



Metropolitan Transportation Authority

Department of Diversity and Civil Rights

Diversity and Inclusion Board Presentation

February 26, 2020





During the New York State Fiscal Year 2018/19, out of 97 NYS Agencies and Authorities, the MTA was ranked number one with payments to NYS certified MWBEs totaling \$736 million.

There were additional payments made to NYS certified MWBEs on FTA funded projects totaling \$207 million.

Thus, a total of \$943 million was paid to NYS certified MWBEs.





***NYS Fiscal Year 2019 -20
(April 2019-March 2020)***

Annual MWBE Goals – 30%

MWBE Results – 26%



***Federal Fiscal Year 2018 -19
(October 2018-September 2019)***

Annual DBE Goals – 18%

DBE Results – 26%



General Contracting

- Total Contract Awards: \$26.4 Million
- Total Jobs Created: 634

HELY DUARTE
Zion Contracting, LLC

BUILD YOUR BUSINESS WITH THE MTA

Join our **Small Business Mentoring Program** and your company could work on bigger MTA projects than you ever thought possible. In fact, since **2010**, the SBMP has awarded **\$328 million** in contracts and created **7,800 jobs**. See if you qualify at mta.info/sbdp, or email us at sbdp@mtahq.org.





New York Minute

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**MTA SMALL BUSINESS DEVELOPMENT PROGRAM
AND THE MTA SMALL BUSINESS FEDERAL PROGRAM**
THE NEW PARADIGM FOR SMALL BUSINESS IN TRANSPORTATION

THE NATION'S FIRST REGIONAL SMALL BUSINESS MENTORING PROGRAM

**MTA Emerging
Contractor Program**

**MTA Small Business
Mentoring Program**

**MTA Small Business
Federal Program**

A DECADE OF RESULTS

427 CONTRACTS
AWARDED, TOTALING
\$446 MILLION

10 YEARS OF SUCCESS

2010-2020 AND MOVING FORWARD

BUILDING CERTIFIED MINORITY, WOMEN-OWNED, DISADVANTAGED
AND SERVICE-DISABLED VETERAN-OWNED BUSINESS ENTERPRISES
AND SMALL BUSINESS IN TRANSPORTATION

NYS Discretionary Program

The MTA has the highest New York State Discretionary Threshold at \$1 million while the other 96 NYS Agencies' Discretionary Thresholds are \$500k.

RFP generated for IT Services – The MTA retained the services of 30 NYS certified MWBE IT Firms. To date, there has been 600 assignments totaling \$89.1 million. All firms have received assignments.



INCLUSION: JUST DO IT!

Diversity & Inclusion

[NYCT Transit Employee Groups 2019](#)



2020

diamonds

triumphs



Empowering Women in Transit



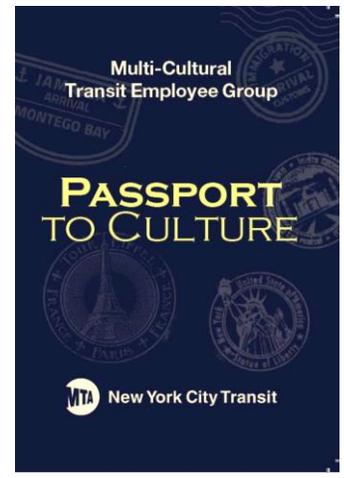
LATINOS & FRIENDS



TransportAsian



VETERANS



tegs

progress

Journey

PRIDE EXPRESS



**Employer of
Choice**

**D&I Excellence
in Mass
Transportation**



“The parallel centralizations of Procurement and Capital-related functions should enable an even greater focus on MWBE and small business development objectives and transparency across Agencies in achieving those objectives. This should help to ensure MTA investments support economic development across the region, and the MTA continues to have one of the leading MWBE programs in the nation.”

AlixPartners
MTA Transformation Plan
Preliminary Report
June 30, 2019



Equal Opportunity Programs



- Key Partners**
- Agency Presidents
 - Human Resources
 - Labor Relations
 - Legal
 - Corporate Compliance
 - Operating Agencies
 - Managers & Supervisors
 - FTA
 - Governor's Office
 - Empire State Dev. Corp

- Key Partners**
- Agency Presidents
 - Operations Planning
 - Government & Comm. Relations
 - Legal
 - Operating Agencies
 - Managers & Supervisors
 - FTA
 - Governor's Office
 - Empire State Dev. Corp

- Key Partners**
- Agency Presidents
 - Capital Programs
 - Project CEOs
 - Procurement
 - Legal
 - Marketing & Communication
 - Operating Agencies
 - Elected Officials
 - MWDBE Trade Groups
 - FTA
 - Governor's Office
 - ESDC

- NYSUCP Partners**
- MTA
 - NYSDOT
 - PANYNJ
 - NFTA
 - FTA

- Key Partners**
- Agency Presidents
 - CPM
 - OCO
 - Capital Programs
 - FTA
 - Governor's Office
 - Empire State Dev. Corp

