



Metropolitan Transportation Authority

Diversity Committee Meeting

February 2019

Committee Members

S. Metzger, Chair
D. Jones
P. Ward
N. Zuckerman

Diversity Committee Meeting

2 Broadway- 20th Floor Board Room

New York, NY 10004

Monday, 2/25/2019

3:30 - 4:30 PM ET

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MTA DIVERSITY COMMITTEE

Meeting Minutes

2 Broadway, 20th Floor

New York, NY 10004

Wednesday, December 12, 2018

9 a.m.

The following Committee members were present:

Susan G. Metzger, Chair

Neal Zuckerman

David Jones

The following Committee member was absent:

Peter Ward

The following were also present:

Hon. Fernando Ferrer, Acting MTA Chairman

Norman Brown, MTA Board Member

Charles Moerdler, MTA Board Member

Veronique “Ronnie” Hakim, MTA Managing Director

Helene Fromm, MTA Chief of Staff

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

Andy Byford, President, MTA New York City Transit (“NYC Transit”)

Dennis Martin, Executive Vice President, MTA Bridges and Tunnels (“B&T”)

Janno Leiber, President, MTA Capital Construction (“CC”)

Naeem Din, Deputy Chief Diversity Officer, DDCR

George Cleary, Deputy Chief Diversity Officer, Small Business Development Program (“SBDP”), DDCR

Ray Burke, Assistant Director, Minority, Women-owned and Disadvantaged Business Enterprise ("MWDBE") and Service Disabled Veteran-Owned Business (“SDVOB”) Contract Compliance, DDCR

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

Satori Samuda, Assistant Deputy Chief Diversity Officer, DDCR

David Sang, Assistant Deputy Chief Diversity Officer, Title VI and Workforce Initiatives, DDCR

George Llanos, Manager, Business and Diversity Initiatives, DDCR

Lorraine Warren, Manager, Certification, DDCR

Patricia Lodge, Vice President, Human Resources (“HR”), NYC Transit

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Joel Andrews, Chief Officer, Office of Equal Employment Opportunity (“EEO”), NYC Transit
Michael Fyffe, Director, Diversity Management, MTA Long Island Rail Road (“LIRR”)
Shibu Jacob, Manager, Diversity Management, LIRR
Shawn Moore, Vice President and Chief of Staff, B&T
Paige Graves, General Counsel, MTA Bus Company (“MTA Bus”)
Patrick Isom, Manager, Financial Analysis, MTA Headquarters (“MTAHQ”)
Mayra Bell, Director, Diversity and EEO, MTA Metro-North Railroad (“MNR”)
Yvonne Hill-Donald, HR Business Manager, MNR
Ouida Gaillard, Human Resources Business Partner, Talent Acquisition, MNR
David Cannon, Vice President and Chief Procurement Officer, CC
Roselyn Green, Chief EEO Officer, CC
Melissa Jones, Manager Corporate Compliance, CC
Gwendolyn Harleston, Chief EEO Officer, MTA Bus
Keyana Rivers-Smith, Director of EEO Investigations, MTA Bus
Mariel Thompson, Assistant General Counsel, NYC Transit
Eamonn Foley, Special Counsel, NYC Transit
Vernessa Moses, Assistant Vice President, Office of EEO, NYC Transit
Antonio Seda, Assistant Vice President, EEO Investigations, NYC Transit
Michael Collins, Assistant Vice President, NYC Transit

Public Speakers

William Howell, President and CEO, Howell Industries provided a brief overview of the origin of SBDP, and expressed his support for the program.

Andrew Simmons, President, Lashay’s Construction spoke about his company’s long history of working on MTA projects, and its success with SBDP.

Hely Duarte, President, Zion Contracting thanked the MTA for SBDP, and spoke about his company’s success with the program.

Murray Bodin stressed the importance of better communications, openness, and transparency.

Chair Metzger thanked the public speakers for sharing their success stories with SBDP. She said the program goal has been to give small firms an opportunity to be successful, not only in MTA contracts but in their businesses in general.

Approval of Minutes

Upon a motion duly made and seconded, the Committee approved minutes of the meetings held on September 27, 2017, December 13, 2017, February 20, 2018, May 21, 2018 and November 5, 2018.

2018 Diversity Committee Work Plan

Chair Metzger asked if there were any changes to the Work Plan. Mr. Din stated that there were no changes to the work plan. He added that the 2019 Work Plan is also included in the book for Committee's review.

Executive Summary

Business and Diversity Initiatives

Mr. Din provided an update on various outreach events for MWDBEs, SVOBs, and other small businesses that DDCR organized and/or attended. He highlighted the annual VETCON event held in Albany, NY in November that MTA and agency staff attended. Mr. Din said this is a great opportunity for SDVOBs to network with public entities and prime contractors. Mr. Din also said that the MTA/FTA/COMTO DBE Opportunity Day will be held on December 13, 2018. He said the DBEs will have an opportunity to learn about upcoming contracting opportunities from MTA agency staff, prime contractors, and rolling stock manufacturers, and also to network. He said over 150 firms are scheduled to attend this event.

Certification Activity Report

Mr. Din reported on the DBE certification activity for October 2018. He said in this month DDCR received 26 new certification applications, which is twice the number received for the same period in 2016. He said 27 firms were certified as DBEs in October of 2018, which is more than firms certified for the same period in 2016 and 2017.

Third Quarter 2018 EEO Activities

Ms. Samuda stated that total MTA workforce increased by 2 percent compared to third quarter 2017. She said there are slight increases in female and minority representations, and females and minorities were hired at higher percentages than their current workforce representations.

Ms. Samuda stated that the higher percentages of female and minority new hires is due to MTA's increased participation in job fairs and targeted outreach efforts.

Ms. Metzger said in the future MTA agency presidents will present to the Committee the strategies for improvement in this area.

SBDP Update

Mr. Cleary reported that in the Prequalification Program, 232 contractors are participating in the SBDP. He said last year there was a downward trend in program participation due to firms graduating from the program, and their failure to submit their financials in a timely manner.

Mr. Cleary also reported that in the Emerging Contractors Program, 53 firms were prequalified, and 21 firms satisfied the Tier 1 and 2 qualification requirements and have transitioned to Tier 1. He said 18 firms are still under review for transitioning into Tier 1, and 15 firms were rescinded from the program for not meeting the prequalification requirements.

Mr. Cleary stated that 10 projects were awarded totaling \$3.87 million. He reported that since program inception, 345 projects totaling \$328.3 million in prime contracts have been awarded. He said currently in the 8th year of the program, 68 projects have been awarded, totaling \$70.2

MTA Diversity Committee Meeting Minutes, Wednesday, December 12, 2018

million. He said this represents a 94% increase in project awards, and 102% increase in total dollars awarded compared with the previous program year.

Additionally, Mr. Cleary stated that in the Loan and Bond Program, 112 loans have been approved totaling \$15.5 million. He said the surety bonding assistance program yielded to contractors \$261.5 million in single, and \$489 million in aggregate surety bonding, respectively.

Mr. Cleary stated that SBDP will provide a comprehensive website review and capability statement for the contractors. In addition, he said SBDP will provide additional training through the executive leadership training workshop and progressive capacity building by creating bidding opportunities for program graduates on MTA projects in the \$3 million to \$15 million range.

Mr. Garner stated that SBDP program year will now align with MTA fiscal year. Chair Metzger stated that by aligning the calendars it might become easier for MTA agencies to identify projects for SBDP.

Mr. Zuckerman inquired about the participation of SDVOBs in SBDP. Mr. Garner stressed the importance of SDVOB participation in SBDP. However, he said this has been a challenge as many of these firms do not conduct business in MTA service region. He said as mentioned earlier, MTA and its agency staff attended the VETCON conference in November 2018 to attract more SDVOBs. He said once sufficient number of firms have been identified, they will be placed on a bidders list, so they can compete for SBDP projects.

M/W/DBE and SDVOB Contract Compliance Third Quarter 2018 Report

Mr. Din reported that MTA's overall MWBE goal is 30% (15% for MBEs and 15% for WBEs). He said 15% MWBE participation was achieved in contract awards, and 26% was achieved in contract payments during the reporting period. Mr. Din also reported that MTA's overall SDVOB goal is 6% for the reporting period. He said 6.5% SDVOB was achieved in awards, and 3% was achieved in payments made on ongoing contracts for the same period.

Mr. Din reported that MTA's overall DBE goal is 18%. He said 15% DBE participation was achieved in awards, and 16% was achieved in payments for the 2018 federal fiscal year. However, he said contracts completed during the same period achieved 24% DBE participation. Chair Metzger asked if there was a delay in payments being made to DBEs. Mr. Garner said what is being reported is payments made during a particular time period. However, he said if DDCR finds out there is a delay in payments, it will reach out to MTA agency manager to ensure timely payments are made to primes, and then in turn to subcontractors, including MWDBEs and SDVOBs.

In regard to strategies for improvement, Mr. Din stated that DDCR has increased its contract monitoring activity. He said currently over 1,500 contracts are being monitored for goal compliance. In addition, he said site visits have increased. He said as of November, over 600 site visits were conducted, and currently, on average 56 monthly site visits are conducted, exceeding DDCR's goal of 50 monthly visits.

Mr. Din stated that in order to timely and accurately assess contracts for MWDBE and SDVOB goal compliance, DDCR has continued to increase the number of contracts which are closed. He said currently that number is approximately 1,400.

Mr. Brown asked about the large differential in MWBE participation in total procurement awards made by MTA agencies. Mr. Garner said he will report back to Mr. Brown with an explanation.

In regard to legal fees for the period of April through September 2018, Mr. Din stated that MTA achieved 15% MWBE participation. He said in October 2018, 12% MWBE participation was achieved. Mr. Garner stated that he is monitoring MWBE participation on a monthly basis, and is optimistic that 20% MWBE participation can be achieved in the near future.

Mr. Moerdler asked how does MTA make sure that MWDBEs are not fronts for non-minority-owned firms. Mr. Garner said MTA and New York State employ rigorous certification processes to root out fraud. Mr. Din added that DDCR works closely with MTA Inspector General's Office on these issues. He said if a red flag is raised, the firm is referred to that office for investigation. Mr. Garner said MTA also reaches out to the state if doubts are raised regarding MWBE certification. Mr. Moerdler asked about checking the status of MWBE subcontractors. Mr. Din said DDCR conducts site visits to safeguard against fraud and to make sure that the firms are actually performing a commercially useful function. He said DDCR also checks if same subcontractors projected to perform the work are actually doing the work.

Mr. Jones asked if a firm's performance on previous contracts is routinely checked. Mr. Garner replied that checking a firm's previous performance is part of the review process.

Capital Projects

Mr. Din reported that 17% DBE participation was achieved in federally funded capital awards, and 16% DBE participation was achieved in payments on ongoing contracts. He said for state-funded capital projects, there was 15% MBE participation in contract awards, and 12% participation in payments made on ongoing contracts. Mr. Din also reported 4% SDVOB participation in awards, and 1% participation in payments on ongoing contracts.

Financial Services

Mr. Isom provided an update on financial services, and stated that there was no change in MWBE and SDVOB participation from the last report made in November 2018. He said an update will be provided in February 2019.

Mr. Isom added, and Mr. Garner agreed that large financial firms are seeking to diversify their teams in response the steps MTA is taking to increase MWBE and SDVOB participation in this area.

Chair Metzger commended Mr. Garner and MTA President Patrick Foye for high utilization rates in this area. Mr. Garner said credit also belongs to Robert Foran, MTA Chief Financial Officer, and Patrick McCoy, MTA Director, Finance.

Mr. Moerdler asked how does MTA make sure that it is achieving its MWBE and SDVOB goals in this area. Mr. Isom said firms are given assignments as lead underwriters on a rotational basis, and MWBE and SDVOB firms earn fees as co-managers.

Asset Fund Managers

Mr. Din reported that of the total assets, MWBEs manage \$1.2 billion (15%) in assets.

Mr. Garner recognized the DDCR staff for their continued hard work, and congratulated Ms. Harleston on her recent promotion.

Adjournment

Chair Metzger concluded the meeting, and upon a motion duly made and seconded, the meeting was adjourned.

Respectfully submitted,

Faith Beauzile,

Administrative Assistant

Department of Diversity and Civil Rights

2019 Diversity Committee Work Plan

I. RECURRING AGENDA ITEMS

Responsibility

Approval of Minutes	Committee Chair & Members
Committee Work Plan	Committee Chair & Members
MTA Agency-wide 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 and SDVOB Contract Compliance Activities	Dept. of Diversity/Civil Rights
Action Items (if any)	As listed

II. SPECIFIC AGENDA ITEMS

Responsibility

February 2019

2019 EEO Policy	Dept. of Diversity/Civil Rights
2019 Departmental Goals	
2018 Year-End Report	
Recruitment Strategies for MTAHQ and MTA Agencies	Dept. of Diversity/Civil Rights,
Diversity Committee Charter Review	Committee Chair and Members

May 2019

2019 ADA and Sexual and Other Discriminatory Harassment Prevention Policies	Dept. of Diversity/Civil Rights
1st Quarter 2019 Report	Dept. of Diversity/Civil Rights

September 2019

2nd Quarter 2019 Report	Dept. of Diversity/Civil Rights
Recruitment Strategies for MTAHQ and MTA Agencies	Dept. of Diversity/Civil Rights, MTAHQ and Agency Staff

December 2019

3 rd Quarter 2019 Report	Dept. of Diversity/Civil Rights
Status Report on MTA Inter-Agency M/W/DBE and SDVOB Task Force	
2020 Diversity Committee Work Plan	Dept. of Diversity & Civil Rights

Detailed Summary

I. RECURRING

Approval of Minutes

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

Diversity Committee Work Plan

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

MTA Agency-wide Business and Diversity Initiatives Program Activities

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

MTA Agency-wide EEO Program Activities

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

MTA DBE Certification Program Activities

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

M/W/DBE and SDVOB Contract Compliance Activities

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

Action Items

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

II. SPECIFIC AGENDA ITEMS

February 2019

Recommitment to Equal Employment Opportunity ("EEO")

Each year, the MTA disseminates Policies addressing the Americans with Disabilities Act ("ADA"), Sexual and Other Discriminatory Harassment Prevention and EEO in order to reaffirm MTA's commitment to ensuring a work place environment free from illegal discrimination and to ensure continued compliance with all applicable laws and regulations. The Department of Diversity and Civil Rights will present the 2019 EEO Policy. The ADA and Sexual and Other Discriminatory Harassment Prevention Policies will be presented in May 2019.

Overview of 2019 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 for 2019.

2018 Year-End Report

The Department of Diversity and Civil Rights will present 2018 year-end update on MTA Agency-wide EEO and M/W/DBE and SDVOB contract compliance activities.

Recruitment Strategies

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

Diversity Committee Charter Review

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

May 2019

Recommitment to EEO

The Department of Diversity and Civil Rights will present the 2019 ADA and Sexual and Other Discriminatory Harassment Policies.

1st Quarter 2019 Report

The Department of Diversity and Civil Rights will present 1st quarter 2018 update on MTA Agency-wide EEO, and M/W/DBE and SDVOB contract compliance activities.

September 2019

2nd Quarter 2019 Report

The Department of Diversity and Civil Rights will present 2nd quarter 2019 update on MTA Agency-wide EEO, and M/W/DBE and SDVOB contract compliance activities.

Recruitment Strategies

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

December 2019

3rd Quarter 2019 Report

The Department of Diversity and Civil Rights will present 3rd quarter update on MTA Agency-wide EEO and M/W/DBE and SDVOB contract compliance activities.

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

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

2020 Diversity Committee Work Plan

The Department of Diversity and Civil Rights will present an updated Diversity Committee Work Plan for 2020.

DEPARTMENT OF DIVERSITY AND CIVIL RIGHTS

2019 DEPARTMENTAL GOALS UPDATE

GOALS	STATUS
Small Business Development Program Training.	Ongoing. Training resumed in January 2019.
The MTA Mentor/Graduate Mentor Programs (Tier 1 and Tier 2) has committed projects to award of approximately \$80 million from January through December 2019.	From Program inception in November 2010 through December 2018, MTA has awarded approximately \$261 million in contract awards. Of this amount, approximately \$183 million (70%) was awarded to MWBEs.
MTA Small Business Federal Program for federally funded contracts has committed projects to award of approximately \$27 million from January to December 2019.	From Program inception in March 2013 through December 2018, \$93 million has been awarded. Of this amount, \$53 million (57%) was awarded to DBEs.
Work with Empire State Development to formulate a procurement strategy for increased awards to M/WBEs.	Ongoing.
Achieve MTA's 30% M/WBE goal, 18% DBE goal, and 6% SDVOB goal.	For the period April through December 2018, MTA achieved 27% MWBE participation in payments on its state funded projects. The MWBE participation represents three quarters of the current state fiscal year. For the same period MTA achieved 3% SDVOB participation in payments on ongoing contracts. For the period October to September 2018, MTA achieved 16% DBE participation in contract awards. However, on completed contracts, DBE participation was 24%.
Achieve 30% MWBE participation in outside counsel fees.	For the period April through December 2018, MTA achieved 14% MWBE participation in fees to outside counsel.
Closer monitoring of 3rd track projects.	Ongoing.
MWDBE and SDVOB outreach events in the suburban counties within the MTA service region.	Ongoing.
Establishing an MTA-wide working group of EEO Officers and Human Resources representatives.	This working has been established and will periodically meet to develop best practices and maximize resources.

Metropolitan Transportation Authority Department of Diversity and Civil Rights

Executive Summary

February 25, 2019



Executive Summary

■ Business and Diversity Initiatives

- In addition to hosting a DBE workshop for prospective applicants, the Business and Diversity Initiatives Unit attended 3 events in February 2019. Notable among these events was New York State Association of Black and Puerto Rican Legislators' 40th Annual Conference, held in Albany, NY. Along with DDCR staff, a large number of agency representatives, businesses, and other visitors attended this event. This was a good opportunity for MWDBEs to network with public and private sector employers.
- In March 2019, DDCR will attend the SDVOB Networking Opportunity Event hosted by the Competitive Edge Committee. SDVOBs will learn about contracting opportunities with MTA agencies and prime contractors.
- As a result of MTA's outreach effort, \$533 million was awarded to certified MWDBEs and SDVOBs in 2018.



Executive Summary

■ Certification Activity Report

- Compared with the previous two years, DDCR received **more** DBE certification applications in 2018. The number of firms certified in 2018 **decreased** compared with the previous two years. However, the number of returned applications also greatly **decreased**. DDCR continues to see an **increase** in the number of firms attending the bi-monthly DBE certifications workshops. As a result, the number of new certification applications has **increased**.



Executive Summary

■ EEO

- MTA's overall workforce is currently comprised of **75,007** employees; of which **13,424 (18%)** are Females,* **51,772 (69%)** are Minorities and **1,983 (3%)** are Veterans.**
- The percentage of Females in the workforce has **decreased** by **less than 1% (17)** as compared to the fourth quarter 2017. As it relates to Race/Ethnicity, the percentage of minorities has **increased** by **773 (2%)** compared to the fourth quarter 2017.
- MTA Agencies conducted an availability analysis of females and minorities in its workforce. The availability analysis consists of comparing MTA Agencies **December 31, 2018** workforce percentages for females and minorities to 80 percent of the females and minorities available within the relevant labor market.
- Based on the availability analysis, **Females, Asians, Blacks and Hispanics** were underrepresented in some of the job categories at the Agencies.



*Includes minorities, non-minorities, and veterans

**Minorities and Non-minorities

Executive Summary

■ EEO

- MTA Agencies hired **5,679** employees; of which **1,188 (21%)** are Females,* **4,250 (75%)** are Minorities and **213 (4%)** are Veterans.**
- Females were **hired at higher** percentage compared to their current representation of **18%** in the workforce. Minorities were **hired at higher** percentage compared to their current representation of **69%** in the workforce.
- MTA Agencies handled a total of **591** EEO complaints; of which **324** were internal and **267** were external.
- MTA Agencies handled a total of **377** Title VI complaints.



*Includes minorities, non-minorities, and veterans

**Minorities and Non-minorities

Executive Summary

■ Small Business Development Program (as of December 31, 2018)

Program

- ❑ Program Year 9 (August 1, 2018 – December 31, 2018) was reduced to five months to align with the MTA fiscal year.
- ❑ During Program Year 9 (August 1, 2018 – December 31, 2018), SBDP had 12 projects worth \$20.1M.

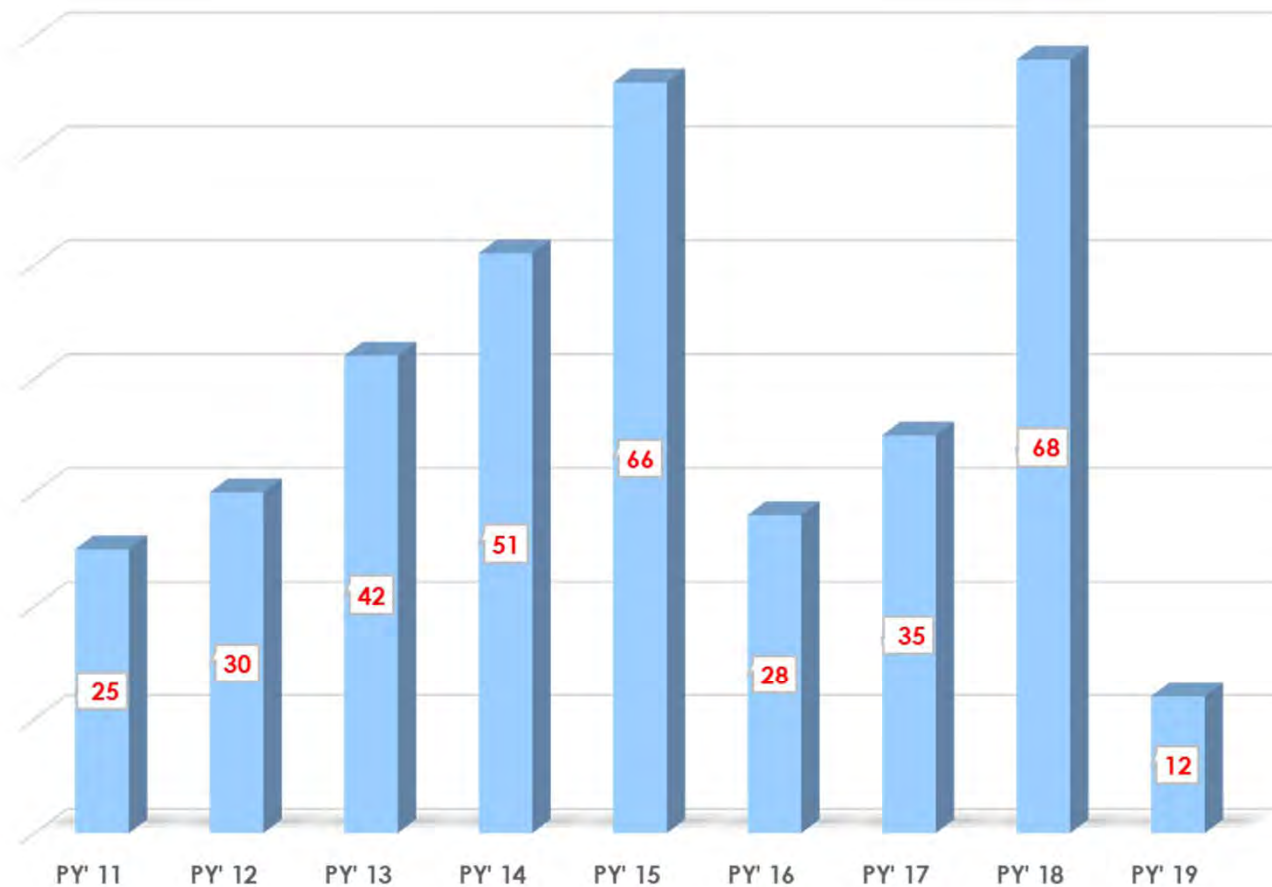
Emerging Contractors Program - Transitioning from the ECP to Tier 1

Ethnicity Breakdown	Prequalified	Transitioned	Projects	Amount
Black American	22	7	4	\$1.53M
Subcontinent Asian American	14	7	4	\$1.97M
Hispanic American	9	6	4	\$1.56M
Asian Pacific American	1	0	0	\$0.00M
Other	10	3	1	\$0.28M
Totals for Emerging Contractors	56	23	13	\$5.34M



Executive Summary

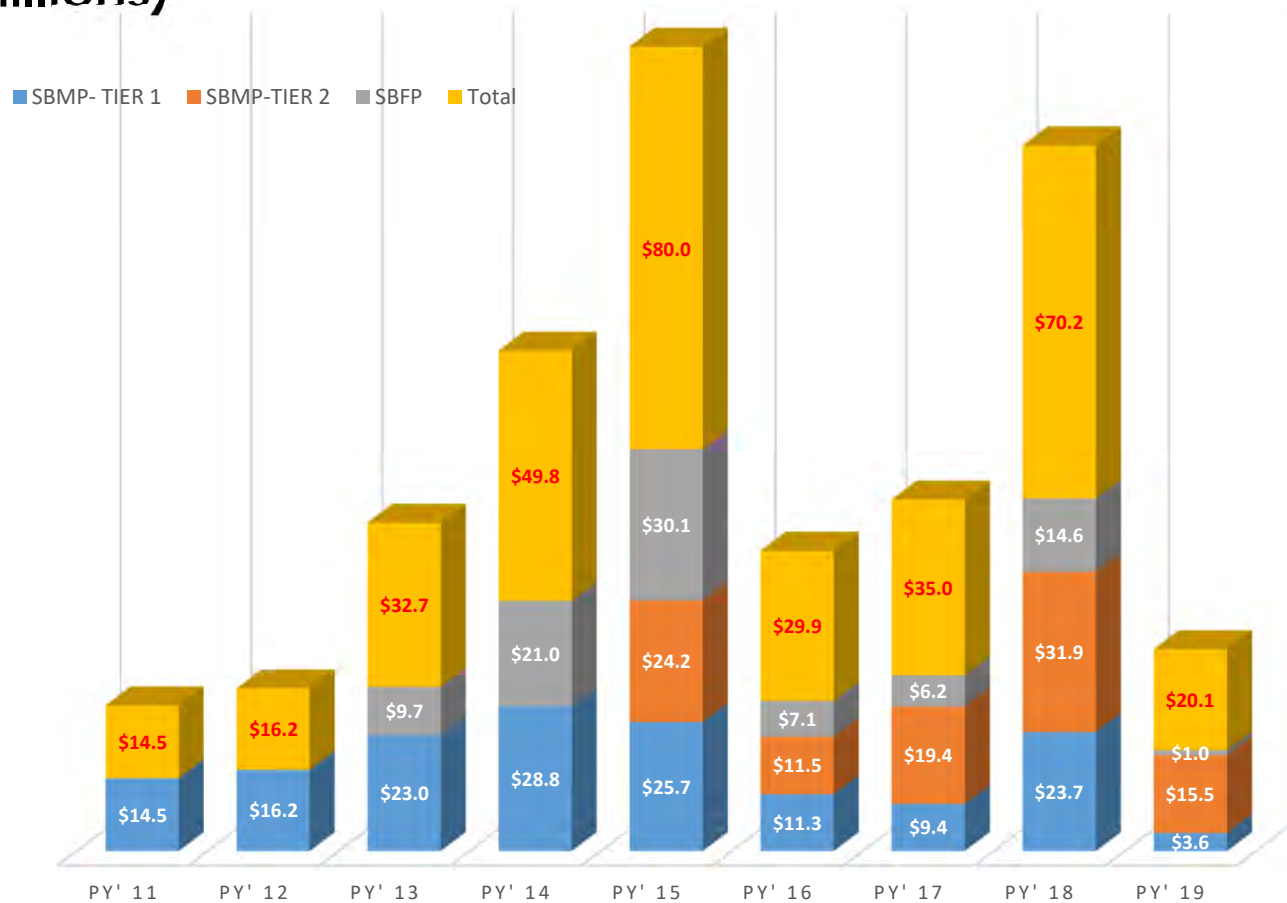
■ Small Business Development Program Contract Awards



Note: PY – Program Year. PY 9 figure is reduced due to conversion from a program year to a calendar year.

Executive Summary

■ Small Business Development Program Total Contract Dollars (in millions)



Note: PY – Program Year. PY 9 figure is reduced due to conversion from a program year to a calendar year.

