



Metropolitan Transportation Authority

Diversity Committee Meeting

SEPTEMBER 2025

Committee Members

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

Diversity Committee Meeting

130 Livingston Street

Monday, 9/29/2025

12:30 - 1:15 PM ET

1. Public Comments

2. Approval of Minutes

Diversity Committee Meeting Minutes - Page 3

3. 2025 Diversity Work Plan

2025 Diversity Committee Work Plan - Page 6

4. Executive Summary / Presentation

Executive Summary / Presentation - Page 9

5. EEO Activity

EEO Activity and Workforce Report - Page 32

6. M/W/DBE and SDVOB Utilization

M/W/DBE and SDVOB Utilization - Page 49

7. Discretionary Awards

All Discretionary Spend Including A&E, IT and Legal - Page 60

8. Financial Services

Underwriter Fees - Page 63

9. Asset Fund Management

Asset Fund Management - Page 65

10. Business Development Initiatives

Business Development Initiatives - Page 69

11. Small Business Development Program Update

SBDP Update - Page 73

MTA DIVERSITY COMMITTEE

Meeting Minutes
2 Broadway, 20th Floor
New York, NY 10004
Monday, June 23, 2025

The following Committee Members were present:

Hon. Blanca Lopez, Chair
Hon. Midori Valdivia

The following Board Member was present:

Hon. James O'Donnell

The following staff were also present:

Mayra Bell, Agency Chief EO Officer, MNR
Joyce Brown, Agency Chief EO Officer, B&T
Ray Burke, Deputy Chief Diversity and Inclusion Officer, MWDBE/SDVOB Contract Compliance
Jessica Cooke, Agency Chief EO Officer, LIRR
Shelia Cozine, Acting Chief EO Officer, NYCT
Dr. Rosalyn Green, Diversity & Equal Opportunity/ C&D Agency Chief EEO Officer
Evita Marrow, Deputy CDO, Operations & Programming
Christine Norman, Deputy CDO, Technology, Operations, DBE Certification & Outreach
Sheree Owens, Deputy CDO, Small Business Development Program
Michelle Thompson, Acting Senior Director, Title VI
Lourdes Zapata, Chief Diversity and Inclusion Officer

Chair Blanca Lopez called to order the June 2025 Diversity Committee.

1. PUBLIC SPEAKERS' SESSION

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

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

2. APPROVAL OF MINUTES

- Upon a motion duly made and seconded, the Committee approved the Minutes of the MTA Diversity Committee meeting held on March 24, 2025.

3. WORK PLAN REPORT

- Chair Lopez asked if there were any changes to the 2025 Work Plan. Ms. Zapata confirmed that there were no changes and indicated that the 2025 Work Plan can be found on pages 6-9 of the Diversity Committee Book.

4. EXECUTIVE SUMMARY

- Ms. Zapata shared the agenda items and asked Dr. Green to report on workplace statistics and EO recommitment.

EEO Activities

- Dr. Green reported on the MTA's overall workforce numbers and an overview of the new hire statistics by race/ethnicity and reported gender for Q1. There was an overall increase in the MTA workforce, self-identified female representation, and self-identified representation as a person with a disability compared to the previous report. Due to changes in the self-identified veteran information report, veteran representation in the same comparison decreased.
- Dr. Green reported an increase in self-identified female and self-identified male hires for Q1, while there was a decrease in hires of self-identified veterans and individuals with disabilities.
- Ms. Zapata presented the All-Agency Military Benefits Policy Directive 11-094. Following a motion that was duly made and seconded, the Committee approved the directive. The directive can be found on pages 24-30 of the Diversity Committee Book.

M/W/DBE, SDVOB Activity

- Mr. Burke reported on contract compliance Q1 activities.
- Mr. Burke represented highlights of the M/W/DBE and SDVOB fiscal year programs, focusing on top prime and subcontractor awards
- Ms. Norman reported that MWBE and SDVOB payments exceeded participation compared to the same period last fiscal year
- Ms. Norman reported that participation in DBE awards is lower than last fiscal year.
- DDCR participated in 5 outreach events that were sponsored by various agencies and/or advocacy groups in January – March 2025. In addition, DDCR held 1 virtual DBE certification workshop and 1 virtual new firm orientation.
- Ms. Norman reported that between January and March 2025, a total of 23 new DBE applications were received, and 14 of those firms were certified, averaging a processing time of 64 days.
- Ms. Norman shared the MTA certification program success story, highlighting a certified firm and its achievements.

Small Business Development Program

- Ms. Owens shared updates, details, and key changes to the Small Business Development Program (SBDP) and reported that the rebranding process will be completed in Q4 of 2025.
- Ms. Owens reported on SBDP 2025 (Q1) contract awards.

Diversity Equity and Inclusion (DEI)

- Ms. Marrow provided updates on the Employee Resource Groups (ERG), detailing their events, activities, and accomplishments during Q1 of 2025, as well as upcoming events.

Refer to the video recording of the meeting, produced by the MTA and maintained in MTA records, for the details of the Executive Summary report and the Diversity Committee members' comments and discussion.

5. ADJOURNMENT

The meeting was adjourned by Chair Blanca Lopez

Respectfully submitted,
Ipek M. Fulford
Civil Rights Business Liaison

2025 Diversity Committee Work Plan *(Revised: September 2025)*

I. RECURRING AGENDA ITEMS

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

II. SPECIFIC AGENDA ITEMS

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

June 2025	Responsibility
1 st Quarter 2025 Report	Dept. of Diversity/Civil Rights
Recommitment to Equal Opportunity ("EO")	MTAHQ and Agency Staff

September 2025	Responsibility
2 nd Quarter 2025 Report	Dept. of Diversity/Civil Rights
5-Year DEI Strategic Plan – Bi-Annual Update	

December 2025	Responsibility
3 rd Quarter 2025 Report	Dept. of Diversity/Civil Rights
2026 Diversity Committee Workplan	
EEO Program Accomplishments	
M/W/DBE, SDVOB Task Force - Update	
Recruitment Strategies for MTAHQ and MTA Agencies	
Diversity Committee Charter Review	Committee Chair & Members

Detailed Summary

I. RECURRING

Approval of Minutes

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

Diversity Committee Work Plan

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

MTA Agency-wide Business and Diversity Initiatives Program Activities

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

MTA Agency-wide Diversity and Equal Opportunity Program Activities

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

MTA DBE Certification Program Activities

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

M/W/DBE and SDVOB Contract Compliance Activities

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

Action Items

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

II. SPECIFIC AGENDA ITEMS

March 2025

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

June 2025

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

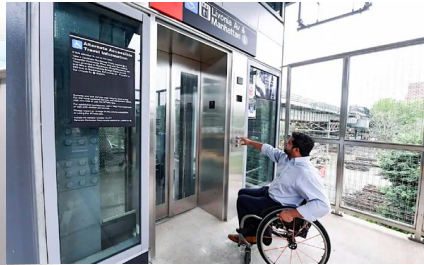
compliance with all applicable laws and regulations. The Department of Diversity and Civil Rights will present the 2025 EO Policy Statements.

September 2025

- 2nd Quarter 2025 Report
The Department of Diversity and Civil Rights will present 2nd quarter 2025 update on MTA Agency-wide DEO, and M/W/DBE and SDVOB contract compliance activities.
- 5-Year DEI Strategic Plan – Bi-Annual Update
The Department of Diversity and Civil Rights will present MTA’s progress towards its 5-year DEI Strategic Plan developed to comply with the New York State Executive Order 187.

December 2025

- 3rd Quarter 2025 Report
The Department of Diversity and Civil Rights will present 3rd quarter 2025 update on MTA Agency-wide DEO, and M/W/DBE and SDVOB contract compliance activities
- 2026 Diversity Committee Work Plan
The Department of Diversity and Civil Rights will present an updated Diversity Committee Work Plan for 2026.
- EEO Program Accomplishments
- M/W/DBE, SDVOB Task Force – Update
The Department of Diversity and Civil Rights report will address progress made by the Task Force to improve M/W/DBE and SDVOB participation.
- 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.



Diversity Committee Presentation/ Executive Summary

September 29, 2025

Agenda:

I. Accessibility Activities

II. MTA-wide EEO Activities

- Workplace Statistics – Q2 Reporting

III. 2025-26 MW/DBE Activity

- MWBE/DBE/SDVOB Payments & Awards
- MWBE Success Story



IV. Five-Year Diversity, Equity, and Inclusion (DEI) Strategic Plan Agency-Wide Initiatives: Year 2 Progress Report (July 1, 2024 – Jun 30, 2025)

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Accessibility Activities



MTA Accessibility

Established 2021



Accessibility Activities

Accessibility Starts with YOU!

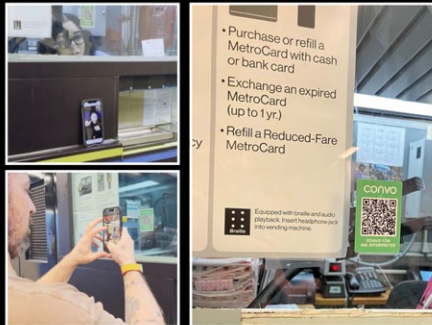


It is Enhanced by



Accessibility Activities

Accessibility Projects Enhancing Design & Technology Innovations



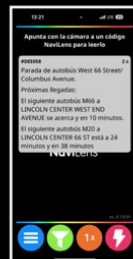
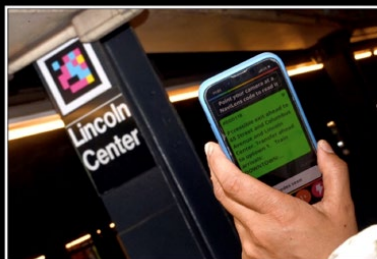
Additional Flip Seats



Wider Ramps



Wider Doors



Accessibility Activities

Partnership for Inclusive Internships (PII)

- **More than 17 interns**
- **5 Gainfully Employed**
- **Fully Integrated Operation**
 - ParaTransit
 - Dept. of Buses
 - HQ
 - Safety Security
 - Real Estate
 - Customer Engagement



Accessibility Activities



Robust Employee Engagement & Training

- Understanding Customers' Needs
- Enhancing User Experience
- Readiness to Succeed



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IV. Five-Year Diversity, Equity, and Inclusion (DEI) Strategic Plan Agency-Wide Initiatives: Year 2 Progress Report (July 1, 2024 – Jun 30, 2025)

MTA - Wide Workforce: 2Q

74,915 strong as of June 30, 2025

Workforce Demographics

- **20%** (14,630) self-identified as **females**
- **74%** (55,601) self-identified as **minorities**
- **2%** (1,689) **veterans**
- **1%** (778) self-identified as a **person with a disability**

Hires & Separations

- **2,919** new hires and **2,492** separations
- Net increase of **102** self-identified female and **325** self-identified male employees
- Net decrease of **48** self-identified veterans and a net decrease of **26** self-identified individuals with a disability

Workforce data details can be found on pages 34 - 43 of the Diversity Committee Book

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SDVOB Utilization & Payments

	NYS FY 2025/2026 <i>Apr. – Jun. 2025</i>	NYS FY 2024/2025 <i>Apr. – Jun 2024</i>
SDVOB %	4%	7%
SDVOB Payments	\$13,627,020	\$12,017,,305

NYS FY 2025/2026 SDVOB (APRIL 2025 – JUNE 2025)		
Industry	Amount Paid (\$)	Amount Paid (%)
C - Commodities	\$2,148,573	16%
CC - Construction Consultants	\$615,945	4%
CN - Construction	\$8,164,100	60%
SC - Services / Consultants	\$2,698,402	20%
Grand Total	\$13,627,020	100%

NYS FY 2024/2025 SDVOB (APRIL 2024 - JUNE 2024)		
Industry	Amount Paid (\$)	Amount Paid (%)
C - Commodities	\$3,557,756	30%
CC - Construction Consultants	\$1,018,497	8%
CN - Construction	\$5,740,343	48%
SC - Services / Consultants	\$1,700,710	14%
Grand Total	\$12,017,305	100%

MWBE Utilization & Payments

	NYS FY 2025/2026 <i>Apr. – Jun. 2025</i>	NYS FY 2024/2025 <i>Apr. – Jun 2024</i>
MWBE %	39%	33%
MWBE Payments	\$280,025,054	\$210,811,626

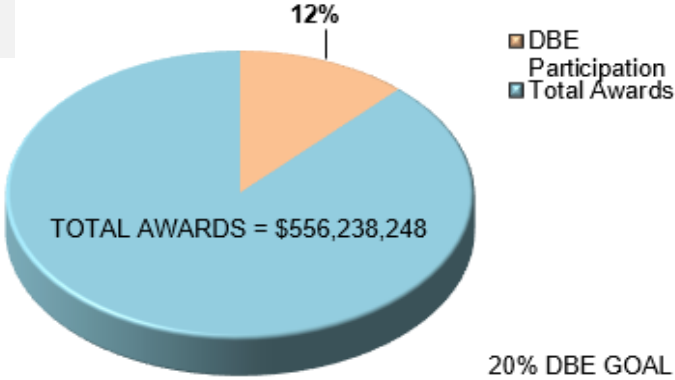
NYS FY 2025/2026 MWBE (APRIL 2025 – JUNE 2025)		
Industry	Amount Paid (\$)	Amount Paid (%)
C - Commodities	\$33,035,963	12%
CC - Construction Consultants	\$5,087,010	2%
CN - Construction	\$193,033,176	69%
SC - Services / Consultants	\$48,868,905	17%
Grand Total	\$280,025,054	100%

NYS FY 2024/2025 MWBE (APRIL 2024 - JUNE 2024)		
Industry	Amount Paid (\$)	Amount Paid (%)
C - Commodities	\$38,401,337	18%
CC - Construction Consultants	\$7,891,479	4%
CN - Construction	\$105,238,148	50%
SC - Services / Consultants	\$59,280,661	28%
Grand Total	\$210,811,626	100%

DBE Program - Awards

DBE Goal 20%	Federal Fiscal Year 2024-2025 <i>Oct. 2024-Mar. 2025</i>	NY State Fiscal Year 2023-2024 <i>Oct. 2023-Mar. 2024</i>
% DBE Participation	12%	15%
DBE Award Amount	\$66,308,614	\$260,187,527

Total Number of Federally Funded Contracts: 150
Total Number of Contracts with DBE Goals: 64



Actual DBE Participation = \$66M or 12%

MWBE Success Story



Shannon D.
Ramsaywak, Managing
Partner



Nathaniel Rand, Inc. (MBE/DBE)

Nathaniel Rand, Inc., is an Information Technology and Security firm specializing in Cyber Risk Management, Information, Critical Infrastructure and Physical Security, Cloud native DevOps in AWS and Azure, as well as Traditional On-Prem Deployment and Business Continuity Planning. They are also value-added Resellers to several technology manufacturers, including Palo Alto Networks.

