
MTA NEW YORK CITY TRANSIT
(NYCT)

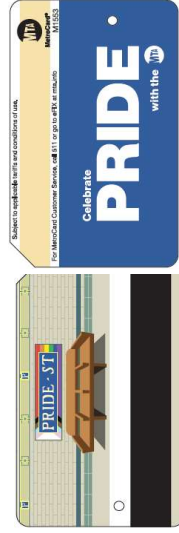
EEO Report – 1st Quarter 2023

June 26, 2023



EEO 1st Quarter Executive Summary

D&I in Motion – All Agency Employee Resource Groups Quarterly Highlights – JUNE
MTA Employee Resource Groups (ERGs) help foster a diverse and inclusive workplace aligned with our mission, values and goals, and offer a sense of community and belonging to all MTA employees.



PRIDE EXPRESS hosted a Greenwich Village Historical Walking Tour to celebrate Pride Month. Historical sites instrumental to the LGBTQIA+ movement were visited. The members of Pride Express also attended The Hastings Pride Community Festival which was an interactive family friendly event.



Pride Express was instrumental in the roll out of the MTA Pride Month MetroCard and the Pride Decals on 50 MNR trains, 50 LIRR trains, NYCT Subway Cars and 50 Bridge and Tunnels Trucks.



B.E.G.I.N. - In celebration of Juneteenth, B.E.G.I.N. hosted a series of events. B.E.G.I.N. members created a video – broadcasted on the MTA monitors - that traced the origins and history of Juneteenth. In addition, a tour of the African Burial Ground and National Monument was hosted by the ERG, and a members-only networking event was held at a Black owned restaurant.



In Commemoration of Jewish American Heritage Month, the MTA in collaboration with **The Museum of Jewish Heritage** held a conversation with Holocaust survivor Maritza Shelley and Marge Ginsburg, MTA Deputy Chief Technology Officer. Maritza Shelley shared her stories and personal experiences. Employees joined in paying tribute to the generations of Jewish Americans who helped form the fabric of American history, culture, and society.



EEO 1st Quarter Executive Summary Cont.

□ D&I in Motion – All Agency Employee Resource Groups Quarterly Highlights - MAY

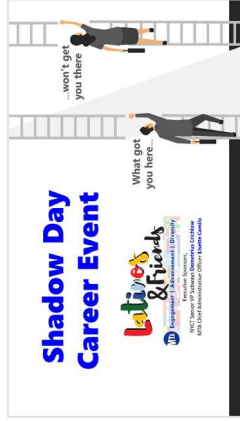


Veterans - - The MTA Veterans Employee Resource Group held a noontime Memorial Day Observance on May 17th at 2 Broadway to remember those who paid the ultimate sacrifice. The guest speaker was Patrick Warren, MTA Chief Security Officer and Retired Army Colonel

Abilities – In recognition of May as Mental Health Awareness Month, Abilities ERG held a forum to discuss mental health challenges, Work Life Services and the Employee Assistance Program were available to offer their services and support to employees.



Thursday, May 18
Online or 2 Broadway
20th Floor Conference Room
12:00 pm - 1:00pm



Latinos & Friends - hosted a Shadow Day which provided its members with the opportunity to gain insight into their colleagues' roles, responsibilities, and special projects throughout the MTA. Job shadowing gives you a small but critical window into the day-to-day operations of your ideal career.

TransportAsian – In celebration of Asian American Pacific Islander Month (AAPI), TransportAsian ERG streamed a two-part documentary to bring awareness to the many contributions and achievements made by the AAPI community. The documentary shared the challenges and triumphs experienced by Asian American Pacific Islanders in the United States.



EEO 1st Quarter Executive Summary Cont.

□ EEO

As of **March 31**, NYCT's workforce consisted of 47,151 employees of which females represented 19% (8,893) and minorities represented 82% (38,644), veterans represented 2% (957) and there were 195 employees identifying as a person with a disability represented less than 1 % of the total workforce.

