



**Metropolitan Transportation Authority**

# **Diversity Committee Meeting**

## **JUNE 2024**

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### **Committee Members**

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

# Diversity Committee Meeting

Monday, 6/24/2024

12:00 - 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**

*Diversity Executive Summary - Page 9*

**5. Business and Diversity Initiatives**

*Business & Diversity Initiatives - Page 29*

**6. DBE Certification Activity Report**

*DBE Certification Activity Report - Page 35*

**7. Small Business Development Program Update**

*SBDP Update - Page 38*

**8. M/W/DBE and SDVOB Contract Compliance**

*MWBE & SDVOB Contract Compliance - Page 57*

**9. Discretionary Awards**

*Discretionary A&E, IT, and Legal - Page 68*

**10. Financial Services**

*Financial Services - Page 75*

**11. Asset Fund Management**

*Asset Fund Management - Page 77*

**12. EEO Activity**

*Workforce Report - Page 81*

## MTA DIVERSITY COMMITTEE

Meeting Minutes  
2 Broadway, 20<sup>th</sup> Floor  
New York, NY 10004  
Monday, April 29, 2024

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

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

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

Lourdes Zapata, Chief Diversity and Inclusion Officer  
Sheree Owens, Acting Deputy CDO, Small Business Development Program  
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  
Alana Smith-Pizarro, Senior Director, Equal Employment Opportunities  
Barbara Cockfield, Senior Director, Diversity, and Inclusion Initiatives

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

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

- There was one virtual and four in-person speakers, totaling five, in the public comments portion of the meeting:  
Matty W. Buchys-Hyland  
Jason Anthony  
Khalia Hayslett  
Jessie Figueroa  
Aleta Dupree

*Refer to the video recording of the meeting produced by the MTA and maintained in MTA records for the content of each speaker's statements.*

### **2. APPROVAL OF MINUTES**

*Upon a motion duly made and seconded, the Committee approved the Minutes of the MTA Diversity Committee meetings held on December 18, 2023.*

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

Chair Lopez inquired about any changes to the 2024 Work Plan. Ms. Zapata confirmed that there were no

changes and indicated that the Work Plan is located on pages 6-8 of the Diversity Committee Book.

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

Ms. Zapata informed that in February 2024, the Deputy Chief of the Small Business Development Program, George Clearly retired. Ms. Zapata added while the department is seeking to identify a new leader, Sheree Owens stepped into the role of Acting Deputy Chief of the Small Business Development Program. Ms. Zapata thanked Ms. Owens for her service and support.

Ms. Zapata noted that, due to the change in the committee meeting date, the prepared reports reflect FY 23-24 Q3 data.

#### **MTA Equity in Infrastructure Pledge**

Ms. Zapata reported that the MTA joined the Equity in Infrastructure Pledge, to make three major commitments.

- Award \$1B worth of work to MWBE and/or DBE firms every year,
- Award larger contracts to small businesses, as well as expanding the pool of MW/DBE firms that MTA works with,
- Increase contracts for MWBE firms in design and engineering by 20% over the next five years.

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

- Ms. Zapata shared the key changes made by the U.S. Department of Transportation (DOT) to the Disadvantaged Business Enterprise (DBE) program. The changes include an increase in the personal net worth cap (raised to \$2.047M) and business size (increased to \$30.72M).
- Ms. Norman reported that MTA made over \$570 million in payments to MWBE/SDVOB firms in the 1<sup>st</sup> - 3<sup>rd</sup> quarters of NYS FY23-24 and met and surpassed the NYS MWBE goals for the fourth consecutive year.
- A total of \$392 million was awarded to DBE firms in federal FY22-23 and achieved 16% of the 20% FTA DBE goal. DBE awards are expected to increase as more subcontractors move forward in design-build models.
- Ms. Norman shared an overview of top prime and subcontract MWBE/SDVOB awards from April 2023 through March 2024 with top DBE awards from October 2022 through June 2023.
- Ms. Norman reported that the diversity department hosted a series of events and participated in over forty outside MW/DBE and SDVOB-targeted events that were sponsored by various agencies/advocacy groups.
- The program's outreach efforts resulted in 664 firms interested in doing business with the MTA. 465 of the firms that were certified. and categorized into the following industries: commodities, construction, construction consulting, and services/consulting.
- Ms. Zapata shared MTA MWBE success stories highlighting certified firms and their achievements.

#### **Small Business Mentoring Program**

- Ms. Owens reported on the 2023 calendar year SBDP departmental goals. SBDP recruitment of new

firms has increased by 17%, exceeding the 2023 departmental goal of 10%. A total of ten loan applications, in the amount of over \$1M were approved in 2023 showing a 233% increase.

- Ms. Owens shared highlights of the 2023 top prime awards. Over 1,152 firms participated in the training program and over two thousand hours of training have been delivered.
- Ms. Owens briefed the committee on the details of the consulting firm RFP for SBDP. Ms. Owens also shared the RFP schedule and timeline. Responses to the RFP are expected by May 7, 2024.
- Ms. Owens shared the 2023 SBDP success stories highlighting the firms who worked in the program and completed projects.

### **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 female and minority representation in comparison to the 4<sup>th</sup> quarter of 2022. 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

### **Diversity Equity and Inclusion (DEI)**

- Ms. Cockfield shared updates on Employee Resource Group (ERG) events and its accomplishments in 2024.
- Dr. Green shared the progress of the MTA Five Year DIE Strategic Plan and its one-year activity details. One-year progress is planned to be presented at the September 2024 Diversity Committee meeting. A copy of the DEI Strategic Plan was distributed to the committee members.

*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 June 24, 2024

## I. RECURRING AGENDA ITEMS

	Responsibility
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

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

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

September 2024	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	
EEOP Program Progress to Goals	
Diversity Committee Charter Review	Committee Chair & Members

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

### Detailed Summary

#### I. RECURRING

##### Approval of Minutes

Approval of the official proceedings of the previous month’s Committee meeting.

##### Diversity Committee Work Plan

An update of any edits and/or changes in the work plan.

MTA Agency-wide Business and Diversity Initiatives Program Activities

The MTA Department of Diversity and Civil Rights update of planned Agency-wide Business and Diversity Initiatives Program activities.

MTA Agency-wide EEO Program Activities

The MTA Department of Diversity and Civil Rights update of agency-wide workforce analysis, new hires and EEO and Title VI complaints.

MTA DBE Certification Program Activities

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

M/W/DBE and SDVOB Contract Compliance Activities

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

Action Items

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

**II. SPECIFIC AGENDA ITEMS**

April 2024

- 2023 Year-End Report  
The Department of Diversity and Civil Rights will present 2023 year-end update on MTA Agency-wide EEO and M/W/DBE and SDVOB contract compliance activities.
- M/W/DBE, SDVOB Task Force  
The Department of Diversity and Civil Rights report 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.
- 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.

## 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.
- 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.

# Metropolitan Transportation Authority Department of Diversity and Civil Rights

## Executive Summary

June 24, 2024

# Executive Summary

## *Fiscal Year Program Highlights*

April 2023– Mar. 31, 2024	Top Prime Awards	Top Subcontract Awards
<b>DBE</b>	Voltamp Electrical - \$49M	Dagnachew & Assoc. - \$32M
<b>MBE</b>	CRC Associates - \$57M	CRC Associates - \$30M
<b>WBE</b>	ExterNetworks Inc. - \$15M	Northeast Structural Steel - \$14M
<b>SDVOB</b>	Thundercat Technology - \$36M	Citadel Electrical - \$4M

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

# Executive Summary

## *MWBE and SDVOB Payments*

	<b>NYS FY 2023/24 (April 2023– March 2024)</b>	<b>NYS FY 2022/23 (April 2022 – March 2023)</b>
MWBE Payments on NYS Funded Projects	\$741,553,085	\$813,496,236
SDVOB Payments	\$39,695,634	\$35,974,344
<b>MWBE and SDVOB Total Payments</b>	<b>\$781,248,719</b>	<b>\$849,470,580</b>

# Executive Summary

## MWBE and SDVOB Contract Compliance

NYS Fiscal Year 2023-2024 Percentage of Payments to Certified Firms:

<b>NYS MWBE Goal 30%</b>	<b>NY State Fiscal Year 2023-2024 (4/23-3/24)</b>	<b>NY State Fiscal Year 2022-2023 (4/22-3/23)</b>
MTA MWBE Participation	34%	37%

<b>NYS SDVOB Goal 6%</b>	<b>NY State Fiscal Year 2023-2024 (4/23-3/24)</b>	<b>NY State Fiscal Year 2022-2023 (4/22-3/23)</b>
MTA SDVOB Participation	7%	5%

# Executive Summary

## *MWBE Discretionary Spend*

### **An Example of MWBE Discretionary Success**

**IT Discretionary Consulting Contract No. 14357**

**April 2023 – March 2024**

Total Number of Awards- **60**

Total Value of Awards- **\$10 million**

**Since 2016 to Date**

Total Number of Awards- **1,122**

Total Value of Awards- **\$222 million**

# Business Initiatives Outreach Activity

**Total Number of Firms Interested in Doing Business with the MTA : 784**

## *Current Certification Type(s)*

<b>Total DBE Certified Firms</b>	<b>188</b>
<i>WBE</i>	22
<i>MBE</i>	66
<i>MWBE</i>	47
<b>Total MWBE Firms</b>	<b>292</b>
<i>MBE</i>	143
<i>WBE</i>	113
<i>MWBE</i>	36
<b>Total SDVOB Firms</b>	<b>65</b>
<i>MBE</i>	6
<i>WBE</i>	0
<i>MWBE</i>	0
<i>DBE</i>	3

\*234 firms out of 784 are not certified

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

# Executive Summary

## DBE Certification Activity

	January – March 2024	January – March 2023
Total of New Applications Received	37	30
Total New Firms Certified	23	27
Average Time to Process Application	39	49

**Trends:**

Upward

Constant

Downward – A slight decreased in applications received.

**Strategy for Improvement:** Increase Outreach Activities

# Executive Summary

## ■ Small Business Development Program (as of March 31, 2024)

### ■ Through March 31<sup>st</sup> of 2024

- During its first thirteen years, the MTA Small Business Development Program (SBDP) achieved its greatest milestone, reaching and exceeding the **\$600** million mark. It awarded **652** contracts totaling **\$698 million**, creating an estimated **16,759** jobs.
- Our loan program assists contractors in creating a track record of successful project completion and loan history, providing our program contractors with the power and the confidence of capital and credit. Since the inception of the SBDP Loan Program, we have approved and issued **158** loans totaling **\$21.2** million.
- The Small Business Development Bond Program has assisted our contractors in securing over **\$600** million in AGGREGATE surety bonds.
- Over **1183** firms participated in our SBDP training program and over **2,000** hours of classroom training. Over **500** of these firms have applied to and prequalified into our program.

# Executive Summary

## ■ Small Business Development Program (as of March 31, 2024)

- The Small Business Development Program (SBDP) awarded **652 contracts** totaling **\$698.3 million \***.
- Calendar Year 2023 SBDP awarded **60 contracts** totaling **\$67.7 million \***
- SBDP successfully prequalified **twenty-six (26)** Service-Disabled Veteran-Owned Business (SDVOB) certified firms, graduating **six (6)** SDVOB firms. Currently, twelve (12) SDVOB firms are active in the program. These Twelve (12) firms were awarded **Thirteen (13) contracts** totaling **\$9.5 million**.
- The Small Business Development Loan Program issued **158 loans** totaling **\$21.2 million**.
- The Small Business Development Bond Program has assisted Tier 2 and SBFP firms in securing over **\$600 million** in surety bonds.
- The Small Business Development Training Program – more than **1183** firms have participated in the training since the inception of the program.

\* including change orders

# Executive Summary

## ▣ Small Business Development Program (continued)

▣ **Status:** The Program is achieving its goals.

### ▣ Trends

- Upward
- Constant
- Downward

▣ **Strategies for improvements:** n/a

# Executive Summary

## DBE Contract Compliance

Federal Fiscal Year 2024-2025 Percentage of Awards:

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

# Executive Summary

## MWDBE Performance – Capital Projects

	<b>Federal DBE Goal 20%</b>	<b>NYS MBE Participation Goal (15%)</b>	<b>NYS WBE Participation Goal (15%)</b>	<b>SDVOB Participation Goal (6%)</b>
Term	Federal FY 2024 (Oct 2023 – Mar 2024)	NYS FY 2023-24 (Apr 2023 – Mar 2024)		
Total MTA Payments	\$663B	\$859M	\$859M	\$199M
Total MWDBE Payments	\$171M (26%)	\$178M (21%)	\$135M (16%)	\$14M (7%)

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

\*\* Total does not include TBDs on Design Build contracts.

# Executive Summary

## MW/DBE & SDVOB Contract Compliance Overview

### Contract Monitoring

- ❑ DDCR is monitoring more than **1,386 contracts** for MWDBE and SDVOB goal compliance.
- ❑ As of March 2024, DDCR conducted **151 site visits** for MWDBE and SDVOB contract compliance. A monthly average of 50.
- ❑ As of March 2024, DDCR **closed out 14 contracts**. A monthly average of 4.6.

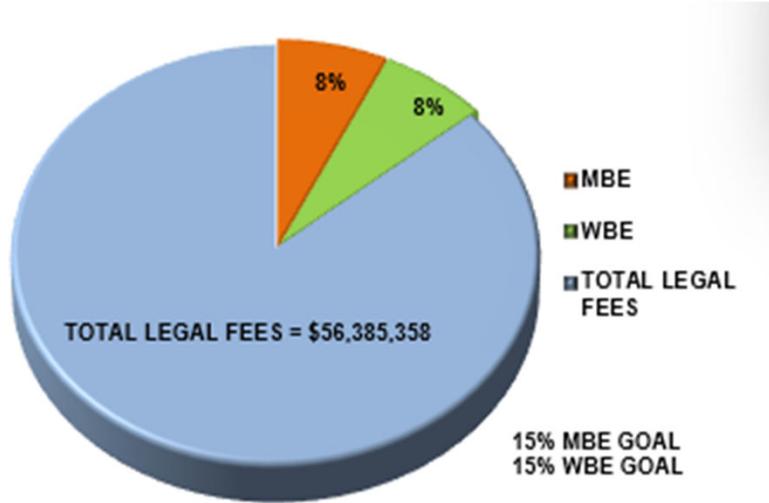
### Strategies for Improvement

- ❑ 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.

# Executive Summary

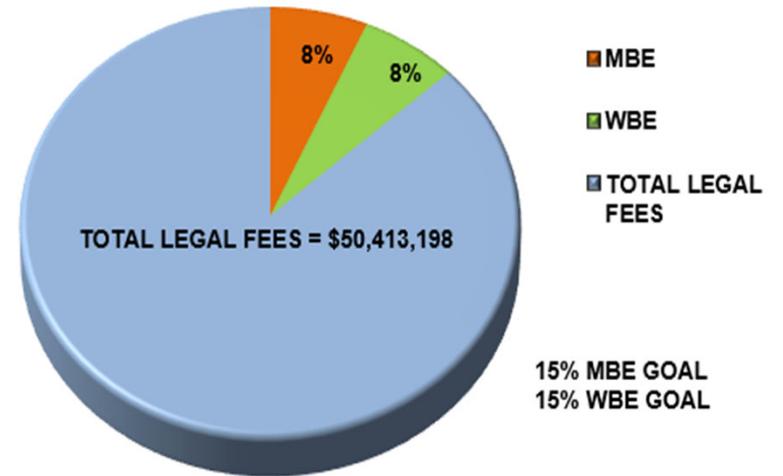
## MTA All Agency Legal Fees

### April 2023 – March 2024



Actual MBE Participation: \$4,519,395 (8%)  
Actual WBE Participation: \$4,460,233 (8%)

### April 2022 – March 2023

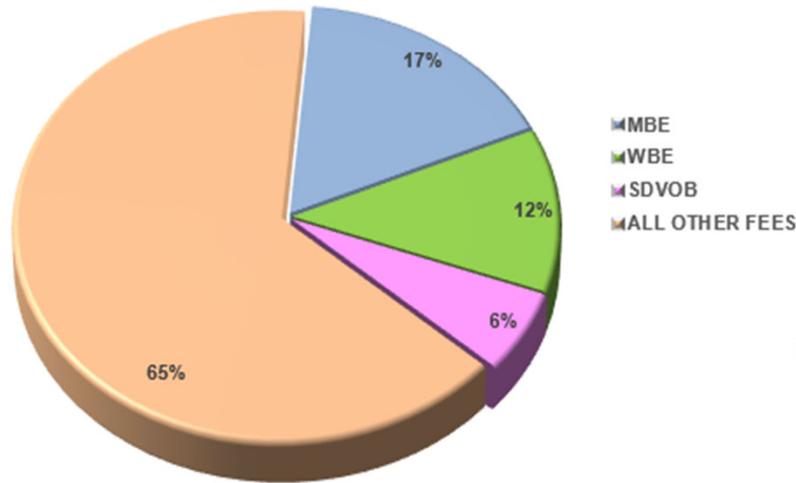


Actual MBE Participation: \$3,792,039 (8%)  
Actual WBE Participation: \$3,798,517 (8%)

