



**Metropolitan Transportation Authority**

# **Diversity Committee Meeting**

## **DECEMBER 2024**

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### **Committee Members**

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

## **Diversity Committee Meeting**

**Room 1**

**Monday, 12/16/2024**

**1:15 - 1:45 PM ET**

- 1. Public Comments**
- 2. Approval of Minutes**  
*Diversity Committee Meeting Minutes - Page 3*
- 3. 2024 Diversity Committee Work Plan**  
*2024 Diversity Committee Work Plan - Page 6*
- 4. 2025 Diversity Committee Work Plan**  
*2025 Diversity Committee Work Plan - Page 9*
- 5. Executive Summary / Presentation**  
*Executive Summary/Presentation - Page 12*
- 6. EEO Activity**  
*EEO Activity and Workforce Report - Page 39*
- 7. M/W/DBE and SDVOB Utilization**  
*M/W/DBE and SDVOB Utilization - Page 59*
- 8. Discretionary Awards**  
*All Discretionary Spend Including A&E, IT and Legal - Page 68*
- 9. Financial Services**  
*Underwriter Fees - Page 71*
- 10. Asset Fund Management**  
*Asset Fund Management - Page 73*
- 11. Business Development Initiatives**  
*Business Development Initiatives - Page 77*
- 12. 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, September 23, 2024

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

Hon. Blanca Lopez, Chair

Hon. Gerard Bringmann

Hon. Samuel Chu

Hon. Dr. John-Ross Rizzo

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

Laura Wiles, Chief of Staff

John McCarthy, Chief External Relations

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

Shelia Cozine, Agency Deputy Chief EO Officer

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

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

- There were three speakers -one in-person and two virtual- during the public comments portion of the meeting:

Jason Anthony

Michael Ortiz

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 June 24, 2024.

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

- Chair Lopez asked if there were any changes to the 2024 Work Plan. Ms. Zapata explained that to provide adequate time for updates on the Five-Year DEI Strategic Plan and other agenda items for the September Diversity Committee meeting, the EEO Program Progress to Goals has been rescheduled for the December Diversity Committee meeting. The Work Plan can be found on pages 6-8 of the Diversity Committee Book.

### **4. EXECUTIVE SUMMARY**

- Ms. Zapata provided an overview of the MTA 2025-2029 Capital Plan.
- Ms. Zapata shared the agenda items and introduced the present DDCR leadership and their team members.

#### **Five-Year DEI Strategic Plan**

- Ms. Cockfield and Dr. Green reported on the year-one progress (July 1, 2023 – June 30, 2024) of the Five-Year DEI Strategic Plan. The report included four goals, thirty strategies, and year-one actions.

#### **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 minority hires compared to the September 2023 report. There was a decrease in self-identified individuals with disabilities and veteran hires in the same comparison report.
- The complete data sets of new hires by the agency were provided on pages 47-50 of the Diversity Committee book.
- Dr. Green shared data on complaints and litigation data for the period of January 1 to June 30, 2024. According to the report, race was the most frequently cited basis for complaints, and there were no complaints filed with external agencies or lawsuits.
- Dr. Green informed the committee members about Employee Resource Group (ERG) Q1 and Q2 activities including its events and accomplishments.

#### **MTA Local Hire Initiative**

- Mr. Burke provided an overview of the MTA local hire pilot program. Mr. Burke shared program goals and walked committee members through the required classifications of local targeted workers.
- Mr. Burke shared the current participating projects and goal attainment data.

#### **M/W/DBE, SDVOB Activity**

- Mr. Burke provided an overview of the fiscal year M/W/DBE and SDVOB program highlights, including the top prime and subcontract M/W/DBE, and SDVOB awards for federal and state fiscal years.
- Ms. Norman reported on MWBE payments and informed that the MWBE prime and subcontractor award is on track to meet its goal.

- Ms. Norman reported that SDVOB payments for the first quarter have exceeded last fiscal year's participation goals.
- Ms. Norman reported that participation in DBE awards is lower than last fiscal year, but an increase is anticipated over time.
- DDCR participated in fifteen outreach events that were sponsored by various agencies and/or advocacy groups in January – June 2024. In addition, DDCR held three virtual DBE certification workshops and two virtual new firm orientations.
- Ms. Norman stated that from January to June 2024, a total of 69 new DBE applications were received, and 52 of those firms were certified in an average of 56 days.
- Ms. Norman shared the MTA certification program success story highlighting a certified firm and its achievements.

*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.



## 2025 Diversity Committee Work Plan

### I. RECURRING AGENDA ITEMS

	Responsibility
Approval of Minutes	Committee Chair & Members
Committee Work Plan	
MTA Agency-wide DEO Program Activities (EEO, Title VI and 5-year DEI Strategic Plan)	Dept. of Diversity/Civil Rights
MTA Agency-wide Business Diversity Initiatives	
MTA DBE Certification Program Activities	
M/W/DBE and SDVOB Contract Compliance Activities	
Action Items (if any)	As listed

### II. SPECIFIC AGENDA ITEMS

March 2025	Responsibility
M/W/DBE, SDVOB Task Force	Dept. of Diversity/Civil Rights
2024 Year-End Report	
Expansion of Diversity Committee Scope - Accessibility	
Small Business Mentoring Program Update	

June 2025	Responsibility
1 <sup>st</sup> Quarter 2024 Report	Dept. of Diversity/Civil Rights
Recruitment Strategies for MTAHQ and MTA Agencies	MTAHQ and Agency Staff

September 2025	Responsibility
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	

December 2025	Responsibility
3 <sup>rd</sup> Quarter 2024 Report	Dept. of Diversity/Civil Rights
2026 Diversity Committee Workplan	
EEO Program Accomplishments	
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 Diversity and Equal Opportunity Program Activities

The MTA Department of Diversity and Civil Rights update of agency-wide workforce analysis, employee/customer/stakeholder diversity initiatives and EO complaints.

### MTA DBE Certification Program Activities

MTA Department of Diversity and Civil Rights update of DBE Certification Program activities.

### M/W/DBE and SDVOB Contract Compliance Activities

MTA Department of Diversity and Civil Rights update of M/W/DBE and SDVOB contract activities and program initiatives.

### Action Items

Staff summary documents presented to the Board for approval of items affecting business standards and practices.

## **II. SPECIFIC AGENDA ITEMS**

### March 2025

- **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.
- **2024 Year-End Report**  
The Department of Diversity and Civil Rights will present 2024 year-end update on MTA Agency-wide DEO and M/W/DBE and SDVOB contract compliance activities.
- **Recommitment to Equal Opportunity (“EO”)**  
Each year, the MTA disseminates Policies addressing the Americans with Disabilities Act (“ADA”), Sexual and Other Discriminatory Harassment Prevention and Equal Employment Opportunity 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 2025 EO Policy Statements.
- **Expansion of Diversity Committee Scope – Accessibility**  
Results and recommended reporting changes to address expansion of Committee activity to include reporting on accessibility matters relevant to the MTA’s workforce.
- **Small Business Mentoring Program Update**  
DDCR will provide an update on program roll out and transition for current SBMP cycle.

## June 2025

- 1<sup>st</sup> Quarter 2025 Report

The Department of Diversity and Civil Rights will present 1<sup>st</sup> quarter 2025 update on MTA Agency-wide DEO, and M/W/DBE and SDVOB contract compliance activities.

- Recruitment Strategies

Staff from the Department of Diversity and Civil Rights, MTAHQ and MTA Agencies will present recruitment strategies to address underutilization of minorities and women in the workforce.

## September 2025

- 2<sup>nd</sup> Quarter 2025 Report

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- 5-Year DEI Strategic Plan – Bi-Annual Update

The Department of Diversity and Civil Rights will present MTA's progress towards its 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 2025

- 3<sup>rd</sup> Quarter 2025 Report

The Department of Diversity and Civil Rights will present 3<sup>rd</sup> quarter 2025 update on MTA Agency-wide DEO, and M/W/DBE and SDVOB contract compliance activities

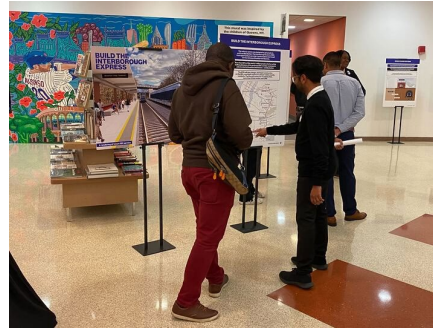
- 2026 Diversity Committee Work Plan

The Department of Diversity and Civil Rights will present an updated Diversity Committee Work Plan for 2026.

- EEO Program Accomplishments

- Diversity Committee Charter Review

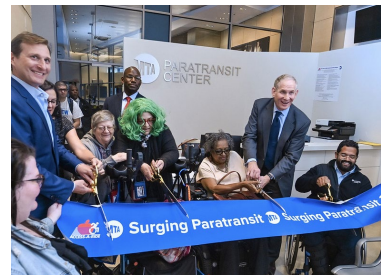
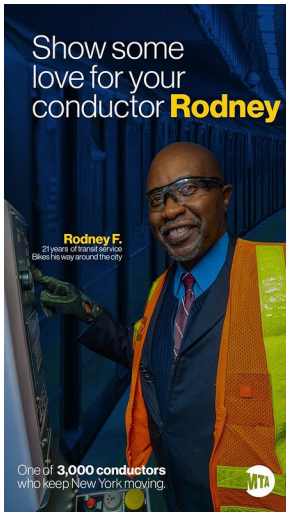
The Diversity Committee will review and assess the adequacy of its charter and recommend changes as necessary.



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

# Diversity Committee Presentation/ Executive Summary

December 16, 2024



# Agenda:

- I. New Team Member: Evita Marrow, Deputy Chief Operations & Programming**
- II. MTA-wide EEO Activities – 3Q Reporting**
  - Workplace Statistics
- III. 2024-25 MW/DBE Activity**
  - Small Business Development Program (SBMP)
  - Fiscal Year Program Highlights
  - MWBE/DBE/SDVOB Payments & Awards
  - Outreach & Certification Activities
  - MWBE Success Story
- IV. Q3 DDCR & DEI Events**



## Evita Marrow, Deputy Chief Operations & Programming



Evita’s impactful career includes six years of service with Suffolk County Government, where she played a pivotal role in shaping critical public services. As Director of the County's inaugural 3-1-1 Call Center, she helped deliver essential resources during the COVID-19 pandemic. Later, as the Diversity, Equity, and Inclusion (DEI) Program Manager and Senior DEI Manager, she spearheaded initiatives that strengthened the county’s commitment to inclusivity, ensuring government services better met the needs of its diverse population.

Beyond her professional roles, Evita’s efforts have contributed to numerous DEI programs aimed at closing equity gaps and creating lasting change. Evita holds a master’s degree in Community and Economic Development and is currently pursuing a doctorate at Capella University. She is also certified in Diversity & Inclusion from Cornell University and is an active member of the National Coalition of 100 Black Women.

# Agenda:

- I. **New Team Member: Evita Marrow, Deputy Chief Operations & Programming**
- II. **MTA-wide EEO Activities – 3Q Reporting**
  - Workplace Statistics
- III. **2024-25 MW/DBE Activity**
  - Small Business Development Program (SBMP)
  - Fiscal Year Program Highlights
  - MWBE/DBE/SDVOB Payments & Awards
  - Outreach & Certification Activities
  - MWBE Success Story
- IV. **Q3 DDCR & DEI Events**

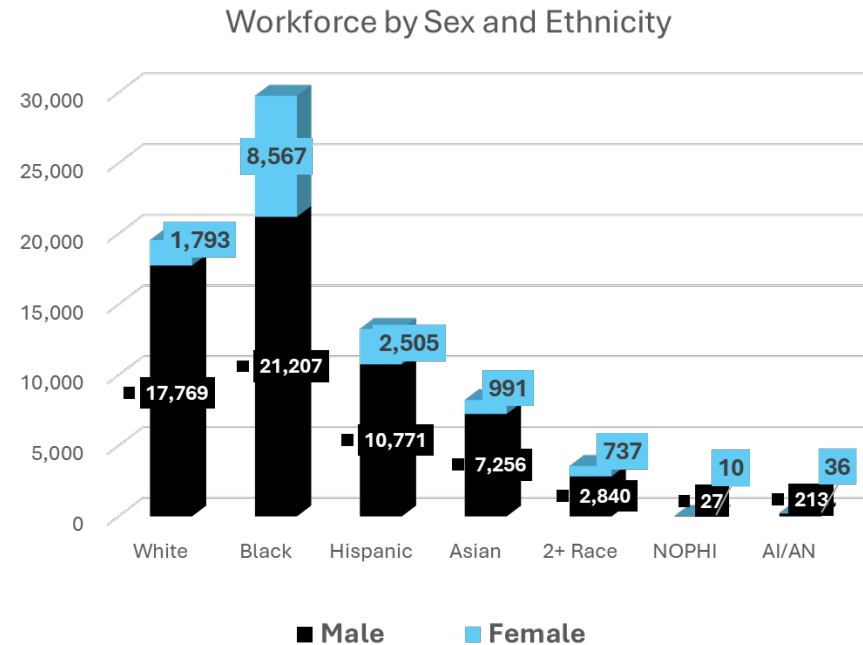




# MTA - Wide Workforce: Q3

## 74,722 strong as of September 30, 2024

- **20% (14,639) self-identified as females**
- **74% (55,160) self-identified as minorities**
- **3% (2,003) veterans**
- **1% (752) self-identified as a persons with a disability**





