



**Metropolitan Transportation Authority**

# **Diversity Committee Meeting**

## **MARCH 2025**

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### **Committee Members**

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

# Diversity Committee Meeting

Monday, 3/24/2025

Time TBD

**1. Public Comments**

**2. Approval of Minutes**

*Diversity Committee Meeting Minutes - Page 3*

**3. 2025 Diversity Work Plan**

*2025 Diversity Committee Work Plan - Page 6*

**4. Executive Summary / Presentation**

*Executive Summary/Presentation - Page 9*

**5. EEO Activity**

*EEO Activity and Workforce Report - Page 44*

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

*M/W/DBE and SDVOB Utilization - Page 61*

**7. Discretionary Awards**

*All Discretionary Spend Including A&E, IT and Legal - Page 70*

**8. Financial Services**

*Underwriter Fees - Page 72*

**9. Asset Fund Management**

*Asset Fund Management - Page 74*

**10. Business Development Initiatives**

*Business Development Initiatives - Page 78*

**11. Small Business Development Program Update**

*SBDP Update - Page 80*

## MTA DIVERSITY COMMITTEE

Meeting Minutes

2 Broadway, 20<sup>th</sup> Floor

New York, NY 10004

Monday, December 16, 2024

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

Hon. Blanca Lopez, Chair

Hon. Samuel Chu

Hon. Dr. John-Ross Rizzo

Hon. Midori Valdivia

Hon. Neal Zuckerman

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

Lourdes Zapata, Chief Diversity and Inclusion Officer

Ray Burke, Deputy Chief Diversity and Inclusion Officer, MWDBE/SDVOB Contract Compliance

Dr. Rosalyn Green, Diversity & Equal Opportunity/ C&D Agency Chief EEO Officer

Evita Marrow, Deputy CDO, Operations & Programming

Christine Norman, Deputy CDO, Technology, Operations, DBE Certification & Outreach

Sheree Owens, Deputy CDO, Small Business Development Program

Barbara Cockfield, Senior Director, Diversity and Inclusion Initiatives

Chair Lopez asked Dr. Rizzo to serve as Chair who then called the December 2024 Diversity Committee to order.

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

- There was one public speaker during the public comments portion of the meeting:  
Matty W. Buchys-Hyland

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

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

- Upon a motion duly made and seconded, the Committee approved the Minutes of the MTA Diversity Committee meeting held on September 23, 2024.

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

- Acting Chair Dr. Rizzo asked if there were any changes to the 2024 Work Plan. Ms. Zapata confirmed that there were no changes or further updates. Ms. Zapata informed that the 2025 Work Plan has been added to the Diversity Committee Book for review. The 2025 Work Plan includes additional reports on MTA accessibility efforts and the MWBE task force initiatives. The 2024 Work Plan can be found on pages 6-8, and the 2025 Work Plan can be found on pages 9-11, of the Diversity Committee Book.

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

- Ms. Zapata introduced and welcomed Evita Marrow, the new Deputy Chief of the Diversity Department, who will oversee operations and programming.
- Ms. Zapata shared the agenda items and introduced the present DDCR leadership and their team members.

#### **EEO Activities**

- Dr. Green reported on the MTA overall workforce numbers and an overview of the new hire statistics by race/ethnicity and reported gender for Q3. There was an increase in net self-identified females, males, individuals with disabilities, and minority hires compared to the 2023 Q3 report. There was a decrease in veteran hires in the same comparison report.
- The complete detailed data of the MTA workforce can be found on pages 39-58 of the Diversity Committee book.

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

- Ms. Owens presented the results of the Request for Proposals (RFP) issued on March 11, 2024, for a new consulting firm. The JV of McKissack & WSP has been selected as the preferred consulting firm for the Small Business Development Program (SBDP) starting in Q1 of 2025. The proposal will be formally submitted for approval by the full Board at the upcoming meeting.
- Ms. Owens also shared details and key changes to the Small Business Development Program.
- Mr. Burke presented highlights of the M/W/DBE and SDVOB fiscal year programs, focusing on top prime and subcontractor awards.
- Mr. Burke reported that MWBE and SDVOB payments exceeded the second quarter participation compared to the last fiscal year's engagement.
- Mr. Burke reported that participation in DBE awards is lower than last fiscal year.
- DDCR participated in 22 outreach events that were sponsored by various agencies and/or advocacy groups in January – June 2024. In addition, DDCR held 4 virtual DBE certification workshops and 3 virtual new firm orientations.
- Ms. Norman stated that from January to September 2024, a total of 98 new DBE applications were received, and 72 of those firms were certified over an average of 54 days.
- Ms. Norman shared the MTA certification program success story highlighting a certified firm and its achievements.

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

- Ms. Zapata highlighted the events that were organized by the department in Q3 of 2024.
- Ms. Cockfield shared updates on the Employee Resource Groups (ERG) events, activities, and accomplishments in Q3 of 2024.

*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 Acting Chair Dr. Rizzo*

Respectfully submitted,  
Ipek M. Fulford  
Civil Rights Business Liaison

## 2025 Diversity Committee Work Plan

### I. RECURRING AGENDA ITEMS

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

### II. SPECIFIC AGENDA ITEMS

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

June 2025	Responsibility
1 <sup>st</sup> Quarter 2024 Report	Dept. of Diversity/Civil Rights
Recommitment to Equal Opportunity (“EO”)	
Recruitment Strategies for MTAHQ and MTA Agencies	MTAHQ and Agency Staff

September 2025	Responsibility
2 <sup>nd</sup> Quarter 2024 Report	Dept. of Diversity/Civil Rights
5-Year DEI Strategic Plan – Bi-Annual Update	
M/W/DBE, SDVOB Task Force - Update	

December 2025	Responsibility
3 <sup>rd</sup> Quarter 2024 Report	Dept. of Diversity/Civil Rights
2026 Diversity Committee Workplan	
EEO Program Accomplishments	
Diversity Committee Charter Review	Committee Chair & Members

### Detailed Summary

#### I. RECURRING

##### Approval of Minutes

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

##### Diversity Committee Work Plan

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

MTA Agency-wide Business and Diversity Initiatives Program Activities

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

MTA Agency-wide Diversity and Equal Opportunity Program Activities

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

MTA DBE Certification Program Activities

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

M/W/DBE and SDVOB Contract Compliance Activities

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

Action Items

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

**II. SPECIFIC AGENDA ITEMS**

March 2025

- **M/W/DBE, SDVOB Task Force**  
The Department of Diversity and Civil Rights report to establish an interagency Task Force to explore and improve M/W/DBE and SDVOB participation in non-construction contracts.
- **2024 Year-End Report**  
The Department of Diversity and Civil Rights will present 2024 year-end update on MTA Agency-wide DEO and M/W/DBE and SDVOB contract compliance activities.
- **Expansion of Diversity Committee Scope – Accessibility**  
Results and recommended reporting changes to address the expansion of Committee activity to include reporting on accessibility matters relevant to the MTA’s workforce.
- **Small Business Mentoring Program Update**  
DDCR will provide an update on the program rollout and transition for the current SBMP cycle.

June 2025

- **1<sup>st</sup> Quarter 2025 Report**  
The Department of Diversity and Civil Rights will present 1<sup>st</sup> quarter 2025 update on MTA Agency-wide DEO, and M/W/DBE and SDVOB contract compliance activities
- **Recommitment to Equal Opportunity (“EO”)**  
Each year, the MTA disseminates Policies addressing the Americans with Disabilities Act (“ADA”), Sexual and Other Discriminatory Harassment Prevention, and Equal Employment Opportunity to reaffirm MTA’s commitment to ensuring a workplace environment free from illegal discrimination and to ensure continued

compliance with all applicable laws and regulations. The Department of Diversity and Civil Rights will present the 2025 EO Policy Statements.

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

#### September 2025

- 2<sup>nd</sup> Quarter 2025 Report  
The Department of Diversity and Civil Rights will present 2<sup>nd</sup> quarter 2025 update on MTA Agency-wide DEO, 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 5-year DEI Strategic Plan developed to comply with the New York State Executive Order 187.
- M/W/DBE, SDVOB Task Force – Update  
The Department of Diversity and Civil Rights report will address progress made by the Task Force to improve M/W/DBE and SDVOB participation.

#### December 2025

- 3<sup>rd</sup> Quarter 2025 Report  
The Department of Diversity and Civil Rights will present 3<sup>rd</sup> quarter 2025 update on MTA Agency-wide DEO, and M/W/DBE and SDVOB contract compliance activities
- 2026 Diversity Committee Work Plan  
The Department of Diversity and Civil Rights will present an updated Diversity Committee Work Plan for 2026.
- EEO Program Accomplishments
- Diversity Committee Charter Review  
The Diversity Committee will review and assess the adequacy of its charter and recommend changes as necessary.





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Department of  
Diversity and Civil Rights

# Diversity Committee Presentation/ Executive Summary

**March 24, 2025**



# Agenda:

- I. **Update: Status of DEI Programming at the MTA**
- II. **Expansion of Diversity Committee Scope – Accessibility**
- III. **M/W/DBE, SDVOB Advisory Board**
- IV. **MTA-wide EEO Activities – 4Q Reporting**
  - Workplace Statistics
- V. **2024-25 MW/DBE Activity**
  - Small Business Development Program (SBMP)
  - Contract Compliance
  - Fiscal Year Program Highlights
  - MWBE/DBE/SDVOB Payments & Awards
  - Outreach & Certification Activities
  - MWBE Success Story
- VI. **MTA 2025-29 Capital Plan – Anticipated Small Business Engagement**
- VII. **Q4 ERG Events**





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# MTA M/W/DBE & SDVOB Advisory Board

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### MTA M/W/DBE, SDVOB Advisory Board Members

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**Dean E. Bennett / J.K. Bennet & Associates**

Dean E. Bennett is the President and CEO of J.K. Bennett and Associates, a New York management consulting firm. He has previously worked as Executive Director at Empire State Development, focusing on minority and women business development, and has held roles in construction and minority affairs. He serves on the boards of Career Opportunities for Accounting Professionals and NYU Winthrop University Hospital.



**Mark Brazier / TruFund Financial Services**

M. O'Neal Brazier is an economic development professional with expertise in managing mission-driven organizations. Currently, he is Vice President and Managing Director at TruFund Financial Services, where he helps businesses access capital and assess risks. His experience spans leadership, financial planning, and public/private partnerships across various sectors.



**Michael Clay / Embrace Partners**

Michael Clay is a leader in insurance and construction diversity with 30 years of public policy experience. He initiated New York's statewide Surety Training program and managed the first MWBE technical assistance program for DASNY. Recently, he helped develop the DASNY Capital Management Plan to provide MWBE/SDVOB subcontractors access to bonding and capital. Currently, he oversees procurement strategy at Embrace Partners to drive sustainable growth.



**Rev. Jaques DeGraff / DeGraff & Associates**

Reverend Jacques Andre De Graff has been with Canaan Baptist Church since 1998 and is a notable advocate for Minority and Women-owned businesses in New York. He co-chairs the New York Friends of Puerto Rico and is the 1st Vice President of the One Hundred Black Men, New York. He has helped establish two public high schools, is a founding member of Harlem Week, and serves as Chair of The Friends of Harlem Hospital. Additionally, he is involved with the Non-Traditional Employment for Women program and has contributed to Nielsen Corporation and Columbia University's Manhattanville expansion project.



**Hely Duarte / Zion Contracting LLC**

Hely Duarte, founder of Zion Contracting, has over 25 years in the construction industry, focusing on government transportation projects. Under his leadership, Zion has seen significant growth, with a 27.07% annual rate and a 3536% revenue increase, highlighting the role of MWBEs in New York. He mentors other MWBE firms, advocates for the MTA Mentoring Program, and engages with policymakers to enhance MWBE opportunities. Hely also contributes to non-profits and serves on the MTA MWBE Advisory Board, promoting diversity in infrastructure projects.



**Blair M. Duncan / UMEZ**

Mr. Duncan is the President and CEO of the Upper Manhattan Empowerment Zone Development Corporation (UMEZ), which promotes economic development in Upper Manhattan. He joined UMEZ in 2003 as General Counsel and has since expanded its lending and managed transformative projects. Duncan has a background in law and finance, including roles at Merrill Lynch and national law firms. He holds degrees from the University of Michigan and the University of Pennsylvania. Additionally, he serves on several boards, including the Regional Plan Association.



**Julie Harris / Council of Black Architecture & Engineering Companies**

Julie Harris is an Executive Strategy Consultant and Market Executive for Lu Engineers, co-founder of the Council of Black Architects and Engineering Companies, and a former Olympian. She is an expert on inclusion policy and workforce diversity, having led significant projects such as the JFK and LaGuardia Airport redevelopments. Julie has also worked with Inroads Inc. and LSU's Engineering Diversity Program, and she serves on several advisory boards. In 2016, she was recognized on the NYS assembly floor for her advocacy for MWBE concerns.





**Gary A. Johnson / NY NAACP**

Garry Anthony Johnson is a consultant and developer with over 30 years of experience in architecture, construction, and real estate. He specializes in economic and business development initiatives for underrepresented communities, focusing on maritime tourism, entertainment, and workforce development in underserved markets in the U.S. and the Caribbean. Since 2008, he has served as the Economic Development Chairman for the NAACP New York State Conference, helping small businesses access government and private sector contracts.



**Roxanne Nielsen / Manhattan MBDA**

Roxanne Neilson is the Managing Director of the Minority Business Development Agency Manhattan Center. With over 25 years in construction, she was the first African American woman journeyman carpenter in Hawaii. She holds degrees in Political Science from Swarthmore College and Applied Engineering. Neilson founded RM Neilson Associates Inc. and served as the Outreach Administrator for the Tappan Zee Bridge project. She is also the CTO of Self Storage & ETC in Connecticut.



**Nayan Parikh / NAMC, TriState Chapter**

The owner of the general contracting and construction management company, Ashnu International, Nayan Parikh's civil construction firm caters to various federal and state agencies and private clients. Parikh, who was a civil engineer in India until he immigrated to the United States and later founded Ashnu International in 1998, is executive vice president of the National Association of Minority Contractors. He was also a member of New York City Mayor Eric Adams' Capital Process Reform Task Force.