In comparison with the 1st Quarter 2022 (1Q22):

- NYCT 1st Quarter 2023 workforce increased by 1,003 employees.
- Female representation increased by 471 employees.
- Minority representation increased by 1,336 employees.
- There were **8** employee hired who self-identified as a veteran and **17** employee separated that self-identified as a veteran.
- NYCT handled* a total of 163 EEO complaints; of which 49 were internal and 114 were external. In the 1st Quarter 2022, NYCT handled a total of 139 EEO complaints; of which 32 were internal and 107 were external.
- NYCT handled* a total of 31 Title VI complaints and 0 Title VI lawsuits.

* Complaints handled include incoming 2023 cases and cases that carried over from the prior years.



EEO 1st Quarter Executive Summary Cont.

□ EEO

MTA NYCT conducted a utilization analysis of females and minorities in its workforce. The utilization analysis consists of comparing **MTA NYCT March 31, 2023**, workforce percentages for females and minorities to the estimated availability of the females and minorities available within the relevant labor market.

Based on the utilization analysis, MTA NYCT'S 2023 workforce estimated availability targets are:

EEO4 Category	Minorities	Females	Black	Hispanic	Asian	Am Ind/AL/Nat	NHOPI	2+Races
EEO Category 1	61.4%	14.1%	34.2%	14.8%	9.3%	0.2%	0.0%	3.0%
EEO Category 2	49.8%	32.3%	20.4%	8.8%	16.7%	0.2%	0.0%	3.8%
EEO Category 3	54.3%	13.6%	20.8%	12.0%	18.7%	0.0%	0.0%	2.7%
EEO Category 4	54.9%	25.9%	27.9%	21.1%	3.7%	0.0%	0.1%	2.2%
EEO Category 5	47.1%	43.2%	21.2%	10.9%	8.8%	4.8%	0.0%	1.2%
EEO Category 6	32.6%	19.7%	20.3%	4.7%	6.3%	0.0%	0.0%	1.4%
EEO Category 7	24.2%	2.6%	12.7%	5.0%	5.1%	0.1%	0.0%	1.3%
EEO Category 8	57.9%	18.7%	22.5%	27.5%	6.0%	0.2%	0.0%	1.8%



EEO 1st Quarter Executive Summary Cont.

Based on the NYCT **utilization analysis***, the underrepresentation for females and minorities occurred in the following EEO categories:

All Females:

- Professionals–White
- Technicians –White
- Protective Service – Hispanics, Asians and White
- Service Maintenance– Hispanics and White

Minority Males:

- Officials & Administrators – Blacks
- Service Maintenance– Hispanics

*The utilization analysis compares the percentages of females and minorities employed in each job group to 80 percent of the females and minorities available within the relevant labor market.



EEO 1st Quarter Executive Summary Cont.

- When vacancies occur for EEO job categories, NYCT's action strategy to address areas of underutilization will include:
 - Identifying specific job groups/job titles within the underutilized category that present an opportunity for targeted recruitment;
 - Forecasting future opportunities for underutilized job groups/titles, in communication with hiring managers, and raising awareness of need to make extra efforts to achieve representation of targeted groups in the candidate pools.
 - Engaging with potential outreach sources relevant to the underutilized groups such as hosting career fairs to attract qualified candidates into the pipeline for non-traditional technical positions.
 - Creating unique approaches to attract, promote and retain the specific job group/job title.
- NYCT will create targeted strategies and initiatives for the following underutilization job groups: Officials & Administrators, Professionals, Technicians, Protective Service, Service Maintenance.



MTA NEW YORK CITY
TRANSIT

Workforce

as of March 31, 2023



Definitions of EEO Job Categories

- ❑ **Officials & Administrators** - Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis.
- ❑ **Professionals** - Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge.
- ❑ **Technicians** - Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training.
- ❑ **Protective Services** - Occupations in which workers are entrusted with public safety, security and protection from destructive forces.
- ❑ **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 NYCT Workforce

The table below is a snapshot of MTA NYCT workforce by race/ethnicity, gender and veterans as of **March 31, 2023**.