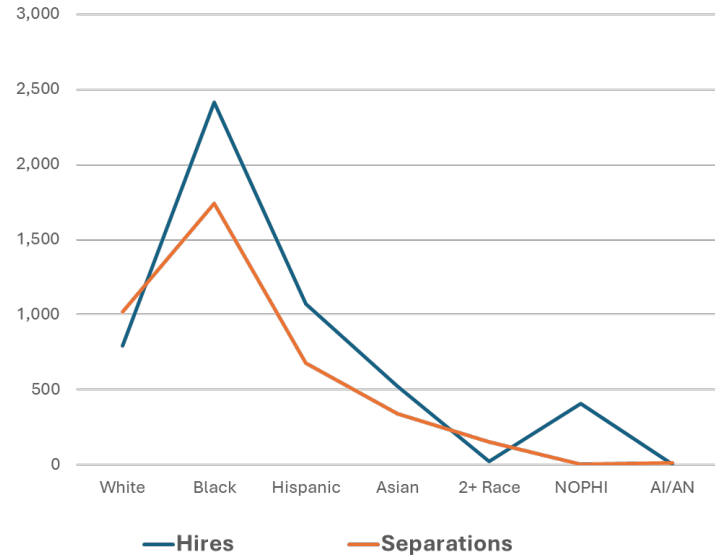


## MTA – Wide Workforce: Q3

### Hires and Separations

January 1, 2024 – September 30, 2024

- **5,237** new hires and **3,949** separations
- Net increase of **430** self-identified female and **858** self-identified male employees.
- Net increase of **1,515** minorities
- Net decrease of **56** self identified veteran and net decrease **40** self identified individuals with a disability



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# 2024-25 MW/DBE Activity



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## Small Business Development Program (SBMP)

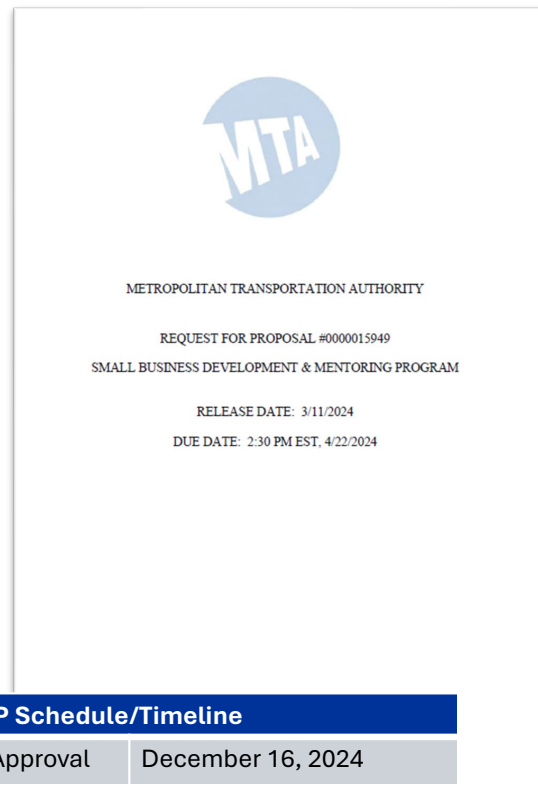
# Small Business Development Program (SBDP) Request for Proposal (RFP) Update

The MTA is seeking consulting firm to manage the SBDP and provide guidance to small contractors in performance of the MTA's construction projects.

- ✓ Scope A: Construction management services.
- ✓ Scope B: Increasing the number and capabilities of the MWBE's, DBEs, SDVOB's and other small businesses through capacity building to perform on MTA contracts.

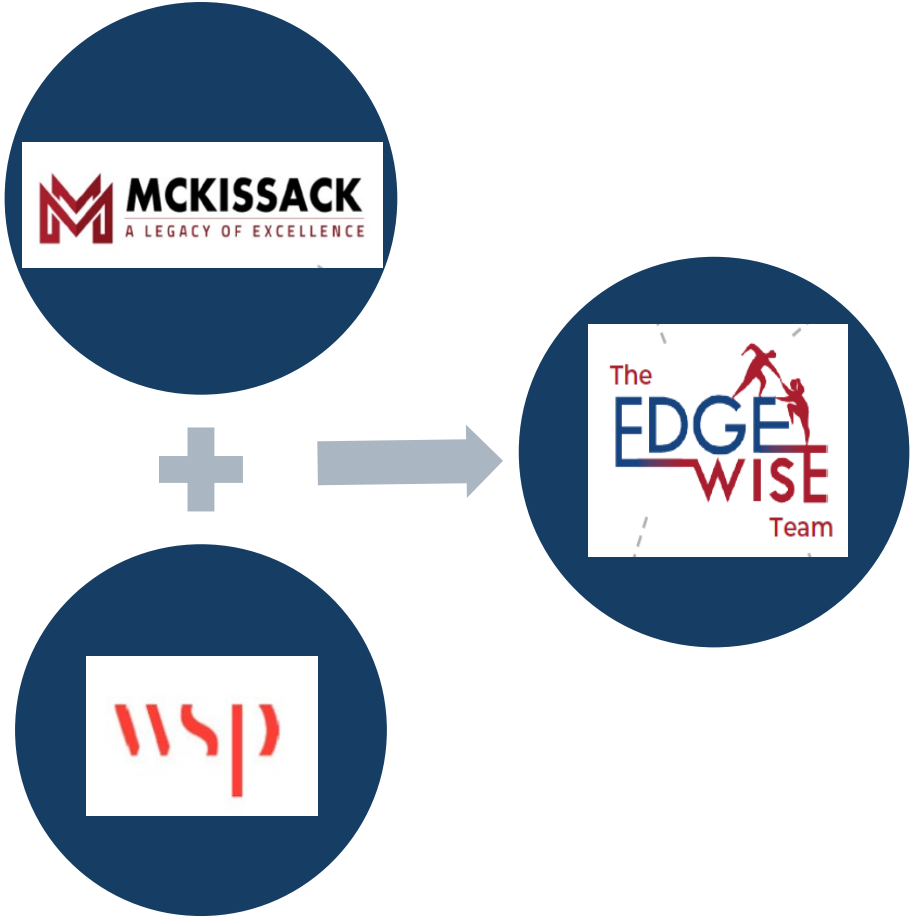
**Key Changes to Scope B:**

- ✓ Rebrand SBDP to *MTA EDGE (Expansion, Development, Growth and Equity)*
- ✓ Added Contract Compliance staff
- ✓ Flexibility in training courses
- ✓ Develop Alumni Program
- ✓ Establish Business Assistance Partnerships
- ✓ Specific and quantified metrics of success



RFP Schedule/Timeline	
Finance Committee Approval	December 16, 2024
Board Approval	December 18, 2024
Contract Award	December 31, 2024
Transition Period	January 1, 2025 – March 30, 2025

# Small Business Development Program (SBDP) *New Partnerships & New Beginnings*





# Small Business Development Program (SBDP)

## *New Partnerships & New Beginnings*

## Training Curriculum

### Business Management

Human Resources

Marketing & Strategic Direction

Organizational Structure & Leadership

Management & Operational Practices

Procurement and Bidding Practices

### Financial Management

Risk Management

Financial Reporting

Budgeting & Forecasting

Internal Control Process

Raising Capital

Capital Utilization

Tax & Reporting Compliance

Bonding Capacity

### Construction Project Management

Contract Review & Management  
*(e.g., invoicing)*

Construction Technical Process  
*(estimating, bidding, scheduling)*

Safety Practices & Management

Quality Control & Quality Assurance

Subcontractor Management

Emerging Processes & Technology  
*(Green/Energy Transitions)*



# Small Business Development Program (SBDP)

## *New Partnerships & New Beginnings*

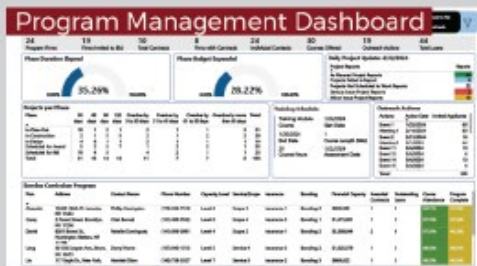
### Improving Project Success





# Small Business Development Program (SBDP) New Partnerships & New Beginnings

## Measuring Success



Extending our SharePoint license to the MTA free of charge







# Small Business Development Program (SBDP) *New Partnerships & New Beginnings*

## Advancement and Post-Graduate Support



35

### Alumni Conference

Hold an annual conference with inspiring guest speakers



### Ongoing Training

Offer training on semi-annual basis with emphasis on business scaling



### Alumni Database

Establish an alumni database to allow for shared resources and track alumni growth

# 2024-25 MW/DBE Activity



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## MWBE, DBE, SDVOB Fiscal Year Program Highlights

# 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 – September 30, 2024</b>	MBE	AI Engineers, Inc. \$3.7M	Naik Consulting Group PC \$3M
	WBE	Protek Information Technology \$10M	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>	<b>Q2</b>

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>	<b>Q2</b>
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 & SDVOB Payments

	NYS FY 2024/2025 <i>Apr. – Sept. 2024</i>	NYS FY 2023/2024 <i>Apr. – Sept. 2023</i>
<b>MWBE %</b>	34%	32%
<b>MWBE Payments</b>	<b>\$453,292,919</b>	<b>\$369,702,748</b>

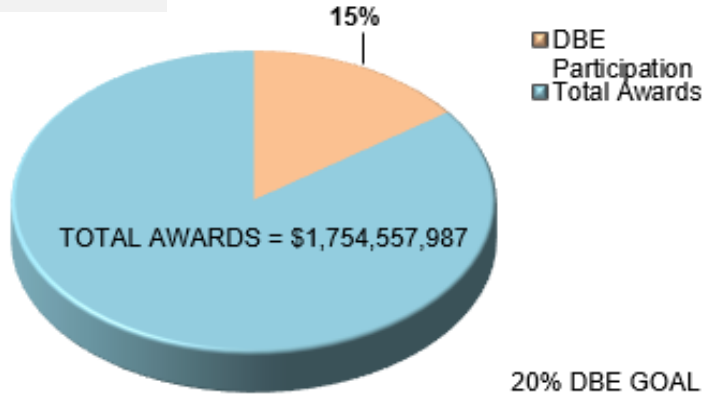
	NYS FY 2024/2025 <i>Apr. – Sept. 2024</i>	NYS FY 2023/2024 <i>Apr. – Sept. 2023</i>
<b>SDVOB %</b>	9%	6%
<b>SDVOB Payments</b>	<b>\$32,529,415</b>	<b>\$16,719,953</b>



# DBE Program – Awards

DBE Goal 20%	Federal Fiscal Year 2023-2024 <i>Oct. 2023-Sept. 2024</i>	NY State Fiscal Year 2022-2023 <i>Oct. 2022-Sept. 2023</i>
% DBE Participation	15%	16%
DBE Award Amount	<b>\$263,954,665</b>	\$392,388,961

Total Number of Federally Funded Contracts: 297  
 Total Number of Contracts with DBE Goals: 113



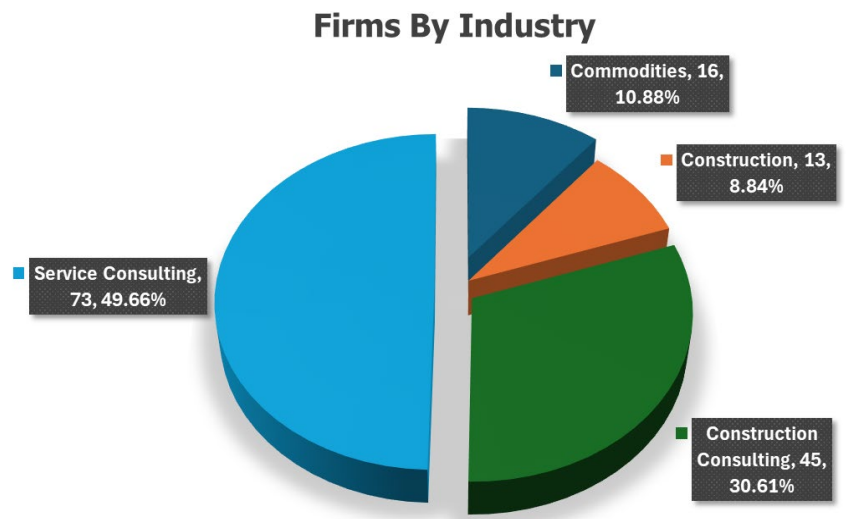
**Actual DBE Participation = \$264M or 15%**



# 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: 147	
Current Certification Type(s)	
MBE/WBE/DBE/SDVOB	122
NON-CERTIFIED FIRMS	25



# MWBE, DBE, SDVOB Program – DBE Certification Activity

	January – September 2024	January – September 2023
<b>Total of New Applications Received</b>	98	81
<b>Total New Firms Certified</b>	72	63
<b>Average Time to Process Applications (Days)</b>	54	49

# MWBE Success Story



**Lena Walsh**  
**Principal**  
**Owner**



## RL Controls (WBE/DBE)

RL Controls stands as a seasoned mass transit system integrator, boasting an impressive legacy of more than 30 years in the industry. Established in 1991 by principal owner Lena Walsh, the company has garnered acclaim for delivering top-notch, dependable systems, solutions, manufactured equipment, installations, and service.