Executive Summary

■ Small Business Development Program (as of December 31, 2018)

The MTA is a nationally recognized leader in securing surety bonds for Certified MWDBE firms

SBDP Loan Program

■ Year 1	-	1 Loan	totaling	\$100,000
■ Year 2	-	5 Loans	totaling	\$687,500
■ Year 3	-	9 Loans	totaling	\$900,000
■ Year 4	-	27 Loans	totaling	\$2,990,000
■ Year 5	-	16 Loans	totaling	\$3,020,000
■ Year 6	-	13 Loans	totaling	\$2,042,500
■ Year 7	-	18 Loans	totaling	\$3,815,500
■ Year 8	-	14 Loans	totaling	\$2,349,500
■ Year 9	-	8 Loans	totaling	\$558,000
■ Total		111 Loans	Totals	\$15,462,500

SBDP Bond Program

Bonding capacity increased to **\$245.0M** single and **\$462.0M** aggregate. Fifty (50) firms have Surety and Performance Bonding in Tier 2 and SBFP.* Of these nine (9) firms have acquired Surety Bonding through the SBDP.**



* Small Business Federal Program

** Small Business Development Program

Executive Summary

■ MWDBE and SDVOB Contract Compliance

■ 30% NY State Fiscal Year 2018-2019 MWBE Goal

- 16% MWBE participation in contract awards, first three quarters.*
- 27% MWBE participation in contract payments for same period.

■ 6% NY State Fiscal Year 2018-2019 SDVOB Goal

- 4% SDVOB participation in contract awards, first three quarters.*
- 3% SDVOB participation in contract payment for same period.

■ 18% Federal Fiscal Year 2018 DBE Goal

- 16% DBE participation in contract awards.
- 16% DBE participation in contract payments on ongoing contracts.
- 24% DBE participation on closed contracts.



* April 2018 through December 2018.

Executive Summary

■ MWDBE and SDVOB Contract Compliance (Continued)

■ Strategies for Improvement

- Monthly meeting with agencies to maximize the allocation of projects to the Small Business Development Program. As of **December 2018**, MWDBE award participation achievement has been as follows:
 - 70% MWBE.
 - 57% DBE.
- Working with MTA operating agencies to design smaller contracts **\$3 million to \$15 million** in value to allow for greater MWDBE/SDVOB participation on prime contract awards
- Conducting effective outreach to potential MWDBEs and SDVOBs in order to increase the pool of available certified firms to participate in the Small Business Mentoring Program.
- Targeted recruitment to encourage MWBE to compete as prime contractors.



Executive Summary

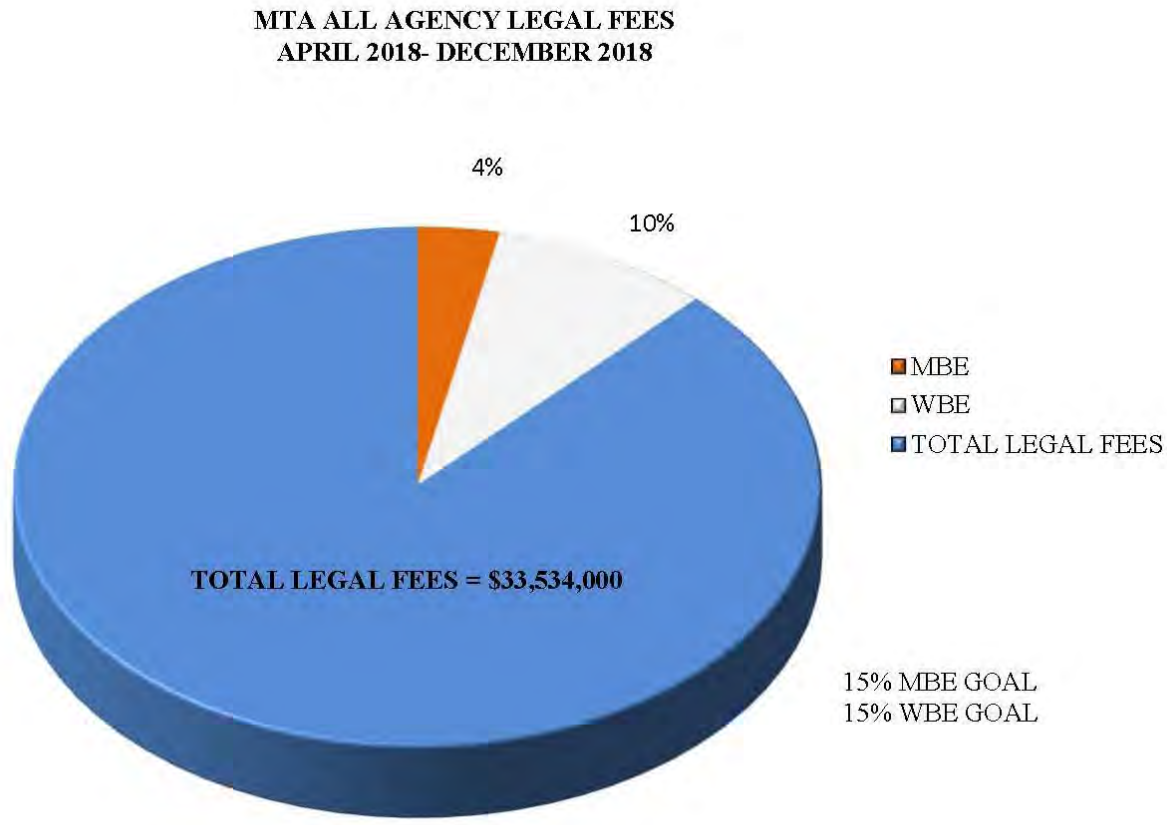
■ MWDBE and SDVOB Contract Compliance (Continued)

- DDCR has increased its contract monitoring activity to ensure greater MWDBE and SDVOB participation. Currently more than **1,750** contracts are being monitored for MWDBE and SDVOB goal compliance.
- In order to safeguard against fraud and to ensure that MWDBEs and SDVOBs are performing a commercially useful function, DDCR has increased the number of visits to contract work sites. From **January-December 2018**, **667** visits were conducted at various job sites. Current 2018 average through November of approximately **56** site visits per month is above DDCR's goal of **50** monthly visits.
- In order to timely, and accurately assess MWDBE and SDVOB goal compliance and report accurate data to MTA funding partners, in conjunction with the operating agencies DDCR closed **1,400** contracts.



Executive Summary

■ MTA All Agency Legal Fees (April 2018-December 2018)



Actual MBE Participation = \$1,256,363 or 4%
Actual WBE Participation = \$3,400,883 or 10%



Executive Summary

■ Capital Projects

■ Federal Participation Goal: 18%

(Federal Fiscal Year 2018 (October 2017 to September 2018))

- | | |
|----------------------------------|------------------------------------|
| ■ Total Awards: \$773M* | ■ Total Payments: \$966M |
| ■ Total DBE Awards: \$131M (17%) | ■ Total DBE Payments: \$156M (16%) |

■ New York State MBE Participation Goal: 15%**

(Fourth quarter NYS Fiscal Year 2017-2018 and first three quarters NYS Fiscal Year 2018-2019 (January 2018 to December 2018))

- | | |
|----------------------------------|------------------------------------|
| ■ Total Awards: \$2.4B* | ■ Total Payments: \$1.2B |
| ■ Total MBE Awards: \$357M (15%) | ■ Total MBE Payments: \$147M (12%) |

■ New York State WBE Participation Goal: 15%**

(Fourth quarter NYS Fiscal Year 2017-2018 and first three quarters NYS Fiscal Year 2018-2019 (January 2018 to December 2018))

- | | |
|----------------------------------|------------------------------------|
| ■ Total Awards: \$2.4B* | ■ Total Payments: \$1.2B |
| ■ Total WBE Awards: \$304M (13%) | ■ Total WBE Payments: \$130M (11%) |

■ Service Disabled Veteran-Owned Business Participation Goal: 6%

(Fourth quarter NYS Fiscal Year 2017-2018 and first three quarters NYS Fiscal Year 2018-2019 (January 2018 to December 2018))

- | | |
|------------------------------------|---------------------------------------|
| ■ Total Awards: \$1.9B | ■ Total Payments: \$200M |
| ■ Total SDVOB Awards \$8.7M (.45%) | ■ Total SDVOB Payments: \$1.4M (.73%) |

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

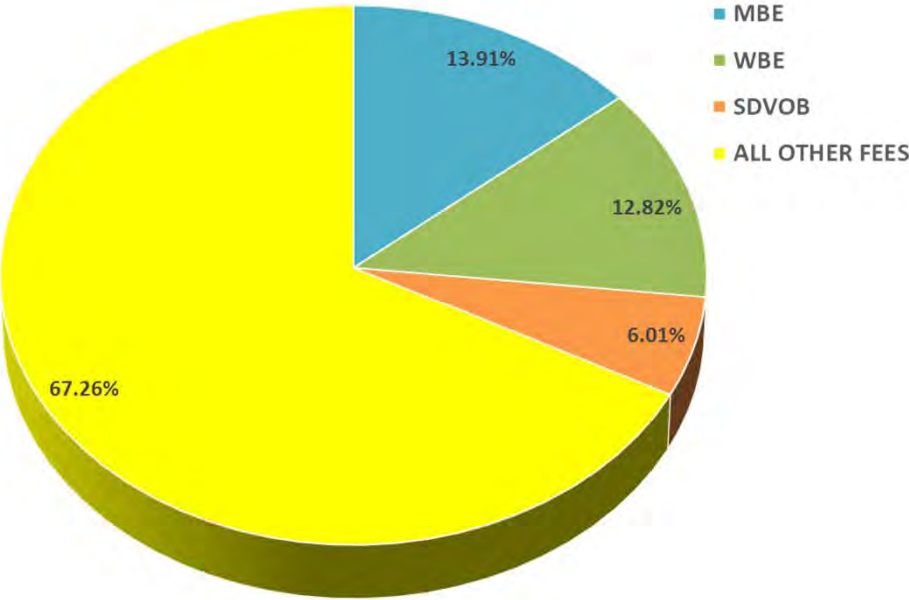
**Report includes MTA Bridges and Tunnels' major maintenance projects funded from operating budget.



Executive Summary

Financial Services

MTA ALL AGENCY UNDERWRITER FEES
April 2018 - December 2018



Actual WBE Participation = \$285,584 or 12.82%
Actual MBE Participation = \$310,013 or 13.91%
Actual SDVOB Participation = \$133,972 or 6.01%
All Other Underwriting Fees = \$1,498,699 or 67.26%
Total Underwriting Fees = \$2,228,268



Executive Summary

■ Asset Fund Managers – MWBE Participation Combined Plans (as of November 30, 2018)

■ Combined Plans

- Total assets managed by MWBEs: \$1.145 billion; or 15% of total assets
- Majority of assets are in traditional asset classes
- Traditional assets managed by MWBEs: \$1.062 billion; or 22% of traditional assets
- MWBE firms manage
 - 53% of US Equities
 - 33% of Real Estate
 - 27% of Non-US Equities
 - 9% of Fixed Income
 - 1 % of Opportunistic
- Alternative investments managed by MWBE's: \$83.5 million; or 3% of alternative investments



Metropolitan Transportation Authority Department of Diversity and Civil Rights

Business and Diversity Initiatives

February 25, 2019



Business and Diversity Initiatives

February

DDCR Presents DBE Certification Session

22nd Annual Rainbow Push Coalition Wall Street Project Economic Summit

NYS Association of Black & Puerto Rican Legislators 48th Annual Conference

March

Metro-North Railroad and Skanska-Ecco MWBE Outreach Event

NYS Assembly/Senate Puerto Rican & Hispanic Task Force Somos Conference

DDCR Presents New Firm Orientation Session

NYC Hispanic Chamber of Commerce Women's History Event

SDVOB Networking Opportunity Event hosted by the Competitive Edge Committee



Business and Diversity Initiatives

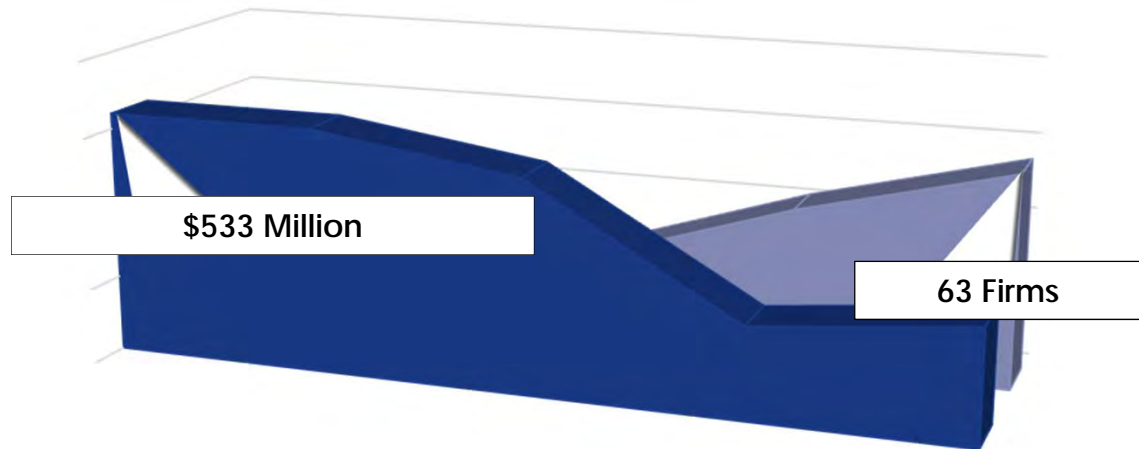
Contract Awards Based On Outreach Efforts January 2018 – December 2018

Certified Firms Listed In DDCR's Outreach Database

MWBE**	418
WBE*	161
DBE	284
SDVOB	139

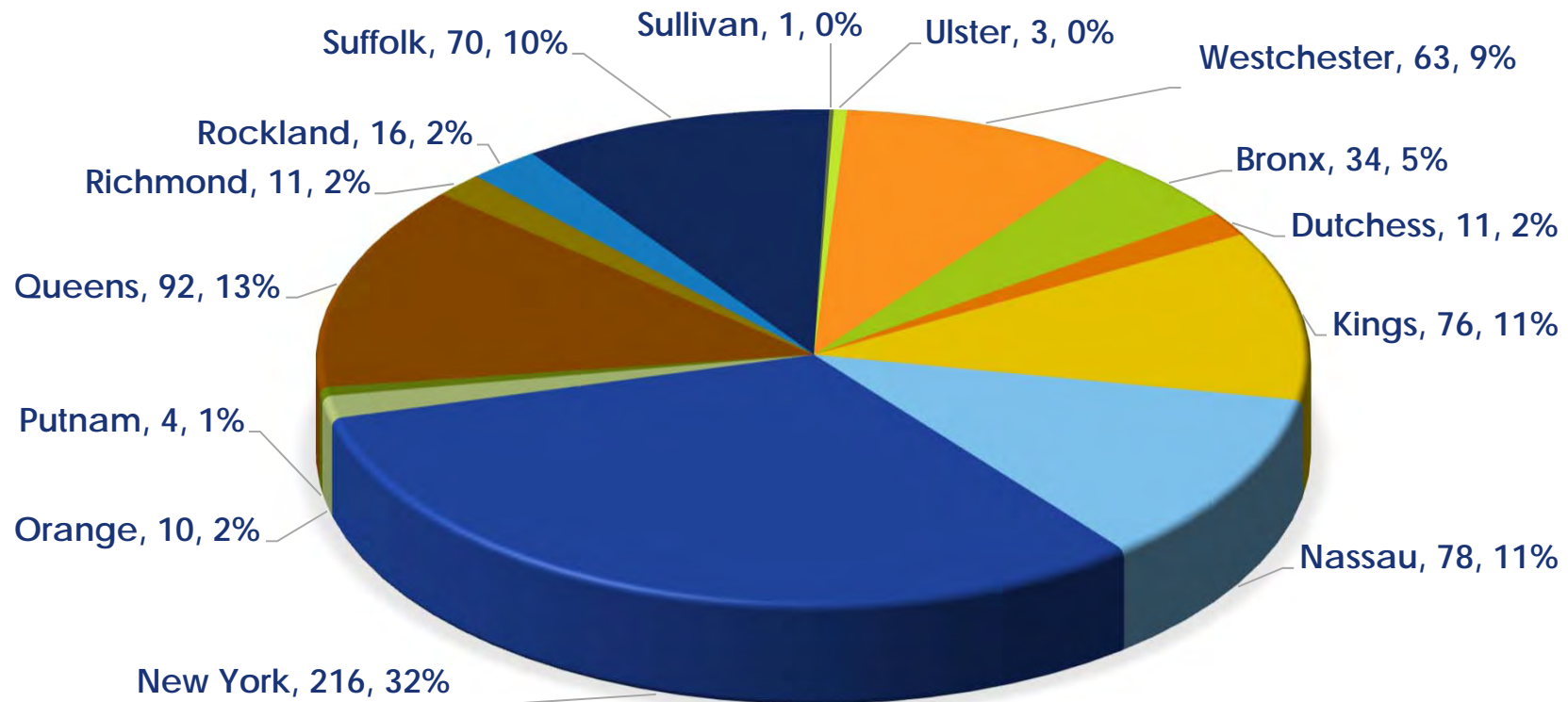
*WBEs include non-ethnic
women-owned businesses

**WBEs include ethnic and minority
women-owned businesses



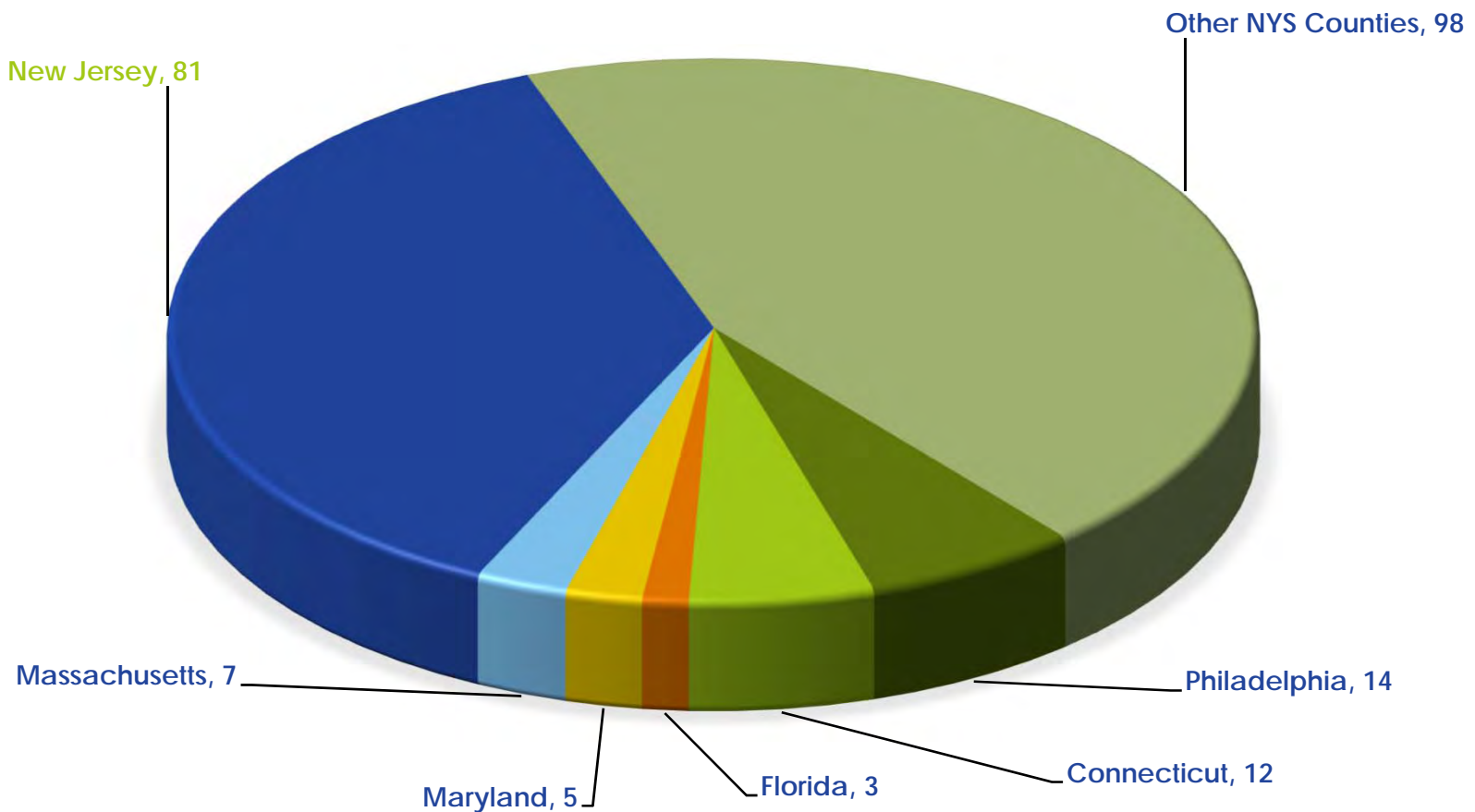
Business and Diversity Initiatives

Outreach Conducted In MTA Region Service Area (14 Counties)



Business and Diversity Initiatives

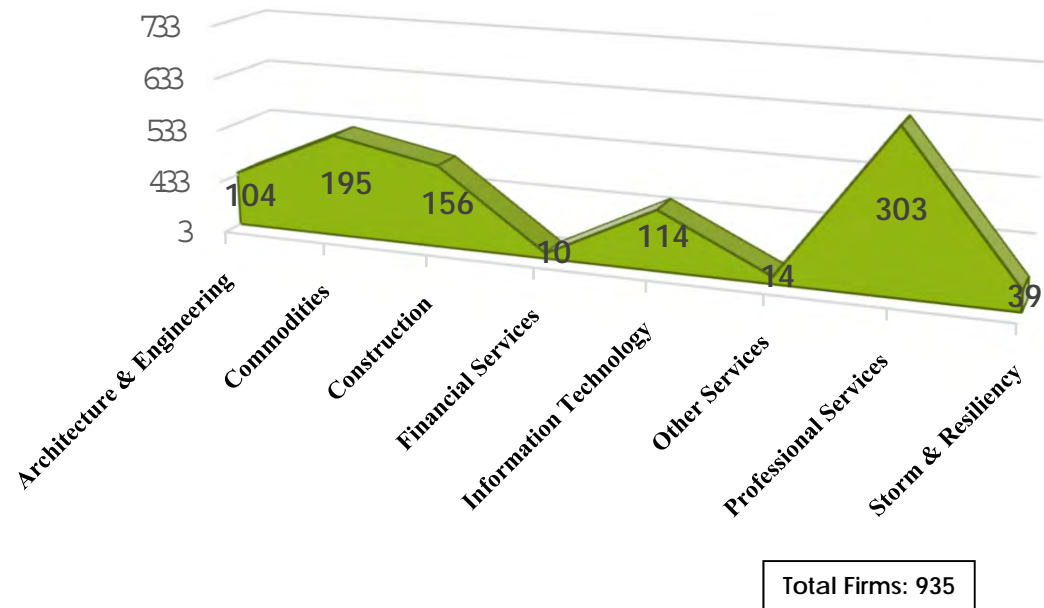
Outreach Conducted Outside MTA Region Service Area



Business and Diversity Initiatives

Outreach Results By Business Type

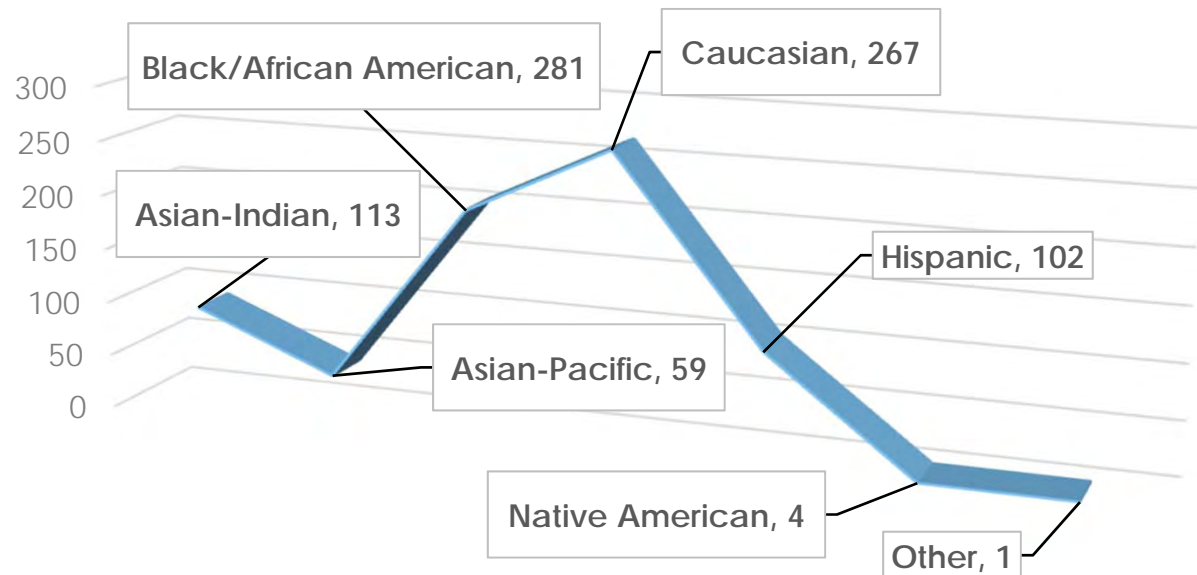
Business Type	Total (%)
Architecture & Engineering	11%
Commodities	21%
Construction	17%
Financial Services	1%
Information Technology	12%
Other Services	2%
Professional Services	32%
Storm & Resiliency	4%



Business and Diversity Initiatives

Outreach Results By Ethnicity

- Black/African American - 30%
- Caucasian - 37%
- Hispanic - 14%
- Asian-Indian - 12%
- Asian-Pacific - 6%
- Native American - 1%
- Other - 0%



Metropolitan Transportation Authority Department of Diversity and Civil Rights

DBE Certification Activity Report

February 25, 2019



MTA DBE Certification Unit

CERTIFICATION APPLICATIONS RECEIVED 2016-2018

	2018	2017	2016
January	29	13	6
February	6	8	11
March	11	14	7
April	2	9	7
May	13	8	14
June	4	9	13
July	18	11	10
August	4	14	14
September	3	7	5
October	26	9	15
November	0	16	5
December	13	5	13
TOTAL	129	123	120

CERTIFICATION ACTIVITY FOR NEW APPLICATIONS 2016-2018

	2018	2017	2016
CERTIFIED	59	60	69
DENIED	0	0	3
RETURNED	8	40	47
INELIGIBLE	0	0	0
WITHDRAWN	17	27	15
TOTAL	84	127	134



Metropolitan Transportation Authority Department of Diversity and Civil Rights

MTA-Wide Workforce
as of December 31, 2018

February 25, 2019



MTA-Wide Workforce as of December 31, 2018

Agency	TOTAL ¹		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN		NHOPI		2+ RACES		VETERANS	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
B&T			769	55%	623	45%	351	25%	254	18%	97	7%	5	0%	1	0%	61	4%	80	6%
	F	21%	233	17%	66	5%	141	10%	55	4%	23	2%	2	0%	0	0%	12	1%	10	13%
	M	79%	536	39%	557	40%	210	15%	199	14%	74	5%	3	0%	1	0%	49	4%	70	88%
BUS			3270	78%	924	22%	1,881	45%	844	20%	346	8%	9	0%	14	0%	176	4%	44	1%
	F	13%	485	12%	57	1%	309	7%	131	3%	24	1%	1	0%	0	0%	20	0%	4	9%
	M	87%	2785	66%	867	21%	1,572	37%	713	17%	322	8%	8	0%	14	0%	156	4%	40	91%
CCC			74	57%	56	43%	22	17%	12	9%	35	27%	1	1%	0	0%	4	3%	1	1%
	F	30%	24	18%	15	12%	12	9%	4	3%	7	5%	0	0%	0	0%	1	1%	0	0%
	M	70%	50	38%	41	32%	10	8%	8	6%	28	22%	1	1%	0	0%	3	2%	1	100%
HQ			1565	57%	1,194	43%	620	22%	368	13%	435	16%	6	0%	2	0%	134	5%	69	3%
	F	33%	668	24%	254	9%	336	12%	127	5%	144	5%	0	0%	1	0%	60	2%	5	7%
	M	67%	897	33%	940	34%	284	10%	241	9%	291	11%	6	0%	1	0%	74	3%	64	93%
LIRR			2761	36%	4,842	64%	1,300	17%	875	12%	310	4%	23	0%	4	0%	249	3%	522	7%
	F	15%	593	8%	539	7%	353	5%	135	2%	57	1%	2	0%	1	0%	45	1%	27	5%
	M	85%	2168	29%	4,303	57%	947	12%	740	10%	253	3%	21	0%	3	0%	204	3%	495	95%
MNR			2602	39%	4,153	61%	1,361	20%	743	11%	219	3%	30	0%	2	0%	247	4%	535	8%
	F	13%	544	8%	311	5%	321	5%	122	2%	56	1%	4	0%	1	0%	40	1%	20	4%
	M	87%	2058	30%	3,842	57%	1,040	15%	621	9%	163	2%	26	0%	1	0%	207	3%	515	96%
NYCT			40731	78%	11,443	22%	24,272	47%	8,771	17%	6,224	12%	109	0%	21	0%	1,334	3%	732	1%
	F	18%	8876	17%	759	1%	6,583	13%	1,471	3%	526	1%	21	0%	3	0%	272	1%	62	8%
	M	82%	31855	61%	10,684	20%	17,689	34%	7,300	14%	5,698	11%	88	0%	18	0%	1,062	2%	670	92%
Total			51,772	69%	23,235	31%	29,807	40%	11,867	16%	7,666	10%	183	0%	44	0%	2,205	3%	1,983	3%

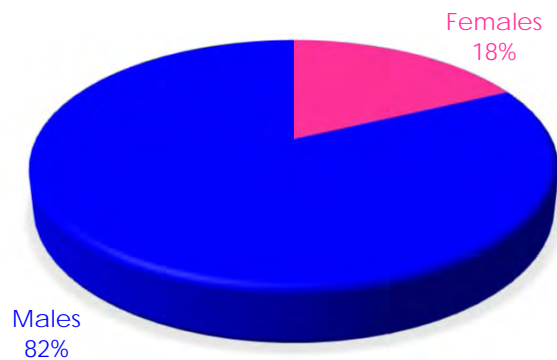
*American Indian/Alaskan Native

**Native Hawaiian Other Pacific Islander

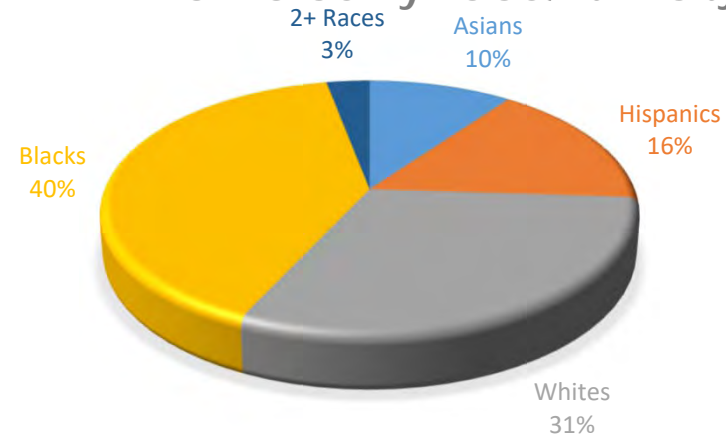


MTA-Wide Workforce as of December 31, 2018

Workforce By Gender



Workforce By Race/Ethnicity



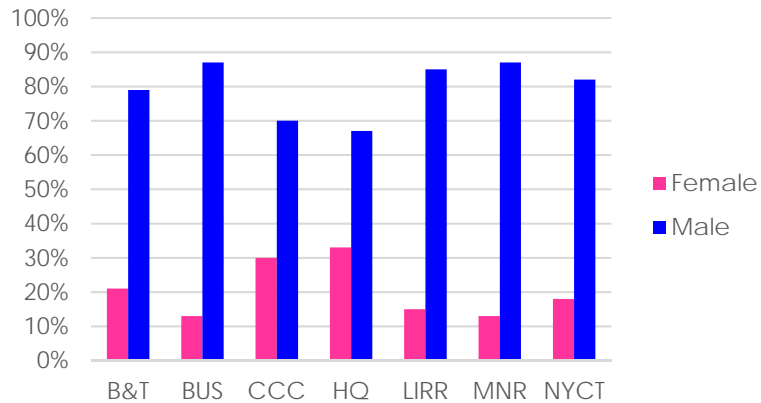
MTA employed **75,007** people: **18%** of the workforce were females, **69%** minorities, and veterans comprised **3%**.

