



MTA Bus Company

Diversity and Equal Opportunity 4th Quarter Report



MTA Bus Workforce as of December 31, 2024

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	192		142	74%	50	26%	60	31%	40	21%	25	13%	0	0%	0	0%	17	9%	11	6%	16	8%
F	45	23%	38	20%	7	4%	26	14%	4	2%	3	2%	0	0%	0	0%	5	3%	0	0%	2	1%
M	147	77%	104	54%	43	22%	34	18%	36	19%	22	11%	0	0%	0	0%	12	6%	11	6%	14	7%
Professionals	86		64	74%	22	26%	23	27%	13	15%	18	21%	0	0%	0	0%	10	12%	1	1%	1	1%
F	33	38%	29	34%	4	5%	11	13%	8	9%	5	6%	0	0%	0	0%	5	6%	0	0%	1	1%
M	53	62%	35	41%	18	21%	12	14%	5	6%	13	15%	0	0%	0	0%	5	6%	1	1%	0	0%
Technicians	0		0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
F	0	0%	0	0%	0	0%	0	0%	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%	0	0%	0	0%	0	0%	0	0%	0	0%
Protective Services	5		4	80%	1	20%	3	60%	1	20%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
F	1	20%	0	0%	1	20%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M	4	80%	4	80%	0	0%	3	60%	1	20%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Paraprofessionals	0		0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
F	0	0%	0	0%	0	0%	0	0%	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%	0	0%	0	0%	0	0%	0	0%	0	0%
Administrative Support	17		16	94%	1	6%	9	53%	2	12%	3	18%	0	0%	0	0%	2	12%	0	0%	1	6%
F	13	76%	12	71%	1	6%	6	35%	2	12%	3	18%	0	0%	0	0%	1	6%	0	0%	1	6%
M	4	24%	4	24%	0	0%	3	18%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%
Skilled Craft	651		499	77%	152	23%	228	35%	103	16%	89	14%	6	1%	6	1%	67	10%	14	2%	5	1%
F	2	0%	2	0%	0	0%	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0%	0	0%
M	649	100%	497	76%	152	23%	226	35%	103	16%	89	14%	6	1%	6	1%	67	10%	13	2%	5	1%
Service Maintenance	3,023		2,751	91%	272	9%	1,624	54%	735	24%	239	8%	15	0%	2	0%	136	4%	37	1%	11	0%
F	420	14%	403	13%	17	1%	268	9%	110	4%	5	0%	2	0%	0	0%	18	1%	2	0%	0	0%
M	2,603	86%	2,348	78%	255	8%	1,356	45%	625	21%	234	8%	13	0%	2	0%	118	4%	35	1%	11	0%
Total	3,974		3,476	87%	498	13%	1,947	49%	894	22%	374	9%	21	1%	8	0%	232	6%	63	2%	34	1%

*American Indian/Alaskan Native

**Native Hawaiian Other Pacific Islander

***Persons With Disabilities

F represent employees who Self-Identified as Females

M represent employees who Self-Identified as Males

Note: All percentages have been rounded up to the nearest whole number.



