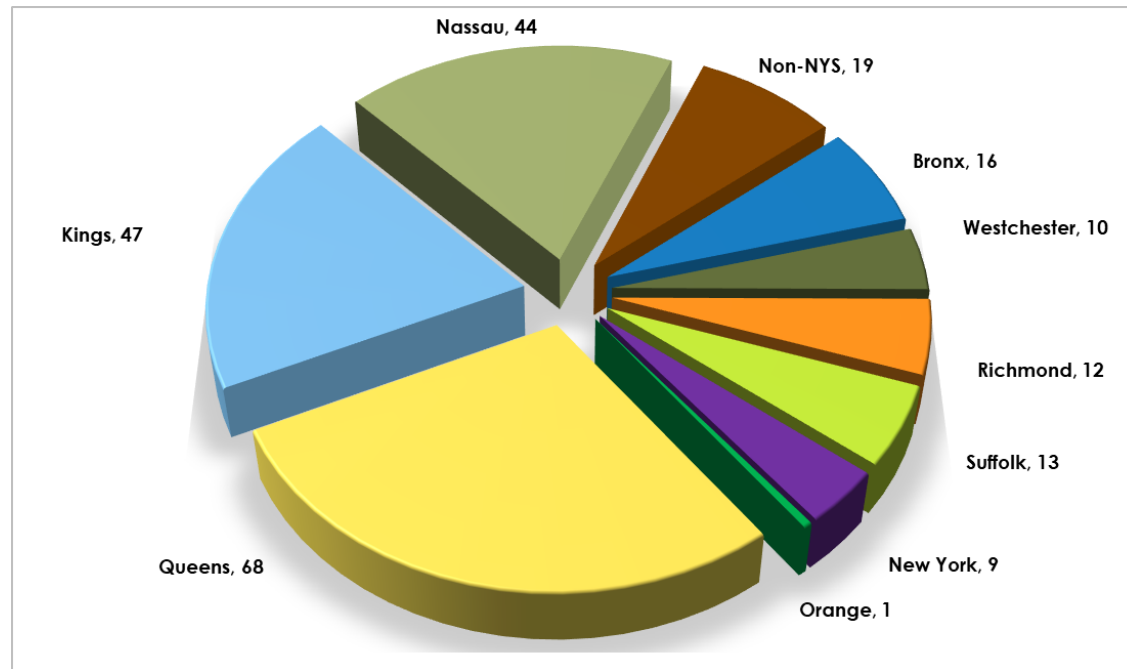
### Benefits of the Program

- ✓ Uniform Set of Front-End Bid Documents for All Agencies: NYCT, MNR, B&T, LIRR, MTA BUS, and MTA C&D
- ✓ Fast-Track Payments – 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



## Small Business Development Program – NY Metropolitan Area Enrollment

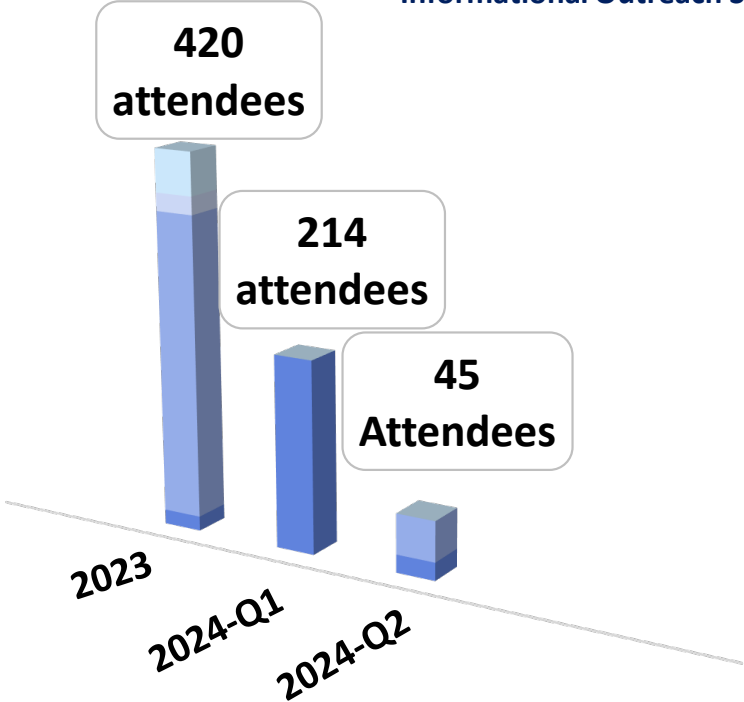
239 Firms Actively Enrolled in the Program



