



Metropolitan Transportation Authority

Diversity Committee Meeting

November 2013

Committee Members

F. Ferrer, Chairman

S. Metzger

J. Banks III

R. Bickford

D. Paterson

J. Molloy



MEETING AGENDA

MTA DIVERSITY COMMITTEE

November 12, 2013 – 2:45 p.m.

347 Madison Avenue
Fifth Floor Board Room
New York, NY

AGENDA ITEMS

Page

PUBLIC COMMENTS PERIOD

1. APPROVAL OF MINUTES – SEPTEMBER 16, 2013	1
2. 2013 DIVERSITY COMMITTEE WORK PLAN	7
3. 2014 DIVERSITY COMMITTEE WORK PLAN	11
4. BUSINESS AND DIVERSITY INITIATIVES	16
5. CERTIFICATION ACTIVITY REPORT	19
6. THIRD QUARTER 2013 EEO ACTIVITIES	23
7. SMALL BUSINESS MENTORING PROGRAM UPDATE	35
8. SMALL BUSINESS FEDERAL PROGRAM UPDATE	37
9. M/W/DBE CONTRACT COMPLIANCE 2013 THIRD QUARTER REPORT	39
10. FINANCIAL AND LEGAL SERVICES	49
11. ASSET FUND MANAGERS	53
12. M/W/DBE CAPITAL PROJECTS 2013 REPORT	56
13. STATUS REPORT ON MTA INTER-AGENCY M/W/DBE TASK FORCE	58
14. DIVERSITY COMMITTEE CHARTER REVIEW	60
15. PRESIDENTS' REPORT ON RECRUITMENT STRATEGIC PLANS	64

MTA DIVERSITY COMMITTEE

Meeting Minutes

347 Madison Avenue, Fifth Floor Board Room

New York, NY 10017

Monday, September 16, 2013

2:45 p.m.

The following Committee members were present:

Hon. Fernando Ferrer, Chairman

Hon. Susan G. Metzger

Hon. John Molloy

The following Committee members were absent:

Hon. David Paterson

Hon. John Banks III

Hon. Robert Bickford

The following were also present:

Nuria Fernandez, Chief Operating Officer

Michael J. Garner, Chief Diversity Officer, MTA Department of Diversity and Civil Rights ("DDCR")

Naeem Din, Deputy Director, DDCR

Gwen Harleston, Deputy Director, Minority Women-owned and Disadvantaged Business Enterprise ("MWDBE") Contract Compliance, DDCR

Zenaida Chape, Assistant Director, Business and Diversity Initiatives, DDCR

Shawn Moore, Assistant Director, Equal Employment Opportunity ("EEO") and Title VI Compliance, DDCR

Carolyn Greene, Assistant Director, Certification, DDCR

Leon Goodman, Assistant Director, EEO, DDCR

George Cleary, Deputy Director, Small Business Mentoring Program, DDCR

Nadir Jones, Manager, Small Business Mentoring Program, DDCR

Joel Andrews, Chief Officer, Office of EEO, MTA New York City ("NYC") Transit

Vernessa Moses, Assistant Chief Officer, Office of EEO, NYC Transit

Michael Fyffe, Director, Diversity Management, MTA Long Island Rail Road ("LIRR")

Robert Rodriguez, Director, Office of Diversity and Equal Opportunity, MTA, Metro-North Railroad ("MNR")

Roberto Aguirre, Sr., Assistant Director, Office of Diversity and Equal Opportunity, MNR

Anthony Gardner, Deputy Director, Operations Procurement, Procurement and Material Management, MNR

Deborah Buckley, Assistant Director, Procurement Policy, Procurement and Material Management, MNR

Christine Norman, Manager, M/W/DBE Procurement Compliance, MNR

David Cannon, Director, Procurement and Risk Management, MTA Capital Construction ("CC")

1. Public Speakers:

There were no public speakers.

2. Minutes

Upon a motion duly made and seconded, the committee unanimously approved the minutes of the meeting held on June 3, 2013.

3. Overview of Today's Meeting

2013 Diversity Committee Work Plan

Chairman Ferrer asked if there were any changes to the work plan. Mr. Din noted one substantive change to the work plan, namely that the 2014 Diversity Committee Work Plan will be presented in November 2013.

Chairman Ferrer welcomed the new Committee and Board Member, John Molloy.

Outreach Events/Diversity Programs

Ms. Chape stated that the Outreach Unit has been renamed Business and Diversity Initiatives. She reported on outreach initiatives for the third quarter of 2013. Each month during the quarter, DDCR held a DBE Certification Session. In September, DDCR held an orientation session for newly certified MWDBEs. DDCR also participated in the 41st anniversary celebration of the National Minority Business Council. MTA received an award in recognition of its efforts on behalf of the MWDBE community. Procurement staff from the MTA and its agencies took the lead on several workshops and exhibits at the Annual Competitive Edge Conference. Over 300 firms participated at this event. MTA staff also took part in several presentations at the Annual Conference of Minority Transportation Officials.

In August, DDCR participated in two Harlem Week events: Harlem Week Economic Development Day and the Harlem Day Business Expo. In September, DDCR will participate in Harlem Business Alliance Economic Summit. MTA is planning an orientation session for newly certified firms at this event. MNR's MWDBE Opportunities Event has been moved to November 2013. Training classes for MTA's Small Business Mentoring Program resumed in September 2013. DDCR will attend The Regional Alliance for Small Contractors 21st Annual Awards Luncheon in September 2013.

Mr. Goodman reported on MTA's participation at the Harlem Week Job Fair in August 2013. In addition to conducting outreach through local media, MTA used social media to advertise for this event. As a result, event participation far exceeded expectations with approximately 6,000 attendees. Recruiters from across the MTA agencies were able to meet with approximately 650 attendees. A majority of the attendees were able to fill out registration forms and submit their resumes. They were also directed to the MTA website for current employment opportunities. As of September 5, 2013, 2,500 Job Fair attendees submitted online employment applications. Approximately 4,300 letters have been sent out as of September 12, 2013, thanking attendees and providing instructions about how to access the MTA website. A review of approximately 6,000 registration forms revealed that the attendees had diverse work experience and came from various parts of New York City and New York State and the surrounding New Jersey and Connecticut areas.

Ms. Moore reported on MTA Agency-Wide Diversity Programs. In September 2013, MTA and MNR will celebrate the Hispanic American Heritage Month.

Certification Activity Report

Ms. Greene reported on certification activity for the second quarter of 2013. A total of 34 new applications were received during the second quarter of 2013. Ms. Greene also provided a comparison of the number of applications received during the second quarter between 2011 and 2013. Ms. Greene stated that the number of applications is increasing. During July and August of this year, DDCR received ten applications in each month; and as of September 13, 2013, eight applications have already been received for the month. From April through June 2013, 40 firms were processed: 30 firms were certified; none were denied certification; six applications were returned; none were determined ineligible; and four firms withdrew their applications. Ms. Greene also provided a comparison of certification applications processed during the second quarter from 2011 through 2013. Ms. Greene said that looking at the total numbers, DDCR processed more applications in the second quarter of 2013 than all of 2011 and 2012.

Ms. Metzger inquired whether DDCR is still processing certification renewals. Ms. Greene advised that federal regulations no longer certify renewals. Instead, a firm remains certified until certification is removed for failure to cooperate or because a firm no longer meets the DBE eligibility criteria. Ms. Greene further advised that certified firms are required to make annual submissions. Ms. Metzger noted that it will be interesting to see the numbers of annual submissions to get a fuller picture of the workload.

EEO and Title VI Update

Chairman Ferrer stated that EEO updates from the MTA agency Operating Committees were postponed. He asked when those updates will be presented. Ms. Moore said the MTA agencies will present their reports to the Diversity Committee and their Operating Committees in November 2013. Ms. Metzger inquired whether MTA-specific or agency wide statistics will be presented. Ms. Moore said the report contains agency-wide statistics. Mr. Din added and Ms. Metzger confirmed that the agencies will report in November 2013 on their efforts to address underutilization of minorities and women in their workforce. The Committee decided that the agency Presidents will present their respective agency's efforts to address underutilization at the Operating Committee meetings and at the Diversity Committee meeting in November 2013.

Ms. Moore provided an update on activities during the second quarter 2013. She said the Federal Transit Administration ("FTA") will conduct a Triennial Review of MTA Bus in November 2013 followed by a Triennial Review of MTA Headquarters ("HQ"), LIRR and MNR by the FTA in December 2013. As part of this review, the FTA will review the MTA and the above-named agencies' EEO and Title VI Programs. Ms. Moore said that in June 2013, the Committee and the Board approved the MNR, LIRR and NYC Transit's updated Policies under Title VI of the Civil Rights Act of 1964 for evaluation of fare and service changes and for system-wide service standards and service policies.

Ms. Moore reported that as of June 30, 2013, women, Hispanics and employees classified as "others" were underrepresented in some of the job categories. A majority of the underrepresentation occurred in the administrative support, skilled craft and service maintenance job categories.

Ms. Moore reported that between January and June 2013, MTA and its agencies hired a total of 2,449 employees, of which 20.6% are women and 70.2% are minorities. Of the total minorities hired, 39.5% are African American and 17% are Hispanic. MTA HQ hired the highest percentage of women (55.6%), while MTA Bus hired the highest percentage of minorities (86.5%).

Mr. Garner inquired if the underutilization statistics are based on the 2000 Census. Ms. Moore replied that the 2000 Census figures were used to determine underutilization. She said the MTA is in the process of hiring a consultant to provide the updated 2010 Census statistics. Mr. Din said the contract will be signed shortly and it will take about eight weeks to provide the updated numbers.

Ms. Moore reported that between January and June 2013, MTA and its agencies handled a total of 278 EEO complaints, citing 462 separate allegations. Of the 278 EEO complaints, 147 were filed with outside agencies and 131 were filed internally. The majority of internal complaints cited race/color discrimination, miscellaneous discrimination and sexual harassment as the basis for the complaint. The majority of external complaints cited race/color discrimination, disability discrimination and miscellaneous discrimination as the basis for the complaint. During the same reporting period, MTA and its agencies also handled 43 Title VI complaints citing 43 separate allegations. Of these 43 complaints, race discrimination was most frequently cited as the basis of the complaint.

Ms. Moore also reported on the disposition of the complaints as of the second quarter 2013. A total of 57 complaints were closed during the reporting period: 16 external EEO complaints, 28 internal EEO complaints, and 13 Title VI complaints. Out of the 57 total complaints closed, 54 were decided in favor of the particular agency.

Small Business Mentoring Program ("SBMP")

Mr. Cleary provided an update on the SBMP. Since the commencement of the program in November 2010, 76 contracts have been awarded, totaling \$43 million. Of these 76 contracts, 49 were awarded to 46 New York State certified MWBE firms totaling over \$34.4 million. Sixteen firms were awarded two contracts each. Of these 46 MWBE firms, 12 are also certified DBEs.

A total of 134 firms have been pre-qualified and 40 firms are pending pre-qualification. A total of 14 loans have been approved totaling \$1.3 million. Participating firms can now apply for small business loans totaling up to \$150,000 per contract.

Small Business Federal Program ("SBFP")

Mr. Cleary provided an update on the SBFP. Since program inception in March 2013, three projects totaling \$4.1 million have been awarded. A total of 18 firms have been prequalified and five are pending prequalification. Firms participating in SBFP can apply for loans up to \$900,000 per contract. Through the Surety Bond Assistance Program, firms are also eligible for surety bonding assistance of up to \$3 million from Willis/Centaur.

M/W/DBE Contract Compliance

Ms. Harleston reported on federal and state contract awards as of June 2013. The overall DBE participation goal for federal fiscal year 2013, starting October 1, 2012, is 17%. Between October 2012 and June 2013, the MTA awarded over \$1 billion in federally funded contracts with over \$150 million (13%) being awarded to certified DBEs. Ms. Harleston added that DBE awards for the period October 2012 through June 2013 already exceed awards made during Federal Fiscal Year 2012. Over \$932 million was paid to prime contractors, with approximately \$104 million (11%) actually paid to certified DBEs during the reporting period.

The MTA has set an overall MWBE goal of 20% for fiscal year 2012/2013 for New York State contracts. From April 2013 through June 2013, approximately \$117 million was awarded in New York State funded contracts with \$41.5 million (35%) being awarded to certified MWBEs, exceeding MTA's overall MWBE goal. Ms. Harleston said several contractors are exceeding their assigned MWBE goals, which accounts for the higher MWBE participation.

During the same period, over \$341.7 million was paid on prime contracts, with \$73.7 million (22%) being paid to MWBEs, also exceeding MTA's goal. Ms. Harleston also reported on Discretionary Procurements, which include purchases of goods, miscellaneous procurements, personal or miscellaneous services not exceeding \$200,000 and not federally funded. From April 2013 to June 2013, MTA and its agencies awarded a total of approximately \$80 million, with \$4 million (5%) being awarded to MWBEs as discretionary procurements. Mr. Garner stated that he will speak with MTA Bus President, Darryl Irick and MTA Procurement about increasing discretionary awards for goods and services to certified MWBE firms.

Mr. Garner reported on financial and legal services for the period April 2013 through June 2013. Out of a total of \$6 million in outside counsel fees, MBEs were awarded 2%, while 14% was awarded to WBEs. Mr. Garner said MTA will devise additional strategies for improved MWBE participation in this area. After the recently issued Request for Proposal ("RFP") to solicit more additional small businesses, including MWBE firms for personal injury counsel, Mr. Garner said he will work toward the issuance of a second RFP, in order to increase the pool of certified MWBE firms in other areas. Mr. Ferrer asked if they are looking at specific areas of recruitment. Mr. Garner added that we will devise specific strategies for increased outreach to MWBE firms, including advertisement in ethnic minority newspapers. He added that there will also be an open house in conjunction with the Hispanic Bar Association, the Asian Bar Association, the Metropolitan Black Bar Association and The Black Bar Association of Bronx County. Chairman Ferrer suggested that they should also advertise in the New York Law Journal.

