



New York City Transit Diversity and Equal Opportunity 4th Quarter Report





NYCT's Workforce as of December 31, 2024

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOP1**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	1,735		1227	71%	508	29%	580	33%	281	16%	239	14%	4	0%	2	0%	121	7%	72	4%	61	4%
F	404	23%	346	20%	58	3%	219	13%	62	4%	49	3%	0	0%	0	0%	16	1%	6	0%	19	1%
M	1,331	77%	881	51%	450	26%	361	21%	219	13%	190	11%	4	0%	2	0%	105	6%	66	4%	42	2%
Professionals	1,068		835	78%	233	22%	338	32%	136	13%	280	26%	1	0%	1	0%	79	7%	14	1%	51	5%
F	430	40%	370	35%	60	6%	193	18%	60	6%	84	8%	0	0%	1	0%	32	3%	1	0%	25	2%
M	638	60%	465	44%	173	16%	145	14%	76	7%	196	18%	1	0%	0	0%	47	4%	13	1%	26	2%
Technicians	150		122	81%	28	19%	51	34%	19	13%	47	31%	0	0%	0	0%	5	3%	1	1%	5	3%
F	24	16%	21	14%	3	2%	15	10%	5	3%	1	1%	0	0%	0	0%	0	0%	0	0%	1	1%
M	126	84%	101	67%	25	17%	36	24%	14	9%	46	31%	0	0%	0	0%	5	3%	1	1%	4	3%
Protective Services	953		827	87%	126	13%	483	51%	248	26%	59	6%	0	0%	2	0%	35	4%	54	6%	7	1%
F	194	20%	184	19%	10	1%	129	14%	40	4%	1	0%	0	0%	0	0%	14	1%	3	0%	2	0%
M	759	80%	643	67%	116	12%	354	37%	208	22%	58	6%	0	0%	2	0%	21	2%	51	5%	5	1%
Paraprofessionals	5		5	100%	0	0%	4	80%	0	0%	1	20%	0	0%	0	0%	0	0%	0	0%	0	0%
F	5	100%	5	100%	0	0%	4	80%	0	0%	1	20%	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	578		531	92%	47	8%	307	53%	76	13%	126	22%	1	0%	0	0%	21	4%	4	1%	13	2%
F	351	61%	330	57%	21	4%	208	36%	48	8%	58	10%	0	0%	0	0%	16	3%	4	1%	11	2%
M	227	39%	201	35%	26	4%	99	17%	28	5%	68	12%	1	0%	0	0%	5	1%	0	0%	2	0%
Skilled Craft	15,875		11,442	72%	4,433	28%	5,486	35%	2,252	14%	2,878	18%	82	1%	7	0%	737	5%	272	2%	57	0%
F	533	3%	498	3%	35	0%	362	2%	73	0%	38	0%	0	0%	1	0%	24	0%	3	0%	6	0%
M	15,342	97%	10,944	69%	4,398	28%	5,124	32%	2,179	14%	2,840	18%	82	1%	6	0%	713	4%	269	2%	51	0%
Service Maintenance	28,159		25,496	91%	2,663	9%	15,985	57%	6,349	23%	2,172	8%	77	0%	4	0%	909	3%	429	2%	135	0%
F	7,693	27%	7,423	26%	270	1%	5,529	20%	1,426	5%	204	1%	19	0%	2	0%	243	1%	50	0%	48	0%
M	20,466	73%	18,073	64%	2,393	8%	10,456	37%	4,923	17%	1,968	7%	58	0%	2	0%	666	2%	379	1%	87	0%
Total	48,523		40,485	83%	8,038	17%	23,234	48%	9,361	19%	5,802	12%	165	0%	16	0%	1,907	4%	846	2%	329	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.