# Executive Summary

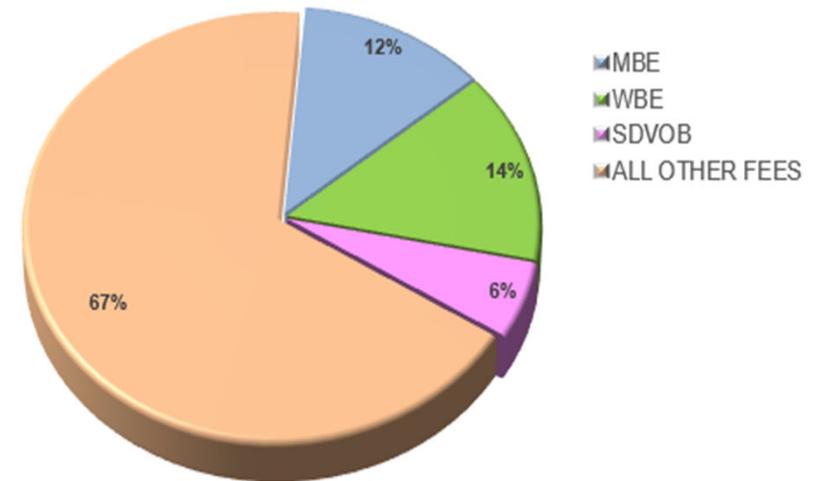
## MTA All Agency Underwriter Fees

### April 2023 – March 2024



Actual MBE Participation: \$2,691,568 (17%)  
 Actual WBE Participation: \$1,953,008 (12%)  
 Actual SDVOB Participation: \$962,469 (6%)  
 All Other Underwriting Fees: \$10,274,285 (65%)  
 Total Underwriting Fees: \$15,881,329

### April 2022 – March 2023



Actual MBE Participation: \$2,178,963 (12%)  
 Actual WBE Participation: \$3,151,677 (14%)  
 Actual SDVOB Participation: \$1,252,142 (6%)  
 All Other Underwriting Fees: \$14,711,018 (67%)  
 Total Underwriting Fees: \$21,833,790

# Executive Summary

## *Asset Fund Managers – MWBE Participation Combined Plans*

### **As of March 2024...**

#### Combined Plans

- Total assets managed by MWBEs: \$3.28 billion; or 31% of total assets
- Majority of assets are in traditional asset classes
- Traditional assets managed by MWBEs: \$3.10 billion; or 39% of traditional assets
  - MWBE firms manage
    - 71% of US Equities
    - 36% of Real Estate
    - 15% of Non-US Equities
    - 34% of Fixed Income
    - 19% of Opportunistic
- Alternative investments managed by MWBE's: \$177 million; or 7% of alternative investments

# Executive Summary

- **EEO**(full report on pages 81 - 94 )
  - MTA's overall workforce is currently comprised of **73,537** employees; of which **14,163 (19 %)** are self-identified Females ,\* **53,837 (73 %)** are Minorities, **2,204 (3%)** are Veterans,\* and **718 (1%)** are People with Disabilities.\*\* A breakdown of the MTA-wide workforce is detailed on page 85.
  - MTA Agencies hired **1,578** new employees into the organization; of which **395 (25%)** are self-identified Females ,\* **1,343 (85%)** are Minorities, **37 (2%)** are veterans,\*\* and **6 (0%)** are self-identified People With Disabilities.
  - During 2024, MTA Agencies received a total of **62** EEO complaints (Including lawsuits); of which **33** were internal and **29** were external.
  - As of March 31, 2024, representation of self-identified females has **increased** by **816** employees and the representation of minorities has **increased by 2,029** employees, when compared to March 31, 2023.

\*Includes minorities, non-minorities, and veterans

\*\*We believe that there are more people with disabilities in our workforce, but they have not self-identified as such.

# Executive Summary

## EEO (Continued)

- **Status:** As the workforce size has increased by 3% compared to 2022 4Q, proportionally, the overall diversity composition of our workforce has also increased while representation for those who self-identified as a veteran or a person with disabilities has remained constant.
  
- **Trends**
  - ☑ Upward
  - Downward
  - Constant
  
- **Strategies for Improvement:**
  - Identify the specific drivers by job titles within the underutilized categories.
  - Create and customize targeted strategies to address areas of underutilization in the newly created job groups.
  - Utilize Employee Resource Groups to positively impact the recruitment, engagement and building of MTA's workplace culture.

# Executive Summary Con't

- ❑ **D&I in Motion – All Agency Employee Resource Groups Quarterly Highlights** - Employee Resource Groups (ERGs) are important pillars of the MTA and contribute to a culture of inclusion and belonging while making a positive impact on the MTA. Ultimately all initiatives and programs should serve and champion members, maximize available resources, align with the MTA strategic priorities as well as the ERG goals and objectives. **“Connections: Diversity in Motion” is our theme for this year. Diversity, equity, inclusion, and belonging are essential components of our daily interactions, work relationships, & communication within our organization. We will explore how to leverage diversity to create an equitable and inclusive culture that allows for meaningful connections in the workplace.**
- ❑ **Young Professional Employee Resource Group** is the newest ERG, and its mission is twofold to support colleagues who are early in their careers or are new to the transportation industry. The Young Professionals ERG will foster a work environment that prioritizes retaining young professionals and makes the MTA an exciting place to build an impactful career in public service. The Young professionals held an after-hours networking event on April 17<sup>th</sup> for new members to meet and greet before their first official meeting.
- ❑ **All Generational Employee Resource Group** kicked off a yearlong Train Module Project on April 23<sup>rd</sup> led by member Jonathan Silhavey, Director Safety at LIRR Construction & Development. The project allows employees from different crafts to work together to discuss and build sections of an operating model railroad.
- ❑ **Young Professional Employee Resource Group** held their kickoff meeting on May 7<sup>th</sup> at 2 Broadway in the 20<sup>th</sup>-floor boardroom. The event launched the MTAs 10<sup>th</sup> ERG with over 100 attendees in person and online. Co-leads Hannah Spierer and Mira Philipson led the meeting supported by Executive Sponsors Catherine Sheridan and Mersida Ibric.
- ❑ **TransportAsian Employee Resource Group** held an in-person event to celebrate Asian American Islander Pacific Heritage Month on May 9<sup>th</sup>. The session focused on building an affinity for the TransportAsian Community in a large organization and in interactive activity of Japanese Haiku.

MTA Strategic Priority – Revive Talent and Culture

# Executive Summary Con't

- **D&I in Motion – All Agency Employee Resource Groups Quarterly Highlights** - Employee Resource Groups (ERGs) are important pillars of the MTA and contribute to a culture of inclusion and belonging while making a positive impact on the MTA. Ultimately all initiatives and programs should serve and champion members, maximize available resources, align with the MTA strategic priorities as well as the ERG goals and objectives. **“Connections: Diversity in Motion” is our theme for this year. Diversity, equity, inclusion, and belonging are essential components of our daily interactions, work relationships, & communication within our organization. We will explore how to leverage diversity to create an equitable and inclusive culture that allows for meaningful connections in the workplace.**
  - **Abilities Employee Resource Group** in partnership with the Chaplains Office and The Employee Assistance Program hosted an active dialogue in observance of Mental Health Awareness Month on May 23. The dialogue was focused on positive employee wellness using reflection activities. They utilized up-to-date research to address challenges and provide MTA resources in support of Mental Health Awareness Month.
  - **Veterans Employee Resource Group** held a noontime Memorial Day Observance on May 28th, at 2 Broadway to remember those who paid the ultimate sacrifice for our nation. The guest speakers were Kevin D. Branch, Vice President, Program Executive Career Development/Quality Management, Construction and Development, and Annie Suggs CSM (Ret) National Association of Black Military Women (NABMW) Brooklyn Chapter. The MTA Color Guard and Pipe and Drums along with The 78th Army Band from Fort Dix were part of the commemoration.
  - **Pride Express Employee Resource Group** hosted a Village Historical Walking Tour to celebrate Pride Month on June 13th. The tour included historical sites instrumental to the LGBTQIA+ movement. Additionally on June 30th Pride Express and TWU Local 100 led MTA employees in the New York City Pride Parade down 5<sup>th</sup> Avenue.
  - **BEGIN Employee Resource Group** in celebration of Juneteenth B.E.G.I.N. Hosted a tour of the African Burial Ground and National Monument. The African Burial Ground is the oldest and largest known excavated burial ground in North America for both free and enslaved Africans. It protects the historic role slavery played in building New York.

MTA Strategic Priority – Revive Talent and Culture

# Metropolitan Transportation Authority Department of Diversity and Civil Rights

## Business and Diversity Initiatives

June 24, 2024

# Business Initiatives

## FY2023 - Outreach Q1

April	May	June
MTA DBE Certification Workshop	New York State – MWBE Advocacy Day	Queens Chamber of Commerce   Annual Queens Business Expo 2023
Hofstra University – Annual Ascend Procurement Conference	USDOT-SBTRC and OSDBU: Advancing Equitable Infrastructure Opportunities   BIL Small Business Contracting Symposium	MTA DBE Certification Workshop
General Contractor Association 2023 MWDBE & SDVOB Expo	City & State NY 2023 Diversity in NY Summit	JFK Redevelopment Program Veteran Contracting Opportunities
	NY/NJ Minority Small Diversity Council (NY/NJ MSDC)   2023 Spring Business Opportunity	U.S. Department of Commerce Minority Business Development Agency (MBDA)   Infrastructure Opportunities Matchmaking Conference
	PSEG Long Island   Supplier Diversity Event   Energize Opportunities 2023	NYS ESD MWBE 2023 Regional Expo
	CUNY 2023 MWBE & SDVOB Procurement Conference	New Firm Orientation Workshop
	NYS Department of Civil Service, Office of Diversity and Inclusion Management (ODIM)   Asian American Pacific Islander Heritage Month, Albany, NY	Inaugural Symposium Advancing Diversity, Equity, and Inclusion in the New York State Workforce, Albany, NY
		Transportation Diversity Council (TDC) Business-to-Business Summit
		Small Business Expo
		Bradhurst Merchants Association MWBE Businesses Meeting

# Business Initiatives

## FY2023 - Outreach Q2

July	August	September
COMTO National Meeting and Training Conference	Woodhaven Business Resources Fair	MTA Quarterly New Firm Orientation Session
29 <sup>th</sup> Annual Competitive Edge Conference	Federal Reserve Bank of New York & NYNJ Minority Supplier Diversity Council – Public Sector Contracting	Orange County Chamber of Commerce Economic Summit
2023 USDOT Prime and Subcontractor Matchmaking Event	NYC Small Business Services: The Melanin Summit: Changing the Color of Capital	MTA SBDP Training – Doing Business with the MTA
MTA SBDP Contractor Outreach Event	DBE Certification Workshop	
Gateway Development Commission - Manhattan Tunnel Contract Packaging Procurement Strategy Informational & Networking Event	NYPA Supplier Diversity Industry Day – Architecture, Engineering and Construction	
	Greater Harlem Chamber of Commerce Harlem Week	
	37 <sup>th</sup> Anniversary of ACCA National Training Institute	
	Latin American and Caribbean Business Forum	
	MTA Public Briefing on DBE Goal-setting Rationale	

# Business Initiatives

## FY2023/2024 - Outreach Q 3 and 4

October	November	December
City & State NY: Transportation in New York	Building Bridges for Diversity Gov't & Business Expo by LaGuardia CC Small Business & Entrepreneur Services	DBE Certification Workshop
15th Annual Citywide M/WBE Procurement Fair	VETCON ALBANY	New Firm Orientation Workshop
Nassau County's Office of Minority Affairs - Annual MWDBE & SDVOB Opportunity Expo		

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

# Business Initiatives Outreach Activity

**Total Number of Firms Interested in Doing Business with the MTA : 784**

## *Current Certification Type(s)*

<b>Total DBE Certified Firms</b>	<b>188</b>
<i>WBE</i>	22
<i>MBE</i>	66
<i>MWBE</i>	47
<b>Total MWBE Firms</b>	<b>292</b>
<i>MBE</i>	143
<i>WBE</i>	113
<i>MWBE</i>	36
<b>Total SDVOB Firms</b>	<b>65</b>
<i>MBE</i>	6
<i>WBE</i>	0
<i>MWBE</i>	0
<i>DBE</i>	3

\*234 firms out of 784 are not certified

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

# Business Initiatives

## *Outreach Activity*

**Total Number of Firms Interested in Doing Business  
with the MTA (April-March 2024): 784**

### ***Firms by Industry***

Commodities	42 (5.4%)
Construction	111 (14.2%)
Construction Consulting	103 (13.1%)
Service Consulting	528 (67.3%)

Metropolitan Transportation Authority  
Department of Diversity and Civil Rights

**DBE Certification Activity Report**  
**June 24, 2024**



# Executive Summary

## Certification Activity Report:

From January 1, 2023 to March 31, 2023, there were a total of **30** new applications received and a total of **27** firms were certified. The average time to process certified firms in 2023 was **49 days**.

This year, from January 1, 2024 to March 31, 2024, there were a total of **37** new applications received and a total of **23** firms were certified. The average time to process certified firms in 2024 was **39 days**.

Status: There is a difference of **7** new applications received and **4** firms certified.

## Trends:

- Upward
- Constant
- Downward – A slight decreased in applications received.

## Strategy for Improvement:

Increase Outreach Activities

# Metropolitan Transportation Authority Department of Diversity and Civil Rights

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

**June 24, 2024**

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# Small Business Development Program

## Mission Statement

To develop and grow emerging contractors through classes, on-the-job training, and technical assistance on prime contracts with MTA Agencies, creating a larger pool of diverse, qualified contractors who can compete for and complete MTA construction projects safely, timely, and within budget.

# Elements of the SBDP

- ✓ Prime Contract Bid Opportunities up to \$3 million
- ✓ Business Management, Leadership and Technical Training
- ✓ Access to Working Capital and Surety Bonding
- ✓ Comprehensive business consulting services
- ✓ Experience working on MTA Projects up to \$3 million
- ✓ Fast-Track Payments – 10 Business Days

# Small Business Development Program As of March 31, 2024

## Departmental Goals for the Calendar Year 2024

1. Increase the number of recruited contractors by 10 %
2. Host a SBDP Town Hall

## Recruitment

The number of attendees for the Informational Outreach Sessions increased by 50% in the first quarter of 2024.

## SBDP Town Hall – March 13, 2024

Exclusive to all prequalified contractors in the MTA's Program, providing an opportunity for contractors to meet with MTA staff, network with SBDP peers, and meet the C&D construction management team, who gave a high-level overview of upcoming projects for 2024.

- Chairman Lieber addressed attendees.
- Procurement representatives from each agency discussed opportunities outside of the SBDP.
- DBE Certification team shared how to become DBE certified by the MTA.
- Held a panel discussion with three graduates who successfully completed the program to share their stories and experiences while in the SBDP and since graduation.



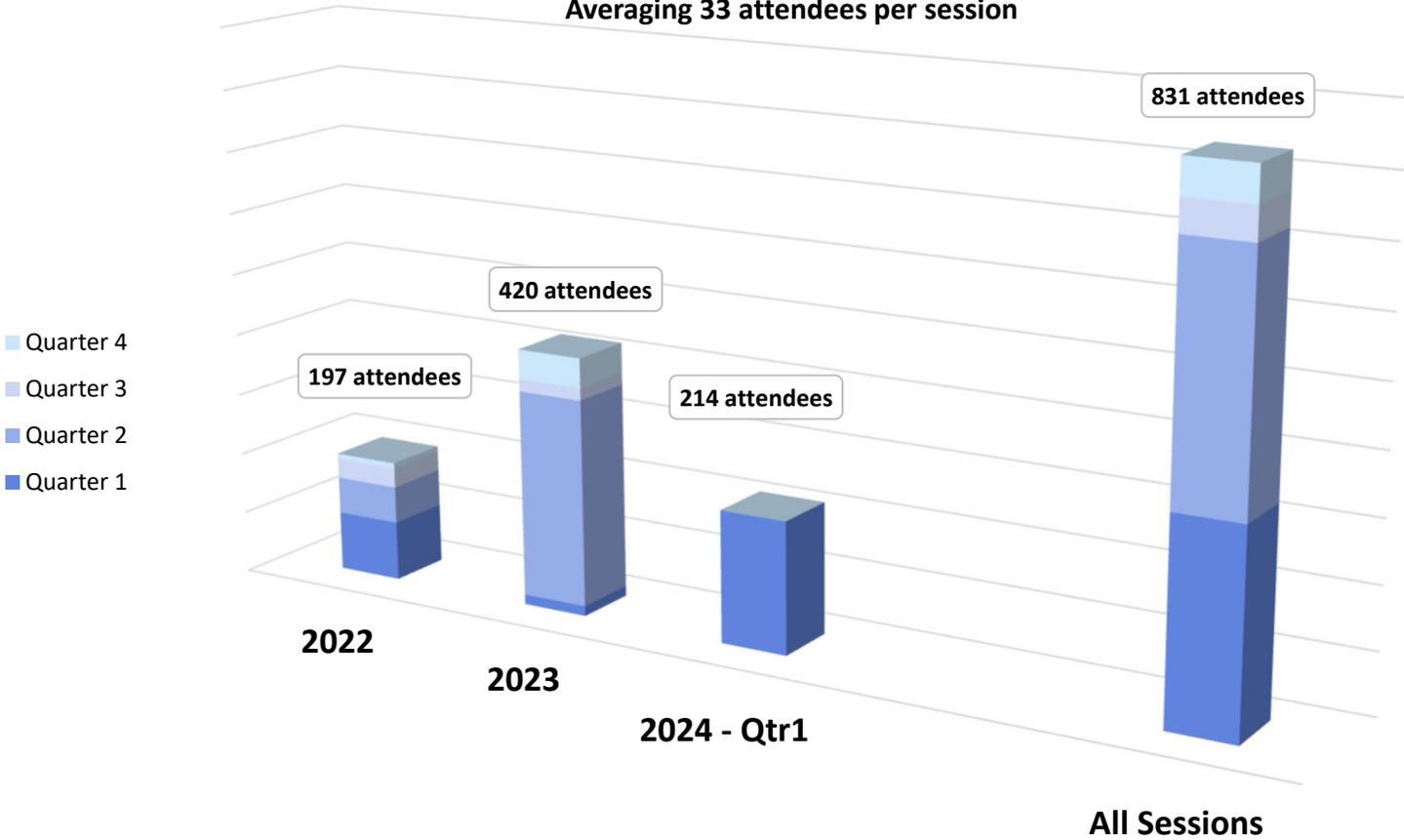
# Thirteen Years to Date

- ✓ Through March 31<sup>st</sup> of 2024
  - ✓ These first thirteen years the MTA Small Business Development Program (SBDP) achieved its greatest milestone reaching and exceeding the **\$600** million mark, having awarded **652** contracts totaling **\$698** million with an estimated **16,759** jobs created.
  - ✓ Our loan program assists contractors in creating a track record of successful project completion and loan history, providing our program contractors with the power and the confidence of capital and credit. Since the inception of the SBDP Loan Program we have approved and issued **158** loans totaling **\$21.2** million.
  - ✓ The Small Business Development Bond Program has assisted our contractors in securing over **\$600** million in AGGREGATE surety bonds.
  - ✓ Over **1183** firms participated in our SBDP training program and over **2,000** hours of classroom training. Over **500** of these firms have applied to and prequalified into our program.