Mr. Garner reported that the MWBE participation in underwriter fees is 25%, with 22% awarded to MBEs and 3% awarded to WBEs. Mr. Garner thanked Robert Foran, Chief Financial Officer, and Patrick McCoy, Director, Finance, for awarding more business to MWBE firms. Mr. Garner added that with the approval of additional firms by the MTA Board, MWBE participation in this area will increase.

With respect to the MaBSTOA Pension Plan, MWBE participation is approximately 22% and in the MTA Defined Benefit Pension Plan, MWBE participation is 23% within the traditional asset funds.

Ms. Harleston reported on MWDBE participation on MTA's Capital projects. For the period January to June 2013, the DBE participation in federally funded contracts is 16%. MWBE participation in State funded contracts is 30%, far exceeding MTA's 20% participation goal.

Mr. Garner also addressed the issue of MWBE goal waivers on NYC Transit's Contract Number CM-1510/1511/1512, Indefinite Quantity Temporary Staffing for Signal and Train Control System Projects. Originally, DDCR set a 10% MBE and a 10% WBE goal on this contract. These goals were subsequently revisited by DDCR and waived. Chairman Ferrer said there had been a number of conversations and some members of the MTA Board were disturbed by the total waiver of MWBE goals on this contract. Mr. Garner said the goals were waived due to unavailability of certified firms who could perform the scope of work, i.e., provide professional and technical staff on an as needed basis for signal and train control projects. He added that he has been speaking with major firms in the industry, i.e., L.K. Comstock, Inc., Five Star Electric Corp. and E. J. Electric Installation Company about creating a mentoring program for MWBEs which specialize in signal work. Mr. Garner said once we create a large pool of available MWBEs, we will not have to waive goals. Ms. Metzger voiced her support for this idea. She also asked whether the only firm that responded to the RFP on this project, met the requirements for the RFP. Mr. Garner said the solicitation process was re-opened because NYC Transit wanted to attract more competition.

Mr. Garner introduced Ms. Norman, who previously worked with Bovis Lend Lease and New York City. She will be assisting MNR with MWDBE compliance.

Adjournment

Chairman Ferrer concluded the meeting and upon a motion duly made and seconded, the meeting was adjourned.

Respectfully submitted,

Naeem Din
Department of Diversity and Civil Rights



2013 Diversity Committee Work Plan

I. RECURRING AGENDA ITEMS

Responsibility

Approval of Minutes	Committee Chair & Members
Committee Work Plan	Committee Chair & Members
MTA Agency-wide Diversity, Business and Diversity Initiatives, and EEO Programs Activities	Dept. of Diversity/Civil Rights
MTA DBE Certification Program Activities	Dept. of Diversity/Civil Rights
M/W/DBE Contract Compliance Activities	Dept. of Diversity/Civil Rights
Departmental Goals Update	Dept. of Diversity/Civil Rights
Action Items (if any)	As listed

II. SPECIFIC AGENDA ITEMS

Responsibility

March 2013

Recommitment to EEO Policy Statements	Dept. of Diversity/Civil Rights
2013 Departmental Goals	
2012 Year-End Report on EEO	

June 2013

1st Quarter 2013 Report	Dept. of Diversity/Civil Rights
Approval of MTA Agency Title VI Policies	

September 2013

2013 Mid-Year Report on EEO	
Title VI Program Update	Dept. of Diversity/Civil Rights
EEO Program Update	

November 2013

3 rd Quarter 2013 Report	Dept. of Diversity/Civil Rights
Status Report on MTA Inter-Agency M/W/DBE Task Force	
Diversity Committee Charter Review	Committee Chair & Members
2014 Diversity Committee Work Plan	

2013 Diversity Committee Work Plan

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 Programs 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.

MW/DBE Contract Compliance Activities

MTA Department of Diversity and Civil Rights update of MW/DBE contract activities and program initiatives.

Departmental Goals Update

MTA Department of Diversity and Civil Rights will provide an update on Departmental goals.

Action Items

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

II. SPECIFIC AGENDA ITEMS

March 2013

Recommitment to EEO Policy Statements

Each year, the MTA disseminates Policy Statements addressing the Americans with Disabilities Act, Sexual and Other Discriminatory Harassment Prevention and Equal Employment Opportunity. We disseminate these Policy Statements to all MTA employees

to reaffirm MTA's commitment to ensuring a work place environment free from illegal discrimination and to ensure continued compliance with all applicable laws.

Overview of 2013 MTA Department of Diversity/Civil Rights Departmental Goals

The MTA Department of Diversity and Civil Rights will present an overview of Departmental goals and objectives.

2012 Year-End Report on EEO

The Department of Diversity and Civil Rights will present an update on MTA Agency-wide EEO activities.

June 2013

1st Quarter 2013 Report

The Department of Diversity and Civil Rights will present an update on Business and Diversity Initiatives and EEO Programs activities. The Department of Diversity and Civil Rights will also present an update on DBE Certification and M/W/DBE Contract Compliance Programs activities.

Approval of MTA Agency Title VI Policies

The Department of Diversity and Civil Rights will present MTA Agency Title VI Policies for approval of the Diversity Committee.

September 2013

2013 Mid-Year Report on EEO

The Department of Diversity and Civil Rights will present an update on Business and Diversity Initiatives and EEO Programs activities. The Department of Diversity and Civil Rights will also present an update on DBE Certification and M/W/DBE Contract Compliance Programs activities.

Title VI Program Update

The MTA Department of Diversity and Civil Rights will present an update on the Title VI Program.

EEO Program Update

The MTA Department of Diversity and Civil Rights will present an update on the EEO Program.

November 2013

3rd Quarter 2013 Report

The Department of Diversity and Civil Rights will present an update on Business and Diversity Initiatives, and EEO Programs activities. The Department of Diversity and Civil Rights will also present an update on the activities of DBE Certification and M/W/DBE Contract Compliance Programs activities.

Status Report on MTA Inter-Agency M/W/DBE Task Force

The Department of Diversity and Civil Rights report will address progress made by the Task Force to improve M/W/DBE participation.

Diversity Committee Charter Review

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

2014 Diversity Committee Work Plan

The Department of Diversity and Civil Rights will present an updated Diversity Committee Work Plan for 2014.



2014 Diversity Committee Work Plan

I. RECURRING AGENDA ITEMS

Responsibility

Approval of Minutes	Committee Chair & Members
Committee Work Plan	Committee Chair & Members
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MTA DBE Certification Program Activities	Dept. of Diversity/Civil Rights
M/W/DBE Contract Compliance Activities	Dept. of Diversity/Civil Rights
Departmental Goals Update	Dept. of Diversity/Civil Rights
Action Items (if any)	As listed

II. SPECIFIC AGENDA ITEMS

Responsibility

March 2014

Recommitment to EEO Policy Statements	Dept. of Diversity/Civil Rights
2014 Departmental Goals	
2013 Year-End Report on EEO	

May 2014

1st Quarter 2014 Report	Dept. of Diversity/Civil Rights
Approval of MTA's Title VI Program	Committee Chairs & Members

July 2014

2013 Mid-Year Report on EEO	Dept. of Diversity/Civil Rights
EEO Program Update	
Approval of MTA's Overall DBE Goal for Federal Fiscal Years ("FFYs") 2015-2017	Committee Chair & Members

November 2014

3 rd Quarter 2014 Report	Dept. of Diversity/Civil Rights
Status Report on MTA Inter-Agency M/W/DBE Task Force	
Diversity Committee Charter Review	Committee Chair & Members
2015 Diversity Committee Work Plan	Dept. of Diversity & Civil Rights

2014 Diversity Committee Work Plan

Detailed Summary

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

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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 Contract Compliance Activities

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

Departmental Goals Update

MTA Department of Diversity and Civil Rights will provide an update on Departmental goals.

Action Items

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

II. SPECIFIC AGENDA ITEMS

March 2014

Recommitment to EEO Policy Statements

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to reaffirm MTA's commitment to ensuring a work place environment free from illegal discrimination and to ensure continued compliance with all applicable laws.

Overview of 2014 MTA Department of Diversity/Civil Rights Departmental Goals

The MTA Department of Diversity and Civil Rights will present an overview of Departmental goals and objectives.

2013 Year-End Report on EEO

The Department of Diversity and Civil Rights will present an update on MTA Agency-wide EEO activities.

May 2014

1st Quarter 2014 Report

The Department of Diversity and Civil Rights will present an update on Business and Diversity Initiatives and EEO Programs activities. The Department of Diversity and Civil Rights will also present an update on DBE Certification and M/W/DBE Contract Compliance Programs activities.

Approval of MTA's Title VI Program

The Department of Diversity and Civil Rights will present MTA's Title VI Program for approval of the Diversity Committee.

EEO Program Update

The MTA Department of Diversity and Civil Rights will present an update on the EEO Program.

July 2014

2014 Mid-Year Report on EEO

The Department of Diversity and Civil Rights will present an update on Business and Diversity Initiatives and EEO Programs activities. The Department of Diversity and Civil Rights will also present an update on DBE Certification and M/W/DBE Contract Compliance Programs activities.

In addition, the Department of Diversity and Civil Rights will present MTA's overall DBE Goal for FFYs 2015-2017 for approval of the Diversity Committee.

November 2014

3rd Quarter 2014 Report

The Department of Diversity and Civil Rights will present an update on Business and Diversity Initiatives and EEO Programs activities. The Department of Diversity and Civil

Rights will also present an update on the activities of DBE Certification and M/W/DBE Contract Compliance Programs activities.

Status Report on MTA Inter-Agency M/W/DBE Task Force

The Department of Diversity and Civil Rights report will address progress made by the Task Force to improve M/W/DBE participation.

Diversity Committee Charter Review

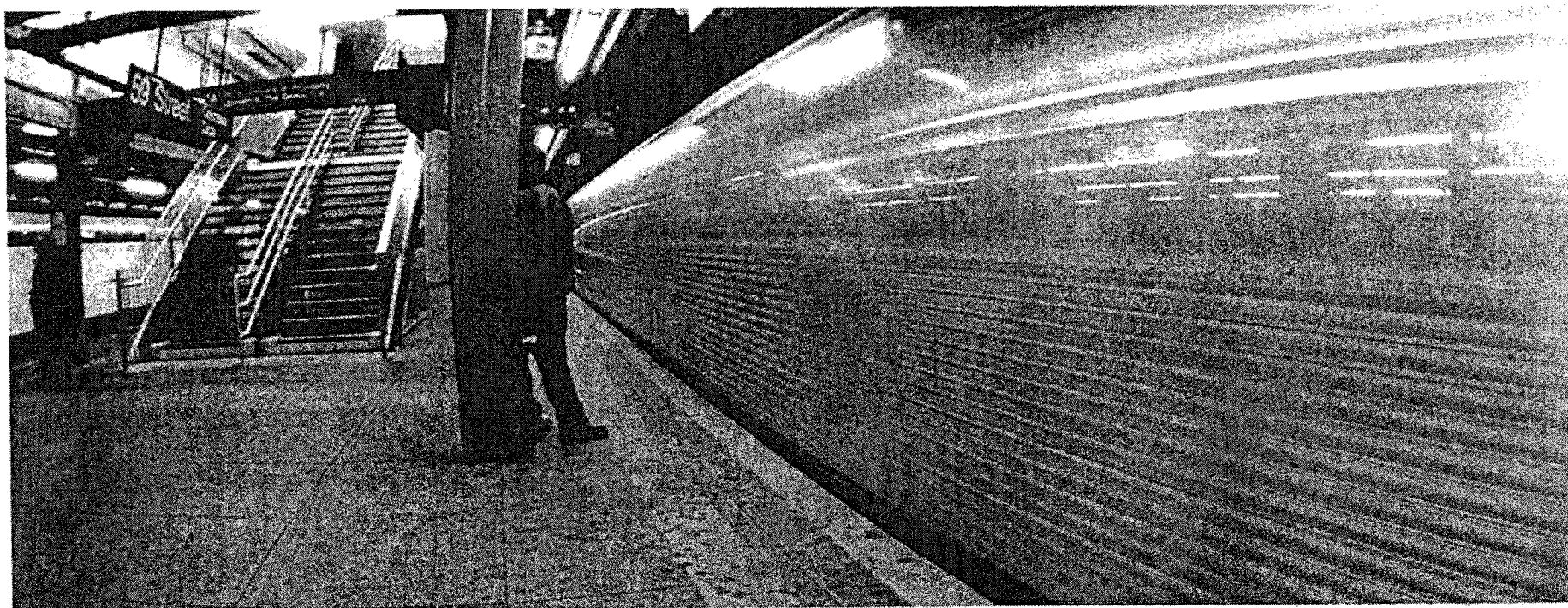
The Diversity Committee will review and assess the adequacy of its charter and recommend changes as necessary.

2015 Diversity Committee Work Plan

The Department of Diversity and Civil Rights will present an updated Diversity Committee Work Plan for 2015.

MTA DIVERSITY COMMITTEE MEETING
A NEW DAY AT THE MTA

November 12, 2013
2:45 P.M.