RL Controls has earned over \$18.5M with the MTA over the past five years but their history of working with the MTA dates back to 2012. Over the years RL Control has supplied the MTA with dozens of bus and railroad replacement parts, security and control equipment, sensors, gauges and so much more.



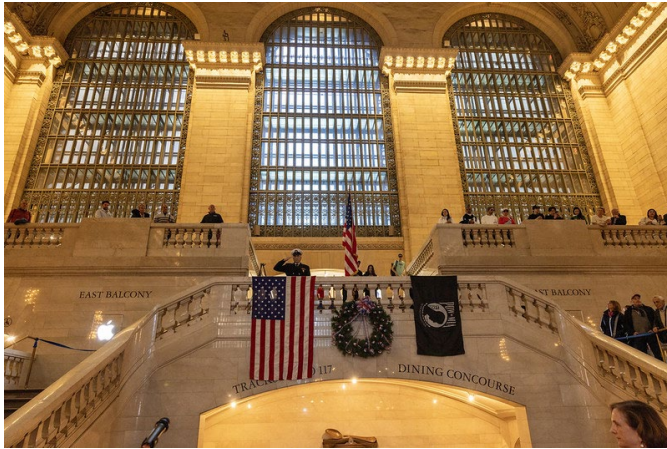


# Agenda:

- I. **New Team Member: Evita Marrow, Deputy Chief Operations & Programming**
  
- II. **MTA-wide EEO Activities – 3Q Reporting**
  - Workplace Statistics
  - Workforce Distribution
  
- IV. **2024-25 MW/DBE Activity**
  - Small Business Development Program (SBMP)
  - Fiscal Year Program Highlights
  - MWBE/DBE/SDVOB Payments & Awards
  - Outreach & Certification Activities
  - MWBE Success Story
  
- V. **Q3 DDCR & DEI Events**



# MTA Honors Employees Who Served in Armed Forces



# MTA Announces Opening of Paratransit Assessment Center



# MTA Announces Commitment to Award a Historic Amount of Work — Up to \$7.5 Billion — to Historically Underutilized Businesses as Part of Next Capital Plan



# All Agency Employee Resource Groups (ERGs) Q3 Highlights

**OCT**  
**2024**

- **B.E.G.I.N. :**  
Advancing Black Excellence in the Workplace
- **Empowering Women in Transportation (EWT):** Making Strides Against Breast Cancer Walk

**NOV**  
**2024**

- **Veterans ERG:**  
Veteran Day Ceremony and Parade
- **Pride Express:** Lunch & Learn
- **Young Professionals:**  
Speed Networking
- **All Generational:**  
Winter Coat & Toy Drive

**DEC**  
**2024**

- **B.E.G.I.N. :**  
Conversation with Janno Lieber, MTA Chair & CEO – *Reflections on 2024 and the vision for 2025*

## 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

**Evita Marrow** (she/her)  
Deputy Chief Diversity and Inclusion Officer,  
Programming & Operations

**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



# Metropolitan Transportation Authority Diversity and Equal Opportunity 3rd Quarter Progress Report

December 16, 2024





## Department of Diversity and Civil Rights EEO Tower

**As a grantee recipient of the US Department of Transportation, Federal Transit Administration (FTA) funding, MTA is obligated to maintain and comply with the EEO Program (EEOP) requirements as indicated in FTA circular 4704.1A.**

- **Purpose** - Resulting from the NYS Public Authority Law enacted (*Title 11 of Article 5, §1279-e*), known as Transformation, the EEO Tower was created to consolidate organizational undertakings and serve as a resource to the Agency Chief EO Officers to improve MTA's compliance efforts in response to federal and state requirements regarding equal employment statutes and regulations

The EEO tower serves a compliance function regarding employment practices within the MTA and its agencies.

- **Impact** – Provide technical assistance regarding the update, administration and implementation of the federal EEO Program and other regulatory requirements to promote transparency and standardization of processes and systems used in employment actions, across all agencies.
- **Focus** – This presentation will highlight accomplishments in improving data integrity for EEO reporting and showcase 2024 movements into (and within) leadership positions





## Ensuring Better Data Analyses

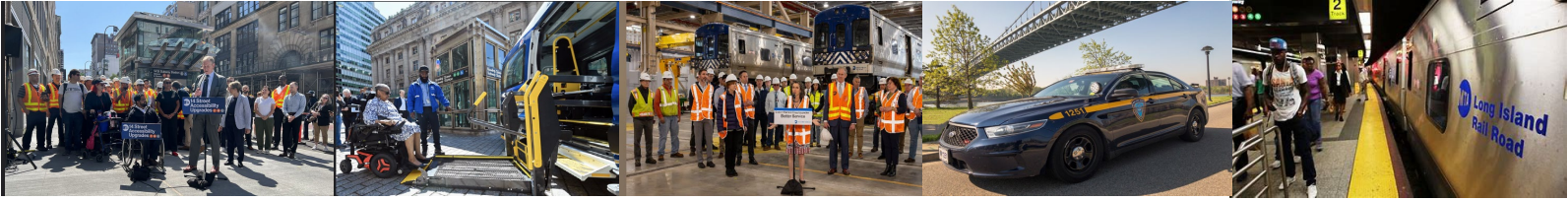
### Accomplishments

- To create **simplicity**, created 96 job groups and a crosswalk with common descriptions for consistent position classification across each agency.
- To allow sufficient time for reporting and submission requirements, the EEO transitioned to a fiscal year ending June 30<sup>th</sup> as exists across all other federal reporting and analyses
- To achieve standardization, created draft processes to eliminate duplicative efforts in reportings, and in partnership with Agency Chief EO Officers & necessary stakeholders at respective agencies, provide consistent and strong data-driven basis for examining employment practices to more readily identify barriers to opportunities.

### Partnerships and Collaborations

- EEO Tower partnered with LR, BSC, HRIS and various teams & disciplines in People to ensure the timely review of selection practices to promote equitable hiring & promotional processes
- Accurate mapping & data collection of employee veteran status, as federally required
- Smooth transition of reporting applicant data extracted from Jobvite, the official MTA applicant tracking system
- Identification of training courses for federally required adverse impact analysis purposes





## Workforce Reporting 3rd Quarter Progress Report

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



## 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 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, 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).

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, 2024

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>Officials &amp; Administrators</b>	<b>5,644</b>		3265	58%	2,379	42%	1,291	23%	704	12%	862	15%	12	0%	4	0%	392	7%	220	4%	199	4%
F	1,649	29%	1172	21%	477	8%	575	10%	232	4%	253	4%	3	0%	0	0%	109	2%	17	0%	70	1%
M	3,995	71%	2093	37%	1,902	34%	716	13%	472	8%	609	11%	9	0%	4	0%	283	5%	203	4%	129	2%
<b>Professionals</b>	<b>4,536</b>		3204	71%	1,332	29%	1,176	26%	591	13%	1,055	23%	12	0%	3	0%	367	8%	98	2%	156	3%
F	1,726	38%	1391	31%	335	7%	658	15%	233	5%	339	7%	4	0%	3	0%	154	3%	15	0%	71	2%
M	2,810	62%	1813	40%	997	22%	518	11%	358	8%	716	16%	8	0%	0	0%	213	5%	83	2%	85	2%
<b>Technicians</b>	<b>622</b>		353	57%	269	43%	141	23%	93	15%	81	13%	3	0%	1	0%	34	5%	26	4%	17	3%
F	78	13%	62	10%	16	3%	40	6%	14	2%	3	0%	0	0%	0	0%	5	1%	2	0%	4	1%
M	544	87%	291	47%	253	41%	101	16%	79	13%	78	13%	3	0%	1	0%	29	5%	24	4%	13	2%
<b>Protective Services</b>	<b>2,250</b>		1492	66%	758	34%	680	30%	585	26%	139	6%	2	0%	2	0%	84	4%	139	6%	17	1%
F	409	18%	322	14%	87	4%	184	8%	106	5%	7	0%	1	0%	0	0%	24	1%	14	1%	6	0%
M	1,841	82%	1170	52%	671	30%	496	22%	479	21%	132	6%	1	0%	2	0%	60	3%	125	6%	11	0%
<b>Paraprofessionals</b>	<b>109</b>		84	77%	25	23%	46	42%	18	17%	10	9%	1	1%	1	1%	8	7%	2	2%	1	1%
F	70	64%	62	57%	8	7%	35	32%	13	12%	6	6%	1	1%	1	1%	6	6%	0	0%	1	1%
M	39	36%	22	20%	17	16%	11	10%	5	5%	4	4%	0	0%	0	0%	2	2%	2	2%	0	0%
<b>Administrative Support</b>	<b>1,664</b>		1303	78%	361	22%	699	42%	249	15%	235	14%	6	0%	2	0%	112	7%	22	1%	41	2%
F	901	54%	769	46%	132	8%	456	27%	142	9%	106	6%	3	0%	2	0%	60	4%	9	1%	22	1%
M	763	46%	534	32%	229	14%	243	15%	107	6%	129	8%	3	0%	0	0%	52	3%	13	1%	19	1%
<b>Skilled Craft</b>	<b>23,080</b>		14520	63%	8,560	37%	6,798	29%	3,230	14%	3,178	14%	115	0%	17	0%	1,182	5%	786	3%	133	1%
F	666	3%	589	3%	77	0%	417	2%	95	0%	42	0%	1	0%	1	0%	33	0%	9	0%	10	0%
M	22,414	97%	13931	60%	8,483	37%	6,381	28%	3,135	14%	3,136	14%	114	0%	16	0%	1,149	5%	777	3%	123	1%
<b>Service Maintenance</b>	<b>36,817</b>		30939	84%	5,878	16%	18,943	51%	7,806	21%	2,687	7%	98	0%	7	0%	1,398	4%	710	2%	188	1%
F	9,140	25%	8479	23%	661	2%	6,202	17%	1,670	5%	235	1%	23	0%	3	0%	346	1%	81	0%	55	0%
M	27,677	75%	22460	61%	5,217	14%	12,741	35%	6,136	17%	2,452	7%	75	0%	4	0%	1,052	3%	629	2%	133	0%
<b>Total</b>	<b>74,722</b>		<b>55,160</b>	<b>74%</b>	<b>19,562</b>	<b>26%</b>	<b>29,774</b>	<b>40%</b>	<b>13,276</b>	<b>18%</b>	<b>8,247</b>	<b>11%</b>	<b>249</b>	<b>0%</b>	<b>37</b>	<b>0%</b>	<b>3,577</b>	<b>5%</b>	<b>2,003</b>	<b>3%</b>	<b>752</b>	<b>1%</b>

\*American Indian/Alaskan Native

\*\*Native Hawaiian Other Pacific Islander

\*\*\*Persons With Disabilities

F represent employees who Self-Identified as Females

M represent employees who Self-Identified as Males

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



## MTA-Wide Workforce, by Agency as of September 30, 2024

MTA Agency	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
B&T	846		502	59%	344	41%	216	26%	177	21%	49	6%	5	1%	0	0%	55	7%	15	2%	11	1%
F	162	19%	133	16%	29	3%	79	9%	32	4%	12	1%	1	0%	0	0%	9	1%	2	0%	6	1%
M	684	81%	369	44%	315	37%	137	16%	145	17%	37	4%	4	0%	0	0%	46	5%	13	2%	5	1%
BUS	3,940		3436	87%	504	13%	1,937	49%	882	22%	366	9%	20	1%	8	0%	223	6%	74	2%	33	1%
F	502	13%	475	12%	27	1%	314	8%	120	3%	12	0%	2	0%	0	0%	27	1%	3	0%	5	0%
M	3,438	87%	2961	75%	477	12%	1,623	41%	762	19%	354	9%	18	0%	8	0%	196	5%	71	2%	28	1%
C&D	1,839		1209	66%	630	34%	345	19%	210	11%	527	29%	4	0%	1	0%	122	7%	25	1%	58	3%
F	586	32%	436	24%	150	8%	153	8%	89	5%	149	8%	2	0%	1	0%	42	2%	4	0%	26	1%
M	1,253	68%	773	42%	480	26%	192	10%	121	7%	378	21%	2	0%	0	0%	80	4%	21	1%	32	2%
HQ	5,619		3599	64%	2,020	36%	1,325	24%	842	15%	995	18%	16	0%	5	0%	416	7%	171	3%	160	3%
F	1,978	35%	1484	26%	494	9%	705	13%	301	5%	293	5%	5	0%	3	0%	177	3%	26	0%	68	1%
M	3,641	65%	2115	38%	1,526	27%	620	11%	541	10%	702	12%	11	0%	2	0%	239	4%	145	3%	92	2%
LIRR	7,543		3180	42%	4,363	58%	1,386	18%	978	13%	339	4%	23	0%	4	0%	450	6%	418	6%	76	1%
F	1,000	13%	605	8%	395	5%	343	5%	134	2%	53	1%	1	0%	0	0%	74	1%	21	0%	12	0%
M	6,543	87%	2575	34%	3,968	53%	1,043	14%	844	11%	286	4%	22	0%	4	0%	376	5%	397	5%	64	1%
MNR	6,379		2771	43%	3,608	57%	1,286	20%	840	13%	200	3%	25	0%	3	0%	417	7%	388	6%	99	2%
F	722	11%	490	8%	232	4%	274	4%	108	2%	32	1%	6	0%	2	0%	68	1%	17	0%	18	0%
M	5,657	89%	2281	36%	3,376	53%	1,012	16%	732	11%	168	3%	19	0%	1	0%	349	5%	371	6%	81	1%
NYCT	48,556		40463	83%	8,093	17%	23,279	48%	9,347	19%	5,771	12%	156	0%	16	0%	1,894	4%	912	2%	315	1%
F	9,689	20%	9223	19%	466	1%	6,699	14%	1,721	4%	440	1%	19	0%	4	0%	340	1%	74	0%	104	0%
M	38,867	80%	31240	64%	7,627	16%	16,580	34%	7,626	16%	5,331	11%	137	0%	12	0%	1,554	3%	838	2%	211	0%
Total	74,722		55,160	74%	19,562	26%	29,774	40%	13,276	18%	8,247	11%	249	0%	37	0%	3,577	5%	2,003	3%	752	1%

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\*\*Native Hawaiian Other Pacific Islander

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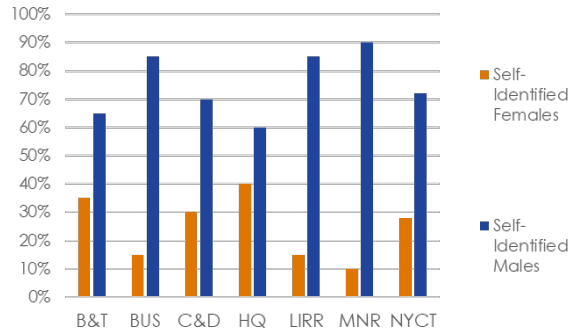
Note: All percentages have been rounded up to the nearest whole number.