NYCT's Workforce – 4Q

48,523 strong as of December 31, 2024



20% (9,634) self-identified as females



83% (40,485) self-identified as minorities

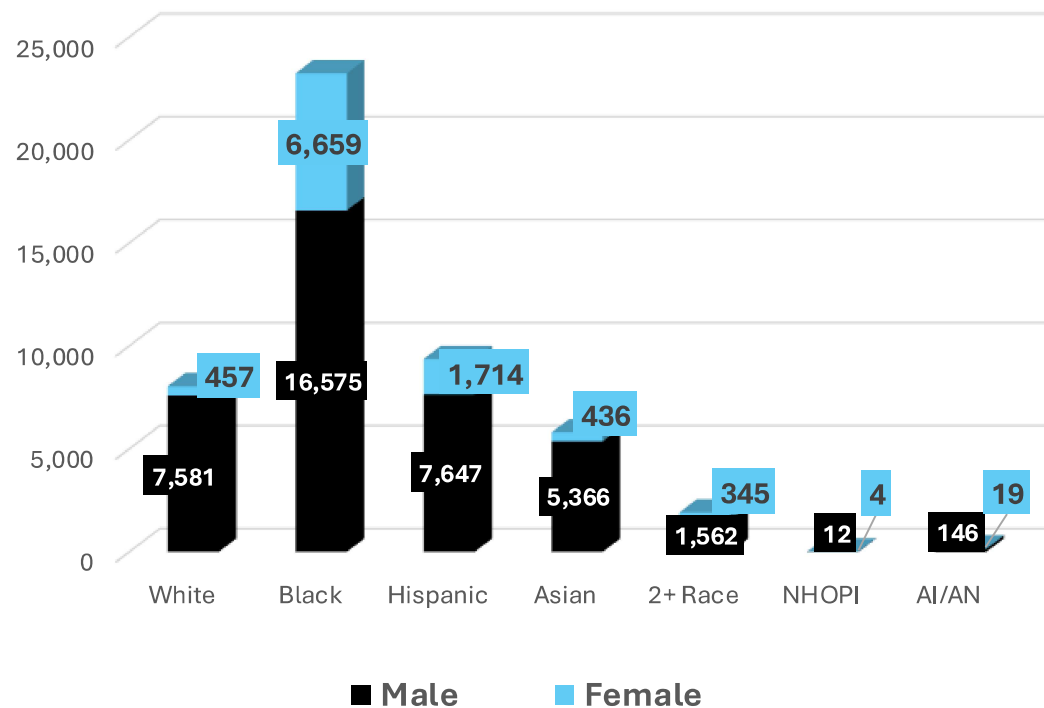


2% (846) veterans



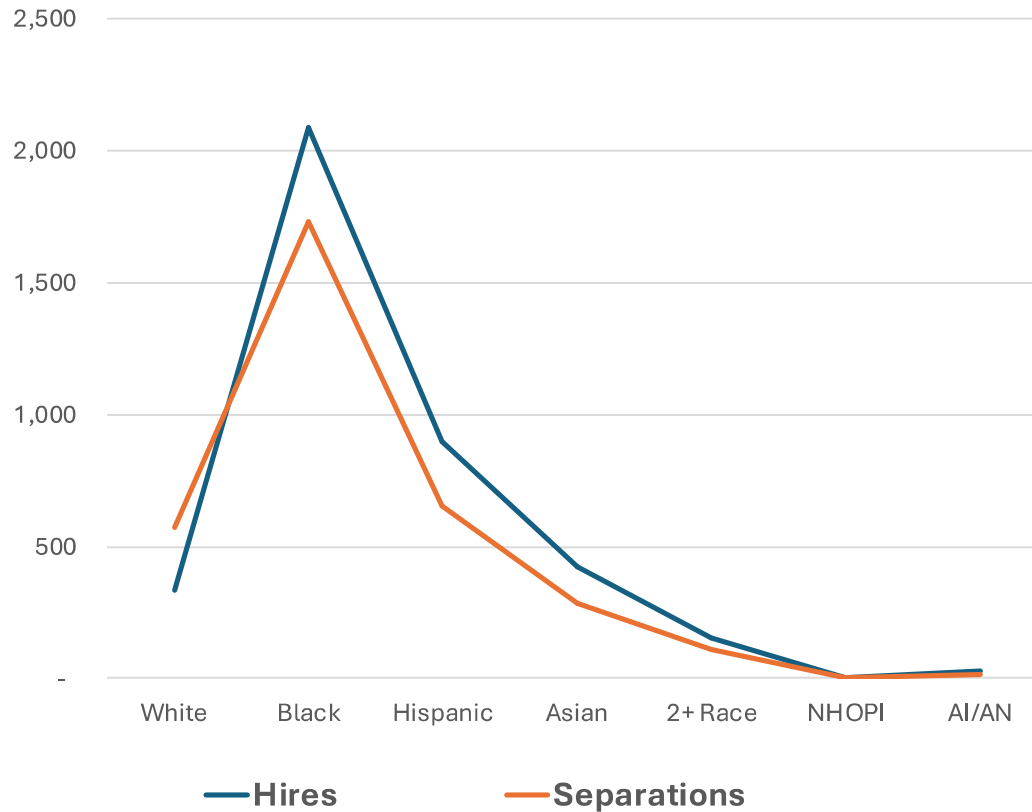
1% (329) self-identified as a persons with a disability.