Metropolitan Transportation Authority

MTA Department of Diversity/Civil Rights Business and Diversity Initiatives

November 12, 2013

Business and Diversity Initiatives

October

Monthly DBE Certification Workshop
The Third Annual New York State Wide MWBE Forum
16th Annual Bronx Business Opportunities sponsored by SOBRO
New York Business Expo
African American Chamber of Commerce of Westchester and Rockland Counties, Inc. Annual Awards Dinner
Annual Circle of Sisters Expo 2013

November

Monthly DBE Certification Workshop
NYS Chapter of The National Association of Minority Contractors (NYSAMC) 16th Annual Awards Dinner
New York City Hispanic Chamber of Commerce Trade Mission to Puerto Rico
Annual Somos El Futuro Fall Conference
Harlem Business Alliance 33rd Annual Awards Celebration
33rd Annual Society of Indo-American Engineers & Architects Awards Gala

December

Monthly DBE Certification Workshop
Department of Diversity and Civil Rights hosts "New Firm Orientation Session"
New York City Hispanic Chamber of Commerce Annual Awards Gala
NY&NJ Minority Supplier Development Council Partnership Awards Gala

MTA Agency-Wide Diversity Programs

October 2013

MTA Metro-North Railroad celebrates Hispanic American Heritage Month
MTA Metro-North Railroad presents the Civil Rights Movement Brown Bag Lunch in
celebration of Diversity Awareness Month

November 2013

MTA Metro-North Railroad celebrates Veterans Day

December 2013

MTA Headquarters Diversity Council celebrates International Dessert Day

MTA Department of Diversity/Civil Rights Certification Activity Report

November 12, 2013

**DBE CERTIFICATION APPLICATIONS RECEIVED
THIRD QUARTER 2011- 2013**

	2013	2012	2011
July	10	22	7
August	10	6	11
September	10	12	9
Total	30	40	27

**CERTIFICATION ACTIVITY FOR NEW APPLICATIONS
THIRD QUARTER 2011– 2013**

	2013	2012	2011
CERTIFIED	24	28	17
DENIED	7	1	4
RETURNED	6	9	11
WITHDRAWN	4	5	2
TOTAL	41	43	34

**ANNUAL SUBMISSION ACTIVITY FOR DBE CERTIFIED FIRMS
THIRD QUARTER 2011 - 2013**

	2013	2012	2011
CERTIFICATION CONTINUED	93	27	34
PROPOSAL TO REMOVE CERTIFICATION	10	7	10
REMOVAL OF CERTIFICATION	5	2	2
TOTAL	108	36	46

MTA DEPARTMENT OF DIVERSITY/CIVIL RIGHTS EEO ACTIVITIES – THIRD QUARTER 2013

November 12, 2013

OVERVIEW

MTA and its Agencies have conducted an availability analysis of females and minorities. The availability analysis consists of comparing each agency's September 30, 2013 workforce percentages for females and minorities to 80% of the females and minorities available for work within the relevant labor market based on the Census.

The following numbers and information do not reflect availability for specific job groups. In addition, the numbers and information provided do not show statistical disparities or explain the reasons or provide a root cause analysis for any identified underutilization. Terms such as "exceed, at or below 80% of Census availability" or "underutilization" that may appear in this report do not constitute a finding or admission of unlawful discrimination. Although the MTA will use such terms in good faith in this report, it cautions that these terms should not be applied outside the report's narrow context.

SUMMARY OF FINDINGS

In general, as of September 30, 2013, females, Hispanics and employees classified as Others were underrepresented in some of the job categories at the operating agencies. A majority of the underrepresentation within these groups occurred within the Administrative Support, Skilled Craft and Service Maintenance job categories. These job categories have the highest number of employees at the operating agencies.

The following chart provides the female and minority workforce percentages for each agency, 80% of the females and minorities available for work based on the 2000 Census by job category, and whether or not the estimated availability percentages were met for females and minorities within each of the job categories.

MTA-WIDE UTILIZATION ANALYSIS

AS OF September 30, 2013

Job Category	Female*			Blacks			Hispanics			Asians			AI/AN**			NHOP***			Other		
			Util			Util			Util			Util			Util			Util			Util
	Est	Actual	Yes/ Anal	Est	Actual	Yes/ Anal	Est	Actual	Yes/ Anal	Est	Actual	Yes/ Anal	Est	Actual	Yes/ Anal	Est	Actual	Yes/ Anal	Est	Actual	Yes/ Anal
Officials & Administrators																					
MTA HQ	36%	39%	Yes	17%	25%	Yes	2%	5%	Yes	9%	11%	Yes	0%	0%	Yes	0%	0%	Yes	1%	1%	Yes
MTA B&T	30%	24%	No	10%	21%	Yes	4%	6%	Yes	6%	11%	Yes	0%	0%	Yes	0%	0%	Yes	1%	1%	Yes
MTA MNR	26%	23%	No	8%	14%	Yes	6%	6%	Yes	4%	6%	Yes	0%	0%	Yes	1%	0%	No	1%	2%	Yes
MTA URR	21%	22%	Yes	11%	10%	No	6%	7%	Yes	4%	5%	Yes	0%	0%	Yes	0%	0%	Yes	1%	2%	Yes
MTA NYCT	25%	15%	No	12%	35%	Yes	6%	11%	Yes	5%	14%	Yes	0%	0%	Yes	0%	0%	Yes	1%	2%	Yes
MTA CC	10%	24%	Yes	15%	12%	No	11%	5%	No	19%	26%	Yes	0%	0%	Yes	0%	0%	Yes	1%	4%	Yes
MTA Bus	18%	11%	No	14%	28%	Yes	11%	13%	Yes	3%	6%	Yes	0%	0%	Yes	0%	0%	Yes	1%	3%	Yes
Professionals																					
MTA HQ	39%	57%	Yes	10%	35%	Yes	9%	10%	Yes	8%	16%	Yes	0%	1%	Yes	0%	0%	Yes	2%	6%	Yes
MTA B&T	31%	36%	Yes	10%	20%	Yes	6%	17%	Yes	10%	22%	Yes	0%	0%	Yes	0%	0%	Yes	1%	0%	No
MTA MNR	45%	40%	No	8%	19%	Yes	5%	10%	Yes	4%	14%	Yes	0%	0%	Yes	0%	0%	Yes	1%	3%	Yes
MTA URR	20%	23%	Yes	10%	12%	Yes	7%	8%	Yes	6%	16%	Yes	0%	0%	Yes	0%	0%	Yes	1%	4%	Yes
MTA NYCT	36%	36%	Yes	11%	33%	Yes	7%	9%	Yes	8%	26%	Yes	0%	0%	Yes	0%	0%	Yes	2%	2%	Yes
MTA CC	19%	42%	Yes	4%	21%	Yes	4%	5%	Yes	4%	47%	Yes	0%	0%	Yes	0%	0%	Yes	1%	0%	No
MTA Bus	34%	51%	Yes	10%	29%	Yes	5%	10%	Yes	5%	15%	Yes	0%	0%	Yes	0%	0%	Yes	2%	4%	Yes

*Females are also included in the percentage totals for each of the racial/ethnic groups.

**American Indian/Alaskan Native

***Native Hawaiian Other Pacific Islander

MTA-WIDE UTILIZATION ANALYSIS

AS OF SEPTEMBER 30, 2013

Job Category	Female*			Blacks			Hispanics			Asians			AI/AN**			NHOPI***			Other		
	Est Avail	Actual %	Util Anal	Est Avail	Actual %	Util Anal	Est Avail	Actual %	Util Anal	Est Avail	Actual %	Util Anal	Est Avail	Actual %	Util Anal	Est Avail	Actual %	Util Anal	Est Avail	Actual %	Util Anal
			Yes/No			Yes/No			Yes/No			Yes/No			Yes/No			Yes/No			Yes/No
Technicians																					
MTA HQ	14%	6%	No	13%	5%	No	8%	8%	Yes	1%	2%	Yes	0%	0%	Yes	0%	0%	Yes	1%	2%	Yes
MTA B&T	10%	20%	Yes	9%	19%	Yes	6%	18%	Yes	1%	5%	Yes	0%	0%	Yes	0%	0%	Yes	1%	0%	No
MTA MNR	23%	3%	No	4%	22%	Yes	5%	3%	No	6%	10%	Yes	0%	0%	Yes	0%	0%	Yes	1%	0%	No
MTA LIRR	9%	9%	Yes	10%	19%	Yes	8%	10%	Yes	6%	5%	No	0%	0%	Yes	0%	0%	Yes	1%	0%	No
MTA NYCT	36%	46%	Yes	11%	48%	Yes	10%	10%	Yes	12%	15%	Yes	0%	0%	Yes	0%	0%	Yes	2%	3%	Yes
MTA CC	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes
MTA Bus	24%	58%	Yes	7%	5%	No	6%	21%	Yes	14%	16%	Yes	0%	0%	Yes	0%	0%	Yes	2%	0%	No
Protective Services																					
MTA HQ	11%	11%	Yes	11%	16%	Yes	12%	18%	Yes	1%	3%	Yes	0%	0%	Yes	0%	0%	Yes	1%	1%	Yes
MTA B&T	18%	21%	Yes	16%	32%	Yes	21%	23%	Yes	2%	4%	Yes	0%	0%	Yes	0%	0%	Yes	1%	0%	No
MTA MNR	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes
MTA LIRR	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes
MTA NYCT	14%	22%	Yes	35%	58%	Yes	17%	17%	Yes	4%	7%	Yes	0%	0%	Yes	0%	0%	Yes	3%	1%	No
MTA CC	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes
MTA Bus	15%	0%	No	33%	60%	Yes	15%	0%	No	3%	0%	No	0%	0%	Yes	0%	0%	Yes	3%	20%	Yes

*Females are also included in the percentage totals for each of the racial/ethnic groups.

**American Indian/Alaskan Native

***Native Hawaiian Other Pacific Islander

MTA-WIDE UTILIZATION ANALYSIS

AS OF SEPTEMBER 30, 2013

Job Category	Female*			Blacks			Hispanics			Asians			AI/AN**			NHOPI***			Other					
	Est Avail	Actual %	Util	Est Avail	Actual %	Util	Est Avail	Actual %	Util	Est Avail	Actual %	Util	Est Avail	Actual %	Util	Est Avail	Actual %	Util	Est Avail	Actual %	Util			
			Anal			Anal			Anal			Anal			Anal			Anal			Anal	Anal	Anal	Anal
			Yes/No			Yes/No			Yes/No			Yes/No			Yes/No			Yes/No			Yes/No	Yes/No	Yes/No	Yes/No
Para-Professionals																								
MTA HQ	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes			
MTA B&T	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes			
MTA MNR	59%	47%	No	10%	16%	Yes	7%	6%	No	3%	25%	Yes	0%	0%	Yes	0%	0%	Yes	1%	0%	No			
MTA URR	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes			
MTA NYCT	52%	48%	No	13%	50%	Yes	10%	25%	Yes	4%	6%	Yes	0%	0%	Yes	0%	0%	Yes	2%	2%	Yes			
MTA CC	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes			
MTA Bus	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes			
Administrative Support																								
MTA HQ	67%	76%	Yes	18%	47%	Yes	16%	16%	Yes	5%	2%	No	0%	0%	Yes	0%	0%	Yes	2%	3%	Yes			
MTA B&T	61%	55%	No	18%	58%	Yes	19%	26%	Yes	4%	2%	No	0%	0%	Yes	0%	0%	Yes	2%	0%	No			
MTA MNR	59%	44%	No	14%	33%	Yes	11%	12%	Yes	4%	3%	No	0%	1%	Yes	0%	0%	Yes	1%	3%	Yes			
MTA URR	35%	48%	Yes	19%	28%	Yes	11%	9%	No	3%	4%	Yes	0%	1%	Yes	0%	0%	Yes	2%	2%	Yes			
MTA NYCT	57%	42%	No	22%	58%	Yes	20%	14%	No	7%	14%	Yes	0%	0%	Yes	0%	0%	Yes	3%	1%	No			
MTA CC	67%	100%	Yes	17%	40%	Yes	16%	20%	Yes	4%	0%	No	0%	0%	Yes	0%	0%	Yes	2%	0%	No			
MTA Bus	60%	48%	No	21%	32%	Yes	19%	14%	No	7%	6%	No	0%	0%	Yes	0%	0%	Yes	3%	7%	Yes			

*Females are also included in the percentage totals for each of the racial/ethnic groups.

**American Indian/Alaskan Native

***Native Hawaiian Other Pacific Islander

MTA-WIDE UTILIZATION ANALYSIS

AS OF SEPTEMBER 30, 2013

Job Category	Female*			Blacks			Hispanics			Asians			AI/AN**			NHOPI***			Other		
	Est Avail	Actual %	Util	Est Avail	Actual %	Util	Est Avail	Actual %	Util	Est Avail	Actual %	Util	Est Avail	Actual %	Util	Est Avail	Actual %	Util	Est Avail	Actual %	Util
			Anal			Anal			Anal			Anal			Anal			Anal			Anal
			Yes/No			Yes/No			Yes/No			Yes/No			Yes/No			Yes/No			Yes/No
Skilled Craft																					
MTA HQ	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes
MTA B&T	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes
MTA MNR	7%	6%	No	21%	18%	No	15%	8%	No	6%	2%	No	0%	0%	Yes	0%	0%	Yes	1%	1%	Yes
MTA LIRR	8%	10%	Yes	16%	16%	Yes	11%	10%	No	3%	2%	No	0%	0%	Yes	0%	0%	Yes	2%	1%	No
MTA NYCT	13%	5%	No	25%	39%	Yes	14%	11%	No	10%	13%	Yes	0%	0%	Yes	0%	0%	Yes	2%	1%	No
MTA CC	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes
MTA Bus	2%	1.0%	No	21%	28%	Yes	25%	14%	No	6%	9.0%	Yes	0%	0%	Yes	0%	2%	Yes	6%	4%	No
Service Maintenance																					
MTA HQ	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes
MTA B&T	2%	1%	No	14%	14%	Yes	18%	12%	No	2%	4%	Yes	0%	0%	Yes	0%	0%	Yes	2%	0%	No
MTA MNR	12%	13%	Yes	16%	35%	Yes	13%	15%	Yes	4%	1%	No	1%	0%	No	0%	0%	Yes	1%	2%	Yes
MTA LIRR	17%	19%	Yes	19%	27%	Yes	19%	14%	No	2%	2%	Yes	0%	0%	Yes	0%	0%	Yes	2%	4%	Yes
MTA NYCT	19%	18%	No	28%	57%	Yes	30%	21%	No	3%	5%	Yes	0%	0%	Yes	0%	0%	Yes	3%	1%	No
MTA CC	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes
MTA Bus	10%	13%	Yes	26%	51%	Yes	26%	21%	No	7%	5%	No	0%	0%	Yes	0%	0%	Yes	2%	3%	Yes

*Females are also included in the percentage totals for each of the racial/ethnic groups.