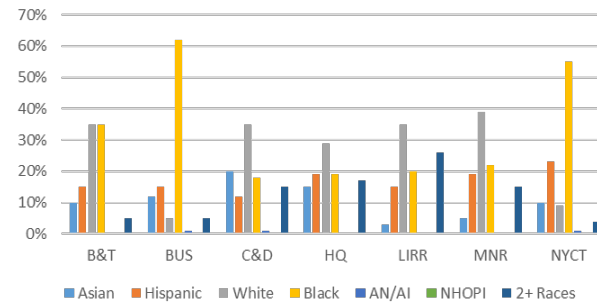
# New Hires by Agency

January 1, 2024 – September 30, 2024

**MTA Agencies New Hires By Sex**



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



Agency	New Hires	Self-Identified Females	Minorities
B&T	20	35%	65%
BUS	608	15%	95%
C&D	130	30%	65%
HQ	495	40%	71%
LIRR	382	15%	65%
MNR	415	10%	61%
NYCT	3287	28%	91%

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





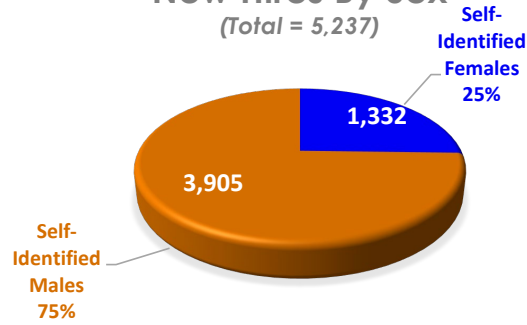


# MTA-Wide New Hires & Separations by Sex

January 1, 2024 – September 30, 2024

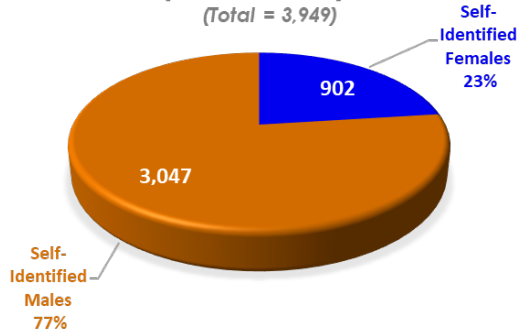
## New Hires By Sex

(Total = 5,237)



## Separations By Sex

(Total = 3,949)



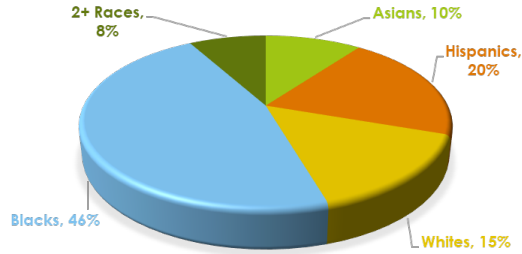
- During the 3rd Quarter 2024, MTA hired **5,237** employees, including **1,332** self-identified females and **3,905** self-identified males. During this same reporting period, **3,949** employees separated from MTA, including **902** self-identified females and **3,047** self-identified males.
- The result was a net increase of **430** self-identified females and **858** self-identified males employees.
- The number of employees who self-identified as veterans decreased by **56**. There were **88** veterans hired and **144** veterans separated during 2024.



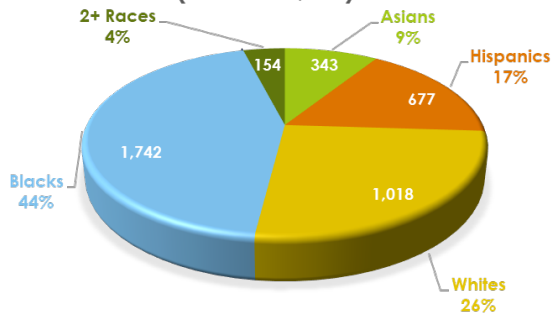
# MTA-Wide New Hires & Separations by Ethnicity

January 1, 2024 – September 30, 2024

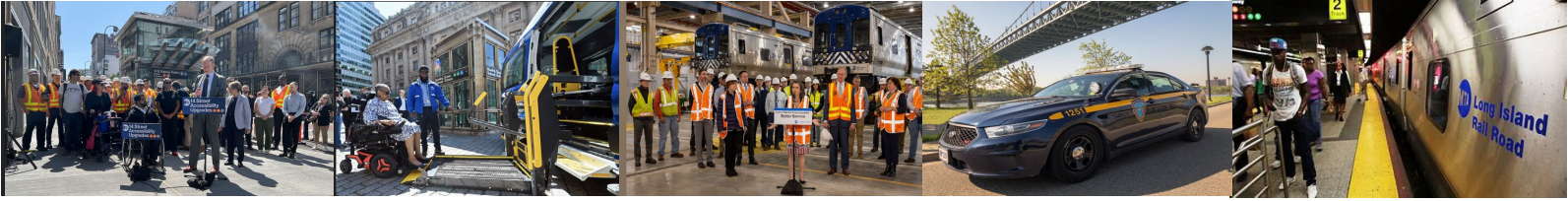
**NEW HIRES BY RACE/ETHNICITY  
(TOTAL = 5,237)**



**SEPARATIONS BY RACE/ETHNICITY  
(TOTAL = 3,949)**



- During 2024, MTA hired **5,237** employees, **4,446** minorities and **791** non-minorities. During this same reporting period, **3,949** employees separated from MTA, **2,931** minorities and **1,018** non-minorities.
- The result was a net increase of **1,515** minority employees.
- The number of employees who self-identified as a person(s) with a disability decreased by **40**. There were **30** persons with a disability hired and **70** persons with a disability separated during 2024.



# EO Complaints and Litigation Year to Date





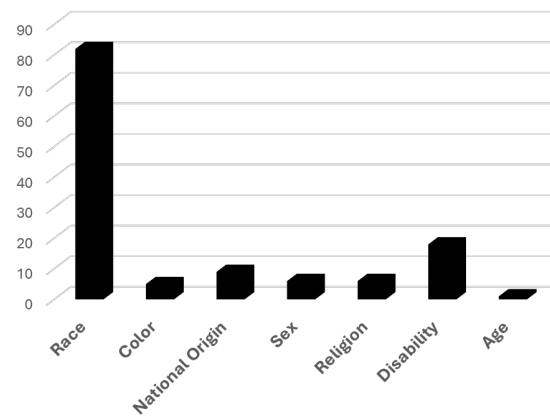
## MTA – Wide Workforce: Q3

### Title VI and Related Discrimination Complaints

January 1, 2024 – September 30, 2024

- **114** Title VI and Related\* complaints were filed, citing **127** separate bases
- The most frequently cited basis was **Race**
- There were **no Title VI Lawsuits filed**

Title VI and Related Discrimination Complaints  
by Bases



Notes:

Formal complaints and lawsuits can be filed alleging multiple bases.

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



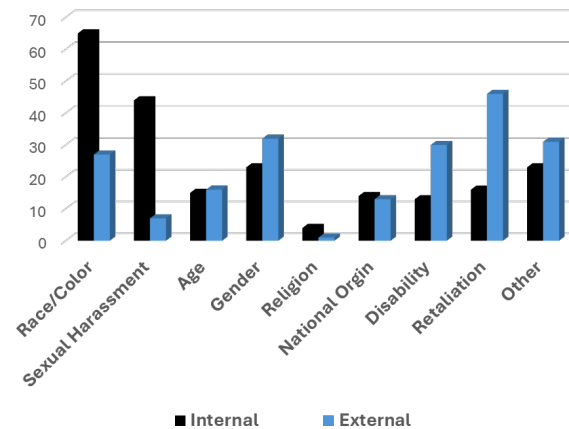
## MTA – Wide Workforce: Q3

### Title VII Employee Discrimination Complaints

January 1, 2024 – September 30, 2024

- **230** complaints were **filed** citing **420** separate bases
- The most frequently singularly-cited\* basis was **Race/Color**
- There were **24 Lawsuits** filed

Internal and External Complaints  
by Bases



Notes:

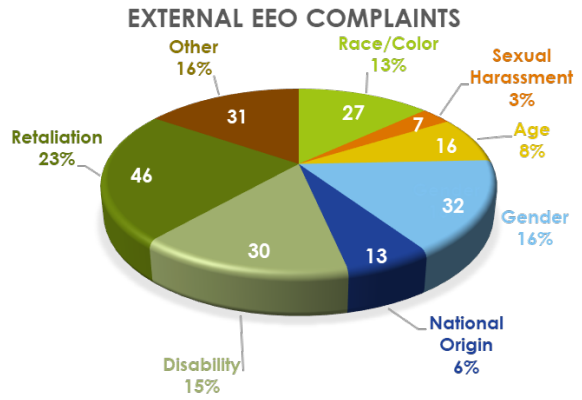
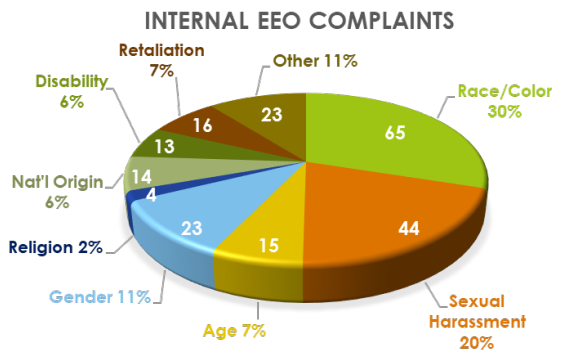
Formal complaints can be filed alleging multiple bases.

\* *Other* consists of any of the remaining 12 legally protected bases not individually shown



# MTA-Wide EEO Internal/External Discrimination Complaints by Bases

January 1, 2024 – September 30, 2024



- During 2024, MTA received **230** EEO complaints\*, citing **420** separate bases, and **24** lawsuits.
- **132** filed internal complaints.
- **122** filed external complaints including lawsuits.
- The most frequently cited bases internally was **Race/Color**.

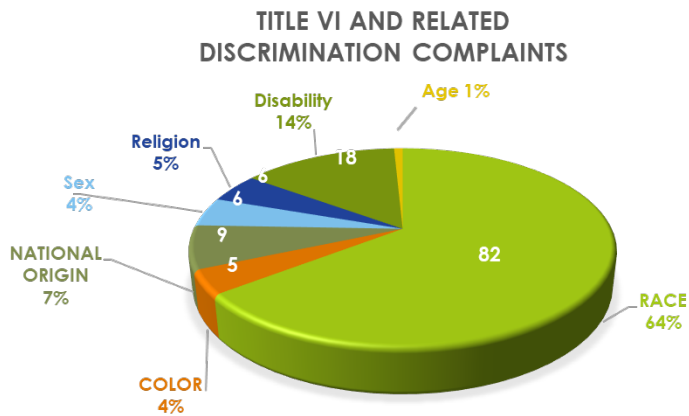


*Note: \*Formal complaints can be filed alleging multiple bases. Additionally, numerous incoming matters were also handled during this time*



# MTA-Wide Title VI and Related Discrimination Complaints by Bases

January 1, 2024 – September 30, 2024



- During 2024, MTA received **114** Title VI and Related complaints, citing **127** separate bases and no Title VI lawsuit.
- **83** Title VI complaints\* were filed.
- **31** 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.



# D&I in Motion All Agency Employee Resource Groups Quarterly Highlights

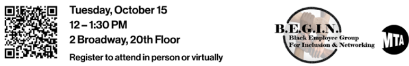




# All Agency Employee Resource Groups Quarterly Highlights



**Advancing Black Excellence in the Workplace, October 2024 - B.E.G.I.N.** held a panel discussion centered on Advancing Black Excellence in the Workplace Exploring Lessons Moving Forward. Several MTA executives from operations and headquarters took part in this critical dialogue, they shared lessons learned, tips, and helpful hints that shaped their trajectory of their careers.