# SBDP Outreach Networking

## Informational Outreach Sessions

Twenty-Five (25) Information Sessions held so far  
Averaging 33 attendees per session



as of March 31, 2024

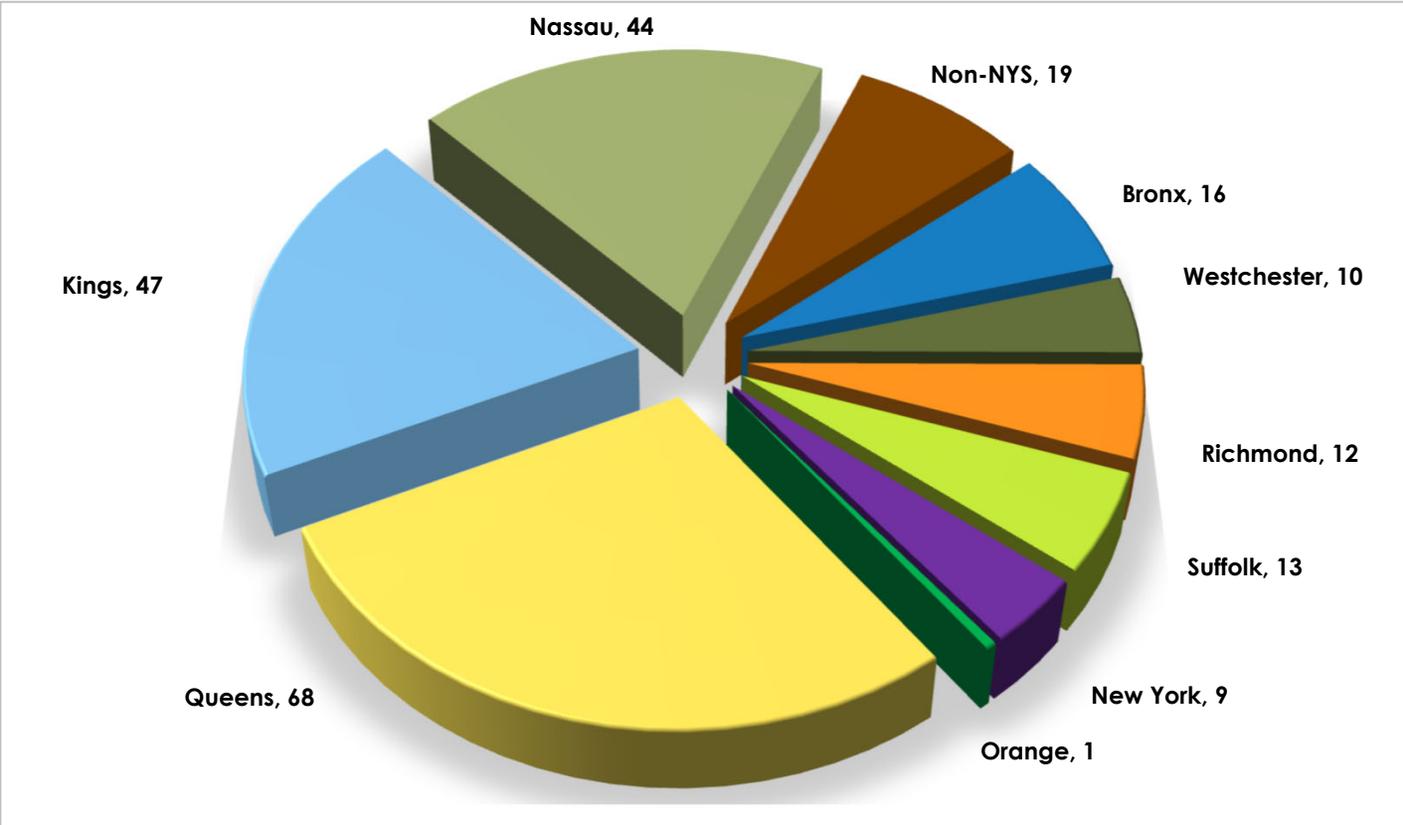
# SBDP Represents NY Metro Region

### Small Business Mentoring Program All Tiers

239 Firms Actively Enrolled in the Program (as of March 31, 2024)

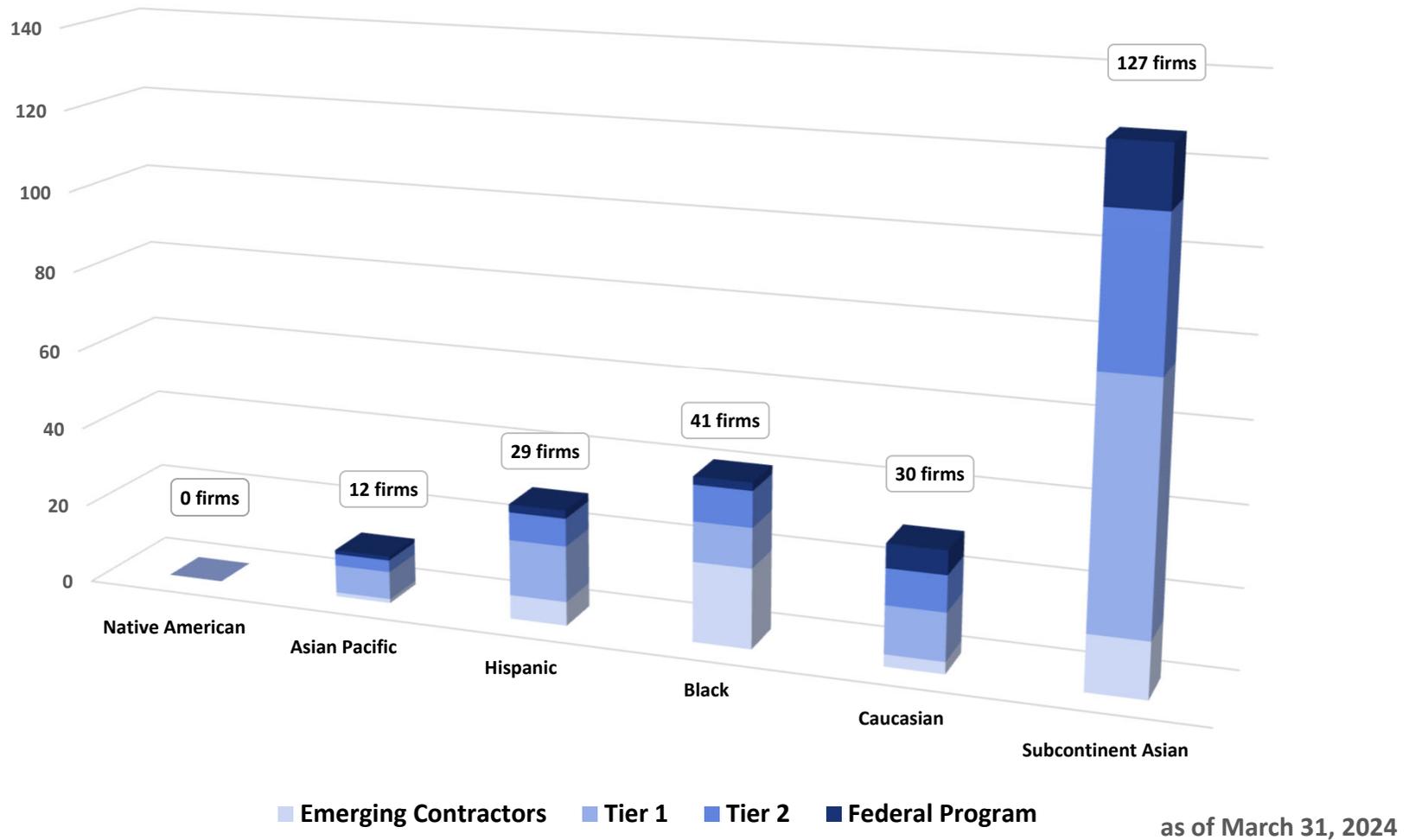
Certification	
MBE	137
WBE	31
DBE	46
SDVOB	12
Non-Certified	77

*firms may have multiple certifications*



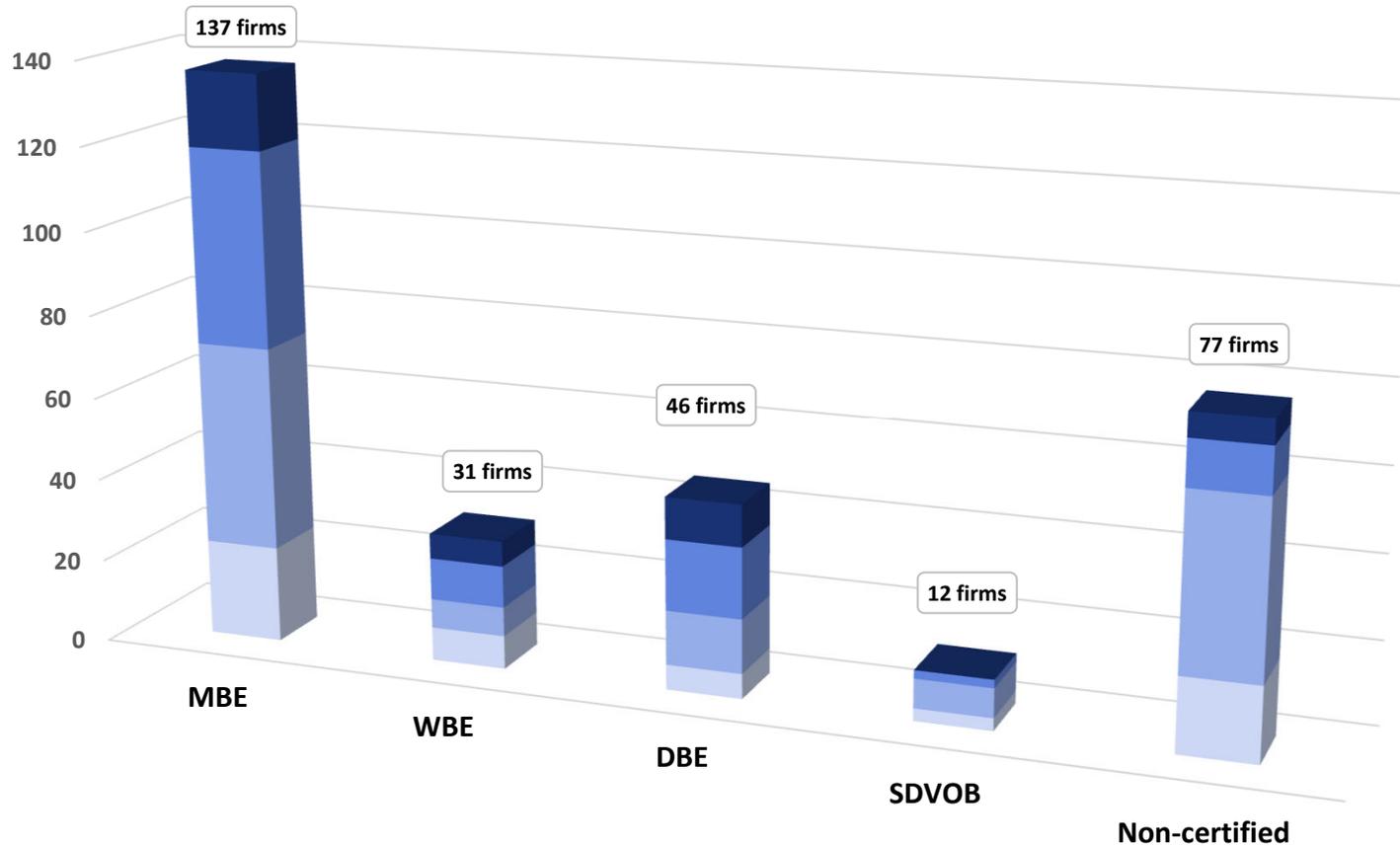
# SBDP Tiers are also Diverse

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



# SBDP Certifications

Certifications of Firms Actively Enrolled in the Program by Tier

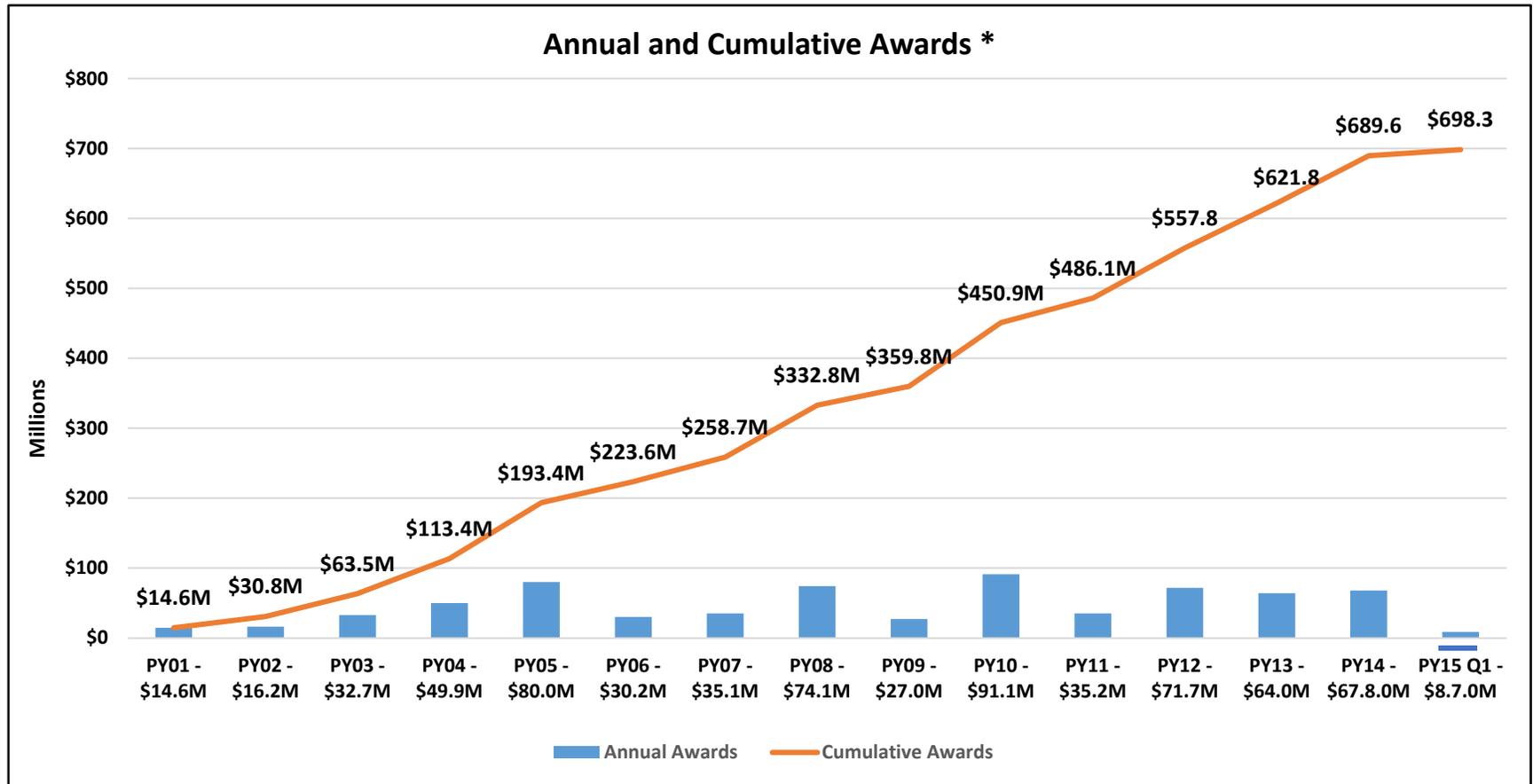


*firms may have multiple certifications*

Emerging Contractors Tier 1 Tier 2 Federal Program

as of March 31, 2024

# SBDP Prime Contract Opportunities



\* Annual Awards and Cumulative Awards are reported above as the total of all Contract Awards plus all Change Orders