Workforce by Sex and Ethnicity



Hires and Separations

January 1, 2024 – December 31, 2024



3,926 new hires and 3,366 separations



Net increase of 233 self-identified female and 327 self-identified male employees



Net decrease of 54 self identified veterans and net decrease of 15 self identified individuals with a disability

All Agency Employee Resource Groups (ERG) 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

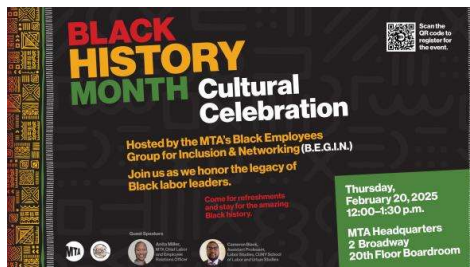
- We continued our theme Connections: D&I in Motion for 2024. We focused on Sense of Belonging and ending the year thanking our ERG Leads who give tirelessly to their members and the MTA. We also had a recruitment fair for LIRR employees. We had twenty new members sign up for one of the ten employee 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

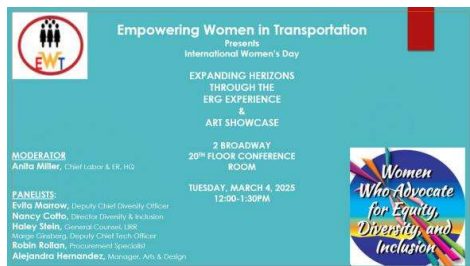
All Agency Employee Resource Groups Quarterly Highlights



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



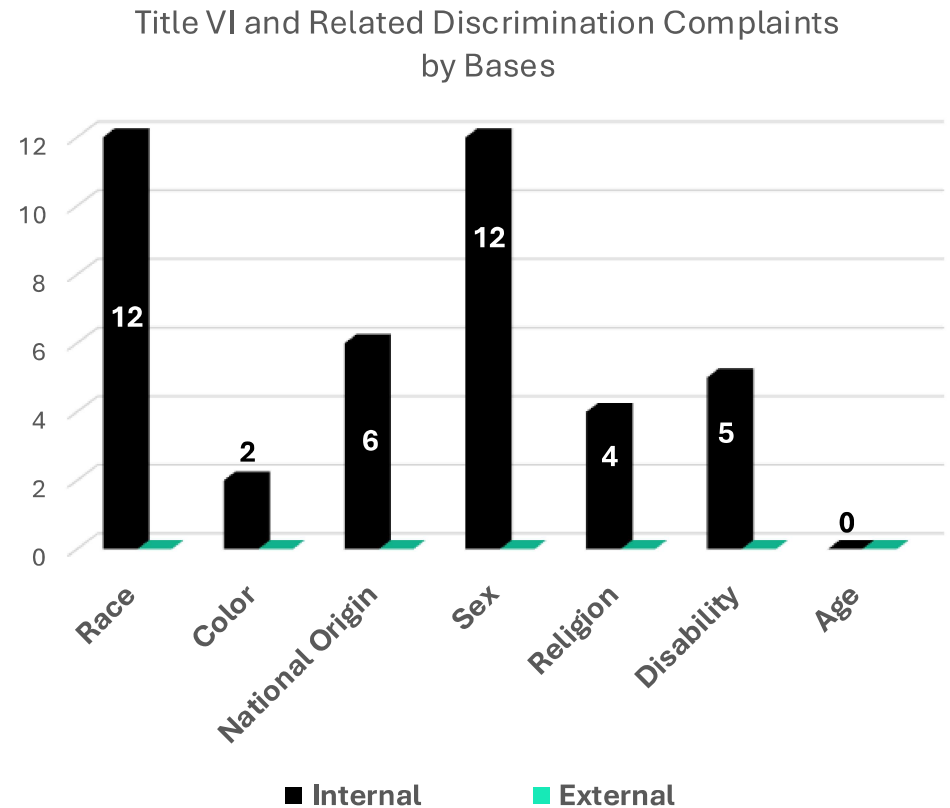
31 Title VI and Related** complaints were **filed** citing **41** separate bases