**Making Strides Against Breast Cancer Walk, October 2024 - Empowering Women in Transportation (EWT)** led the MTA's participation in the Making Strides for Breast Cancer Walk. This is the second year that EWT spearheaded this initiative. EWT expanded many this years walk to include two walk locations, MTA Breast Cancer Walk T-shirts, and partnerships with other departments. The goal was to raise \$30,000 and we raised over \$40,000.



**Winter Coat & Toy Drive, November 2024 – All Generational** hosted their annual winter toy and coat drive to benefit The Henry Street Settlement. Collection boxes were available at all MTA Agencies for employees to drop off their donations

**MTA Strategic Priority – Revive Talent and Culture**

# All Agency Employee Resource Groups (ERG) Quarterly Highlights

**Veterans ERG Veteran Day Ceremony and Parade, November 2024** - The Veteran ERG held their annual Veteran Day Ceremony to commemorate the service and sacrifice of our Armed Service Veterans. MTA Pipes and Drums, as well as The Color Guard, participated in the observance. Additionally, Veterans took part in the New York City Veterans Day Parade.



**Lunch & Learn, November 2024 – Pride Express** hosted a lunch and learn detailing the timeline of historical events that shaped the LGBTQ+ rights in the workplace.

**Professional Speed Networking, November 2024** - Young Professional (YP) members had the opportunity to meet employees from different agencies and crafts; to introduce themselves describe their roles and responsibilities. The networking opportunity is one method that allows YP ERG to build community.



**MTA Strategic Priority – Revive Talent and Culture**



**Metropolitan  
Transportation  
Authority**

Department of  
Diversity and Civil Rights

**MTA  
MWBE/DBE/SDVOB  
Program Activity**

**December 16, 2024**

# MWBE/DBE/SDVOB Activity

New York State Fiscal Year 2024-2025\*

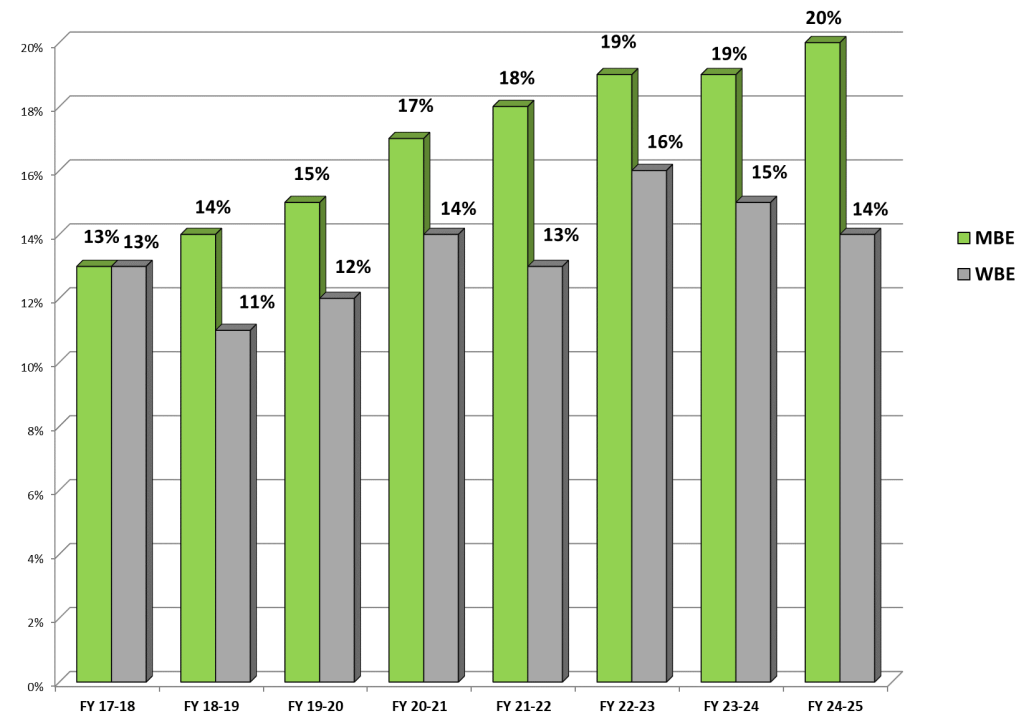
(Reporting Period: April 1, 2024, to September 30, 2024)

- 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.
- MTA established an overall MWBE goal of 30% for the New York State fiscal year 2024-2025, starting April 1, 2024.

- During the first two quarters of the FY 2024-25, the MTA has paid \$1.3 billion on prime contracts, with \$453 million (34%) paid to certified MWBEs.

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

NYS MWBE PAYMENTS  
APRIL 2017 - SEPTEMBER 2024

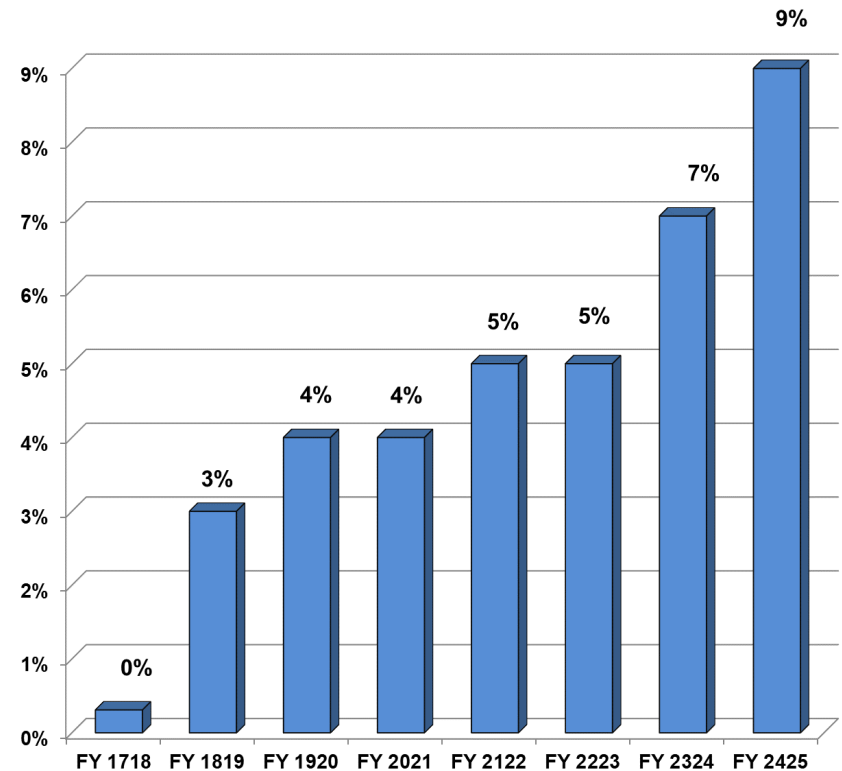


# SDVOB Participation on State Funded Contracts New York State Fiscal Year 2024-2025\*

(Reporting Period: April 1, 2024, to September 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 MTA established an overall SDVOB goal of 6% for State fiscal year 2024-2025, starting on April 1, 2024.
- During the first two quarters of the FY 2024-25, the MTA paid \$377 million on prime contracts with \$32 million (9%), paid to certified SDVOBs.

**SDVOB CONTRACT PAYMENTS**  
October 2017 - September 2024

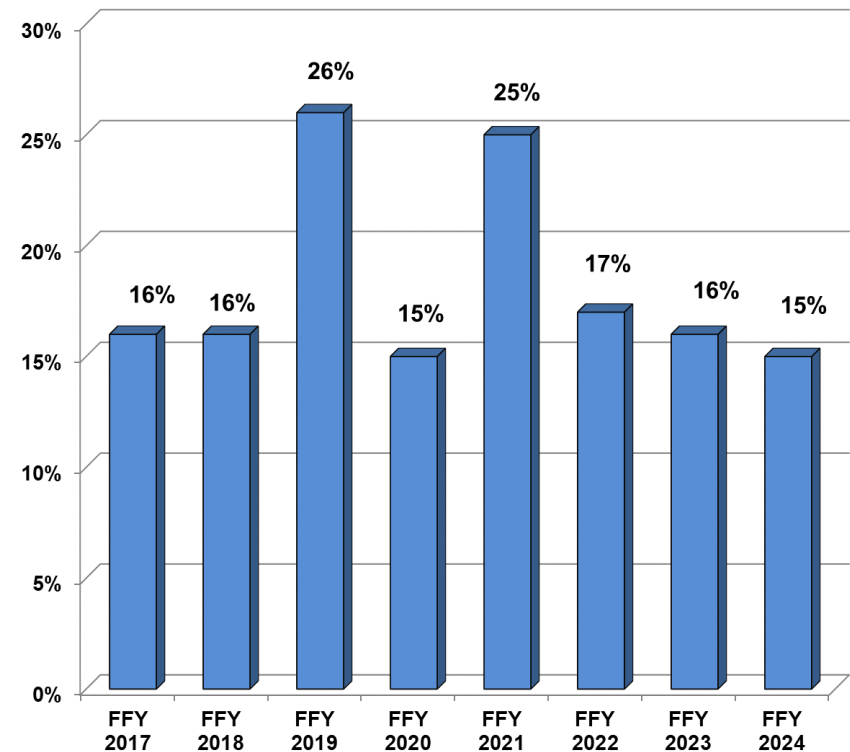


\*The State Fiscal Year runs from April 1<sup>st</sup> through March 31<sup>st</sup>.

## DBE Participation in Federally Funded Contracts Federal Fiscal Year 2024 (Reporting Period: October 1, 2023, to September 30, 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 FFY 2024, MTA awarded \$1.75 billion in the federally funded portion of contracts, with approximately \$264 million (15%) being awarded to certified DBEs.
- On contracts closed during FFY 2024, MTA achieved 22% DBE participation.

**DBE CONTRACT AWARDS**  
October 2017 - September 2024



# 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%)
Term	Federal FY 2024 (Oct 2023 – Sep 2024)	NYS FY 2024-25 (Apr 2024 – Sep 2024)		
Total MTA Payments	\$1.6B	\$737M	\$737M	\$250M
Total MWDBE Payments	\$400M (24%)	\$144M (20%)	\$90M (12%)	\$13M (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 – September 2024**

Total Number of Awards- 50

Total Value of Awards- \$4.8 million

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

Total Number of Awards- 1,157

Total Value of Awards- \$231 million



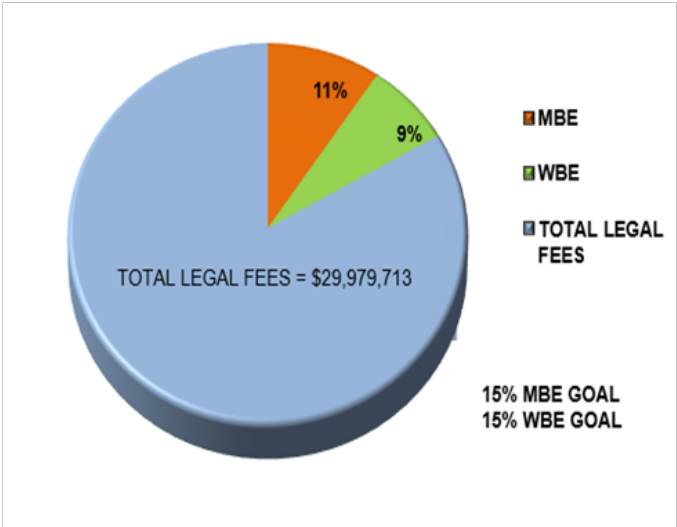
# MTA – All Agency Legal Fee

## April 2024 – September 2024



Actual MBE Participation: \$3,101,997 (7%)  
Actual WBE Participation: \$4,128,364 (9%)

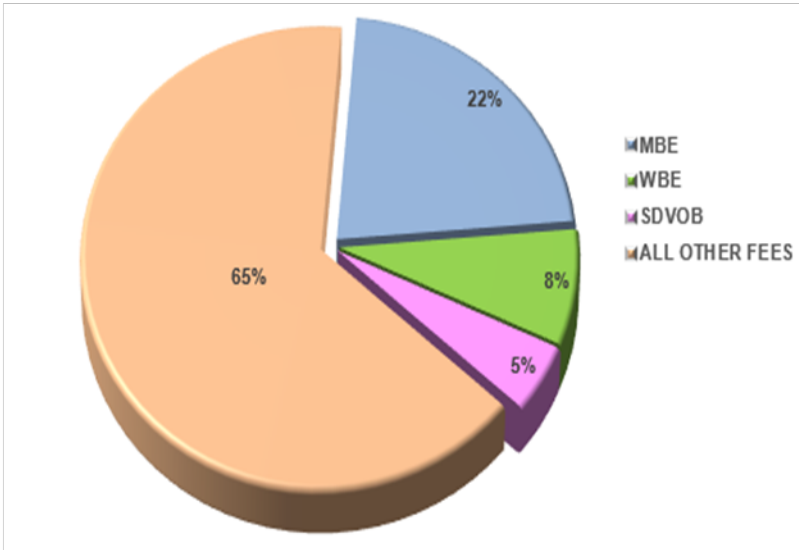
## April 2023 – September 2023



Actual MBE Participation: \$3,437,255 (11%)  
Actual WBE Participation: \$2,624,964 (9%)