- ❑ The percentage of females employed in the workforce had decreased by less than **1%** when compared to 4Q17.
- ❑ The percentage of minorities in the workforce had increased by **2%** when compared to 4Q17.

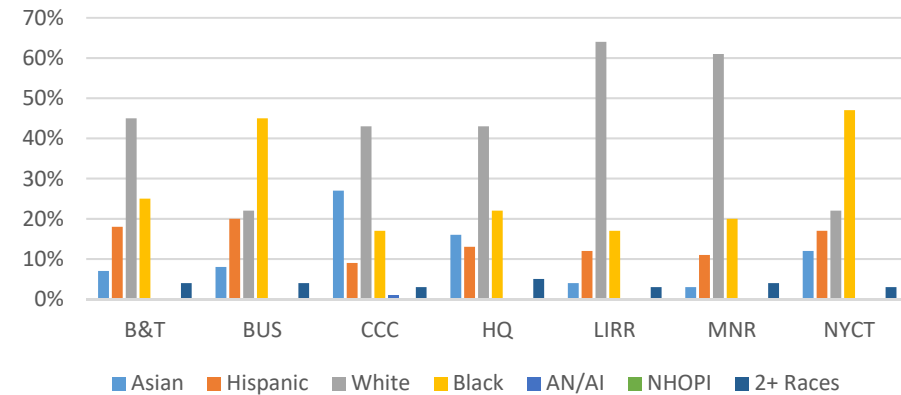


MTA-Wide Workforce by Gender and Race/Ethnicity as of December 31, 2018

MTA Agencies By Gender



MTA Agencies By Race/Ethnicity



Agency	Employees	Females	Minorities
B&T	1,392	21%	55%
BUS	4,194	13%	78%
CCC	130	30%	57%
HQ	2,759	33%	57%
LIRR	7,603	15%	36%
MNR	6,755	13%	39%
NYCT	52,174	18%	78%



Definitions of EEO Job Categories

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



Definitions of EEO Job Categories

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



MTA-Wide Underutilization Analysis Overview

MTA and all agencies conducted a utilization analysis of females and minorities in its workforce. The utilization analysis consists of comparing the percentage of females and minorities in the workforce to the percentages of qualified females and minorities in the relevant labor market.

In general, as of December 31, 2018, **females, Asians, Blacks** and **Hispanics** were underrepresented in some of the EEO job categories. A majority of the underrepresentation occurred within the Technicians, Skilled Craft and Service Maintenance job categories.

The following charts provide shaded/bolded areas that represent underutilization for each agency by EEO job category: (1) the female and minority workforce percentages for each agency; (2) estimated availability of females and minorities based on 2010 Census data by EEO job category; and (3) whether or not the estimated availability percentages were met for females and minorities within each of the EEO job categories.



Note: The following numbers and information do not reflect underutilization 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.

MTA-Wide Underutilization Analysis as of December 31, 2018

Job Category	Gender	Blacks		Hispanics		Asians		AI/AN*		NHOPI**		2+ Races		Whites	
		Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %
Officials & Administrators															
B&T	F	8%	11%	5%	2%	3%	4%	0%	0%	0%	0%	1%	2%	8%	9%
	M	8%	10%	6%	7%	5%	9%	0%	0%	0%	0%	3%	4%		
BUS	F	3%	10%	2%	3%	1%	2%	0%	0%	0%	0%	0%	1%	15%	4%
	M	8%	17%	5%	10%	4%	8%	0%	0%	0%	0%	2%	3%		
CCC	F	4%	5%	3%	5%	3%	6%	0%	0%	0%	0%	0%	0%	15%	12%
	M	4%	6%	3%	0%	9%	22%	0%	1%	0%	0%	1%	2%		
HQ	F	7%	14%	3%	5%	4%	6%	0%	0%	0%	0%	1%	1%	16%	14%
	M	5%	8%	4%	4%	6%	11%	0%	0%	0%	0%	1%	3%		
LIRR	F	5%	5%	2%	2%	1%	2%	0%	0%	0%	0%	1%	1%	11%	10%
	M	7%	8%	6%	7%	3%	5%	0%	1%	0%	0%	1%	3%		
MNR	F	4%	6%	3%	3%	3%	4%	0%	0%	0%	0%	1%	1%	13%	11%
	M	6%	9%	4%	6%	4%	5%	0%	0%	0%	0%	2%	3%		
NYCT	F	6%	12%	2%	2%	1%	3%	0%	0%	0%	0%	0%	1%	6%	7%
	M	18%	18%	8%	9%	10%	11%	0%	0%	1%	0%	2%	3%		

Note: The underutilized areas of representation are shaded. *American Indian/Alaskan Native. **Native Hawaiian Other Pacific Islander
 Note: Pursuant to FTA Circular 4704.1A EEO Requirements and Guidelines, white males have been excluded from the underutilization analysis.



MTA-Wide Underutilization Analysis as of December 31, 2018

Job Category	Gender	Blacks		Hispanics		Asians		AI/AN*		NHOPI**		2+ Races		Whites	
		Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %
Professionals															
B&T	F	8%	15%	4%	10%	3%	5%	0%	0%	0%	0%	1%	2%	13%	13%
	M	8%	6%	9%	9%	4%	7%	0%	0%	0%	0%	1%	6%		
BUS	F	8%	16%	5%	11%	4%	9%	0%	0%	0%	0%	1%	4%	13%	7%
	M	5%	12%	4%	6%	8%	16%	0%	0%	0%	0%	2%	4%		
CCC	F	11%	29%	7%	5%	11%	24%	0%	0%	0%	0%	0%	0%	23%	5%
	M	9%	10%	6%	5%	8%	5%	0%	0%	0%	0%	0%	5%		
HQ	F	6%	15%	4%	5%	4%	8%	0%	0%	0%	0%	1%	3%	20%	8%
	M	5%	12%	4%	9%	5%	15%	0%	0%	0%	0%	1%	4%		
LIRR	F	3%	3%	2%	2%	2%	3%	0%	0%	0%	0%	0%	1%	14%	8%
	M	6%	12%	5%	8%	6%	12%	0%	0%	0%	0%	1%	2%		
MNR	F	7%	11%	6%	6%	4%	5%	0%	1%	0%	0%	1%	3%	24%	10%
	M	4%	10%	4%	8%	4%	8%	0%	0%	0%	0%	0%	2%		
NYCT	F	6%	16%	3%	5%	4%	8%	0%	0%	0%	0%	0%	2%	14%	7%
	M	9%	14%	5%	5%	9%	19%	2%	0%	0%	0%	1%	2%		

Note: The underutilized areas of representation are shaded. *American Indian/Alaskan Native. **Native Hawaiian Other Pacific Islander

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



MTA-Wide Underutilization Analysis as of December 31, 2018

Job Category	Gender	Blacks		Hispanics		Asians		AI/AN*		NHOPI**		2+ Races		Whites	
		Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %
Technicians															
B&T	F	11%	6%	3%	6%	0%	1%	0%	0%	0%	0%	1%	1%	2%	4%
	M	16%	10%	16%	21%	3%	4%	0%	0%	0%	0%	2%	1%		
BUS	F	7%	6%	6%	13%	1%	0%	0%	0%	0%	0%	0%	0%	21%	44%
	M	5%	0%	5%	0%	8%	6%	0%	0%	0%	0%	3%	6%		
CCC	F	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	M	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
HQ	F	3%	0%	2%	1%	0%	0%	0%	0%	0%	0%	1%	1%	6%	4%
	M	7%	8%	11%	6%	3%	5%	0%	0%	0%	1%	1%	0%		
LIRR	F	3%	8%	3%	0%	2%	0%	0%	0%	0%	0%	0%	0%	6%	0%
	M	10%	0%	9%	17%	8%	8%	0%	8%	0%	0%	0%	0%		
MNR	F	4%	4%	2%	1%	1%	0%	0%	0%	0%	0%	1%	1%	4%	3%
	M	13%	18%	8%	8%	5%	6%	0%	0%	0%	0%	3%	4%		
NYCT	F	7%	21%	5%	3%	5%	1%	0%	0%	0%	0%	0%	0%	17%	5%
	M	8%	24%	5%	6%	7%	14%	0%	0%	0%	0%	1%	3%		

Note: The underutilized areas of representation are shaded. *American Indian/Alaskan Native. **Native Hawaiian Other Pacific Islander

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



MTA-Wide Underutilization Analysis as of December 31, 2018

Job Category	Gender	Blacks		Hispanics		Asians		AI/AN*		NHOPI**		2+ Races		Whites	
		Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %
Protective Services															
B&T	F	4%	14%	3%	3%	0%	0%	0%	0%	0%	0%	0%	1%	3%	2%
	M	4%	19%	7%	20%	2%	4%	0%	0%	0%	0%	0%	2%		
BUS	F	7%	0%	16%	17%	1%	0%	0%	0%	0%	0%	1%	0%	13%	17%
	M	22%	50%	5%	0%	0%	0%	0%	0%	0%	0%	7%	17%		
CCC	F	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	M	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
HQ	F	3%	3%	2%	3%	0%	0%	0%	0%	0%	0%	0%	1%	7%	6%
	M	7%	10%	8%	15%	2%	4%	0%	0%	0%	0%	1%	2%		
LIRR	F	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	M	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
MNR	F	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	3%	8%
	M	4%	0%	6%	8%	1%	0%	0%	0%	0%	0%	4%	25%		
NYCT	F	10%	15%	6%	3%	2%	0%	0%	0%	0%	0%	0%	1%	19%	2%
	M	14%	34%	8%	17%	3%	6%	0%	0%	0%	0%	1%	2%		

Note: The underutilized areas of representation are shaded. *American Indian/Alaskan Native. **Native Hawaiian Other Pacific Islander
 Note: Pursuant to FTA Circular 4704.1A EEO Requirements and Guidelines, white males have been excluded from the underutilization analysis.



MTA-Wide Underutilization Analysis as of December 31, 2018

Job Category	Gender	Blacks		Hispanics		Asians		AI/AN*		NHOPI**		2+ Races		Whites	
		Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %
Para-Professionals															
B&T	F	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	M	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
BUS	F	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	M	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
CCC	F	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	M	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
HQ	F	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	M	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
LIRR	F	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	M	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
MNR	F	12%	11%	12%	7%	4%	4%	0%	0%	0%	0%	1%	0%	41%	30%
	M	2%	7%	2%	0%	1%	4%	0%	0%	0%	0%	0%	4%		
NYCT	F	11%	27%	9%	16%	3%	6%	0%	0%	0%	0%	1%	4%	26%	4%
	M	7%	20%	5%	8%	3%	6%	0%	0%	0%	0%	0%	2%		

Note: The underutilized areas of representation are shaded. *American Indian/Alaskan Native. **Native Hawaiian Other Pacific Islander

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



MTA-Wide Underutilization Analysis as of December 31, 2018

Job Category	Gender	Blacks		Hispanics		Asians		AI/AN*		NHOP**		2+ Races		Whites	
		Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %
Administrative Support															
B&T	F	37%	63%	9%	8%	3%	4%	0%	0%	0%	0%	0%	0%	13%	5%
	M	4%	4%	3%	0%	4%	4%	0%	0%	0%	0%	0%	0%		
BUS	F	11%	17%	8%	9%	3%	2%	0%	0%	0%	0%	2%	3%	10%	6%
	M	16%	18%	6%	4%	7%	9%	0%	1%	0%	0%	3%	8%		
CCC	F	12%	9%	12%	27%	3%	0%	0%	0%	0%	0%	1%	9%	44%	19%
	M	1%	18%	1%	18%	5%	9%	0%	0%	0%	0%	0%	0%		
HQ	F	11%	36%	11%	9%	4%	3%	0%	0%	0%	0%	1%	6%	41%	19%
	M	2%	9%	2%	6%	1%	3%	0%	0%	0%	0%	0%	0%		
LIRR	F	13%	21%	10%	8%	4%	2%	0%	0%	0%	0%	1%	1%	26%	20%
	M	5%	10%	4%	5%	2%	1%	0%	0%	0%	0%	1%	2%		
MNR	F	11%	22%	11%	7%	4%	1%	0%	0%	0%	0%	0%	2%	30%	10%
	M	4%	14%	5%	7%	2%	2%	0%	0%	0%	0%	0%	3%		
NYCT	F	19%	31%	8%	6%	3%	3%	0%	0%	0%	0%	1%	1%	8%	2%
	M	19%	23%	9%	9%	6%	16%	0%	0%	0%	0%	1%	1%		

Note: The underutilized areas of representation are shaded. *American Indian/Alaskan Native. **Native Hawaiian Other Pacific Islander

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



MTA-Wide Underutilization Analysis as of December 31, 2018

Job Category	Gender	Blacks		Hispanics		Asians		AI/AN*		NHOPi**		2+ Races		Whites	
		Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %
Skilled Craft															
B&T	F	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	M	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
BUS	F	1%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%
	M	24%	33%	13%	15%	9%	12%	0%	0%	1%	1%	4%	6%		
CCC	F	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	M	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
HQ	F	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	M	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
LIRR	F	5%	3%	2%	1%	0%	0%	0%	0%	0%	0%	0%	0%	5%	5%
	M	14%	13%	11%	11%	4%	3%	0%	0%	1%	0%	2%	3%		
MNR	F	1%	1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%	0%
	M	12%	17%	10%	10%	2%	2%	0%	1%	0%	0%	2%	3%		
NYCT	F	6%	4%	2%	1%	1%	0%	0%	0%	0%	0%	0%	0%	2%	0%
	M	26%	33%	12%	12%	8%	15%	0%	0%	0%	0%	1%	2%		

Note: The underutilized areas of representation are shaded. *American Indian/Alaskan Native. **Native Hawaiian Other Pacific Islander

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



MTA-Wide Underutilization Analysis as of December 31, 2018

Job Category	Gender	Blacks		Hispanics		Asians		AI/AN*		NHOPI**		2+ Races		Whites	
		Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %
Service Maintenance															
B&T	F	3%	1%	7%	2%	1%	0%	0%	0%	0%	0%	0%	0%	3%	1%
	M	14%	21%	24%	14%	3%	4%	0%	1%	0%	0%	1%	4%		
BUS	F	7%	8%	5%	3%	0%	0%	0%	0%	0%	0%	0%	0%	1%	1%
	M	32%	43%	18%	19%	4%	6%	0%	0%	0%	0%	1%	3%		
CCC	F	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	M	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
HQ	F	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	M	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
LIRR	F	6%	8%	5%	3%	1%	0%	0%	0%	0%	0%	0%	1%	6%	6%
	M	13%	19%	16%	12%	2%	2%	0%	0%	0%	0%	1%	2%		
MNR	F	4%	6%	6%	2%	1%	0%	0%	0%	0%	0%	0%	1%	5%	6%
	M	14%	17%	18%	10%	2%	2%	0%	0%	0%	0%	1%	3%		
NYCT	F	13%	15%	4%	4%	0%	0%	0%	0%	0%	0%	0%	0%	2%	1%
	M	28%	42%	16%	18%	4%	5%	0%	0%	0%	0%	1%	2%		

Note: The underutilized areas of representation are shaded. *American Indian/Alaskan Native. **Native Hawaiian Other Pacific Islander
 Note: Pursuant to FTA Circular 4704.1A EEO Requirements and Guidelines, white males have been excluded from the underutilization analysis.



Metropolitan Transportation Authority Department of Diversity and Civil Rights

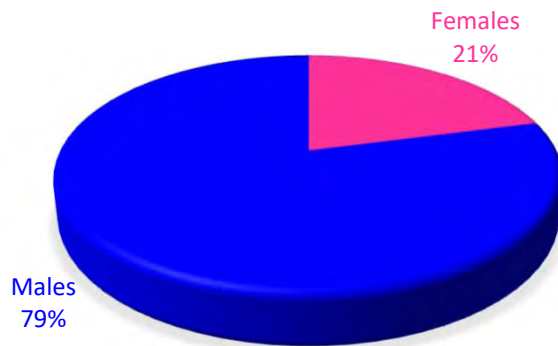
MTA-Wide New Hires and Veterans
Fourth Quarter 2018

February 25, 2019

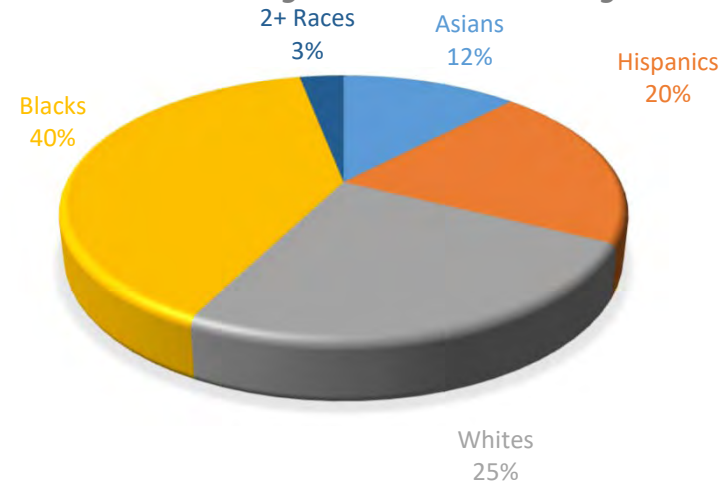


MTA-Wide New Hires as of December 31, 2018

New Hires By Gender



New Hires By Race/Ethnicity



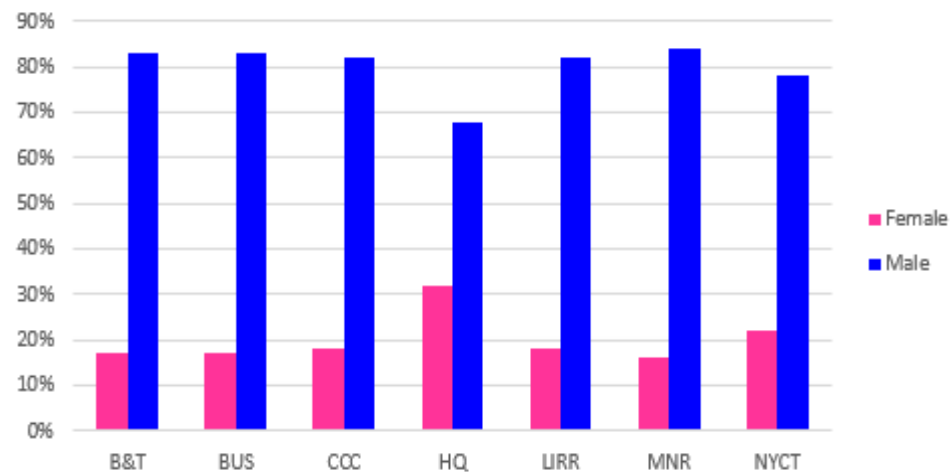
MTA hired **5,679** employees, including **213** veterans: **21%** of new hires were females and minorities comprised **75%**.

- ❑ Females were hired above their percentage of representation in the workforce.
- ❑ Minorities were hired above their percentage of representation in the workforce.

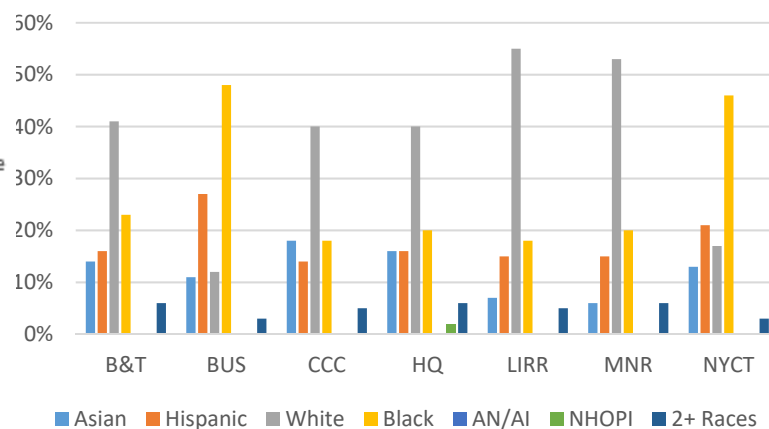


New Hires By Agency as of December 31, 2018

MTA Agencies New Hires By Gender



MTA Agencies New Hires By Race/Ethnicity



Agency	New Hires	Females	Minorities
B&T	87	17%	59%
BUS	428	17%	89%
CCC	22	18%	55%
HQ	250	32%	60%
LIRR	553	18%	45%
MNR	481	16%	47%
NYCT	3,858	22%	83%



Metropolitan Transportation Authority Department of Diversity and Civil Rights

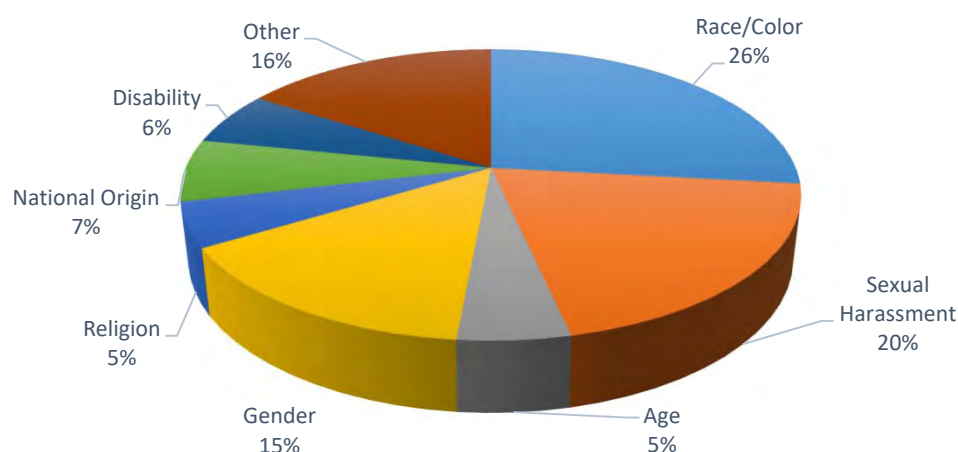
MTA-Wide Complaints and Lawsuits Fourth Quarter 2018



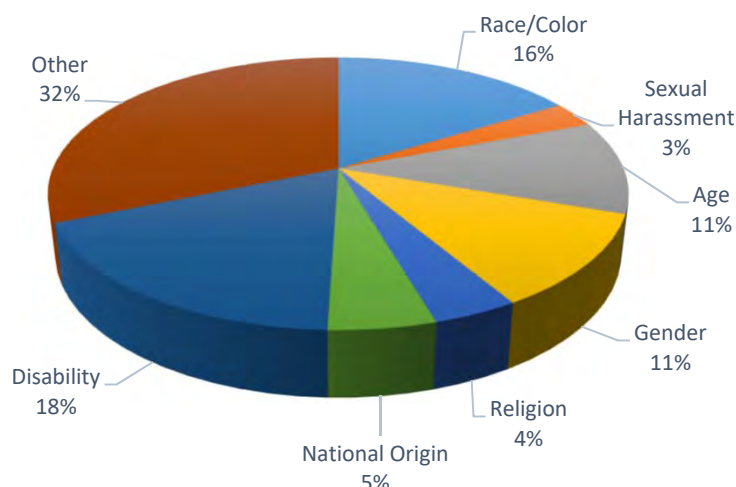
February 25, 2019

MTA-Wide EEO Internal/External Discrimination Complaints by Bases January 1, 2018 to December 31, 2018

Internal EEO Complaints by Bases



External EEO Complaints by Bases



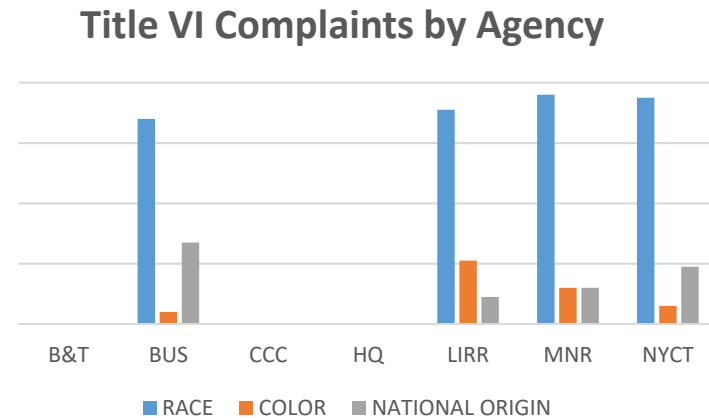
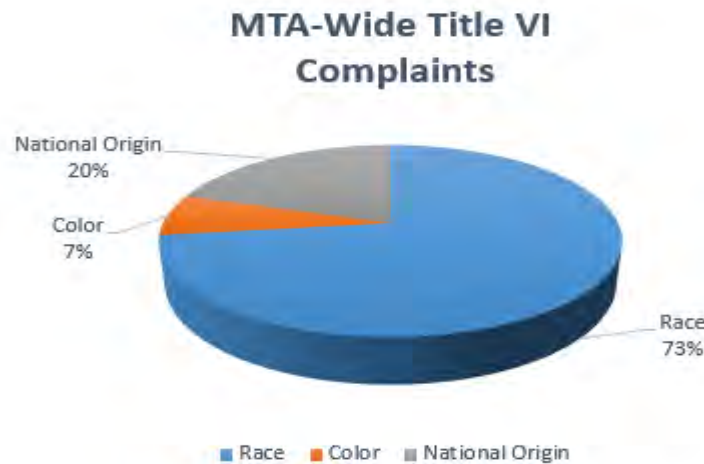
MTA handled **591** EEO complaints, citing **1063** separate bases, and **114** lawsuits.