**American Indian/Alaskan Native

***Native Hawaiian Other Pacific Islander

MTA-Wide New Hires

January 1, 2013 to September 30, 2013

- ❖ Between January 1, 2013 and September 30, 2013, MTA and its Agencies hired a total of 3,876 employees.
- ❖ 21 % of the total new hires are females.
- ❖ 69.6% of the total new hires are minorities.*
- ❖ Of the 69.6% of minorities hired, 38.6% are black and 17.4% are Hispanic.
- ❖ MTA HQ hired the highest percentage of females (52.6%).
- ❖ MTA Bus hired the highest percentage of minorities (81.9%).

*Females are included in each of the minority groups.

MTA-WIDE NEW HIRES

January 1, 2013 to September 30, 2013

TOTAL NEW HIRES

AGENCY: MTA-WIDE

AGENCY	New Hires ¹	Females ²		Minorities		Non-Minorities		Blacks		Hispanics		Asians		AI/ANs		NH/PI		Other	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
MTA HQ	95	50	52.6%	56	55.1%	39	44.9%	28	29.5%	11	11.4%	11	11.6%	0	0.0%	0	0.0%	6	6.3%
MTA B&T	64	21	32.8%	31	48.4%	33	51.6%	10	15.6%	10	15.6%	11	17.2%	0	0.0%	0	0.0%	0	0.0%
MTA MNR	388	73	18.8%	162	34.4%	226	65.6%	70	18.0%	51	13.1%	24	6.2%	0	0.0%	0	0.0%	17	4.4%
MTA LIRR	418	69	16.5%	170	47.5%	248	52.5%	63	15.1%	62	14.8%	21	5.0%	1	0.2%	1	0.2%	22	5.3%
MTA NYCT	2,643	567	21.0%	2,063	79.0%	580	21.0%	1,208	47.0%	472	17.0%	334	13.0%	3	0.1%	0	0.0%	46	2.0%
MTA CC	8	2	25.0%	4	50.0%	4	50.0%	0	0.0%	0	0.0%	4	50.0%	0	0.0%	0	0.0%	0	0.0%
MTA BUS	260	32	12.3%	213	81.9%	47	18.1%	119	45.8%	69	26.5%	19	7.3%	0	0.0%	1	0.4%	5	1.9%
Total:	3876	814	21.0%	2699	69.6%	1177	30.4%	1498	38.6%	675	17.4%	424	10.9%	4	0.1%	2	0.1%	96	2.5%

1. Number includes males, females, minorities, and non-minorities.

2. Number includes minority and non-minority females.

EEO/TITLE VI COMPLAINTS

- Between January and September 2013, MTA and its Agencies handled a total of 343 EEO complaints, citing 487 separate allegations.*
- Of the 343 complaints, 191 were filed externally at city, state and federal agencies and 152 were filed internally.
- Of the 191 external complaints, disability discrimination (23%), other** types of miscellaneous discrimination (21%), and race/color discrimination (24%) were most frequently cited as the basis for the complaint.
- Of the 152 internal complaints, other types of miscellaneous discrimination (25%), sexual harassment (22%), and race/color discrimination (23%) were most frequently cited as the basis for the complaint.
- Between January and September 2013, MTA and its Agencies handled a total of 48 Title VI complaints, citing 48 separate allegations. Of these 48 complaints, race discrimination (80%) was most frequently cited as the basis of the complaint.

*These complaints include those filed prior to the reporting period and which remained open during the reporting period.

** "Other" may include, among other things, allegations of retaliation and unlawful discrimination based on military or marital status, sexual orientation, or arrest/conviction record.

MTA-WIDE EEO/TITLE VI COMPLAINTS

As of September 30, 2013*

EEO DISCRIMINATION COMPLAINTS EXTERNAL

AGENCY	RACE COLOR	SEXUAL HARASS.	AGE	GENDER	RELIGION	NATIONAL ORIGIN	DISABILITY	OTHER**	TOTAL ISSUES	TOTAL CASES***	STATUS OPEN
MTA	5	0	1	4	3	2	1	4	20	9	4
B&T	3	0	1	4	1	0	3	5	17	9	7
MNR	7	1	2	2	1	2	3	7	25	16	10
LIRR	7	0	1	0	1	3	1	2	15	12	10
NYCT	41	2	17	21	3	14	53	37	188	136	121
CC	0	0	0	0	0	0	0	0	0	0	0
MTA BUS	4	0	1	1	0	2	3	5	17	9	9
TOTAL	67	3	23	32	9	23	64	60	282	191	161
	24%	1%	8%	11%	3%	8%	23%	21%			

EEO DISCRIMINATION COMPLAINTS INTERNAL

AGENCY	RACE COLOR	SEXUAL HARASS.	AGE	GENDER	RELIGION	NATIONAL ORIGIN	DISABILITY	OTHER**	TOTAL ISSUES	TOTAL CASES***	STATUS OPEN
MTA	3	3	0	0	0	1	0	0	6	5	4
B&T	0	0	0	1	0	0	1	0	2	2	0
MNR	8	6	3	7	0	4	5	7	40	30	6
LIRR	0	1	0	0	0	0	0	0	2	2	1
NYCT	34	34	8	18	5	11	6	45	152	108	97
CC	0	0	0	0	0	0	0	0	0	0	0
MTA BUS	2	2	0	1	0	0	0	0	3	3	4
TOTAL	47	46	11	27	5	16	12	52	205	152	112
	23%	22%	5%	13%	2%	8%	6%	25%			

TITLE VI COMPLAINTS

AGENCY	RACE	COLOR	NATIONAL ORIGIN	INCOME	TOTAL ISSUES	TOTAL CASES***	STATUS OPEN
MTA	0	0	0	0	0	0	0
MTA MNR	15	0	1	0	16	16	6
MTA LIRR	1	0	0	0	1	1	1
MTA NYC	15	1	5	0	29	29	24
MTA CC	0	0	0	0	0	0	0
MTA BUS	1	0	1	0	2	2	1
TOTAL	35	1	8	0	48	48	32
	80%	2%	17%	0%			

*This includes complaints filed prior to the reporting period and which remained open during reporting period.

**"Other" may include allegations of unlawful discrimination based on military status, sexual orientation, marital status, arrest/conviction record or retaliation.

***In some instances a single complaint involved allegations relating to two or more protected categories.

MTA-WIDE EEO/TITLE VI COMPLAINT DISPOSITION – THIRD QUARTER 2013

EEO DISCRIMINATION EXTERNAL COMPLAINTS

MTA AGENCY	REASONABLE CAUSE	NO REASONABLE CAUSE	ADMINISTRATIVE CLOSURE	WITHDRAWN	DISMISSAL	RESOLVED/ SETTLEMENT	TOTAL CASES
MTAHQ	0	0	0	0	5	0	5
B&T	0	0	0	0	2	0	2
MNR	0	4	2	0	0	0	6
LIRR	1	1	0	0	0	1	2
NYCT	0	14	0	0	1	0	15
CC	0	0	0	0	0	0	0
MTA BUS	0	0	0	0	0	0	0
TOTAL							30

EEO DISCRIMINATION INTERNAL COMPLAINTS

MTA AGENCY	REASONABLE CAUSE	NO REASONABLE CAUSE	ADMINISTRATIVE CLOSURE	WITHDRAWN	DISMISSAL	RESOLVED/ SETTLEMENT	TOTAL CASES
MTAHQ	0	1	0	0	0	0	1
B&T	0	2	0	0	0	0	2
MNR	1	13	9	1	0	1	24
LIRR	0	1	0	0	0	0	1
NYCT	1	6	4	1	0	1	11*
CC	0	0	0	0	0	0	0
MTA BUS	0	1	0	0	0	0	1
TOTAL							40

TITLE VI COMPLAINTS

MTA AGENCY	REASONABLE CAUSE	NO REASONABLE CAUSE	ADMINISTRATIVE CLOSURE	WITHDRAWN	DISMISSAL	RESOLVED/ SETTLEMENT	TOTAL CASES
MTAHQ	0	0	0	0	0	0	0
B&T	0	0	0	0	0	0	0
MNR	0	7	3	0	0	0	10
LIRR	0	0	0	0	0	0	0
NYCT	0	3	2	0	0	0	5
CC	0	0	0	0	0	0	0
MTA BUS	0	1	0	0	0	0	1
TOTAL							16

*A total of 11 cases closed as of 9/30/13; however, one complainant resulted in a dual (reasonable cause/no reasonable cause) determination.

MTA SMALL BUSINESS MENTORING PROGRAM UPDATE

November 12, 2013

MTA Small Business Mentoring Program Update

as of September 30, 2013

- Since November 2010, when the Small Business Mentoring Program commenced, a total of 92 contracts have been awarded, totaling \$53.1 million.
- Seventy of these contracts were awarded to 52 New York State certified M/WBE firms,* totaling over \$42.5 million.
- Of these 52 M/WBE firms, 16 are also certified DBEs.
- 141 firms have been pre-qualified.
- 35 firms are pending pre-qualification.
- A total of 20 loans have been approved/closed, totaling \$1,925,000. Participating firms may apply for small business loans up to \$150,000, or 30% of contract value.

**Twenty-one firms were awarded two or more projects each over the past three program years.*



Metropolitan Transportation Authority

MTA SMALL BUSINESS FEDERAL PROGRAM UPDATE

November 12, 2013

MTA Small Business Federal Program Update as of September 30, 2013

- **Since Program inception in March 2013, eight projects have been awarded, totaling \$11.8 million.**
- **Twenty firms have been prequalified, and 24 are pending prequalification.**
- **Firms can apply for small business loans for 30% of contract value, up to \$900,000 per contract.**
- **A Surety Bond Assistance Program was finalized with Willis/Centaur. Participating firms are eligible for surety bond assistance up to \$3 million.**

M/W/DBE CONTRACT COMPLIANCE

Third Quarter 2013 Update

November 12, 2013

DBE Participation in Federally Funded Contracts
Federal Fiscal Year 2013*
(October 1, 2012 to September 30, 2013)

- 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 data on DBE participation in new awards and payments on completed contracts.
- For FFY 2013, MTA set an overall DBE goal of 17%.
- From October 2012 through September 2013, over \$1.5 billion was awarded as the federally funded portion of contracts, with over \$206 million (13%) being awarded to certified DBEs.
- From October 2012 through September 2013, approximately \$1.2 billion was paid to prime contractors, with payments to certified DBEs totaling approximately \$138 million (12%).

* Dollar amounts represent the federally funded portion of contracts. The Federal Fiscal Year runs from October 1st through September 30th.

**FEDERALLY-FUNDED CONTRACTS
DBE CONTRACT ACTIVITY
FEDERAL FISCAL YEAR 2013 (OCTOBER 2012 - SEPTEMBER 2013)**

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	
1st SEMI-ANNUAL REPORT October 2012 - March 2013	30	\$845,238,320	124	\$109,007,346	13%	17%
2nd SEMI-ANNUAL REPORT April 2013 - September 2013	297	\$699,047,960	135	\$97,557,356	14%	17%
TOTAL	327	\$1,544,286,280	259	\$206,564,702	13%	17%

PAYMENTS

CONTRACT PAYMENTS	PAYMENTS TO PRIMES		DBE PARTICIPATION			OVERALL FTA GOAL
	Number of Contracts	Payment Amount	Number of DBE Subcontracts	DBE Payment Amount	% To Agency Total	
1st SEMI-ANNUAL REPORT October 2012 - March 2013	261	\$586,192,865	1,710	\$62,515,499	11%	17%
2nd SEMI-ANNUAL REPORT April 2013 - September 2013	575	\$573,253,404	3,954	\$75,451,916	13%	17%
TOTAL	836	\$1,159,446,269	5,664	\$137,967,415	12%	17%

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

DBE CONTRACT AWARDS
FEDERAL FISCAL YEAR 2010
October 2009 - September 2010

	Total Awards	Total DBE Awards	DBE%
October 2009 - March 2010	\$248,868,126	\$32,158,396	13%
April 2010 - September 2010	\$376,442,431	\$42,261,861	11%
Total 2010	\$625,310,557	\$74,420,257	12%

DBE CONTRACT AWARDS
FEDERAL FISCAL YEAR 2011
October 2010 - September 2011

	Total Awards	Total DBE Awards	DBE%
October 2010 - March 2011	\$747,606,517	\$79,800,552	11%
April 2011 - September 2011	\$210,145,463	\$24,262,919	12%
Total 2011	\$957,751,980	\$104,063,471	11%

DBE CONTRACT AWARDS
FEDERAL FISCAL YEAR 2012
October 2011 - September 2012

	Total Awards	Total DBE Awards	DBE%
October 2011 - March 2012	\$307,074,469	\$34,327,000	11%
April 2012 - September 2012	\$156,564,018	\$21,416,153	14%
Total 2012	\$463,638,487	\$55,743,153	12%

DBE CONTRACT AWARDS
FEDERAL FISCAL YEAR 2013
October 2012 - September 2013

	Total Awards	Total DBE Awards	DBE%
October 2012 - March 2013	\$845,238,320	\$109,007,346	13%
April 2013 - September 2013	\$699,047,960	\$97,557,356	14%
Total 2013	\$1,544,286,280	\$206,564,702	13%

DBE CONTRACT PAYMENTS
FEDERAL FISCAL YEAR 2010

October 2009 - September 2010

	Total Prime Payments	Total DBE Payments	DBE%
October 2009 - March 2010	\$4,872,416,591	\$606,054,860	12%
April 2010 - September 2010	\$524,486,027	\$59,872,171	11%
Total 2010	\$5,396,902,618	\$665,927,031	12%

DBE CONTRACT PAYMENTS
FEDERAL FISCAL YEAR 2011

October 2010 - September 2011

	Total Prime Payments	Total DBE Payments	DBE%
October 2010 - March 2011	\$601,662,839	\$85,665,553	14%
April 2011 - September 2011	\$754,426,914	\$87,309,466	12%
Total 2011	\$1,356,089,753	\$172,975,019	13%

DBE CONTRACT PAYMENTS
FEDERAL FISCAL YEAR 2012

October 2011 - September 2012

	Total Prime Payments	Total DBE Payments	DBE%
October 2011 - March 2012	\$652,219,929	\$100,229,968	15%
April 2012 - September 2012	\$812,570,064	\$90,441,254	11%
Total 2012	\$1,464,789,993	\$190,671,222	13%

DBE CONTRACT PAYMENTS
FEDERAL FISCAL YEAR 2013

October 2012 - September 2013

	Total Prime Payments	Total DBE Payments	DBE%
October 2012 - March 2013	\$586,192,865	\$62,515,499	11%
April 2013 - September 2013	\$573,253,404	\$75,451,916	13%
Total 2013	\$1,159,446,269	\$137,967,415	12%

**MWBE Participation in State Funded Contracts
New York State Fiscal Year 2013-2014
(April 2013 to March 2014)***

- Each year, MTA reports to the Empire State Development Corporation on a quarterly basis MWBE participation on state funded contracts.
- Reports are submitted 15 days after the end of each quarter, on January 15th, April 15th, July 15th, and October 15th.
- Reports include data on contracts with goals and MWBE contract payments.
- MTA established an overall MWBE goal of 20% for State fiscal year 2013-2014, starting on April 1, 2013.
- From April 2013 to September 2013, approximately \$312 million was awarded in NY State funded contracts, with over \$77 million (25%) awarded to certified MWBEs.
- From April 2013 to September 2013, approximately \$635 million was paid on prime contracts with approximately \$150 million (24%) paid to MWBEs.