MTA Bus Workforce – 4Q

3,974 strong as of December 31, 2024



13% (514) self-identified as females



87% (3,476) self-identified as minorities

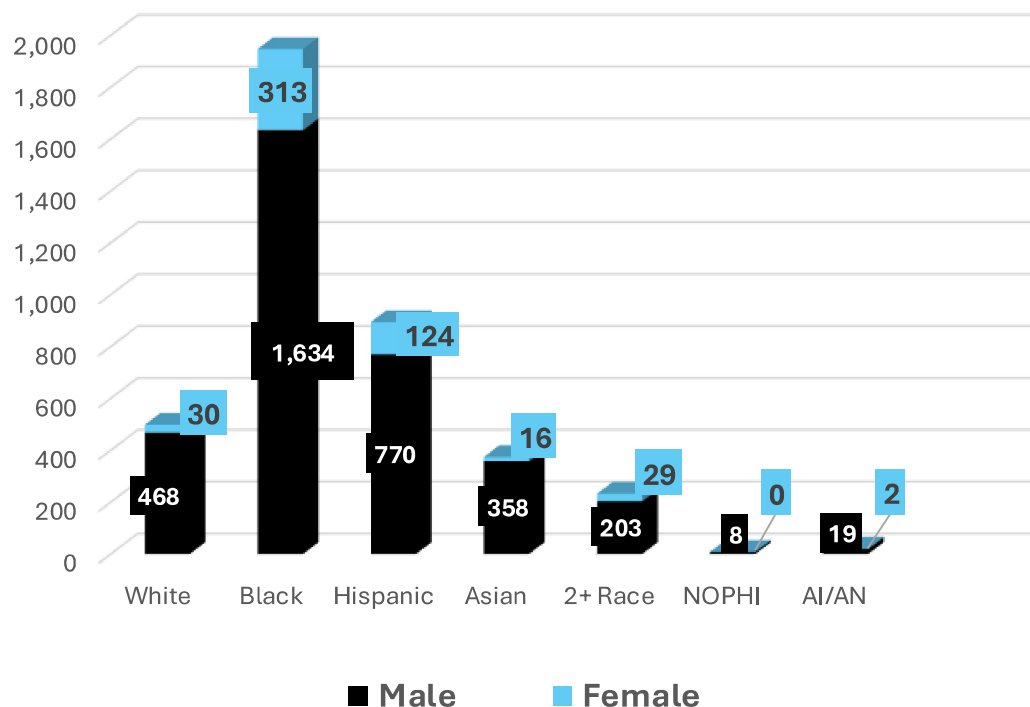


2% (63) veterans



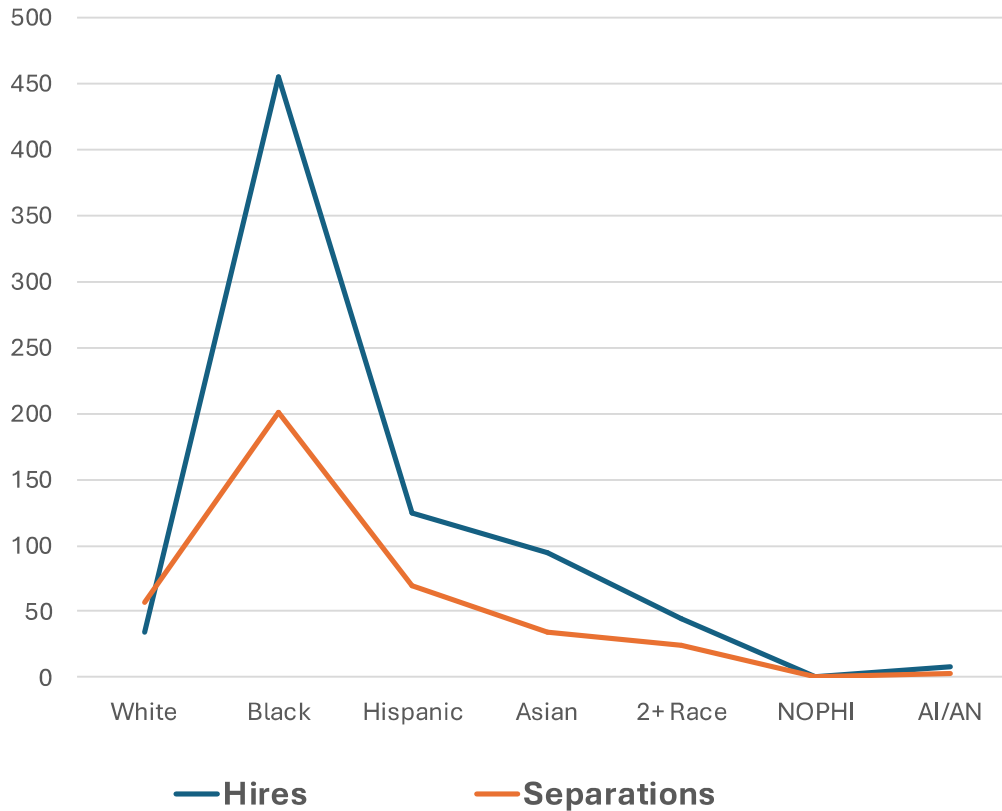
1% (34) self-identified as a persons with a disability.