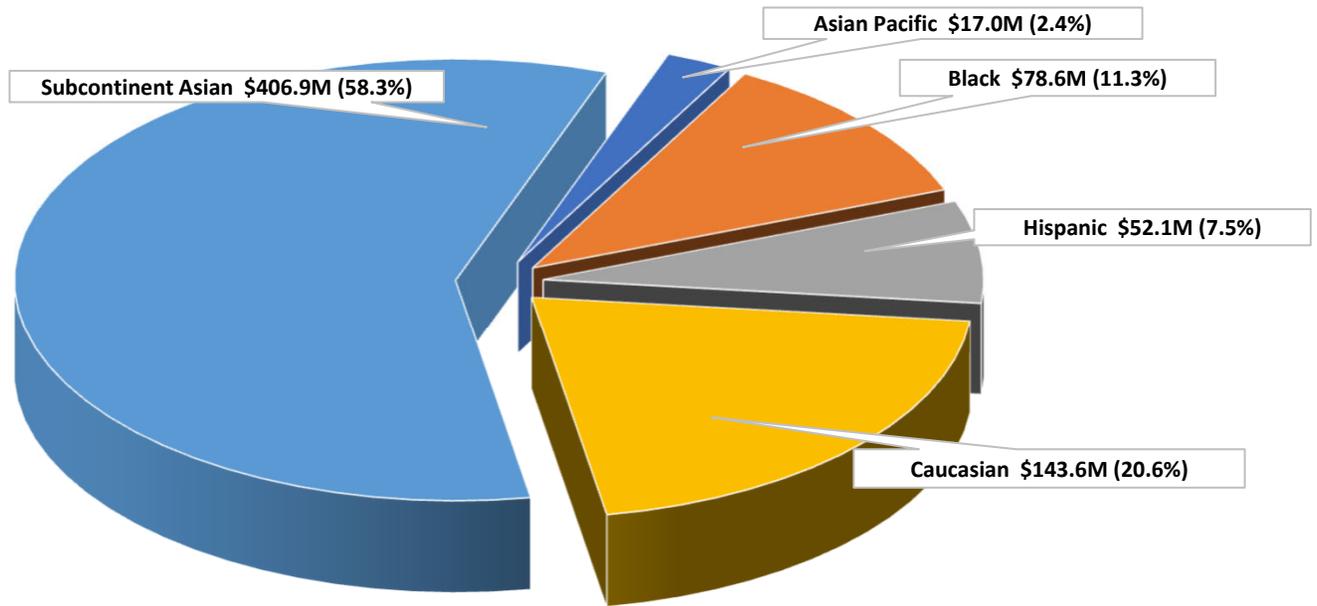
Program Years 1-14 awards through March 31, 2024

# SBDP Contract Awards

## Total SBDP Contract Awards by Ethnic Categories

Category	Awards
<i>Subcontinent Asian</i>	<i>\$406.9M</i>
<i>Caucasian</i>	<i>\$143.6M</i>
<i>Black</i>	<i>\$ 78.6M</i>
<i>Hispanic</i>	<i>\$ 52.1M</i>
<i>Asian Pacific</i>	<i>\$ 17.0M</i>
<b>Total SBDP Awards</b>	<b>\$698.3M</b>

*(Awards in Millions of Dollars)*



■ Asian Pacific    ■ Black    ■ Hispanic    ■ Caucasian    ■ Subcontinent Asian

Contract Awards through March 31, 2024

# SBDP Loan Program

Loan values shown are through March 31, 2024

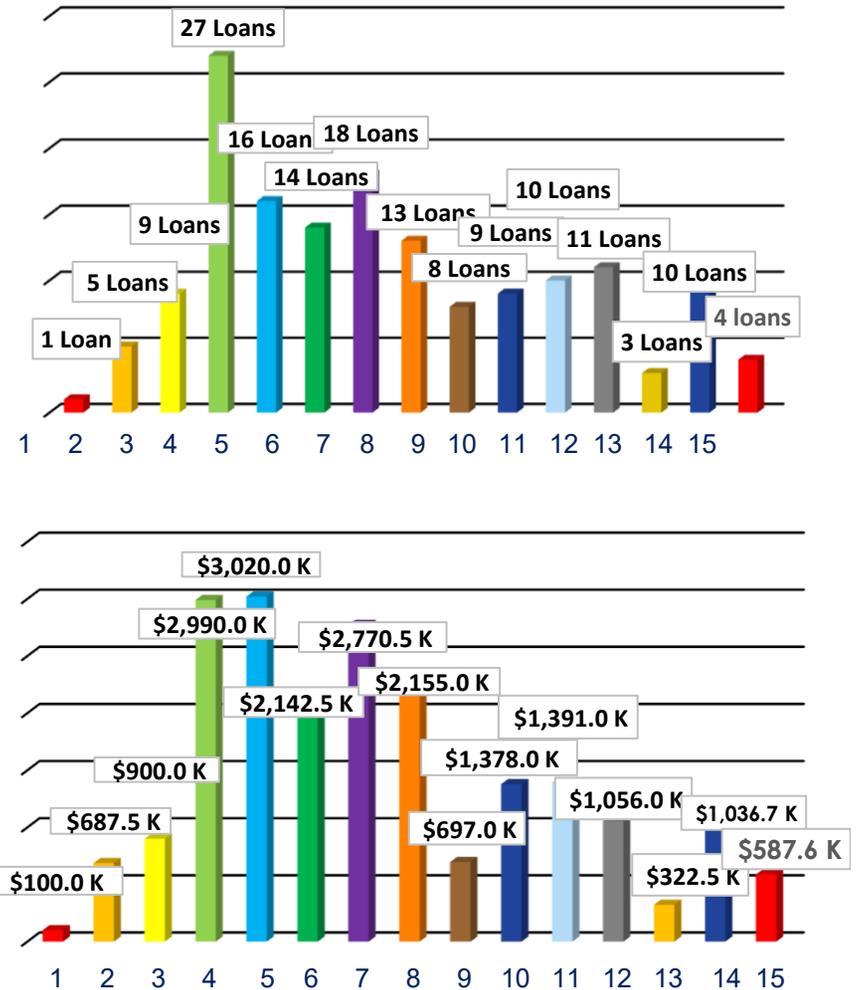
■	□	Year 1	1 Loan	totaling	\$ 100,000
■	□	Year 2	5 Loans	totaling	\$ 687,500
■	□	Year 3	9 Loans	totaling	\$ 900,000
■	□	Year 4	27 Loans	totaling	\$2,990,000
■	□	Year 5	16 Loans	totaling	\$3,020,000
■	□	Year 6	14 Loans	totaling	\$2,142,500
■	□	Year 7	18 Loans	totaling	\$2,770,500
■	□	Year 8	13 Loans	totaling	\$2,155,000
■	□	Year 9	8 Loans	totaling	\$ 697,000
■	□	Year 10	9 Loans	totaling	\$1,378,000
■	□	Year 11	10 Loans	totaling	\$1,391,000
■	□	Year 12	11 Loans	totaling	\$1,056,000
■	□	Year 13	3 Loans	totaling	\$ 322,500
■	□	Year 14	10 Loans	totaling	\$1,036,760
■	□	Year 15	4 Loans	totaling	\$ 587,600

**Total 158 Loans Totals \$21,234,360**

Maximum Loan Available: Tier 1 - up to \$150,0000  
SBFP and Tier 2 - up to \$900,000

Note: On January 1, 2019, SBDP began reporting on a Calendar year instead of a Fiscal year.

Year 9 represents activity from August 1<sup>st</sup> 2018 to December 31<sup>st</sup>, 2018



# SBDP Awards

➤ Program Year	Tier	Dollars Awarded
➤ 2010 – 2024	SBMP-Tier 1	Awards total <b>\$257.3</b> Million
➤ 2015 – 2024	SBMP-Tier 2	Awards total <b>\$273.0</b> Million
➤ 2013 – 2024	SBFP	Awards total <b>\$168.0</b> Million
	All Tiers	Awards total <b>\$698.3</b> Million

Award values shown are through March 31, 2024

# SBDP Facilitates Bonding and Growth

- The Small Business Development Bond Program has assisted Tier 2 and SBFP firms in securing **\$603 million** in surety bonds.
- **1,795** bid opportunities in the **Tier 2** and **Federal** programs
- **229** contract awards in the **Tier 2** and **Federal** programs
- Ongoing consultation with contractors to maximize bidding opportunities by increasing bonding capacity
- **Engaging Tier 1** contractors 24-36 months before graduation to ensure access to bonding and eligibility for the Tier 2 and the Federal Program

# TRAINING IS INTEGRAL TO SUCCESS

- Over **300** classroom training dates completed from July 2010 through March 2024
- Over **2,000** hours of classroom training provided from July 2010 through March 2024
- More than **1183** firms have participated in the training since the program's inception,
  - Over **500** of these firms have applied to and prequalified into the SBMP
- All prequalified contractors complete a mandatory 18-session training program
- Over **30** course attendees were registered for the recent training sessions
  - assisting them through the application and pre-qualification process

# TRAINING IS INTEGRAL TO SUCCESS

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

This training program is facilitated twice a year, in the spring and in the fall. Since its inception in 2012, 1183 firms have participated, we have had 300 classroom training dates, over 500 firms have applied to the MTA SBDP, and we have provided over 2000 hours of classroom instruction.

The training curriculum, specific content, trainers, and delivery methods are subject to MTA approval and 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, organization of class, pace of the course, and course effectiveness.

The rating system is scored 1 thru 5 with 1 being the strongest. The average rating for each class has been 1.2.

# Training Classes Continue to Evolve

- Regular review and update of topics, materials, and instructors
- New topics include Project Management and Strategic Business Development
- Mandatory training spans technical, organizational, and business operations
  
- Course topics include:
  - Doing Business with the MTA and Prime Contractors
  - Prevailing Wages / Project Management
  - Estimating and Bidding Strategies at the MTA
  - Project Scheduling at the MTA
  - Cash Flow and Financial Management
  - Safety and Quality Planning at the MTA
  - Requisition and Change Order Process
  - Business Communications
  - Marketing Your Business to the NY Construction Industry
  - Construction Law
  - Developing a Profitable Business in the MTA Region
  - Surety Bonding, Access to Capital, and The CEO Toolkit
  - Navigating MTA Contracts & MWDBE Compliance / Strategic Business Development
  - How to be a Prime Contractor



# Assessments Plot a Course of Action

- Contractor Assessments lead to detailed Action Plans
- Identifying existing and future needs
- Creating SMART Plans with each contractor
  - **Specific**
  - **Measurable**
  - **Agreed Upon**
  - **Realistic**
  - **Time-bound**
- **Over 475** In-Person Assessments Completed
- **Over 472** Action Plans Delivered
- Regular follow-up with contractors on progress



# Benefits Of The Program

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

# Metropolitan Transportation Authority Department of Diversity and Civil Rights

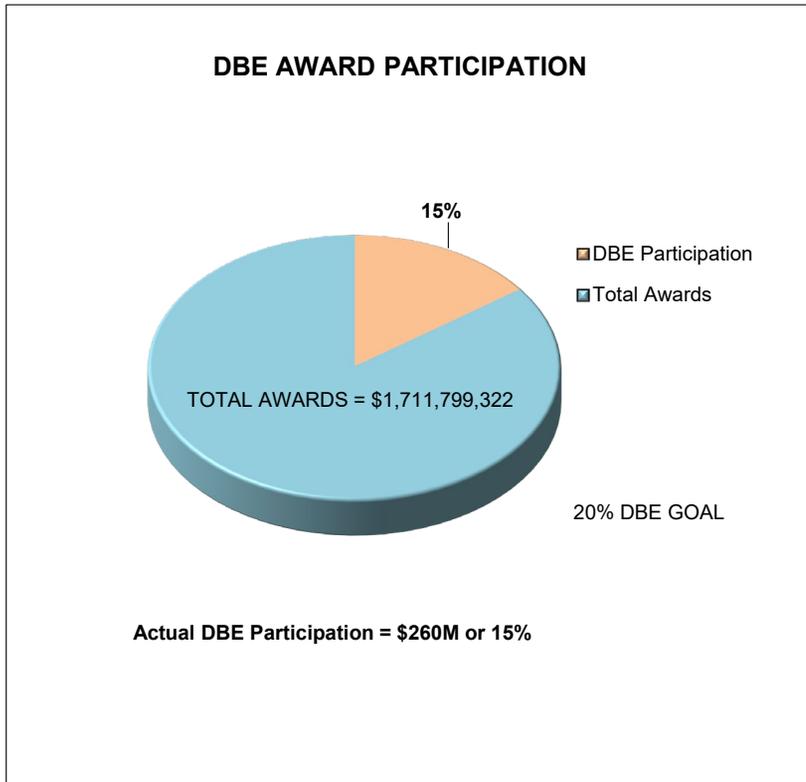
M/W/DBE and SDVOB  
Contract Compliance

June, 2024

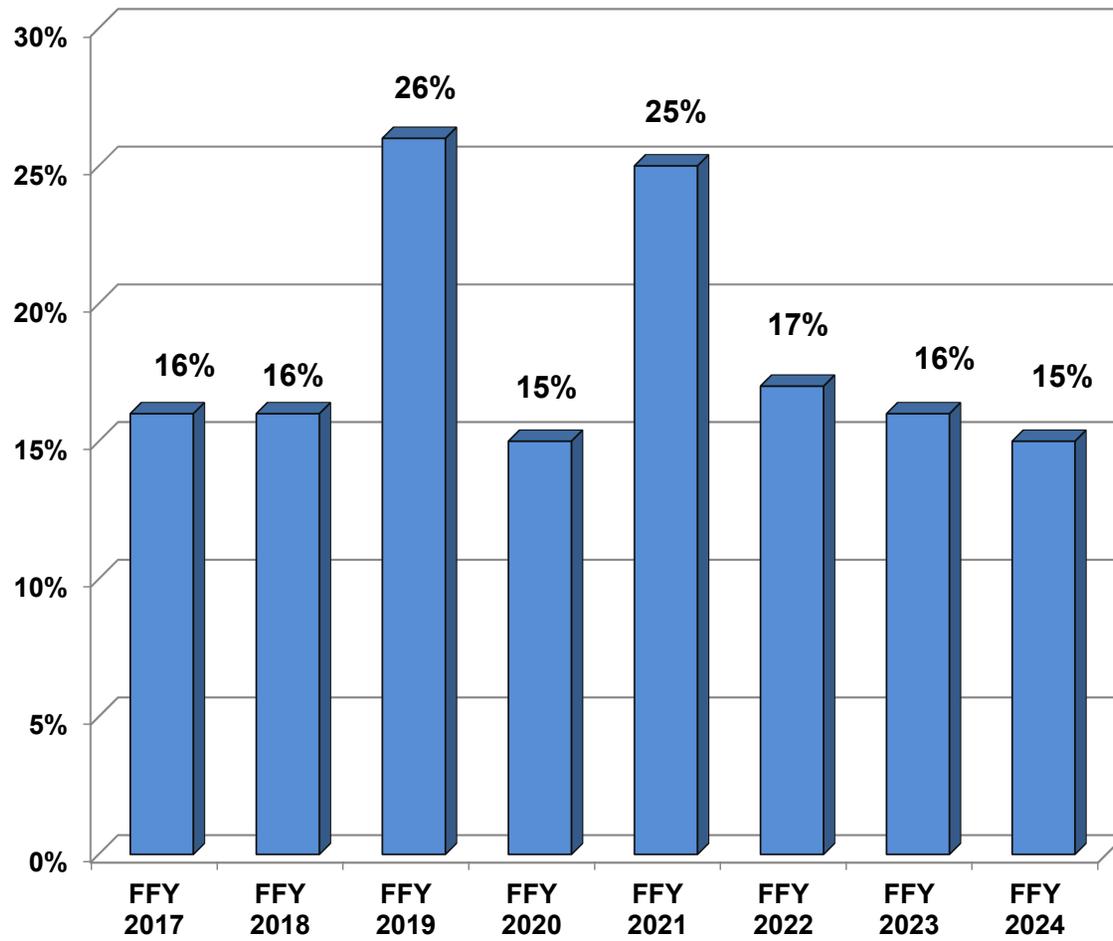
**DBE Participation in Federally Funded Contracts  
Federal Fiscal Year 2024  
(Reporting Period: October 1, 2023 to March 31, 2024)**

- Each year, MTA reports to the Federal Transit Administration on a semi-annual basis DBE participation in federally funded contracts.
- Reports are submitted on June 1st -- covering October through March, and December 1st - - covering April through September. The December report also summarizes data for the entire Federal Fiscal Year (“FFY”).
- Reports include DBE participation data on new awards and payments on ongoing and completed contracts.
- For FFY 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.

