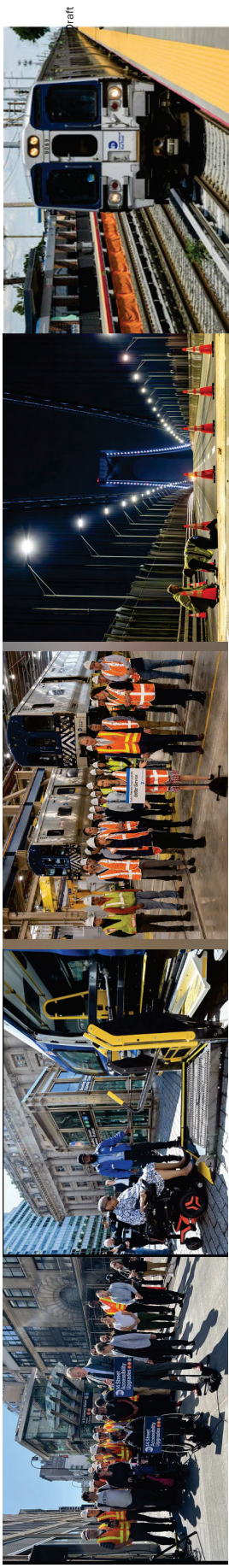




Bridges and Tunnels

Diversity Report Third Quarter 2025



Bridges and Tunnels

Diversity and Equal Opportunity

3rd Quarter Report

December 15, 2025



B & T's Workforce – 3Q

788 strong as of September 30, 2025



19% (152) self-identified as females.



60% (471) self-identified as minorities.



1% (9) self-identified as veterans.



1% (9) self-identified as a person with a disability.

Workforce by Sex and Ethnicity





B & T's Workforce as of September 30, 2025

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	123		70	57%	53	43%	26	21%	18	15%	17	14%	0	0%	0	0%	9	7%	2	2%	7	6%
	F 43	35%	31	25%	12	10%	15	12%	5	4%	8	7%	0	0%	0	0%	3	2%	1	1%	4	3%
	M 80	65%	39	32%	41	33%	11	9%	13	11%	9	7%	0	0%	0	0%	6	5%	1	1%	3	2%
Professionals	104		77	74%	27	26%	34	33%	19	18%	14	13%	0	0%	0	0%	10	10%	1	1%	0	0%
	F 46	44%	38	37%	8	8%	23	22%	8	8%	5	5%	0	0%	0	0%	2	2%	0	0%	0	0%
	M 58	56%	39	38%	19	18%	11	11%	11	11%	9	9%	0	0%	0	0%	8	8%	1	1%	0	0%
Technicians	58		28	48%	30	52%	9	16%	14	24%	3	5%	0	0%	0	0%	2	3%	0	0%	0	0%
	F 9	16%	7	12%	2	3%	3	5%	3	5%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%
	M 49	84%	21	36%	28	48%	6	10%	11	19%	3	5%	0	0%	0	0%	1	2%	0	0%	0	0%
Protective Services	167		115	69%	52	31%	57	34%	45	27%	4	2%	1	1%	0	0%	8	5%	3	2%	0	0%
	F 31	19%	28	17%	3	2%	22	13%	3	2%	0	0%	1	1%	0	0%	2	1%	0	0%	0	0%
	M 136	81%	87	52%	49	29%	35	21%	42	25%	4	2%	0	0%	0	0%	6	4%	3	2%	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	15		13	87%	2	13%	7	47%	3	20%	1	7%	0	0%	0	0%	2	13%	1	7%	0	0%
	F 10	67%	9	60%	1	7%	5	33%	2	13%	1	7%	0	0%	0	0%	1	7%	1	7%	0	0%
	M 5	33%	4	27%	1	7%	2	13%	1	7%	0	0%	0	0%	0	0%	1	7%	0	0%	0	0%
Skilled Craft	298		146	49%	152	51%	53	18%	53	18%	11	4%	3	1%	0	0%	26	9%	2	1%	1	0%
	F 4	1%	2	1%	2	1%	1	0%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	M 294	99%	144	48%	150	50%	52	17%	52	17%	11	4%	3	1%	0	0%	26	9%	2	1%	1	0%
Service Maintenance	23		22	96%	1	4%	11	48%	10	43%	1	4%	0	0%	0	0%	0	0%	0	0%	1	4%
	F 9	39%	9	39%	0	0%	1	4%	8	35%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	M 14	61%	13	57%	1	4%	10	43%	2	9%	1	4%	0	0%	0	0%	0	0%	0	0%	1	4%
Total	788		471	60%	317	40%	197	25%	162	21%	51	6%	4	1%	0	0%	57	7%	9	1%	9	1%