Over the past five years, Nathaniel Rand Inc. was awarded \$61 million for the supply of various software subscriptions, licensing, hardware, and support services, as well as network cabling. They are participating in the discretionary and competitive bid process. Procurement has also awarded services to Nathaniel Rand via NYS OGS contracts.

Most recently, the company was awarded a 3-year contract for a Palo Alto Enterprise Agreement valued at \$24.9 million.

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Five-Year Diversity, Equity, and Inclusion (DEI) Strategic Plan Agency-Wide Initiatives

Year 2 Goals & Progress

July 1, 2024 - June 30, 2025



Our Commitment to Diversity & Inclusion



Goal 1: Deliver Equitable Program and Services



Goal 2: Recruit, Retain, and Develop a Talented Workforce



Goal 3: Foster an Inclusive Workplace Culture



Goal 4: Provide a Platform for Collaborative Adaptive Communication and Engagement

GOAL 1: Deliver Equitable Program & Services



Establish policies, programs, and services that boost the economic vitality of New York State and result in inclusive decisions that improve the quality of life for our customers, communities, and stakeholders.

Nine total strategies:

- ✓ Nine Completed



Key element(s):

- Make stations more accessible
- Understand rider needs, adapt services, and enhance contracting/workforce opportunities
- Align management and promote joint assessments

GOAL 2: Recruit, Retain & Develop a Talented Workforce



Attract, recruit, engage, develop, and retain a talented workforce capable of using their varied backgrounds and experiences to drive productivity and innovation.

Seven total strategies:

✓ Four Completed, Three on Track

Key element(s):

- Advertise promotions internally
- Expand training and leadership programs



GOAL 3: Foster an Inclusive Workplace Culture



Create an environment that encourages flexibility, fairness, and individuality by establishing processes, policies, and practices that reflect the diverse needs of the workforce and those we serve.

Eight total strategies:

✓ Six Complete, Two on Track

Key element(s):

- Increased CUNY Talent Pipeline to exceed its Year Two goal with one hundred eighty interns.
- Integration of the core competency, Valuing Diversity, into revised training as well as new training.



GOAL 4: Provide a Platform for Collaborative Adaptive Communication & Engagement



When collaborating with internal and external constituents to ensure their needs are taken into account. Incorporating stakeholder engagement as a standard practice across the MTA will strengthen the reach of our decisions and our ability to deliver excellent public service.

Six total strategies:

✓ Four Completed, Two on Track

Key element(s):

- Improve service for low-income and limited English proficient riders
- Drive proactive rider and community outreach
- Create direct feedback channels to amplify riders' voices



Thank you from the DDCR team...

Lourdes Zapata (she/ella)
Chief Diversity and Inclusion Officer

Ray Burke (he/him)
Deputy Chief Diversity and Inclusion Officer, MWDBE/SDVOB Contract Compliance

Evita Marrow (she/her)
Deputy Chief Diversity and Inclusion Officer, Programming & Operations

Christine Norman (she/her)
Deputy Chief Diversity and Inclusion Officer, Technology, Operations, DBE Certification & Outreach

Sheree Owens (she/her)
Deputy Chief Diversity and Inclusion Officer, Small Business Mentoring Program





**Metropolitan
Transportation
Authority**

Department of
Diversity and Civil Rights

**MTA
EEO Activity and
Workforce Report**

September 29, 2025

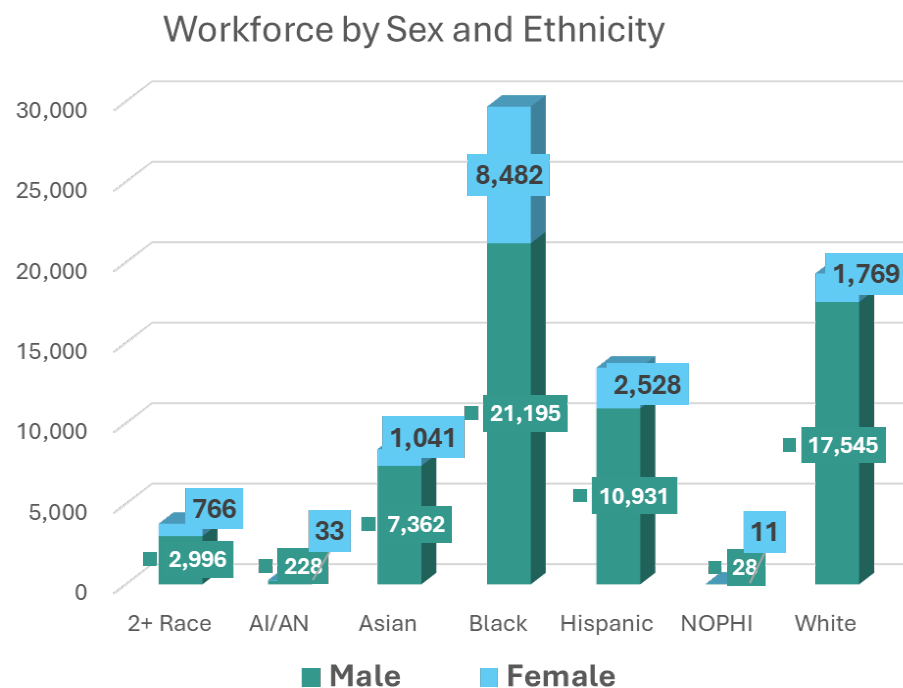
Definitions of EEO Job Categories

- **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 that require specialized and theoretical knowledge, which is usually acquired through college training or through work experience and other training that provides comparable knowledge.
- **Technicians** – Occupations that 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.
- **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 that require special manual skill and a thorough 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 that result in or contribute to the comfort, convenience, hygiene, or safety of the general public or that contribute to the upkeep and care of buildings, facilities, or grounds of public property.

MTA - Wide Workforce: 2Q

74,915 strong as of June 30, 2025

- **20% (14,630) self-identified as females**
- **74% (55,601) self-identified as minorities**
- **2% (1,689) veterans**
- **1% (778) self-identified as a person with a disability**



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

MTA-Wide Workforce as of June 30, 2025

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	5,820		3416	59%	2,404	41%	1,340	23%	733	13%	917	16%	10	0%	4	0%	412	7%	179	3%	212	4%
F	1,733	30%	1243	21%	490	8%	616	11%	241	4%	268	5%	3	0%	0	0%	115	2%	18	0%	72	1%
M	4,087	70%	2173	37%	1,914	33%	724	12%	492	8%	649	11%	7	0%	4	0%	297	5%	161	3%	140	2%
Professionals	4,526		3252	72%	1,274	28%	1,141	25%	604	13%	1,090	24%	12	0%	5	0%	400	9%	83	2%	158	3%
F	1,689	37%	1367	30%	322	7%	627	14%	230	5%	347	8%	5	0%	4	0%	154	3%	14	0%	68	2%
M	2,837	63%	1885	42%	952	21%	514	11%	374	8%	743	16%	7	0%	1	0%	246	5%	69	2%	90	2%
Technicians	643		372	58%	271	42%	136	21%	102	16%	91	14%	4	1%	1	0%	38	6%	24	4%	12	2%
F	78	12%	62	10%	16	2%	35	5%	15	2%	7	1%	0	0%	0	0%	5	1%	2	0%	3	0%
M	565	88%	310	48%	255	40%	101	16%	87	14%	84	13%	4	1%	1	0%	33	5%	22	3%	9	1%
Protective Services	2,280		1505	66%	775	34%	687	30%	589	26%	135	6%	2	0%	2	0%	90	4%	116	5%	18	1%
F	430	19%	338	15%	92	4%	194	9%	106	5%	8	0%	1	0%	0	0%	29	1%	9	0%	7	0%
M	1,850	81%	1167	51%	683	30%	493	22%	483	21%	127	6%	1	0%	2	0%	61	3%	107	5%	11	0%
Paraprofessionals	117		89	76%	28	24%	49	42%	17	15%	11	9%	1	1%	1	1%	10	9%	2	2%	1	1%
F	75	64%	68	58%	7	6%	37	32%	14	12%	7	6%	1	1%	1	1%	8	7%	0	0%	1	1%
M	42	36%	21	18%	21	18%	12	10%	3	3%	4	3%	0	0%	0	0%	2	2%	2	2%	0	0%
Administrative Support	1,612		1237	77%	375	23%	614	38%	265	16%	224	14%	4	0%	2	0%	128	8%	25	2%	43	3%
F	858	53%	721	45%	137	8%	389	24%	143	9%	115	7%	2	0%	2	0%	70	4%	9	1%	26	2%
M	754	47%	516	32%	238	15%	225	14%	122	8%	109	7%	2	0%	0	0%	58	4%	16	1%	17	1%
Skilled Craft	23,332		14852	64%	8,480	36%	6,904	30%	3,335	14%	3,221	14%	125	1%	17	0%	1,250	5%	675	3%	140	1%
F	679	3%	604	3%	75	0%	421	2%	96	0%	46	0%	1	0%	1	0%	39	0%	6	0%	10	0%
M	22,653	97%	14248	61%	8,405	36%	6,483	28%	3,239	14%	3,175	14%	124	1%	16	0%	1,211	5%	669	3%	130	1%
Service Maintenance	36,585		30878	84%	5,707	16%	18,806	51%	7,814	21%	2,714	7%	103	0%	7	0%	1,434	4%	585	2%	194	1%
F	9,088	25%	8458	23%	630	2%	6,163	17%	1,683	5%	243	1%	20	0%	3	0%	346	1%	67	0%	59	0%
M	27,497	75%	22420	61%	5,077	14%	12,643	35%	6,131	17%	2,471	7%	83	0%	4	0%	1,088	3%	518	1%	135	0%
Total	74,915		55,601	74%	19,314	26%	29,677	40%	13,459	18%	8,403	11%	261	0%	39	0%	3,762	5%	1,689	2%	778	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: Data may vary by +/- 4% due to variations in reporting methodology and/or external factors affecting the data collection process and have been rounded up to the nearest whole number.