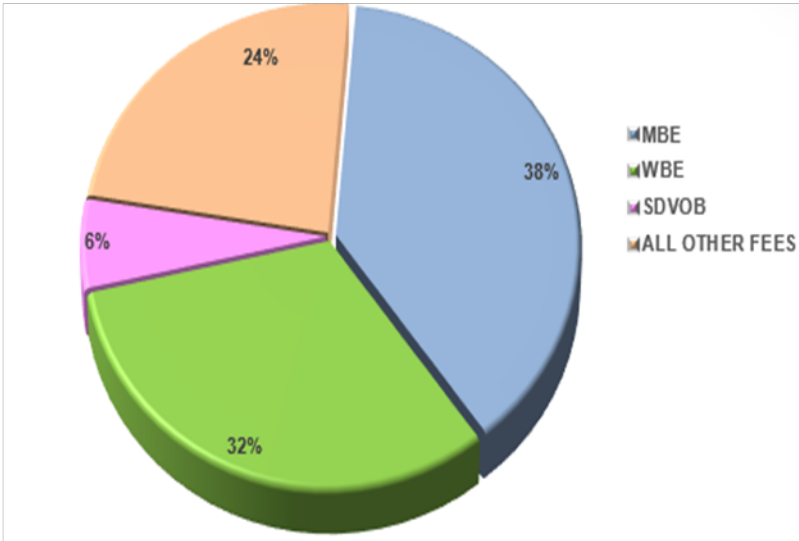
# MTA All Agency Underwriter Fees

**April 2024 – September 2024**



Actual MBE Participation:	\$1,631,364 (22%)
Actual WBE Participation:	\$588,423 (8%)
Actual SDVOB Participation:	\$345,770 (5%)
All Other Underwriting Fees:	\$4,739,191 (65%)
<b>Total Underwriting Fees:</b>	<b>\$7,304,748</b>

**April 2023 – September 2023**



Actual MBE Participation:	\$711,830 (32%)
Actual WBE Participation:	\$864,279 (38%)
Actual SDVOB Participation:	\$135,017 (6%)
All Other Underwriting Fees:	\$535,933 (24%)
<b>Total Underwriting Fees:</b>	<b>\$2,247,060</b>

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

As of September 2024

- Total assets managed by MWBEs: \$3.94 billion; or 34% of total assets
- Majority of assets are in traditional asset classes
- Traditional assets managed by MWBEs: \$3.75 billion; or 41% of traditional assets
  - MWBE firms manage
    - 85% of US Equities
    - 39% of Real Estate
    - 16% of Non-US Equities
    - 34% of Fixed Income
    - 18% of Credit/Private
- Alternative investments managed by MWBE's: \$188 million; or 7% of alternative investments



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**MTA  
All Discretionary Spend  
Including A&E, IT, Legal**

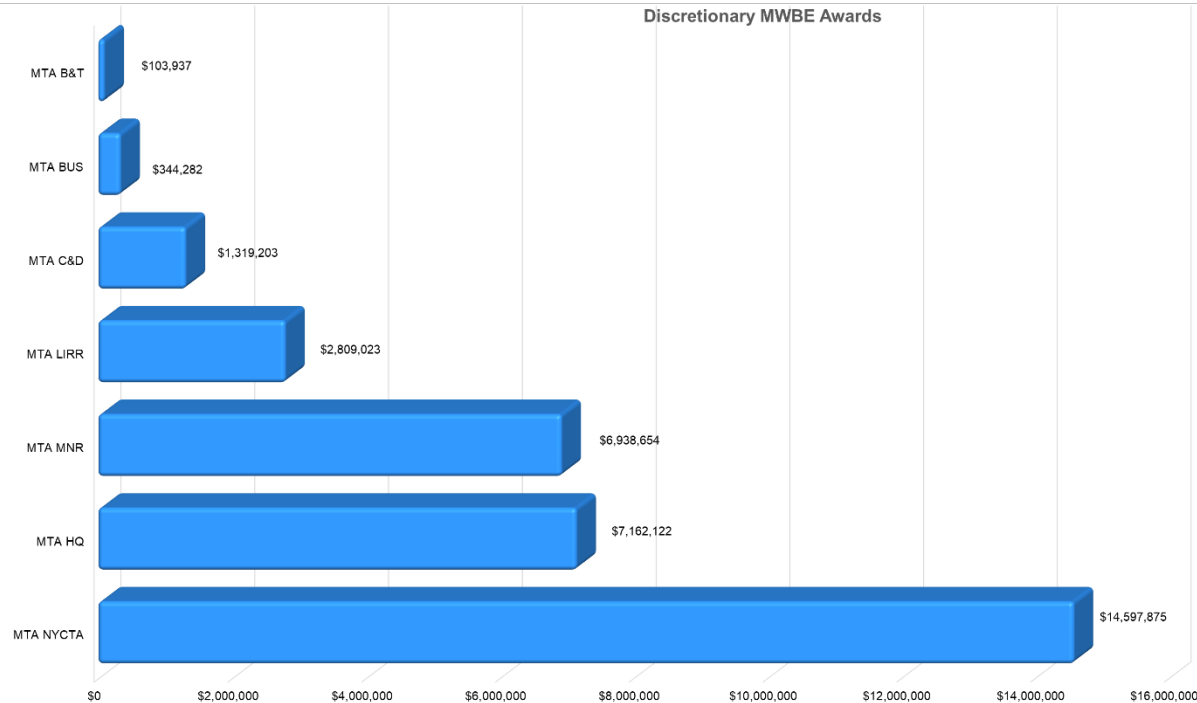
**December 16, 2024**

# MTA All Agency Discretionary Procurement Report

**April 2024 - September 2024**

Agency	Total Awards \$1.5M or Less	MWBE Discretionary Awards	Discretionary MWBE	SBC Discretionary	Discretionary SBC
<b>MTA NYCTA</b>	\$ 90,376,090.18	\$ 14,597,875.00	16%	\$ 2,253,545.25	2%
<b>MTA MNR</b>	\$ 37,886,348.90	\$ 6,938,653.99	18%	\$ 1,330,507.39	4%
<b>MTA B&amp;T</b>	\$ 4,300,378.77	\$ 103,937.00	2%	\$ 102,800.00	2%
<b>MTA LIRR</b>	\$ 39,300,573.96	\$ 2,809,022.89	7%	\$ 1,216,247.72	3%
<b>MTA HQ</b>	\$ 20,054,567.95	\$ 7,162,122.33	36%	\$ -	0%
<b>MTA C&amp;D</b>	\$ 2,094,730.73	\$ 1,319,203.00	63%	\$ -	0%
<b>MTA BUS</b>	\$ 17,030,542.50	\$ 344,282.58	2%	\$ 116,746.50	1%
<b>Total</b>	<b>\$ 211,043,232.99</b>	<b>\$ 33,275,096.79</b>	<b>16%</b>	<b>\$ 5,019,846.86</b>	<b>2%</b>

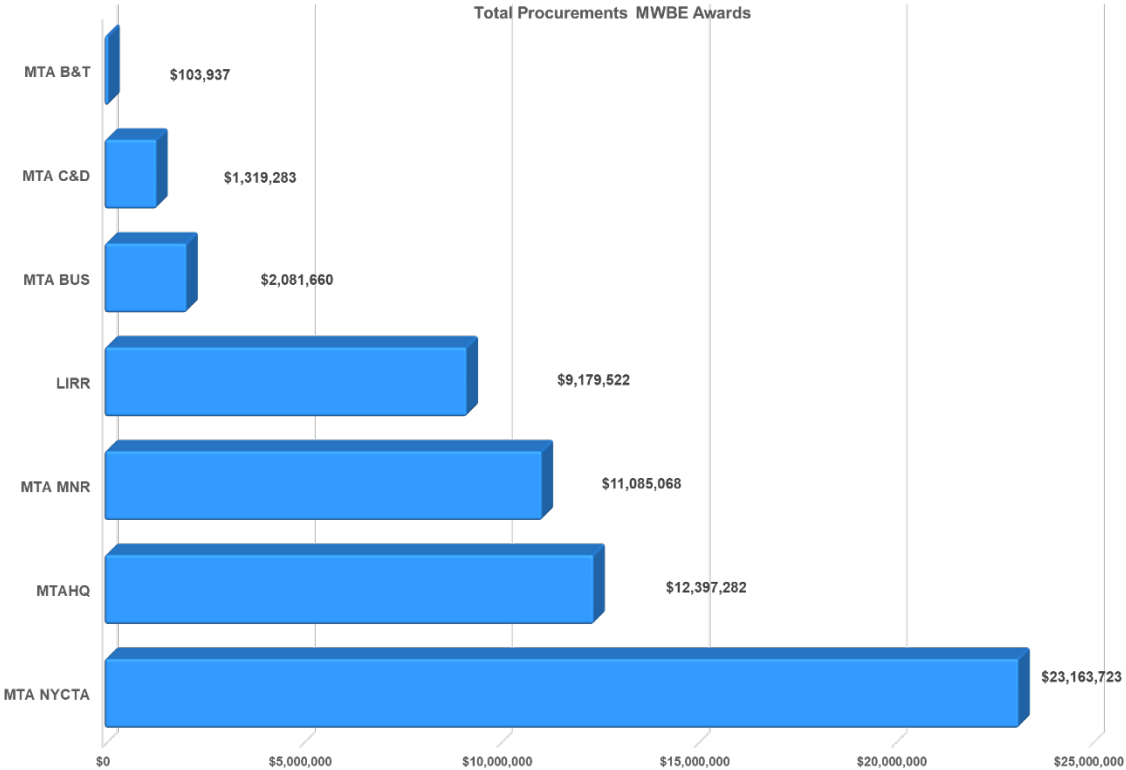
\* Discretionary procurements include purchases for goods, miscellaneous procurements, personal or miscellaneous services.



# MTA All Agency Total Procurements

April 2024 - September 2024

Agency	Total Award Amount	Total MWBE Awards	MWBE
<b>MTA NYCTA</b>	\$ 143,885,671.85	\$ 23,163,722.73	16%
<b>MTA MNR</b>	\$ 58,160,717.52	\$ 11,085,068.26	19%
<b>MTA B&amp;T</b>	\$ 271,870,414.82	\$ 103,937.00	0%
<b>MTA LIRR</b>	\$ 70,522,269.92	\$ 9,179,522.00	13%
<b>MTA HQ</b>	\$ 157,352,662.86	\$ 12,397,281.65	8%
<b>MTA C&amp;D</b>	\$ 2,094,730.73	\$ 1,319,283.00	63%
<b>MTA BUS</b>	\$ 17,030,542.50	\$ 2,081,660.05	12%
<b>Total</b>	<b>\$ 720,917,010.20</b>	<b>\$ 59,330,474.69</b>	<b>8%</b>





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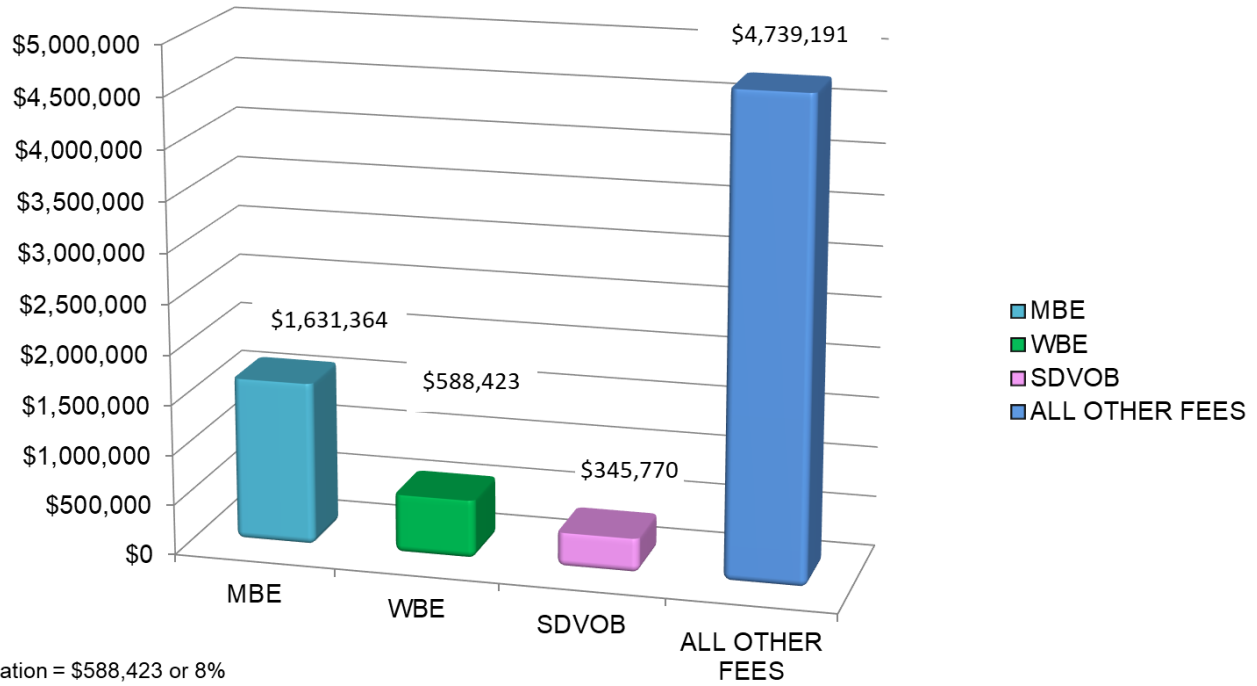
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Diversity and Civil Rights