*The State Fiscal Year runs from April 1st through March 31st.

**NYS CONTRACTS
MWBE CONTRACT ACTIVITY
APRIL 2013-SEPTEMBER 2013**

AWARDS

CONTRACT AWARDS	PRIME AWARDS		MWBE AWARDS			NYS Goal
	Number of Contracts	Award Amount	Number of Subcontracts	MWBE Award Amount	MWBE %	
FIRST QUARTER APRIL 2013-JUNE 2013	740	\$116,955,585	778	\$41,507,410	35%	20%
SECOND QUARTER JULY 2013-SEPTEMBER 2013	99	\$195,012,501	153	\$35,562,097	18%	20%
TOTAL	839	311,968,086	931	77,069,507	25%	20%

PAYMENTS

CONTRACT PAYMENTS	PAYMENTS TO PRIMES		MWBE PARTICIPATION			NYS Goal
	Number of Contracts	Payment Amount	Number MWBE Contracts	MWBE Payment Amount*	MWBE %	
FIRST QUARTER APRIL 2013-JUNE 2013	1,300	\$341,714,029	1,942	\$73,665,416	22%	20%
SECOND QUARTER JULY 2013-SEPTEMBER 2013	1,651	\$292,881,193	2,078	\$75,970,936	26%	20%
TOTAL	2,951	\$634,595,222	4,020	\$149,636,352	24%	20%

*This amount includes payments made to MWBE prime and subcontractors.

FY 2010- 2014 MWBE AWARDS

FY 2010 - 2011 MWBE AWARDS

April 2010 - March 2011

	AGENCY	AGENCY PRIME AWARDS	MBE AWARDS	MBE%	WBE AWARDS	WBE %	Total M/WBE	Total M/WBE %
QTR. 1	MTA	\$297,041,320.00	\$20,706,207.93	7%	\$5,209,733.93	2%	\$25,915,941.86	9%
QTR. 2	MTA	\$917,140,458.07	\$23,821,940.07	3%	\$22,300,092.39	2%	\$46,122,032.46	5%
QTR. 3	MTA	\$385,554,535.14	\$12,956,724.39	3%	\$7,437,970.04	2%	\$20,394,694.43	5%
QTR. 4	MTA	\$2,472,567,055.91	\$48,452,610.07	2%	\$34,764,694.97	1%	\$83,217,305.04	3%
TOTALS		\$4,072,303,369.12	\$105,937,482.46	3%	\$69,712,491.33	2%	\$175,649,973.79	4%

FY 2011 - 2012 MWBE AWARDS

April 2011 - March 2012

	AGENCY	AGENCY PRIME AWARDS	MBE AWARDS	MBE%	WBE AWARDS	WBE %	Total M/WBE	Total M/WBE %
QTR. 1	MTA	\$366,342,216.15	\$12,418,881.74	3%	\$6,861,257.88	2%	\$19,280,139.62	5%
QTR. 2	MTA	\$360,271,682.25	\$17,787,465.35	5%	\$11,549,549.71	3%	\$29,337,015.06	8%
QTR. 3	MTA	\$1,032,607,348.91	\$67,793,667.99	7%	\$44,284,801.56	4%	\$112,078,469.55	11%
QTR. 4	MTA	\$79,386,110.72	\$4,205,168.61	5%	\$2,830,735.04	4%	\$7,035,903.65	9%
TOTALS		\$1,838,607,358.03	\$102,205,183.69	6%	\$65,526,344.19	4%	\$167,731,527.88	9%

FY 2012 - 2013 MWBE AWARDS

April 2012 - March 2013

	AGENCY	AGENCY PRIME AWARDS	MBE AWARDS	MBE%	WBE AWARDS	WBE %	Total M/WBE	Total M/WBE %
QTR. 1	MTA	\$127,257,439.59	\$20,261,495.39	16%	\$18,869,068.95	15%	\$39,130,564.34	31%
QTR. 2	MTA	\$215,936,782.18	\$25,266,811.23	12%	\$21,435,174.37	10%	\$46,701,985.60	22%
QTR. 3	MTA	\$246,752,495.71	\$39,483,610.43	16%	\$28,740,691.79	12%	\$68,224,302.22	28%
QTR. 4	MTA	\$128,226,361.58	\$28,785,207.73	22%	\$22,036,570.88	17%	\$50,821,778.61	40%
TOTALS		\$718,173,079.06	\$113,797,124.78	16%	\$91,081,505.99	13%	\$204,878,630.77	29%

FY 2013 - 2014 MWBE AWARDS

April 2013 - September 2013

	AGENCY	AGENCY PRIME AWARDS	MBE AWARDS	MBE%	WBE AWARDS	WBE %	Total M/WBE	Total M/WBE %
QTR. 1	MTA	\$116,955,584.95	\$23,349,641.43	20%	\$18,157,768.33	16%	\$41,507,409.76	35%
QTR. 2	MTA	\$195,012,501.00	\$20,680,851.21	11%	\$14,881,246.39	8%	\$35,562,097.60	18%
TOTALS		\$311,968,085.95	\$44,030,492.64	14%	\$33,039,014.72	11%	\$77,069,507.36	25%

FY 2010 - 2011 MWBE PAYMENTS

April 2010 - March 2011

	AGENCY	AGENCY EXPENDITURE	MBE Utilization	MBE%	WBE Utilization	WBE %	Total M/WBE	Total M/WBE %
QTR. 1	MTA	\$414,102,581.35	\$15,612,913.87	4%	\$14,763,548.46	4%	\$30,376,462.33	7%
QTR. 2	MTA	\$424,177,910.35	\$14,061,508.46	3%	\$9,170,294.18	2%	\$23,231,802.64	5%
QTR. 3	MTA	\$542,212,151.16	\$24,538,471.02	5%	\$13,589,937.39	3%	\$38,128,408.41	7%
QTR. 4	MTA	\$461,104,816.60	\$15,032,845.43	3%	\$8,214,176.56	2%	\$23,247,021.99	5%
TOTALS		\$1,841,597,459.45	\$69,245,738.78	4%	\$45,737,956.59	2%	\$114,983,695.37	6%

FY 2011 - 2012 MWBE PAYMENTS

April 2011 - March 2012

	AGENCY	AGENCY EXPENDITURE	MBE Utilization	MBE%	WBE Utilization	WBE %	Total M/WBE	Total M/WBE %
QTR. 1	MTA	\$209,773,476.37	\$21,098,721.89	10%	\$9,293,370.71	4%	\$30,392,092.60	14%
QTR. 2	MTA	\$253,958,630.00	\$17,459,063.82	7%	\$16,619,780.35	7%	\$34,078,844.17	13%
QTR. 3	MTA	\$338,892,027.99	\$21,567,860.35	6%	\$20,427,398.26	6%	\$41,995,258.61	12%
QTR. 4	MTA	\$271,257,277.77	\$23,657,516.59	9%	\$28,459,076.23	10%	\$52,116,592.82	19%
TOTALS		\$1,073,881,412.13	\$83,783,162.65	8%	\$74,799,625.55	7%	\$158,582,788.20	15%

FY 2012 - 2013 MWBE PAYMENTS

April 2012 - March 2013

	AGENCY	AGENCY EXPENDITURE	MBE Utilization	MBE%	WBE Utilization	WBE %	Total M/WBE	Total M/WBE %
QTR. 1	MTA	\$359,164,511.76	\$30,152,592.82	8%	\$35,714,722.73	10%	\$65,867,315.55	18%
QTR. 2	MTA	\$279,965,924.79	\$33,642,857.51	12%	\$32,348,288.72	12%	\$65,991,146.23	24%
QTR. 3	MTA	\$267,401,198.55	\$37,756,662.97	14%	\$26,350,594.79	10%	\$64,107,257.76	24%
QTR. 4	MTA	\$303,256,313.54	\$34,305,801.85	11%	\$30,939,263.99	10%	\$65,245,065.84	22%
TOTALS		\$1,209,787,948.63	\$135,857,915.15	11%	\$125,352,870.23	10%	\$261,210,785.37	22%

FY 2013 - 2014 MWBE PAYMENTS

April 2013 - September 2013

	AGENCY	AGENCY EXPENDITURE	MBE Utilization	MBE%	WBE Utilization	WBE %	Total M/WBE	Total M/WBE %
QTR. 1	MTA	\$341,714,029.48	\$40,020,062.27	12%	\$33,645,353.40	10%	\$73,665,415.67	22%
QTR. 2	MTA	\$292,881,192.58	\$41,026,933.68	14%	\$34,944,002.41	12%	\$75,970,936.09	26%
TOTALS		\$634,595,222.06	\$81,046,995.95	13%	\$68,589,355.81	11%	\$149,636,351.76	24%

MTA ALL AGENCY DISCRETIONARY PROCUREMENT REPORT*

April 2013 - September 2013

Agency	Total Award Amount**	Total MWBE Awards	MWBE %	MWBE Discretionary Awards	Discretionary MWBE%
MTA NYCTA	\$91,256,648	\$7,658,763	8%	\$4,369,233	5%
MTA MNR	\$22,542,329	\$2,621,690	12%	\$547,415	2%
MTA B&T	\$4,240,449	\$1,220,777	29%	\$602,894	14%
MTA LIRR	\$21,261,633	\$2,351,745	11%	\$1,069,048	5%
MTA HQ	\$3,840,465	\$404,855	11%	\$185,857	5%
MTA CC	\$192,039	\$105,094	55%	\$0	0%
MTA BUS	\$11,430,137	\$446,792	4%	\$243,877	2%
Total	\$154,763,701	\$14,809,715	10%	\$7,018,324	5%

* Discretionary procurements include purchases for goods, miscellaneous procurements, personal or miscellaneous services that do not exceed \$200,000, which are not federally funded and may be awarded under the New York State Public Authorities Law, to qualified small business concerns or NYS certified Minority and Woman-owned Business Enterprises.