**Tanya E. Pope / Columbia University**

Tanya E. Pope is the Assistant Vice President of University Supplier Diversity at Columbia University, focusing on diverse vendor sourcing and compliance for construction projects. She launched the CU Grow Vendor Development Program in 2017 to support Minority, Women, and Local businesses. In 2022, she partnered with Ascend NYC to expand opportunities for businesses of color. Tanya also serves as VP of Public Policy at the Women Builders Council and is on Mayor Eric Adams' MWBE Advisory Board.





**Marcelo D. Reggiardo / NHBG**

Marcelo Reggiardo is the CEO of AlianzaDuffy, a certified contract furniture dealership representing Miller Knoll and over 100 manufacturers. He previously led Alianza Services LLC, which merged with LJ Duffy. Marcelo is a strong advocate for DEI and mentors MWBE firms. Before the furniture industry, he spent 20 years in international logistics with OCASA International. He is active in organizations like IFMA and BOMA.



**Zenaida Rodriguez / RASC**

Zenaida is the executive director of the Regional Alliance for Small Contractors, focusing on fundraising and training. Previously, she served in the Hochul Administration as Director of Human Resources for downstate Executive Offices, and she was Deputy Chief Diversity Officer at the MTA, enhancing access to procurement for minority firms. She chairs the Competitive Edge Conference Committee. Most recently, she was selected to serve on the Mayor's M/WBE Advisory Council and the Mayor's Latino Small Business Task Force.



**Yolanda Valdes / Empower Contracting**

Yolanda Valdes founded Empower Contracting Inc. in 2014 after Hurricane Sandy, starting with one employee and \$7,384 in revenue. By 2022, the firm had grown to six employees and \$1 million in revenue, thanks to resources from the Entrepreneurship Assistance Centers (EAC) at Suffolk County Community College. Empower is now MWBE-certified and secured 12 contracts in 2022, including one with the MTA.

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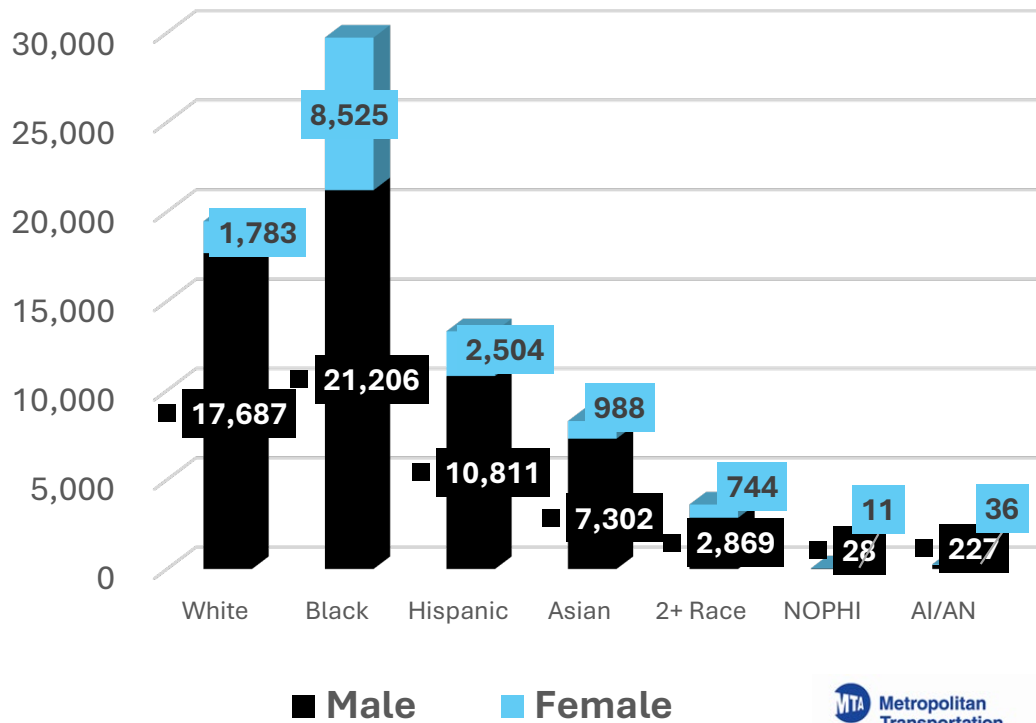


# MTA - Wide Workforce: Q4

## 74,721 strong as of December 31, 2024

- **20%** (14,591) self-identified as **females**
- **74%** (55,251) self-identified as **minorities**
- **3%** (1,882) **veterans**
- **1%** (782) self-identified as a person **with a disability**

Workforce by Sex and Ethnicity



**NOTE:** Data may vary by +/- 4% due to variations in reporting methodology and/or external factors affecting the data collection process

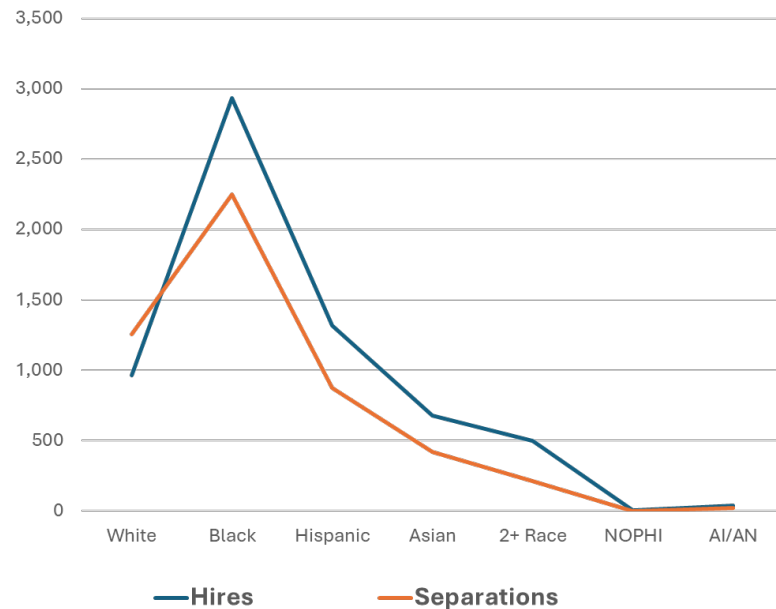


# MTA – Wide Workforce: Q3

## Hires and Separations

January 1, 2024 – December 31, 2024

- **6,441** new hires and **5,034** separations
- Net increase of **421** self-identified female and **986** self-identified male employees.
- Net increase of **1,699** minorities
- Net decrease of **89** self-identified veteran and net decrease of **42** self identified individuals with a disability



**NOTE:** Data may vary by +/- 4% due to variations in reporting methodology and/or external factors affecting the data collection process

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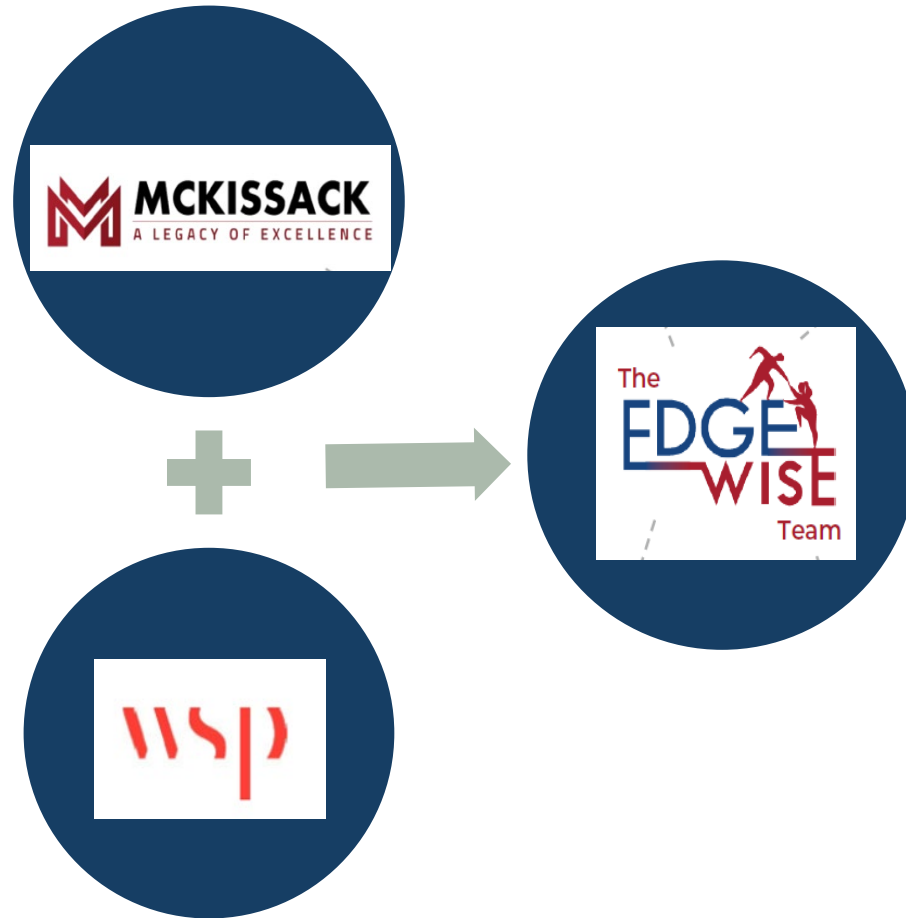
# Small Business Development Program (SBDP)

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## 2024-25 SBDP Activity



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



## Small Business Development Program (SBDP) 2024 Contract Awards

Small Business Development Program	2023	2024	2024 SBMP Contract Awards			
	Total Contracts Awarded	Total Contracts Awarded	Q1	Q2	Q3	Q4
<b>Number of Awarded Contracts</b>	60	<b>23</b>	3	0	1	19
<b>Total Contract Value</b>	\$67.8	<b>\$32.2 M</b>	\$8.7 M	\$0	\$1.0 M	\$22.5 M



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# 2024-25 MW/DBE & SDVOB Activity

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# Contract Compliance Q4

## Compliance Strategies

- 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, and 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.



- ✓ DDCR currently monitors more than **1,300 contracts** for MW/DBE and SDVOB goal compliance.
- ✓ In 2024, DDCR:
  - Conducted **563 site visits** for MWDBE and SDVOB contract compliance.  
*Monthly Average: 47*
  - Closed **150 contracts**.  
*Monthly Average: 12.5*



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

Report Period	Goal Type	Top Prime Award	Top Subcontractor Award
<b>Federal FY: October 1, 2023 – September 30, 2024</b>	DBE	Voltamp Electrical \$49M	Dagnachew & Associates \$32M
	MBE	Zion Contracting LLC \$51.6M	RMD Electric \$26M
<b>NYS FY: April 1 – December 31, 2024</b>	WBE	Protek Information Technology \$10M	Northeast Structural Steel \$26M
	SDVOB	Transit Resources \$3M	M.C. Fuhrman & Assoc., LLC \$3.8M

Federal Fiscal Year		
Report Frequency	Reporting Period	Reported
Semi Annually	October 1 – March 31	<b>Q1</b>
	April 1 – September 30	<b>Q2</b>

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



# SDVOB Utilization & Payments

	NYS FY 2024/2025 <i>Apr. – Dec.</i> 2024	NYS FY 2023/2024 <i>Apr. – Dec.</i> 2023
<b>SDVOB %</b>	8%	7%
<b>SDVOB Payments</b>	<b>\$48,784,428</b>	<b>\$30,635,261</b>

NYS FY 2024/2025 SDVOB ( APRIL 2024 - DECEMBER 2024 )		
Industry	Amount Paid ( \$ )	Amount Paid ( % )
C - Commodities	\$ 22,969,416	47%
CC - Construction Consultants	\$ 2,156,267	4%
CN - Construction	\$ 18,471,711	38%
SC - Services / Consultants	\$ 5,187,033	11%
Grand Total	\$ 48,784,428	100%

NYS FY 2023/2024 SDVOB ( APRIL 2023 - DECEMBER 2023 )		
Industry	Amount Paid ( \$ )	Amount Paid ( % )
C - Commodities	\$ 8,739,547	29%
CC - Construction Consultants	\$ 2,121,408	7%
CN - Construction	\$ 11,857,261	39%
SC - Services / Consultants	\$ 7,917,044	26%
Grand Total	\$ 30,635,261	100%



# MWBE Utilization & Payments

	NYS FY 2024/2025 <i>Apr. – Dec. 2024</i>	NYS FY 2023/2024 <i>Apr. – Dec. 2023</i>
<b>MWBE %</b>	32%	32.50%
<b>MWBE Payments</b>	<b>\$682,712,151</b>	<b>\$556,306,583</b>

NYS FY 2024/2025 MWBE ( APRIL 2024 - DECEMBER 2024 )		
Industry	Amount Paid ( \$ )	Amount Paid ( % )
C - Commodities	\$ 131,944,484	19%
CC - Construction Consultants	\$ 18,385,903	3%
CN - Construction	\$ 352,761,066	52%
SC - Services / Consultants	\$ 179,620,698	26%
<b>Grand Total</b>	<b>\$ 682,712,151</b>	<b>100%</b>

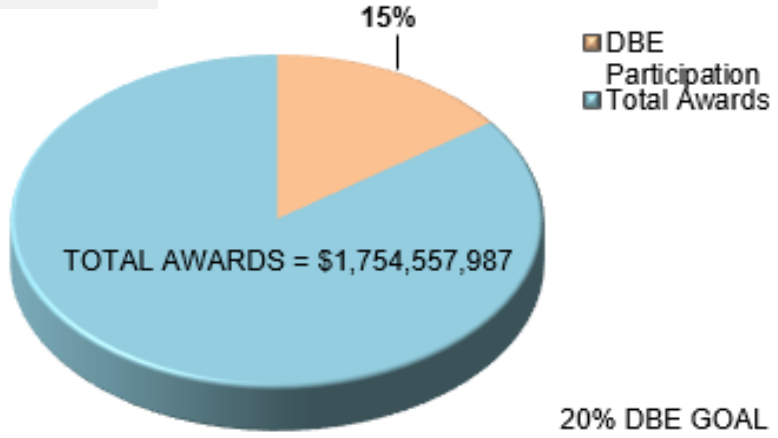
NYS FY 2023/2024 MWBE ( APRIL 2023 - DECEMBER 2023 )		
Industry	Amount Paid ( \$ )	Amount Paid ( % )
C - Commodities	\$ 99,043,574	18%
CC - Construction Consultants	\$ 28,591,463	5%
CN - Construction	\$ 254,904,479	46%
SC - Services / Consultants	\$ 173,767,067	31%
<b>Grand Total</b>	<b>\$ 556,306,583</b>	<b>100%</b>