**Inclusion
Diversity
Equity
Access**

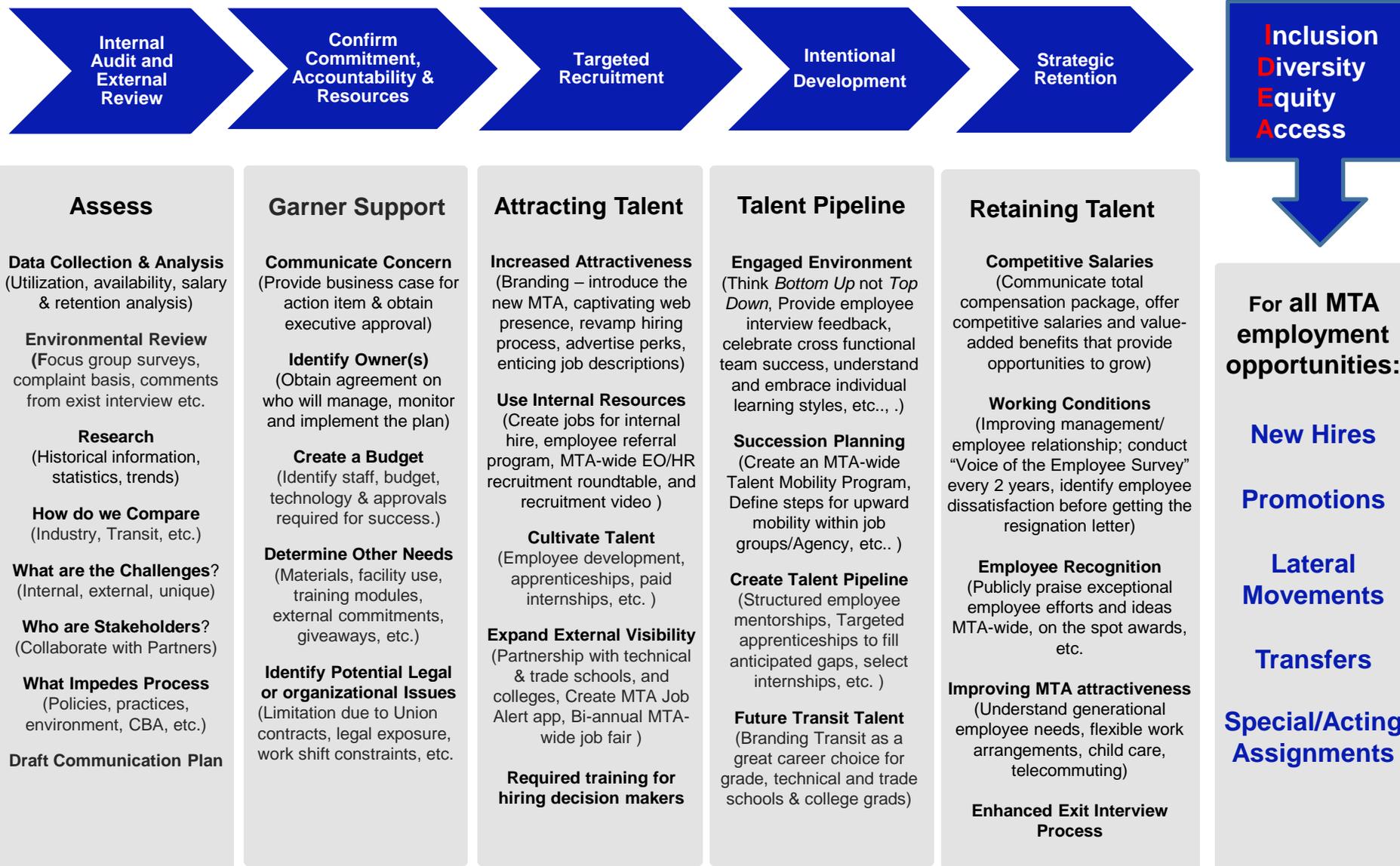
- for**
- Employees**
 - Customers**
 - Communities**
 - Vendors**
 - Contractors**

Recommended Strategies to Improve Diversity MTA-Wide

- ❖ Enhance relationships with Diversity and Professional Women and Minority Organizations.
- ❖ Create an All-Agency Recruitment Budget.
- ❖ Develop or expand paid internships, apprenticeships and mentorship programs.
- ❖ Partner with local colleges, high schools, middle schools and trade schools to advance MTA as a “future” employer of choice.
- ❖ Improve the MTA website presence and utilize social media more effectively.
- ❖ Restructure employee benefits to include current and best practices.
- ❖ Develop structured and appealing succession planning that forecasts future skills that will be needed at the MTA and uses exceptional performance, professional development, and talent banks as key components.
- ❖ Update technology, enrich job descriptions and streamline the recruitment process.
- ❖ Develop and expand the use of *Employee Resource Groups* MTA-wide.
- ❖ Create a *Diversity Action Committee* to meet quarterly to recommend specific strategies for identified agency-wide diversity challenges, and to review and monitor progress.



Strategic Process for Identifying and Correcting Underutilization at the MTA



In essence the “Best Social Program” is a job or contract opportunity.
Access to a contract equals:

- Job Creation
- Home Ownership
- Better Educational Opportunities
- Better Health Care Options
- Migration to the Middle Class and the American Dream

Special Thanks to:

- Governor Andrew Cuomo
- MTA CEO Pat Foye
- MTA Board
- Board Chairperson Herman and the Diversity Committee
- Agency Presidents and Respective Staffs

Q & A