** This amount includes all purchases, regardless of amount, including those exceeding \$200,000.

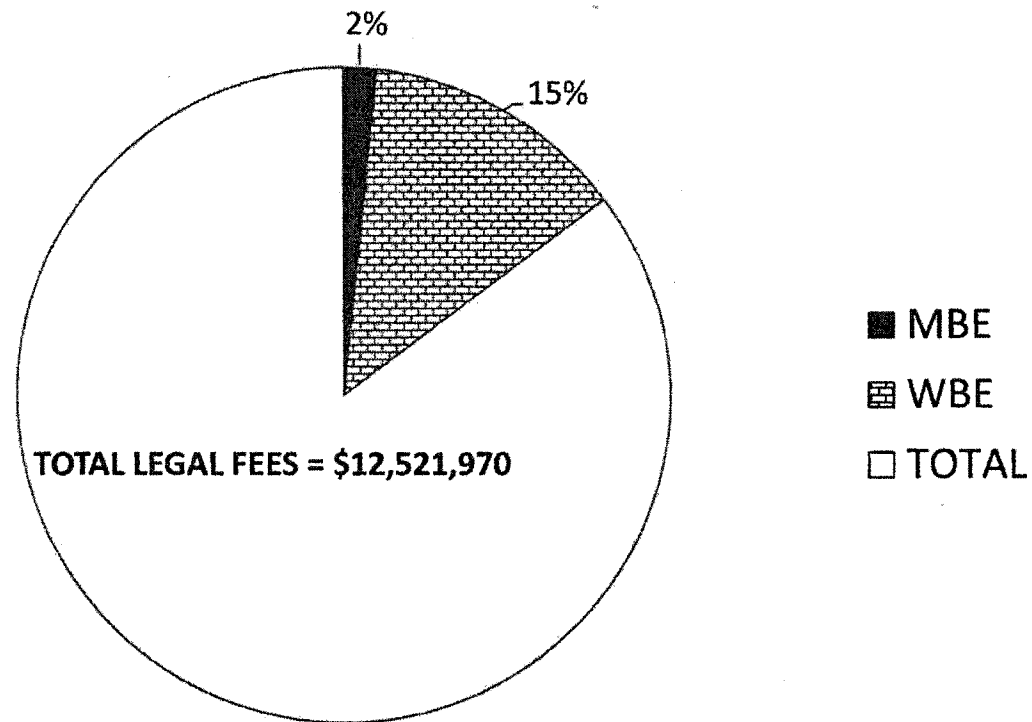


Metropolitan Transportation Authority

FINANCIAL AND LEGAL SERVICES

November 12, 2013

MTA ALL AGENCY LEGAL FEES April 2013- September 2013



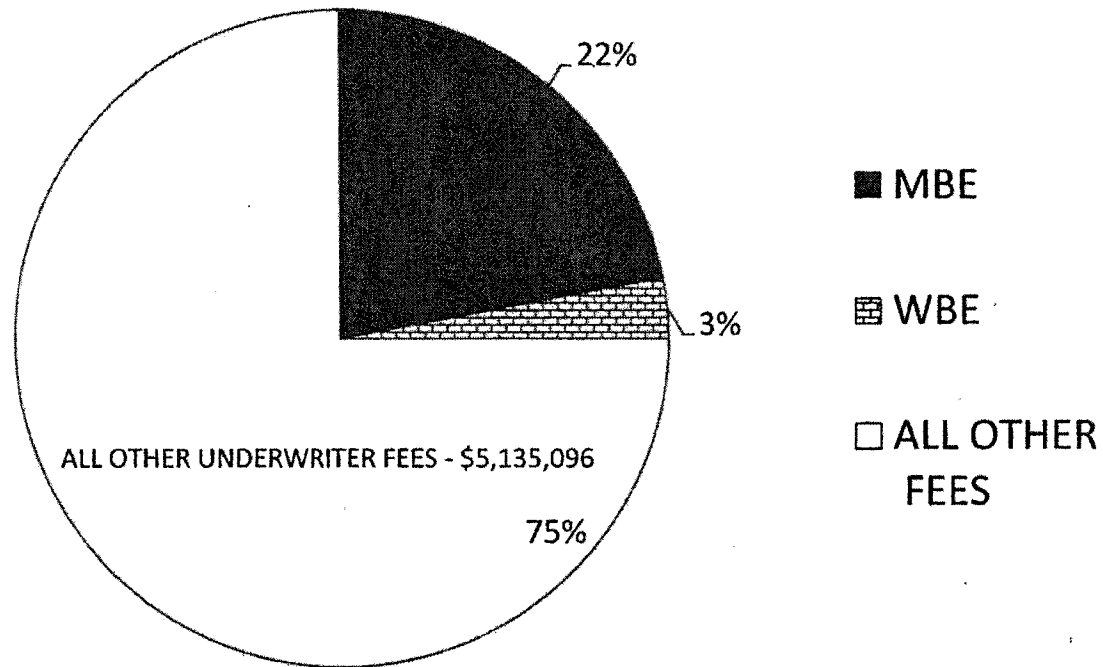
10% MBE GOAL
10% WBE GOAL

Actual MBE Participation = \$254,238 or 2%
Actual WBE Participation = \$1,913,176 or 15%

MTA ALL AGENCY LEGAL FEES PAID
APRIL THROUGH SEPTEMBER 2013

AGENCY	All Fees Paid	MBE Fees Paid	Agency MBE Participation	WBE Fees Paid	Agency WBE Participation
B & T	\$368,310	\$0	0.0%	\$52,534	14.3%
LIRR	\$479,401	\$34,329	7.2%	\$0	0.0%
MTABUS	\$1,542,398	\$12,289	0.8%	\$215,165	14.0%
MTACC	\$860,153	\$0	0.0%	\$680,451	79.1%
MTAHQ	\$3,447,944	\$0	0.0%	\$104,864	3.0%
MNR	\$673,619	\$8,024	1.2%	\$0	0.0%
NYCTA	\$5,150,144	\$199,596	3.9%	\$860,162	16.7%
TOTAL	\$12,521,970	\$254,238	2.0%	\$1,913,176	15.3%

**MTA ALL AGENCIES UNDERWRITER FEES
April 2013-September 2013**



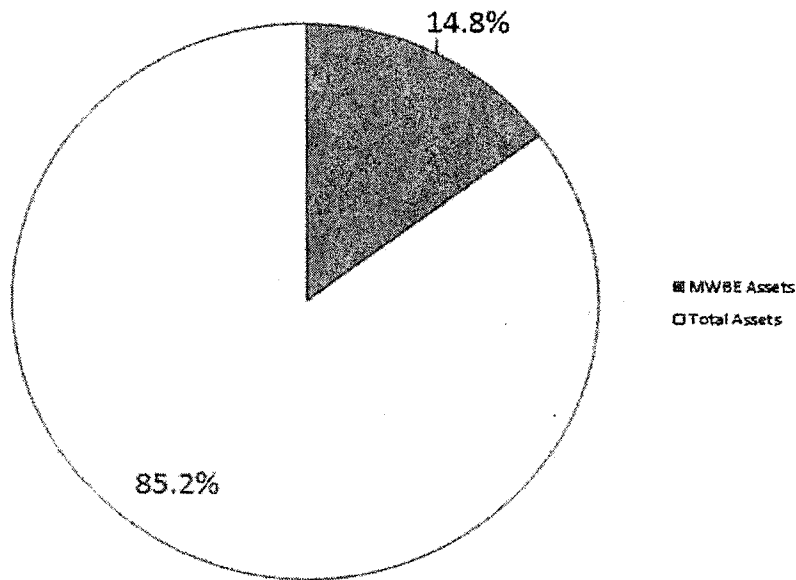
**10% MBE GOAL
10% WBE GOAL**

**Total Underwriter Fees = \$6,794,245 or 100%
Actual MBE Participation = \$1,472,071 or 22%
Actual WBE Participation = \$187,078 or 3%**

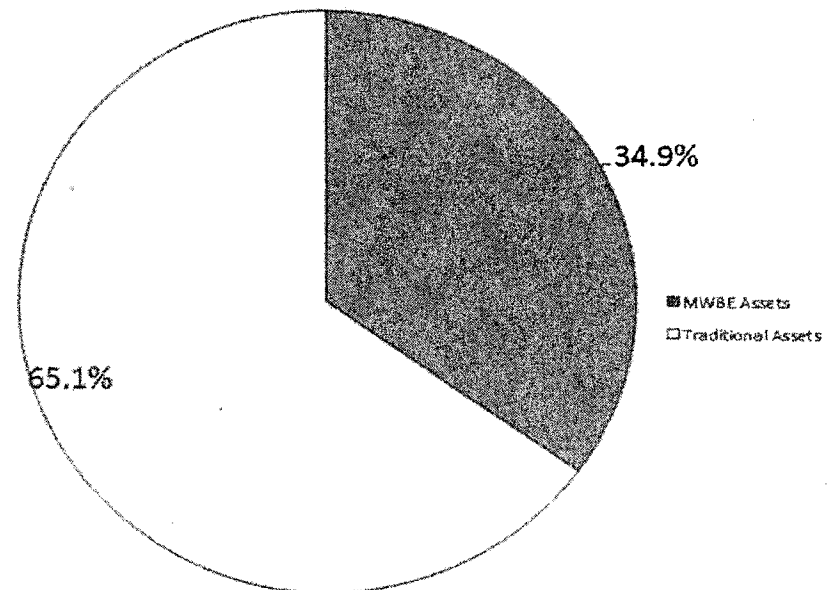
MTA ASSET FUND MANAGERS

November 12, 2013

Asset Fund Managers
MTA MaBSTOA Pension Plan
As of 8/31/13



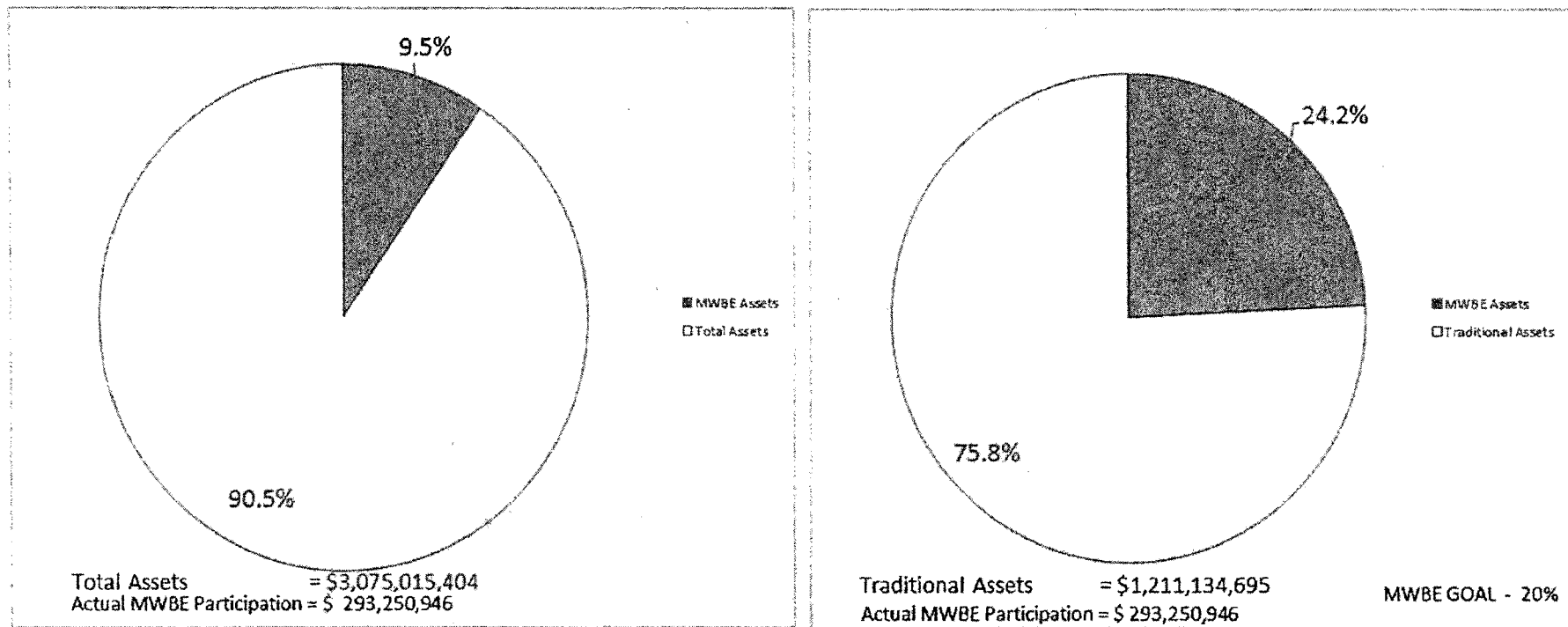
Total Assets = \$1,930,546,206
Actual MWBE Participation = \$ 285,129,388



Traditional Assets = \$817,397,856
Actual MWBE Participation = \$ 285,129,388

MWBE GOAL - 20%

Asset Fund Managers
MTA Defined Benefit Pension Plan
Including LIRR Additional Plan
As of 8/31/13



* Traditional assets include domestic equities, international equities, emerging market equities as well as fixed income. In previous presentations, international equities and emerging market equities were excluded from the group of traditional assets.

**MTA CAPITAL PROJECTS
M/W/DBE AWARDS
JANUARY- SEPTEMBER 2013**

November 12, 2013

MWDBE AWARDS ON MTA CAPITAL PROJECTS WITH GOALS

JANUARY – SEPTEMBER 2013

FEDERALLY FUNDED	FIRST QUARTER (JANUARY-MARCH) (in millions)			SECOND QUARTER (APRIL-JUNE) (in millions)			THIRD QUARTER (JULY-SEPTEMBER) (in millions)			2013 TOTALS (JANUARY-SEPT 2013) ¹ (in millions)		
DBE Participation Goal: 17%	Total Awards	Total DBE Awards	DBE Participation (%)	Total Awards	Total DBE Awards	DBE Participation (%)	Total Awards	Total DBE Awards	DBE Participation (%)	Total Awards	Total DBE Awards	DBE Participation (%)
Construction	\$ 352.0	\$ 59.5	17%	\$ 404.5	\$ 63.7	16%	\$ 443.5	\$ 70.5	15.9%	\$ 1,199.9	\$ 193.8	16%
Professional Services				\$ 2.6	\$ 0.5	18%	\$ 0.7	\$ 0.1	0.0%	\$ 3.4	\$ 0.6	18%
Other										\$ -	\$ -	
TOTAL	\$ 352.0	\$ 59.5	17%	\$ 407.1	\$ 64.2	16%	\$ 444.2	\$ 70.7	15.9%	\$ 1,203.3	\$ 194.4	16%
Additional MWBE Participation:	Total Awards	Total MWBE Awards		Total Awards	Total MWBE Awards		Total Awards	Total MWBE Awards		Total Awards	Total MWBE Awards	
Construction	\$ 352.0	\$ 55.4		\$ 404.5	\$ 54.2		\$ 443.5	\$ 47.8		\$ 1,199.9	\$ 157.2	
Professional Services	\$ -	\$ -		\$ 2.6	\$ 0.5		\$ 0.7	\$ 0.1		\$ 3.4	\$ 0.6	
Other	\$ -	\$ -		\$ -	\$ -		\$ -	\$ -		\$ -	\$ -	
Total	\$ 352.0	\$ 55.4		\$ 407.1	\$ 54.7		\$ 444.2	\$ 47.7		\$ 1,203.3	\$ 157.8	