MTA-Wide Workforce, by Agency as of June 30, 2025

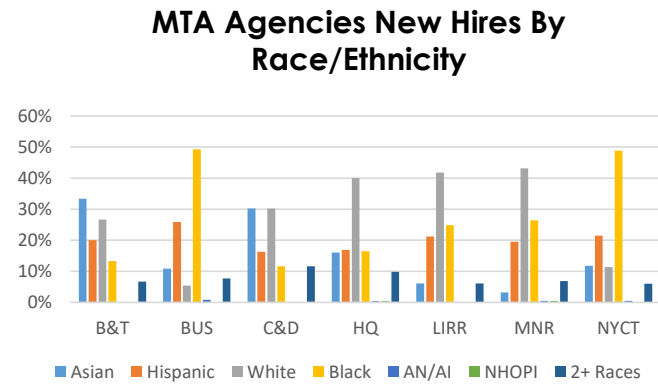
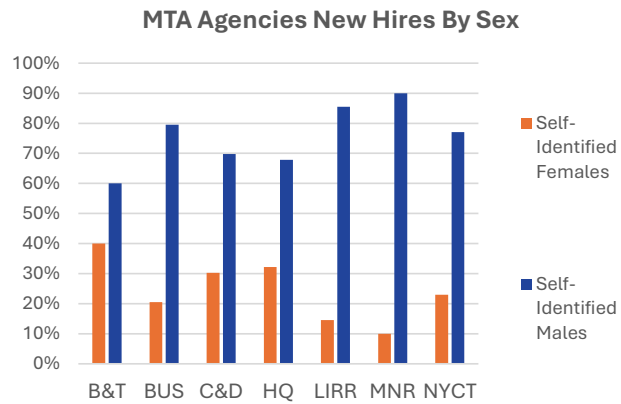
MTA Agency	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
B&T	802		479	60%	323	40%	200	25%	166	21%	52	6%	4	0%	0	0%	57	7%	10	1%	12	1%
F	154	19%	126	16%	28	3%	71	9%	30	4%	14	2%	1	0%	0	0%	10	1%	2	0%	5	1%
M	648	81%	353	44%	295	37%	129	16%	136	17%	38	5%	3	0%	0	0%	47	6%	8	1%	7	1%
BUS	4,022		3529	88%	493	12%	1,961	49%	908	23%	393	10%	21	1%	8	0%	238	6%	48	1%	34	1%
F	539	13%	507	13%	32	1%	320	8%	132	3%	23	1%	2	0%	0	0%	30	1%	3	0%	5	0%
M	3,483	87%	3022	75%	461	11%	1,641	41%	776	19%	370	9%	19	0%	8	0%	208	5%	45	1%	29	1%
C&D	1,822		1204	66%	618	34%	328	18%	214	12%	531	29%	4	0%	1	0%	126	7%	15	1%	59	3%
F	574	32%	427	23%	147	8%	146	8%	87	5%	151	8%	2	0%	1	0%	40	2%	2	0%	24	1%
M	1,248	68%	777	43%	471	26%	182	10%	127	7%	380	21%	2	0%	0	0%	86	5%	13	1%	35	2%
HQ	5,700		3663	64%	2,037	36%	1,302	23%	885	16%	1,014	18%	15	0%	7	0%	440	8%	148	3%	156	3%
F	1,988	35%	1490	26%	498	9%	689	12%	306	5%	307	5%	4	0%	4	0%	180	3%	24	0%	66	1%
M	3,712	65%	2173	38%	1,539	27%	613	11%	579	10%	707	12%	11	0%	3	0%	260	5%	124	2%	90	2%
LIRR	7,530		3205	43%	4,325	57%	1,373	18%	999	13%	343	5%	26	0%	3	0%	461	6%	364	5%	75	1%
F	985	13%	600	8%	385	5%	336	4%	138	2%	53	1%	1	0%	0	0%	72	1%	19	0%	11	0%
M	6,545	87%	2605	35%	3,940	52%	1,037	14%	861	11%	290	4%	25	0%	3	0%	389	5%	345	5%	64	1%
MNR	6,452		2851	44%	3,601	56%	1,321	20%	869	13%	208	3%	25	0%	4	0%	424	7%	371	6%	108	2%
F	724	11%	495	8%	229	4%	280	4%	112	2%	30	0%	5	0%	2	0%	66	1%	20	0%	20	0%
M	5,728	89%	2356	37%	3,372	52%	1,041	16%	757	12%	178	3%	20	0%	2	0%	358	6%	351	5%	88	1%
NYCT	48,587		40670	84%	7,917	16%	23,192	48%	9,418	19%	5,862	12%	166	0%	16	0%	2,016	4%	733	2%	334	1%
F	9,666	20%	9216	19%	450	1%	6,640	14%	1,723	4%	463	1%	18	0%	4	0%	368	1%	55	0%	115	0%
M	38,921	80%	31454	65%	7,467	15%	16,552	34%	7,695	16%	5,399	11%	148	0%	12	0%	1,648	3%	678	1%	219	0%
Total	74,915		55,601	74%	19,314	26%	29,677	40%	13,459	18%	8,403	11%	261	0%	39	0%	3,762	5%	1,689	2%	778	1%

* American Indian/Alaskan Native
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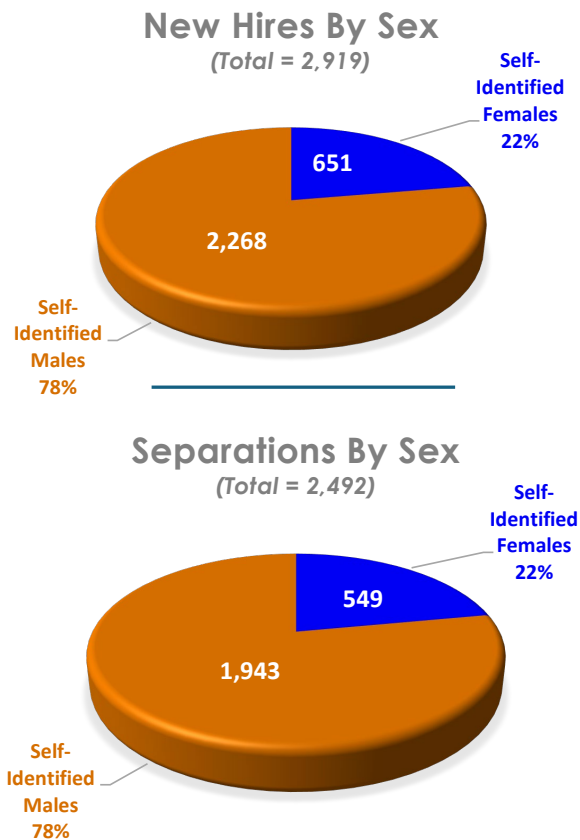
New Hires, by Agency January 1, 2025 - June 30, 2025



Agency	New Hires	Self-Identified Females	Minorities
B&T	15	40%	73%
BUS	351	21%	95%
C&D	86	30%	70%
HQ	255	32%	60%
LIRR	165	15%	58%
MNR	220	10%	57%
NYCT	1827	23%	89%

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

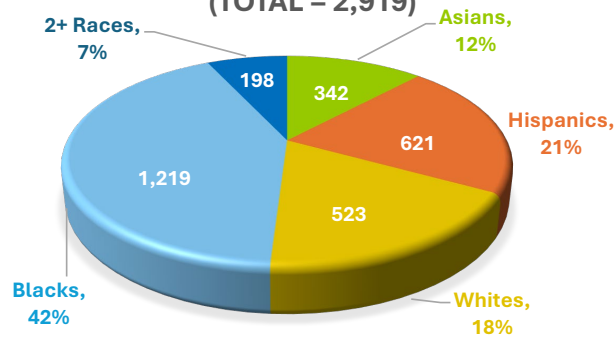
MTA-Wide New Hires & Separations by Sex January 1, 2025 – June 30, 2025



- During the 2nd Quarter 2025, **MTA** hired **2,919** employees, including **651** self-identified females and **2,268** self-identified males. During this same reporting period, **2,492** employees separated from MTA, including **549** self-identified females and **1,943** self-identified males.
- The result was a net increase of **102** self-identified females and **325** self-identified male employees.
- The number of employees who self-identified as veterans decreased by **48**. There were **28** veterans hired and **76** veterans separated during 2025.

MTA-Wide New Hires & Separations by Ethnicity January 1, 2025 – June 30, 2025

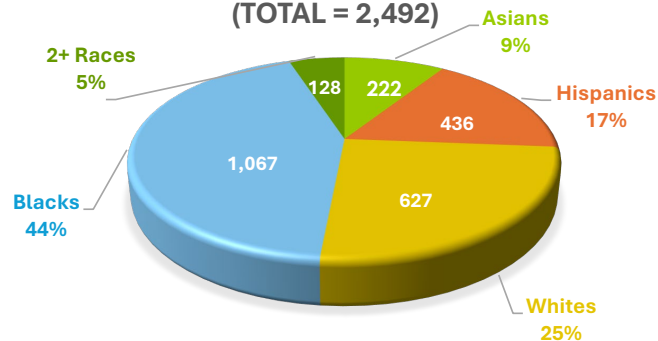
NEW HIRES BY RACE/ETHNICITY
(TOTAL = 2,919)



- During 2025, MTA hired **2,919** employees, **2,396** minorities, and **523** non-minorities. During this same reporting period, **2,492** employees separated from MTA, **1,865** minorities, and **627** non-minorities.

- The number of employees who self-identified as a person(s) with a disability decreased by **36**. There were **14** persons with a disability hired and **40** persons with a disability separated during 2025.

SEPARATIONS BY RACE/ETHNICITY
(TOTAL = 2,492)



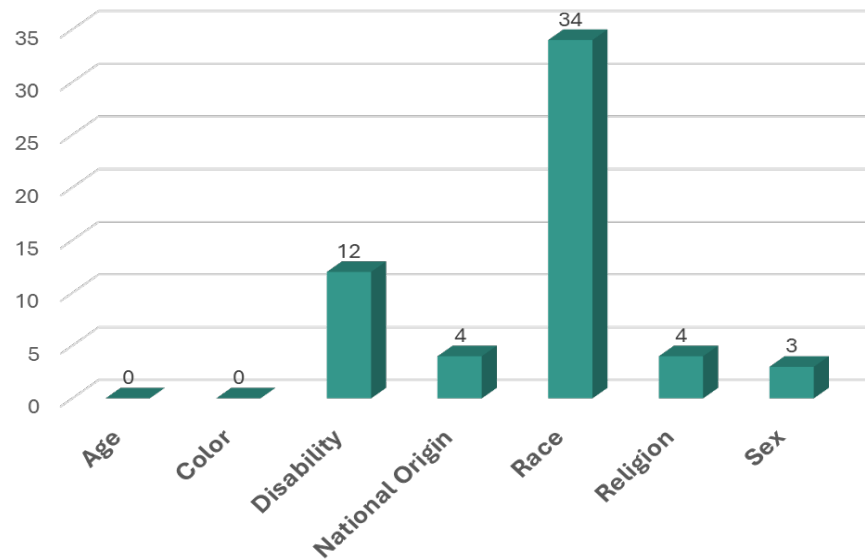
MTA – Wide Workforce: Q2 Title VI and Related Discrimination Complaints

56 Title VI and Related* complaints were filed, citing **57** separate bases

- The most frequently cited basis was **Race**
- There was **one Title VI Lawsuit filed**.

Title VI and Related Discrimination Complaints
by Bases

(January 1, 2025 – June 30, 2025)



Notes:

Formal complaints and lawsuits can be filed alleging multiple bases.

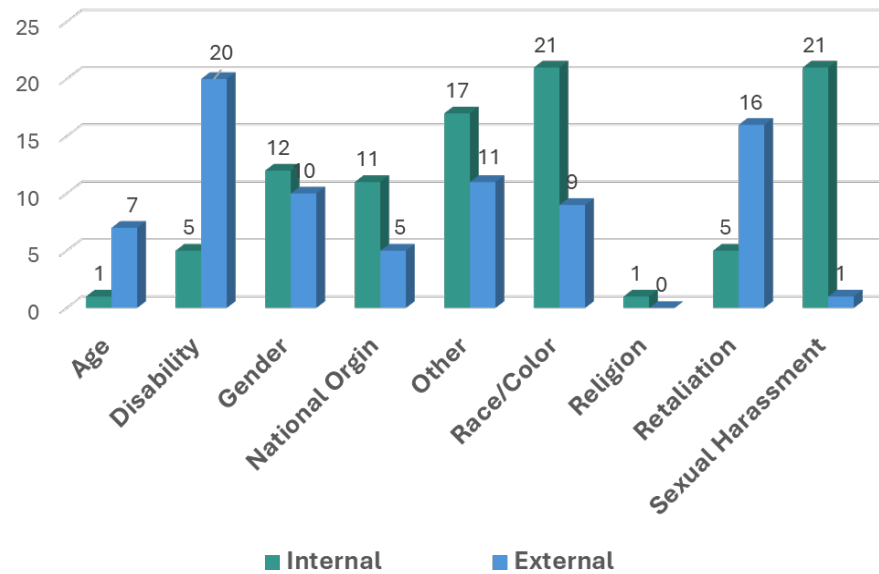
* Related Discrimination complaints are filed by customers based on age, disability, religion and sex.

MTA – Wide Workforce: Q2 Title VII Employee Discrimination Complaints

- **111** complaints were **filed** citing **173** separate bases
- The most frequently singularly-cited* basis was **Race/Color**
- There were **12 Lawsuits** filed.

Internal and External Complaints by Bases

(January 1, 2025 – June 30, 2025)



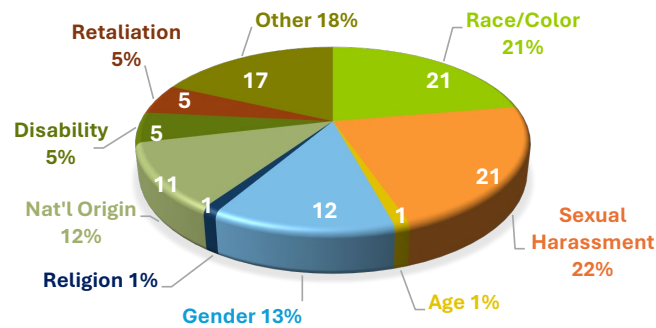
Notes:

Formal complaints can be filed alleging multiple bases.