# DBE Program – Awards

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

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



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

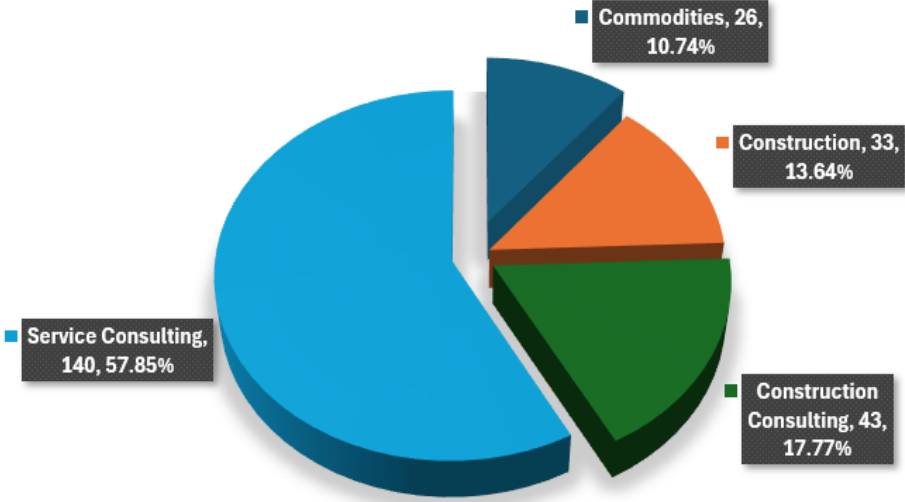


# MWBE, DBE, SDVOB Program – Outreach Activity

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

Total Number of Firms Interested in Doing Business with the MTA (October – December 2024) : 242	
Current Certification Type(s)	
MBE/WBE/DBE/SDVOB	159
NON-CERTIFIED FIRMS	83

Firms By Industry



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

	January – December 2024	January – December 2023
<b>Total of New Applications Received</b>	126	107
<b>Total New Firms Certified</b>	88	90
<b>Average Time to Process Applications (Days)</b>	55	49

# MWBE Success Story



**Nancy Pavis  
President**



## **Empire Electronics Inc., DBA Empire USA (WBE)**

Empire Electronics Inc. is a leading distributor of computer hardware, electronic components, IT and computing products, datacom and networking products, as well as custom assemblies for retailers, government agencies, the United States Navy, and the U.S. military.

Over the past five years, Empire Electronics Inc. has earned more than \$2.5 million by supplying the MTA with a variety of IT supplies and miscellaneous items, including rail lubricants, wet/dry vacuum cleaners, and disposable earbuds. These supplies were acquired through both discretionary and competitive bids. Empire USA sources and maintains inventory to meet the needs of a diverse range of customers seeking cost-effective procurement solutions and support for obsolete or end-of-life components.



# Agenda:

- I. Update: Status of DEI Programming at the MTA
- II. Expansion of Diversity Committee Scope – Accessibility
- III. M/W/DBE, SDVOB Advisory Board
- IV. MTA-wide EEO Activities – 4Q Reporting
  - Workplace Statistics
- V. 2024-25 MW/DBE Activity
  - Small Business Development Program (SBMP)
  - Contract Compliance
  - Fiscal Year Program Highlights
  - MWBE/DBE/SDVOB Payments & Awards
  - Outreach & Certification Activities
  - MWBE Success Story
- VI. MTA 2025-29 Capital Plan – Anticipated Small Business Engagement
- VII. Q4 ERG Events





# MTA 2025-29 Capital Plan Anticipated HUB Spend



The proposed 2025-2029 Capital Plan includes \$65.4 billion in investments to be approved by the MTA’s Capital Program Review Board, and an additional \$3 billion in investment by MTA’s Bridges and Tunnels.

The MTA has analyzed the budget and resulting projects to identify third-party contracting opportunities subject to goal setting for Historically Underutilized Business (HUB) spend.



# MTA 2025-29 Capital Plan Anticipated HUB Spend

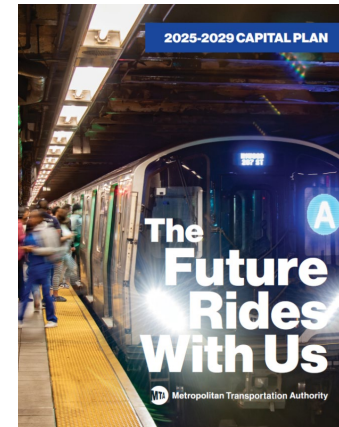
Over the next five years, the MTA anticipates approximately \$7.5B in funding will be available for MWBE/SDVOB/DBE contracting.

	Allocation (in \$M)	Third Party Contracting	Anticipated MWBE/SDVOB Spend	Anticipated DBE Spend
<b>Total 2025-29 Capital Plan</b>	\$68.4M	\$37M	\$6.5 -\$7B	\$500-1M



# MTA 2025-29 Capital Plan MW/DBE and SDVOB Commitments

- ✓ Award \$6.5-\$7.5 billion to MWBEs, DBEs, and SDVOBs as part of the approved 2025-2029 Capital Plan
- ✓ Award \$400 million for small businesses through the Small Business Mentoring Program (SBMP)
- ✓ Add local hiring goals to \$5 billion of contracts in the 2025-2029 Capital Plan, creating thousands of union-pay jobs (~5,000-10,000)
- ✓ Over the next five years:
  - Add 350 more firms to the SBMP
  - Certify 300 new DBE firms



# Agenda:

- I. Update: Status of DEI Programming at the MTA
- II. Expansion of Diversity Committee Scope – Accessibility
- III. M/W/DBE, SDVOB Advisory Board
- IV. MTA-wide EEO Activities – 4Q Reporting
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# All Agency Employee Resource Groups Quarterly Highlights



**PRIDE EXPRESS**



**Transport **A** sian**

# MTA Employee Resource Groups (ERGs)



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.

The unique perspectives of ERG members help bring employee-driven solutions to some of our critical challenges and help shape our strategic priorities.

ERGs are led by employees with guidance from an MTA executive sponsor. They are open for all employees to join and participation is completely voluntary.



## ERG members...

**Create bonds** around shared interests, experiences, cultures, or ideas and share these across the MTA through fun and informative programs and events.

**Contribute ideas**, perspectives, and solutions to improve our workplace.

**Play a role in increasing awareness** of Diversity, Equity, and Inclusion (DEI) at the MTA and help promote an atmosphere of respect and appreciation for differences.

**Champion the MTA** as an Employer of Choice.

Find us online at:  
<https://mtatoday.mta.org/employee-resource-group/>



Join one or more ERGs at:



# All Agency Employee Resource Groups (ERGs) Quarterly Highlights

## All Member Meeting & Recruitment Fair Long Island Railroad (LIRR), Hillside December 10, 2024

All member meetings allow colleagues of the ten ERGs to network, collaborate, and connect which aids in creating inclusivity and increases employees' sense of belonging.



# All Agency Employee Resource Groups (ERGs) Quarterly Highlights



## Train Module Exhibit February 6, 2025

All Generational ERG hosted an all-day exhibition showcasing the efforts and creativity of the All-Generational members who participated in a year-long joint train module-building initiative.



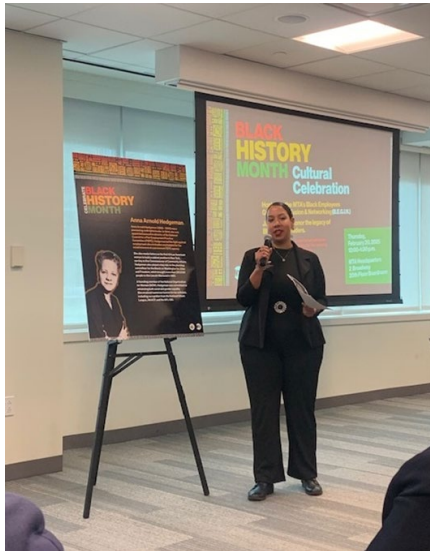


# All Agency Employee Resource Groups (ERGs) Quarterly Highlights



## Black History Month Celebration February 20, 2025

The Black Employee Group for Inclusion and Networking (B.E.G.I.N) hosted its Annual Black History Program themed "African Americans and Labor." This program highlighted how various forms of work—paid, unpaid, skilled, and unskilled—impact the experiences of Black individuals. The event featured a multimedia presentation with speakers, music, and displays.



# All Agency Employee Resource Groups (ERGs) Quarterly Highlights

## Women History Month Expanding HERizons March 2025

**Empowering Women in Transportation**  
Presents  
International Women's Day

**EXPANDING HERIZONS  
THROUGH THE  
ERG EXPERIENCE  
&  
ART SHOWCASE**

**2 BROADWAY  
20<sup>TH</sup> FLOOR CONFERENCE  
ROOM**

**TUESDAY, MARCH 4, 2025  
12:00-1:30PM**

**MODERATOR**  
Anita Miller, Chief Labor & ER, HQ

**PANELISTS:**  
Evita Marrow, Deputy Chief Diversity Officer  
Nancy Cotto, Director Diversity & Inclusion  
Haley Stein, General Counsel, LRR  
Marge Ginsberg, Deputy Chief Tech Officer  
Robin Rollan, Procurement Specialist  
Alejandra Hernandez, Manager, Arts & Design

*Women  
Who Advocate  
for Equity,  
Diversity, and  
Inclusion*

Empowering Women in Transit (EWT) has the following events for the 2025 Women's History celebration:

- Expanding HERizons Through The ERG Experience (*Panel Discussion*)
- Questions and Guidance on MTA Code of Ethics (*Panel Discussion*)
- The Expanding HERizons Celebration

## Thank you from the DDCR team...

**Lourdes Zapata** (she/ella)

Chief Diversity and Inclusion Officer

**Ray Burke** (he/him)

Deputy Chief Diversity and Inclusion Officer, MWDBE/SDVOB Contract Compliance

**Dr. Rosalyn Green** (she/her)

Deputy Chief Diversity and Inclusion Officer, Diversity & Equal Opportunity/ C&D Agency Chief EEO Officer

**Evita Marrow** (she/her)

Deputy Chief Diversity and Inclusion Officer, Programming & Operations

**Christine Norman** (she/her)

Deputy Chief Diversity and Inclusion Officer, Technology, Operations, DBE Certification & Outreach

**Sheree Owens** (she/her)

Deputy Chief Diversity and Inclusion Officer, Small Business Mentoring Program





# Metropolitan Transportation Authority Diversity and Equal Opportunity 4<sup>th</sup> Quarter Progress Report

March 24, 2025





## Department of Diversity and Civil Rights EEO Tower

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

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

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

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



## Workforce Reporting 4<sup>th</sup> Quarter Progress Report



## Definitions of EEO Job Categories

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



## Definitions of EEO Job Categories (con't)

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





## MTA-Wide Representation Overview

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



## EEO Summary

- ❑ MTA's overall workforce is currently comprised of **74,721** employees; of which **14,591 (20 %)** are self-identified Females,\* **55,251 (74 %)** are Minorities, **1,882 (3%)** are Veterans,\* and **782 (1%)** are Persons with Disabilities.
- ❑ MTA Agencies hired **6,441** new employees into the organization; of which **1,580 (25%)** are self-identified Females,\* **5,474 (85%)** are Minorities, **93 (1%)** are veterans, and **42 (1%)** are Persons With Disabilities.
- ❑ During 2024, MTA Agencies received a total of **308** EEO complaints (Including lawsuits); of which **176** were internal and **104** were external.
- ❑ As of December 31, 2024, the representation of self-identified females has **increased** by **476** employees and the representation of minorities has **increased by 1,605** employees, when compared to December 31, 2023.
- ❑ In comparison to 4Q 2023, the MTA workforce size has increased by **2%**. Although the presentation representation for those who self-identified as a veteran decreased by **14% (from 2,180 in 2023 to 1,882 in 2024)**, those who self-identified as a person with disabilities increased by **11% (from 705 in 2023 to 782 in 2024)**.
- ❑ **Trends**
  - Constant
  - Downward
  - Upward
- ❑ **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.