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	1,574		1088	69%	486	31%	543	34%	250	16%	185	12%	4	0%	2	0%	104	7%	100	6%	42	3%
	F 362	23%	307	20%	55	3%	204	13%	53	3%	31	2%	0	0%	0	0%	19	1%	6	0%	13	1%
M 1,212	77%	781	50%	431	27%	339	22%	197	13%	154	10%	4	0%	2	0%	85	5%	94	6%	29	2%	
Professionals	928		700	75%	228	25%	310	33%	113	12%	219	24%	2	0%	0	0%	56	6%	17	2%	34	4%
	F 379	41%	325	35%	54	6%	174	19%	57	6%	71	8%	1	0%	0	0%	22	2%	2	0%	17	2%
M 549	59%	375	40%	174	19%	136	15%	56	6%	148	16%	1	0%	0	0%	34	4%	15	2%	17	2%	
Technicians	137		104	76%	33	24%	40	29%	17	12%	42	31%	0	0%	0	0%	5	4%	2	1%	2	1%
	F 20	15%	18	13%	2	1%	11	8%	4	3%	2	1%	0	0%	0	0%	1	1%	1	1%	0	0%
M 117	85%	86	63%	31	23%	29	21%	13	9%	40	29%	0	0%	0	0%	4	3%	1	1%	2	1%	
Protective Services	810		686	85%	124	15%	391	48%	219	27%	48	6%	0	0%	2	0%	26	3%	53	7%	5	1%
	F 142	18%	133	16%	9	1%	95	12%	28	3%	1	0%	0	0%	0	0%	9	1%	4	0%	0	0%
M 668	82%	553	68%	115	14%	296	37%	191	24%	47	6%	0	0%	2	0%	17	2%	49	6%	5	1%	
Paraprofessionals	9		8	89%	1	11%	4	44%	2	22%	1	11%	1	11%	0	0%	0	0%	0	0%	0	0%
	F 7	78%	6	67%	1	11%	3	33%	2	22%	0	0%	1	11%	0	0%	0	0%	0	0%	0	0%
M 2	22%	2	22%	0	0%	1	11%	0	0%	1	11%	0	0%	0	0%	0	0%	0	0%	0	0%	
Administrative Support	872		811	93%	61	7%	497	57%	118	14%	164	19%	1	0%	0	0%	31	4%	9	1%	11	1%
	F 484	56%	459	53%	25	3%	338	39%	67	8%	37	4%	0	0%	0	0%	17	2%	4	0%	6	1%
M 388	44%	352	40%	36	4%	159	18%	51	6%	127	15%	1	0%	0	0%	14	2%	5	1%	5	1%	
Skilled Craft	15,906		11168	70%	4,738	30%	5392	34%	2,134	13%	2,864	18%	69	0%	7	0%	702	4%	326	2%	37	0%
	F 493	3%	459	3%	34	0%	340	2%	66	0%	31	0%	0	0%	1	0%	21	0%	3	0%	2	0%
M 15,413	97%	10709	67%	4,704	30%	5052	32%	2,068	13%	2,833	18%	69	0%	6	0%	681	4%	323	2%	35	0%	
Service Maintenance	26,915		24079	89%	2,836	11%	15215	57%	6,037	22%	1,942	7%	62	0%	4	0%	819	3%	450	2%	64	0%
	F 7,006	26%	6735	25%	271	1%	5053	19%	1,270	5%	176	1%	18	0%	2	0%	216	1%	56	0%	21	0%
M 19,909	74%	17344	64%	2,565	10%	10162	38%	4,767	18%	1,766	7%	44	0%	2	0%	603	2%	394	1%	43	0%	
Total	47,151		38,644	82%	8,507	18%	22,392	47%	8,890	19%	5,465	12%	139	0%	15	0%	1,743	4%	957	2%	195	0%

* American Indian/Alaskan Native

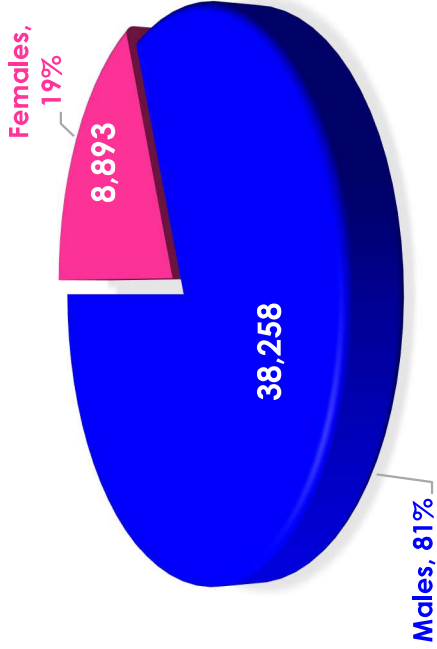
**Native Hawaiian Other Pacific Islander