Workforce by Sex and Ethnicity



Hires and Separations

January 1, 2024 – December 31, 2024



761 new hires and 390 separations resulted in the following:



A net **increase** of **47** self-identified **female** and **324** self-identified **male** employees.



A net **increase** of **1** self identified **veteran**, and



The self identified **individuals with a disability** has **decreased by 1** with **3** separations and **2** new hires.

All Agency Employee Resource Groups Quarterly Highlights

MTA Strategic Priority – Revive Talent and Culture

Employee Resource Groups (ERGs) are important pillars of the MTA and contribute to a culture of inclusion and belonging while making a positive impact on the MTA. Ultimately all initiatives and programs should serve and champion members, maximize available resources, align with the MTA strategic priorities as well as the ERG goals and objectives.



Employee Resource Group – All Member Meeting and Recruitment Fair Long Island Rail Road (LIRR) Hillside – December 10, 2024

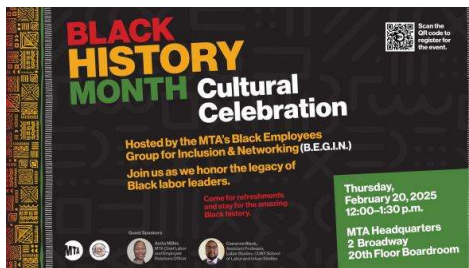
- We continued our theme Connections: D&I in Motion for 2024. We focused on Sense of Belonging and ending the year thanking our ERG Leads who give tirelessly to their members and the MTA. We also had a recruitment fair for LIRR employees. We had twenty new members sign up for one of the ten employee resource groups.
- All member meetings allow colleagues of the ten ERGs to network, collaborate, and connect which aids in creating inclusivity and increases employees sense of belonging.

MTA Strategic Priority – Revive Talent and Culture

All Agency Employee Resource Groups (ERG) Quarterly Highlights



Train Module Exhibit, February 6, 2025 – All Generational hosted an all-day exhibition showcasing the efforts and creativity of the All-Generational members that participated in a year long joint train module building initiative.



Black History Month Celebration February 20, 2025 - Black Employee Group for Inclusion and Networking (B.E.G.I.N) hosted their Annual Black History Program. The theme African Americans and Labor focuses on the various and profound ways that work and working of all kinds – free and unfree, skilled, and unskilled, vocational, and voluntary – intersect with the collective experiences of Black people. This was a multimedia presentation including speakers, music, displays and presentations on the screens in the room.



Empowering Women in Transportation (EWT) - Women History Month Expanding HERizons, March 2025

EWT had the following events for 2025 Women's History celebration:

Expanding HERizons Through The ERG Experience Panel Discussion, Dual Employment Informational Panel Event, and The Expanding HERizons Celebration