# MTA-Wide Workforce as of December 31, 2024

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	5,755		3354	58%	2,401	42%	1,324	23%	719	12%	895	16%	13	0%	4	0%	399	7%	201	3%	213	4%
	F 1,699	30%	1215	21%	484	8%	601	10%	239	4%	262	5%	4	0%	0	0%	109	2%	18	0%	72	1%
	M 4,056	70%	2139	37%	1,917	33%	723	13%	480	8%	633	11%	9	0%	4	0%	290	5%	183	3%	141	2%
Professionals	4,487		3195	71%	1,292	29%	1,153	26%	589	13%	1,057	24%	12	0%	5	0%	379	8%	89	2%	159	4%
	F 1,706	38%	1374	31%	332	7%	644	14%	231	5%	332	7%	4	0%	5	0%	158	4%	15	0%	73	2%
	M 2,781	62%	1821	41%	960	21%	509	11%	358	8%	725	16%	8	0%	0	0%	221	5%	74	2%	86	2%
Technicians	615		354	58%	261	42%	138	22%	96	16%	82	13%	4	1%	1	0%	33	5%	25	4%	17	3%
	F 77	13%	61	10%	16	3%	39	6%	14	2%	3	0%	0	0%	0	0%	5	1%	3	0%	4	1%
	M 538	87%	293	48%	245	40%	99	16%	82	13%	79	13%	4	1%	1	0%	28	5%	22	4%	13	2%
Protective Services	2,242		1483	66%	759	34%	676	30%	582	26%	138	6%	2	0%	2	0%	83	4%	127	6%	17	1%
	F 411	18%	322	14%	89	4%	184	8%	106	5%	7	0%	1	0%	0	0%	24	1%	11	0%	6	0%
	M 1,831	82%	1161	52%	670	30%	492	22%	476	21%	131	6%	1	0%	2	0%	59	3%	116	5%	11	0%
Paraprofessionals	112		87	78%	25	22%	48	43%	18	16%	11	10%	1	1%	1	1%	8	7%	2	2%	1	1%
	F 73	65%	65	58%	8	7%	37	33%	13	12%	7	6%	1	1%	1	1%	6	5%	0	0%	1	1%
	M 39	35%	22	20%	17	15%	11	10%	5	4%	4	4%	0	0%	0	0%	2	2%	2	2%	0	0%
Administrative Support	1,593		1231	77%	362	23%	665	42%	247	16%	210	13%	6	0%	1	0%	102	6%	24	2%	44	3%
	F 869	55%	737	46%	132	8%	432	27%	142	9%	98	6%	3	0%	1	0%	61	4%	9	1%	24	2%
	M 724	45%	494	31%	230	14%	233	15%	105	7%	112	7%	3	0%	0	0%	41	3%	15	1%	20	1%
Skilled Craft	23,141		14615	63%	8,526	37%	6,836	30%	3,253	14%	3,189	14%	119	1%	18	0%	1,200	5%	751	3%	137	1%
	F 662	3%	586	3%	76	0%	419	2%	91	0%	41	0%	0	0%	1	0%	34	0%	9	0%	10	0%
	M 22,479	97%	14029	61%	8,450	37%	6,417	28%	3,162	14%	3,148	14%	119	1%	17	0%	1,166	5%	742	3%	127	1%
Service Maintenance	36,776		30932	84%	5,844	16%	18,891	51%	7,811	21%	2,708	7%	106	0%	7	0%	1,409	4%	663	2%	194	1%
	F 9,094	25%	8448	23%	646	2%	6,169	17%	1,668	5%	238	1%	23	0%	3	0%	347	1%	77	0%	58	0%
	M 27,682	75%	22484	61%	5,198	14%	12,722	35%	6,143	17%	2,470	7%	83	0%	4	0%	1,062	3%	586	2%	136	0%
<b>Total</b>	<b>74,721</b>		<b>55,251</b>	<b>74%</b>	<b>19,470</b>	<b>26%</b>	<b>29,731</b>	<b>40%</b>	<b>13,315</b>	<b>18%</b>	<b>8,290</b>	<b>11%</b>	<b>263</b>	<b>0%</b>	<b>39</b>	<b>0%</b>	<b>3,613</b>	<b>5%</b>	<b>1,882</b>	<b>3%</b>	<b>782</b>	<b>1%</b>

\* American Indian/Alaskan Native

\*\* Native Hawaiian Other Pacific Islander

\*\*\* Persons With Disabilities

F represents employees who Self-Identified as Females

M represents employees who Self-Identified as Males

NOTE: Data may vary by +/- 4% due to variations in reporting methodology and/or external factors affecting the data collection process and have been rounded up to the nearest whole number.



# MTA-Wide Agency as of December 31, 2024

MTA Agency	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>B&amp;T</b>	<b>851</b>		507	60%	344	40%	215	25%	178	21%	48	6%	5	1%	0	0%	61	7%	12	1%	11	1%
F	161	19%	132	16%	29	3%	79	9%	32	4%	11	1%	1	0%	0	0%	9	1%	2	0%	6	1%
M	690	81%	375	44%	315	37%	136	16%	146	17%	37	4%	4	0%	0	0%	52	6%	10	1%	5	1%
<b>BUS</b>	<b>3,974</b>		3476	87%	498	13%	1,947	49%	894	22%	374	9%	21	1%	8	0%	232	6%	63	2%	34	1%
F	514	13%	484	12%	30	1%	313	8%	124	3%	16	0%	2	0%	0	0%	29	1%	3	0%	4	0%
M	3,460	87%	2992	75%	468	12%	1,634	41%	770	19%	358	9%	19	0%	8	0%	203	5%	60	2%	30	1%
<b>C&amp;D</b>	<b>1,826</b>		1197	66%	629	34%	339	19%	208	11%	524	29%	5	0%	1	0%	120	7%	19	1%	62	3%
F	581	32%	430	24%	151	8%	152	8%	88	5%	145	8%	2	0%	1	0%	42	2%	4	0%	27	1%
M	1,245	68%	767	42%	478	26%	187	10%	120	7%	379	21%	3	0%	0	0%	78	4%	15	1%	35	2%
<b>HQ</b>	<b>5,611</b>		3598	64%	2,013	36%	1,318	23%	843	15%	999	18%	16	0%	6	0%	416	7%	160	3%	163	3%
F	1,976	35%	1481	26%	495	9%	701	12%	299	5%	296	5%	5	0%	4	0%	176	3%	24	0%	67	1%
M	3,635	65%	2117	38%	1,518	27%	617	11%	544	10%	703	13%	11	0%	2	0%	240	4%	136	2%	96	2%
<b>LIRR</b>	<b>7,550</b>		3194	42%	4,356	58%	1,381	18%	988	13%	338	4%	26	0%	4	0%	457	6%	396	5%	79	1%
F	995	13%	605	8%	390	5%	341	5%	137	2%	52	1%	1	0%	0	0%	74	1%	21	0%	12	0%
M	6,555	87%	2589	34%	3,966	53%	1,040	14%	851	11%	286	4%	25	0%	4	0%	383	5%	375	5%	67	1%
<b>MNR</b>	<b>6,386</b>		2794	44%	3,592	56%	1,297	20%	843	13%	205	3%	25	0%	4	0%	420	7%	386	6%	104	2%
F	730	11%	499	8%	231	4%	280	4%	110	2%	32	1%	6	0%	2	0%	69	1%	21	0%	20	0%
M	5,656	89%	2295	36%	3,361	53%	1,017	16%	733	11%	173	3%	19	0%	2	0%	351	5%	365	6%	84	1%
<b>NYCT</b>	<b>48,523</b>		40485	83%	8,038	17%	23,234	48%	9,361	19%	5,802	12%	165	0%	16	0%	1,907	4%	846	2%	329	1%
F	9,634	20%	9177	19%	457	1%	6,659	14%	1,714	4%	436	1%	19	0%	4	0%	345	1%	67	0%	112	0%
M	38,889	80%	31308	65%	7,581	16%	16,575	34%	7,647	16%	5,366	11%	146	0%	12	0%	1,562	3%	779	2%	217	0%
<b>Total</b>	<b>74,721</b>		<b>55,251</b>	<b>74%</b>	<b>19,470</b>	<b>26%</b>	<b>29,731</b>	<b>40%</b>	<b>13,315</b>	<b>18%</b>	<b>8,290</b>	<b>11%</b>	<b>263</b>	<b>0%</b>	<b>39</b>	<b>0%</b>	<b>3,613</b>	<b>5%</b>	<b>1,882</b>	<b>3%</b>	<b>782</b>	<b>1%</b>

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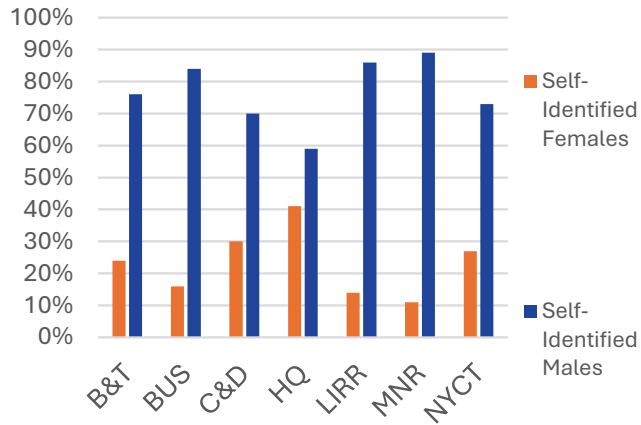
NOTE: Data may vary by +/- 4% due to variations in reporting methodology and/or external factors affecting the data collection process and have been rounded up to the nearest whole number.



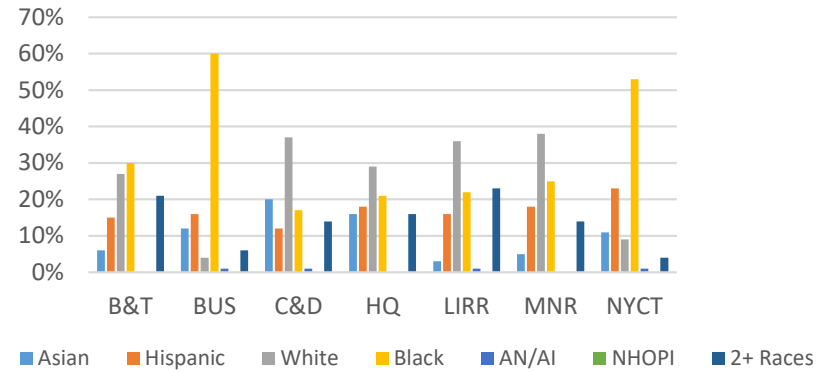
# New Hires by Agency

January 1, 2024 – December 31, 2024

**MTA Agencies New Hires By Sex**



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



Agency	New Hires	Self-Identified Females	Minorities
B&T	33	24%	73%
BUS	761	16%	96%
C&D	153	30%	63%
HQ	588	41%	71%
LIRR	480	14%	64%
MNR	500	11%	62%
NYCT	3926	27%	91%



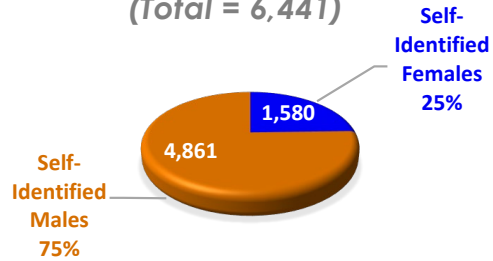
\*The above agency-specific data does not accurately reflect employee movements resulting from the transformation.



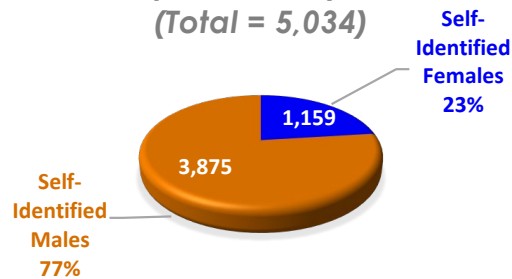
## MTA-Wide New Hires & Separations by Sex

January 1, 2024 – December 31, 2024

### New Hires By Sex (Total = 6,441)



### Separations By Sex (Total = 5,034)



- During the 4<sup>th</sup> Quarter 2024, MTA hired **6,441** employees, including **1,580** self-identified females and **4,861** self-identified males. During this same reporting period, **5,034** employees separated from MTA, including **1,159** self-identified females and **3,875** self-identified males.
- The result was a net increase of **421** self-identified female and **986** self-identified male employees.
- The number of employees who self-identified as veterans decreased by **89**. There were **93** veterans hired and **182** veterans separated during 2024.

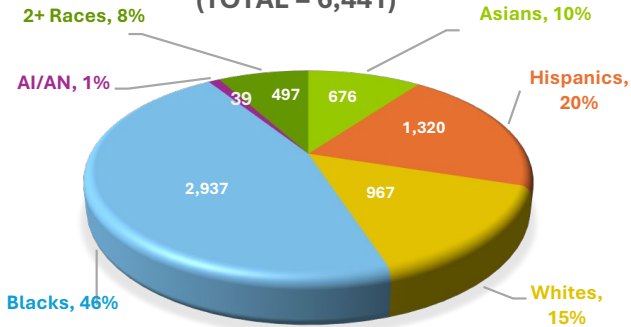


# MTA-Wide New Hires & Separations by Ethnicity

January 1, 2024 – December 31, 2024

## NEW HIRES BY RACE/ETHNICITY

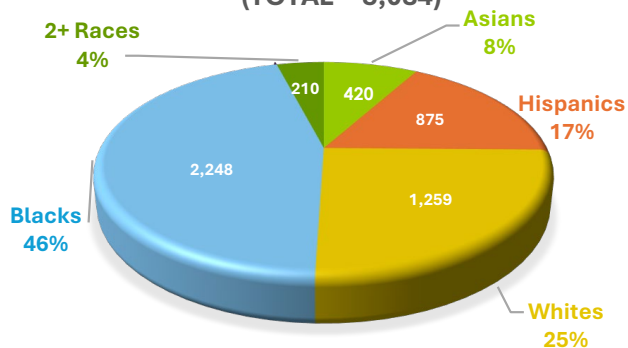
(TOTAL = 6,441)



- During 2024, MTA hired **6,441** employees, **5,474** minorities and **967** non-minorities. During this same reporting period, **5,034** employees separated from MTA, **3,775** minorities and **1,259** non-minorities.
- The result was a net increase of **1,699** minority employees.
- The number of employees who self-identified as a person(s) with a disability decreased by **42**. There were **42** persons with a disability hired and **84** persons with a disability separated during 2024.

## SEPARATIONS BY RACE/ETHNICITY

(TOTAL = 5,034)





## EO Complaints and Litigation 2024





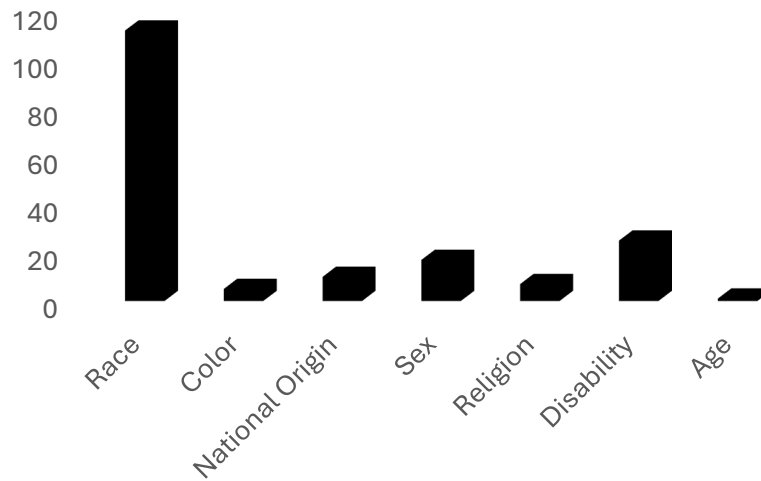
# MTA – Wide Workforce: Q4

## Title VI and Related Discrimination Complaints

January 1, 2024 – December 31, 2024

- **160** Title VI and Related\* complaints were filed, citing **177** separate bases
- The most frequently cited basis was **Race**
- There were **no Title VI Lawsuits filed.**

Title VI and Related Discrimination Complaints by Bases



Notes:

Formal complaints and lawsuits can be filed alleging multiple bases.