- ❑ **324** filed internal complaints.
- ❑ **267** filed external complaints.
- ❑ The most frequently cited bases internally was race/color and externally was disability.



Note: Complaints can be filed alleging multiple bases.

MTA-Wide Title VI Complaints by Bases and Lawsuits January 1, 2018 to December 31, 2018



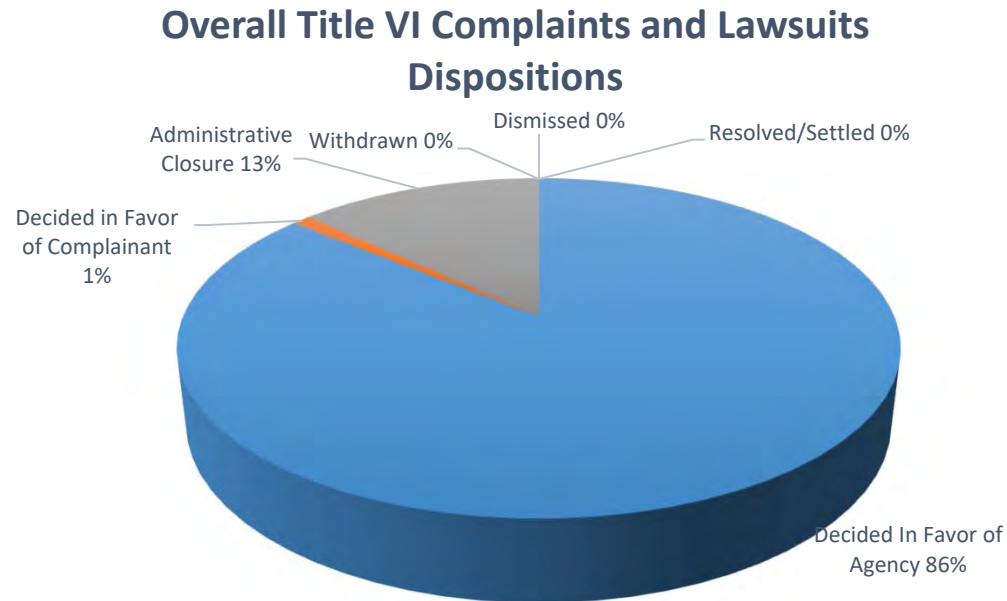
MTA handled a total of **377** Title VI complaints with **406** bases and **0** Title VI lawsuits.

Agency	Complaints	Bases	Race	Color	National Origin
BUS	88	95	68%	4%	27%
LIRR	25	34	71%	21%	9%
MNR	22	25	76%	12%	12%
NYCT	242	252	75%	6%	19%

Note: Complaints can be filed alleging multiple bases.



MTA-Wide Title VI Complaints and Lawsuits Dispositions January 1, 2018 to December 31, 2018



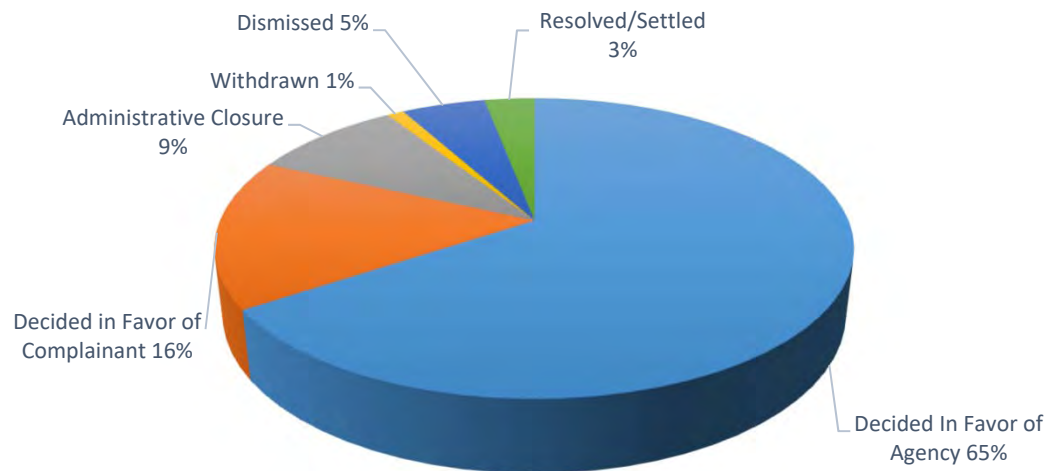
MTA disposed of **188** Title VI complaints and **0** Title VI lawsuits

- ❑ **86%** complaints decided in favor of the agency.
- ❑ **1%** complaints decided in favor of the complainant.
- ❑ **13%** complaints were administrative closures.
- ❑ **0%** complaints were dismissed.
- ❑ **0%** complaints were resolved/settled.



MTA-Wide EEO Complaints and Lawsuits Dispositions January 1, 2018 to December 31, 2018

Overall EEO Complaints and Lawsuits Dispositions



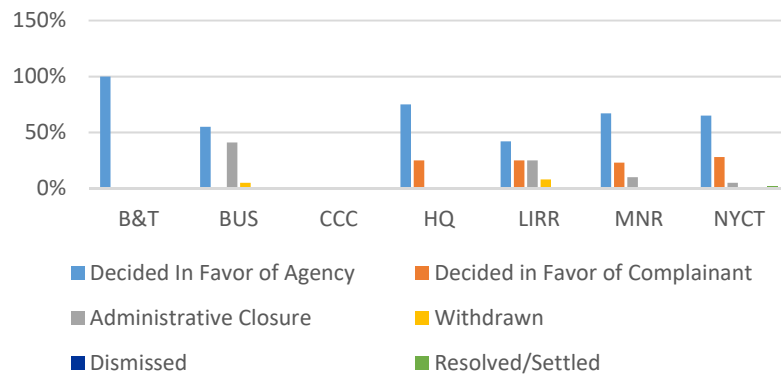
MTA disposed **238** EEO complaints and **16** EEO lawsuits.

- ❑ **66%** complaints/lawsuits decided in favor of the agency.
- ❑ **18%** complaints /lawsuits decided in favor of the complainant.
- ❑ **9%** complaints/lawsuits were administrative closures.
- ❑ **1%** complaints/lawsuits were withdrawn.
- ❑ **5%** complaints/lawsuits were dismissed.
- ❑ **3%** complaints/lawsuits were resolved/settled.

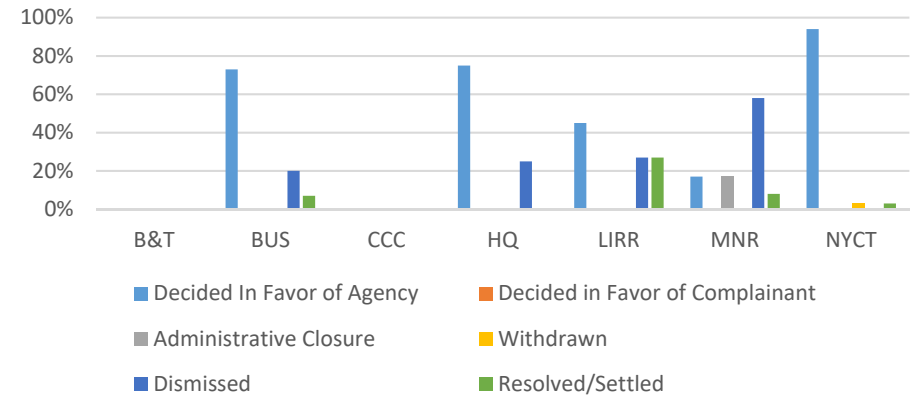


MTA-Wide Internal/External EEO Complaints and Lawsuits Dispositions January 1, 2018 to December 31, 2018

EEO Internal Complaint Dispositions



EEO External Complaint and Lawsuits Dispositions



Metropolitan Transportation Authority Headquarters

**Michael J. Garner, Chief Diversity Officer
Strategies to Improve Utilization in the Workforce**

February 25, 2019



Message To The Board

I. Message From Michael J. Garner, Chief Diversity Officer and MTA HQ

- ❑ As Chief Diversity Officer for MTA and its affiliated agencies I reaffirm my commitment to ensure all MTA agencies use good faith efforts to ensure the equitable representation and advancement of protected group members at all levels of employment.
- ❑ MTA HQ reaffirms its commitment to diversity and inclusion in the workplace. This applies not only to gender and race-based classifications, but extends to veteran status, disability status, and membership in the LGBTQ community.



Message To The Board

II. Keeping Employees Informed Of Their EEO Rights

- ❑ As Chief Diversity Officer, I will ensure that MTA employees are aware of the MTA Equal Employment Opportunity and Workplace Harassment policies and that all violations are addressed in a professional, expeditious and fair manner.
- ❑ DDCR ensures that all agencies post their EEO Policy Statement, Sexual and Other Discriminatory Harassment Policies annually.
- ❑ DDCR has encouraged EEO Officers to inform all of their agency's employees of their EEO rights and the consequences of retaliation.



Diversity Initiatives

III. MTA HQ 2019 Diversity Initiatives

- DDCR has established an agency-wide working group consisting of HR representatives and EEO Officers to develop best practices that will maximize resources to ensure MTA's workforce is reflective of the region that we serve and the relevant labor market.
 - This MTA All-Agency Diversity Committee was established pursuant to a larger effort by the NYS Governor's Office to increase workforce diversity statewide, and has developed 10 recommended strategies to improve diversity MTA-wide.
- MTA HQ will continue to coordinate and attend multi-agency events such as job fairs and outreach initiatives, including, but not limited to, military events, events for people with disabilities, events focused on women, LGBTQ events, and general diversity events.



Diversity Initiatives

III. MTA HQ 2019 Diversity Initiatives – cont’d

- ❑ MTA HQ will continue to spearhead its efforts at providing “train the trainer” information sessions designed to showcase MTA’s employment and examination opportunities to public sector agencies and non-profit diversity groups.
- ❑ MTA HQ will be hosting All-Agency training sessions for its talent acquisition teams, including sessions involving how to read a military resume and DD-214, and requirements established by USERRA.
- ❑ During 2019, MTA HQ will continue its partnership with NYU-Rusk’s Business Advisory Committee, where MTA HQ staff will provide feedback and guidance to Rusk participants regarding their resumes and presentation skills.



Metropolitan Transportation Authority MTA Police Department

**Chief Owen Monaghan
Strategies to Improve Utilization in the Workforce**

February 25, 2019



Message To The Board

I. Message From Chief Owen Monaghan

- Increasing diversity in the ranks continues to be an important priority for the MTA Police Department not only at the entry level, but at all levels of the Department.
- To that end, I have instructed my command staff to encourage all officers, particularly women and minorities, to take advantage of internal opportunities. In addition, I have reached out to the Guardians Association and the New York Women in Law Enforcement organization seeking their assistance in recruiting new officers.

II. Keeping Employees Informed Of Their EEO Rights

- Employees are required to complete annual compliance training and are provided with a detailed presentation from DDCR at New Hire Orientation.
- A Representative from DDCR recently attended a Command Staff meeting to reinforce policies, procedures, and compliance related to EEO Rights. This representative emphasized that retaliation against employees will not be tolerated.



2018 End-of-Year Accomplishments

III. MTA Police Department 2018 End-of-Year Key Accomplishments

- ❑ MTA PD in partnership with the MTA Human Resources Department increased the recruitment of females and minorities within the MTA PD workforce as follows:
 - ❑ Recruited 82 entry-level Police Officers (71 Males and 11 Females).
 - ❑ Male/White 55%, Male/Hispanic 13%, Male/Asian 8%, Male/black 6%, Female/White 7%, Female/Spanish 4%, Female/Black 1%
 - ❑ Recruited 7 civilians (3 Males and 4 Females).
 - ❑ Female/Black 29%, Female/Hispanic 29%, Male/White 29% and Male/Black 14%
 - ❑ Promoted 32 members of the Department to ranks from Detective to Command Staff (31 Males and 1 Female).
 - ❑ Male/White 72%, Male/Black 13%, Male/Hispanic 9%, Male/Asian 3%, Female/ Hispanic 3% and Other 3%
- ❑ MTA PD in partnership with the MTA Human Resources Department attended various community and career fairs as part of our outreach commitment. These include, but are not limited to, Asian Diversity Career Expo, Circle of Sisters, Harlem Week, NYC Department of Corrections Career Fair, Monroe College Black History Month Celebration of Excellence, MTA HQ Black History Month, Career Day at PS/MS 43 Q, Job Expo – Camden, New Jersey, John Jay College Public Safety Day, and others.
- ❑ MTA PD held their first Veteran’s Appreciation Day Celebration on November 9, 2018.



2019 Mid-Year Initiatives

IV. MTA Police Department 2019 Mid-Year Key Diversity Initiatives

- ☐ Plan to attend outreach events in an effort to encourage females and minorities to consider employment with the MTA PD.
- ☐ Continue to recruit diverse applicants for all entry-level, supervisory, leadership, special assignment and civilian positions within MTA PD.
- ☐ Begin planning for a new entry level police officer recruitment initiative.



Metropolitan Transportation Authority Capital Construction

Janno Lieber
Strategies to Improve Utilization in the Workforce

February 25, 2019



Message To The Board

I. Message From MTACC's President

- ❑ I am committed to advancing an organizational attitude that capitalizes on the true profits of an innovative, diverse, inclusive and respectful workforce. Each employee at Capital Construction is an intersection of multiple facets of diversity. Diversity nourishes innovation. True innovation thrives in an inclusive environment that values diverse ideas, leverages unique perspectives and invites everyone to achieve collaborative breakthroughs across the entire organization.
- ❑ Bias, discrimination and exclusion stymie diversity and innovation and impact performance. These behaviors are not aligned with MTACC values. I remain committed to leveraging the tenets embodied in the principles of civil rights, equality and fairness in all MTACC activities.

II. Keeping Employees Informed Of Their EEO Rights

- ❑ The role and responsibilities of MTACC's Chief EEO Officer, Dr. Rosalyn Green, were reiterated at the January 2019 All Hands Meeting. Dr. Green is charged with ensuring that all MTACC employees are aware of and take steps to comply with internal policies and relevant EEO laws and regulations.
- ❑ We distributed two interagency emails to remind all MTACC employees (and work affiliates) that MTACC has zero tolerance for discrimination and harassment.



2018 End-of-Year Accomplishments

III. MTACC's 2018 End-of-Year Key Accomplishments

Our strong commitment to diversity is reflected by our workforce: Minorities represent 57% of our current workforce, 60 % of employees promoted and 55% of the new hires during fiscal year 2018. Women have made significant advancement in all areas of the construction management industry. MTACC is proud to report that 60% of our promotions and 27% of our new hires were female.

MTACC will continue to hire, compensate and promote individuals according to their abilities. Implied in our values is the belief that professional qualifications – not gender, race or other personal characteristics – are key to leadership potential.

- ❑ We achieved our goal to establish a Diversity and Equal Opportunity Department, and welcomed our first Chief EEO Officer, Dr. Rosalyn Green, in May 2018.
- ❑ We expanded our internship program and exposed several underrepresented groups to opportunities at MTACC. Seven STEM* college students (five minority, four female) in engineering and finance disciplines worked on MTACC projects. In 2018, we successfully hired two minority females as full-time employees who are graduates of our internship program.
- ❑ We incorporated diversity and cultural competency training into our professional development program. Throughout the month of November, *all* employees participated in our "Respect in the Workplace" Diversity Dialogue Sessions. During these interactive workshops, employees identified behaviors that supported a innovative, inclusive and respectful environment and adopted them as MTACC's *Ten Standard of Respect*.



*Science, Technology, Engineering, and Mathematics

2019 Mid-Year Initiatives

IV. MTACC's 2019 Mid-Year Key Diversity Initiatives

As MTACC streamlines processes to control costs required to manage our capital projects, we will remain diligent in our efforts to address areas of underutilization within the workforce. We are customizing our strategies to ensure that the current hiring freeze does not stagnate current initiatives to improve diverse hiring.

- ❑ We will continue to measure every aspect of our recruitment, screening, and hiring process to identify roadblocks to a more diverse workforce.
- ❑ Diversity recruiting requires strategy and relationship building. MTACC will expand working relationships with external constituencies and participate in targeted or hosted recruitment events to further brand MTACC as an "employer of choice" for recruitment of employees in areas of underrepresentation.
- ❑ In an effort to retain our highly diverse workforce and influence top performer to remain in their roles during this restriction period, we will be very focused on development of our internal talent. We will identify employees with leadership potential and prepare them for higher-level positions. We see leadership workshops as a way to develop more cross-functional teams and increase the qualifications of internal employees who want to move into a higher role when it is available.



Metropolitan Transportation Authority MNR

Catherine Rinaldi
Strategies to Improve Utilization in the Workforce

February 25, 2019



Message To The Board

I. Message From Catherine Rinaldi, MNR President

- ❑ I am committed to increasing diversity in the workforce and maintaining a culture that embraces our differences. Our Agency and its leadership support these values through implementation of Metro-North's Strategic Plan that identifies "Our People" as our greatest resource.
- ❑ MNR's diversity goal is to increase the representation of females, minorities, veterans and individuals with disabilities throughout the organization.

II. Keeping Employees Informed Of Their EEO Rights

- ❑ In an effort to ensure that our employees are aware of their EEO rights, MNR's Office of EEO & Diversity trained approximately 3,700 employees via trainings on *EEO, Harassment, & Respect in the Workplace, Leadership Core 2, Recertification for Conductors and Locomotive Engineers, Foremen in Training, and New Hire Orientation* during this reporting period.
- ❑ To ensure employees are protected against retaliation, MNR disseminated EEO policies via e-mail, intranet, MNR campus postings, and employee group trainings.



2018 End-of-Year Accomplishments

III. MNR's 2018 End-of-Year Key Accomplishments

- ❑ In efforts to retain females and promote veteran professional development, MNR hosted a Lunch & Learn Forum honoring female veterans' contributions to MNR with female veterans discussing the topics of mentoring, work/life balance, and promotional opportunities for veterans in transportation. In addition, MNR issued our veteran workforce a Veteran's Coin to recognize their service. We also honored veterans by holding a Veterans Day Wreath Laying ceremony at Grand Central Terminal.
- ❑ MNR continued its interactive and engaging in-person training: *EEO, Harassment, & Respect in the Workplace*. The training apprises employees of their EEO rights and responsibilities as well as strengthens professional relationships across the MNR workforce. Over 3,000 employees have received this in-person training.
- ❑ As part of MNR's the "Way Ahead Plan" we commenced a partnership with local high schools such as Alfred E. Smith Career and Technical HS to create apprenticeship programs for minorities. We also worked with Non-traditional Employment for Women (NEW) and sponsored a skilled craft class for the participants. In executing the Plan's objective to hire, retain, and stabilize MNR's workforce, external outreach efforts were established with universities, libraries, veterans organizations, and job fairs to attract a diverse, quality workforce.



2019 Mid-Year Initiatives

IV. MNR's 2019 Mid-Year Key Diversity Initiatives

- ❑ Although limited by budget restrictions, MNR will increase outreach to local municipalities, mayors and local officials and re-introduce MNR to our customer base to establish recruitment initiatives for females, minorities, veterans, and/or applicants/persons with disabilities in the skilled craft trades.
- ❑ To engage our workforce, MNR has planned panels, speakers and published articles to celebrate Black History Month, National Women's History Month and accomplishments of other minorities underrepresented at MNR. MNR is also continuing our Women's Book Club series.
- ❑ By June 2019, MNR's office of EEO and Diversity will roll out our initial Employee Resource Groups.



Metropolitan Transportation Authority Long Island Rail Road (LIRR)

**Phillip Eng
Strategies to Improve Utilization in the Workforce**

February 25, 2019



Message To The Board

I. Message From LIRR President, Phillip Eng

- While LIRR Forward Corporate Plan is customer focused, it cannot be successful without our most valuable resource – our employees. We make every effort to attract, develop and retain a workforce profile that reflects the diversity of the region's labor pool. We also operate our services without regard to race, color, or national origin, in accordance with Title VI of the Civil Rights Act of 1964.
- Continuous efforts, with executive leadership buy-in are being made to recruit, hire and retain women, Blacks, Hispanics, Asians, persons with disabilities, and military veterans throughout all EEO job categories.

II. Keeping Employees Informed Of Their EEO Rights

- Extensive EEO and Diversity training and outreach site visits.
- Annual mailing of the President's Personal Commitment to Diversity and Sexual and Other Discriminatory Harassment Policies. Policy overview included as part of all training modules. The Commitment Letter and Policies are posted on LIRR's intranet site, and forwarded to department heads with instructions to print and post conspicuously throughout the company.
- Deliver information about employee rights under relevant policies during various training modules, and all complaint investigation interviews.



Diversity Initiatives

III. LIRR's 2018 Diversity Initiatives

- ❑ LIRR Diversity Council endeavored to enhance diversity awareness through communication, education, and leadership. Between January and December, LIRR celebrated Black History Month, Women's History Month, Asian-Pacific Islander Heritage Month, and Hispanic Heritage Month.
- ❑ LIRR Management Education Core Curriculum and other training modules included training over 300 managers and supervisors as of December 31st, Recertification Block Training conducted weekly and New Hire Orientation conducted twice per month. Additionally, diversity remediation training is conducted on an as needed basis. Training plays an integral part in communicating the company's commitment to diversity and influencing workplace behavior, thereby creating a welcoming and inclusive work environment where all employees can succeed regardless of gender, race or other EEO factors.

New Initiatives

- ❑ In addition to ongoing efforts to recruit from women and minority professional organizations, certain career opportunities were advertised on Facebook, LinkedIn and Indeed beginning third quarter 2018. All ads encourage women, minorities and veterans to apply.
- ❑ Diversity Council members will become departmental diversity liaisons and report back to Diversity Management staff on all diversity related issues.



Long Island Rail Road Internship Program

IV. 2018 Paid Internship Program

- ❑ Employed 43 college interns
- ❑ 53% of the 2018 hires are female and 65% minority (9.3% Black, 14% Hispanic, 32% Asian, and 9.3 % 2+Races).
- ❑ Since 2017, 13 interns were hired into full-time positions, including 4 females and 5 minorities (3 Black, 1 Hispanic and 1 Asian).
- ❑ LIRR will continue to recruit from schools with diverse student bodies to ensure that our internship program is diversified.
- ❑ Internships are effective and beneficial to both students and the organization. Interns are assigned work on projects often related to their major. LIRR benefits from interns offering new ideas, initiatives and skills.



2019 Mid-Year Diversity Initiatives

V. LIRR's 2019 Diversity Initiatives

- ☐ Strengthen and expand working relationships with external women, minority, veterans, and persons with disabilities organizations.
- ☐ Partner with the Governors Office of Constituency Affairs to advertise vacancies with women, minority, veteran and persons with disabilities professional organizations.
- ☐ Continue EEO/Diversity and Inclusion training efforts to influence workplace behavior.
- ☐ Develop unpaid internship program.
- ☐ Develop email list of NY State and City legislators to send job vacancies.
- ☐ Advertise in minority community newspapers.



Metropolitan Transportation Authority MTA Bus

Darryl C. Irick

Strategies to Improve Utilization in the Workforce

February 25, 2019



Message To The Board

I. Message From MTA Bus President

MTA Bus is committed to creating an environment free from discrimination and harassment. We value equality, inclusion, and diversity. These values create a collaborative culture of respect and impartiality for our employees, vendors, customers, and the communities we serve.

- ❑ Our vision embodies creating initiatives that promote diversity and inclusion in the workplace and proactively addressing discrimination and inequality.
- ❑ The goals of MTA Bus include increasing representation of women, minorities, veterans, and individuals with disabilities.

II. Keeping Employees Informed Of Their EEO Rights

- ❑ All MTA EEO policies were updated and posted at each worksite and on the MTA intranet.
- ❑ Employees are informed of the consequences of retaliation in our EEO Policy Statement and held accountable for instances of retaliation.



2018 End of Year Accomplishments

III. MTA Bus 2018 End-of-Year Key Accomplishments

- ❑ MTA Bus was an active participant in 68 recruitment/outreach events, including but not limited to, Catalyst's Recruiting and Retaining Women symposium, Veterans Jobs Mission, ACCES-VR for persons with disabilities.
- ❑ Female and minority underrepresentation improved relative to availability in the Technicians (Hispanics), Protective Services (Hispanic females), and Service Maintenance (Asian females) job categories.
- ❑ 88% of MTA Bus employees received EEO and Sexual Harassment training.



2019 Mid-Year Initiatives

IV. MTA Bus 2019 Mid-Year Key Diversity Initiatives

MTA Bus has identified the following 2019 workforce initiatives/strategies to support the recruitment, retention, and promotion of females, minorities, veterans, and/or applicants/persons with disabilities in the workplace

- ☐ Provide manager training on Gender Awareness and Domestic Violence
- ☐ Support the development of diversity events at MTA Bus depots
- ☐ Roll out detailed communications for MTA Voluntary Self-Identification forms at MTA Bus depots
- ☐ Posting schedules for exam-based jobs at local businesses and other establishments near MTA Bus depots



Metropolitan Transportation Authority New York City Transit

Andy Byford

Strategies to Improve Utilization in the Workforce

February 25, 2019



Message To The Board

I. NYCT President & Leadership Team Commitment

- ❑ One of the four priorities of the Fast Forward Plan is the commitment to engage and empower employees by showing we value them, by embracing diversity & inclusion at every level, and by working to create more of a team culture that is customer focused.
- ❑ Management is provided with the tools, information and inclusive culture training needed to deliver on our commitment to an agency that is as diverse as the city it serves.

II. Keeping Employees Informed Of Their EEO Rights

- ❑ Distribute annual letters from the President on EEO, Sexual and Other Discriminatory Harassment and Respect in the Workplace Policies, and post the information on the NYCT website and in our buildings and facilities.
- ❑ Conduct thorough investigations of all EEO complaints, including complaints alleging retaliation. Provide EEO training to all employees and deliver information about employees' rights and responsibilities during the onboarding of newly hired and promoted employees.



2018 End-of-Year Accomplishments

III. New York City Transit 2018 End-of-Year Key Accomplishments

- ✓ Delivered inclusive behavior workshops to over 1500 managers and supervisors
- ✓ Established the following 7 Transit Employee Groups (TEG):
 - ✓ All Generational Group
 - ✓ Black Employee Group for Inclusion & Networking (BEGIN)
 - ✓ Empowering Women in Transportation
 - ✓ Latinos for Engagement, Advancement & Diversity (LEAD)
 - ✓ Multicultural Transit Employee Group
 - ✓ Pride Express
 - ✓ Veterans Employee Group
- ✓ Developed the diversity dashboard.
- ✓ Participated in 19 recruitment/networking events promoting NYCT to diverse communities and organizations. Forty percent of these events were sponsored by the NYS Department of Labor and New York City county community representatives.



2019 Mid-Year Initiatives

IV. New York City Transit 2019 Mid-Year Key Diversity Initiatives*

- ☐ Host a Diversity Awareness Week during the second quarter of 2019.
- ☐ Continue to leverage partnerships with the Mayor's Office of People with Disabilities and MTA's Veterans Recruitment Office.
- ☐ Expand the NYCT's College Aide Program.
- ☐ Establish Transit Diversity Advisory Council (TEG Leaders and Executive Sponsors).
- ☐ Rollout the interactive access Diversity Dashboard.

* MTA agency-wide employment-related restrictions present a potential long-term risk to representation improvements.