STATE FUNDED	FIRST QUARTER (JANUARY-MARCH) (in millions)			SECOND QUARTER (APRIL-JUNE) (in millions)			THIRD QUARTER (JULY-SEPTEMBER) (in millions)			2013 TOTALS (JANUARY-JUNE 2013) (in millions)		
MBE Participation Goal: 10%	Total Awards	Total MBE Awards	MBE Participation (%)	Total Awards	Total MBE Awards	MBE Participation (%)	Total Awards	Total MBE Awards	MBE Participation (%)	Total Awards	Total MBE Awards	MBE Participation (%)
Construction	\$ 98.8	\$ 23.3	23.6%	\$ 21.4	\$ 2.5	11.8%	\$ 56.4	\$ 6.7	11.9%	\$ 176.6	\$ 32.5	18.4%
Professional Services	\$ 12.5	\$ 1.4	11.5%	\$ 28.7	\$ 3.0	10.3%	\$ 13.1	\$ 1.6	11.9%	\$ 54.3	\$ 6.0	11.0%
Other							\$ 3.7	\$ 0.4		\$ 3.7	\$ 0.40	
MBE Participation on FTA-funded projects							\$ -	\$ -		\$ -	\$ -	
TOTAL	\$ 111.2	\$ 24.7	22%	\$ 50.0	\$ 5.5	11%	\$ 73.3	\$ 8.65	12%	\$ 234.5	\$ 38.9	17%
WBE Participation Goal: 10%	Total Awards	Total WBE Awards	WBE Participation (%)	Total Awards	Total WBE Awards	WBE Participation (%)	Total Awards	Total WBE Awards	WBE Participation (%)	Total Awards	Total WBE Awards	WBE Participation (%)
Construction	\$ 98.8	\$ 10.6	10.8%	\$ 21.4	\$ 2.4	11.4%	\$ 56.4	\$ 7.3	13.0%	\$ 176.6	\$ 20.4	11.5%
Professional Services	\$ 12.5	\$ 1.3	12.2%	\$ 28.7	\$ 3.6	12.7%	\$ 13.1	\$ 1.4	10.5%	\$ 54.3	\$ 6.6	12.1%
Other	\$ -	\$ -		\$ -	\$ -		\$ 3.7	\$ 0.4		\$ 3.7	\$ 0.41	
WBE Participation on FTA-funded projects	\$ -	\$ -		\$ -	\$ -		\$ -	\$ -		\$ -	\$ -	
TOTAL	\$ 111.2	\$ 12.1	11%	\$ 50.0	\$ 6.1	12%	\$ 73.2	\$ 9.1	12.4%	\$ 234.5	\$ 27.3	12%
Additional DBE Participation:	Total Awards	Total DBE Awards		Total Awards	Total DBE Awards		Total Awards	Total DBE Awards		Total Awards	Total DBE Awards	
Construction	\$ 98.8	\$ 14.7		\$ 21.4	\$ 2.2		\$ 56.4	\$ 4.4		\$ 176.6	\$ 21.3	
Professional Services	\$ 12.5	\$ 2.0		\$ 28.7	\$ 4.5		\$ 13.2	\$ 1.7		\$ 54.3	\$ 8.2	
Other	\$ -	\$ -		\$ -	\$ -		\$ -	\$ 0.7		\$ -	\$ 0.7	
Additional DBE Participation Total	\$ 111.2	\$ 16.7		\$ 50.0	\$ 6.7		\$ 69.6	\$ 6.8		\$ 230.9	\$ 30.2	

**MTA Department of Diversity/Civil Rights
MTA Inter-Agency M/W/DBE Task Force**

November 12, 2013

MTA Inter-Agency MWDBE Task Force Update

- Continued to work with MTA Agency Procurement Directors to improve MWDBE participation.
- Coordinated participation by MTA Department of Diversity and Civil Rights and Agency Procurement staffs at the October 2013 New York State MWBE Forum in Albany, New York—largest statewide business opportunity event for small businesses, including MWBEs. Participants learned about new projects, met with private and public sector decision makers and had an opportunity to network.
- Continued to work towards implementing a Mentoring Program for Paratransit Service.
- Planned issuance of a second Request for Proposal to solicit additional small, including MWDBE law firms.
- Planned a Mentoring Program for small, including MWDBE, firms which specialize in signal work.

MTA Department of Diversity/Civil Rights Diversity Committee Charter Review

November 12, 2013

The Metropolitan Transportation Authority

DIVERSITY COMMITTEE

This Diversity Committee Charter was adopted by the Board Chair and a majority of the members of Board of the Metropolitan Transportation Authority, a public benefit corporation established under the laws of the State of New York (together with any other entity or corporation for which the members of the Metropolitan Transportation Authority serve as a board of directors, the "MTA"), on the 17th day of December, 2008. This charter was amended on December 16, 2009 and further amended on November 16, 2011.

I. PURPOSE

The Diversity Committee (the "Committee") shall assist the Board Chair and the Board by reviewing, providing guidance, and making recommendations with respect to the diversity programs and initiatives undertaken by MTA and its subsidiary and affiliate agencies.

II. COMMITTEE AUTHORITY

In discharging its role, the Committee is empowered to investigate any matter brought to its attention. To facilitate any such investigation, the chairperson of the Committee shall have access to all books, records, facilities and staff of the MTA (including any of its subsidiary corporations or affiliates). The foregoing is not intended to alter or curtail existing rights of individual Board members to access books, records or staff in connection with the performance of their fiduciary duties as Board members.

III. COMMITTEE MEMBERSHIP

The Committee shall consist of 3 or more members of the Board, appointed by the Board Chair. If not otherwise a member of the Committee, each Vice-Chair of the Board shall be an *ex officio* member of the Committee. The Board Chair shall appoint the chairperson of the Committee. In the absence of the chairperson at a meeting of the Committee, the Board Chair shall appoint a temporary chairperson to chair such meeting. A member of the Committee may be removed, for cause or without cause, by the Board Chair.

IV. COMMITTEE MEETINGS

The Committee shall meet on a regularly-scheduled basis at least four (4) times per year, and more frequently as circumstances dictate. The Committee shall cause to be kept adequate minutes of all its proceedings and records of any action taken. Committee members will be furnished with copies of the minutes of each meeting. Meetings of the Committee shall be open to the public, and the Committee shall be governed by the rules regarding public meetings set forth in the applicable provisions of the Public Authorities Law and Article 7 of the Public Officers Law that relate to public notice, public speaking and the conduct of executive session. The Committee may form and assign responsibilities to subcommittees when appropriate.

The Committee may request that any member of the Board, the Auditor General, any officer or staff of the MTA, or any other person whose advice and counsel are sought by the Committee, attend any meeting of the Committee to provide such pertinent information as the Committee requests. The Chief Diversity Officer shall (1) furnish the Committee with all material information pertinent to matters appearing on the Committee agenda, (2) provide the chairperson of the Committee with all information that is material to the Committee's monitoring and oversight of diversity programs and initiatives undertaken by MTA and its subsidiary and affiliate agencies, and (3) inform the chairperson of the Committee of any matters not already on the Committee agenda that should be added to the agenda in order for the Committee to be adequately monitoring and overseeing diversity programs and initiatives undertaken by MTA and its subsidiary and affiliate agencies

V. COMMITTEE REPORTS.

The chairperson of the Committee shall report on the Committee's proceedings, and any recommendations made.

VI. KEY RESPONSIBILITIES

The following responsibilities are set forth as a guide with the understanding that the Committee may diverge as appropriate given the circumstances. The Committee is authorized to carry out these and such other responsibilities assigned by the Board Chair or the Board, from time to time, and take any actions reasonably related to the mandate of this Charter.

To fulfill its purpose, the Committee shall:

1. Consult with the MTA Department of Diversity/Civil Rights and diversity representatives from the MTA's affiliate and subsidiary agencies with respect to the setting of priorities for the MTA's diversity and outreach agenda;
2. Receive regular reports from the MTA Department of Diversity/Civil Rights and diversity representatives from the MTA's affiliate and subsidiary agencies regarding upcoming diversity and outreach events;
3. Receive regular reports from the MTA Department of Diversity/Civil Rights regarding the certification of disadvantaged, minority- and women-owned businesses and the setting of goals for disadvantaged, minority- and women-owned business participation on agency contracts;
4. Receive regular reports from the MTA Department of Diversity/Civil Rights and from staff of MTA affiliate and subsidiary agencies regarding the status of Equal Employment Opportunity ("EEO") programs, including, as applicable, EEO investigations, EEO compliance and reporting, and Title VI program compliance and reporting;

5. Receive regular reports from MTA Department of Diversity/Civil Rights regarding contractor compliance with goals for such participation and, if applicable, action plans to achieve compliance;
6. Set the annual agenda for the Committee;
7. Review and assess the adequacy of this Charter annually;
8. Conduct an annual self-evaluation of the performance of the Committee, including its effectiveness and compliance with this Charter; and
9. Report regularly to the Board Chair and Board on Committee findings and recommendations and any other matters the Committee deems appropriate or that the Board Chair or the Board requests, and maintain minutes or other records of Committee meetings and activities.

MTA Department of Diversity/Civil Rights Presidents' Report on Recruitment Strategic Plans

November 12, 2013



MTA Headquarters

DIVERSITY AND RECRUITMENT STRATEGIC PLANS

EFFORTS TO IMPROVE THE REPRESENTATION OF UNDERUTILIZED GROUPS

Overview: MTA HQ is currently meeting the goals set by DDCR in most job categories due varied recruitment and outreach initiatives. While meeting the goals in most categories, MTA HQ is currently experiencing underutilization in the Technician and Administrative Support categories.

Technician Category

The Technician category includes the following job titles:

- Police Officers
- Detectives
- Sergeants
- Lieutenants

Blacks in this category at MTA HQ are currently underrepresented as follows:

- Police Officers – met expectations
- Detectives - met expectations
- Sergeants – underrepresented by one (1) employee based on the stated goal.
- Lieutenants – underrepresented by six (6) employees based on the stated goal.

ADMINISTRATIVE SUPPORT CATEGORY

The Administrative Support category includes the following job titles:

- Administrative Assistant, Paralegal, Principal Executive Secretary, Senior Office Assistant, Senior Executive Secretary, Payroll Coordinator, Accounting Clerk, Exec. Secretary, Invoice Processor, Switchboard Operator, Sr. Machine Operator, Sr. Supply Clerk, Records & Information Spec., Senior Clerk/Messenger, Office Assistant, Chief Mail Clerk, and Contingents.

Asians in this category at MTA HQ are underrepresented as follows:

- In the intermediate Administrative Support category – underrepresented by one (1) employee based on the stated goal.
- In the senior Administrative Support category – underrepresented by two (2) employees based on the stated goal.

DIVERSITY OUTREACH IN THE TECHNICIAN CATEGORY

The FTA has previously applauded the MTA for its diversified and extensive outreach for the MTA Police Officer position. We continue to market this position to maintain the diversified pool of candidates. Currently, the MTA Police Officer position is meeting its goals to recruit and employ minorities, Blacks, Hispanics, Asians, Native Americans and Native American Pacific Islanders.

The recruitment strategy/campaign for the Police Officer position includes:

- Display of posters across the MTA systems
- Direct mailings to community-based organizations, professional networking organizations and area colleges and universities
- Classified advertisements in daily publications and in minority newspapers and periodicals (i.e., Amsterdam News, The Chief, and Caribbean News)
- Job posting announcements on minority-specific, on-line employment websites (i.e., International Association of Women Police, National Center for Women and Policing, American Muslim (ummahjobs.com) Jobs, National Organization of Black Law Enforcement Executives (NOBLE), Asian Jobs & Hispanic Jobs)
- Commercials airing regularly on radio stations

The outreach for the MTA Police Officer position has lead to a diverse pool of officers eligible to be considered for internal promotions to the Detective, Sergeant, and Lieutenant positions. While this pool of diverse officers is available for promotional opportunities, test scores determine candidates' eligibility for these promotional opportunities.

DIVERSITY OUTREACH THE ADMINISTRATIVE SUPPORT CATEGORY

To address Asian underrepresentation in this category, MTA HQ attended the Flushing Community Prevention Alternatives Job Fair in the 4th quarter of 2012. Outreach continued in 2013 by attendance at the Asian Heritage Festival and Asian MBA Career Fair.

MTA HQ continues to seek additional outreach opportunities to engage the Asian community. In addition, the MTA Business Service Center provides MTA job postings to the NYS Department of Labor so they are available to all State sponsored job banks.

Ongoing Program Monitoring:

The MTA Headquarters Department of Diversity and Civil Rights, advises the MTA Department of Human Resources, of utilization targets for women and minorities in particular job categories based on estimated availability and internal workforce numbers in connection with hiring and promotional opportunities. The Department of Diversity and Civil Rights provides utilization targets to departments upon request by MTA Department of Human Resources. Inclusive as part of MTA Headquarters' Diversity Recruitment Strategic Plan is the ongoing monitoring of the selection process, to ensure that women and minorities are included in the talent pool. The Chief Diversity Officer of the Department of Diversity and Civil Rights approves all discretionary hires and promotions.

EFFORTS TO IMPROVE THE REPRESENTATION OF UNDERUTILIZED PROTECTED GROUPS

MTA New York City Transit/MTA Bus Company

MTA NYC Transit and MTA Bus Company continue to focus their strategies on improving underrepresentation of protected groups where it exists in their respective workforces. At MTA NYC Transit, underrepresentation of women, especially in the skilled craft and officials and administrators jobs, and Hispanics in the administrative support, skilled craft, and service maintenance jobs remain a major focus of our attention. Between January 1 and September 30, 2013, there were a total of 2,643 new hires. Approximately 21 percent (or 567) were women and 18 percent (or 472) were Hispanic. At MTA Bus Company, underrepresentation exists for women, Hispanics, and Asians in various job categories. Between January 1 and September 30, 2013, there were a total of 260 new hires. Approximately 12 percent (or 32) were women, 46 percent (or 119) were Black, 27 percent (or 69) were Hispanic, and 7.3% percent (or 19) were Asian.

Ongoing Targeted Recruitment and Outreach Efforts

MTA NYC Transit and MTA Bus Company strategically plan their recruitment and sourcing efforts to ensure that information about employment opportunities and upcoming civil service examinations are broadly advertised throughout the five boroughs of New York City. Our multi-faceted marketing approach includes, but is not limited to, the following:

- Attending job fairs and community outreach events,
- MTA NYC Transit's Division of Human Resources maintains a consistent presence at the United States Army Garrison at Fort Hamilton located in Brooklyn, where information is shared about upcoming examinations and employment opportunities. Human Resources staff also conduct job readiness workshops, including but not limited to interview techniques and resume development. Over 50% of veterans benefitting from our services at Fort Hamilton are people of color and women,
- In July 2013, the MTA NYC Transit Division of Human Resources began tracking the results of its outreach efforts to veterans. As of September 30, 2013, 37 applicants for employment self-identified as a veteran, and 23 applicants have been hired. In addition, MTA NYC Transit's Department of Security and Division of Human Resources interviewed 150 candidates for the position of Special Inspector. Thirty three (33) of the candidates are being considered for appointment to the position, and 20 (or approximately 61%) are veterans.
- As part of our continued partnership with the local technical schools across the City, MTA NYC Transit's Division of Human Resources assisted interested high school seniors with their applications for the Electrical and Mechanical Helpers examinations. This partnership has the potential of assisting us with addressing underrepresentation of women in the skilled craft jobs,
- Utilizing social media channels such as Facebook, Twitter, etc.,
- Placing advertisement of examinations and employment information in subway cars and on buses,
- Distributing examination schedules via MetroCard sales van; and
- Transmitting email blasts about employment opportunities to veteran organizations, not-for-profit entities and community-based groups.