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

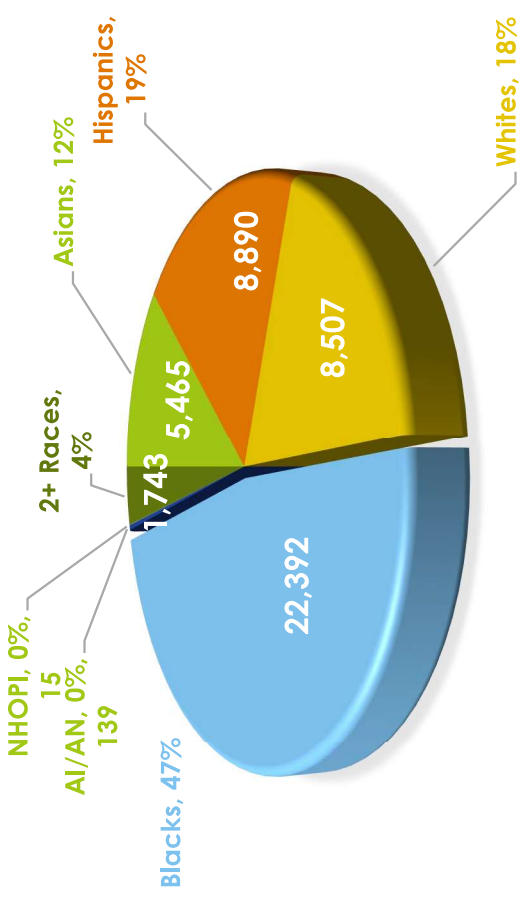


MTA NYCT Workforce as of March 31, 2023

WORKFORCE BY SEX



WORKFORCE BY RACE/ETHNICITY



NYCT employed 47,151 employees: 19% of the workforce were females, 82% minorities, 2% veterans and 0% self identified as a person with a disability.

- The percentage of females employed in the workforce increased by 1% with a net change of 471 employees when compared to 1st Quarter 2022.
- The percentage of minorities in the workforce increase by 1% with a net change of 1,336 employees when compared to 1st Quarter 2022.



MTA NYCT Underutilization Analysis

NYCT has conducted an availability analysis of females and minorities in its workforce. The availability analysis consists of comparing **NYCT** March 31, 2023 workforce percentages for females and minorities to 80 percent of the females and minorities available within the relevant labor market based on the U.S. Census.

*** The Whole-Person Rule was used to determine underutilization, where Actual % < Estimated Availability % by 1 whole person**

JOB CATEGORY	Sex	BLACKS		HISPANIC		ASIANS		AI/AN**		NHOP ***		2.+ RACES		WHITES	
		Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %
Officials & Administrators	F	9%	13%	2%	3%	1%	2%	0%	0%	0%	0%	0%	1%	1%	3%
	M	25%	22%	12%	13%	9%	10%	0%	0%	0%	0%	3%	5%	27%	
Professionals	F	11%	19%	4%	6%	6%	8%	0%	0%	0%	0%	1%	2%	9%	6%
	M	9%	15%	5%	6%	11%	16%	0%	0%	0%	0%	2%	4%	19%	
Technicians	F	6%	8%	2%	3%	2%	1%*	0%	0%	0%	0%	1%	1%	3%	1%
	M	15%	21%	10%	9%	17%	29%	0%	0%	0%	0%	2%	3%	23%	
Protective Services	F	9%	12%	7%	3%	1%	0%	0%	0%	0%	0%	1%	1%	9%	1%
	M	19%	37%	14%	24%	3%	6%	0%	0%	0%	0%	2%	2%	14%	

**American Indian/Alaskan Native

***Native Hawaiian Other Pacific Islander

Note: Pursuant to FTA Circular 4704.1A EEO Requirements and Guidelines, white males have been excluded from the availability analysis.