Metropolitan Transportation Authority Department of Diversity and Civil Rights

MTA Small Business Development Program Business Development Initiatives and MWDBE Results

February 25, 2019



Small Business Development Program

Mission Statement

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



Elements of the SBDP

- Prime Contract Bid Opportunities
- Business Management, Leadership and Technical Training
- Access to Working Capital and Surety Bonding
- Comprehensive business consulting services
- Experience working on MTA Projects up to \$3.0 million
- Fast-Track Payments – 10 Business Days



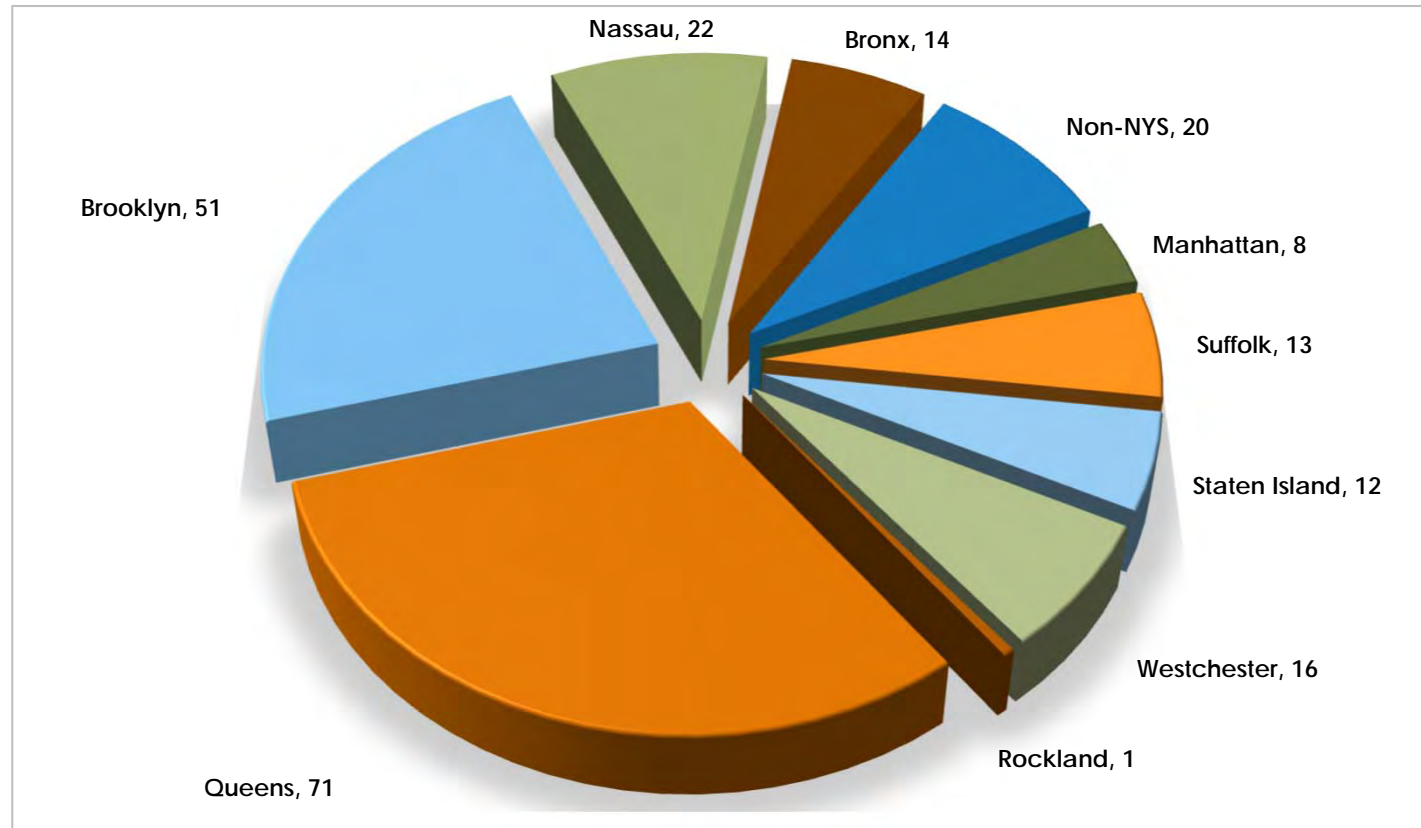
SBDP Represents NY Metro Region

Small Business Mentoring Program All Tiers

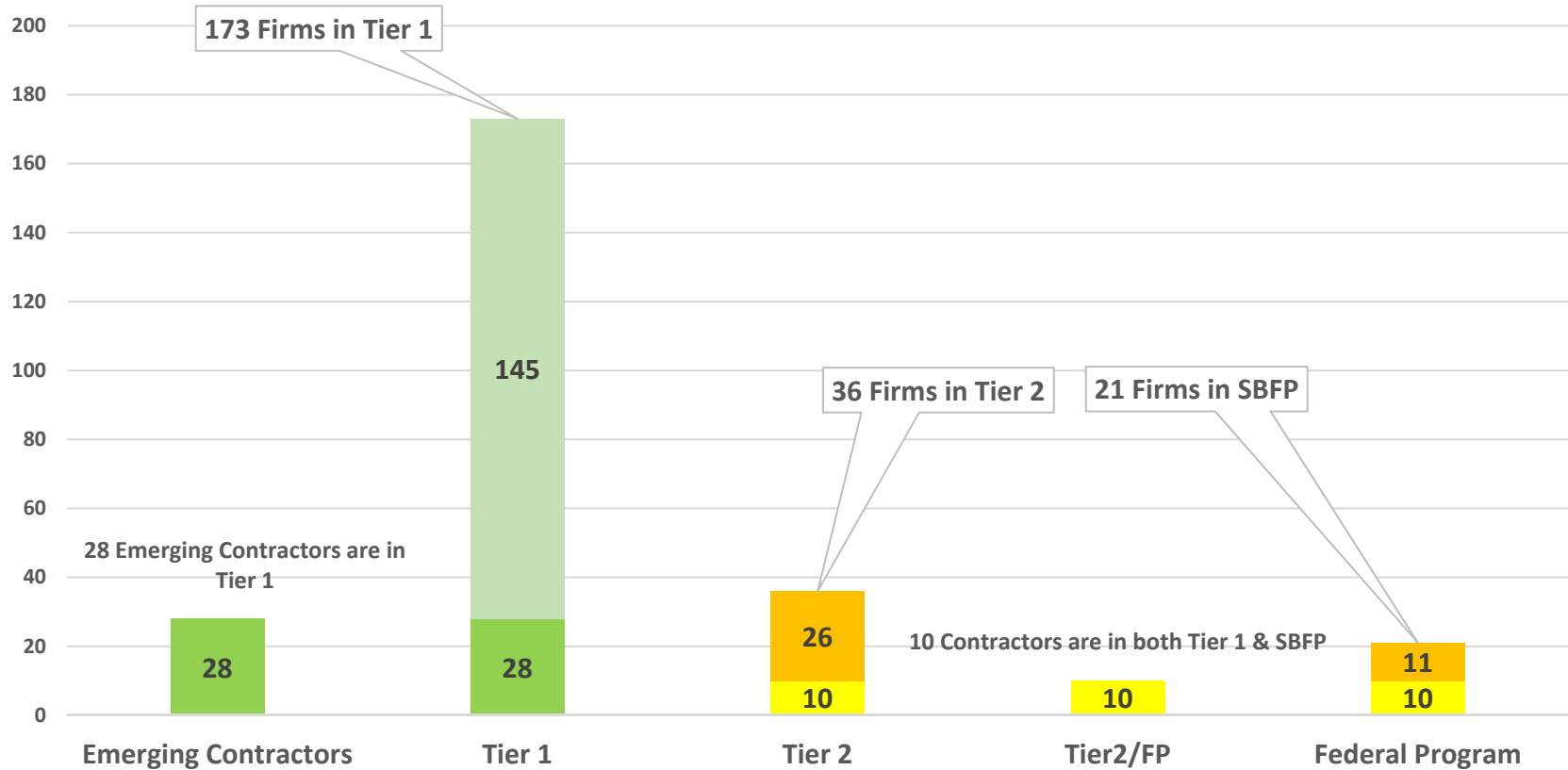
Certification *	
MBE	147
WBE	37
DBE	39
SDVOB	7
Non-Certified	71

** firms may have multiple certifications*

228 Prequalified Firms (as of December 31, 2018)



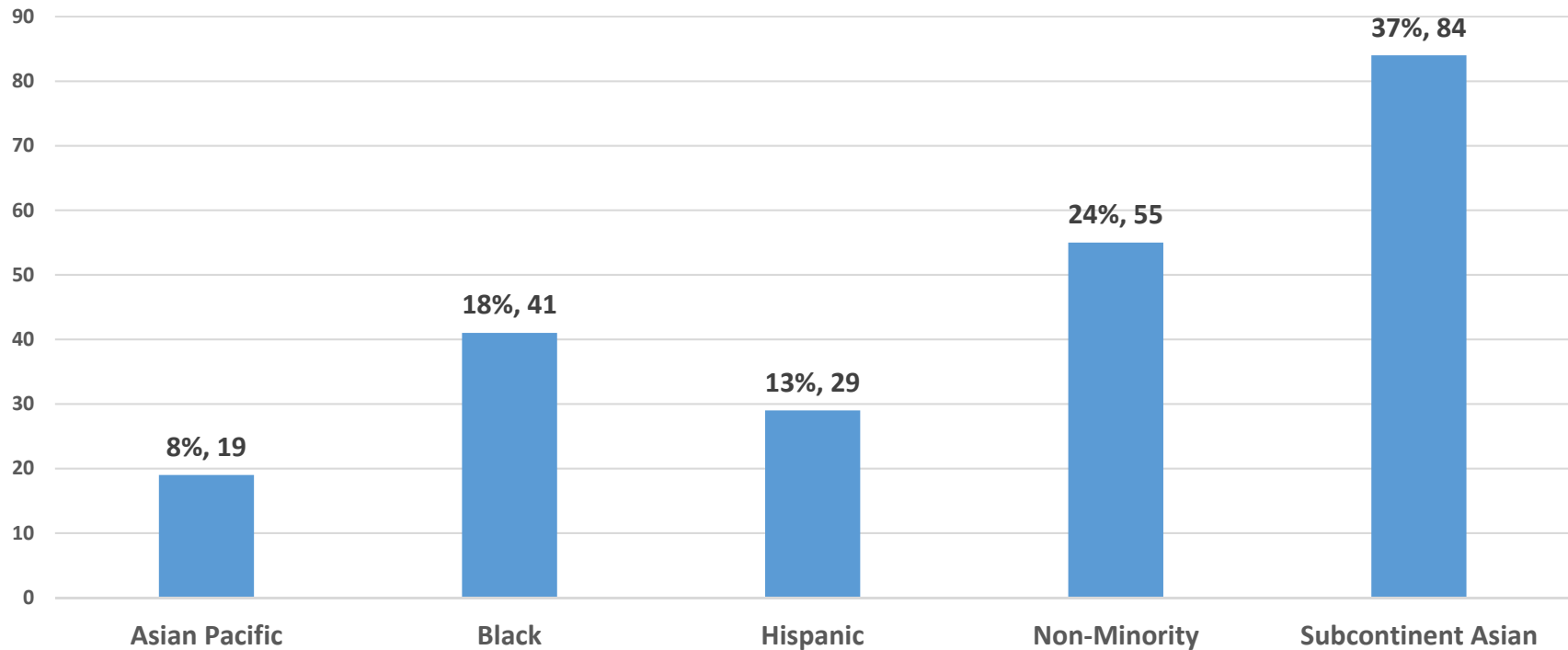
SBDP Tier Participants



December 31, 2018



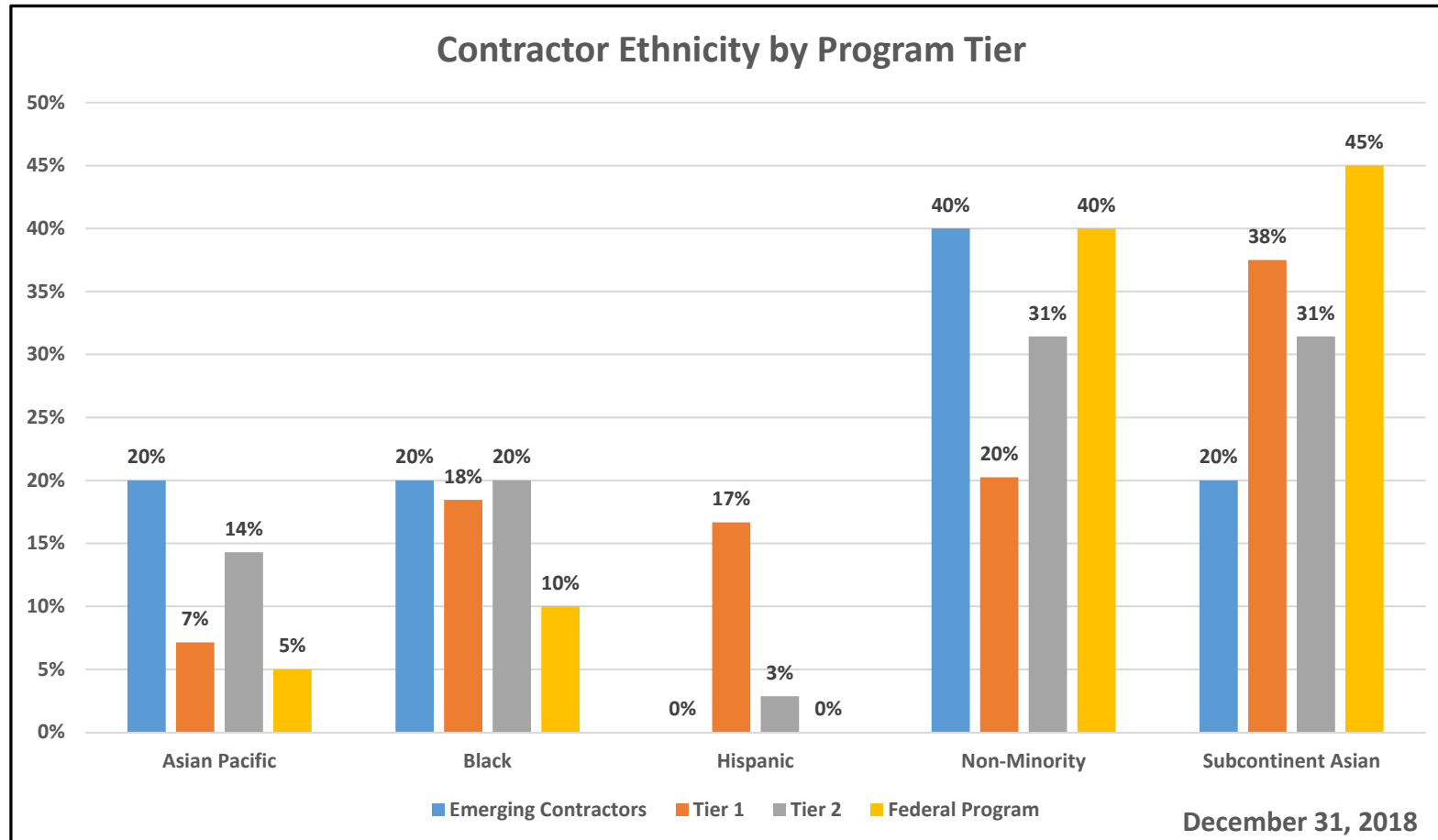
SBDP Participants are Diverse



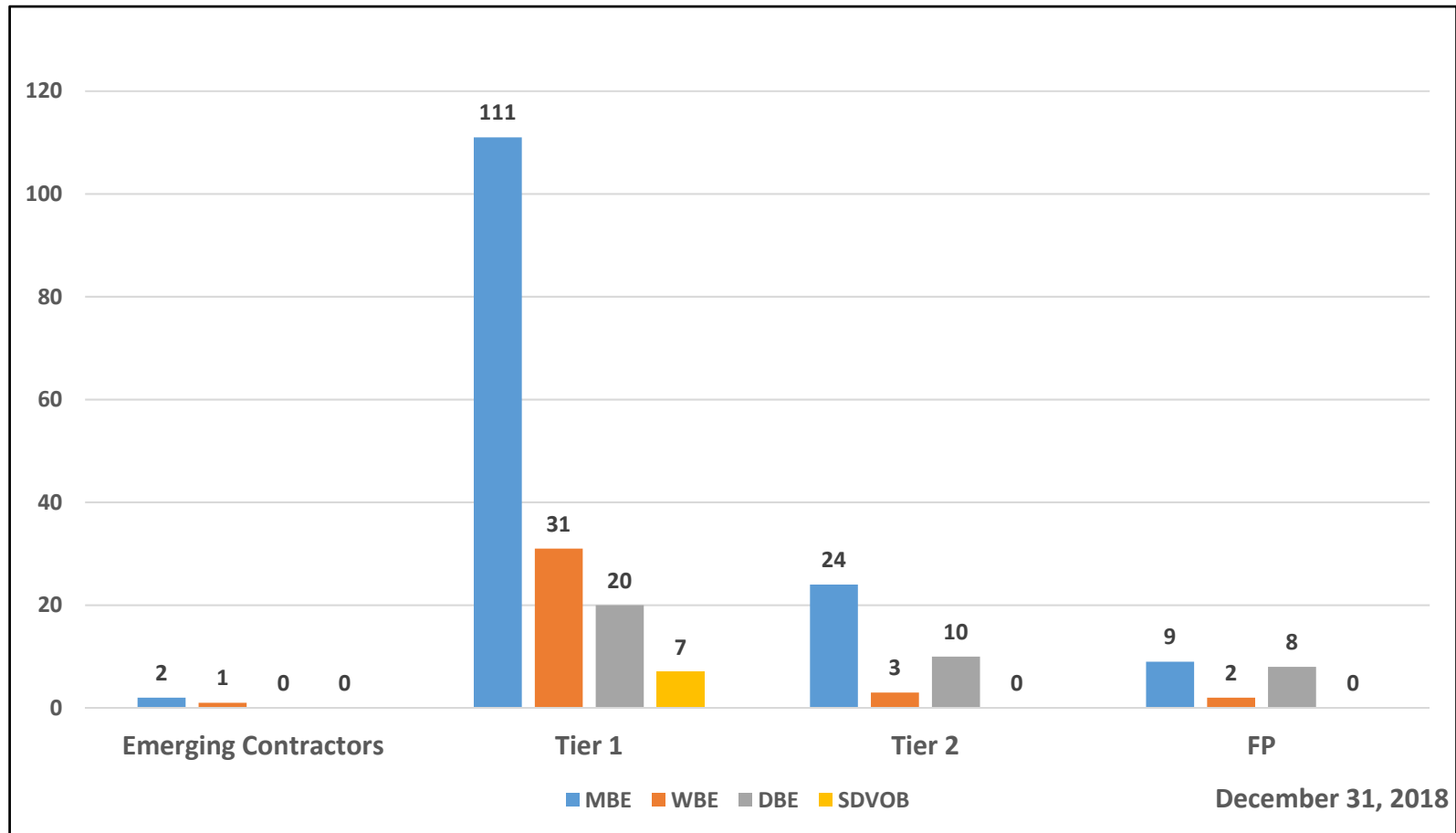
December 31, 2018



SBDP Tiers are also Diverse



SBDP Certifications

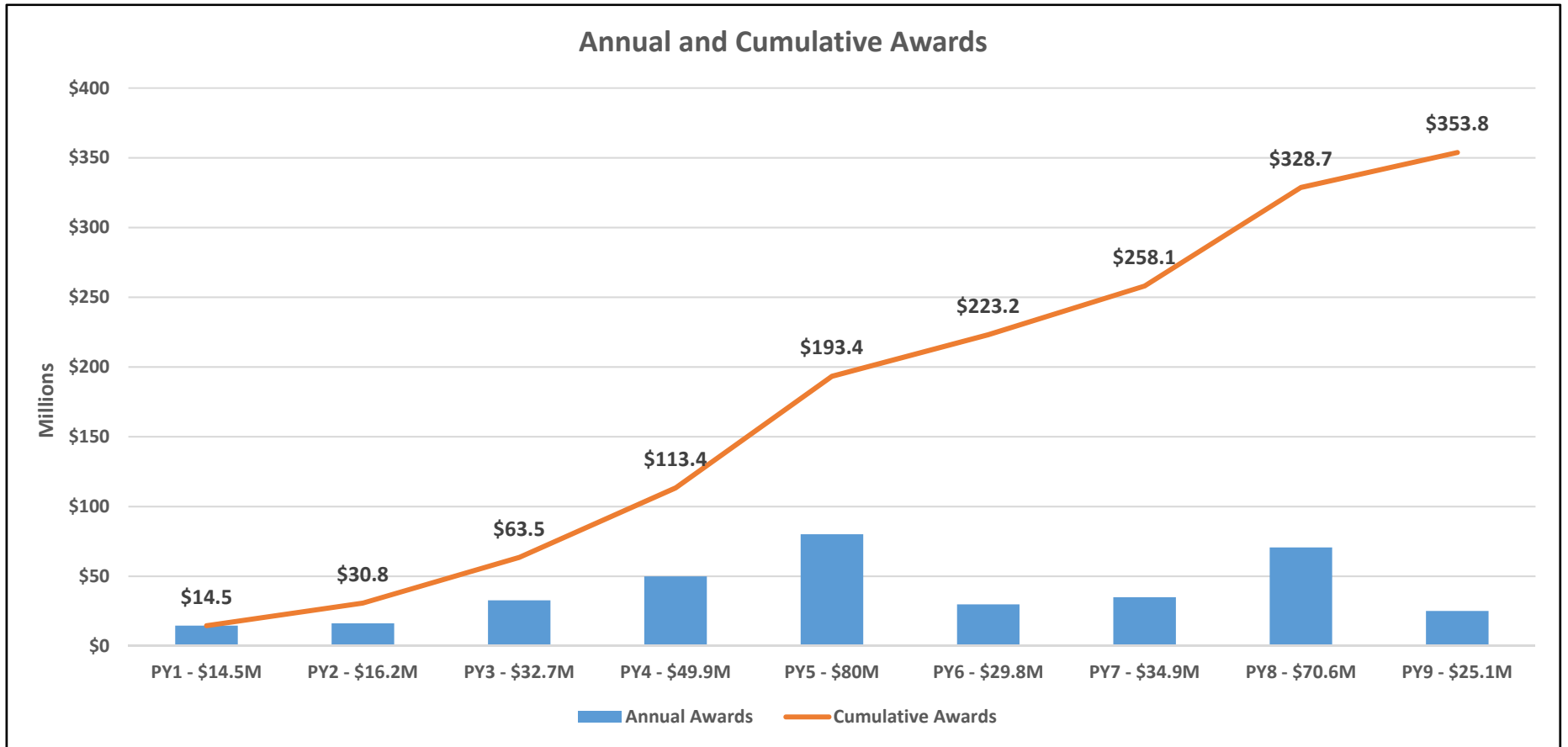


SBDP is Exceeding MWDBE Goals

- MTA MWBE SBMP Tier 1/Tier 2 Goal – **30%**
- MTA DBE Goal – **18%**
- MTA SDVOB Goal - **6%** (Initiated during Program Year 7)
- Tier 1 MWBE Achievements
 - **70%** - contracts awarded to NYS-certified MWBEs
 - **69%** - contract dollars awarded to NYS-certified MWBEs
- Tier 2 MWBE Achievements
 - **90%** - contracts awarded to NYS-certified MWBEs
 - **91%** - contracts dollars awarded to NYS-certified MWBEs
- Federal Program DBE Achievements
 - **59%** - contracts awarded to DBEs
 - **57%** - contracts dollars awarded to DBEs
- SDVOB Achievements
 - **10%** - contracts awarded to SDVOBs
 - **2%** - contract dollars awarded to SDVOB



SBDP Prime Contract Opportunities

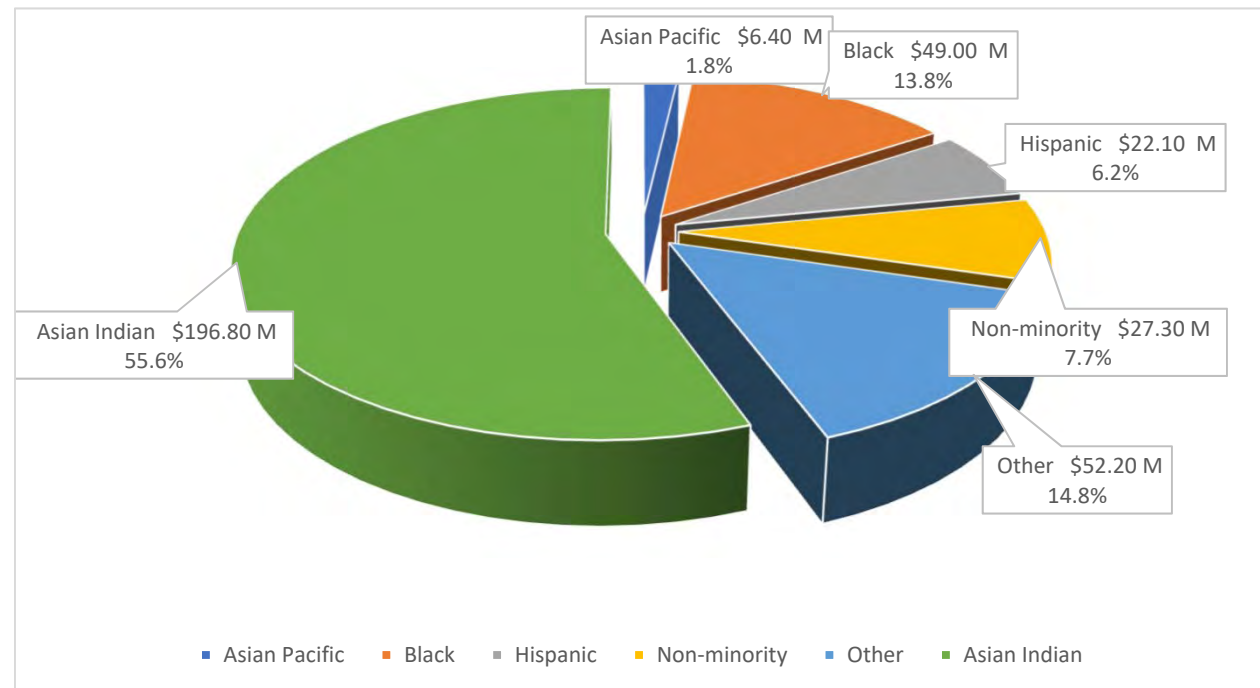


Program Year 1-9 awards through December 31, 2018

SBDP Contract Awards

Total SBDP Contract Awards by Ethnic/Gender Categories

Awards in Millions	
Ethnicity	Awards
Asian Pacific	\$6.4
Black	\$49.0
Hispanic	\$22.1
Non-minority	\$27.3
Other	\$52.2
Asian Indian	\$196.8
Grand Total	\$353.8



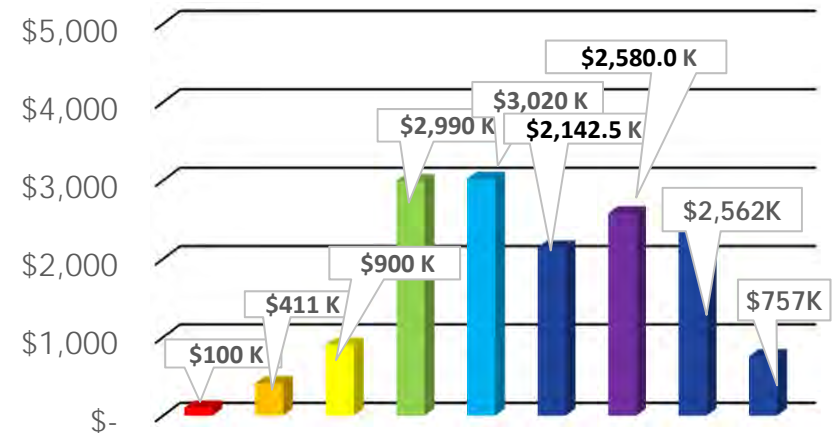
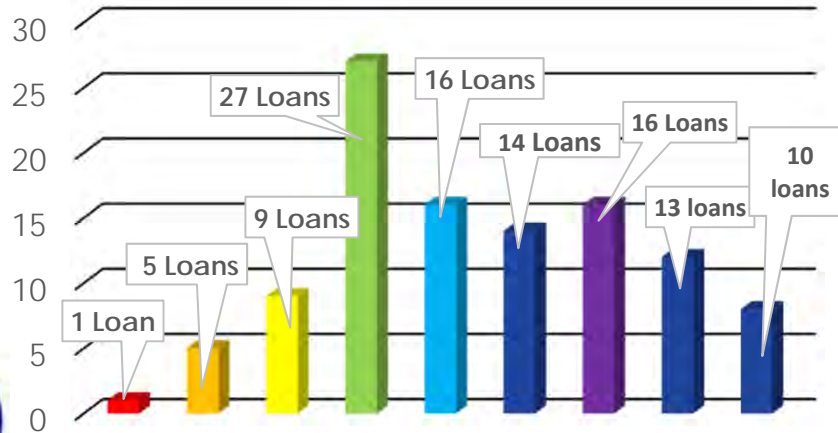
Contract Awards through December 31, 2018



SBDP Loan Program






 Year 1	1 Loan	totaling	\$ 100,000
 Year 2	5 Loans	totaling	\$ 411,000
 Year 3	9 Loans	totaling	\$ 900,000
 Year 4	27 Loans	totaling	\$2,990,000
 Year 5	16 Loans	totaling	\$3,020,000
 Year 6	14 Loans	totaling	\$2,142,500
 Year 7	16 Loans	totaling	\$2,580,000
 Year 8	13 Loans	totaling	\$2,562,000
 Year 9	10 Loans	totaling	\$ 757,000
 Total	111 Loans	Totals	\$15,462,500

Maximum Loan Available:
 SBMP up to \$150,000
 SBFP up to \$900,000
 Loan values shown are
 through December 31, 2018



SBDP Projections

Estimated SBDP Project Awards 2018 – 2019 & 2019 – 2020 Program Years

Small Business Mentoring Program		# of Projects
 Tier 1	\$ 90M	130
 Tier 2	\$ 63M	31
Small Business Federal Program		
 SBFP	\$ 72M	35
Totals		
 All Programs	\$225M	196
<hr/>		
	Estimated Job Creation of over 5,400 jobs *	

*Source: New York State Department of Transportation (NYSDOT)

As an average statewide estimate, the Department uses 24 jobs per \$1 million dollars (\$1M) of construction value to calculate the estimated number of direct, indirect and induced jobs created or saved.
Jobs Created and Employment Reporting (<https://www.dot.ny.gov/recovery/jobs?nd=nysdot>)



SBDP Jobs Created

- PY'10 – PY'19 SBMP-Tier 1 Awards total **\$158.6** Million
- PY'15 – PY'19 SBMP-Tier 2 Awards total **\$102.5** Million
- PY'13 – PY'19 SBFP Awards total **\$92.7** Million

- Estimated job creation and maintenance within the Small Business and MWDBE Community approaching 8,490*

*Source: New York State Department of Transportation (NYSDOT)

As an average statewide estimate, the Department uses 24 jobs per \$1 million dollars (\$1M) of construction value to calculate the estimated number of direct, indirect and induced jobs created or saved.