FEDERALLY-FUNDED CONTRACTS  
DBE CONTRACT ACTIVITY  
FEDERAL FISCAL YEAR 2024(OCTOBER 2023-March 2024)



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



**FEDERALLY-FUNDED CONTRACTS  
DBE CONTRACT ACTIVITY  
FEDERAL FISCAL YEAR 2024 (OCTOBER 2023-MARCH 2024)**

**AWARDS\***

CONTRACT AWARDS	PRIME AWARDS		DBE PARTICIPATION			OVERALL FTA GOAL
	Number of Contracts	Award Amount	Number of DBE Contracts	DBE Award Amount	% To Agency Total	
<b>1ST SEMI-ANNUAL REPORT October 2023- March 2024</b>	150	\$1,711,799,322	80	\$260,187,527	15%	20%
<b>TOTAL</b>	<b>**150</b>	<b>\$1,711,799,322</b>	<b>80</b>	<b>\$260,187,527</b>	<b>15%</b>	<b>20%</b>

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

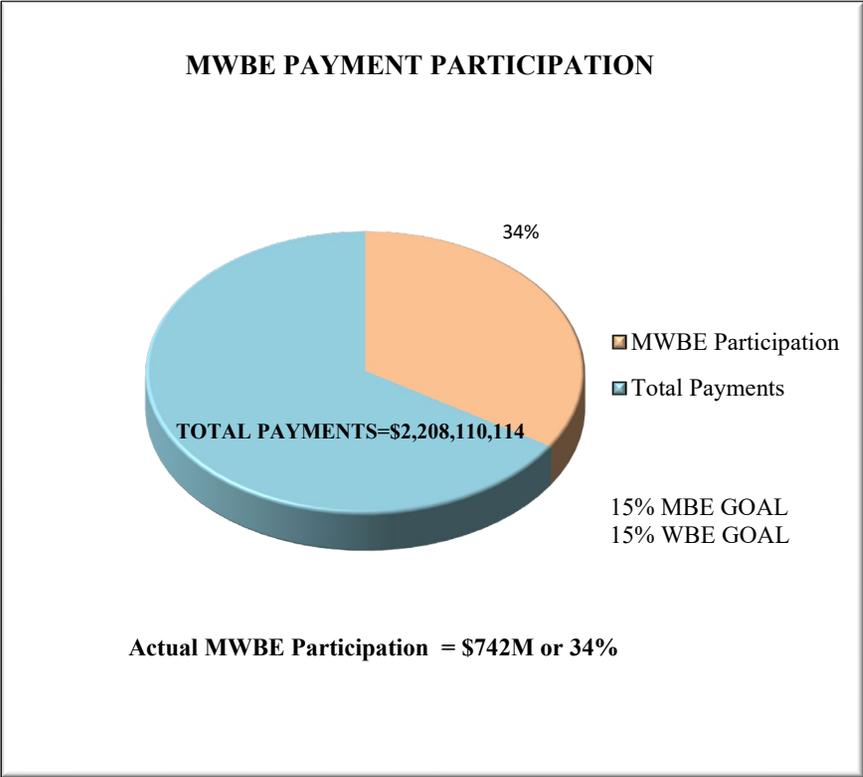
\*\*This figure includes contracts for which no DBE goals were assigned.

**MWBE Participation in State Funded Contracts  
New York State Fiscal Year 2023-2024\*  
(Reporting Period: April 1, 2023 to March 31, 2024)**

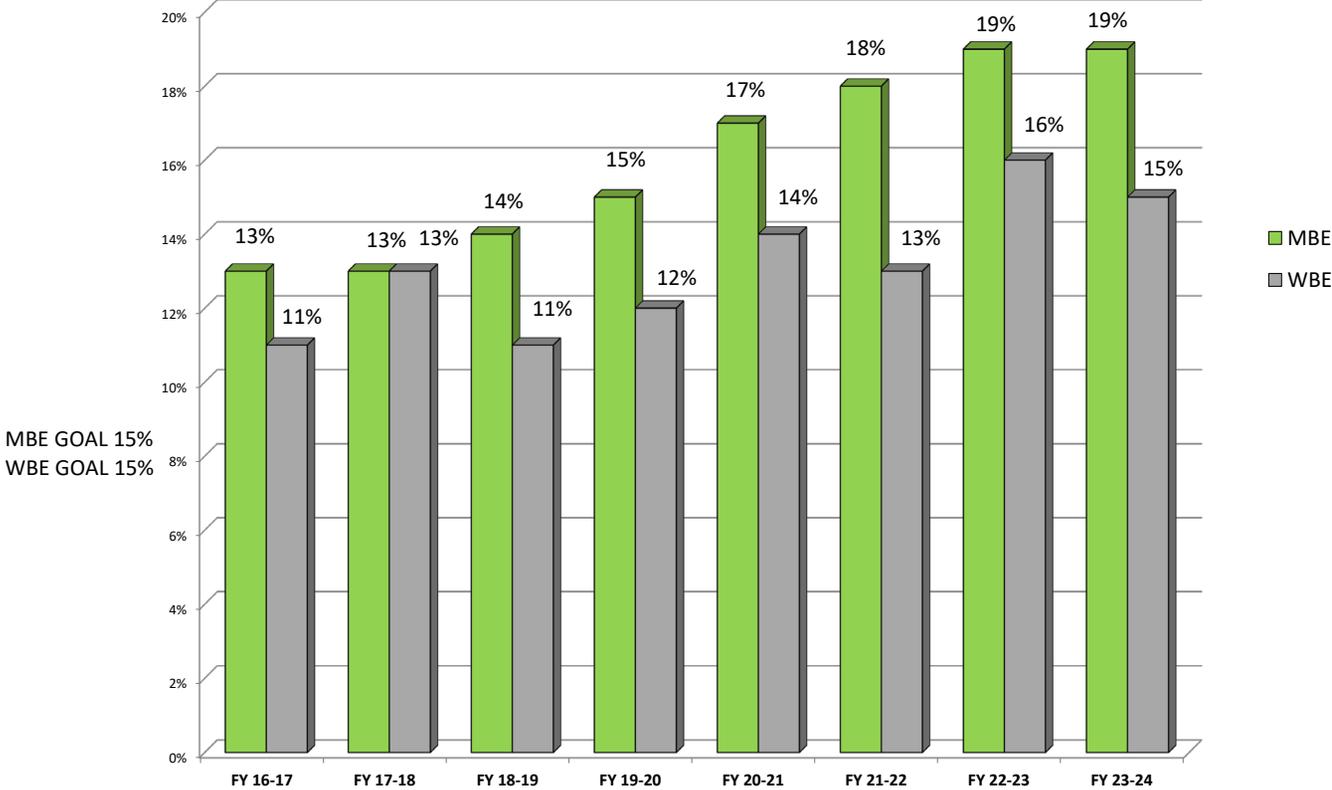
- Each year, the MTA reports to the Empire State Development Corporation on a quarterly basis the MWBE participation on state funded contracts.
- Reports are submitted 15 days after the end of each quarter, on January 15, April 15, July 15, and October 15.
- Reports include data on contracts with goals and MWBE contract payments.
- MTA established an overall MWBE goal of 30% for the New York State fiscal year 2023-2024, starting April 1, 2023.
- During FY 2023-24, the MTA paid \$2.2 billion on prime contracts, with \$742 million (34%) paid to certified MWBEs.

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

MWBE CONTRACT ACTIVITY  
NEW YORK STATE FISCAL YEAR 2023-2024 (APRIL 2023- MARCH 2024)



NYS MWBE PAYMENTS  
APRIL 2016 - MARCH 2024



MBE GOAL 15%  
WBE GOAL 15%

**NYS CONTRACTS  
MWBE CONTRACT ACTIVITY  
APRIL 1, 2023 - March 31, 2024**

CONTRACT PAYMENTS	PAYMENTS TO PRIMES		MWBE PARTICIPATION			NYS Goal
	Number of Contracts	Payment Amount	Number of MWBE Contracts	MWBE Payment Amount	MWBE %	
FIRST QUARTER (Apr-Jun 2023)	2,057	\$582,270,127	2,689	\$179,012,917	31%	30%
SECOND QUARTER (July-Sept 2023)	1,983	\$560,796,762	2,715	\$182,340,032	33%	30%
THIRD QUARTER (Oct-Dec 2023)	2,058	\$561,041,700	2,782	\$185,682,570	33%	30%
FOURTH QUARTER (Jan-March 2024)	2,140	\$504,001,525	2,872	\$194,517,565	39%	30%
<b>TOTAL</b>	<b>8,238</b>	<b>\$2,208,110,114</b>	<b>11,058</b>	<b>\$741,553,084</b>	<b>34%</b>	<b>30%</b>

**SDVOB Participation on State Funded Contracts  
New York State Fiscal Year 2023-2024\*  
(Reporting Period: April 1, 2023 to March 31, 2024)**

- Each year, the MTA reports to the Office of General Services on a quarterly basis the SDVOB participation on state funded contracts.
- Reports are submitted 30 days after the end of each quarter, on January 30, April 30, July 30, and October 30.
- Reports include data on contracts with SDVOB goals and payments made to SDVOBs.
- MTA established an overall SDVOB goal of 6% for State fiscal year 2023-2024, starting on April 1, 2023.
- During FY 2023-24, the MTA paid \$551 million on prime contracts with \$40 million (7%), paid to certified SDVOBs.

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

**NYS CONTRACTS**  
**SDVOB CONTRACT ACTIVITY**  
**APRIL 1, 2023 - MARCH 31, 2024**

<b>Contract Payments</b>	<b>Prime Disbursements</b>	<b>SDVOB Disbursements</b>	<b>SDVOB%</b>
FIRST QUARTER (Apr-Jun 2023)	\$141,247,825	\$7,308,924	5%
SECOND QUARTER (July-Sept 2023)	\$143,079,019	\$9,411,029	7%
THIRD QUARTER (Oct-Dec 2023)	\$157,664,879	\$13,915,308	9%
FOURTH QUARTER (Jan-Mar 2024)	\$109,453,318	\$9,060,373	8%
<b>FY 2023-2024 TOTAL</b>	<b>\$551,445,041</b>	<b>\$39,695,634</b>	<b>7%</b>

# Metropolitan Transportation Authority Department of Diversity and Civil Rights

All Discretionary  
Including  
A&E, IT, and Legal

June, 2024

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

**April 2023 - March 2024**

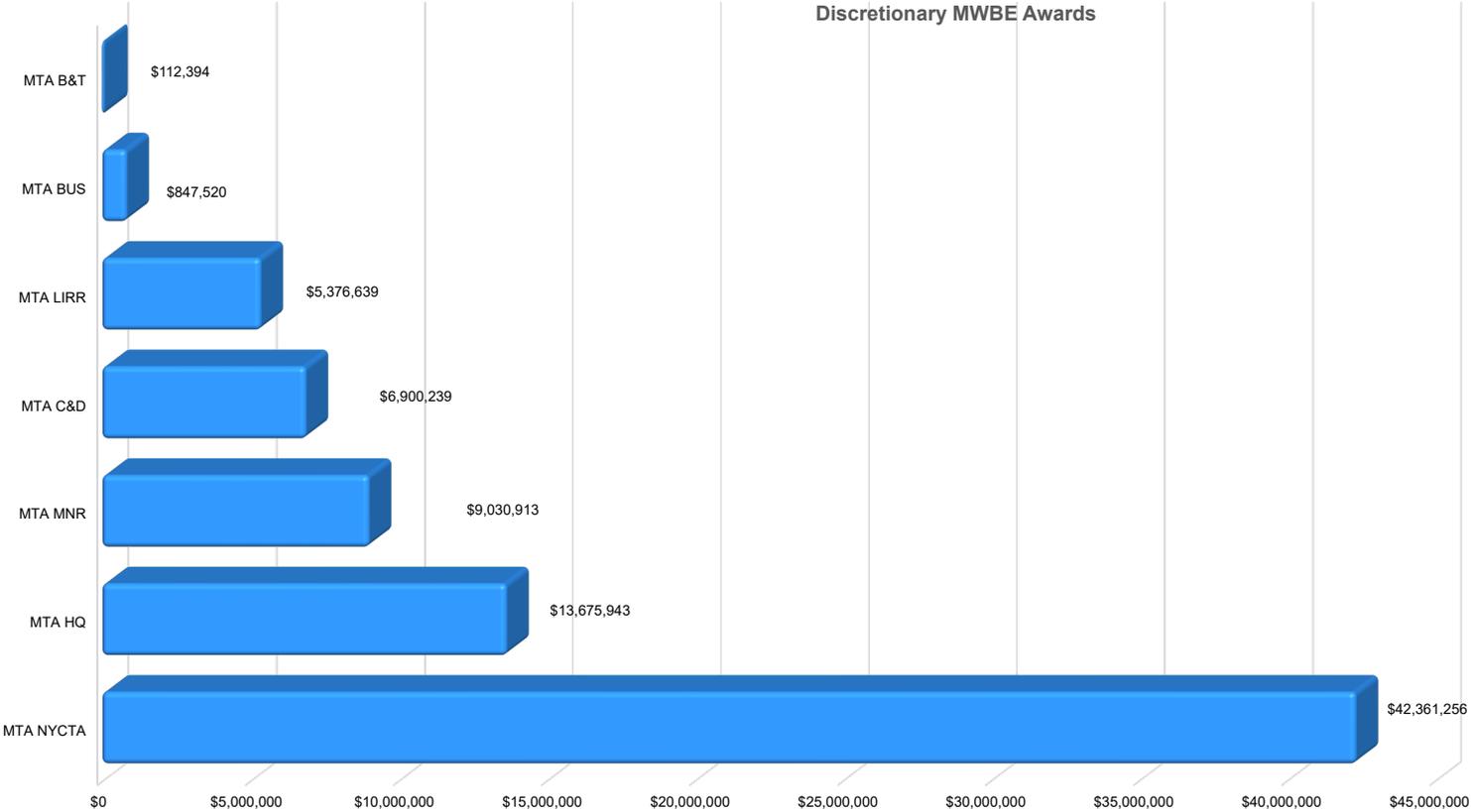
Agency	Total Awards \$1.5M or Less	MWBE Discretionary Awards	Discretionary MWBE	SBC Discretionary	Discretionary SBC
<b>MTA NYCTA</b>	\$ 247,250,851.60	\$ 42,361,256.11	17%	\$ 5,356,357.23	2%
<b>MTA MNR</b>	\$ 68,823,540.02	\$ 9,030,912.98	13%	\$ 888,676.91	1%
<b>MTA B&amp;T</b>	\$ 5,572,637.61	\$ 112,394.10	2%	-	0%
<b>MTA LIRR</b>	\$ 90,603,753.65	\$ 5,376,639.27	6%	\$ 1,143,045.22	1%
<b>MTA HQ</b>	\$ 41,760,119.02	\$ 13,675,942.64	33%	\$ 254,578.83	1%
<b>MTA C&amp;D</b>	\$ 11,462,105.77	\$ 6,900,238.74	60%	\$ 9,653.00	0%
<b>MTA BUS</b>	\$ 33,190,111.98	\$ 847,520.48	3%	\$ 664,362.75	2%
<b>Total</b>	<b>\$ 498,663,119.65</b>	<b>\$ 78,304,904.32</b>	<b>16%</b>	<b>\$ 8,316,673.94</b>	<b>2%</b>

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

Includes IT Discretionary \$9,881,541.01

Includes A/E Discretionary \$6,818,399.34

MTA ALL AGENCY  
DISCRETIONARY PROCUREMENTS REPORT\*  
APRIL 2023 - MARCH 2024

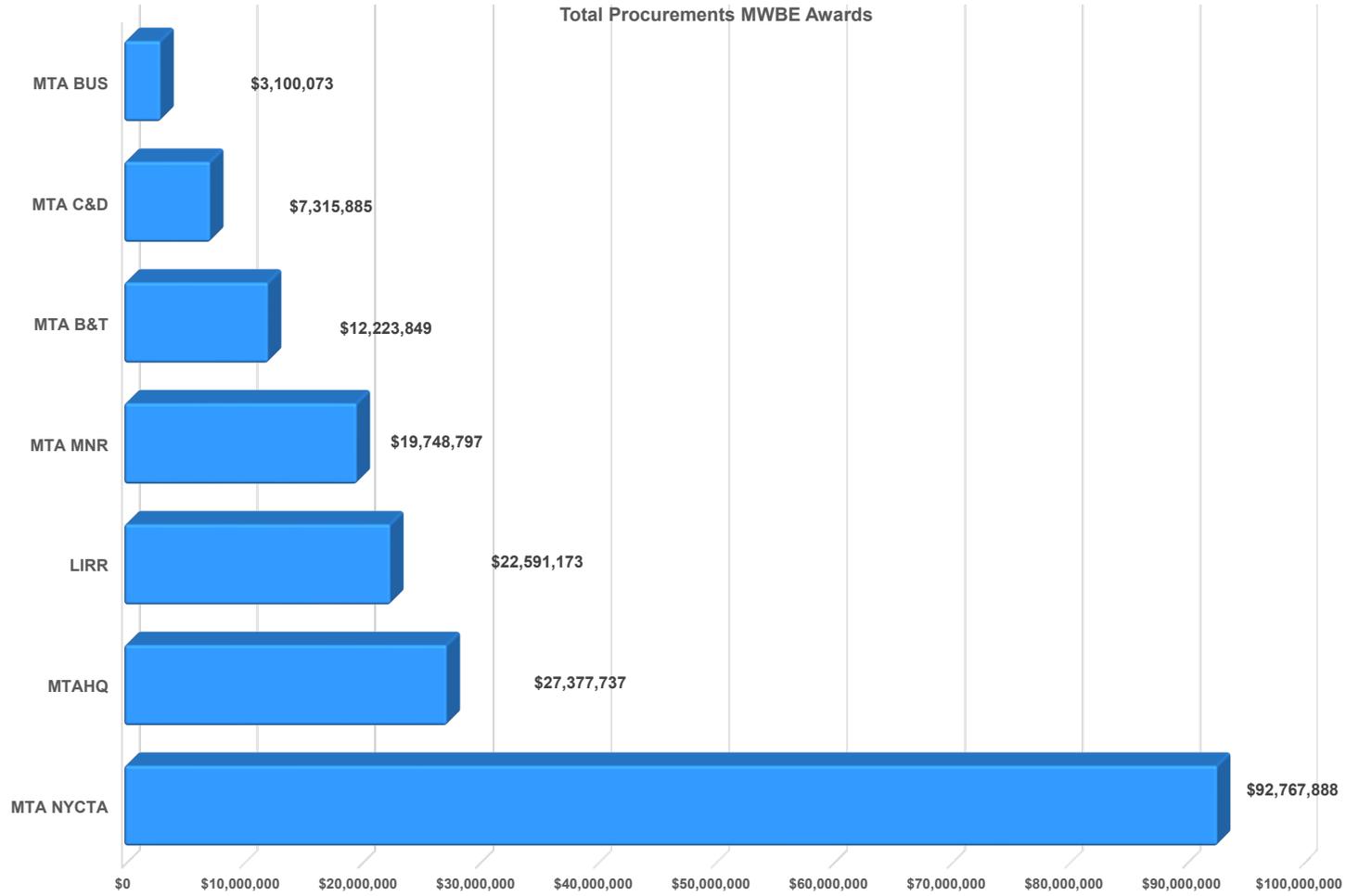


\*Discretionary procurements include purchases for goods, miscellaneous procurements, personal or miscellaneous services.