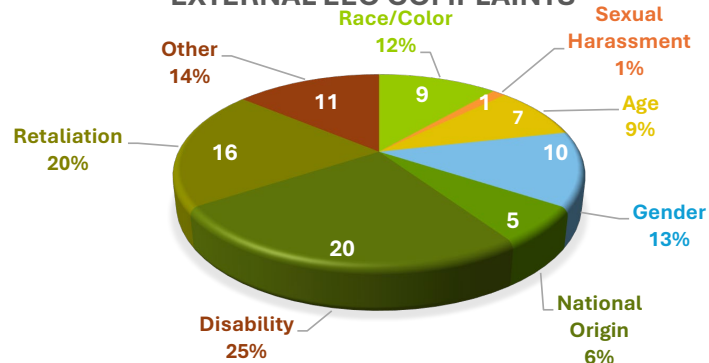
* *Other* consists of any of the remaining 12 legally protected bases not individually shown

MTA – Wide EEO Internal / External Discrimination Complaints by Bases January 1, 2024 – June 30, 2025

INTERNAL EEO COMPLAINTS



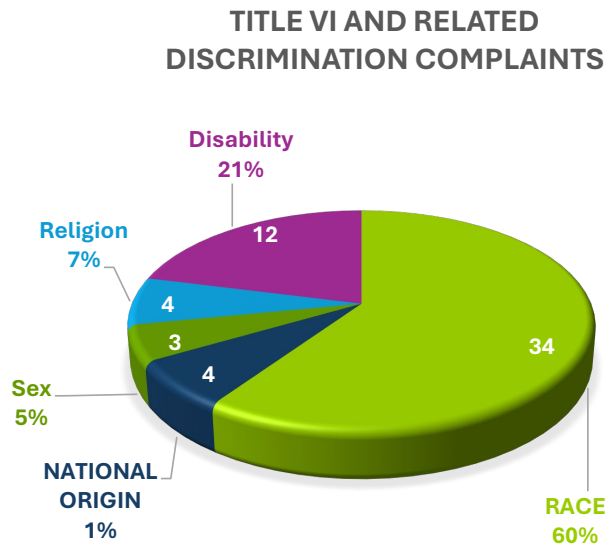
EXTERNAL EEO COMPLAINTS



- During 2025, MTA received **111** EEO complaints*, citing **173** separate bases, and **11** lawsuits.
- **71** filed internal complaints.
- **52** filed external complaints, including lawsuits.
- The most frequently cited bases internally were **Race/Color** and **Sexual Harassment**.

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

MTA – Wide Title VI and Related Discrimination Complaints by Bases January 1, 2024 – June 30, 2025



- During 2025, MTA received **56** Title VI and Related complaints, citing **57** separate bases and **one** Title VI lawsuit.
- **37** Title VI complaints* were filed.
- **19** Related discrimination complaints** were filed.
- The most frequently cited bases was **Race**.

Note: *Only Formal complaints filed, which can allege multiple bases, are included.

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

All Agency Employee Resource Groups Quarterly Highlights



PRIDE EXPRESS



TransportAsian



**ERG events are open to all MTA employees*

All Agency Employee Resource Groups (ERG) Quarterly Highlights

Wednesday, June 3, 2025:

**Mayor's Annual LGBTQ+ Pride Reception at Gracie Mansion
Pride Express**



Tuesday, June 10, 2025:

NYS Governor's Pride Reception - Pride Express



Thursday, June 12, 2025:

Stonewall Historical Walking Tour – Pride Express



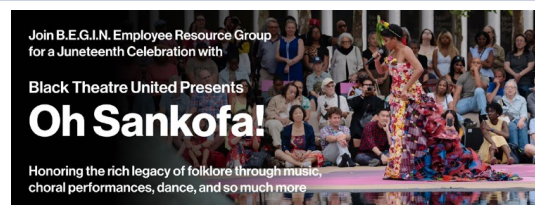
**ERG events are open to all MTA employees*

All Agency Employee Resource Groups (ERG) Quarterly Highlights

Friday, June 6 & June 13, 2025:
Coney Island Yard Tour – Young Professional



Thursday, June 19, 2025:
Juneteenth – B.E.G.I.N



Thursday, June 19 – 6 PM
Lincoln Center: Hearst Plaza
to 66 Street

Register for this celebration. Everyone is welcome!



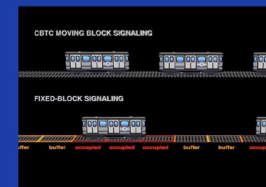
Friday, June 20 & June 27, 2025:
Communication-Based Train Control (CBTC) Tour
– Young Professional

Learn About CBTC

with the Young Professionals
Employee Resource Group

Join us for a hands-on simulator
experience.

Everyone is welcome,
but space is limited.



Friday, June 20 @ 8 – 11 AM or
Friday June 27 @ 8 – 11 AM

Register to join in person



**ERG events are open to all MTA employees*

All Agency Employee Resource Groups (ERG) Quarterly Highlights

Thursday, June 26, 2025:
Caribbean Heritage Month - B.E.G.I.N



Sunday, June 29, 2025:
NYC Pride Parade - Pride Express



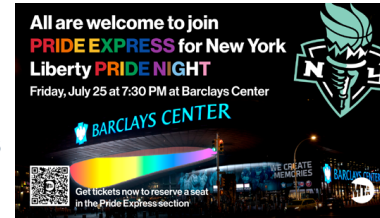
Thursday, July 24, 2025:
BEGIN the Dialogue Series - B.E.G.I.N



**ERG events are open to all MTA employees*

All Agency Employee Resource Groups (ERG) Quarterly Highlights

Saturday, July 25, 2025:
New York Liberty Pride Night – Pride Express



Sunday, July 26, 2025:
Summer Gathering – EWT & B.E.G.I.N



Wednesday, August 6, 2025:
Cafecito Chat - Latinos & Friends



**ERG events are open to all MTA employees*



**Metropolitan
Transportation
Authority**

Department of
Diversity and Civil Rights

**MTA
MWBE/DBE/SDVOB
Utilization**

September 29, 2025

Contract Compliance Q2

Compliance Strategies

- MWDBE and SDVOB goals are **monitored daily** for compliance - meetings are held when the goal is not being met at or about 50% contract completion.
- **Site visits** are scheduled to address subcontractor performance and payment issues, and to mitigate and address Commercial Useful Function issues (CUF) and fraud.
- Waiver requests are reviewed thoroughly for completeness and adequate **good faith effort** and will not be considered without concurrence from project management.



- ✓ DDCR currently monitors approximately **1,250 contracts** for MW/DBE and SDVOB goal compliance.
- ✓ As of June 30, 2025, DDCR:
 - Conducted **316 site visits** for MW/DBE and SDVOB Commercial Useful Function (CUF) review this year.
Monthly Average: 52.7
 - Closed **112 contracts**.
Monthly Average: 37.3

MWBE, DBE, SDVOB Fiscal Year Program Highlights

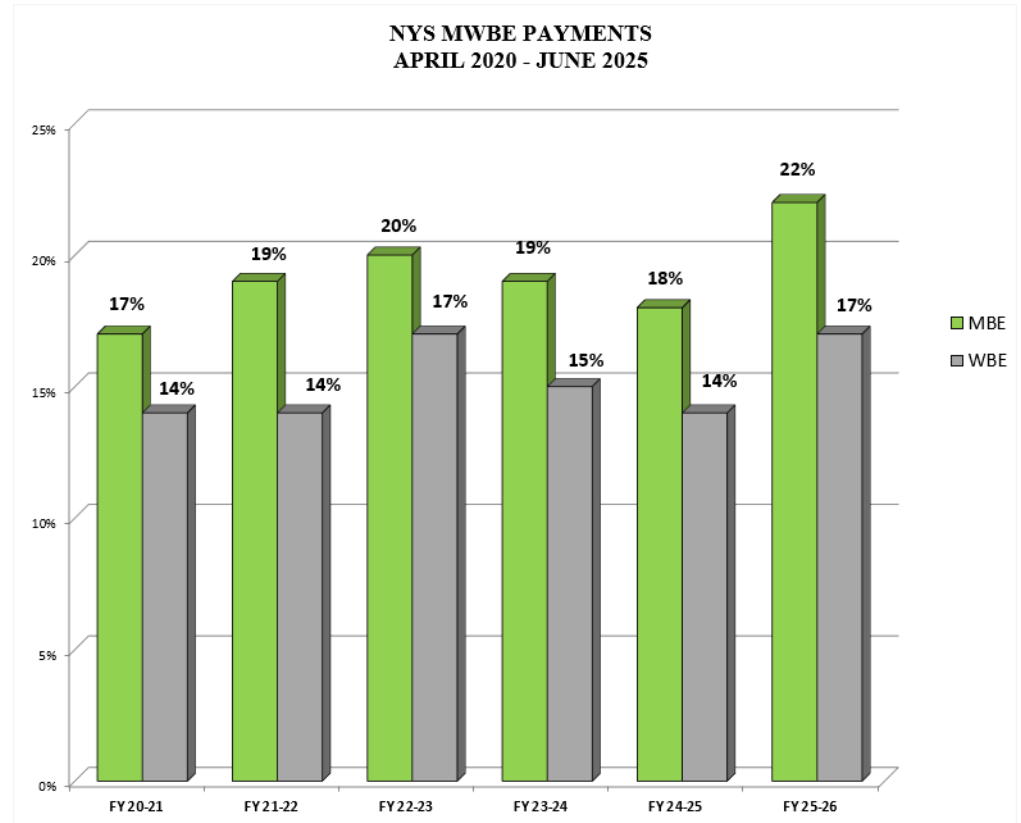
Report Period	Goal Type	Top Prime Award	Top Subcontract Award
Federal FY: October 1, 2024 – March 31, 2025	DBE	Nathanial Rand, Inc \$1M	Crossroads JV, LLC \$15M
NYS FY: April 1, 2025 – June 30, 2025	MBE	vCloud Tech Inc. \$4M	M&J Engineering \$3.7M
	WBE	Pro Group Equipment LLC. \$6.4M	SI Engineering, P.C. \$2.7M
	SDVOB	Thundercat Technology, LLC \$1.4M	Invictus Engineering \$1.2M

Federal Fiscal Year		
Report Frequency	Reporting Period	Reported
Semi-annually	October 1 st to March 31 st	Q1
Semi-annually	April 1 st to September 30 th	Q2

State Fiscal Year		
Report Frequency	Reporting Period	Reported
Quarterly	April 1 st to June 30 th	Q1
Quarterly	July 1 st to September 30 th	Q2
Quarterly	October 1 st to December 31 st	Q3
Quarterly	January 1 st to March 31 st	Q4

MWBE Participation on State-Funded Contracts New York State Fiscal Year 2025-2026* (Reporting Period: April 1, 2025, to June 30, 2025)

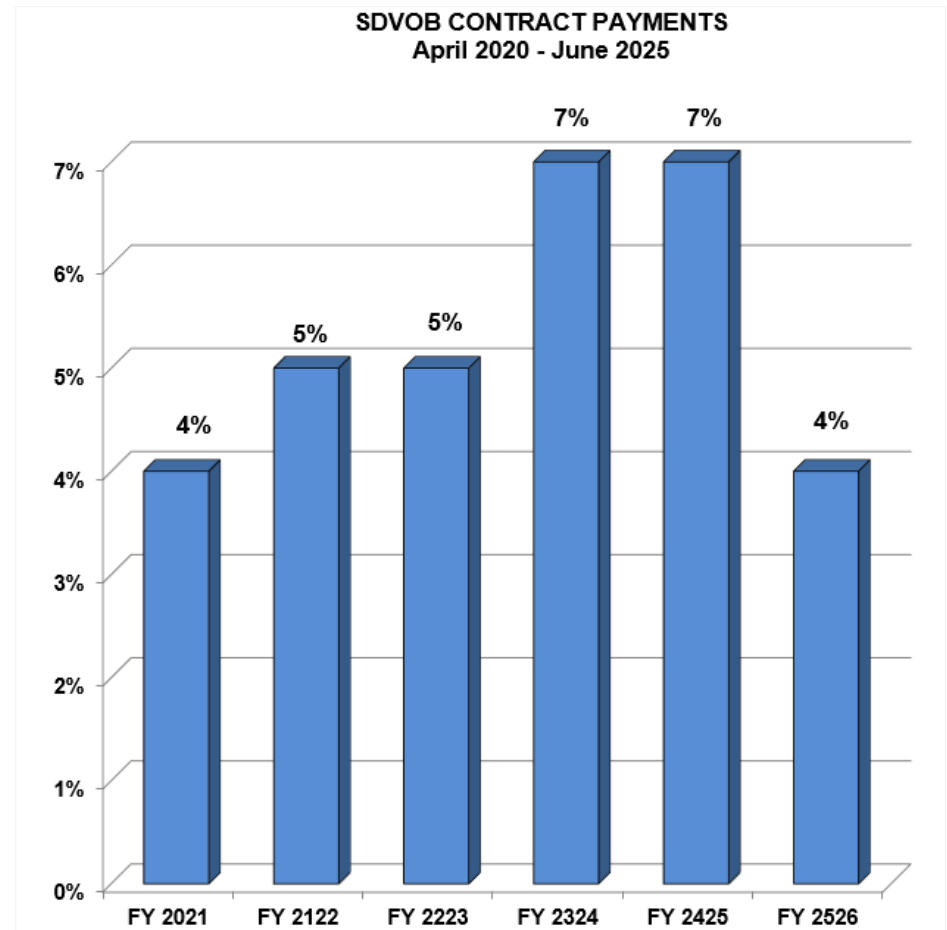
- Each quarter, the MTA reports to the Empire State Development Corporation the MWBE participation on state-funded contracts.
- Reports are submitted 15 days after the end of each quarter, on January 15, April 15, July 15, and October 15.
- Reports include data on contracts with goals and MWBE contract payments.
- MTA established an overall MWBE goal of 30% for the New York State fiscal year 2025-2026, starting April 1, 2025.
- During the first quarter of FY 2025-26, the MTA has paid over \$714 million on prime contracts, with \$280 million (39%) paid to certified MWBEs.