MTA Strategic Priority – Revive Talent and Culture



Complaints and Lawsuits

January 1, 2024 – December 31, 2024

Title VI and Related Discrimination Complaints



17 Title VI and Related** complaints were **filed** citing **18** separate bases



The most frequently cited bases was **Disability**

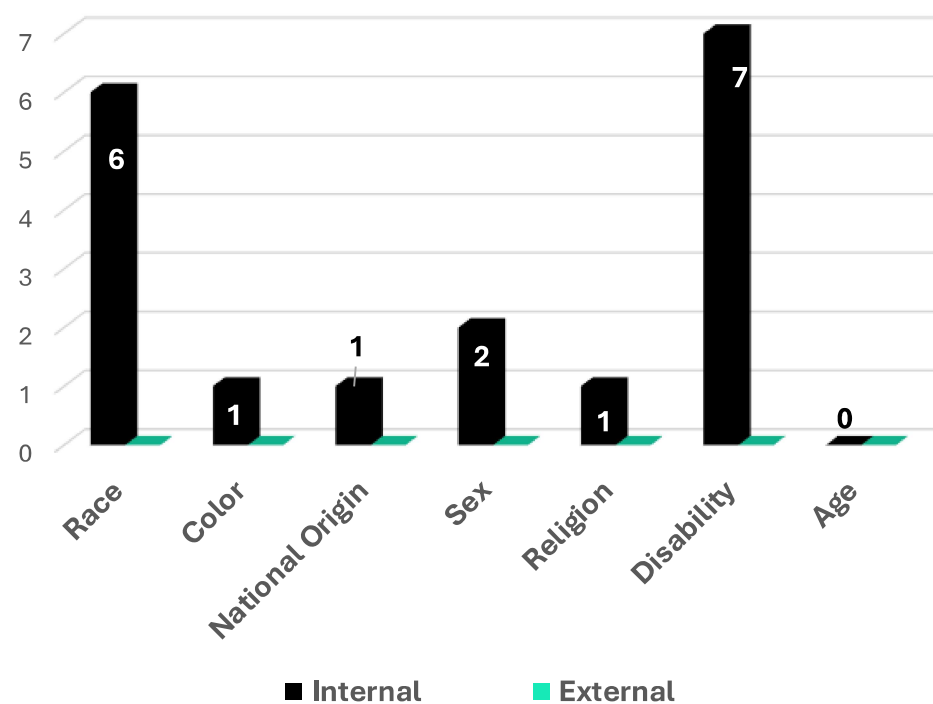


There were **0** Title VI complaints filed with **external agencies** and **0** Title VI **Lawsuits** filed

*Note: *Formal complaints can be filed alleging multiple bases.*

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

Title VI and Related Discrimination Complaints
by Bases



Employment Discrimination Complaints



5 complaints were **filed** citing **12** separate bases

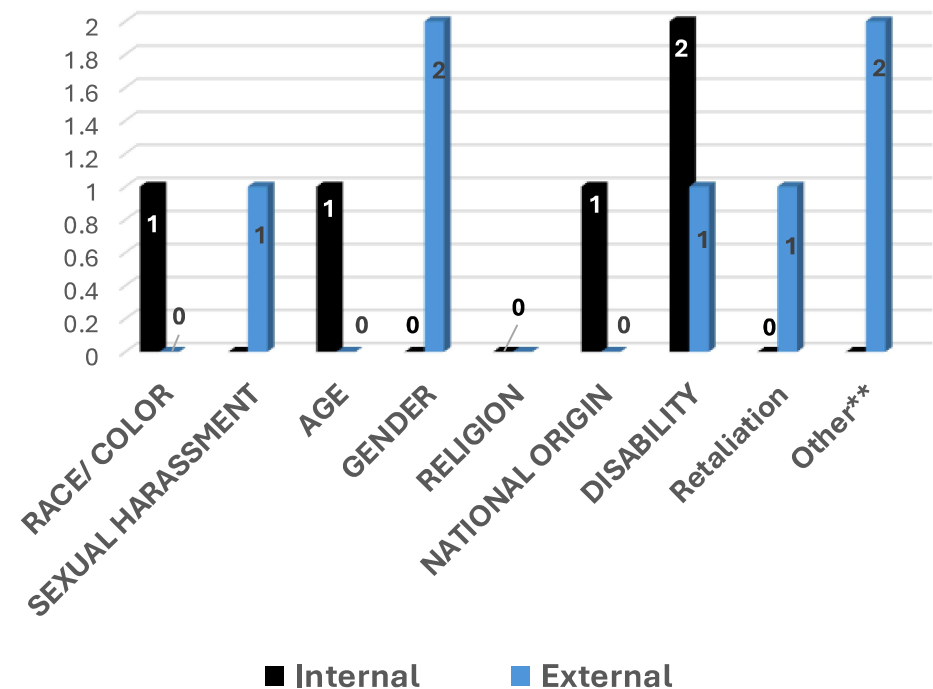


The most frequent singularly-cited basis was **Disability**



There were **2** complaints filed with **external agencies** and **0** **Lawsuits** filed

Internal and External Complaints
by Bases



Note: *Formal complaints and lawsuits can be filed alleging multiple bases.

Note: **“Other” consists of any of the remaining 12 legally protected bases not individually shown. Additionally, numerous incoming matters were also handled during this time period.