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



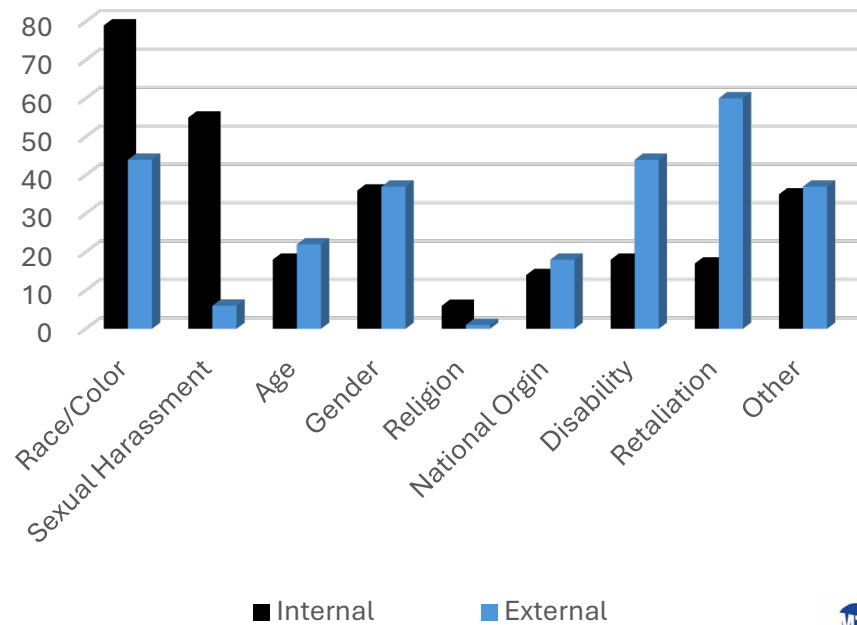
# MTA – Wide Workforce: Q4

## Title VII Employee Discrimination Complaints

January 1, 2024 – December 31, 2024

- **280** complaints were **filed** citing **547** separate bases
- The most frequently singularly-cited\* basis was **Race/Color**
- There were **28 Lawsuits** filed.

Internal and External Complaints by Bases



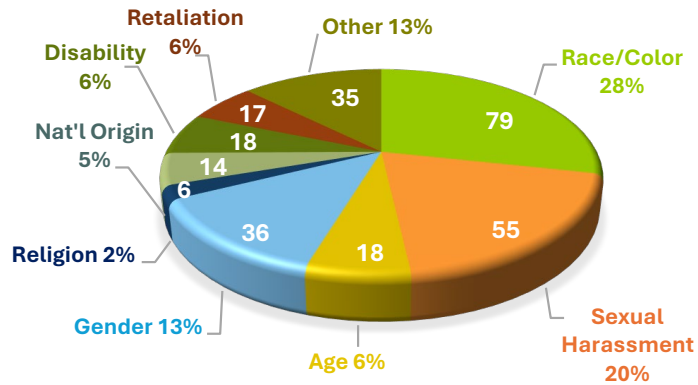
Notes:  
 Formal complaints can be filed alleging multiple bases.  
 \* *Other* consists of any of the remaining 12 legally protected bases not individually shown



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

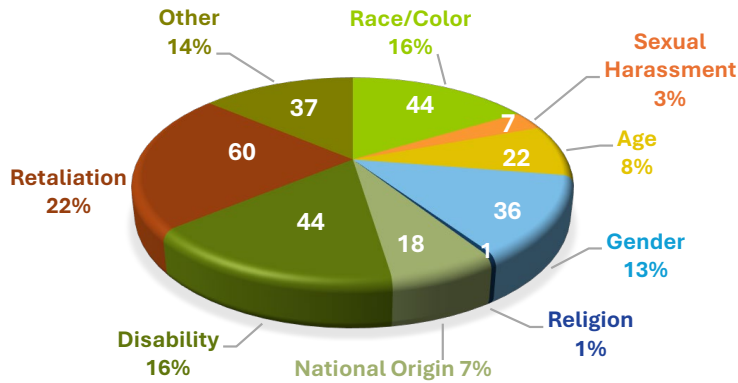
January 1, 2024 – December 31, 2024

## INTERNAL EEO COMPLAINTS



- During 2024, MTA received **280** EEO complaints\*, citing **547** separate bases, and **28** lawsuits.
- **176** filed internal complaints.
- **308** filed external complaints including lawsuits.
- The most frequently cited bases internally was **Race/Color**.

## EXTERNAL EEO COMPLAINTS



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

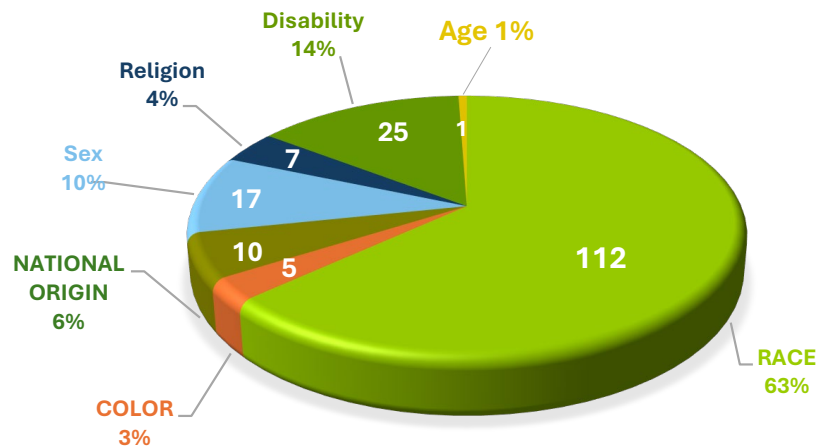




# MTA-Wide Title VI and Related Discrimination Complaints by Bases

January 1, 2024 – December 31, 2024

## TITLE VI AND RELATED DISCRIMINATION COMPLAINTS



- During 2024, MTA received **160** Title VI and Related complaints, citing **177** separate bases and no Title VI lawsuit.
- **109** Title VI complaints\* were filed.
- **51** 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.



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

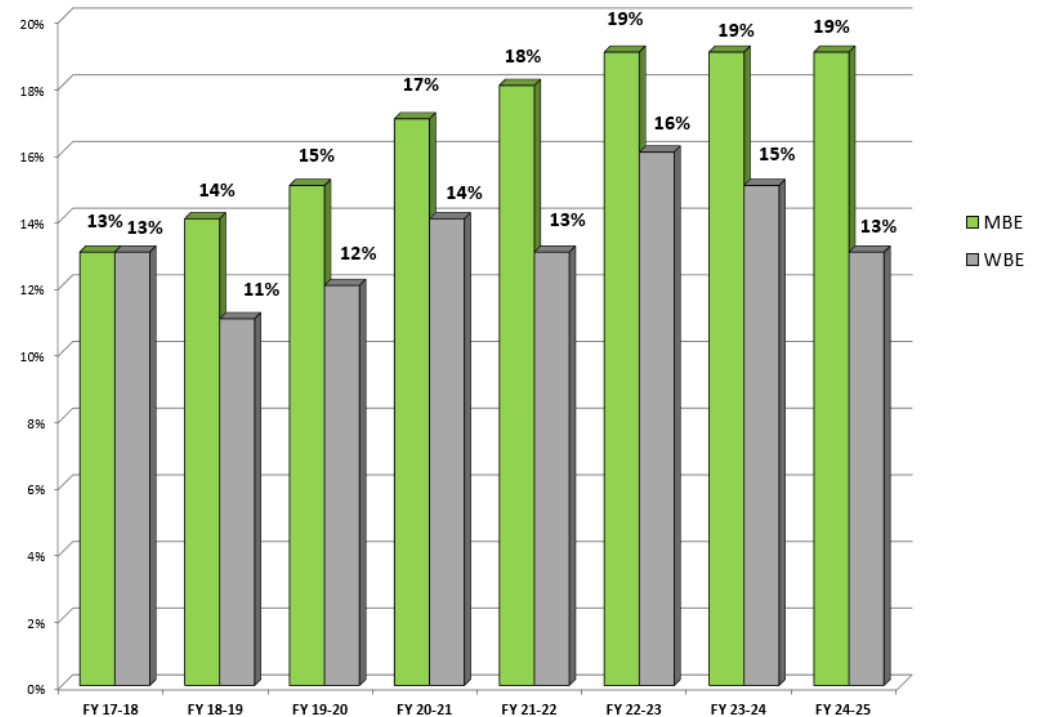
**March, 2025**

# MWBE/DBE/SDVOB Activity

New York State Fiscal Year 2024-2025\*

(Reporting Period: April 1, 2024, to December 31, 2024)

NYS MWBE PAYMENTS  
APRIL 2017 - DECEMBER 2024



- Each quarter the MTA reports to the Empire State Development Corporation the MWBE participation on state-funded contracts.
- Reports are submitted 15 days after the end of each quarter, on January 15, April 15, July 15, and October 15.
- Reports include data on contracts with goals and MWBE contract payments.
- MTA established an overall MWBE goal of 30% for the New York State fiscal year 2024-2025, starting April 1, 2024.

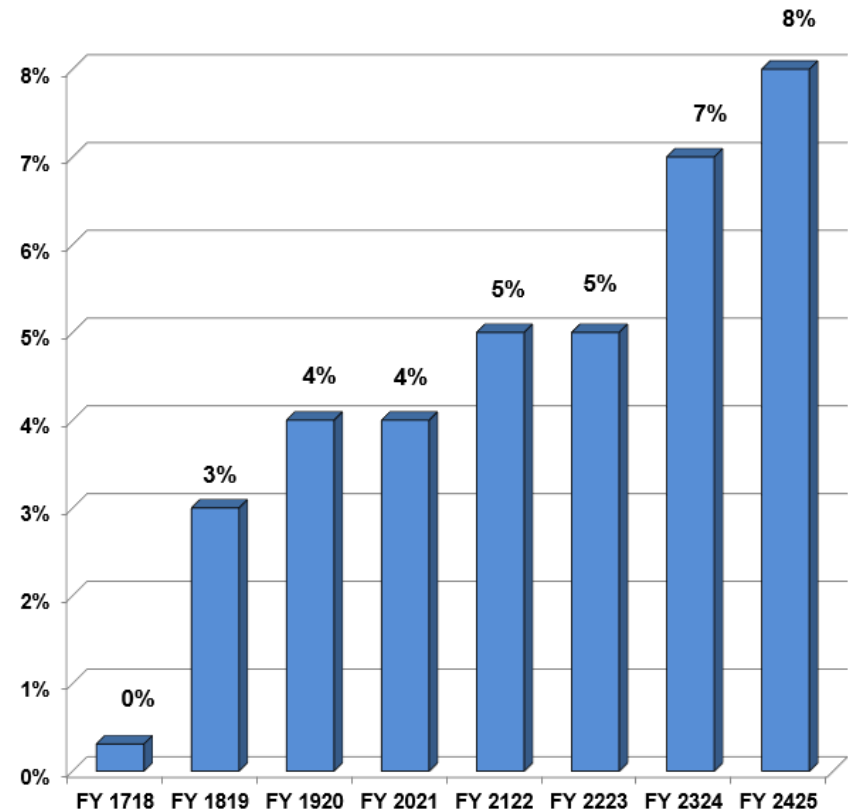
- During the first three-quarters of the FY 2024-25, the MTA has paid over \$2 billion on prime contracts, with \$683 million (32%) paid to certified MWBEs.

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

## SDVOB Participation on State Funded Contracts New York State Fiscal Year 2024-2025\* (Reporting Period: April 1, 2024, to December 31, 2024)

- Each quarter the MTA reports to the New York State Office of General Services the SDVOB participation on state funded contracts.
- Reports are submitted 30 days after the end of each quarter on January 30, April 30, July 30, and October 30.
- Reports include data on contracts with SDVOB goals and payments made to SDVOBs.
- New York State and MTA established an overall SDVOB goal of 6% for State fiscal year 2024-2025, starting on April 1, 2024.
- During the first three quarters of the FY 2024-25, the MTA paid \$637 million on prime contracts with \$48 million (8%), paid to certified SDVOBs.

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

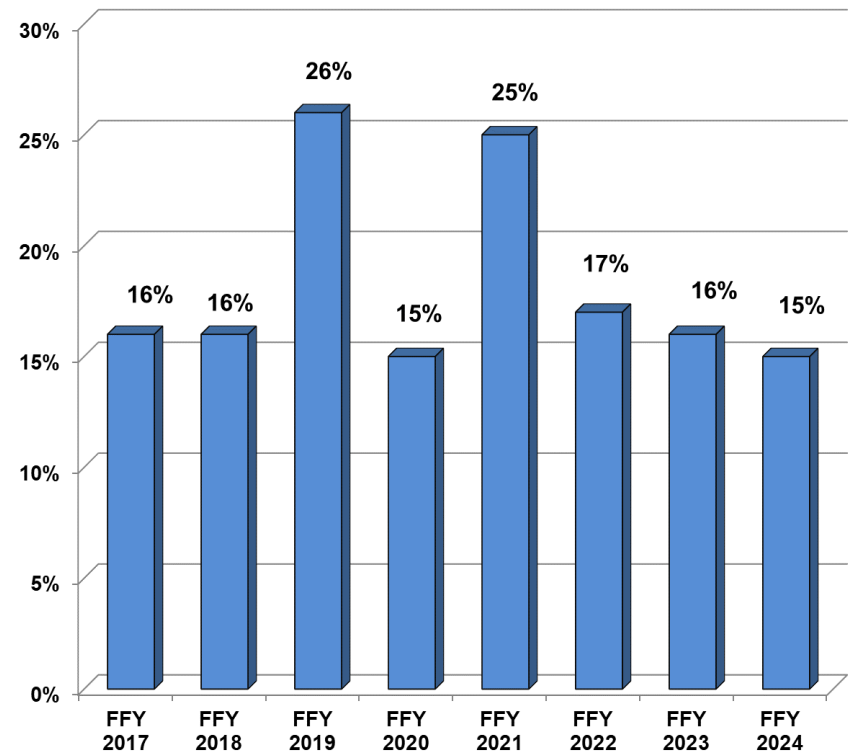


\*The State Fiscal Year runs from April 1<sup>st</sup> through March 31<sup>st</sup>.