**MTA ALL AGENCY  
TOTAL PROCUREMENTS  
April 2023 - March 2024**

Agency	Total Award Amount	Total MWBE Awards	MWBE
<b>MTA NYCTA</b>	\$ 718,466,621.97	\$ 92,767,887.76	13%
<b>MTA MNR</b>	\$ 82,998,016.26	\$ 19,748,796.73	24%
<b>MTA B&amp;T</b>	\$ 75,150,496.65	\$ 12,223,849.10	16%
<b>MTA LIRR</b>	\$ 158,331,810.60	\$ 22,591,172.83	14%
<b>MTA HQ</b>	\$ 225,215,100.94	\$ 27,377,737.29	12%
<b>MTA C&amp;D</b>	\$ 17,614,623.15	\$ 7,315,885.45	42%
<b>MTA BUS</b>	\$ 42,239,896.49	\$ 3,100,073.40	7%
<b>Total</b>	<b>\$ 1,320,016,566.06</b>	<b>\$ 185,125,402.56</b>	<b>14%</b>

MTA ALL AGENCY  
TOTAL PROCUREMENTS REPORT  
APRIL 2023 - MARCH 2024





**MTA ALL AGENCY LEGAL FEES PAID  
APRIL 2023 THROUGH MARCH 2024**

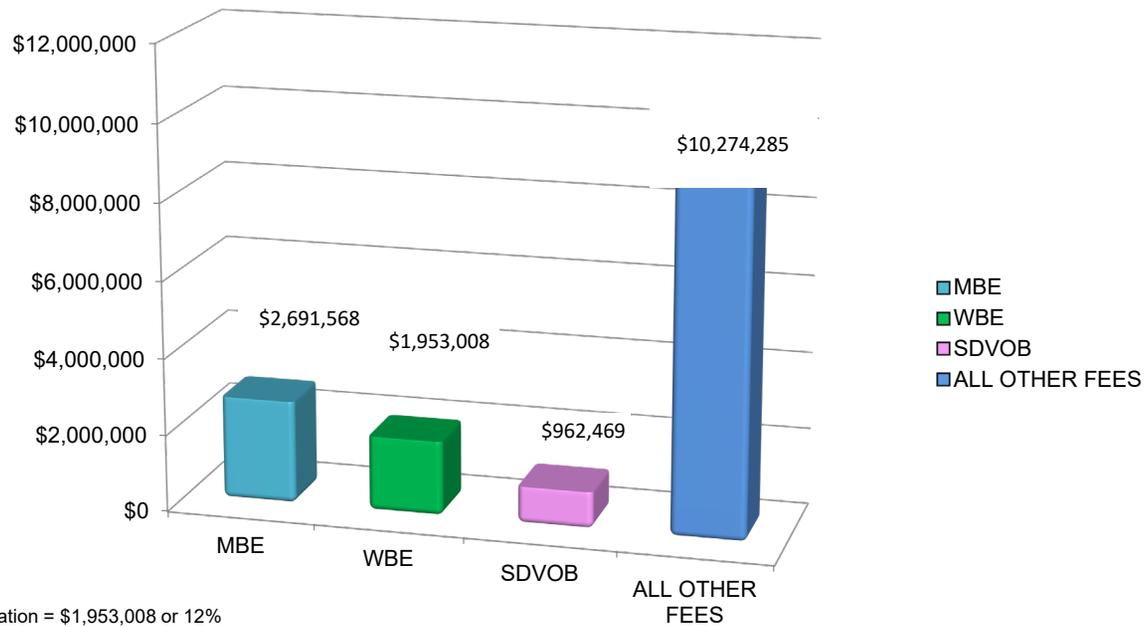
AGENCY	ALL LEGAL FEES PAID	PAYMENTS TO MBE CERTIFIED FIRMS	MBE PARTICIPATION	PAYMENTS TO WBE CERTIFIED FIRMS	WBE PARTICIPATION	PAYMENTS TO MWBE CERTIFIED FIRMS	MWBE PARTICIPATION	PAYMENTS TO NON-CERTIFIED FIRMS
MTA C&D	\$ 3,784,720.03	\$ 113,317.36	2.99%	\$465,564.25	12.30%	\$ 578,881.61	15.30%	\$ -
MTA BUS	\$ 4,720,024.09	\$ 116,157.97	2.46%	\$ 1,198,010.19	25.38%	\$ 1,314,168.16	27.84%	\$ -
B&T	\$ 1,552,655.26	\$ 102,873.69	6.63%	\$ 230,591.50	14.85%	\$ 333,465.19	21.48%	\$ -
FMTAC	\$ 5,300,480.44	\$ 1,106,969.38	20.88%	\$ 454,869.35	8.58%	\$ 1,561,838.73	29.47%	\$ -
LIRR	\$ 2,231,553.09	\$ 57,562.68	2.58%	\$ 513,637.82	23.02%	\$ 571,200.50	25.60%	\$ -
NYCTA	\$ 22,953,484.99	\$ 2,425,409.72	10.57%	\$ 1,147,791.50	5.00%	\$ 3,573,201.22	15.57%	\$ -
MNR	\$ 1,360,266.37	\$ 36,947.34	2.72%	\$0.00	0.00%	\$ 36,947.34	2.72%	\$ -
MTA HQ	\$ 14,482,173.90	\$ 560,156.55	3.87%	\$ 449,768.10	3.11%	\$ 1,009,924.65	6.97%	\$ -
<b>Total</b>	<b>\$ 56,385,358</b>	<b>\$ 4,519,395</b>	<b>8%</b>	<b>\$ 4,460,233</b>	<b>8%</b>	<b>\$ 8,979,627</b>	<b>16%</b>	<b>\$ -</b>

# Metropolitan Transportation Authority Department of Diversity and Civil Rights

Financial Services

June, 2024

### MTA ALL AGENCY UNDERWRITER FEES APRIL 2023 - March 2024



Actual WBE Participation = \$1,953,008 or 12%  
Actual MBE Participation = \$2,691,568 or 17%  
Actual SDVOB Participation = \$962,469 or 6%  
All Other Underwriting Fees = \$10,274,285 or 65%  
Total Underwriting Fees = \$15,881,329

# Metropolitan Transportation Authority Department of Diversity and Civil Rights

Asset Fund Managers

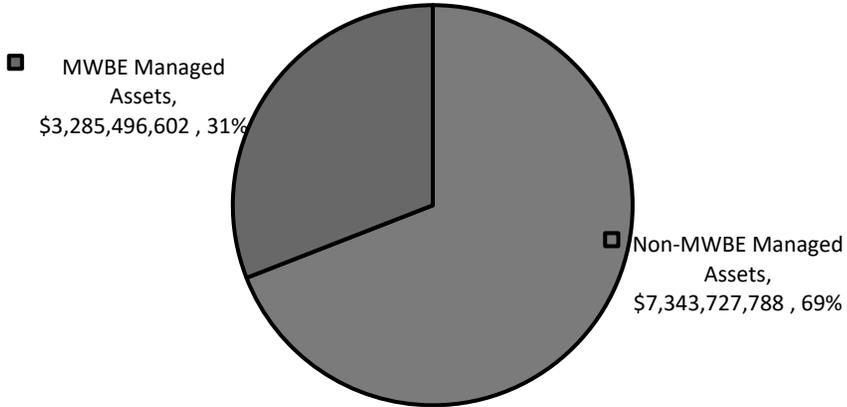
June, 2024



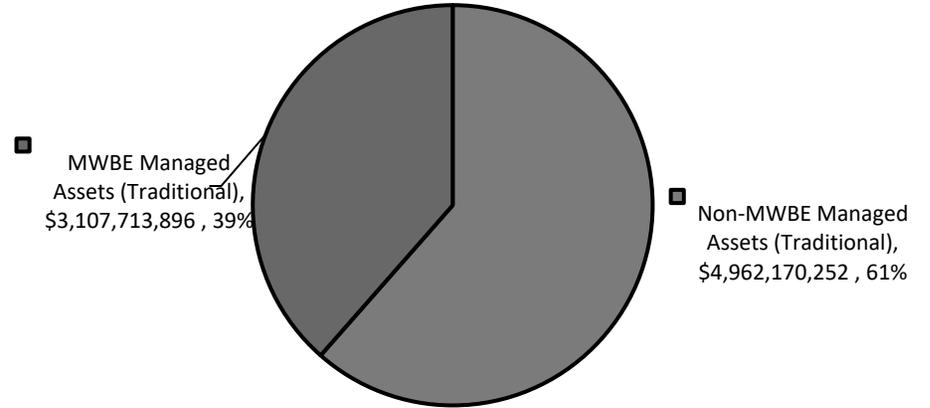
# MTA Sponsored Plans – MWBE Participation

As March 2024

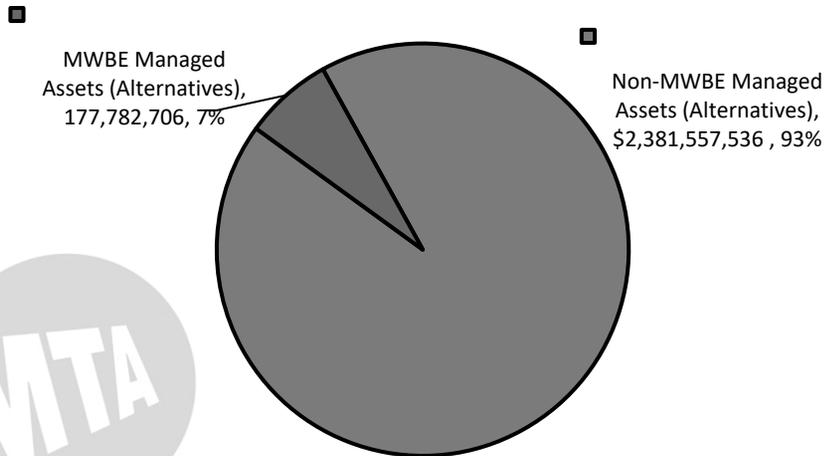
Combined Plans - Total Assets



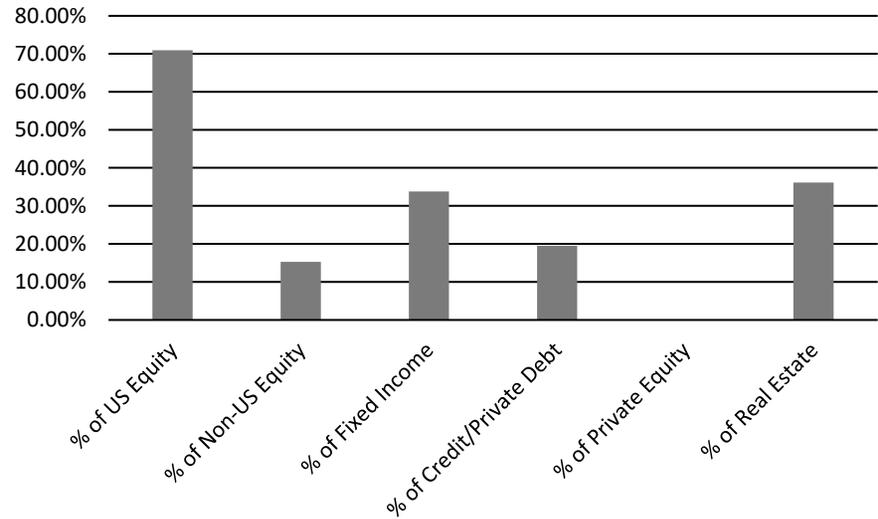
Combined Plans - Traditional Investments



Combined Plans- Alternative Investments



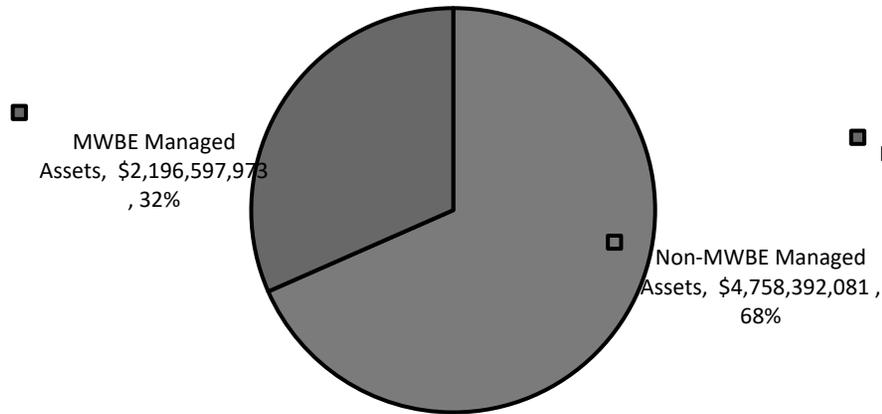
MWBE Managed Assets by Asset Class



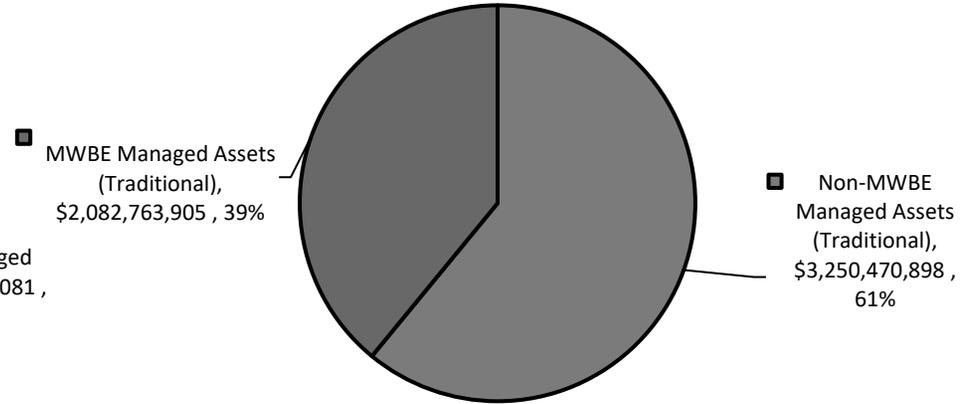
# MTA Sponsored Plans – MWBE Participation