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

SDVOB Participation on State-Funded Contracts New York State Fiscal Year 2025-2026* (Reporting Period: April 1, 2025, to June 30, 2025)

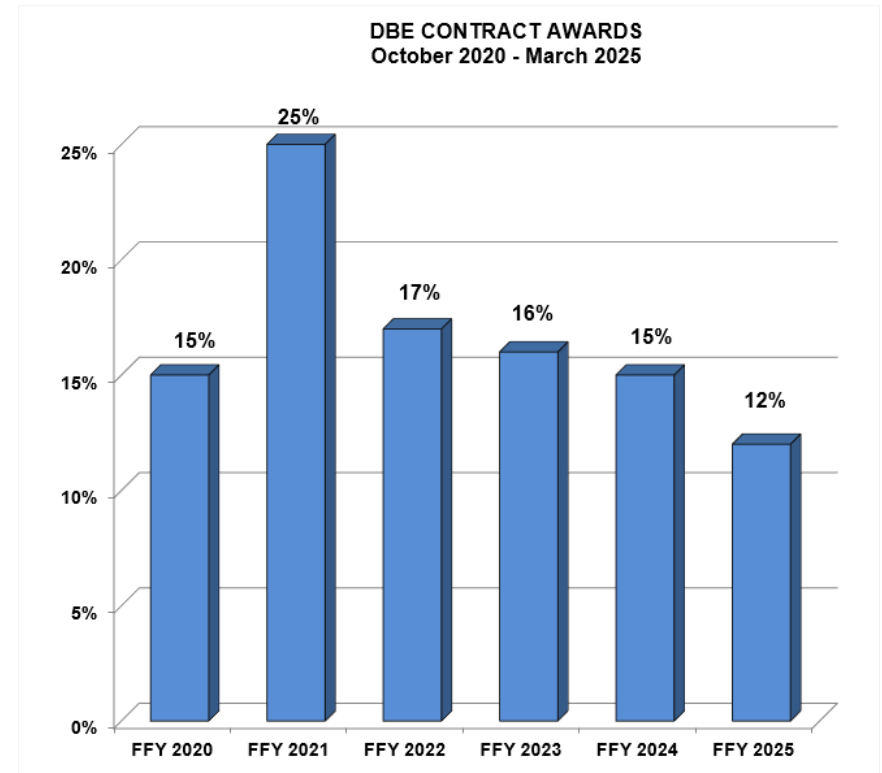
- Each quarter, the MTA reports to the New York State Office of General Services the SDVOB participation on state-funded contracts.
- Reports are submitted 30 days after the end of each quarter on January 30, April 30, July 30, and October 30.
- Reports include data on contracts with SDVOB goals and payments made to SDVOBs.
- New York State and MTA established an overall SDVOB goal of 6% for the State fiscal year 2025-2026, starting on April 1, 2025.
- During the first quarter of FY 2025-26, the MTA paid \$349 million on prime contracts, with \$13 million (4%) paid to certified SDVOBs.



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

DBE Participation in Federally Funded Contracts Federal Fiscal Year 2024-2025 (Reporting Period: October 1, 2024, to March 31, 2025)

- On a semi-annual basis, the MTA reports to the Federal Transit Administration on DBE participation in federally funded contracts.
- Reports are submitted on June 1st - covering October through March, and December 1st - covering April through September. The December report also summarizes data for the entire Federal Fiscal Year (“FFY”).
- Reports include DBE participation data on new awards and payments on ongoing and completed contracts.
- For FFY 2024-25, MTA’s DBE goal is 20%.
- During the first half of FFY 2024-25, MTA awarded \$556 million in the federally funded portion of contracts, with approximately \$66 million (12%) being awarded to certified DBEs.
- On contracts closed during the first half of FFY 2024-25, MTA achieved 19% DBE participation.



MWBE, DBE, SDVOB Program – Capital Project Performance

	Federal DBE Goal 20%	NYS MBE Participation Goal (15%)	NYS WBE Participation Goal (15%)	SDVOB Participation Goal (6%)
Term	Federal FY 2024 (Oct 2024 – Mar 2025)	NYS FY 2025-26 (Apr 2025 – Jun 2025)		
Total MTA Payments	\$486M	\$383M	\$383M	\$154M
Total MWDBE Payments	\$222M (46%)	\$113M (29%)	\$81M (21%)	\$8M (5%)

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

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



MWBE, DBE, SDVOB Program – Discretionary Spend

IT Discretionary Consulting Contract No. 14357

April 2025 – June 2025

Total Number of Awards- 33

Total Value of Awards- \$4.4 million

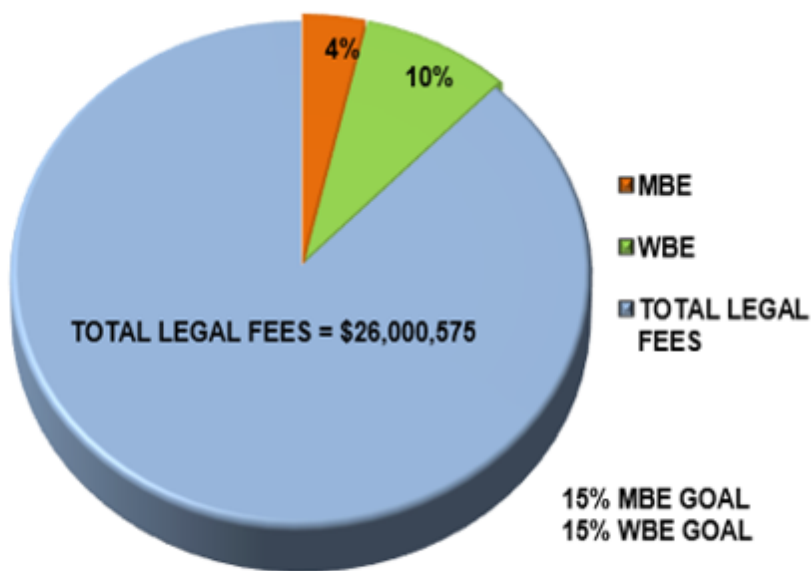
Discretionary spend since 2016 to Date

Total Number of Awards- 1221

Total Value of Awards- \$245 million

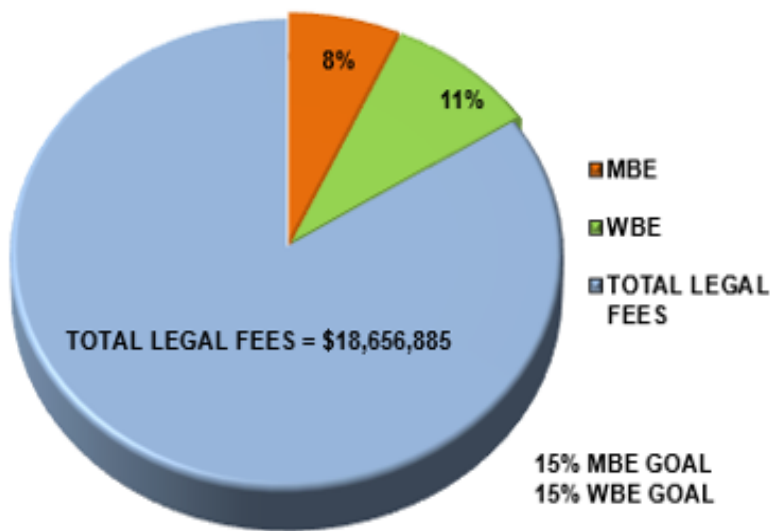
MTA – All Agency Legal Fee

April 2025– June 2025



Actual MBE Participation: \$1,059,667 (4%)
Actual WBE Participation: \$2,521,319 (10%)

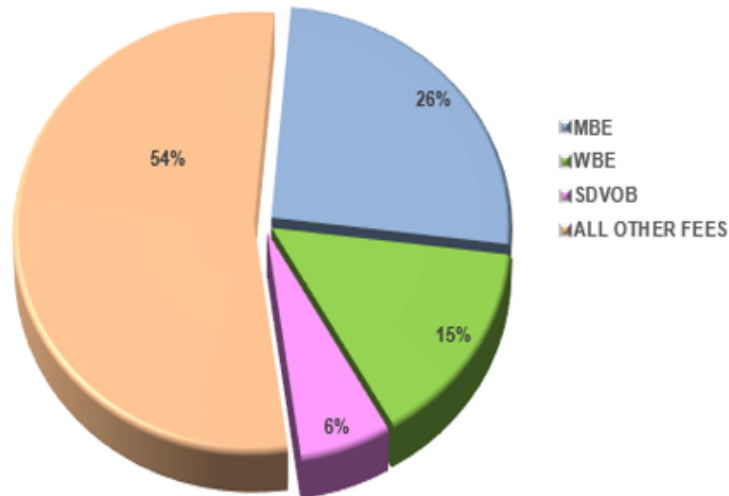
April 2024 – June 2024



Actual MBE Participation: \$1,488,313 (8%)
Actual WBE Participation: \$2,030,580 (11%)

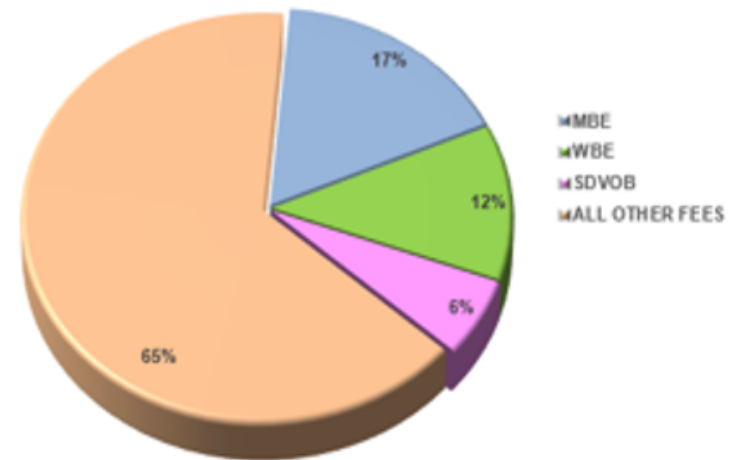
MTA All Agency Underwriter Fees

April 2024 – March 2025



Actual MBE Participation:	\$2,461,354 (15%)
Actual WBE Participation:	\$4,228,653 (26%)
Actual SDVOB Participation:	\$990,444 (6%)
All Other Underwriting Fees:	\$8,868,962 (54%)
Total Underwriting Fees:	\$16,549,414

April 2023 – March 2024



Actual MBE Participation:	\$2,691,568 (17%)
Actual WBE Participation:	\$1,953,008 (12%)
Actual SDVOB Participation:	\$ 962,469 (6%)
All Other Underwriting Fees:	\$10,274,285 (65%)
Total Underwriting Fees:	\$15,881,329

Note: For FY 2526 Q1, no underwriter fees were paid to the certified firm.