The most frequently cited bases were **Race** and **Sex**



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 VII Employee Discrimination Complaints



134 complaints were **filed** citing 292 separate bases

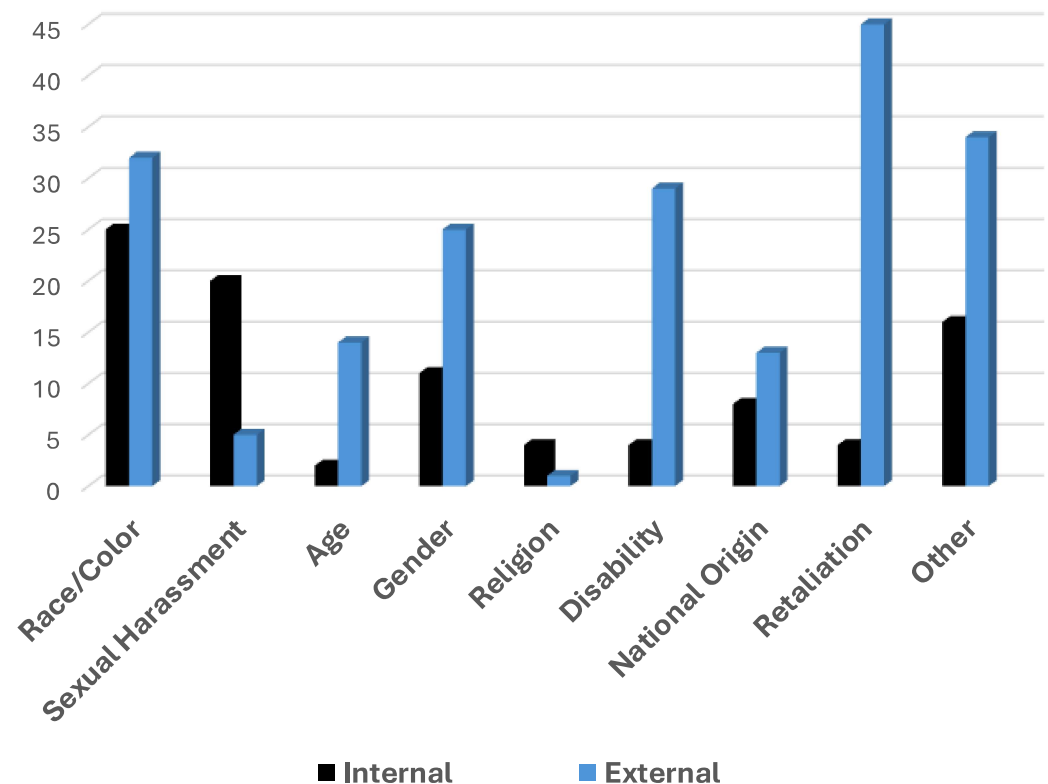


The most frequently singularly-cited** basis was **Race/Color**



19 lawsuits were 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.