## DBE Participation in Federally Funded Contracts Federal Fiscal Year 2024 (Reporting Period: October 1, 2023, to September 30, 2024)

- On a semi-annual basis the MTA reports to the Federal Transit Administration on DBE participation in federally funded contracts.
- Reports are submitted on June 1st -- covering October through March, and December 1st -- covering April through September. The December report also summarizes data for the entire Federal Fiscal Year (“FFY”).
- Reports include DBE participation data on new awards and payments on ongoing and completed contracts.
- For FFY 2024, MTA’s DBE goal is 20%.
- During FFY 2024, MTA awarded \$1.75 billion in the federally funded portion of contracts, with approximately \$264 million (15%) being awarded to certified DBEs.
- On contracts closed during FFY 2024, MTA achieved 22% DBE participation.

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





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

	Federal DBE Goal 20%	NYS MBE Participation Goal (15%)	NYS WBE Participation Goal (15%)	SDVOB Participation Goal (6%)
<b>Term</b>	Federal FY 2024 (Oct 2023 – Sep 2024)	NYS FY 2024-25 (Apr 2024 – Dec 2024)		
<b>Total MTA Payments</b>	\$1.6B	\$1B	\$1B	\$337M
<b>Total MWDBE Payments</b>	\$400M (24%)	\$198M (19%)	\$129M (13%)	\$18M (5%)

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

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



# MWBE, DBE, SDVOB Program – Discretionary Spend

## **IT Discretionary Consulting Contract No. 14357**

### **April 2024 – December 2024**

Total Number of Awards- 67

Total Value of Awards- \$9.3 million

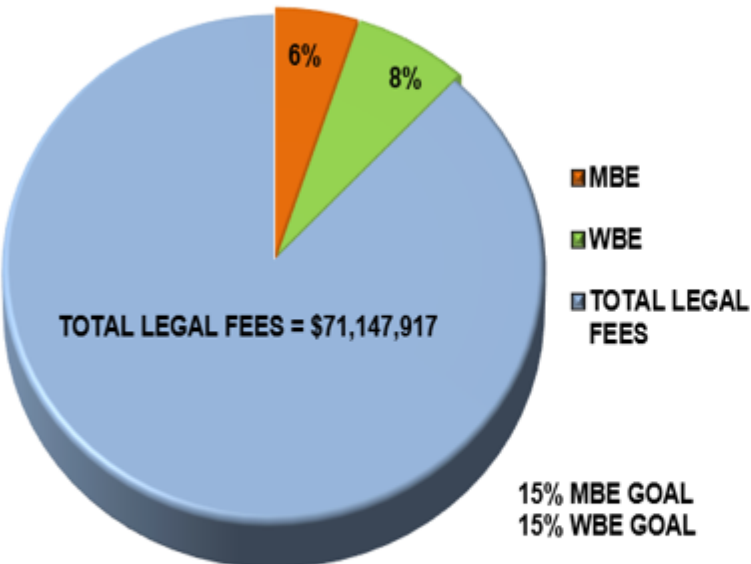
### **Discretionary spend since 2016 to Date**

Total Number of Awards- 1,161

Total Value of Awards- \$238 million

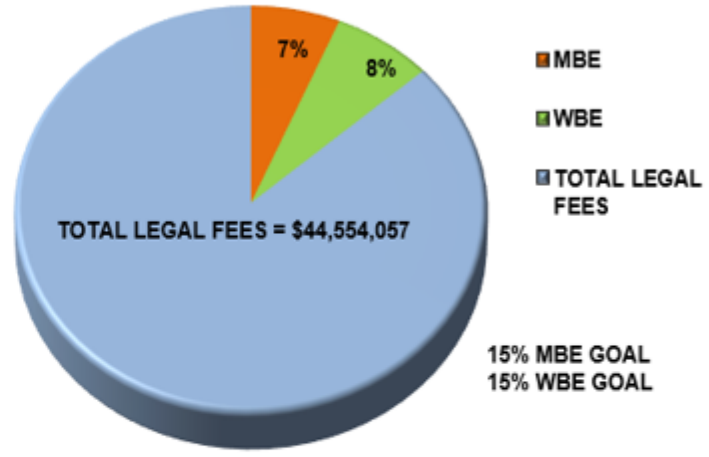
# MTA – All Agency Legal Fee

## April 2024 – December 2024



Actual MBE Participation: \$4,090,835 (6%)  
 Actual WBE Participation: \$5,654,064 (8%)

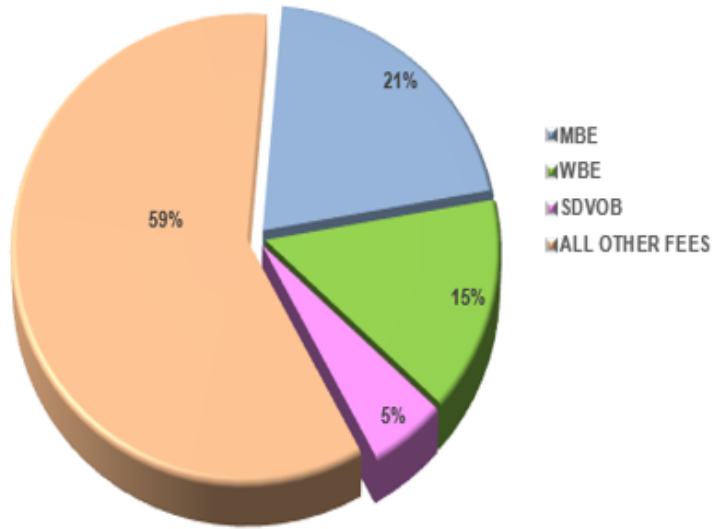
## April 2023 – December 2023



Actual MBE Participation: \$3,255,636 (7%)  
 Actual WBE Participation: \$3,661,505 (8%)

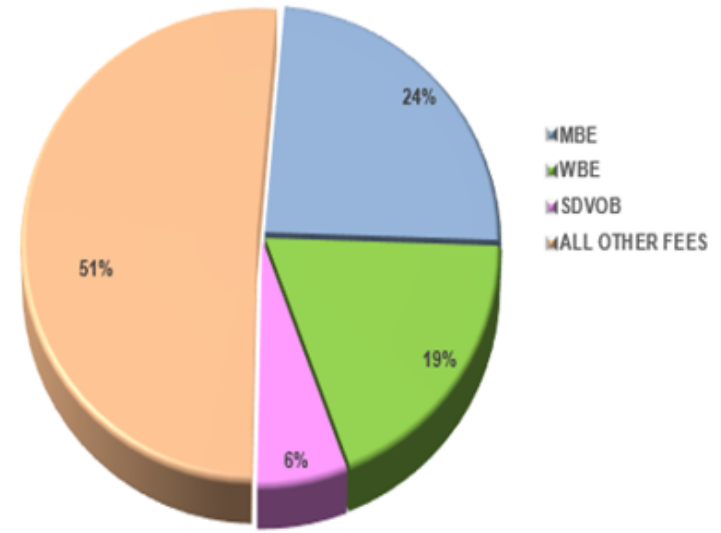
# MTA All Agency Underwriter Fees

## April 2024 – December 2024



Actual MBE Participation:	\$1,762,405 (21%)
Actual WBE Participation:	\$1,249,453 (15%)
Actual SDVOB Participation:	\$438,955 (5%)
All Other Underwriting Fees:	\$5,014,185 (59%)
<b>Total Underwriting Fees:</b>	<b>\$8,464,998</b>

## April 2023 – December 2023



Actual MBE Participation:	\$1,256,998 (24%)
Actual WBE Participation:	\$978,583 (19%)
Actual SDVOB Participation:	\$312,852 (6%)
All Other Underwriting Fees:	\$2,658,592 (51%)
<b>Total Underwriting Fees:</b>	<b>\$5,207,025</b>

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

As of December 2024

- Total assets managed by MWBEs: \$3.96 billion; or 34% of total assets
- Majority of assets are in traditional asset classes
- Traditional assets managed by MWBEs: \$3.79 billion; or 43% of traditional assets
  - MWBE firms manage
    - 86% of US Equities
    - 37% of Real Estate
    - 16% of Non-US Equities
    - 34% of Fixed Income
    - 16% of Credit/Private
- Alternative investments managed by MWBE's: \$168 million; or 7% of alternative investments



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

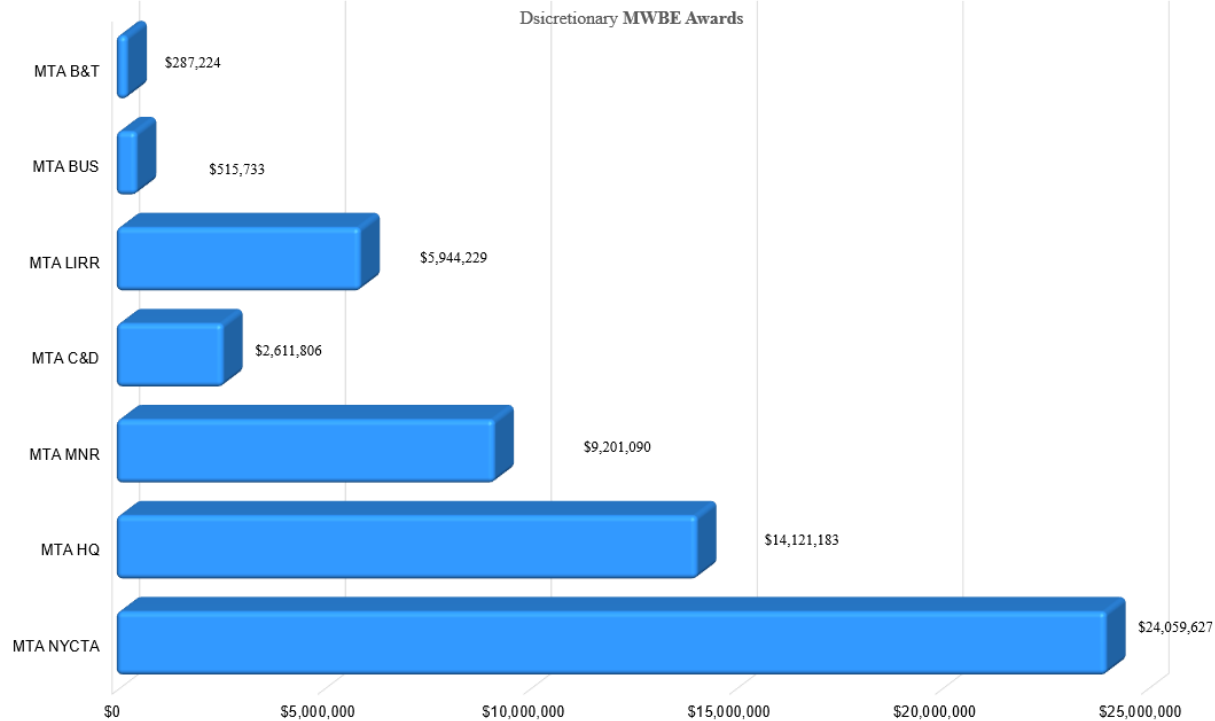
**March 24, 2025**

# MTA All Agency Discretionary Procurement Report

**April 2024 - December 2024**

Agency	Total Awards \$1.5M or Less	MWBE Discretionary Awards	Discretionary MWBE	SBC Discretionary	Discretionary SBC
<b>MTA NYCTA</b>	\$ 148,297,168.82	\$ 24,059,626.87	16%	\$ 2,915,316.26	2%
<b>MTA MNR</b>	\$ 53,175,618.37	\$ 9,201,089.77	17%	\$ 1,280,843.06	2%
<b>MTA B&amp;T</b>	\$ 9,455,387.67	\$ 287,223.97	3%	\$ 102,800.00	1%
<b>MTA LIRR</b>	\$ 63,326,331.37	\$ 5,944,229.31	9%	\$ 1,631,338.32	3%
<b>MTA HQ</b>	\$ 40,241,189.91	\$ 14,121,182.53	35%	\$ -	0%
<b>MTA C&amp;D</b>	\$ 4,278,043.68	\$ 2,611,806.11	61%	\$ -	0%
<b>MTA BUS</b>	\$ 29,878,737.65	\$ 515,732.58	2%	\$ 174,488.80	1%
<b>Total</b>	<b>\$ 348,652,477.47</b>	<b>\$ 56,740,891.14</b>	<b>16%</b>	<b>\$ 6,104,786.44</b>	<b>2%</b>

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





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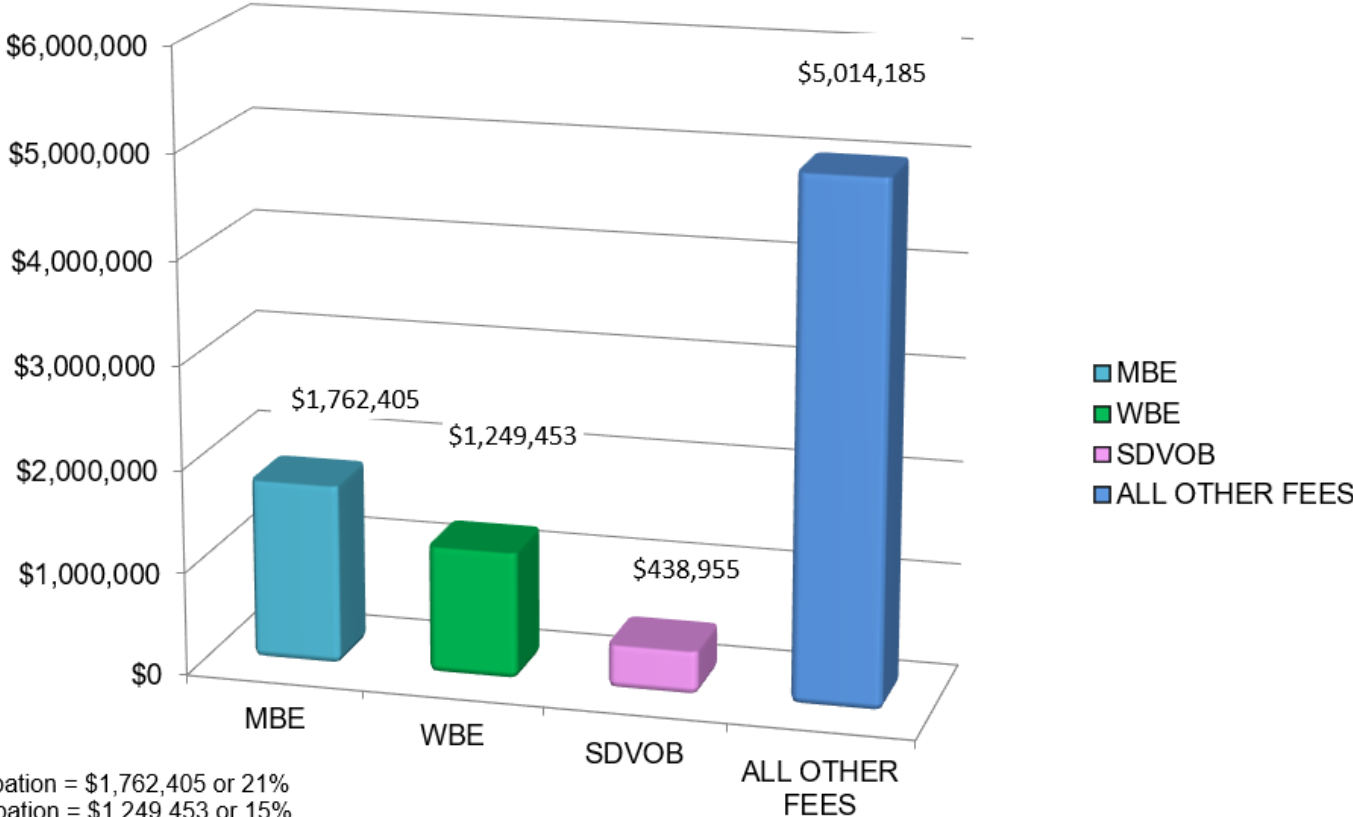
**Underwriter Fees**