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

As of June 2025

- Total assets managed by MWBEs: \$4.22 billion; or 35% of total assets
- Majority of assets are in traditional asset classes
- Traditional assets managed by MWBEs: \$4.07 billion; or 44% of traditional assets
 - MWBE firms manage
 - 87% of US Equities
 - 37% of Real Estate
 - 17% of Non-US Equities
 - 34% of Fixed Income
 - 10% of Credit/Private
- Alternative investments managed by MWBE's: \$145 million; or 5% of alternative investments



**Metropolitan
Transportation
Authority**

Department of
Diversity and Civil Rights

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

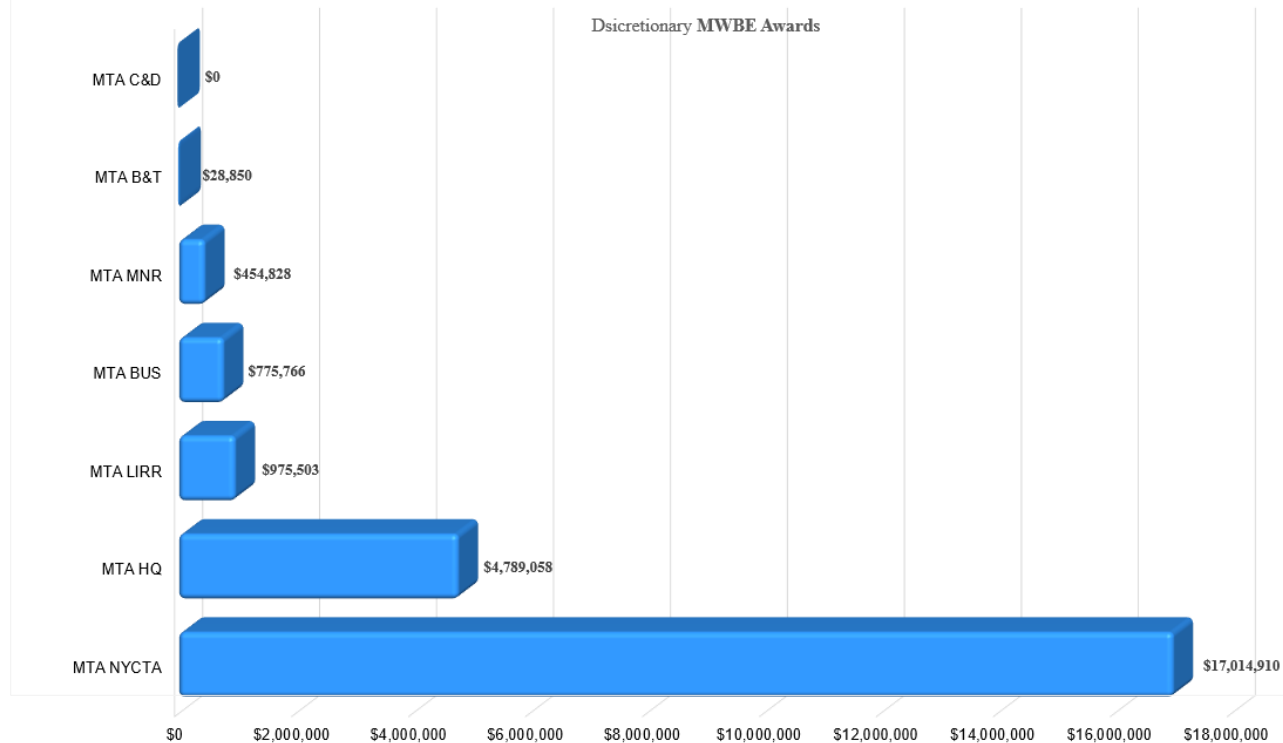
September 29, 2025

MTA All Agency Discretionary Procurement Report

April 2025 - June 2025

Agency	Total Awards \$1.5M or Less	MWBE Discretionary Awards	Discretionary MWBE	SBC Discretionary	Discretionary SBC
MTA NYCTA	\$ 66,106,766	\$ 17,014,910	26%	\$ 283,288	0%
MTA MNR	\$ 15,130,862	\$ 454,828	3%	\$ 27,180	0%
MTA B&T	\$ 2,689,258	\$ 28,850	1%	\$ 649,850	24%
MTA LIRR	\$ 24,732,613	\$ 975,503	4%	\$ 156,264	1%
MTA HQ	\$ 9,808,152	\$ 4,789,058	49%	\$ -	0%
MTA C&D	\$ 5,777	\$ -	0%	\$ -	0%
MTA BUS	\$ 9,935,811	\$ 775,766	8%	\$ 229,334	2%
Total	\$ 128,409,239	\$ 24,038,916	19%	\$ 1,345,916	1%

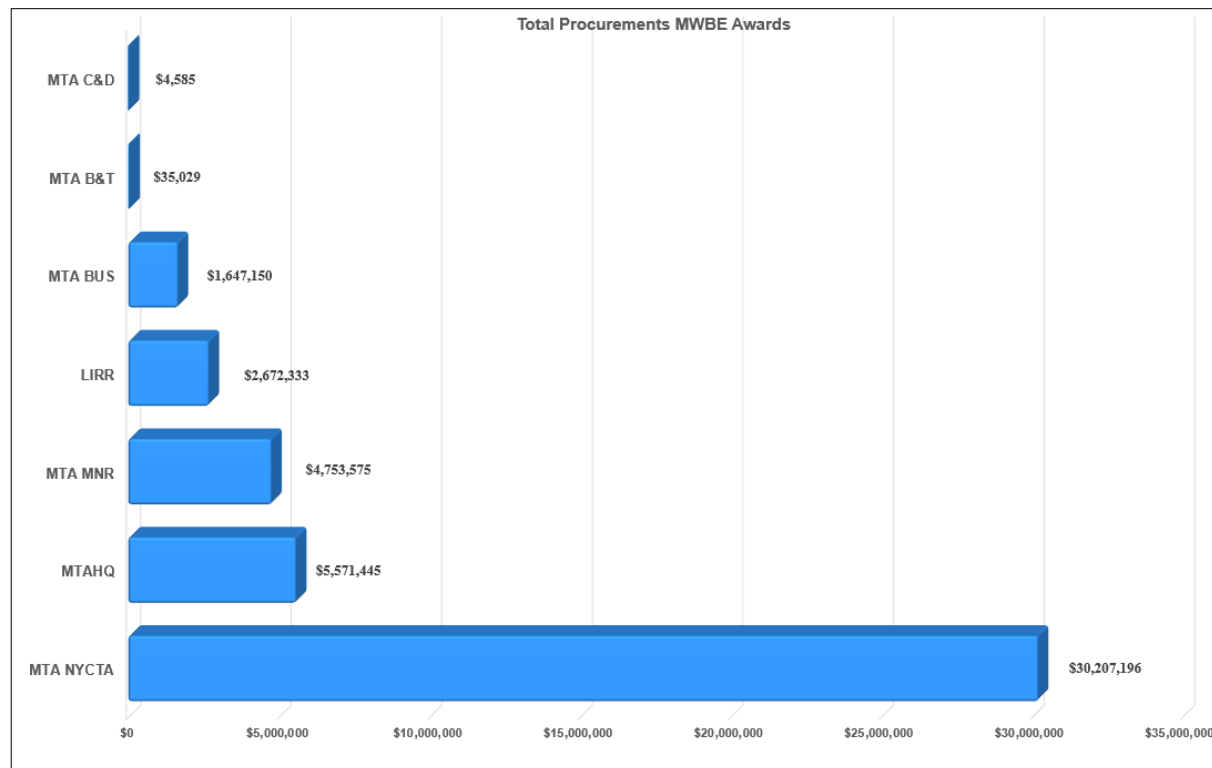
* Discretionary procurements include purchases for goods, miscellaneous procurements, personal or miscellaneous services.



MTA All Agency Total Procurements

April 2025 - June 2025

Agency	Total Award Amount	Total MWBE Awards	MWBE
MTA NYCTA	\$ 91,199,784	\$ 30,207,196	33%
MTA MNR	\$ 21,652,119	\$ 4,753,575	22%
MTA B&T	\$ 26,259,301	\$ 35,029	0%
MTA LIRR	\$ 30,679,019	\$ 2,672,333	9%
MTA HQ	\$ 17,810,808	\$ 5,571,445	31%
MTA C&D	\$ 36,313,117	\$ 4,585	0%
MTA BUS	\$ 9,935,811	\$ 1,647,150	17%
Total	\$ 233,849,959	\$ 44,891,314	19%





**Metropolitan
Transportation
Authority**

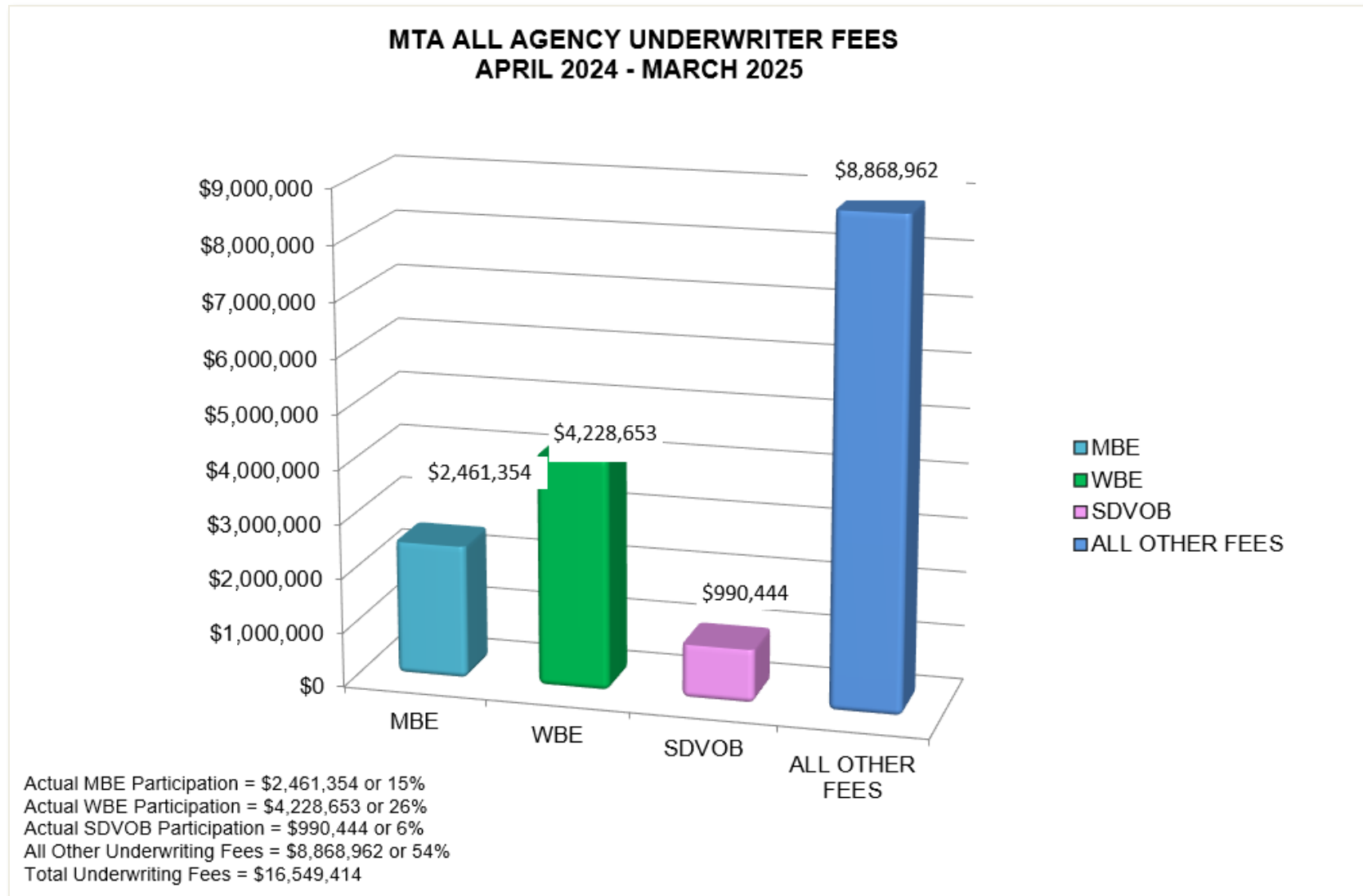
Department of
Diversity and Civil Rights

MTA

Underwriter Fees

September 29, 2025

MTA All Agency Underwriter Fees April 2024 – March 2025



Note: For FY 2526 Q1, no underwriter fees were paid to the certified firm.



**Metropolitan
Transportation
Authority**

Department of
Diversity and Civil Rights

MTA

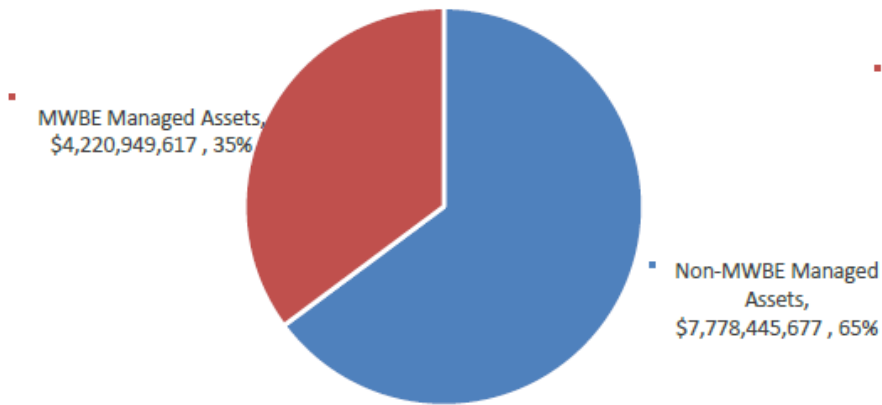
Asset Fund Managers

September 29, 2025

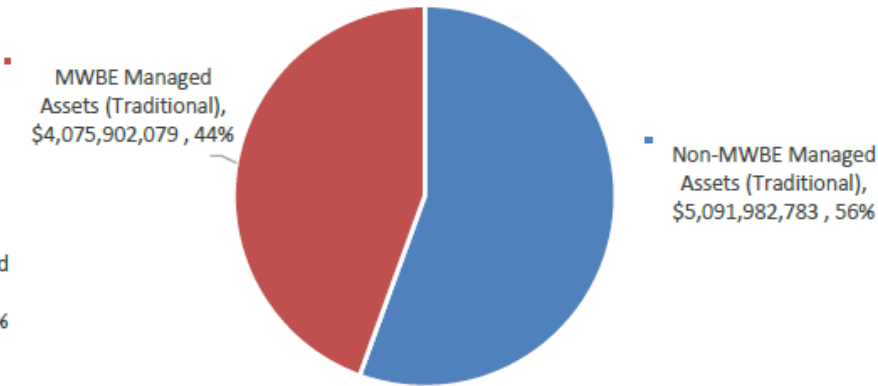
MTA Sponsored Plans – MWBE Participation