Jobs Created and Employment Reporting (<https://www.dot.ny.gov/recovery/jobs?nd=nysdot>).



SBDP Facilitates Bonding and Growth

- Tier 2 and Federal Program contractors currently carry \$245.0M in Single and \$462.0M in Aggregate bonding capacity
- 688 bid opportunities in the Tier 2 and Federal Programs
- 94 contract awards
- Ongoing consultation with contractors to maximize bidding opportunities by increasing bonding capacity
- Engaging Tier 1 contractors 24-36 months before graduation to ensure access to bonding and eligibility for Tier 2 and the Federal Program



TRAINING IS INTEGRAL TO SUCCESS

- Over **190** classroom training dates completed from July 2010 through October 2018
- Over **1,600** hours of classroom training provided from July 2010 through October 2018
- All prequalified contractors complete a mandatory 13-session training program
- 35 current course attendees – assisting them through the application and pre-qualification process
- Supplementary training opportunities for 2018
 - Leadership Institute – **10 courses** to supplement mandatory training curriculum
 - Industry leaders presenting important topics including DBE Fraud, PLAs, Strategic Business Development, Marketing, Public Speaking & Presentation Skills



Training Classes Continue to Evolve

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



Assessments Plot a Course of Action

- Contractor Assessments lead to detailed Action Plans
- Identifying existing and future needs
- Creating SMART Plans with each contractor
 - **S**pecific
 - **M**easurable
 - **A**greed Upon
 - **R**ealistic
 - **T**ime-bound
- 254 In-Person Assessments Complete
- 250 Action Plans Delivered
- Regular follow up with contractors on progress



Benefits Of The Program

- Uniform Set of Front End Bid Documents for All Agencies – NYCT; MNR; B&T; LIRR; DOB; MTACC
- Payments – within 10 business days
- Awards SBMP & SBFP – within 22 business days
- Closeouts SBMP & SBFP – within 20 & 30 business days respectively
- Change Orders – within 15 business days
- Submittals – within 10 business days
- RFIs – within 5 business days



SBDP Contractors are Finding Success

- 6 Tier 1 contractors graduated in 2018
- 6 additional Tier 1 contractors exceeded revenue thresholds in 2018
- 6 Tier 2/FP contractors graduated in 2018
- 2 FP contractors exceeded revenue thresholds
- Current SBDP contractors are bidding and winning MTA projects outside of the program
- SBDP contractors are winning projects at other NY area agencies including the NYC School Construction Authority, Port Authority of NY & NJ, State University of NY, NYC Department of Design and Construction



Metropolitan Transportation Authority Department of Diversity and Civil Rights

M/W/DBE & SDVOB Contract Compliance Fourth Quarter 2018

February 25, 2019

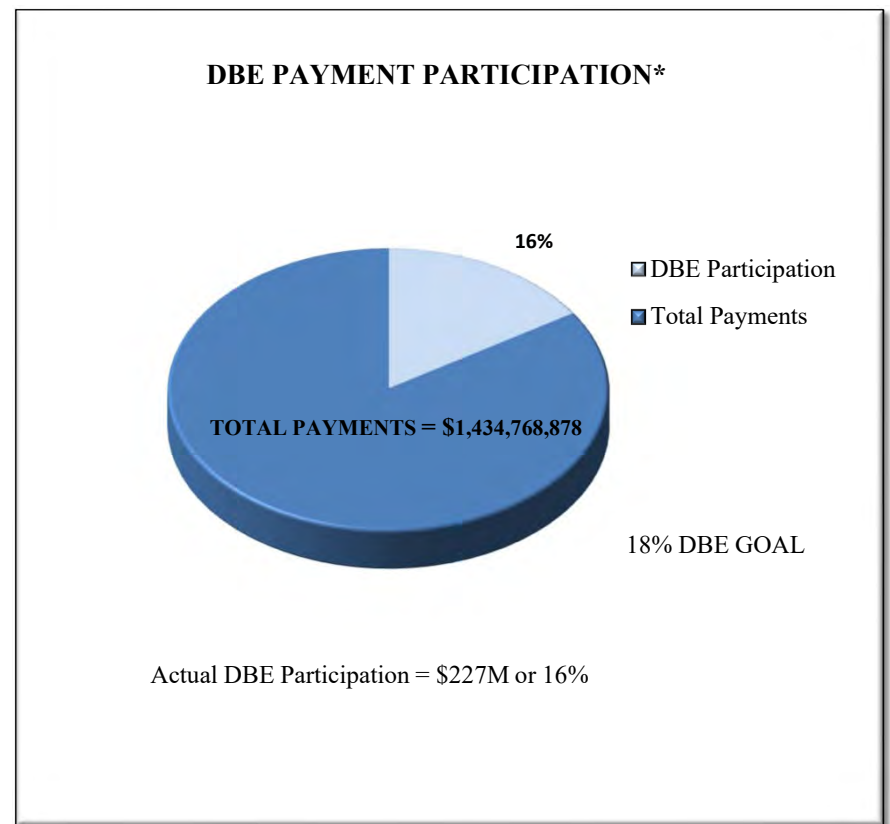
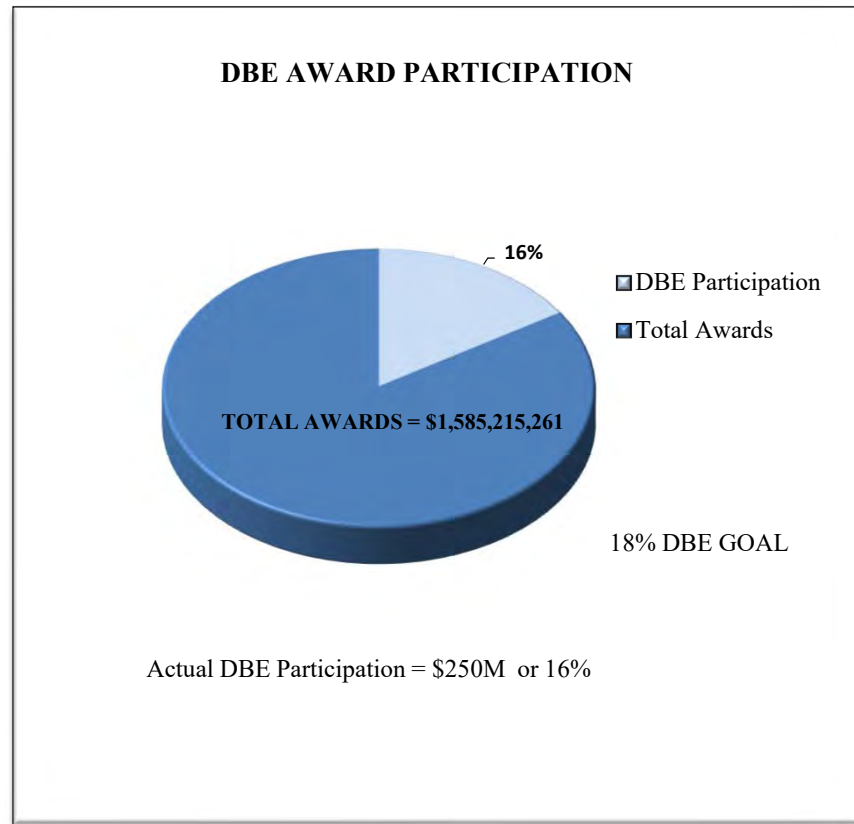


**DBE Participation in Federally Funded Contracts
Federal Fiscal Year 2018*
(Reporting Period: October 1, 2017 to September 30, 2018)**

- Each year, MTA reports to the Federal Transit Administration on a semi-annual basis DBE participation in federally funded contracts.
- Reports are submitted on June 1st -- covering October through March, and December 1st -- covering April through September. The December report also summarizes data for the entire Federal Fiscal Year (“FFY”).
- Reports include DBE participation data on new awards and payments on ongoing, and completed contracts.
- For FFY 2018, MTA’s DBE goal is 18%.
- During FFY 2018, MTA awarded \$1.6 billion in the federally funded portion of contracts, with \$250 million (16%) being awarded to certified DBEs.
- During FFY 2018, MTA paid prime contractors \$1.4 billion, with payments to certified DBEs totaling \$227 million (16%).
- On contracts closed during FFY 2018, MTA achieved 24% DBE participation.

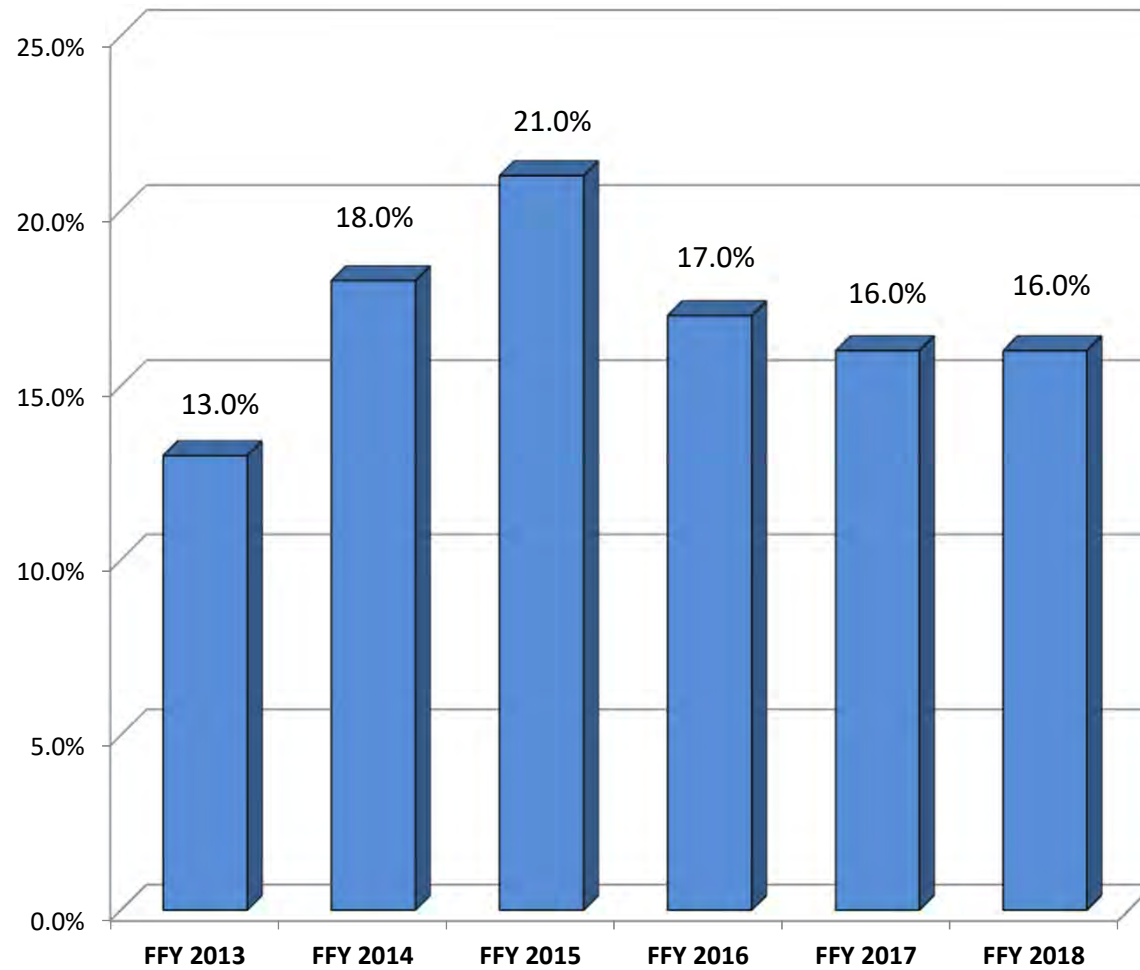
*The Federal Fiscal Year runs from October 1st through September 30th.

FEDERALLY-FUNDED CONTRACTS
DBE CONTRACT ACTIVITY
FEDERAL FISCAL YEAR 2018 (OCTOBER 2017- SEPTEMBER 2018)

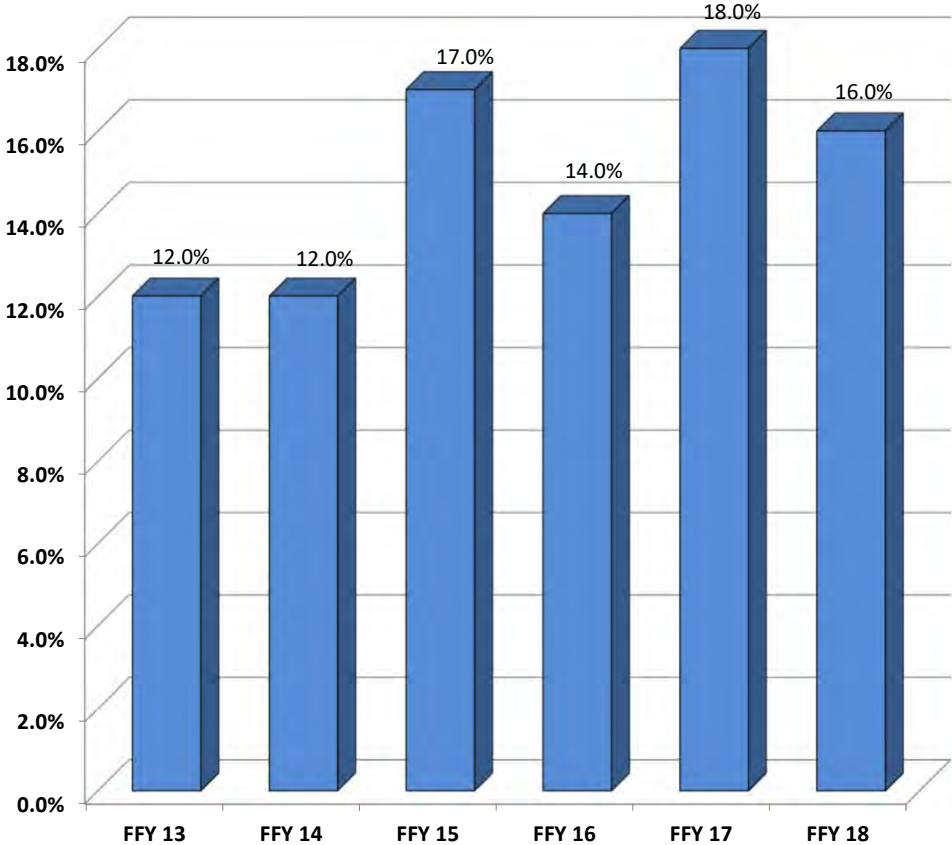


*On contracts closed during FFY 2018, MTA achieved 24% DBE participation.

DBE CONTRACT AWARDS
October 2013 - September 2018



DBE CONTRACT PAYMENTS
October 2013 - September 2018



**FEDERALLY-FUNDED CONTRACTS
DBE CONTRACT ACTIVITY
FEDERAL FISCAL YEAR 2018 (OCTOBER 2017-SEPTEMBER 2018)**

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	502	\$270,151,925	84	\$40,252,714	15%	18%
October 2017- March 2018						
2nd SEMI-ANNUAL REPORT	338	\$1,315,063,336	126	\$209,583,597	16%	18%
April 2018- September 2018						
TOTAL**	840***	\$1,585,215,261	210	\$249,836,311	16%	18%

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	160	\$719,759,224	484	\$110,849,801	15%	18%
October 2017- March 2018						
2nd SEMI-ANNUAL REPORT	169	\$715,009,654	473	\$116,118,347	16%	18%
April 2018- September 2018						
TOTAL	329	\$1,434,768,878	957	\$226,968,148	16%	18%

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

** Upon further review, these figures were revised from what was reported in December 2018

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

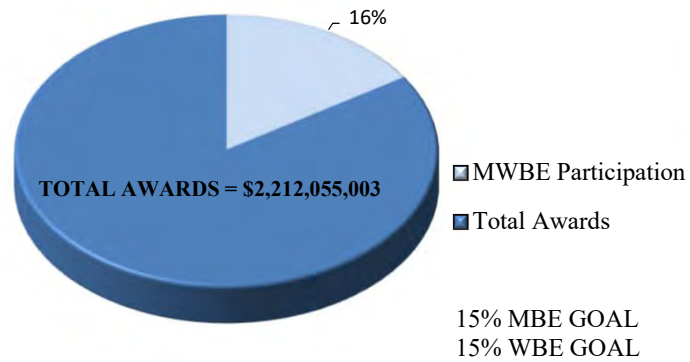
**MWBE Participation in State Funded Contracts
New York State Fiscal Year 2018-2019*
(Reporting Period: April 1, 2018 to December 31, 2018)**

- 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 15, April 15, July 15, and October 15.
- Reports include data on contracts with goals and MWBE contract payments.
- MTA established an overall MWBE goal of 30% for New York State fiscal year 2018-2019, starting April 1, 2018.
- From April 1, 2018 to December 31, 2018, MTA awarded \$2.2 billion in New York State funded contracts, with \$357 million (16%) awarded to certified MWBEs.
- From April 1, 2018 to December 31, 2018, MTA paid \$2.2 billion on prime contracts with \$597 million (27%), paid to MWBEs.

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

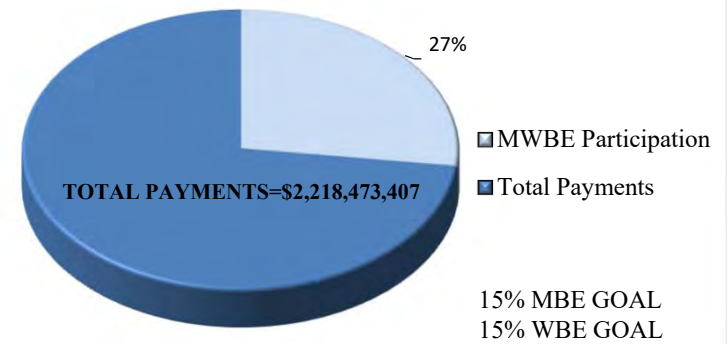
MWBE CONTRACT ACTIVITY
NEW YORK STATE FISCAL YEAR 2018-2019 (APRIL 2018-DECEMBER 2018)

MWBE AWARD PARTICIPATION



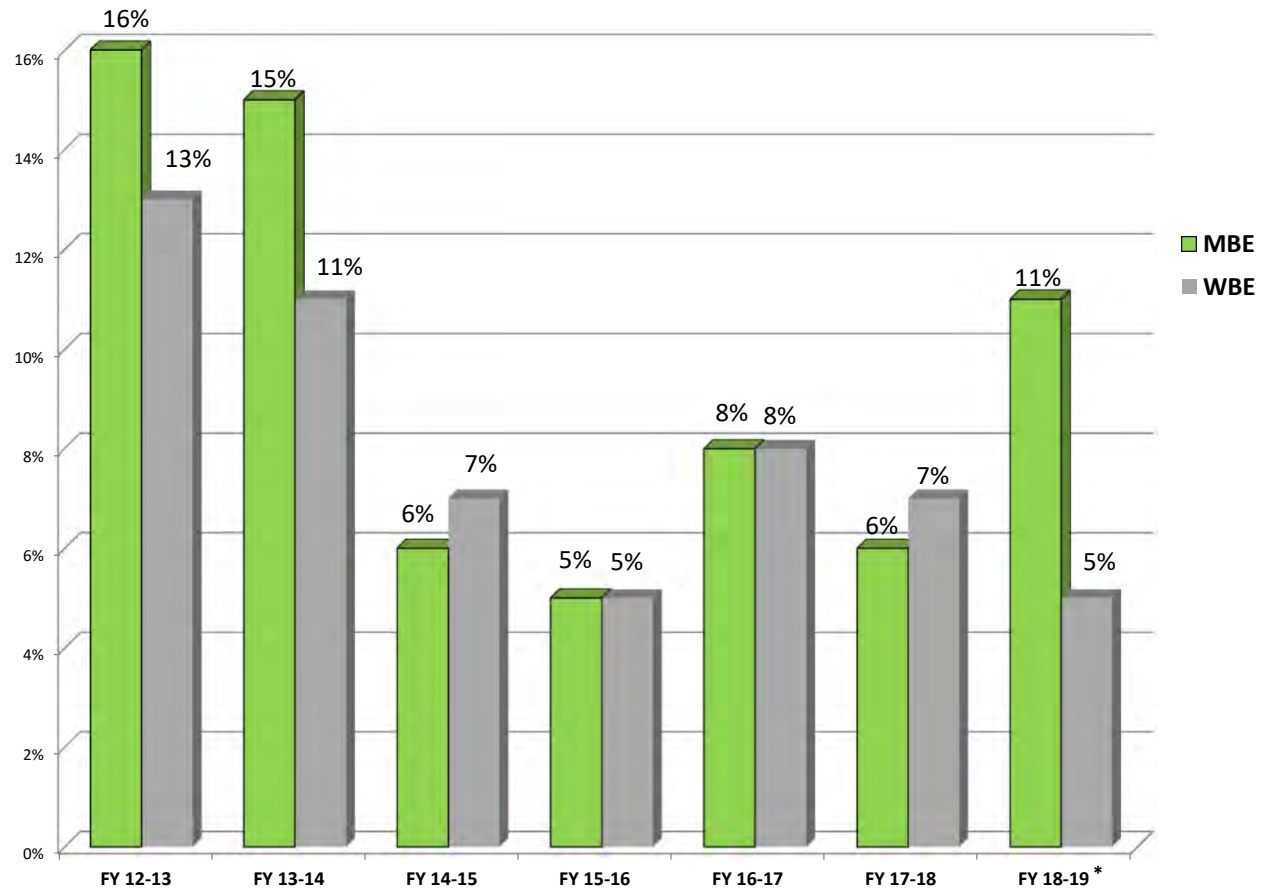
Actual MWBE Participation = \$357M or 16%

MWBE PAYMENT PARTICIPATION



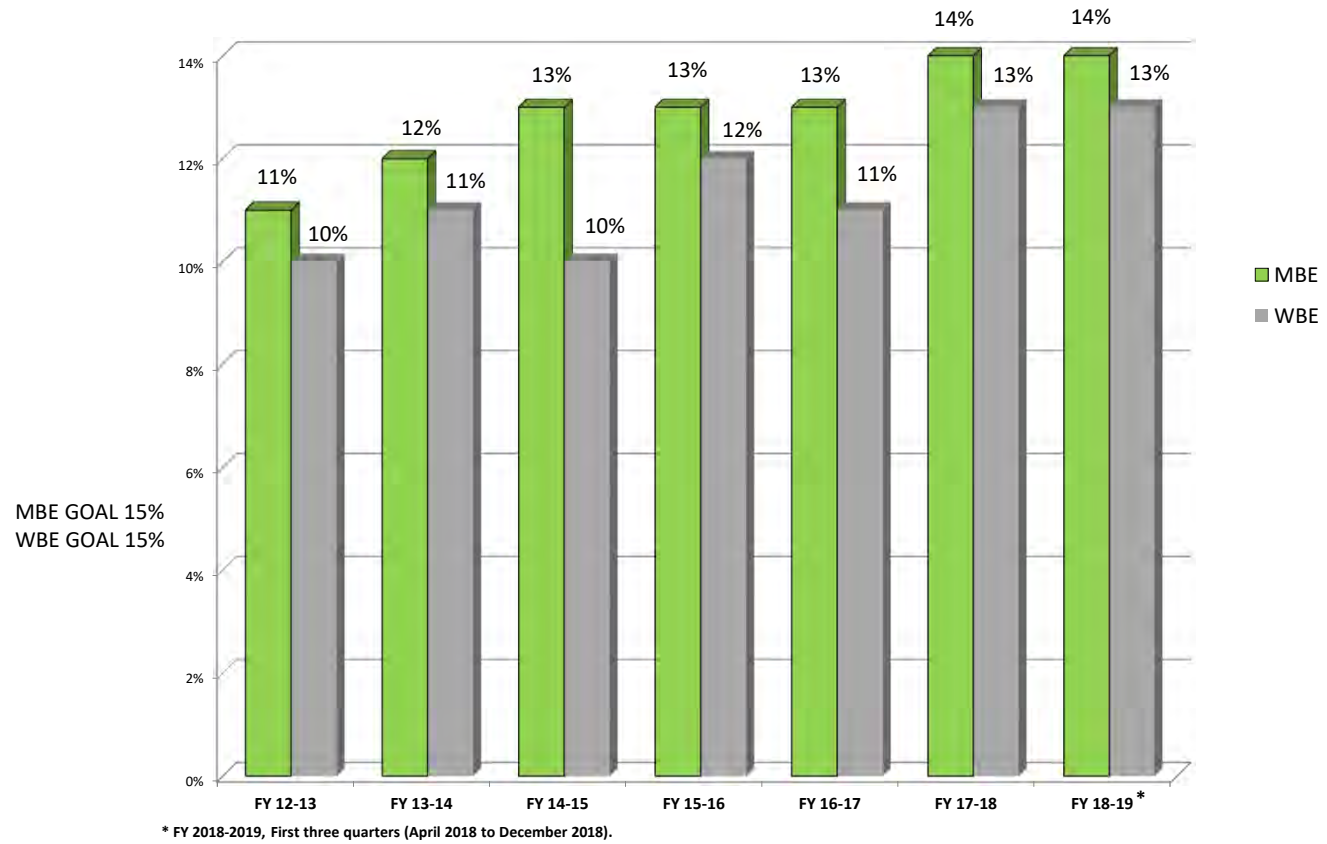
Actual MWBE Participation = \$597M or 27%

**NYS MWBE AWARDS
APRIL 2012 - DECEMBER 2018**



* FY 2018-2019, first three quarter (April 2018 to December 2018).

**NYS MWBE PAYMENTS
APRIL 2012- DECEMBER 2018**



**NYS CONTRACTS
MWBE CONTRACT ACTIVITY
APRIL 1, 2018 - DECEMBER 31, 2018**

AWARDS

CONTRACT AWARDS	PRIME AWARDS		MWBE AWARDS			NYS Goal
	Number of Contracts	Award Amount	Number of MWBE Subcontracts	MWBE Award Amount	MWBE %	
FIRST QUARTER	18,011	\$494,398,447	1,844	\$75,114,990	15%	30%
APRIL 2018-JUNE 2018						
SECOND QUARTER	18,144	\$662,681,117	1,689	\$96,147,233	15%	30%
JULY 2018-SEPT 2018						
THIRD QUARTER	18,370	\$1,054,975,440	1,570	\$185,575,138	17%	30%
OCT 2018-DEC 2018						
TOTAL	54,525	\$2,212,055,003	5,103	\$356,837,361	16%	30%

PAYMENTS

CONTRACT PAYMENTS	PAYMENTS TO PRIMES		MWBE PARTICIPATION			NYS Goal
	Number of Contracts	Payment Amount	Number MWBE Contracts	MWBE Payment Amount	MWBE %	
FIRST QUARTER	25,819	\$702,395,183	4,255	\$169,192,150	24%	30%
APRIL 2018-JUNE 2018						
SECOND QUARTER	16,191	\$697,103,580	4,477	\$194,646,729	28%	30%
JULY 2018-SEPT 2018						
THIRD QUARTER	10,227	\$818,974,644	4,611	\$233,574,016	29%	30%
OCT 2018-DEC 2018						
TOTAL	52,237	\$2,218,473,407	13,343	\$597,412,895	27%	30%

**SDVOB Participation in State Funded Contracts
New York State Fiscal Year 2018-2019
(Reporting Period: April 1, 2018 to December 31, 2018)**

- Each year, MTA reports to the Office of General Services on a quarterly basis SDVOB participation on state funded contracts.
- Reports are submitted 30 days after the end of each quarter, on January 30, April 30, July 30, and October 30.
- Reports include data on contracts with SDVOB goals and payments made to SDVOBs.
- MTA established an overall SDVOB goal of 6% for State fiscal year 2018-2019, starting on April 1, 2018.
- From April 2018 to December 2018, MTA awarded approximately \$440 million with \$17 million (4%) awarded to SDVOBs.
- From April 2018 to December 2018, MTA paid over \$190 million on prime contracts with \$5.2 million (3%), paid to SDVOBs.