Ongoing Program Monitoring

The Office of EEO, in partnership with the Division of Human Resources, ensures that utilization targets for women and minorities in particular job categories based on estimated availability and internal workforce numbers are known before vacancies discretionary hires and promotions are posted. The Office of EEO provides utilization targets to departments on a quarterly basis. As part of the Office of EEO and Division of Human Resources' monitoring of the selection process, we ensure that women and minority group members are included as interviewers. The Office of EEO must approve all discretionary hires and promotions. For the MTA Bus Company, the MTA Department of Diversity and Civil Rights approves discretionary hires, promotions, and provides utilization targets.

2013 THIRD QUARTER EEO REPORT

AGENCY NAME: LONG ISLAND RAIL ROAD

EFFORTS TO IMPROVE THE REPRESENTATION OF UNDERUTILIZED PROTECTED GROUPS

EEO Program Management and Evaluation

LIRR Office of Diversity Management is responsible for monitoring the agency's EEO program and progress towards EEO goals. On an annual basis, Diversity Management develops goals for under-represented EEO job groups, based on estimated availability percentages and internal job group populations, and disseminates the information to each department, including Human Resources. On a quarterly basis, Diversity also disseminates Progress Towards Goals reports to Human Resources.

Diversity Management reviews all applicant flow reports to ensure that candidate pools are diverse, and concurs with every non-represented new hire and promotion, pursuant to FTA/DOT Circular requirements.

LIRR continues to focus and improve on female and minority under-representation. Between January 1, 2013 and September 30, 2013, there were 418 new hires, of which, 69 (16.5%) were female and 170 (40.6%) were minority. The highest concentration of female new hires occurred in the Officials and Administrators job category (40%). Of the 110 new hires in the Service Maintenance job category, 22.7% were Black and 19.1% were Hispanic.

Upward Mobility Programs and Other Special Initiatives

Junior Engineer:

This is an entry-level training which introduces participants to the Long Island Rail Road and its various operating and supporting departments. Specifically, the program is designed to familiarize employees with all aspects of railroad operations. The 52-week curriculum covers signals, track or structures, and on the job training. The participant will work with a mentor. Upon successful completion of the program, junior engineers are placed in an entry-level management position.

Project Management-Trainee:

Project Management Trainee is two-year, entry-level training position, responsible to assist with the coordination and administration of projects in the Department of Project Management. Working with seasoned project managers, trainees receive on the job and classroom training in project coordination development, controls, management, scheduling, and estimating. Trainees learn, in a mentoring environment, to apply specialized knowledge, specific to the requirements of the railroad industry. There is a series of rotation assignments that introduce trainees to the railroad and its various operating and support departments. Upon successful completion of the training program, trainees are placed into appropriate entry-level project management positions.

Between January 2008 and October 2013, 10 Jr. Engineers and 19 Project Manager Trainees were hired. Of the Jr. Engineer hires, 40% were minority. Of the Project Manager Trainee hires, 26% were female and 63% were minority.

Targeted Recruitment and Outreach Efforts

The Long Island Rail Road has developed a recruitment strategy designed to address under-representation of females and minorities in our workforce, and to better reflect the demographics of the markets we serve.

1. An annual hiring plan is developed at the conclusion of each year, to aid recruitment efforts for anticipated vacancies in each craft. Candidate pools are evaluated at the end of the recruitment process. If the pool is lacking diversity or if areas of under-representation need to be addressed, additional outreach is conducted.
2. Between January 1 and September 30, 2013, LIRR staff attended the following job fairs/college presentations: Queens Borough Community College (February 4), Apex Technical School (February 6), Lincoln Technical School (February 11), Technical Career Institute (February 13 & September 19), SUNY at Stony Brook (February 15), NYU-Poly Engineering & Technology Spring Career Fair (February 28), Cooper Union (March 5), NYU-Wagner Public Service Career Expo (March 7), Columbia University (March 8), Latino Job Fair (March 11), Big East Non-Profit & Government Fair (March 21), NYIT (April 4), Manhattan College (April 16), Hofstra University (April 24), Post Sandy Job Fair (May 14), B.O.C.E.S. (May 17), Nassau County Job Fair (September 11), NYS DOL-MLK Career fair (September 13), and Long Island Job Fair (September 21). We also targeted veterans by attending veterans specific job fairs on February 16 and March 27, meeting with veteran representatives from the NYS Department of Labor and Colonel Robert Yost, Director of Transition Strategic Outreach from the U.S. Army, and posting jobs on HireVeterans.com and with the NYC Mayors Office of Veterans' Affairs. We also post jobs with the Dept. of Labor, Nontraditional Employment for Women, and the Chinese-American Planning Council.

Metro-North Railroad Diversity and Recruitment Strategic Plan 2013-2014

Metro-North Railroad ("MNR") has developed an aggressive diversity and outreach recruitment strategy to address the underutilization of females and minorities in its workforce. The results of these efforts will ensure MNR achieves and maintains a diverse workforce population and is seen as an employer of choice in the region. To accomplish this task, Human Resources and Diversity/EEO Departments have partnered and developed a three-prong approach that focuses on outreach, retention and culture shift.

Recruiting and Outreach:

In order to recruit and hire qualified females and minorities, the recruitment staff is committed to participating in and leading events and career fairs that portray a positive image of MNR in order to create the foundation for future recruiting success. The strategies that have proven to be the most effective are those that focus on direct contact and to that end MNR maintains extensive contacts in urban and minority communities and reaches out to high schools, local colleges, female and minority affiliated organizations and elected officials. MNR continues to seek those venues which are the most beneficial to our recruitment strategy and recognizes that our success depends upon how we market ourselves. MNR has also enhanced its Internship Program by having outreach events at GCT to recruit interns for summer 2014. The program has served as a successful recruitment tool whereby interns have been recruited and hired after successfully completing the Program.

The goal of the recruiting component is to identify and attract talent from a diverse pool and to ensure that every candidate is treated fairly throughout the hiring process. To ensure that diverse pools are reviewed and screened appropriately, hiring managers and search committee members will be provided mandatory training that addresses ethics, hiring processes, EEO issues and interview skills. This training will ensure that the application and screening processes are bias-free and that hiring managers do not let their subtle biases or cultural knowledge gaps negatively impact the hiring process.

Retention and Mobility:

Our workforce diversity report shows that middle managers tend to be more diverse than those in executive positions. Therefore, we have developed programs intended to prepare internal applicants for higher level positions. Often the best candidates for specialized managerial positions are internal applicants, but due to the lack of specialized training or certification are unable to compete for positions they have the experience to perform. The programs include the Associate Engineer Program and the MNR Mentoring Program. Both programs are intended to inspire upward mobility and improve the retention of underrepresented groups. We have also enhanced our career counseling offerings and have expanded those services to agreement employees to assist them find higher level positions within MNR.

Culture Shift:

Finally, MNR will only be successful in increasing and maintaining diversity if the organizational culture embraces diversity as an important business necessity. In order to achieve this goal, MNR has instituted mandatory trainings that include diversity awareness and ongoing events that celebrate diversity. These trainings are intended to show MNR employees that their individual qualities and contributions enhance the agency and make it better.

2013-2014 Metro-North Railroad Diversity and Recruitment Strategic Plan

The following strategies have been or will be implemented by Metro-North Railroad to improve female and minority representation in its workforce:

- MNR will continue to meet annually with all Metro-North executive and management staff to review the workplace diversity report and progress against goals, and discuss their responsibilities and efforts necessary to ensure that their departments strive to achieve their goals.
- MNR will continue to attend career fairs of regional colleges with historically diverse student populations including CUNY and SUNY colleges as a way to recruit a diverse applicant pool for jobs and internships.
- MNR has established a process for following up with contacts made at job fairs, schools, and minority associations to ensure qualified diverse applicants apply for open positions.
- MNR will continue to network with regional offices of minority associations, and attend conventions of minority associations.
- MNR will continue to develop long-term recruitment resources by visiting middle and high schools to introduce students to Metro-North Railroad and inform them of future career/employment opportunities before they seek college or craft schools.
- MNR will continue to promote and enhance programs intended to promote from within and diversify job groups that have historically been underrepresented by females and minorities. These programs include the Associate Engineer Program and MNR Mentoring Program.

New for 2013-2014

- MNR will conduct mandatory *Diversity Awareness and Equal Opportunity in the Workplace* Training to all Metro-North employees to communicate EEO policies and the value of diversity to MNR.
- MNR will expand upon MNR's successful Internship Program by having a career fair dedicated solely to recruit applicants from historically diverse institutions.
- MNR has established Career Advisement Workshops for agreement employees to prepare them to apply for higher level management positions.
- MNR will conduct mandatory *Recruitment and Hiring Process* trainings to all employees participating in search committees that will instruct committee members on their ethical responsibilities, prepare them to conduct interviews and selections in order to ensure that the hiring process is fair and non-discriminatory.
- MNR will participate in Diversity Awareness programs including weekly Brown Bag Lunch and Learn Series and other cultural awareness month events to create a diversity friendly and culturally sensitive workplace.

MTA BRIDGES AND TUNNELS RECRUITMENT STRATEGIC PLAN

EFFORTS TO IMPROVE THE REPRESENTATION OF UNDERUTILIZED PROTECTED GROUPS

EEO Program Management and Evaluation

MTA B&T's overall workforce on September 30, 2013 consisted of 1,563 bi-weekly employees with minority representation of 50.9% and female representation of 21.5%. B&T met or exceeded utilization goals for 27 out of 32 job categories for Females, Blacks, Hispanics, and Asians, and 18 out of 24 job categories for American Indian/Alaskan Natives, Native Hawaiian Other Pacific Islanders, and Others. Underutilization occurred primarily in the following areas:

- There was Female underutilization in the Officials and Administrators job category (estimated availability of 30.0% vs. actual representation of 24.1%), and of Other (estimated availability of 1.0% vs. actual representation of 0.5%).
- There was Female underutilization in the Administrative Support job category (estimated availability of 61.0% vs. actual representation of 55.1%), and of Asians (estimated availability of 4.0% vs. actual representation of 1.5%).
- In the Service Maintenance job category, there was Female underutilization (estimated availability of 2.0% vs. actual representation of 1.0%), as well as of Hispanics (estimated availability of 18.0% vs. actual representation of 11.7%).

B&T launched the following recruitment and outreach efforts to achieve improvements in these areas as described below.

Targeted Recruitment and Outreach Efforts

1) Officials and Administrators Job Category:

The March 19, 2013 Engineering & Construction Job Fair was organized by B&T's Human Resources Department, who performed outreach efforts to minority and professional organizations, colleges, and universities. It netted 424 screened applicants from whom 39 were hired beginning on April 1, 2013. These 39 applicants included 29 minorities and 13 females. This initiative is a collaboration of the Engineering & Construction, Planning & Budget, Law & Procurement, and Human Resources Departments.

The Management Associates Program (MAP), a succession planning/diversity initiative that is the first of its kind in the MTA family, completed the first of its 2.5 years on May 10, 2013. Proposed by the Agency President, it was planned, implemented and administered by the MAP Council, comprised of the Chief EEO Officer, Human Resources and Operations Managers. The program was designed to give the Management Associates experience in performing analytical work in several of B&T's larger departments

with the goal of potential employment within the MTA. Management Associate supervisors and mentors report meaningful contributions by these employees.

2) Administrative Support Job Category:

Many Human Resources, Payroll and Finance administrative duties were transferred to the MTA Business Service Center (BSC) as it continues to evaluate, update, and streamline the MTA's critical transactional functions. Going forward, B&T's focus will be on analysts with quantitative and qualitative skills and experience who can conduct research, gather and interpret data, and assist in conducting the agency's initiatives and reporting on them.

3) Service Maintenance Job Category:

The civil service examination for Maintainer (Bridges and Tunnels) was conducted on October 27, 2012. The Maintainer position requires two years of pertinent full-time satisfactory experience within the last five years, or one year of such experience plus an associate or higher degree from an accredited college or university, or graduation from a trade or technical school totaling 600 hours, or a vocational high school in a related course of study. The position requires that, under close supervision, employees perform tasks that include:

- climbing and performing work on bridge structures and main suspension cables;
- operating and maintaining motor vehicles, trucks, and heavy-duty equipment;
- maintaining and repairing electrical wiring systems, power and control and mechanical equipment, such as fans, pumps and heating boilers;
- maintaining all elements of, clearing debris from, and removing snow at bridges, approaches, tunnels, and service buildings; and
- fabricating and installing signs and operating specialized welding and burning equipment.

Extensive recruitment was conducted by B&T Human Resources and Maintenance personnel with assistance from NYCT's Human Resources Department. Specific outreach to veterans, non-profits, community service organizations and technical schools, as well as advocates for Winter Women, Non-traditional Employment for Women, Women in Construction, Women's Automotive Association, Association of Women in Aviation Maintenance, etc., drew a total of 416 applicants, of whom 342 took the Civil Service examination and 149 passed. There were 146 Hispanic applicants, and 132 took the exam and 67 passed it. There were eight female applicants, and four took the exam and none passed it. When the certified eligibility list is issued, B&T will proceed with hiring for this essential function.

Out of a total Maintenance Division of 323 headcount, there are currently two female Maintainers, Level I (Hispanic) and Level II (Caucasian), and five female Custodial Assistants, three of whom are Hispanic. B&T will continue to exercise its best efforts to attract females and Hispanics and encourage them to take civil service examinations, and will develop outreach programs that will emphasize the benefits of working for the country's largest toll collecting entity.