Percentages highlighted in green indicate underutilization



MTA NYCT Underutilization Analysis Con't

JOB CATEGORY	Sex	BLACKS		HISPANIC		ASIANS		AI/AN**		NHOP1**		2+-RACES		WHITES	
		Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %
Paraprofessionals	F	13%	33%	8%	22%	2%	0%	5%	11%	0%	0%	0%	0%	15%	11%
	M	8%	11%	3%	0%	7%	11%	0%	0%	0%	0%	1%	0%		0%
Administrative Support	F	14%	39%	3%	8%	1%	4%	0%	0%	0%	0%	1%	2%	1%	3%
	M	6%	18%	2%	6%	5%	15%	0%	0%	0%	0%	1%	2%		4%
Skilled Craft	F	2%	2%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	M	11%	32%	5%	13%	5%	18%	0%	0%	0%	0%	1%	4%		30%
Service Maintenance	F	6%	19%	7%	5%	1%	1%	0%	0%	0%	0%	1%	1%	4%	1%
	M	17%	38%	21%	18%	5%	7%	0%	0%	0%	0%	1%	2%		10%

**American Indian/Alaskan Native

***Native Hawaiian Other Pacific Islander

Note: Pursuant to FTA Circular 4704.1A EEO Requirements and Guidelines, white males have been excluded from the availability analysis