As June 2025

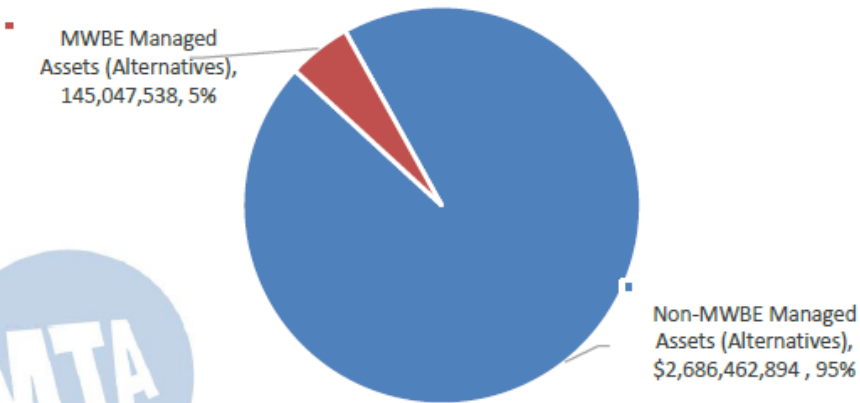
Combined Plans - Total Assets



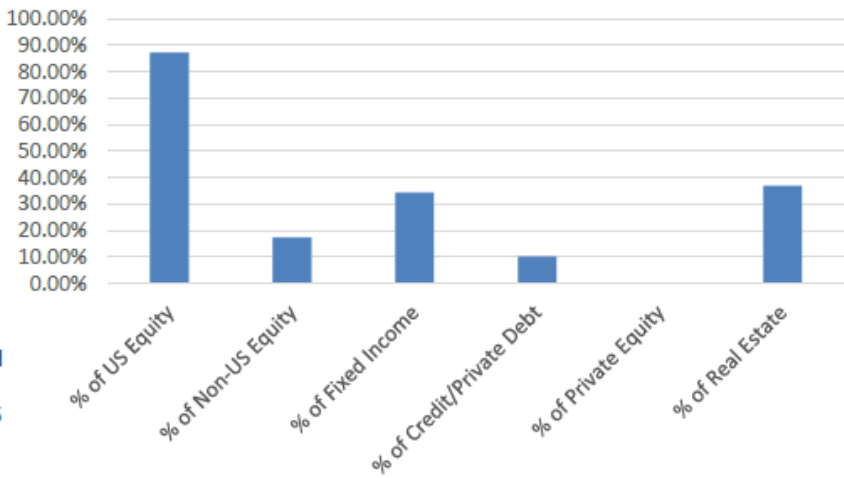
Combined Plans - Traditional Investments



Combined Plans- Alternative Investments



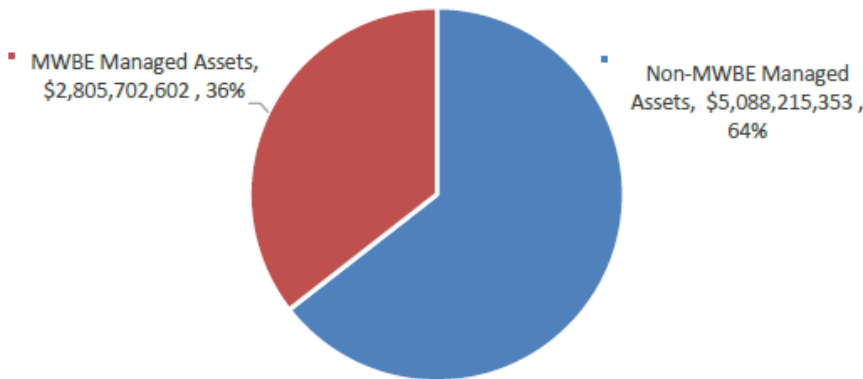
MWBE Managed Assets by Asset Class



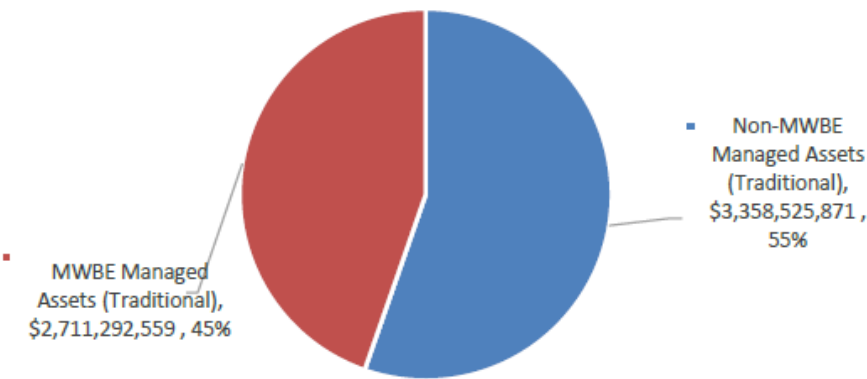
MTA Sponsored Plans – MWBE Participation

As June 2025

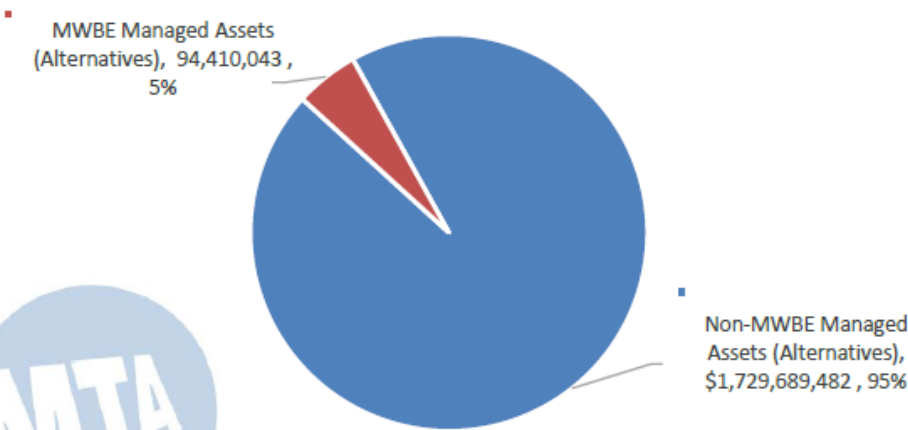
MTA Defined Benefit - Total Assets



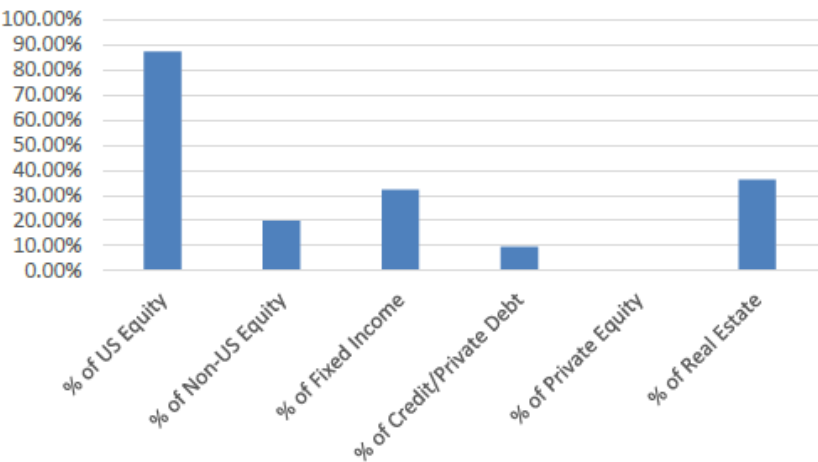
MTA Defined Benefit - Traditional Investments



MTA Defined Benefit - Alternative Investments



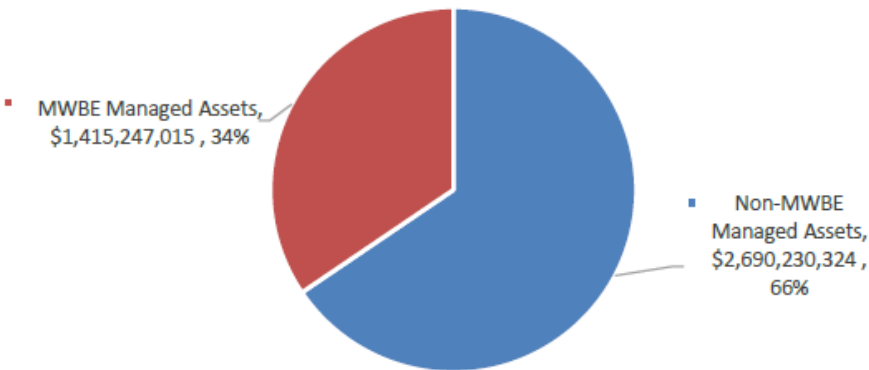
MWBE Managed Assets by Asset Class



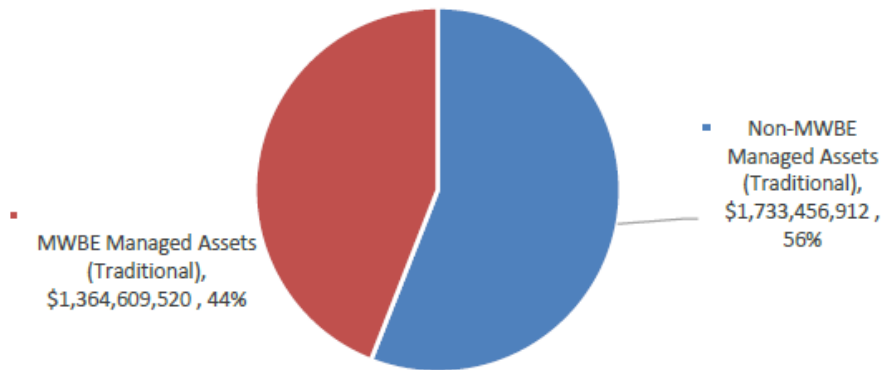
MTA Sponsored Plans – MWBE Participation

As of June 2025

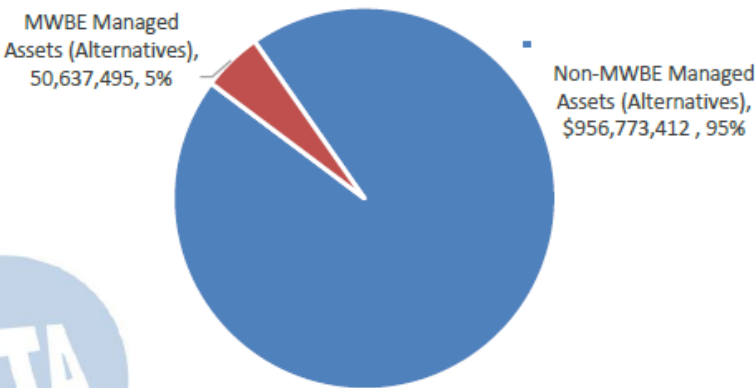
MaBSTOA - Total Assets



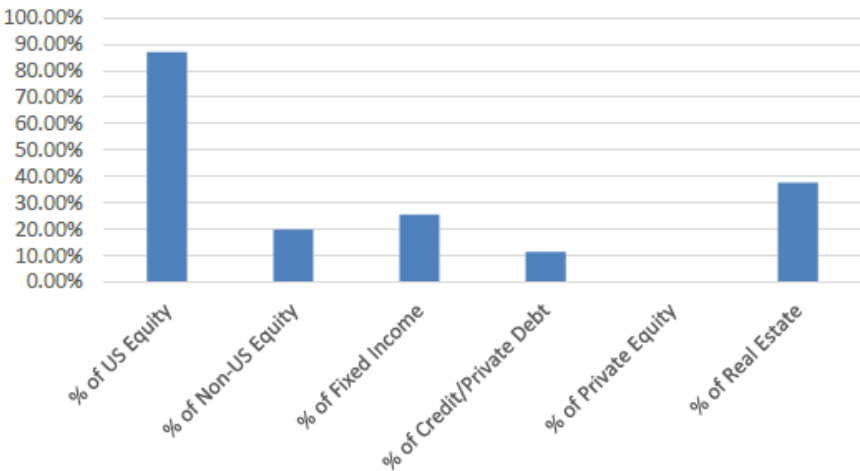
MaBSTOA - Traditional Investments



MaBSTOA - Alternative Investments



MWBE Managed Assets by Asset Class





**Metropolitan
Transportation
Authority**

Department of
Diversity and Civil Rights

**MTA
Business Development
Initiatives**

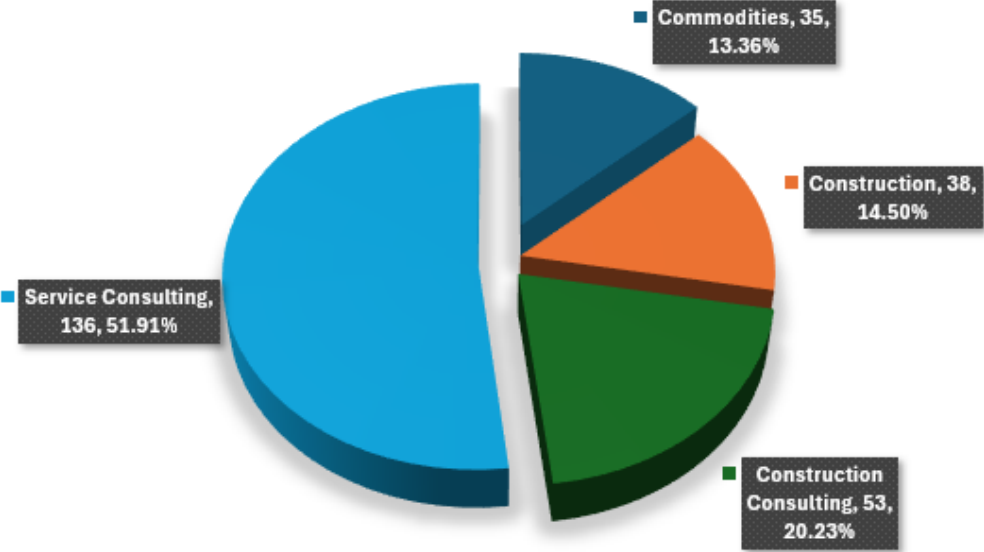
September 29, 2025

MWBE, DBE, SDVOB Program – Outreach Activity

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

Total Number of Firms Interested in Doing Business with the MTA (January – June 2025): 262	
Current Certification Type(s)	
MBE/WBE/DBE/SDVOB	169
NON-CERTIFIED FIRMS	93