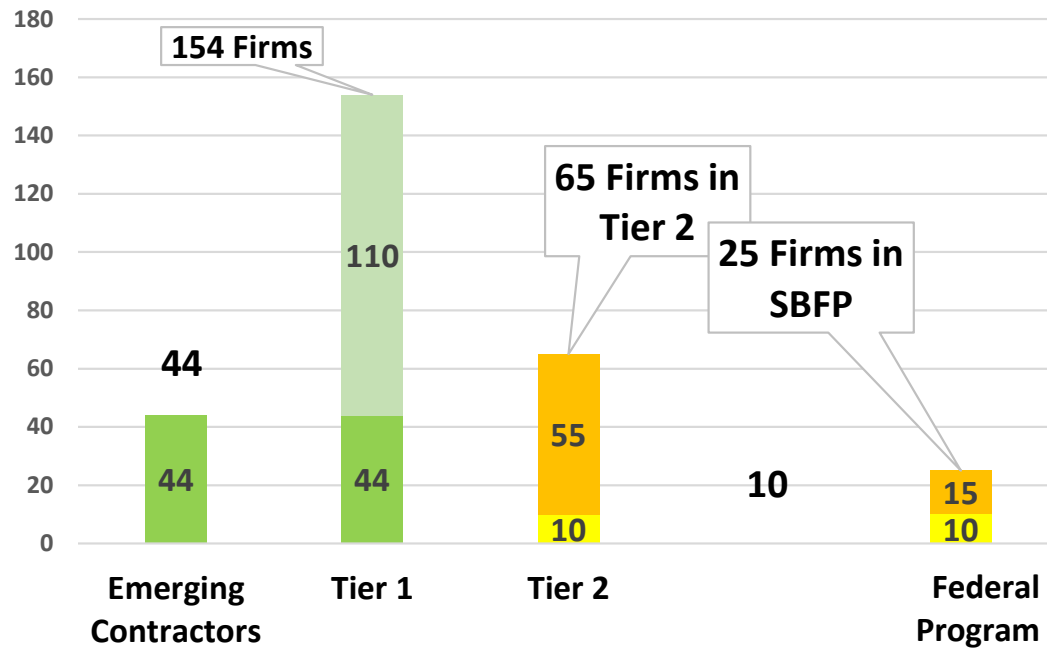
# Small Business Development Program – Outreach

Informational Outreach Sessions

- Quarter 4
- Quarter 3
- Quarter 2
- Quarter 1

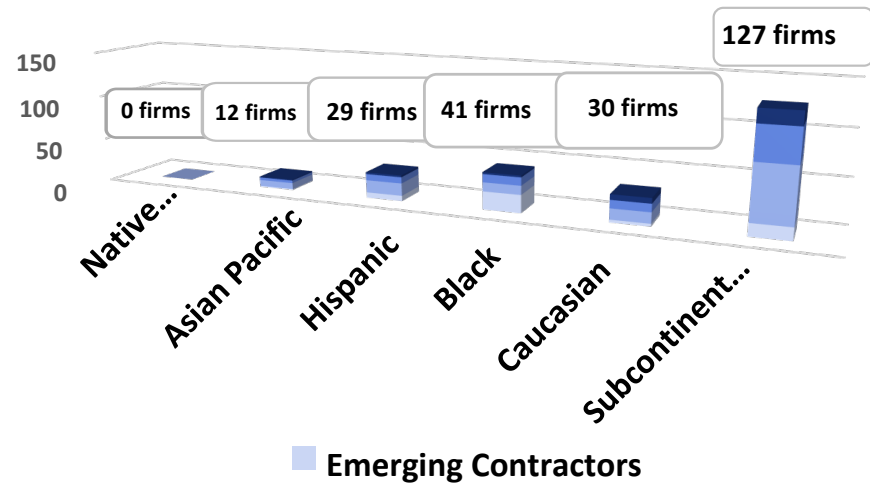


# Small Business Development Program – Tier Participation



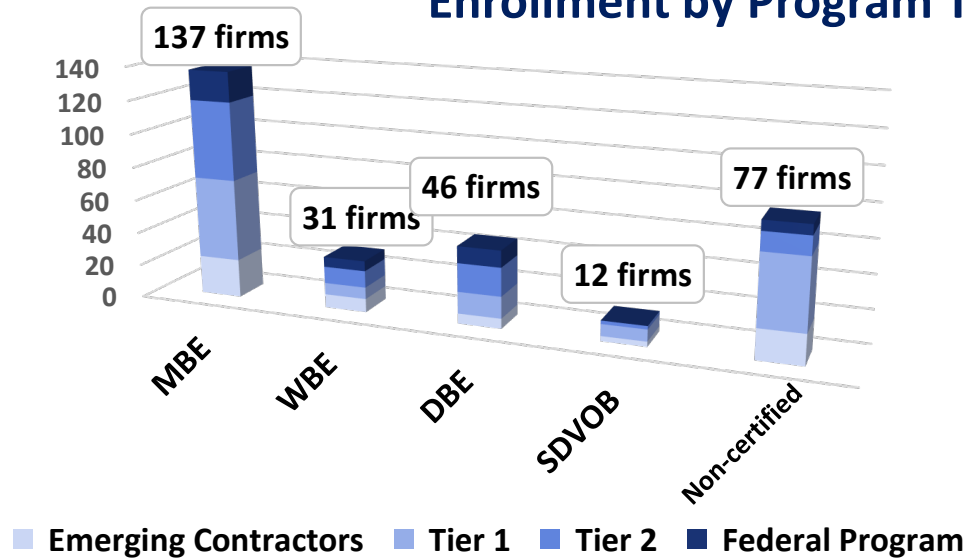
# Small Business Development Program – Diversity of Tier Participants

## Ethnicity of Firms Actively Enrolled in the Program by Tier



# Small Business Development Program – Certification of Program Participants

## Enrollment by Program Tier



## Small Business Development Program – 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. The training curriculum, specific content, trainers, and delivery methods are subject to MTA approval and are evaluated after each course. At the end of each course, a training evaluation form is sent to the class participants requesting that they rate the effectiveness of the training. This evaluation rates the instructor, course material, class organization, course pace, and course effectiveness.

The rating system is scored 1 (strong) thru 5 (weak).

The average rating for each class has been 1.2.

	2023	2024	2024 SBMP Number of Firms Trained		
	Number of Firms Trained	Number of Firms Trained	Spring 2024	Fall 2024	TOTAL
			Q1 & Q2	Q3 & Q4	
<b>Number of Firms Trained</b>	51	32	32		32