**March 24, 2025**



# MTA All Agency Underwriters Fees

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



Actual MBE Participation = \$1,762,405 or 21%  
Actual WBE Participation = \$1,249,453 or 15%  
Actual SDVOB Participation = \$438,955 or 5%  
All Other Underwriting Fees = \$5,014,185 or 59%



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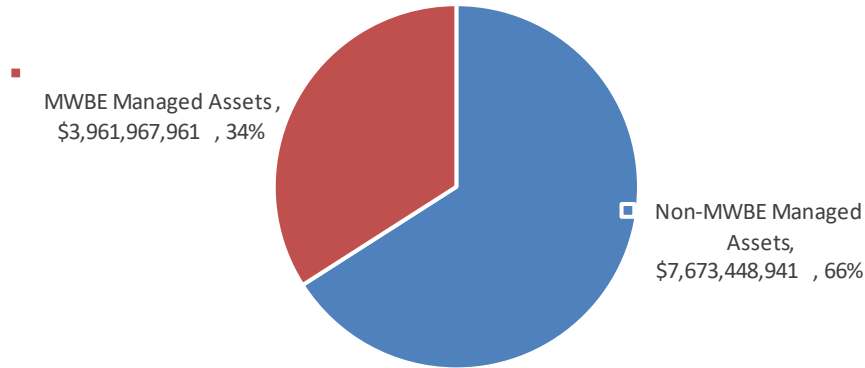
**Asset Fund Managers**

**March 24, 2025**

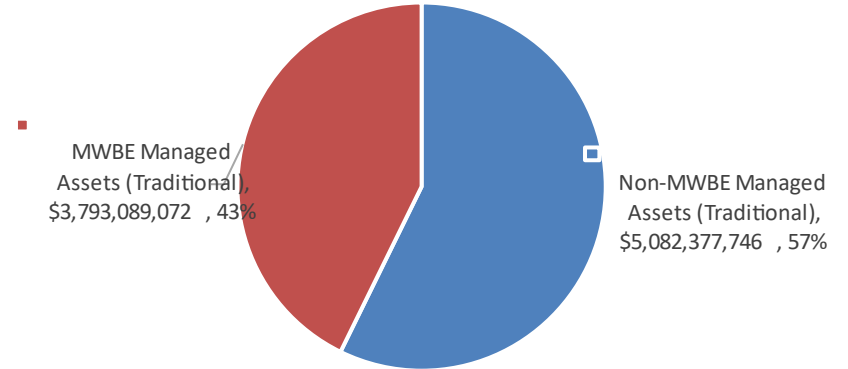
# MTA Sponsored Plans – MWBE Participation

As December 2024

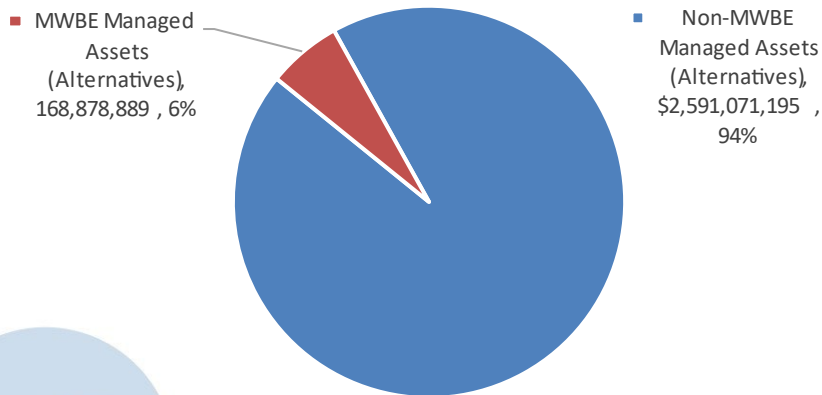
Combined Plans - Total Assets



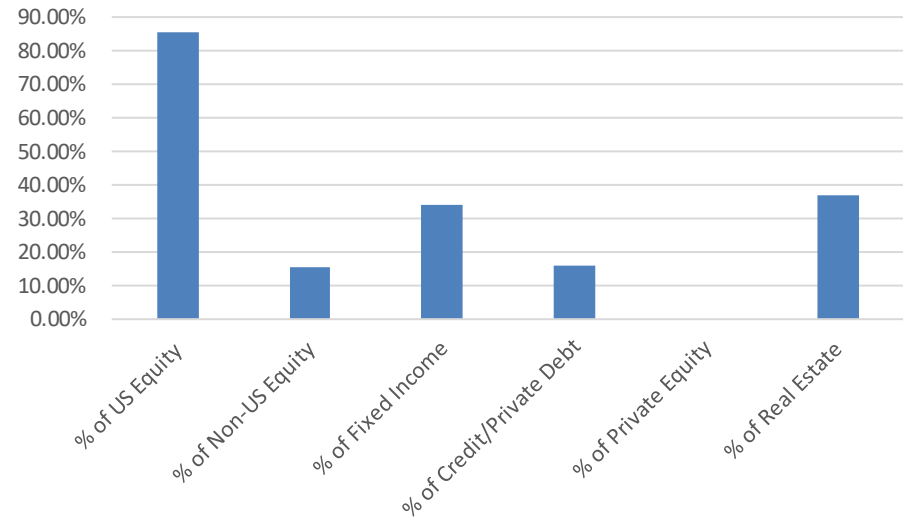
Combined Plans - Traditional Investments



Combined Plans - Alternative Investments



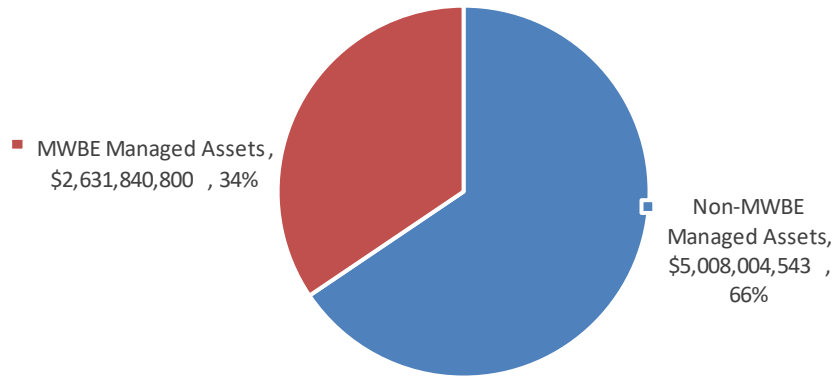
MWBE Managed Assets by Asset Class



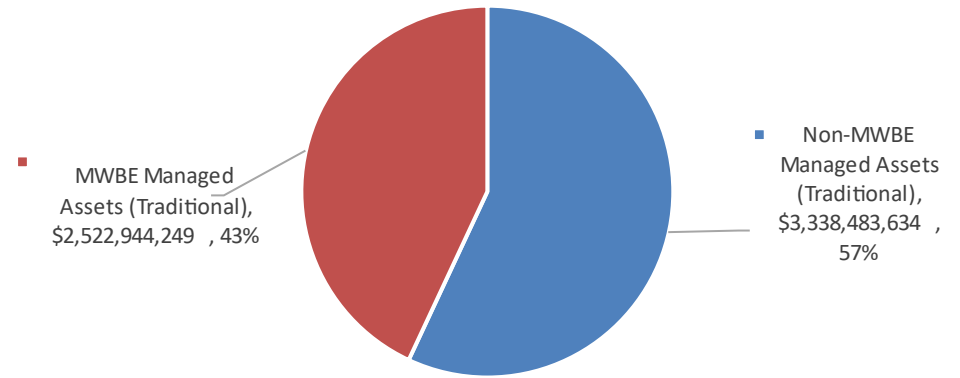
# MTA Sponsored Plans – MWBE Participation

As December 2024

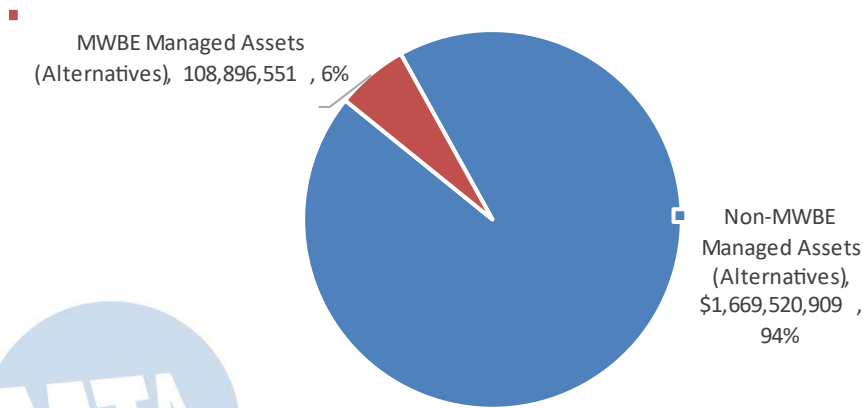
MTA Defined Benefit - Total Assets



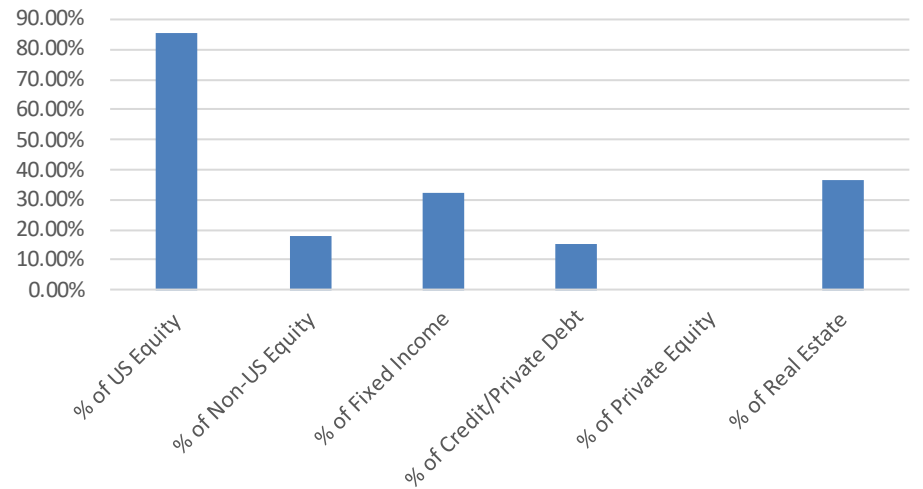
MTA Defined Benefit - Traditional Investments



MTA Defined Benefit - Alternative Investments



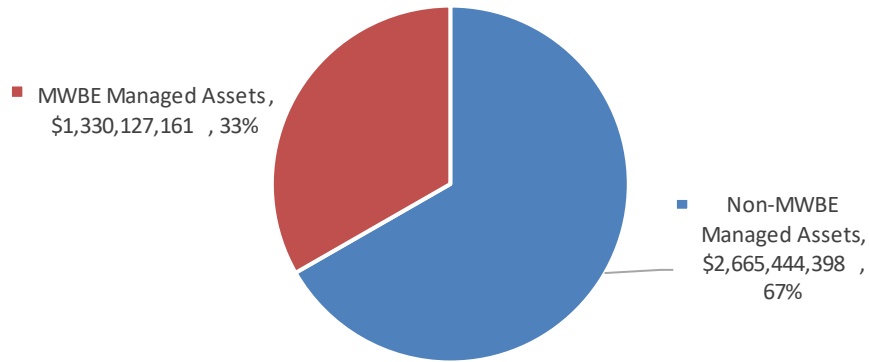
MWBE Managed Assets by Asset Class



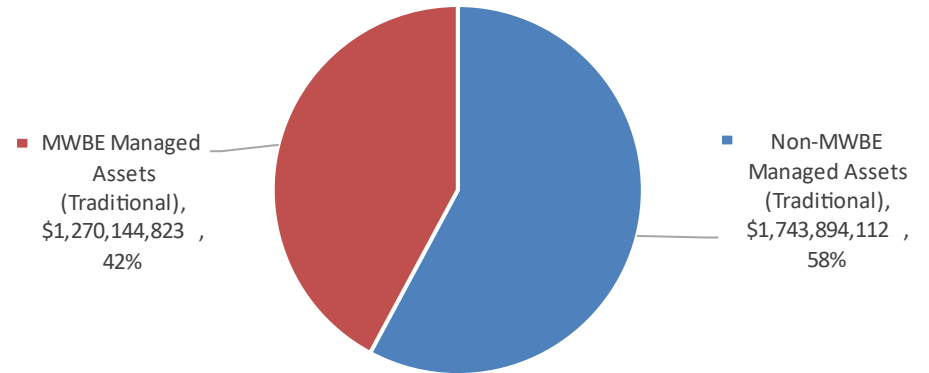
# MTA Sponsored Plans – MWBE Participation