Firms By Industry



MWBE, DBE, SDVOB Program – DBE Certification Activity

	January – July 2025	January – July 2024
Total of New Applications Received	60	78
Total New Firms Certified	39	53
Average Time to Process Applications (Days)	72	56

Business Development Initiatives – Outreach

February

DDCR Presents "DBE Certification Session"

NYSABPRHAL CAUCUS/MWBE Legislative Conference, Albany

March

DDCR Presents New Firm Orientation Session

NY Build Expo – Jacob Javits Center

Women Builders Council (WBC) AIM Forum

The General Contractors Association of NY, Inc. (GCA) Opportunities Expo

Westchester County Gov.: "How the Government Can Help to Build Your Business"

April

City of Mt. Vernon Opportunities Networking Event

DDCR Presents "DBE Certification Session"

May

Virtual Session: How to do business with the MTA: Greater New York Chamber of Commerce (GNYCC)

New York Power Authority (NYPA) Supplier Diversity Expo

SBA International B2B and Small Business Resource Forum

2025 NYC Small Business Month Expo

DDCR Presents "DBE Certification Session"

African American Chamber of Commerce of NJ (AACCNJ) and the New York State Black Business Alliance (NYSBBA) Webinar

SBA International B2B and Small Business Resource Forum

June

Regional Infrastructure Opportunities Summit – (RIOS)

NYC SBS POISE - The Entrepreneurs' Blueprint-An MWBE Opportunity Hub

Queens Chamber Business Expo - Citifield

Competitive Edge Conference/Gala/Awards

Empire State Development (ESD) Downstate MWBE Expo

DDCR Presents New Firm Orientation Session

DDCR Presents "DBE Certification Session"

LaGuardia Community College (PTAC) Government & Business Expo



**Metropolitan
Transportation
Authority**

Department of
Diversity and Civil Rights

**MTA
Small Business
Development Program**

September 29, 2025

Small Business Development Program

Mission Statement

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

Elements of the SBDP

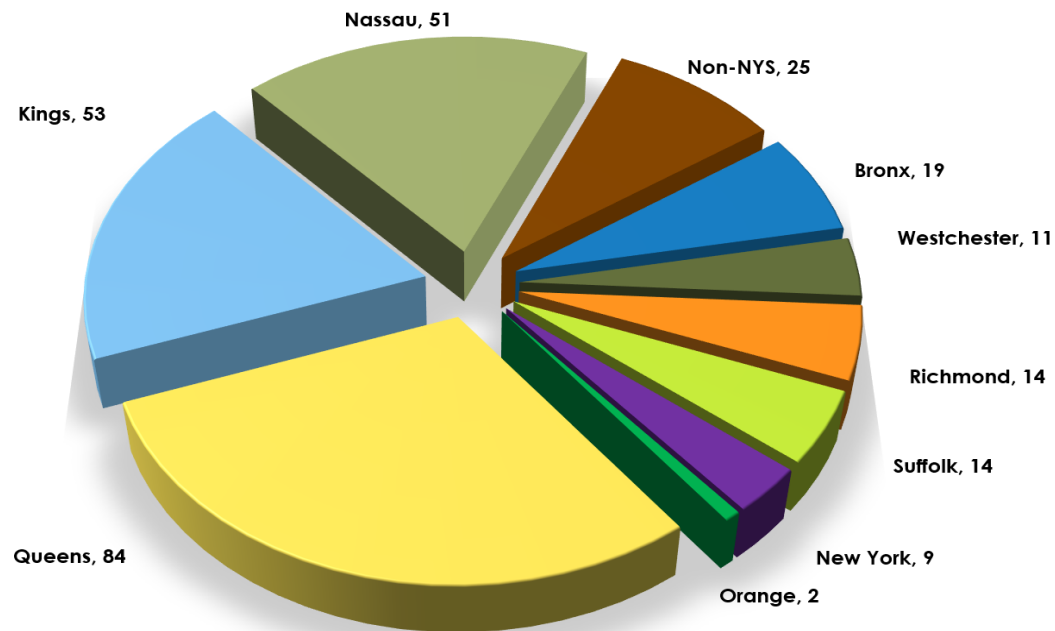
- ✓ Prime Contract Bid Opportunities up to \$5 million
- ✓ Business Management, Leadership and Technical Training
- ✓ Access to Working Capital and Surety Bonding
- ✓ Comprehensive business consulting services
- ✓ Experience working on MTA Projects up to \$5 million

Benefits of the Program

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

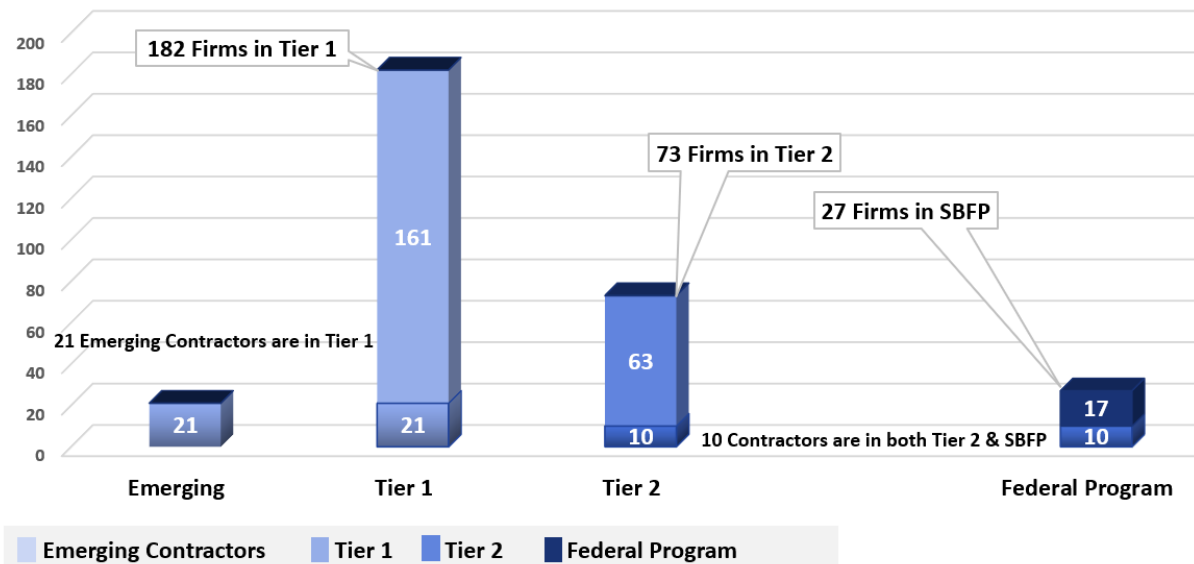
Small Business Development Program – NY Metropolitan Area Enrollment

282 Firms Actively Enrolled in the Program



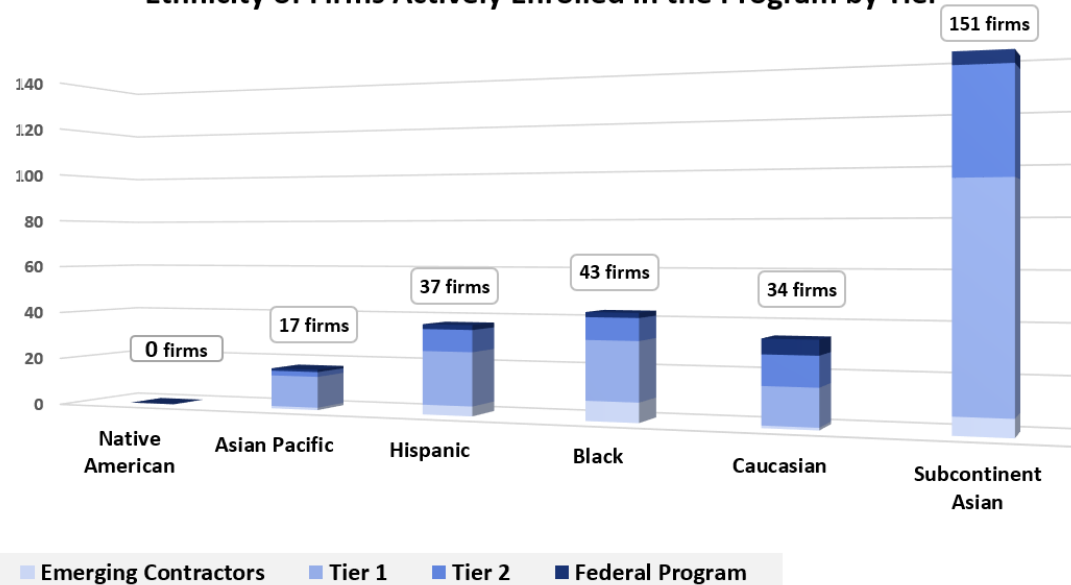
Small Business Development Program – Tier Participation

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



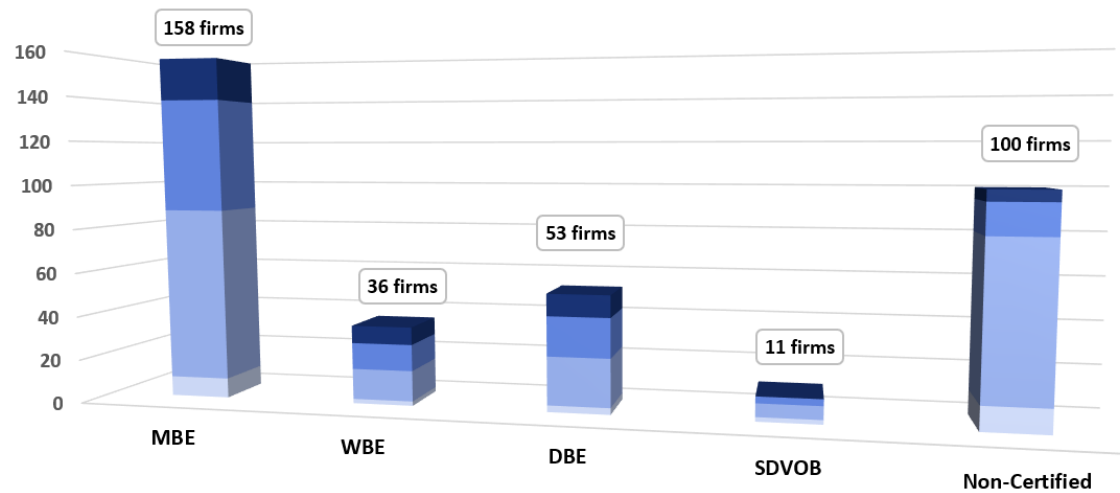
Small Business Development Program – Diversity of Tier Participants

Ethnicity of Firms Actively Enrolled in the Program by Tier



Small Business Development Program – Certification of Program Participants

Certifications of Firms Actively Enrolled in the Program by Tier



Small Business Development Program – Prime Contract Awards

Small Business Development Program	2024 Total Contracts Awarded	2025 Total Contracts Awarded	2025 SBMP Contract Awards			
			Q1	Q2	Q3	Q4
Number of Awarded Contracts	23	6	5	1	0	0
Total Contract Value	\$32.2 M	\$8.4 M	\$7.7 M	\$0.7 M	0	0

Small Business Development Program (SBDP) Loan Program

Small Business Development Program	2024 Loans Awarded	2025 Loans Awarded	2025 SBMP Loans Awards			
			Q1	Q2	Q3	Q4
Number of Loans Facilitated	14	1	0	1	0	0
Total Loan Value	\$2,581,525	\$150,000	\$0	\$150,000	0	0