Percentages highlighted in green indicate underutilization



MTA New York City Transit

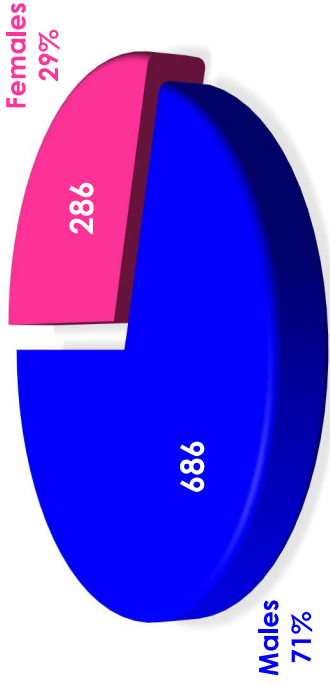
New Hires and Separation

January 1, 2023 – March 31, 2023

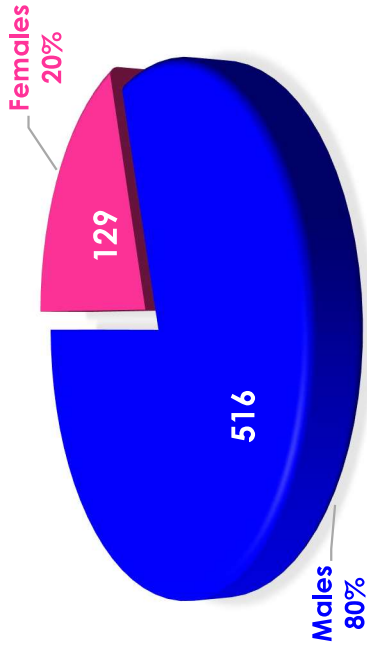


MTA NYCT New Hires and Separations by Sex

NEW HIRE BY SEX



SEPARATION BY SEX

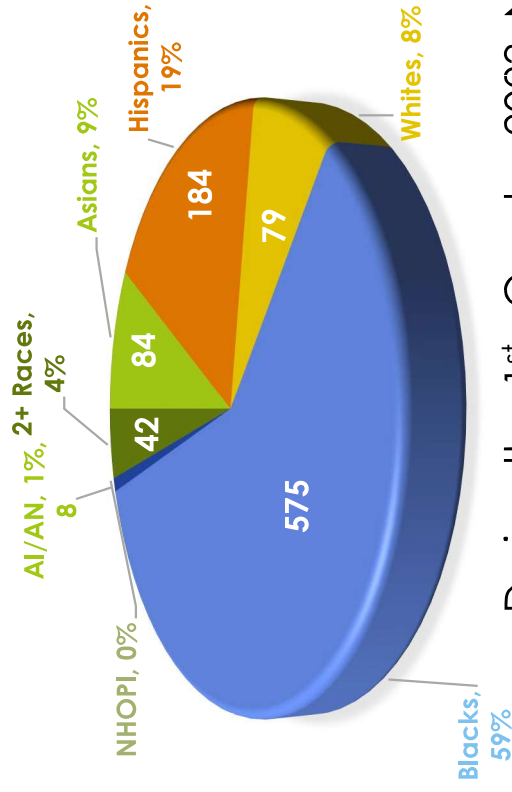


As of the 1st Quarter 2023, MTA NYCT hired 972 employees, 286 females and 686 males. During this same period, 645 employees separated from NYCT, 129 females and 516 males.

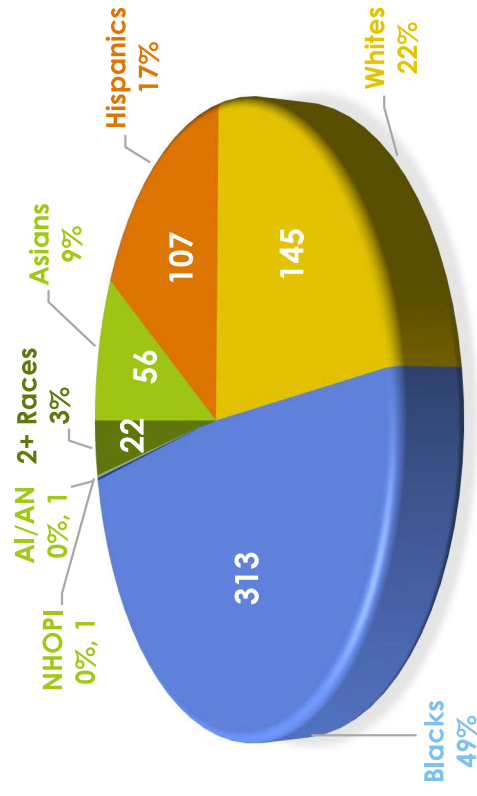
- ❑ The net change for females was a positive **157** employees.
- ❑ The net change for males was a positive **170** employees
- ❑ The number of employees who self-identified as veterans decreased by **9** employees.

MTA NYCT New Hires and Separations by Race/Ethnicity

NEW HIRE BY RACE/ETHNICITY



SEPARATION BY RACE/ETHNICITY



During the 1st Quarter 2023, NYCT hired 972 employees, 893 minorities and 79 non-minorities. During this same period 645 employees separated from NYCT, 500 minorities and 145 non-minorities.

- The net change for minorities employees during the 1st Quarter 2023 was a positive **393** employees.
- The number of employees that self identified as a person with disability increased by one employee.

MTA NEW YORK CITY TRANSIT

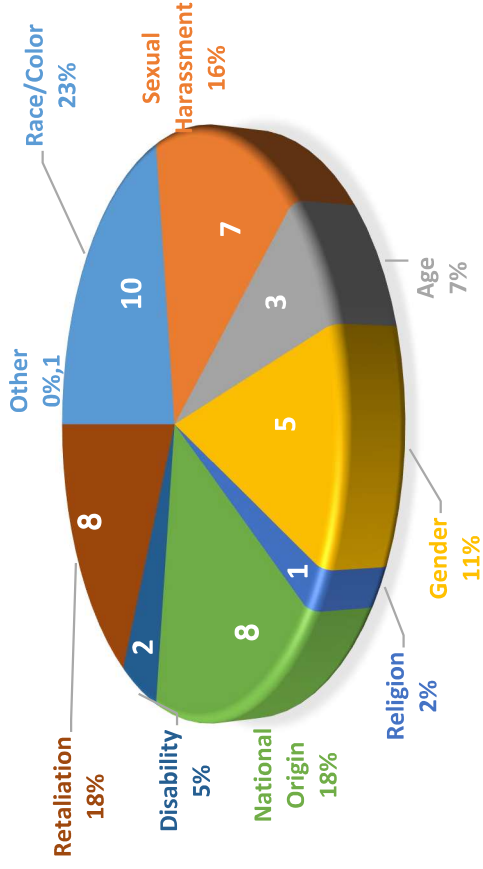
Complaints and Lawsuits First Quarter 2023