As of December 2024

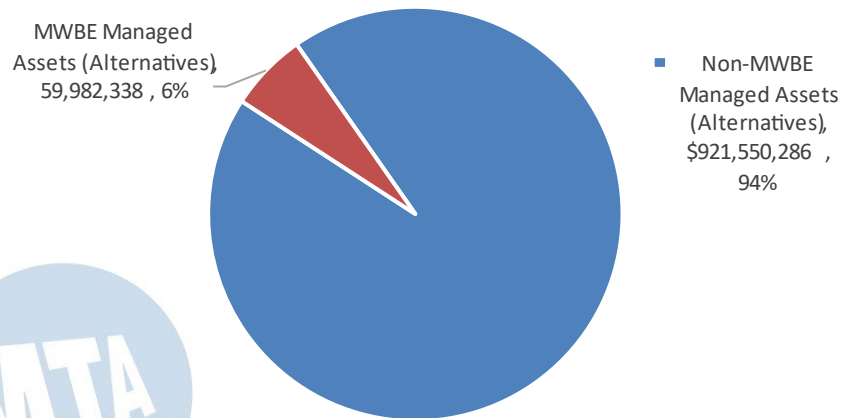
MaBSTOA - Total Assets



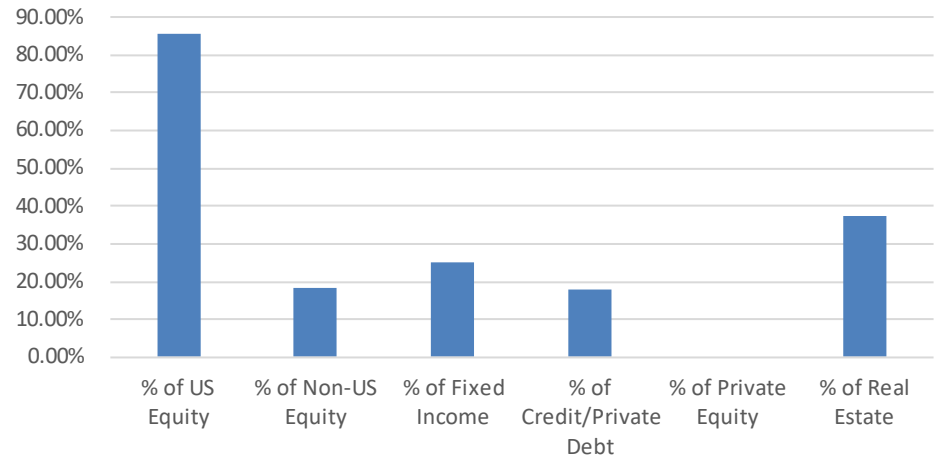
MaBSTOA - Traditional Investments



MaBSTOA - Alternative Investments



MWBE Managed Assets by Asset Class





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**MTA  
Business Development  
Initiatives**

**March 24, 2025**

## Business Development Initiatives – Outreach

April	May	June
Equity in Motion Summit – CUNY Graduate Center	NYPA & NYS CANAL CORPORATION SUPPLIER DIVERSITY EXPO – White Plains NY	DBE Certification Workshop
ContractHER Procurement Fair – CUNY SCHOOL OF LAW	PSEG LI Virtual Supplier Diversity Procurement Fair for MWBE & SDVOB – Long Island Marriot	New Firm Orientation Workshop
DBE Certification Workshop	Catalyst for Diversity, Opportunities and Resources Event – White Plains NY	CUNY MWBE   SDVOB Procurement Conference 2024 – John Jay College
	NYC Small Business Month – Pier 36	Breaking Barriers and Creating Pathways – Kew Gardens NY
	City & State’s Diversity Summit – Baruch College	Rebuilding NYC Public Housing – NYC Technical College
July	August	September
MWBE Regional Opportunities Expo Series	DDCR Presents "DBE Certification Session"	DDCR Presents New Firm Orientation Session
30th Annual Competitive Edge Conference	Greater Harlem Chamber of Commerce Presents: Honoring Senior Citizens Day	ENR NY/NJ Infrastructure Forum
	Greater Harlem Chamber of Commerce Presents: CUNY 2024 Jobs & Career Fair	MTA Meet the Primes Event
	Empowering Infrastructure Growth for Small Business Contractors - US DOT Small Business Transportation Resource Center - Northeast Region	
October	November	December
DDCR Presents "DBE Certification Session"	2024 Annual Citywide M/WBE Procurement Fair	DDCR Presents New Firm Orientation Session
MTA Presents its Capital Plan 2025 - 2029 - MANHATTAN	2024 Annual NYS MWBE Forum	DDCR Presents "DBE Certification Session"
	MTA Presents its Capital Plan 2025 - 2029 - QUEENS	VETCON 2024
	MTA Presents its Capital Plan 2025 - 2029 - BROOKLYN	SENATOR LEROY COMRIE'S MWBE EVENT



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**MTA  
Small Business  
Development Program**

**March 24, 2025**



# Small Business Development Program

## Mission Statement

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

## Elements of the SBDP

- ✓ Prime Contract Bid Opportunities up to \$5 million
- ✓ Business Management, Leadership and Technical Training
- ✓ Access to Working Capital and Surety Bonding
- ✓ Comprehensive business consulting services
- ✓ Experience working on MTA Projects up to \$5 million

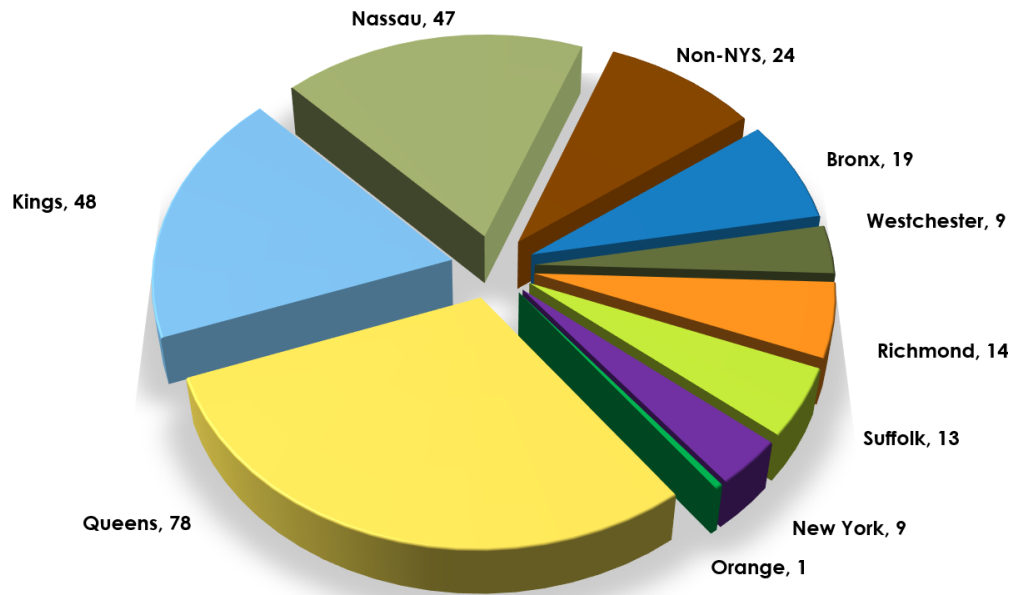
## Benefits of the Program

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



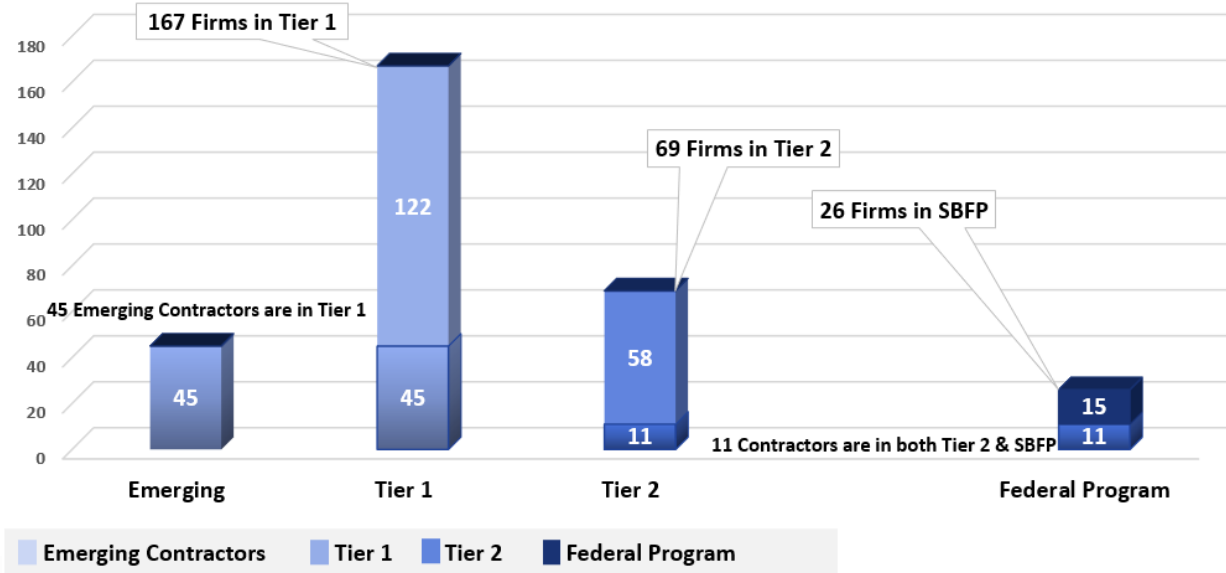
## Small Business Development Program – NY Metropolitan Area Enrollment

262 Firms Actively Enrolled in the Program



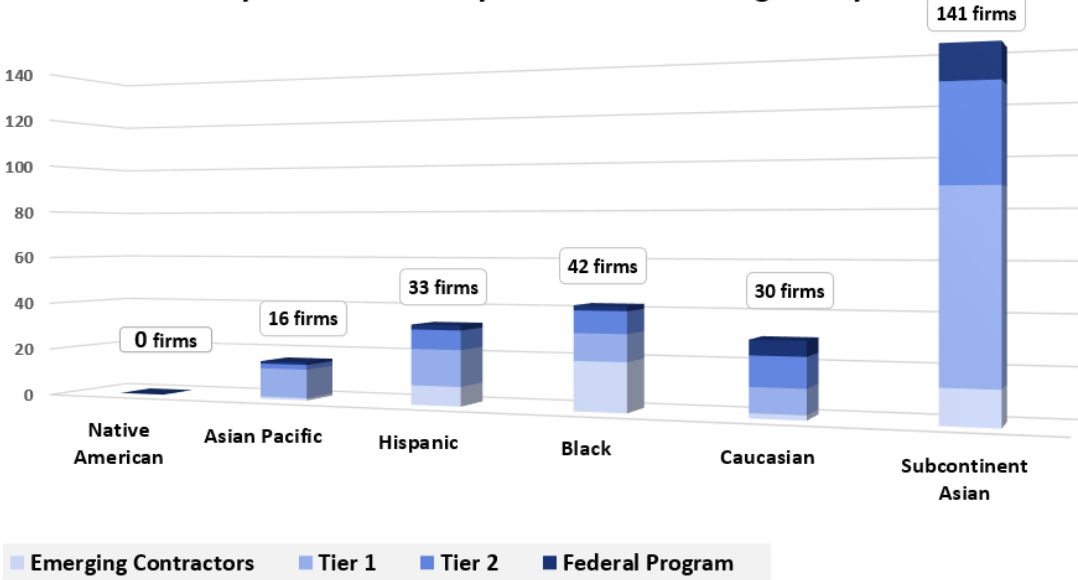
# Small Business Development Program – Tier Participation

### Active Prequalified Firms by Tier (Emerging ECP, Tier-1, Tier-2, SBFP)



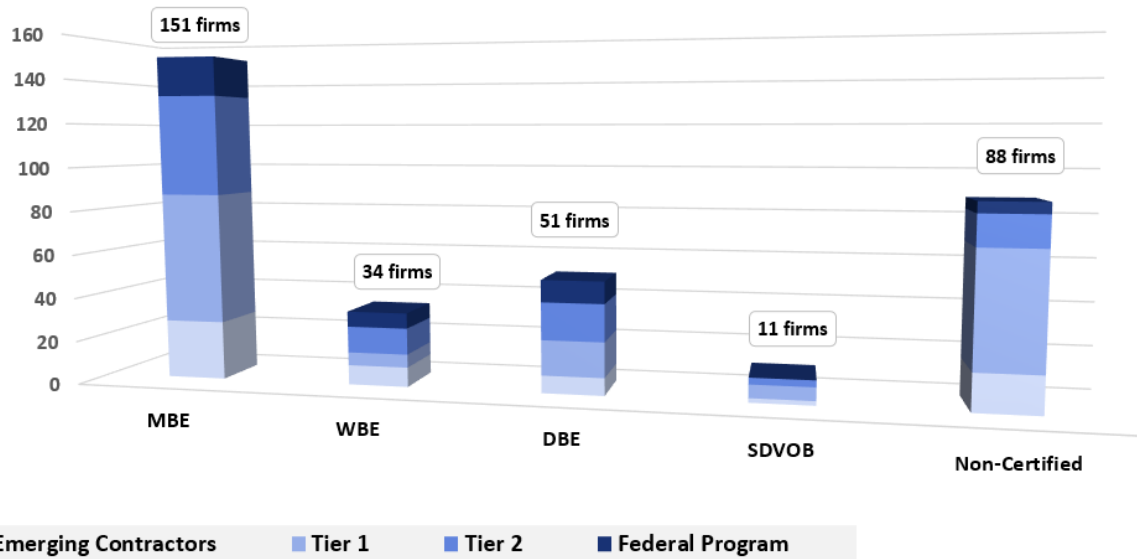
# Small Business Development Program – Diversity of Tier Participants

Ethnicity of Firms Actively Enrolled in the Program by Tier



# Small Business Development Program – Certification of Program Participants

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



## Small Business Development Program – SBDP Loan Program

Small Business Loan Program	2023 Loans Awarded	2024 Loans Awarded	2024 Loan Activity				
			Q1	Q2	Q3	Q4	TOTAL
<b>Number of Loans Facilitated</b>	10	14	4	10	0	0	14
<b>Total Loan Value</b>	\$1,036,760	\$2,581,265	\$587,600	\$1,993,665	\$0	\$0	\$2,581,265