As March 2024

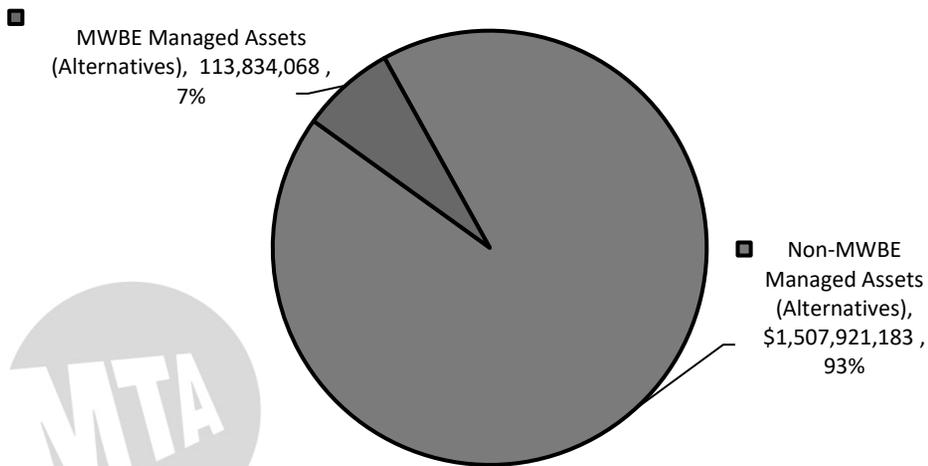
MTA Defined Benefit - Total Assets



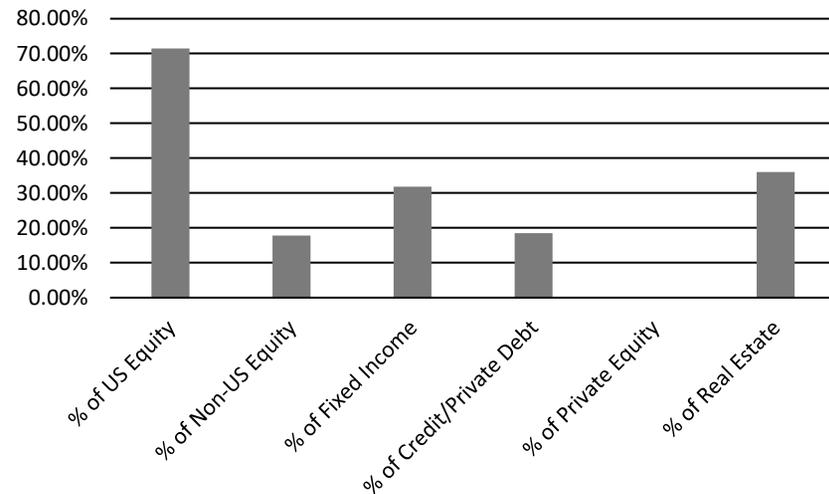
MTA Defined Benefit - Traditional Investments



MTA Defined Benefit - Alternative Investments



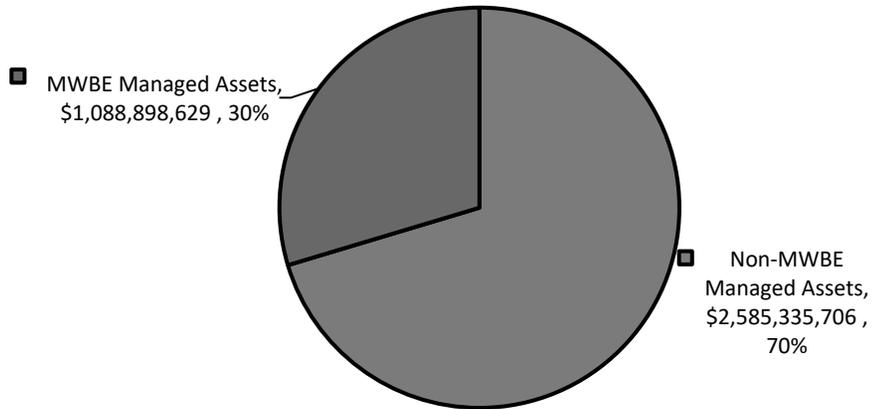
MWBE Managed Assets by Asset Class



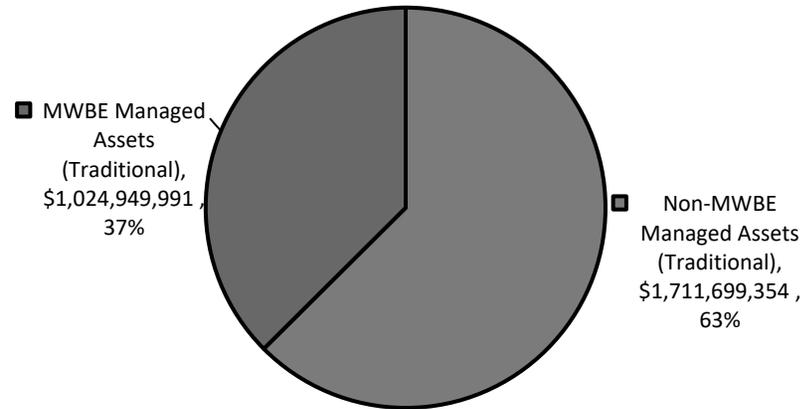
# MTA Sponsored Plans – MWBE Participation

As of March 2024

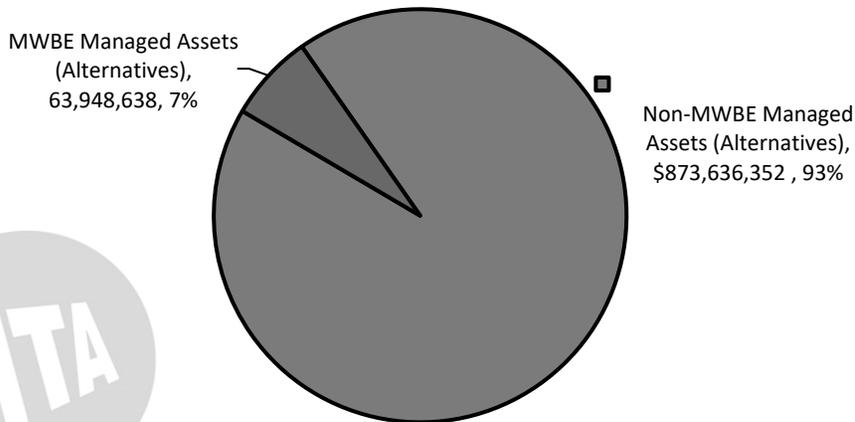
MaBSTOA - Total Assets



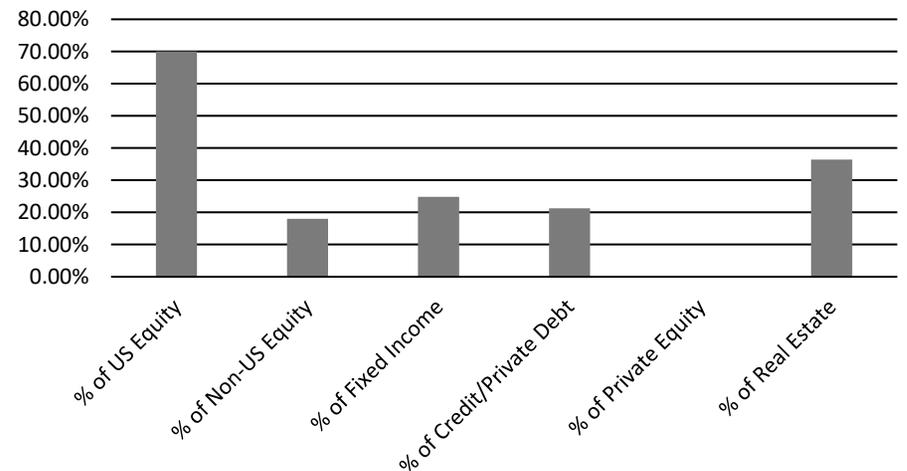
MaBSTOA - Traditional Investments



MaBSTOA - Alternative Investments



MWBE Managed Assets by Asset Class



Metropolitan Transportation Authority  
Department of Diversity and Civil Rights

**Workforce**  
as of March 31, 2024

# Definitions of EEO Job Categories

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

# Definitions of EEO Job Categories

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

# MTA-Wide Representation Overview

Reporting from a One-MTA organizational perspective, this quarterly report provides a basic overview of the current workforce representation within each agency and of the hiring and separations activities during the reporting period ending **March 31, 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 March 31, 2024

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	5,484		3129	9%	2,355	7%	1,256	23%	670	12%	820	15%	12	0%	5	0%	366	7%	253	5%	207	4%
F	1,574	29%	1117	20%	457	8%	553	10%	221	4%	236	4%	4	0%	1	0%	102	2%	20	0%	72	1%
M	3,910	71%	2012	37%	1,898	35%	703	13%	449	8%	584	11%	8	0%	4	0%	264	5%	233	4%	135	2%
Professionals	4,326		3050	71%	1,276	29%	1,132	26%	571	13%	1,024	24%	11	0%	3	0%	309	7%	105	2%	150	3%
F	1,621	37%	1319	30%	302	7%	624	14%	230	5%	335	8%	4	0%	3	0%	123	3%	19	0%	70	2%
M	2,705	63%	1731	40%	974	23%	508	12%	341	8%	689	16%	7	0%	0	0%	186	4%	86	2%	80	2%
Technicians	641		352	55%	289	45%	141	22%	93	15%	80	12%	4	1%	1	0%	33	5%	30	5%	15	2%
F	84	13%	66	10%	18	3%	38	6%	18	3%	4	1%	0	0%	0	0%	6	1%	5	1%	2	0%
M	557	87%	286	45%	271	42%	103	16%	75	12%	76	12%	4	1%	1	0%	27	4%	25	4%	13	2%
Protective Services	2,208		1460	66%	748	34%	661	30%	575	26%	138	6%	2	0%	2	0%	82	4%	140	6%	16	1%
F	397	18%	312	14%	85	4%	177	8%	105	5%	6	0%	1	0%	0	0%	23	1%	12	1%	7	0%
M	1,811	82%	1148	52%	663	30%	484	22%	470	21%	132	6%	1	0%	2	0%	59	3%	128	6%	9	0%
Paraprofessionals	113		84	74%	29	26%	46	41%	20	18%	9	8%	1	1%	0	0%	8	7%	2	2%	1	1%
F	73	65%	61	54%	12	11%	33	29%	14	12%	7	6%	1	1%	0	0%	6	5%	0	0%	1	1%
M	40	35%	23	20%	17	15%	13	12%	6	5%	2	2%	0	0%	0	0%	2	2%	2	2%	0	0%
Administrative Support	1,943		1558	80%	385	20%	872	45%	284	15%	282	15%	10	1%	2	0%	108	6%	31	2%	43	2%
F	1,023	53%	877	45%	146	8%	559	29%	154	8%	95	5%	4	0%	2	0%	63	3%	11	1%	22	1%
M	920	47%	681	35%	239	12%	313	16%	130	7%	187	10%	6	0%	0	0%	45	2%	20	1%	21	1%
Skilled Craft	22,998		14317	62%	8,681	38%	6,729	29%	3,149	14%	3,166	14%	107	0%	17	0%	1,149	5%	881	4%	123	1%
F	640	3%	560	2%	80	0%	398	2%	90	0%	40	0%	0	0%	1	0%	31	0%	9	0%	10	0%
M	22,358	97%	13757	60%	8,601	37%	6,331	28%	3,059	13%	3,126	14%	107	0%	16	0%	1,118	5%	872	4%	113	0%
Service Maintenance	35,824		29887	83%	5,937	17%	18,306	51%	7,610	21%	2,556	7%	91	0%	7	0%	1,317	4%	762	2%	163	0%
F	8,751	24%	8098	23%	653	2%	5,933	17%	1,598	4%	220	1%	23	0%	3	0%	321	1%	87	0%	48	0%
M	27,073	76%	21789	61%	5,284	15%	12,373	35%	6,012	17%	2,336	7%	68	0%	4	0%	996	3%	675	2%	115	0%
Total	73,537		53,837	73%	19,700	27%	29,143	40%	12,972	18%	8,075	11%	238	0%	37	0%	3,372	5%	2,204	3%	718	1%

\*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

# MTA-Wide Workforce, by Agency as of March 31, 2024

MTA Agency	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
B&T	882		529	60%	353	40%	229	26%	187	21%	54	6%	5	1%	0	0%	54	6%	18	2%	13	1%
F	172	20%	146	17%	26	3%	84	10%	38	4%	15	2%	1	0%	0	0%	8	1%	3	0%	6	1%
M	710	80%	383	43%	327	37%	145	16%	149	17%	39	4%	4	0%	0	0%	46	5%	15	2%	7	1%
BUS	3,779		3259	86%	520	14%	1,787	47%	874	23%	356	9%	17	0%	9	0%	216	6%	81	2%	31	1%
F	485	13%	455	12%	30	1%	303	8%	117	3%	12	0%	1	0%	0	0%	22	1%	5	0%	6	0%
M	3,294	87%	2804	74%	490	13%	1,484	39%	757	20%	344	9%	16	0%	9	0%	194	5%	76	2%	25	1%
C&D	1,774		1159	65%	615	35%	342	19%	194	11%	512	29%	4	0%	1	0%	106	6%	24	1%	62	3%
F	569	32%	415	23%	154	9%	145	8%	84	5%	144	8%	2	0%	1	0%	39	2%	4	0%	26	1%
M	1,205	68%	744	42%	461	26%	197	11%	110	6%	368	21%	2	0%	0	0%	67	4%	20	1%	36	2%
HQ	5,372		3404	63%	1,968	37%	1,277	24%	797	15%	952	18%	15	0%	5	0%	358	7%	180	3%	162	3%
F	1,850	34%	1388	26%	462	9%	666	12%	289	5%	276	5%	5	0%	3	0%	149	3%	27	1%	69	1%
M	3,522	66%	2016	38%	1,506	28%	611	11%	508	9%	676	13%	10	0%	2	0%	209	4%	153	3%	93	2%
LIRR	7,517		3097	41%	4,420	59%	1,371	18%	947	13%	341	5%	24	0%	3	0%	411	5%	457	6%	76	1%
F	986	13%	583	8%	403	5%	344	5%	125	2%	52	1%	1	0%	0	0%	61	1%	20	0%	13	0%
M	6,531	87%	2514	33%	4,017	53%	1,027	14%	822	11%	289	4%	23	0%	3	0%	350	5%	437	6%	63	1%
MNR	6,315		2696	43%	3,619	57%	1,282	20%	799	13%	187	3%	22	0%	3	0%	403	6%	414	7%	91	1%
F	721	11%	491	8%	230	4%	277	4%	109	2%	32	1%	5	0%	2	0%	66	1%	21	0%	17	0%
M	5,594	89%	2205	35%	3,389	54%	1,005	16%	690	11%	155	2%	17	0%	1	0%	337	5%	393	6%	74	1%
NYCT	47,898		39693	83%	8,205	17%	22,855	48%	9,174	19%	5,673	12%	151	0%	16	0%	1,824	4%	1,030	2%	283	1%
F	9,380	20%	8932	19%	448	1%	6,496	14%	1,668	3%	412	1%	22	0%	4	0%	330	1%	83	0%	95	0%
M	38,518	80%	30761	64%	7,757	16%	16,359	34%	7,506	16%	5,261	11%	129	0%	12	0%	1,494	3%	947	2%	188	0%
Total	73,537		53,837	73%	19,700	27%	29,143	40%	12,972	18%	8,075	11%	238	0%	37	0%	3,372	5%	2,204	3%	718	1%

\*American Indian/Alaskan Native

\*\*Native Hawaiian Other Pacific Islander

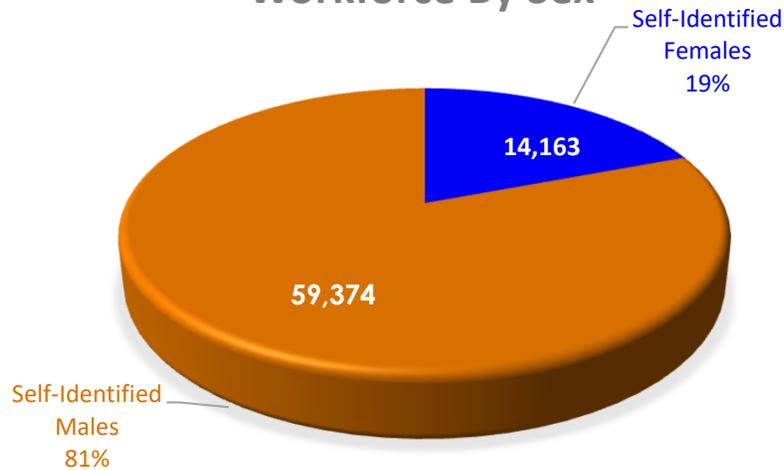
\*\*\*Persons With Disabilities

F represent employees who Self-Identified as Females

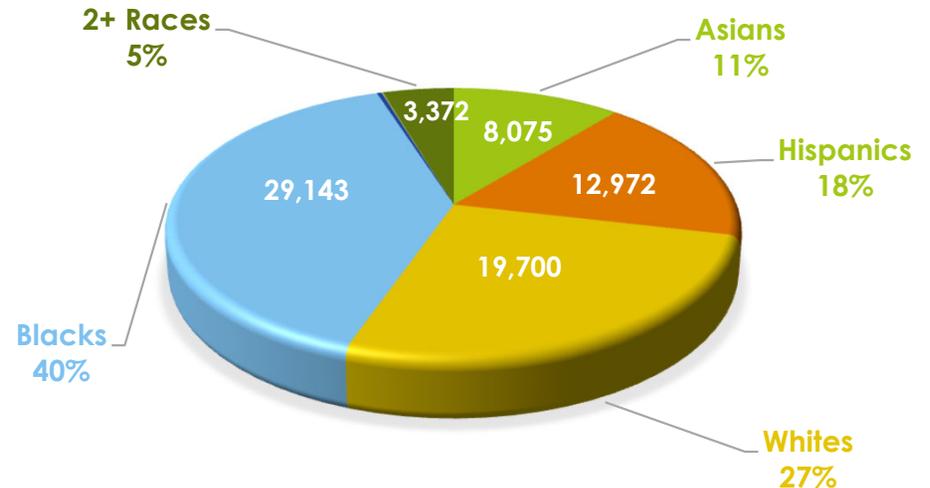
M represent employees who Self-Identified as Males

# MTA-Wide Workforce as of March 31, 2024

## Workforce By Sex



## WORKFORCE BY RACE/ETHNICITY



MTA employed **73,537** employees, **19%** of the workforce were self-identified **females**, **73% minorities**, **3% veterans** and **1%** self-identified as **person(s) with a disability**.