June 26, 2023

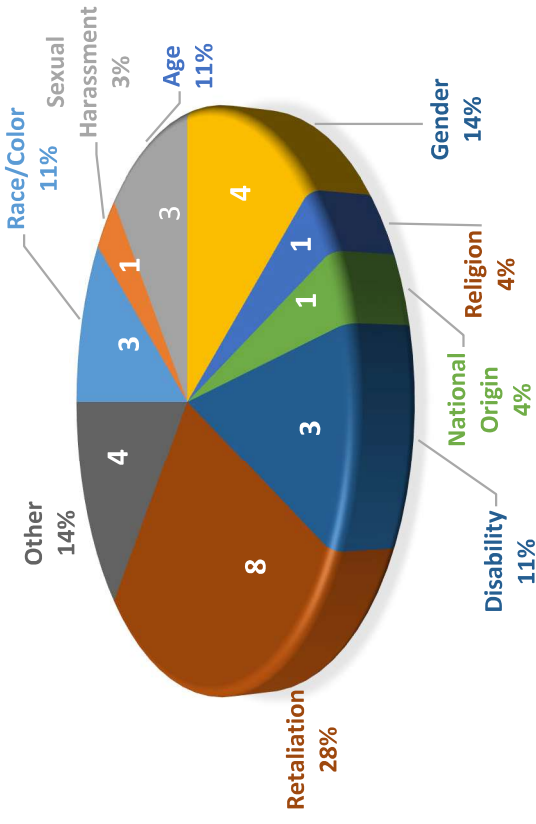


EEO Internal/External Discrimination Complaints by Bases January 1, 2023 to March 31, 2023

EXTERNAL EEO COMPLAINTS BY BASES



EXTERNAL EEO COMPLAINTS BY BASES



35 EEO complaints were filed* citing **83** separate bases, and **4** lawsuits were filed.

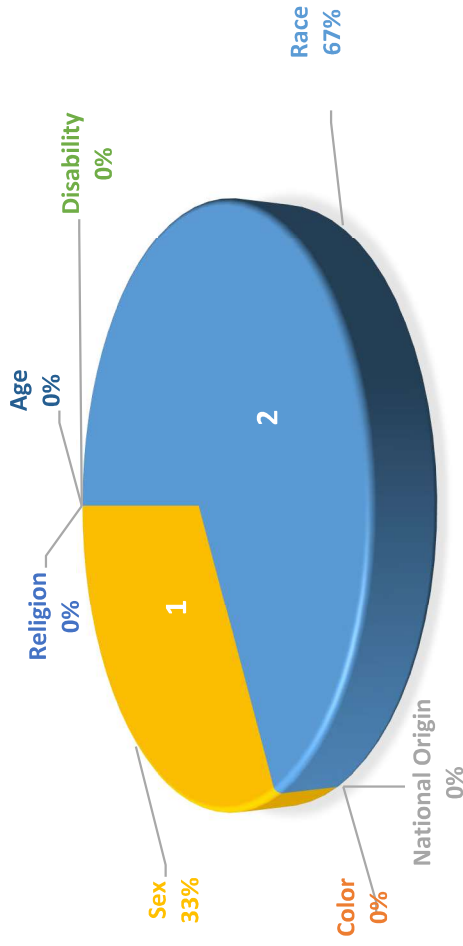
- **18** filed internal complaints.
- **17** filed external complaints.
- The most frequently cited basis internally was Race/Color.



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

MTA NYCT Internal/External Title VI and Related Discrimination Complaints by Bases January 1, 2023 to March 31, 2023

TITLE VI AND RELATED
DISCRIMINATION COMPLAINTS



- 3** Title VI and related discrimination complaints were filed citing **3** separate bases.
- **2** Title VI complaints were filed.
 - **1** related discrimination complaint** was filed.
 - The most frequently cited basis was Race.

Note: *Formal complaints can be filed alleging multiple bases.
Note: **Related Discrimination complaints are filed by customers based on age, disability, religion and sex.