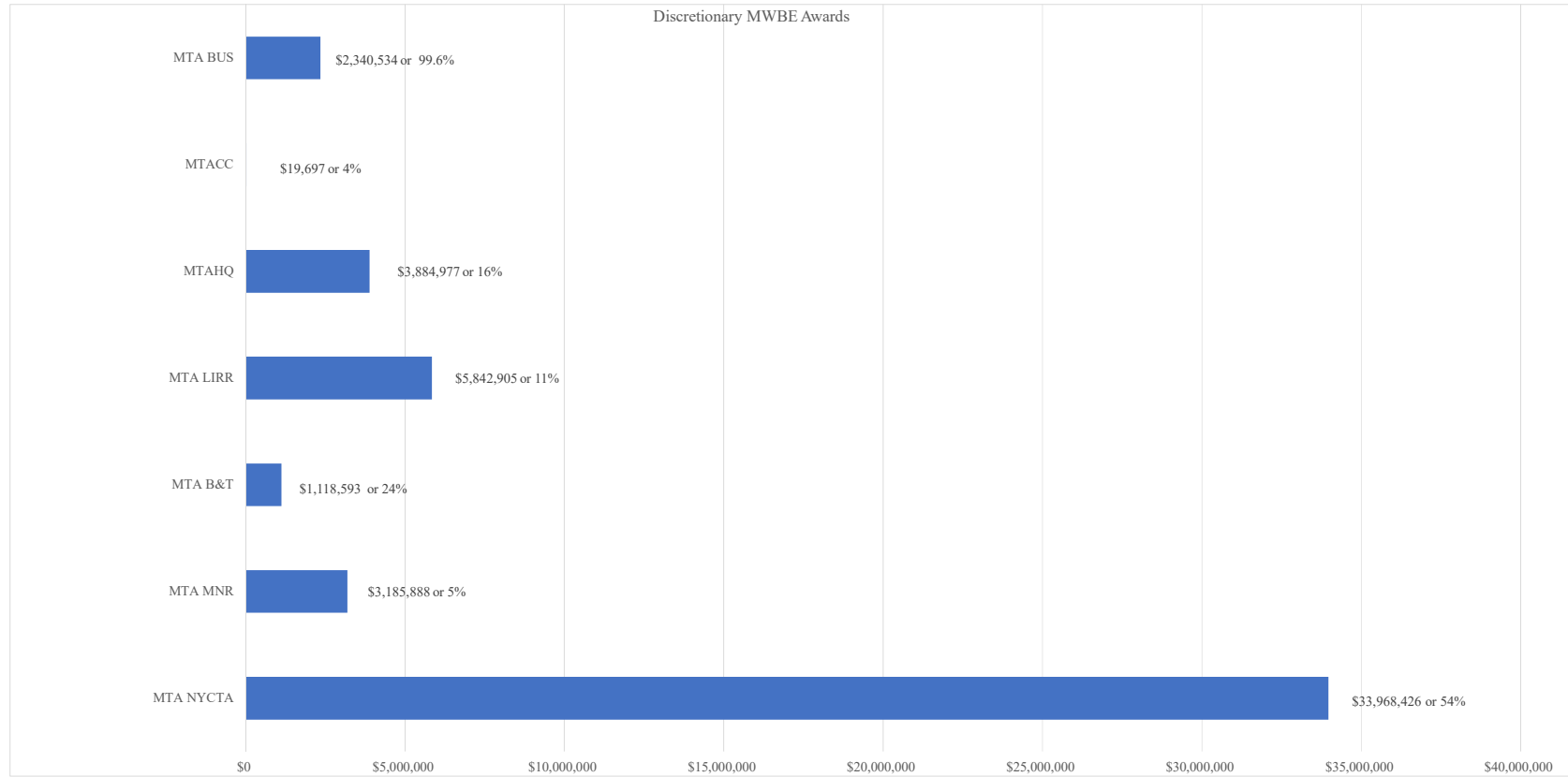
FY 2018-2019 SDVOB CONTRACT AWARDS
APRIL 2018 - DECEMBER 2018

	Agency Awards	SDVOB Awards	SDVOB%
FIRST QUARTER	\$47,486,772	\$3,768,843	8%
APRIL 2018-JUNE 2018			
SECOND QUARTER	\$46,715,159	\$2,417,930	5%
JULY 2018-SEPT. 2018			
THIRD QUARTER	\$345,291,345	\$10,515,022	3%
OCT. 2018-DEC. 2018			
FY 2018-2019 TOTAL	\$439,493,275	\$16,701,795	4%

FY 2018-2019 SDVOB CONTRACT PAYMENTS
APRIL 2018 - DECEMBER 2018

	Agency Disbursements	SDVOB Disbursements	SDVOB%
FIRST QUARTER	\$101,733,571	\$1,723,601	2%
APRIL 2018-JUNE 2018			
SECOND QUARTER	\$88,514,049	\$3,484,281	4%
JULY 2018-SEPT. 2018			
THIRD QUARTER	\$114,773,931	\$2,817,762	3%
OCT. 2018-DEC. 2018			
FY 2018-2019 TOTAL	\$190,247,620	\$5,207,882	3%

**MTA ALL AGENCY
DISCRETIONARY PROCUREMENTS REPORT*
JANUARY 2018-DECEMBER 2018**



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

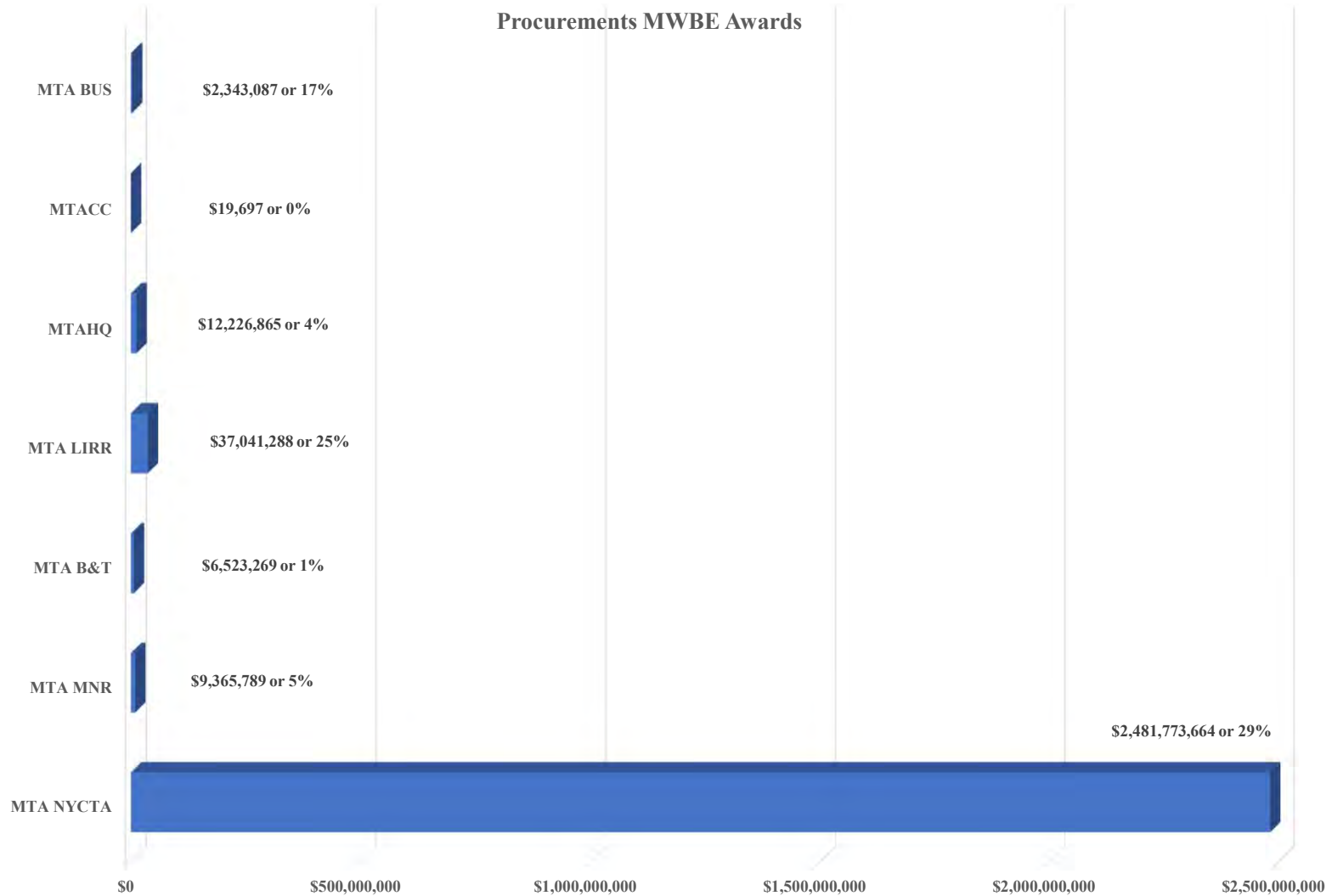
**MTA ALL AGENCY
DISCRETIONARY PROCUREMENT REPORT***
JANUARY 2018 - DECEMBER 2018

Agency	Total Awards \$400k or Less	MWBE Discretionary Awards	MWBE Discretionary Award Percentages	SBC** Discretionary Awards	SBC** Discretionary Award Percentages
MTA NYCTA	\$63,463,761	\$33,968,426	54%	\$8,247,890	13%
MTA MNR	\$58,584,339	\$3,185,888	5%	\$1,307,105	2%
MTA B&T	\$4,746,557	\$1,118,593	24%	\$0	0%
MTA LIRR	\$51,216,466	\$5,842,905	11%	\$1,914,829	4%
MTA HQ	\$24,323,146	\$3,884,977	16%	\$665,169	3%
MTA CC	\$518,417	\$19,697	4%	\$5,888	1%
MTA BUS	\$2,349,694	\$2,340,534	99.6%	\$9,160	0%
Total	\$205,202,380	\$50,361,019	25%	\$12,150,041	6%

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

** Small Business Concerns

MTA ALL AGENCY
TOTAL PROCUREMENTS
JANUARY 2018-DECEMBER 2018



**MTA ALL AGENCY
TOTAL PROCUREMENTS
JANUARY 2018 - DECEMBER 2018**

Agency	Total Award Amount	Total MWBE Awards	MWBE
MTA NYCTA	\$8,597,400,796	\$2,481,773,664	29%
MTA MNR	\$178,264,053	\$9,365,789	5%
MTA B&T	\$688,321,053	\$6,523,269	1%
MTA LIRR	\$151,091,365	\$37,041,288	25%
MTA HQ	\$300,219,444	\$12,226,865	4%
MTA CC	\$1,459,773,205	\$19,697	0%
MTA BUS	\$13,819,830	\$2,343,087	17%
Total	\$11,388,889,745	\$2,549,293,656	22%

Metropolitan Transportation Authority Department of Diversity and Civil Rights

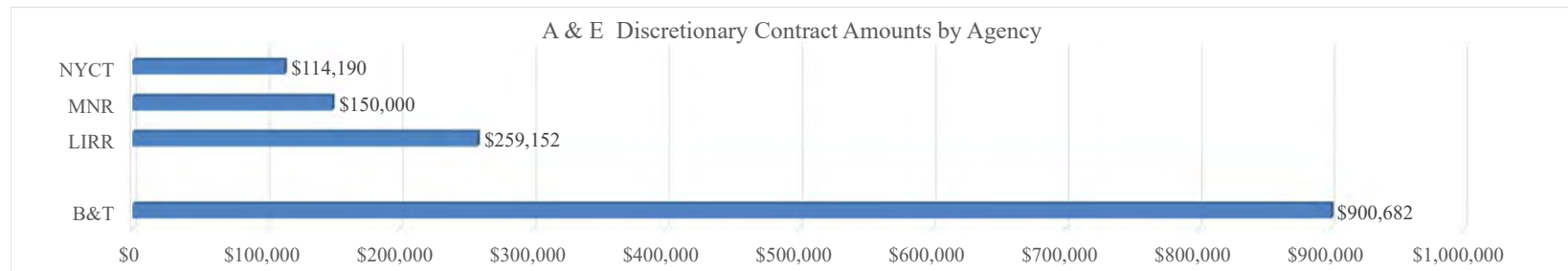
Discretionary A&E, Legal & IT

February 25, 2019



A/E Awards thru Discretionary Procurement January 2018 to December 2018

#	Agency	Contract Number	Project Name & Description	Primary Trades	County	Contract Amount	Notice of Award Date	Contractor	Contractor Certification
1	B&T	14703-2100- TBTA Work Order #12	Concrete Coating & Misc. Repairs at the Henry Hudson Bridge Facility	As-Needed Construction Administration, Inspection and Support Services		\$174,082	1/30/18	KS Engineers, P.C.	MBE
2	B&T	14073-2800-TBTA; Work Order #11A	Engineering Application Management Consultant Extension	Inspection and Design, Expert Engineering, and Engineering Support Services		\$149,880	4/5/18	MP Engineers, P.C.	MBE
3	B&T	14073-1800-TBTA; Work Order #10A	Service Building Curb and Sidewalk Replacement the Bronx Whitestone Bridge Facility	As-Needed Construction Administration, Inspection and Support Services		\$23,892	5/25/18	SJH Engineering, P.C	MBE
4	B&T	14073-1800-TBTA; Work Order #13	Queens Vent Building Exterior Walls Restoration at the Queens Midtown Tunnel Facility	As-Needed Construction Administration, Inspection and Support Services		\$219,747	8/20/18	Naik Consulting Group, P.C.	MBE
5	B&T	14073-5700-TBTA; Work Order #04B	Manhattan Blower Building Front Door Repair and Replacement at the HLCT- Cost Estimating	Inspection and Design, Expert Engineering, and Engineering Support Services		\$3,220	8/28/18	Roberta Washington Architects PC	M/WBE
6	B&T	14073-2100-TBTA Work Order #17	Rehabilitation of Manhattan Marginal Streets at the Queens Midtown Tunnel	As-Needed Construction Administration, Inspection and Support Services		\$305,848	9/14/18	Naik Consulting Group, P.C.	MBE
7	B&T	14073-3800-TBTA; Work Order #05A	Additional Services for VNM-387, WBM-371, WBM-372	Inspection and Design, Expert Engineering, and Engineering Support Services		\$24,013	9/24/18	Hirani Engineering & Land Surveying, P.C.	MBE
	B&T			Total		\$900,682			
8	LIRR	14073-1800-2-14-A	Huntington Station East Pedestrian Overpass Rehabilitation Project Design	Design		\$259,152	2/22/18	SJH Engineering, PC	MBE
9	MNR	92242	Design for roof replacement	Preparation of Plans and Specs for rehabilitation of historic roof at Ossining Station		\$150,000	3/1/18	SJH Engineering	MBE
10	NYCT	14073-4200-Transit	Design Services for Windows at Moshulu, East New York, and Coney Island Yards, and Roof and Canopy Repair at Coney Island Yard Tower C	Design		\$114,190	3/26/18	Popli Design Group	W/MBE
					Total :	\$1,424,024			



IT Discretionary

IT Discretionary Consulting Contract No. 14357

January 2018- December 2018

Total Number of Awards- 94

Value of Awards- \$ 13 million

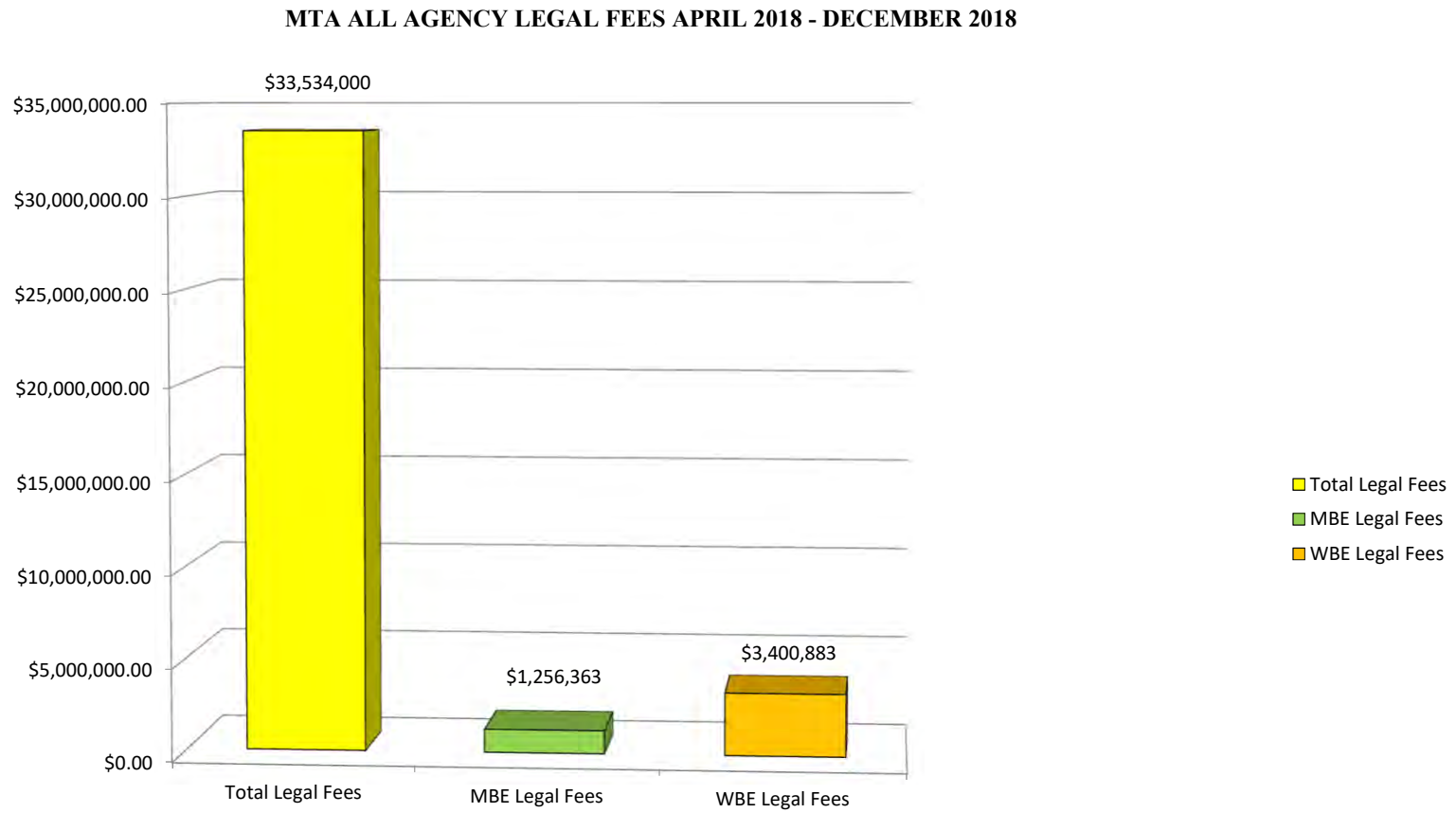
Value of Cumulative Awards- \$68 million



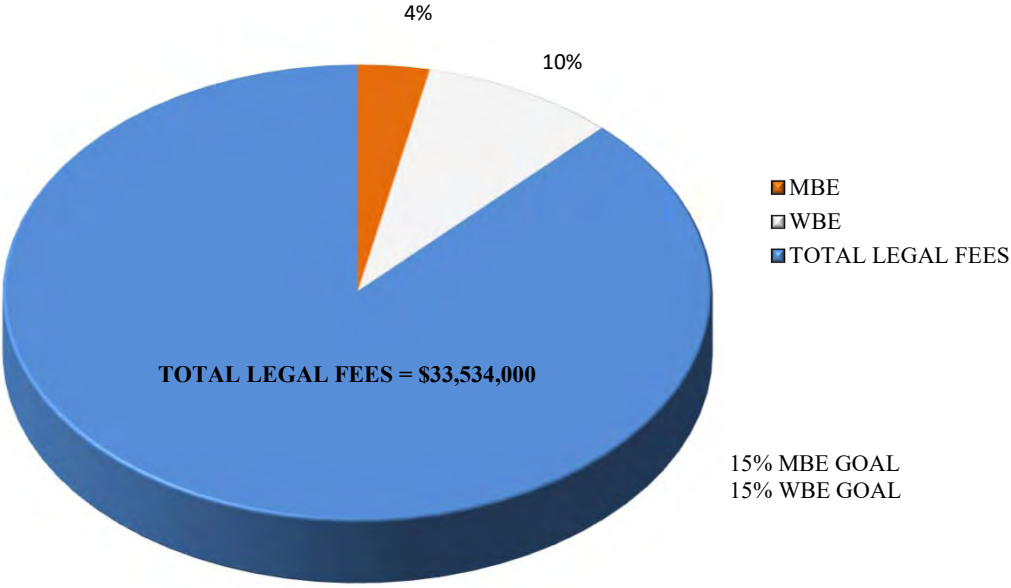
<u>Supplier</u>	<u>PO No.</u>	<u>Sum Merchandise Amount</u>
CAPSTONE STRATEGY GROUP, LLC	9000009140	\$54,613.00
	9000009491	\$89,359.00
	9000009501	\$80,040.00
	9000009836	\$133,000.00
DONNELLY & MOORE CORP	9000008413	\$243,000.00
	9000008633	\$128,056.00
IIT INC	9000008041	\$268,322.50
	9000008078	\$87,171.08
	9000008190	\$54,971.20
	9000008260	\$188,727.00
	9000008618	\$158,513.50
	9000008923	\$233,324.00
	9000008934	\$103,682.00
	9000009118	\$88,463.00
	9000009219	\$103,530.00
	9000009333	\$387,500.00
	9000009392	\$53,137.50
	9000009453	\$96,371.00
	9000009832	\$93,600.00
	9000009842	\$122,720.00
INFOPEOPLE CORP	9000008558	\$43,455.00
	9000008629	\$258,461.00
	9000008671	\$109,080.00
	9000008729	\$150,895.00
	9000008817	\$127,386.00
	9000008838	\$162,961.00
	9000009116	\$81,984.00
INFOSYS INTERNATIONAL, INC.	9000008369	\$53,060.00
	9000008510	\$97,280.00
	9000008647	\$133,430.00
	9000008843	\$174,325.00
	9000008919	\$174,325.00
	9000009023	\$95,086.00
	9000009029	\$152,570.00
IZAR ASSOCIATES INC	9000009170	\$167,400.00
	9000008353	\$216,216.00
	9000008622	\$159,905.20
	9000009010	\$56,280.00

<u>Supplier</u>	<u>PO No.</u>	<u>Sum Merchandise Amount</u>
LYNX TECHNOLOGY PARTNERS INC	9000009497	\$76,000.00
MVP CONSULTING PLUS INC	9000008862	\$94,230.00
	9000009532	\$65,000.00
	9000009831	\$126,750.00
NEOTECRA, INC.	9000008036	\$141,375.00
	9000008419	\$119,934.70
NEXT GENERATION INC	9000009236	\$214,985.00
PROTEK INFORMATION TECHNOLOGY SVS LLC	9000008370	\$136,500.00
PRUTECH SOLUTIONS, INC.	9000009855	\$147,000.00
Q.E.D., INC.	9000008192	\$148,512.00
	9000008716	\$104,375.70
	9000008908	\$116,332.00
	9000008909	\$99,700.00
	9000008941	\$81,250.00
	9000009012	\$87,237.15
SOURCE OF FUTURE TECHNOLOGY INC.	9000007939	\$250,000.00
	9000008204	\$247,487.00
	9000008284	\$125,000.00
	9000008337	\$165,409.00
	9000008541	\$100,010.00
	9000008731	\$133,965.00
	9000009163	\$130,640.00
	9000009841	\$88,400.00
SPRUCE TECHNOLOGY INC	9000008351	\$140,448.00
	9000008386	\$277,875.00
	9000008950	\$116,448.00
	9000008987	\$143,026.00
	9000009030	\$115,837.00
UNIQUE COMP, INC.	9000008140	\$268,322.50
	9000008203	\$247,487.00
	9000008206	\$246,792.00
	9000008300	\$269,938.24
	9000008646	\$31,930.00
	9000008984	\$175,668.48
	9000008998	\$165,780.98
	9000009044	\$113,360.00

<u>Supplier</u>	<u>PO No.</u>	<u>Sum Merchandise Amount</u>
US TECH SOLUTIONS, INC	9000009045	\$112,320.00
	9000009050	\$109,200.00
	9000009663	\$34,806.00
	9000008063	\$36,855.00
	9000008072	\$33,536.16
	9000008087	\$104,130.00
	9000008128	\$141,252.00
	9000008189	\$54,971.20
	9000008466	\$200,000.00
	9000008526	\$151,917.75
	9000008723	\$104,375.70
	9000008743	\$104,375.70
	9000008760	\$104,375.70
	9000008867	\$140,026.00
	9000008955	\$162,690.00
	9000009111	\$176,913.00
	9000009171	\$107,131.24
	9000009198	\$90,914.00
	9000009340	\$49,210.00
	9000009853	\$105,300.00
TOTAL	94	\$12,619,505.18



**MTA ALL AGENCY LEGAL FEES
APRIL 2018- DECEMBER 2018**



Actual MBE Participation = \$1,256,363 or 4%
Actual WBE Participation = \$3,400,883 or 10%

**MTA ALL AGENCY LEGAL FEES PAID
APRIL 2018 THROUGH DECEMBER 2018**

AGENCY	ALL FEES PAID	MBE FEES PAID	Agency MBE PARTICIPATION	WBE FEES PAID	Agency WBE PARTICIPATION	MWBE FEES PAID	Agency MWBE PARTICIPATION
B&T	\$1,042,181.16	\$107,289.95	8.9%	\$36,232.37	3.0%	\$143,522.32	16.3%
LIRR	\$346,869.00	\$1,837.00	0.5%	\$ 43,232.00	12.5%	\$45,069.00	13.0%
MNR	\$2,371,831.06	\$250,593.53	10.6%	\$503,926.20	21.2%	\$754,519.73	31.8%
MTA BUS	\$3,709,936.45	\$249,999.76	6.6%	\$ 508,895.21	9.5%	\$758,894.97	15.3%
MTACC	\$783,147.00	\$0.00	0.0%	\$ 170,318.00	23.3%	\$170,318.00	27.3%
MTAHQ	\$12,038,397.86	\$152,227.62	1.3%	\$444,551	3.7%	\$596,778.42	5.0%
NYCTA	\$9,211,532.64	\$130,237.71	1.4%	\$1,584,184.13	17.2%	\$1,714,421.84	18.6%
FMTAC	\$4,030,105.31	\$364,177.24	9.0%	\$109,544.00	2.7%	\$473,721.24	11.8%
TOTAL	\$33,534,000.48	\$1,256,362.81	3.7%	\$3,400,882.71	10.1%	\$4,657,245.52	14%

Metropolitan Transportation Authority
Department of Diversity and Civil Rights

Status of Closed Contracts
as of December 31, 2018

February 25, 2019



MTA Headquarters DDCR Update

Inactive Contracts – Status as of December 31, 2018

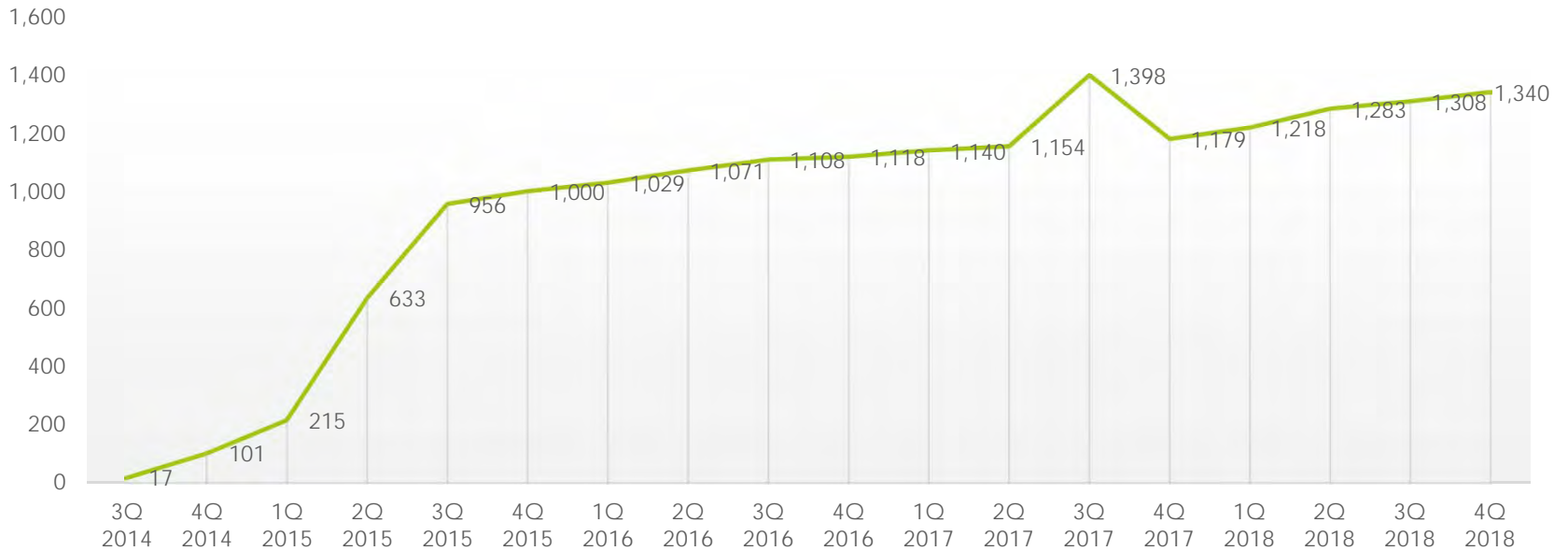
Inactive Contracts with Goals	#
1. Total Contracts Reviewed and Closed	1,046
2. Contracts Administratively Closed	294 ¹
Sub-Total	1,340 (95%)
3. Closeouts in Progress	28
4. Contracts Pending Agency Action	33
Total	1,401 (100%)

1. Contracts administratively closed because of the age of the contract (beyond the established seven-year record retention period).