**MTA**

**Underwriter Fees**

**December 16, 2024**

# MTA All Agency Underwriter Fees April – September 2024



Actual WBE Participation = \$588,423 or 8%  
Actual MBE Participation = \$1,631,364 or 22%  
Actual SDVOB Participation = \$345,770 or 5%  
All Other Underwriting Fees = \$4,739,191 or 65%





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**MTA**

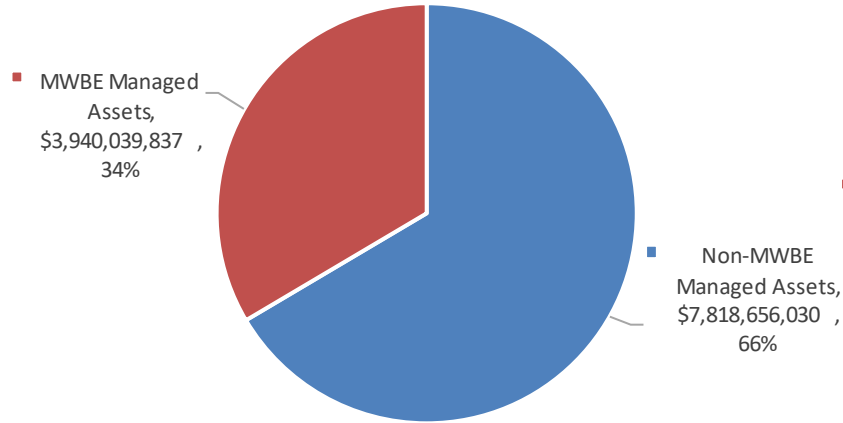
**Asset Fund Managers**

**December 16, 2024**

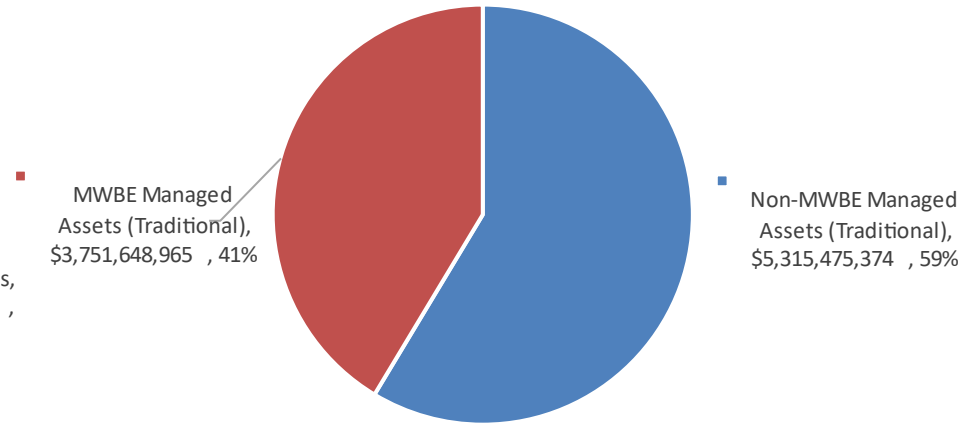
# MTA Sponsored Plans – MWBE Participation

As September 2024

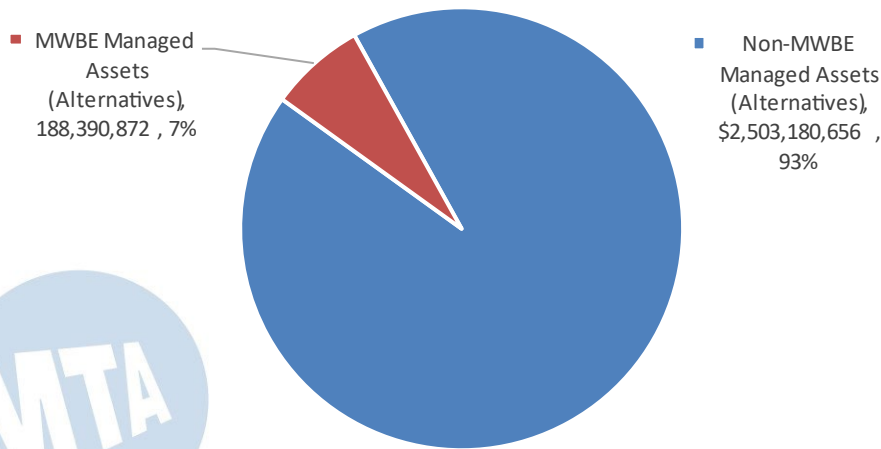
Combined Plans - Total Assets



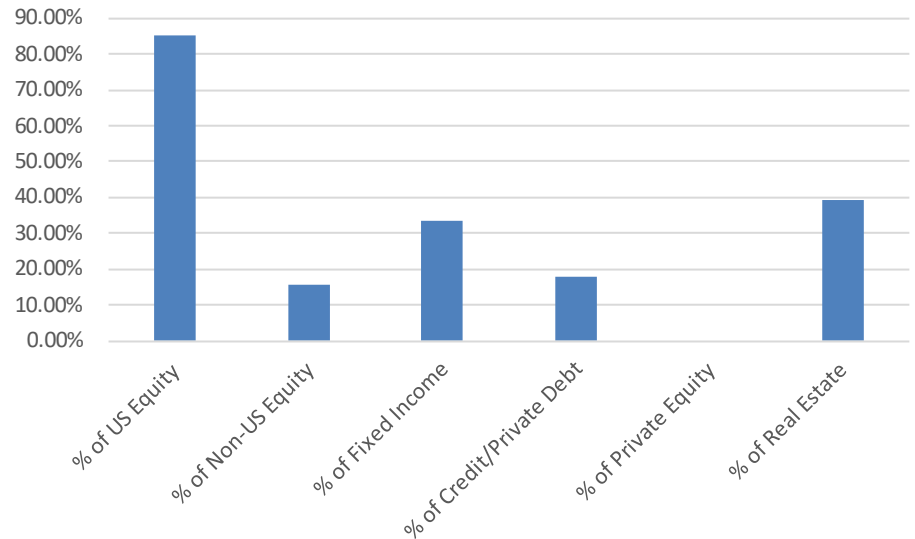
Combined Plans - Traditional Investments



Combined Plans - Alternative Investments



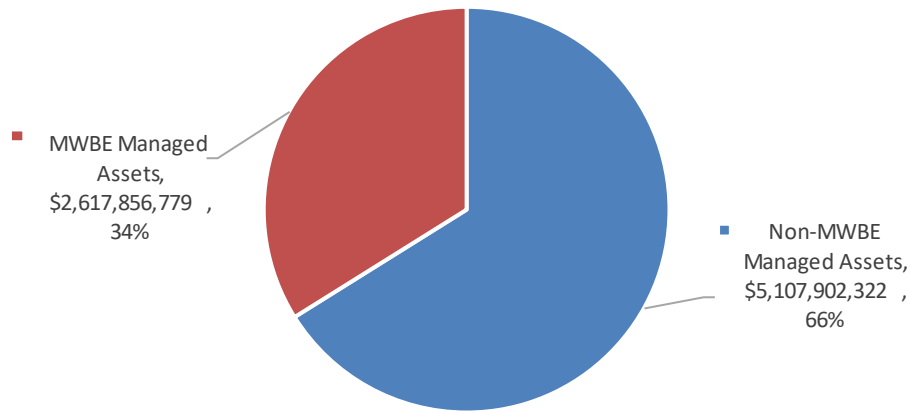
MWBE Managed Assets by Asset Class



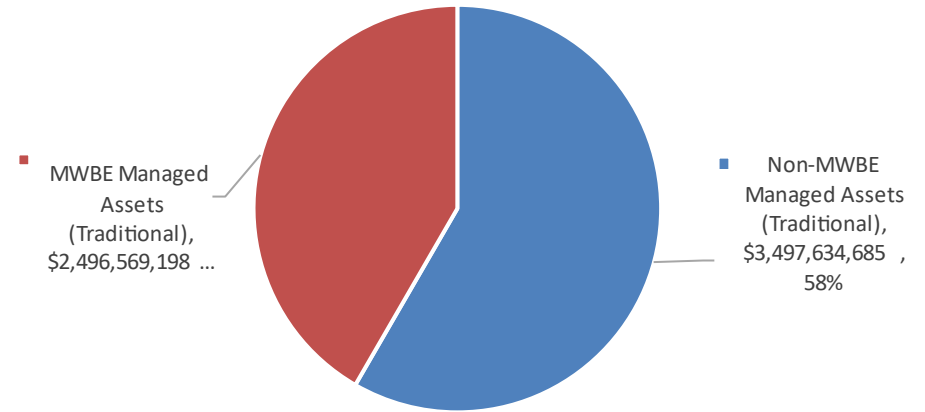
# MTA Sponsored Plans – MWBE Participation

As September 2024

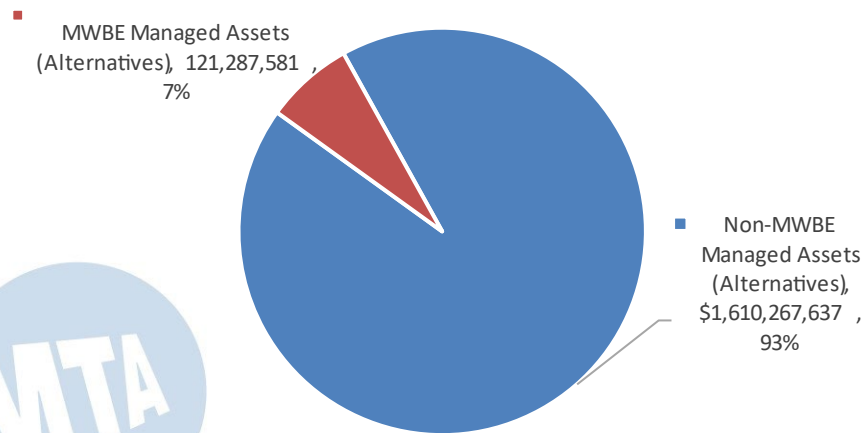
MTA Defined Benefit - Total Assets



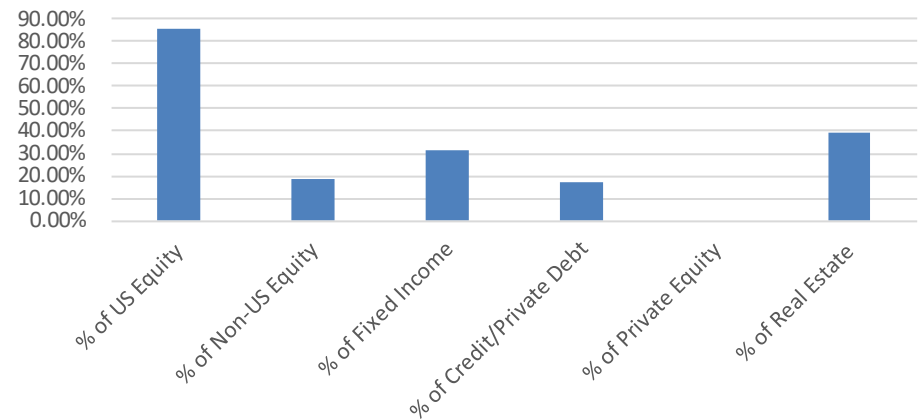
MTA Defined Benefit - Traditional Investments



MTA Defined Benefit - Alternative Investments



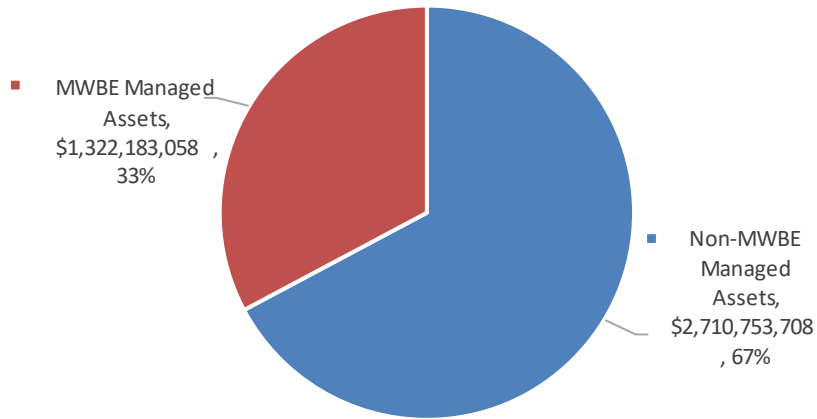
MWBE Managed Assets by Asset Class



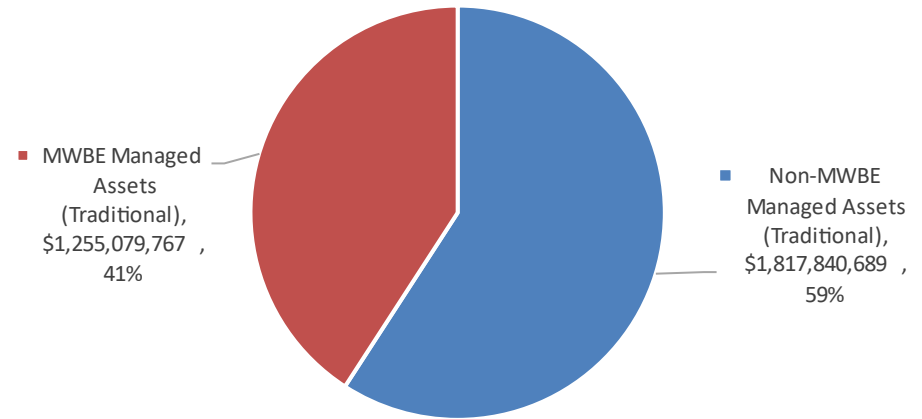
# MTA Sponsored Plans – MWBE Participation