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

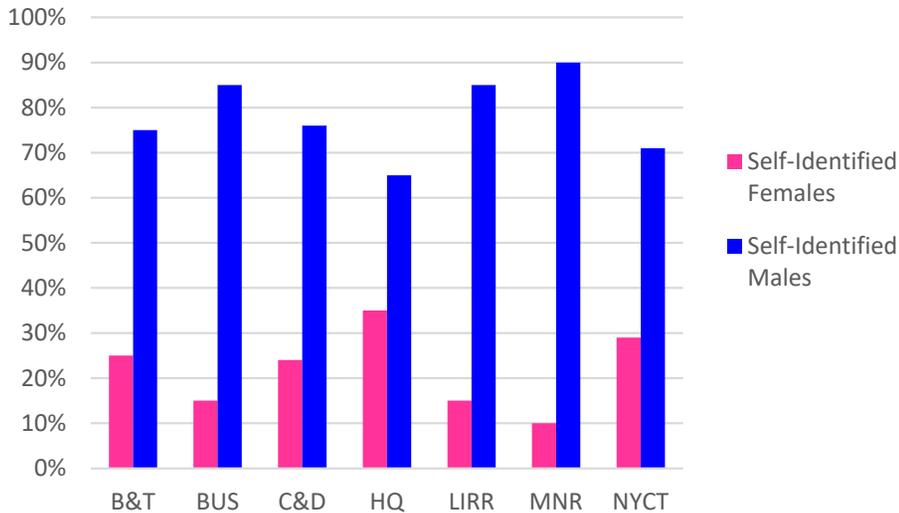
Metropolitan Transportation Authority  
Department of Diversity and Civil Rights

**MTA-Wide New Hires and Separations**

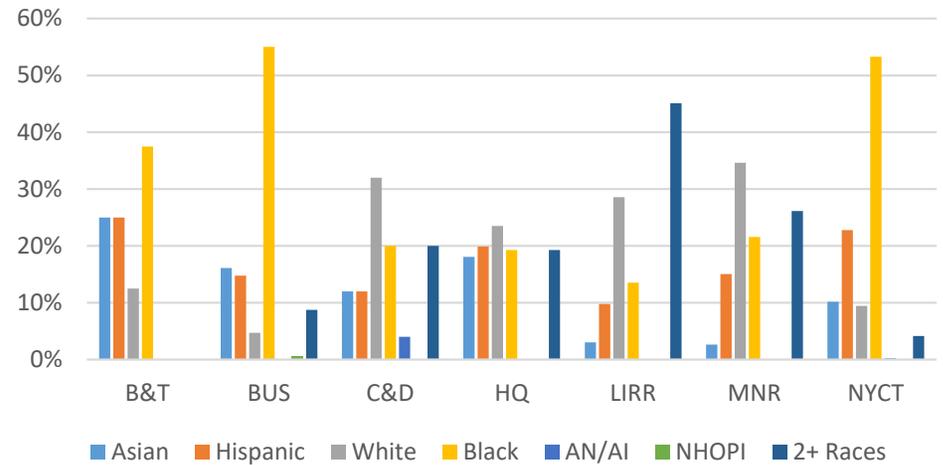
January 1, 2024 – March 31, 2024

# New Hires By Agency January 1, 2024 to March 31, 2024

## MTA Agencies New Hires By Sex



## MTA Agencies New Hires By Race/Ethnicity

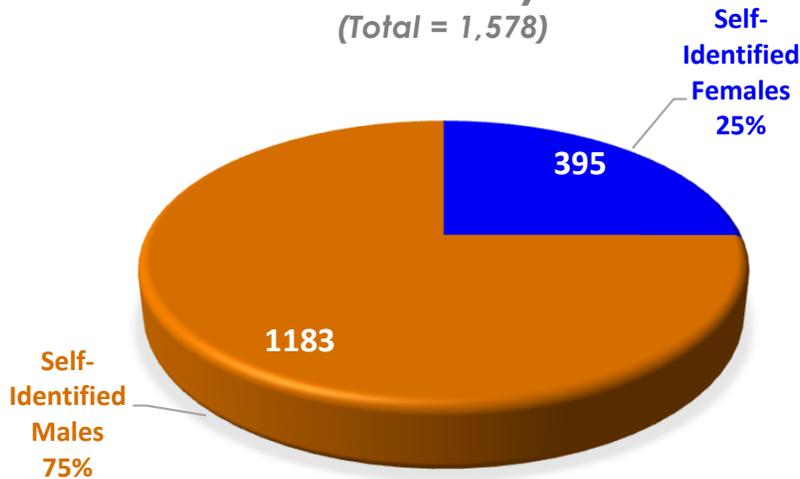


Agency	New Hires	Self-Identified Females	Minorities
B&T	8	25%	88%
BUS	149	15%	95%
C&D	25	24%	68%
HQ	166	35%	77%
LIRR	133	15%	71%
MNR	153	10%	65%
NYCT	944	29%	91%

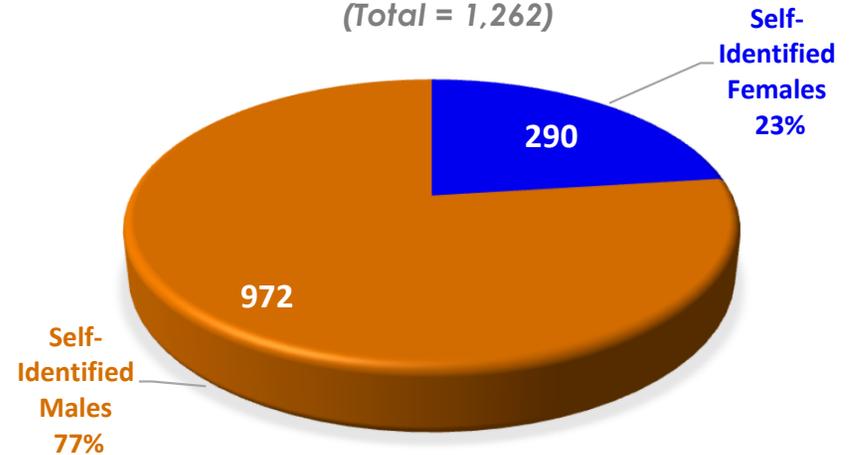
\*The above agency-specific data does not accurately reflect employee movements resulting from the transformation.

# MTA-Wide New Hires and Separations by Sex January 1, 2024 to March 31, 2024

**New Hires By Sex**  
(Total = 1,578)



**Separations By Sex**  
(Total = 1,262)

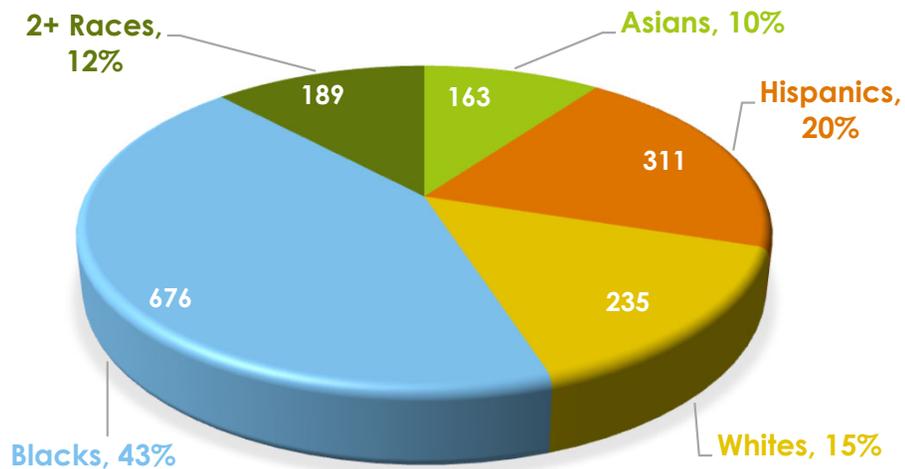


During the 1<sup>st</sup> Quarter 2024, MTA **hired 1,578** employees, including **395** self-identified females and **1,183** self-identified males. During this same reporting period, **1,262** employees **separated** from MTA, including **290** self-identified females and **972** self-identified males.

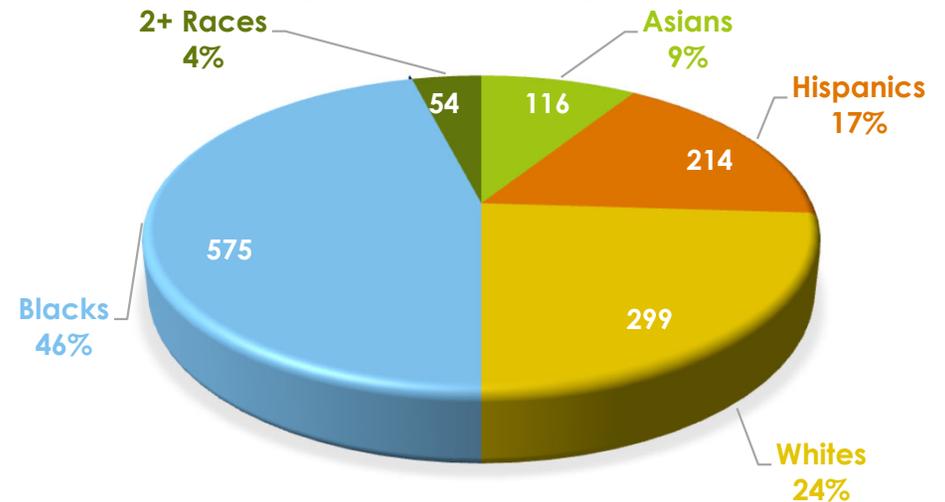
- ❑ The result was a **net increase** of **105 self-identified females** and **211 self-identified males** employees.
- ❑ The number of employees who self-identified as **veterans increased** by **1**. There were **37** veterans **hired** and **36** veterans **separated** during 2024.

# MTA-Wide New Hires and Separations by Race/Ethnicity January 1, 2024 to March 31, 2024

**NEW HIRES BY RACE/ETHNICITY  
(TOTAL = 1,578)**



**SEPARATIONS BY RACE/ETHNICITY  
(TOTAL = 1,262)**



During 2024, **MTA hired 1,578** employees, **1,343** minorities and **235** non-minorities. During this same reporting period, **1,262** employees **separated** from MTA, **963** minorities and **299** non-minorities.

- ❑ The result was a net **increase** of **380** minority employees.
- ❑ The number of employees who self-identified as **a person(s) with a disability decreased** by **14**. There were **6** persons who self-identified as a person(s) with a disability hired and 20 persons who self-identified as a person(s) with a disability separated during 2024.

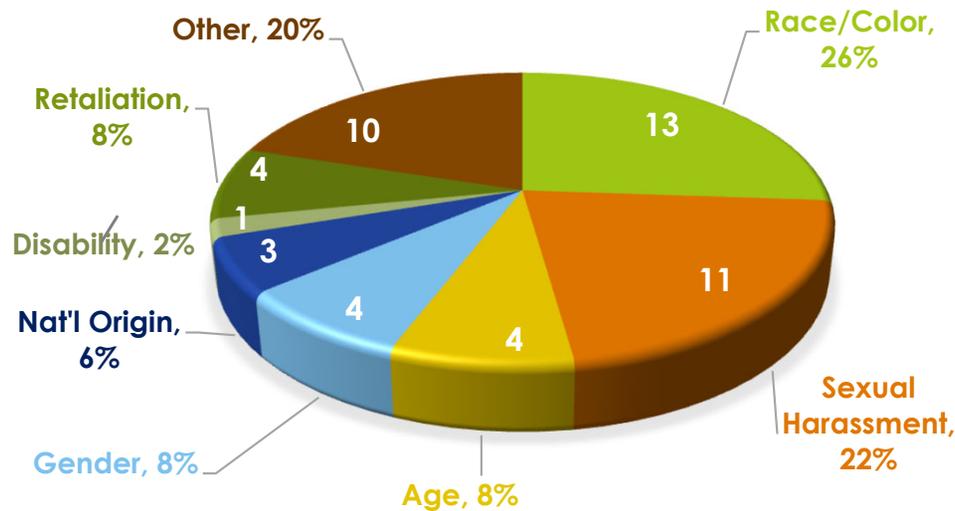
Metropolitan Transportation Authority  
Department of Diversity and Civil Rights

**MTA-Wide Complaints and Lawsuits**

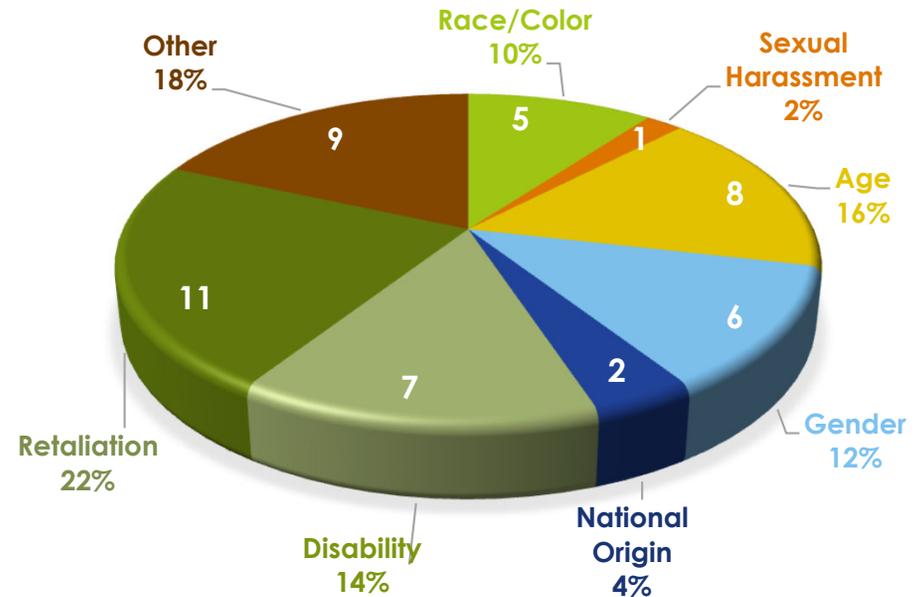
January 1, 2024 – March 31, 2024

# MTA-Wide EEO Internal/External Discrimination Complaints by Bases January 1, 2024 to March 31, 2024

### INTERNAL EEO COMPLAINTS



### EXTERNAL EEO COMPLAINTS

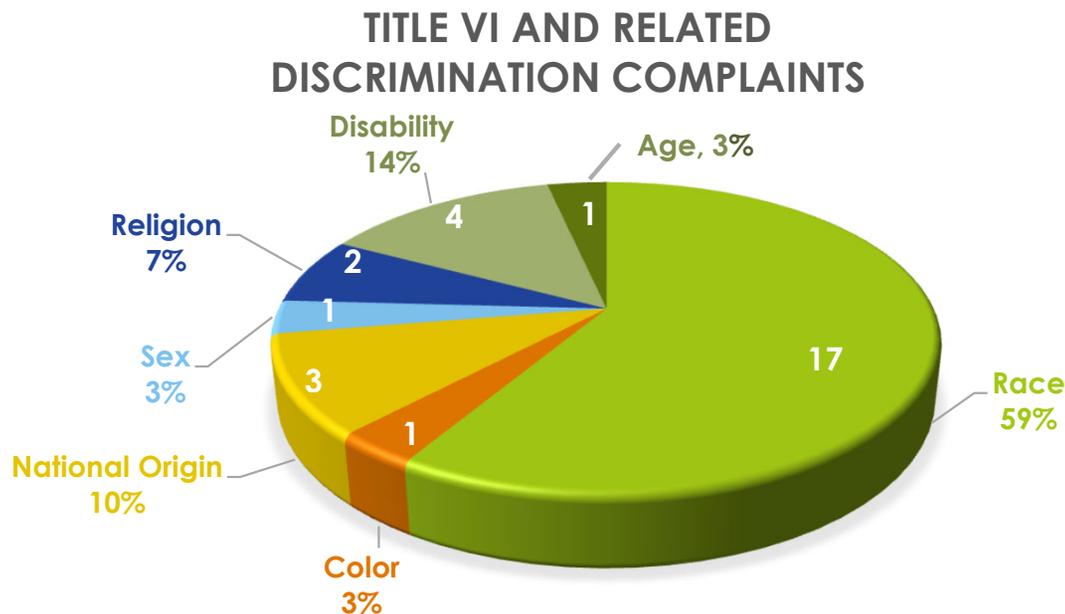


During 2024, MTA received **54** EEO complaints\*, citing **99** separate bases, and **8** lawsuits.

- **33** filed internal complaints.
- **29** 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 to March 31, 2024



During 2024, MTA received **27** Title VI and Related complaints, citing **29** separate bases and **no** Title VI lawsuit.

- **27** Title VI complaints\* were filed.
- **4** 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.