MTA Headquarters DDCR Update

DDCR Contract Closeout Progression 3Q 2014 through 4Q 2018²



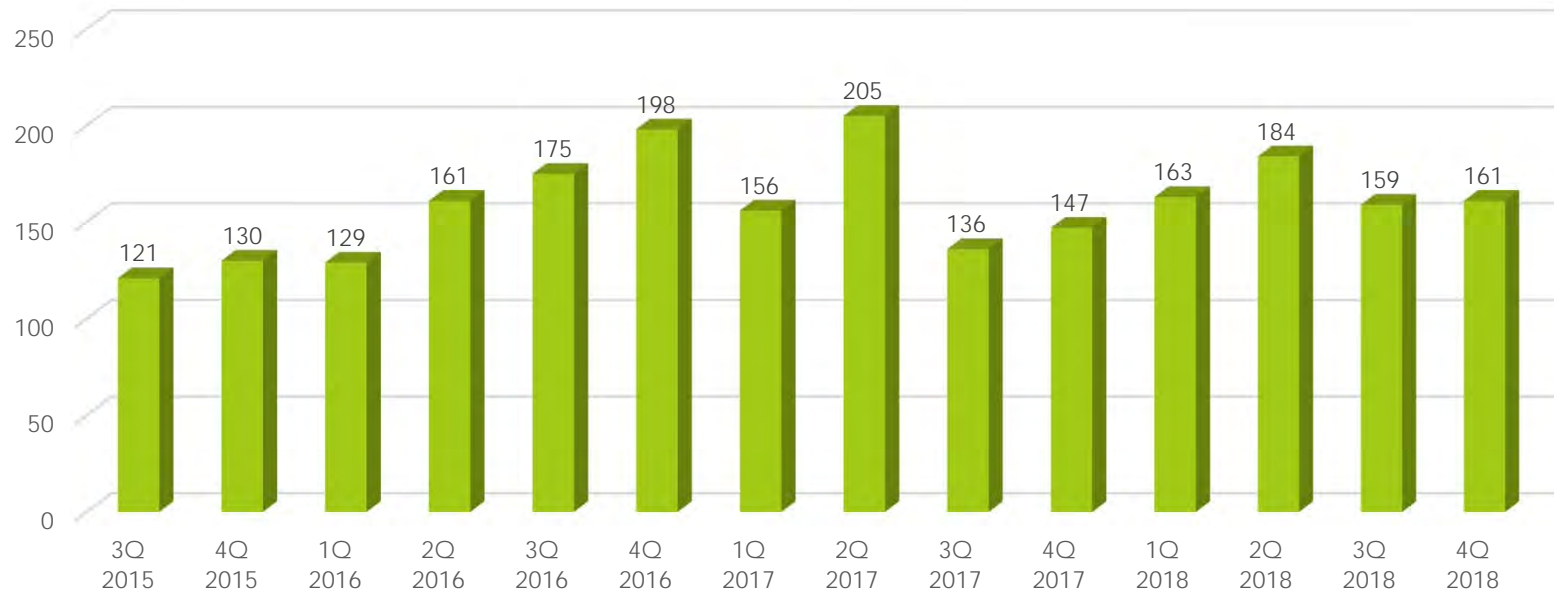
2. The decrease in closeouts between 3Q 2017 and 4Q 2017 is due to approx. 200 contracts being closed out in error, requiring subsequent re-activation.



MTA Headquarters DDCR Update

DDCR Project Site Visits: 3Q 2015 – 4Q 2018

Total Site Visits Performed = 2,225



Metropolitan Transportation Authority Department of Diversity and Civil Rights

M/WBE, DBE, and SDVOB Participation on
Capital Projects

February 25, 2018



MWDBE and SDVOB Participation on MTA Capital Projects with Goals

■ Federal Participation Goal: 18%

(Federal Fiscal Year 2018 (October 2017 to September 2018))

- Total Awards: \$773M*
- Total DBE Awards: \$131M (17%)
- Total Payments: \$966M
- Total DBE Payments: \$156M (16%)

■ New York State MBE Participation Goal: 15%**

(Fourth quarter NYS Fiscal Year 2017-2018 and first three quarters NYS Fiscal Year 2018-2019 (January 2018 to December 2018))

- Total Awards: \$2.4B*
- Total MBE Awards: \$357M (15%)
- Total Payments: \$1.2B
- Total MBE Payments: \$147M (12%)

■ New York State WBE Participation Goal: 15%**

(Fourth quarter NYS Fiscal Year 2017-2018 and first three quarters NYS Fiscal Year 2018-2019 (January 2018 to December 2018))

- Total Awards: \$2.4B*
- Total WBE Awards: \$304M (13%)
- Total Payments: \$1.2B
- Total WBE Payments: \$130M (11%)

■ Service Disabled Veteran-Owned Business Participation Goal: 6%

(Fourth quarter NYS Fiscal Year 2017-2018 and first three quarters NYS Fiscal Year 2018-2019 (January 2018 to December 2018))

- Total Awards: \$1.9B
- Total SDVOB Awards \$8.7M (.45%)
- Total Payments: \$200M
- Total SDVOB Payments: \$1.4M (.73%)

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

**Report includes MTA Bridges and Tunnels' major maintenance projects funded from operating budget.



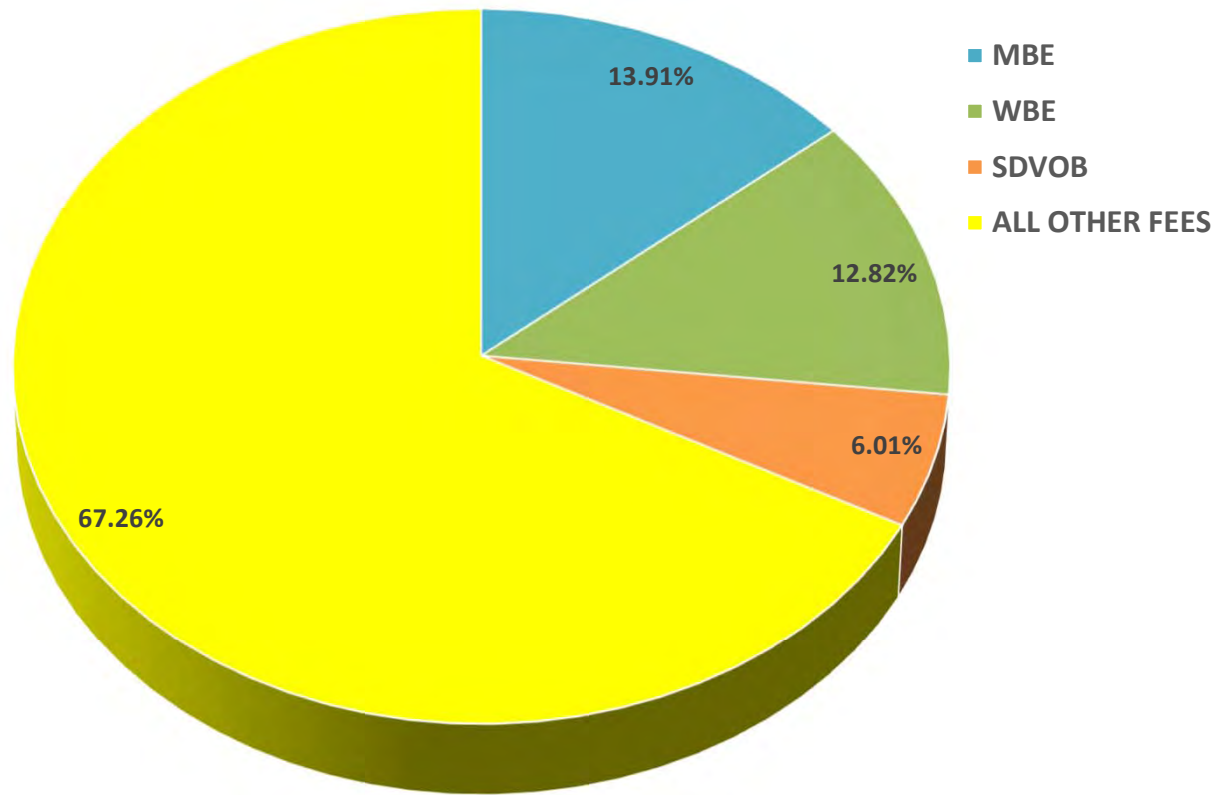
Metropolitan Transportation Authority Department of Diversity and Civil Rights

Financial Services

February 25, 2019



MTA ALL AGENCY UNDERWRITER FEES
April 2018 - December 2018



Actual WBE Participation = \$285,584 or 12.82%
Actual MBE Participation = \$310,013 or 13.91%
Actual SDVOB Participation = \$133,972 or 6.01%
All Other Underwriting Fees = \$1,498,699 or 67.26%
Total Underwriting Fees = \$2,228,268

Metropolitan Transportation Authority Department of Diversity and Civil Rights

Asset Fund Managers

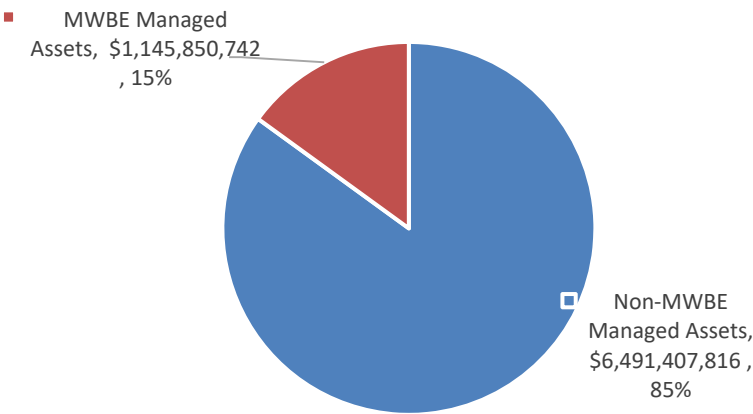
February 25, 2019



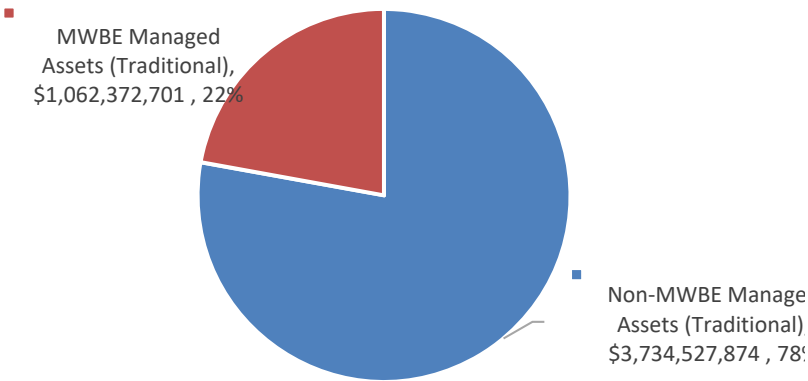
MTA Sponsored Plans – MWBE Participation

As of November 30, 2018

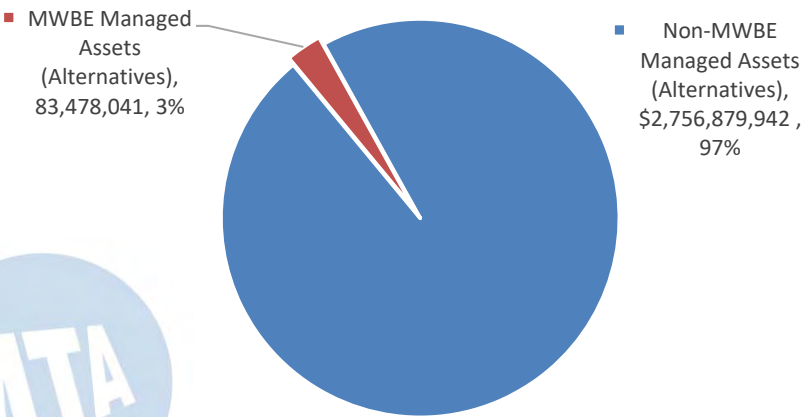
Combined Plans - Total Assets



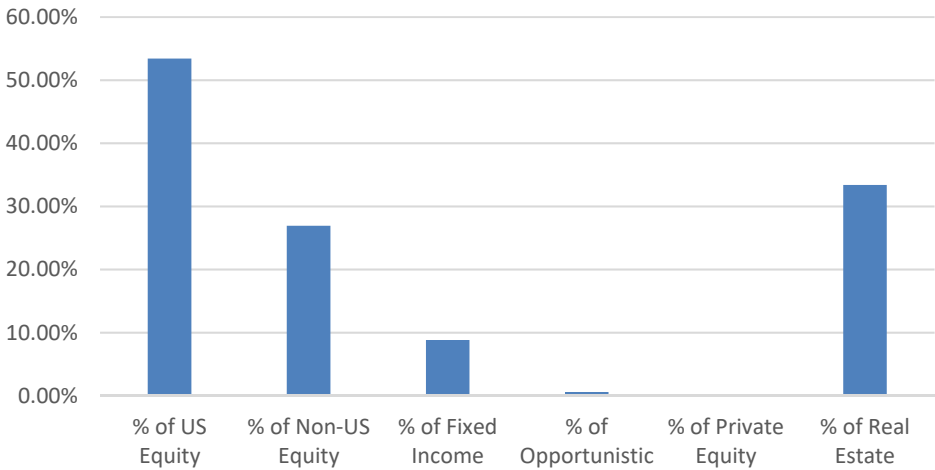
Combined Plans - Traditional Investments



Combined Plans- Alternative Investments



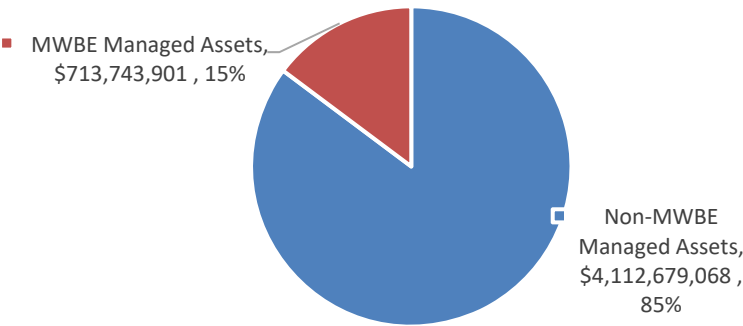
MWBE Managed Assets by Asset Class



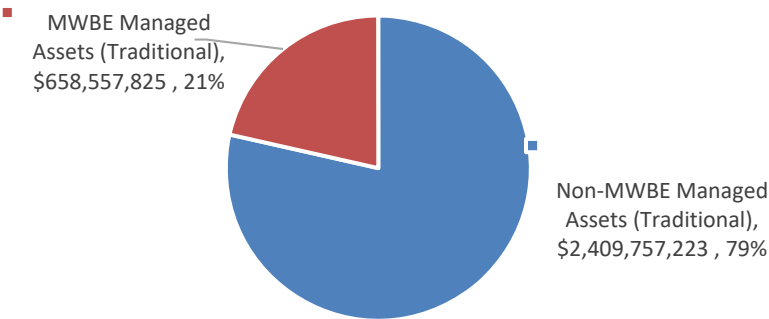
MTA Sponsored Plans – MWBE Participation

As of November 30, 2018

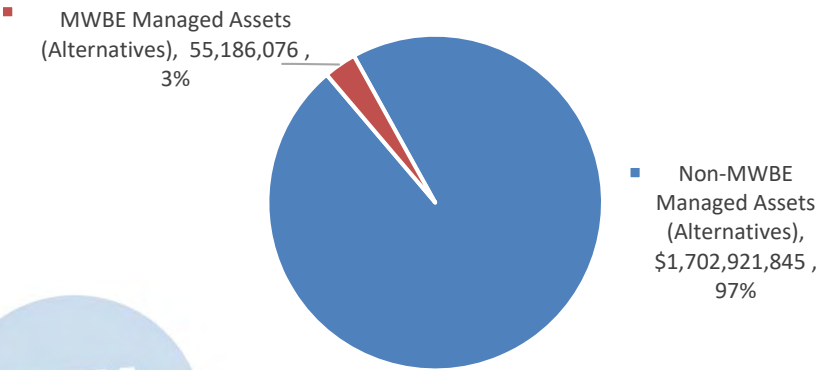
MTA Defined Benefit - Total Assets



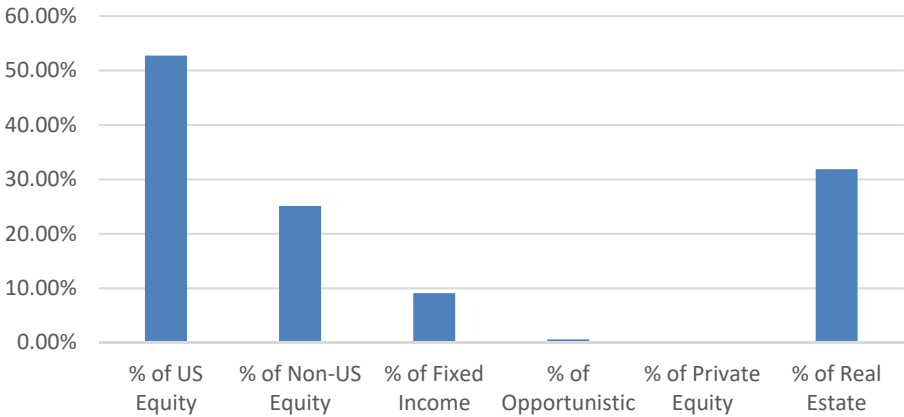
MTA Defined Benefit - Traditional Investments



MTA Defined Benefit - Alternative Investments



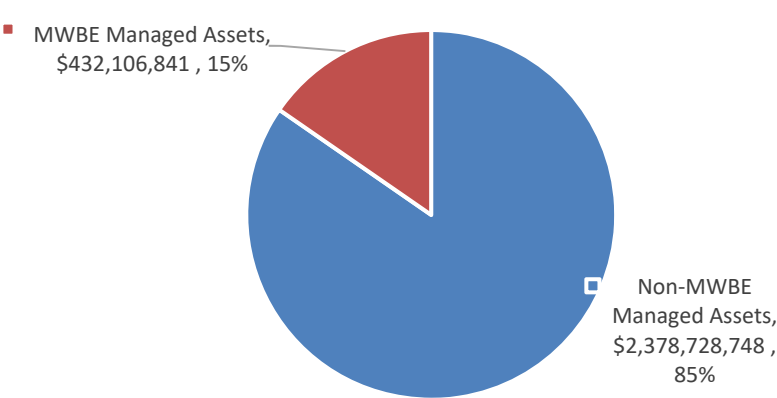
MWBE Managed Assets by Asset Class



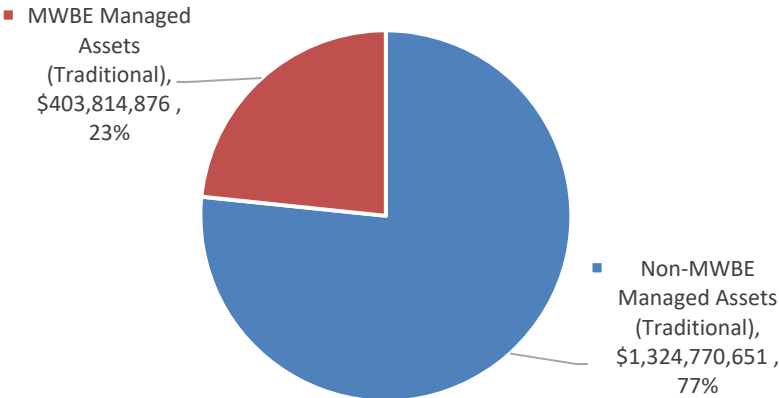
MTA Sponsored Plans – MWBE Participation

As of November 30, 2018

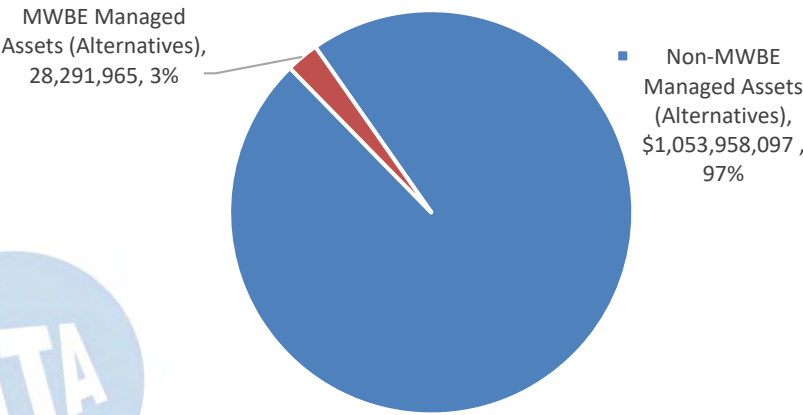
MaBSTOA - Total Assets



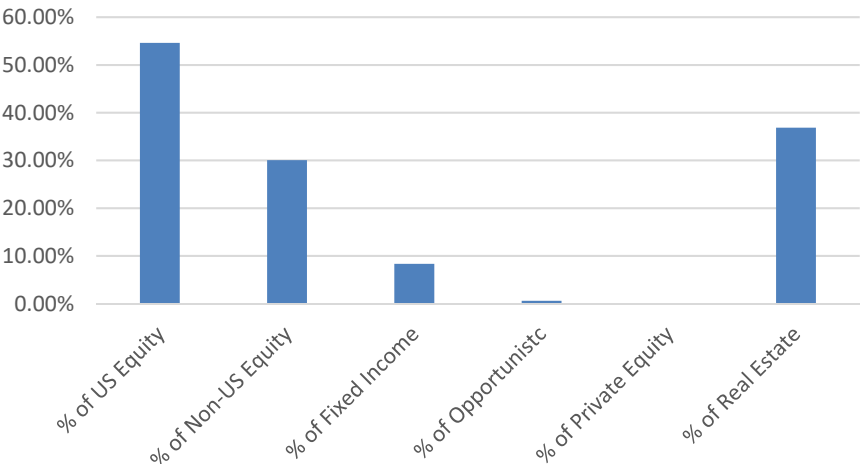
MaBSTOA - Traditional Investments



MaBSTOA - Alternative Investments



MWBE Managed Assets by Asset Class



MTAHQ POLICY STATEMENT

EQUAL EMPLOYMENT OPPORTUNITY

The Metropolitan Transportation Authority ("MTA") is fully committed to equal employment opportunity for all employees, applicants for employment, and certain non-employees in the workplace, without regard to race, color, religion, creed, national origin, ancestry, sex, sexual orientation, age, disability, predisposing genetic characteristic, gender identity and expression, pregnancy, veteran or military status, marital/familial/partnership/caregiver status, status as a victim of domestic violence, stalking and/or sex offenses, or any legally protected basis. In addition, MTA will not impermissibly use or rely on immigration/alienage/citizenship status, credit history, arrest/conviction records, unemployment history, or salary history in its employment practices. MTA's EEO Policy applies to all employment actions, including but not limited to hiring, promotion, upgrading, working conditions, demotion, transfer, recruitment or recruitment advertising, layoff or other discharge, recall, rates of pay or other forms of compensation, treatment of employees, benefits and selection for training. Further, the MTA expressly prohibits any form of harassment based on the aforementioned protected bases. These forms of discrimination or harassment are prohibited in the workplace and in any location that could reasonably be regarded as an extension of the workplace, such as business travel or outside training, and will not be tolerated.

All employees, applicants for employment and certain non-employees in the workplace shall be protected from retaliation or harassment for filing a complaint or participating in an investigation of a complaint, participating in any employment discrimination proceeding or other protected activity. Such retaliation or harassment is strictly prohibited and will not be tolerated. The MTA is committed to providing reasonable accommodations to applicants and employees who need them because of a disability or pregnancy/childbirth or related medical condition, or to practice or observe their religion, absent undue hardship as required by applicable law.

The MTA is fully committed to complying with all applicable laws and regulations that call for the establishment and implementation of a program providing equal employment opportunities for all employees, applicants for employment and certain non-employees in the workplace. To that end, MTA has developed a written nondiscrimination program that sets forth the policies, practices and procedures, with goals and timetables, to which MTA is committed. This program is available for inspection upon request. All managers and supervisors share in the responsibility for complying with and promulgating this program and are assigned specific tasks to ensure and achieve compliance. Their performance in connection with this responsibility will be evaluated in the same manner the agency evaluates their performance in other agency programs.

MTAHQ POLICY STATEMENT

EQUAL EMPLOYMENT OPPORTUNITY (Continued)

Michael J. Garner, Chief Diversity Officer, reports directly to the MTA President. Mr. Garner is responsible for implementing the MTA's EEO Policy and coordinating the MTA's equal employment opportunity program. If you believe you have been subjected to a violation of MTA's EEO Policy in your employment or application for employment, you have a right to file complaints of discrimination and/or retaliation directly with Mr. Garner at 2 Broadway, 16th Floor, New York, NY 10004 and mgarner@mtahq.org - by phone at 646-252-1385 or you can contact any EEO personnel. You may also report a potential violation to your immediate supervisor or a higher-level supervisor, although you are not required to do so.

Managers and supervisors are required to notify MTA's EEO Officer, Mr. Garner, as soon as they receive a complaint or otherwise observe, learn about, or suspect any improper discriminatory or retaliatory conduct, regardless of whether or not:

- a written statement is provided contemporaneously,
- the complainant requests that no action be taken and/or requests confidentiality, or
- the complainant works in the manager/supervisor's department, division or unit.

If it is determined that a violation of the MTA's EEO Policy has occurred, the MTA will take appropriate action to remedy the situation. All employees are required to fully cooperate during an investigation. Any employee who is found to have violated the EEO Policy, or any supervisory or managerial employee who knowingly permits a violation of the EEO Policy to occur, may be subject to disciplinary action, up to and including dismissal from employment. Such an employee may also be subject to personal legal and financial liability.

You may also file a complaint externally with an outside agency/organization. For certain complaints, you may be required to file directly in State Court. The following external agencies handle complaints of discrimination and retaliation:

- The United States Equal Employment Opportunity Commission
New York District Office
33 Whitehall Street, 11th Floor
New York, NY 10004
1-800-669-4000

MTAHQ POLICY STATEMENT

EQUAL EMPLOYMENT OPPORTUNITY (Continued)

- The New York State Division of Human Rights
New York District Office
One Fordham Plaza, 4th Floor
Bronx, NY 10458
1-888-392-3644

This Policy Statement is to be posted in prominent locations throughout MTA's facilities.

Veronique Hakim 1-14-19

Veronique Hakim
Managing Director

1-14-19
Date

Patrick Foye

Patrick Foye
President

1/14/19
Date



THE METROPOLITAN TRANSPORTATION AUTHORITY

DIVERSITY COMMITTEE

This Charter for the Diversity Committee 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”), as amended on March 21, 2018.

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 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; and

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.

In addition, the Committee shall have the following responsibilities:

1. set the annual work plan for the committee;
2. conduct an annual self-evaluation of the performance of the Committee, including its effectiveness and compliance with this Charter;
3. review and assess the adequacy of this Charter annually; and
4. report regularly to the Board Chair and the Board on Committee findings and recommendations and any other matters the Committee deems appropriate or the Board Chair or the Board requests, and maintain minutes or other records of Committee meetings and activities.