As of September 2024

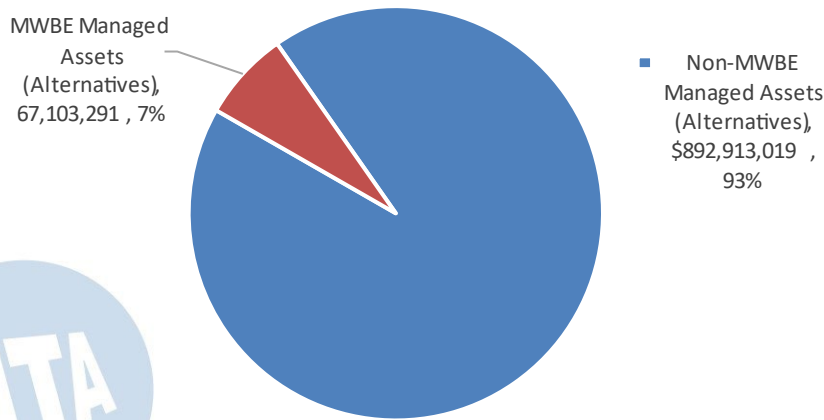
MaBSTOA - Total Assets



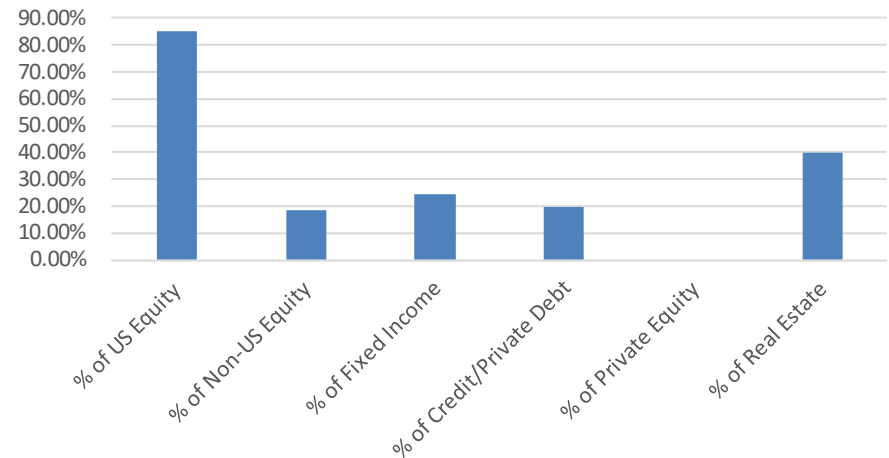
MaBSTOA - Traditional Investments



MaBSTOA - Alternative Investments



MWBE Managed Assets by Asset Class





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**MTA  
Business Development  
Initiatives**

**December 16, 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 I 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
July	August	September
MWBE Regional Opportunities Expo Series	DDCR Presents "DBE Certification Session"	DDCR Presents New Firm Orientation Session
30th Annual Competitive Edge Conference	Greater Harlem Chamber of Commerce Presents: Honoring Senior Citizens Day	ENR NY/NJ Infrastructure Forum
	Greater Harlem Chamber of Commerce Presents: CUNY 2024 Jobs & Career Fair	MTA MEET THE PRIMES EVENT
	Empowering Infrastructure Growth for Small Business Contractors - US DOT Small Business Transportation Resource Center - Northeast Region	



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**MTA  
Small Business  
Development Program**

**December 16, 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 \$5 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 \$5 million

## Benefits of the Program

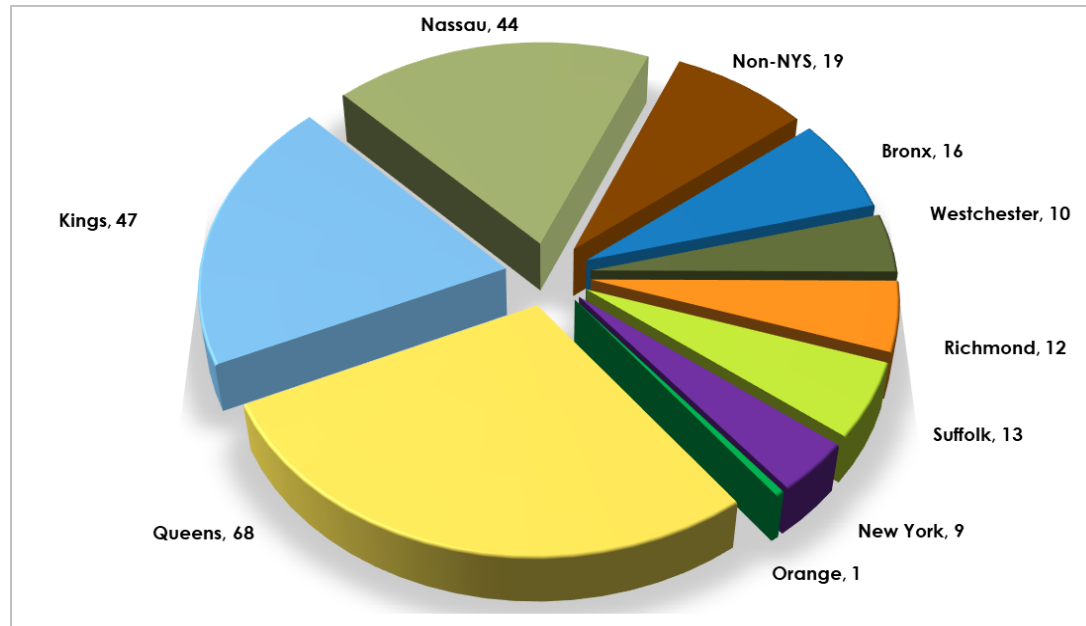
- ✓ Uniform Set of Front-End Bid Documents for All Agencies: NYCT, MNR, B&T, LIRR, MTA BUS, and MTA C&D
- ✓ Fast-Track Payments – 10 Business Days
- ✓ Awards SBMP & SBFP – within 22 business days
- ✓ Closeouts SBMP & SBFP – within 20 & 30 business days respectively
- ✓ Change Orders – within 15 business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



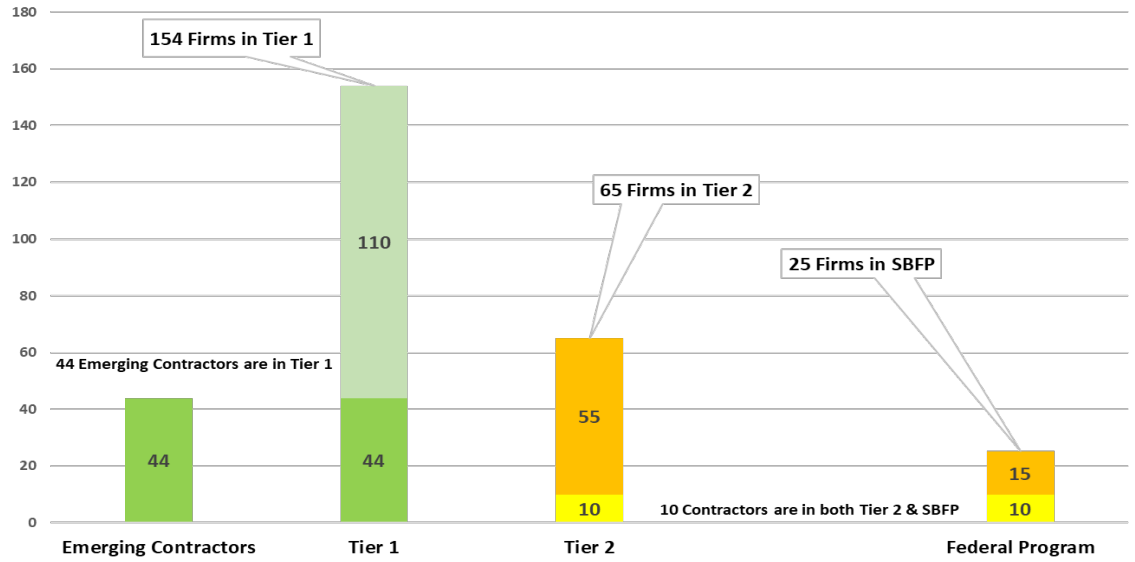


## Small Business Development Program – NY Metropolitan Area Enrollment

239 Firms Actively Enrolled in the Program

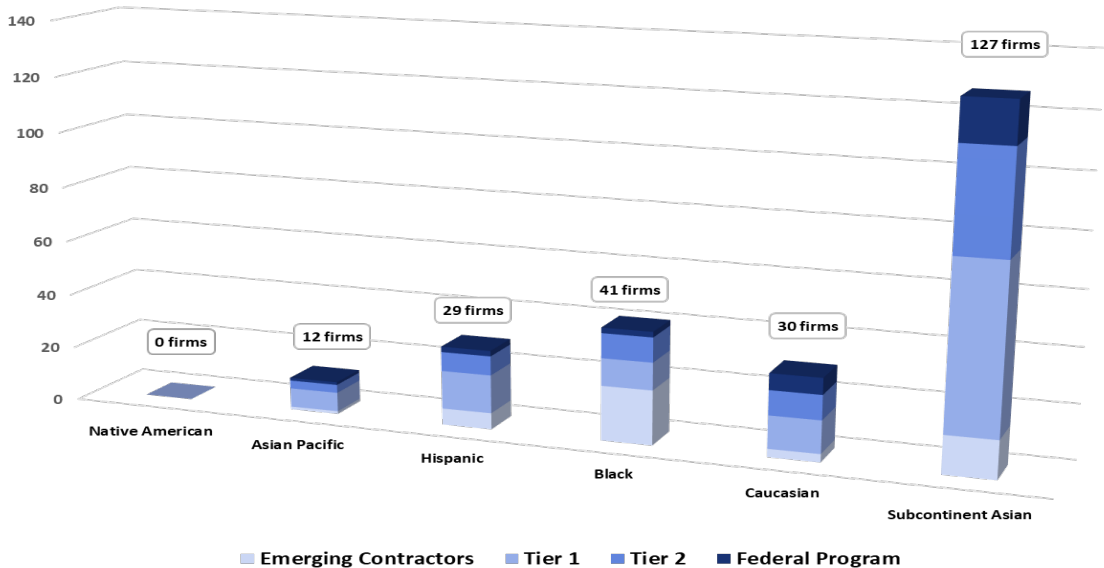


# Small Business Development Program – Tier Participation



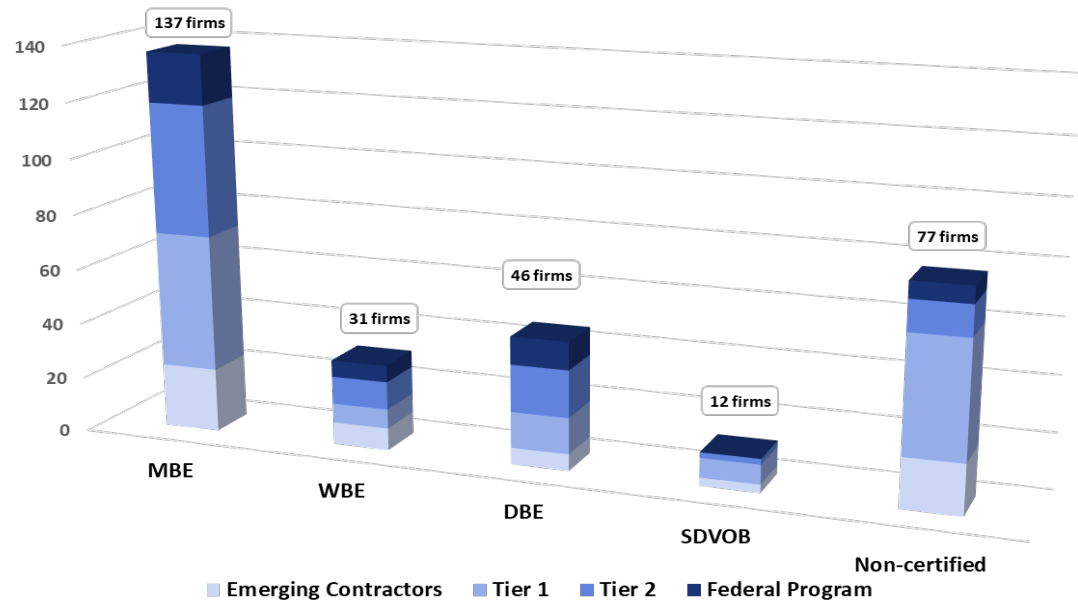
# Small Business Development Program – Diversity of Tier Participants

Ethnicity of Firms Actively Enrolled in the Program by Tier



# Small Business Development Program – Certification of Program Participants

## Certifications of Firms Actively Enrolled in the Program by 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	28	60