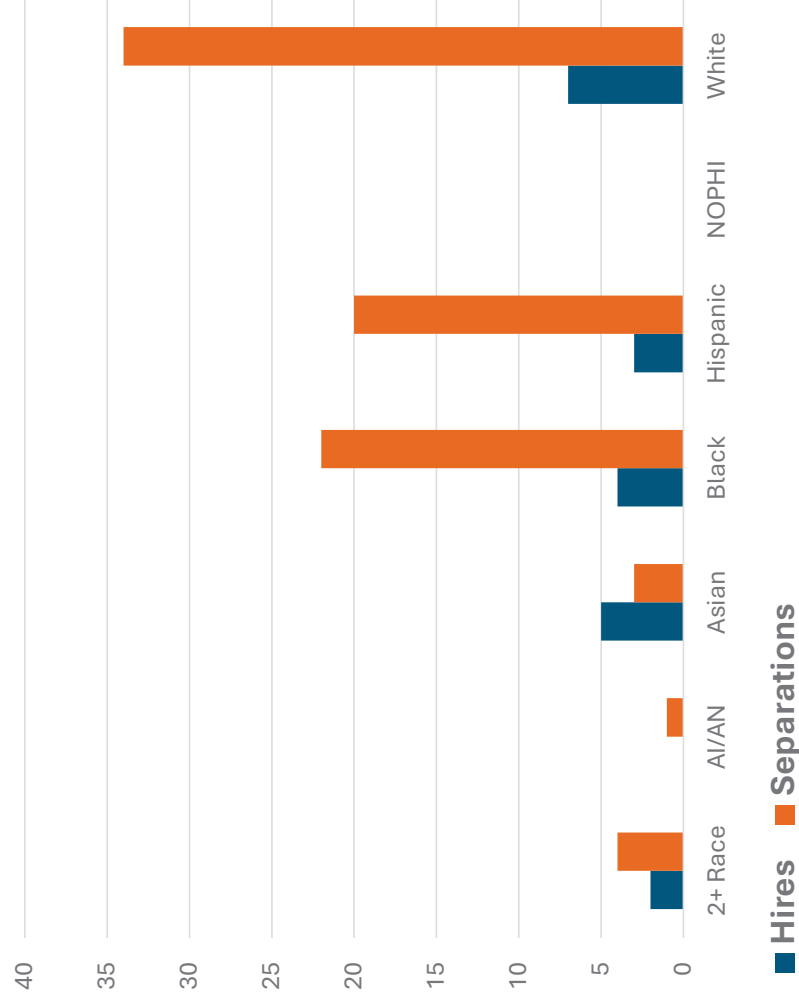
*American Indian/Alaskan Native

**Native Hawaiian Other Pacific Islander

***Persons With Disabilities

F represents employees who Self-Identify as Female. M represents employees who Self-Identify as Male.
Note: All percentages have been rounded up to the nearest whole number.

3rd Quarter Hires and Separations



21 new hires and 84 separations resulted in the following:



A net **decrease** of **9** self-identified **female** employees and **54** self-identified **male** employees.



A net **decrease** of **36** employees who self-identified as **minorities**.



A net **decrease** of **1** employee who self-identified as **veteran**.



A net **decrease** of **2** employees who self-identified as individuals **with disabilities**.

All Agency Employee Resource Groups (ERG) September Highlights: Connection and Learning

**All Generational: A
Conversation: Cross-
Generational Perspectives - Cross-
generational insights in
the workplace
(September 15)**

**All Generational: Train
Module Class –
Learning and
professional growth
sessions (September
17)**

**BEGIN: 56th Annual
African American Day
Parade – Community
pride (September 21)**

**BEGIN: From
Storytelling to Support
– Suicide Prevention
Awareness Month
(September 26)**

**All Generational: Back
to School Photos -
Celebrating families at
the MTA (September
30)**

**Latinos & Friends:
Como Yo – Honoring
Hispanic Heritage
Month- Conversational
Spanish
classes. (Sept
9–Oct 8)**

Celebrate Intergenerational Month
Join the MTA All Generational Employee Resource Group
Featuring
A Conversation on Generational Perspectives
Jon Kaufman, Chief of Strategic Initiatives
Francis Joseph, Chief of Staff, NYCT

Monday, September 15
12 PM – 1 PM
Register to join virtually.
Everyone is welcome!



Tabletop Model Train Project
Design. Build. Collaborate.
Showcase your skills and talent!
Learn 3D printing, design, and more.

Register to attend in-person or virtually
Wednesday, April 23
12 PM – 4:30 PM
2 Broadway, 20th Fl Conference Room



**Join B.E.G.I.N. Employee Resource Group for the
56th Annual African American Day Parade**
Sunday, September 21
12:30 – 6 PM

Adam Clayton Powell Jr. Blvd 17 Ave
between 111 – 137 St

Register to MTA with B.E.G.I.N.
Lineup begins at 11 AM
Open to all MTA employees



**Join B.E.G.I.N., Young Professionals & Abilities
Employee Resources Groups**
“From Storytelling to Support”
Working together on suicide prevention and destigmatizing mental health.

Presented by:
• Ethna Menni-Baker, Author of *Heartful Girl*
• MTA Employee Assistance Program (EAP) Representative

Friday, September 25
11:45 AM – 1 PM
Open to all MTA employees
Register to attend virtually



Back to School Photos
Snap a back to school picture – preschool to
post-grad – and send it to us!
Submit your photos by September 8
All are welcome to participate!

Sponsored by the
All Generational Employee Resource Group

Complete the submission form



**Celebrate Hispanic Heritage Month
Como Yo (Like me)
Practice Spanish**
Fun and exciting five 4-week program
where MTA colleagues connect to learn
and practice conversational Spanish.

Begins Tuesday, Sept 9
Sign up to participate today!
All MTA employees are welcome.



All Agency Employee Resource Groups

October Highlights: Celebration and Engagement



All Generational: MNR New Haven Open House -Train module showcase



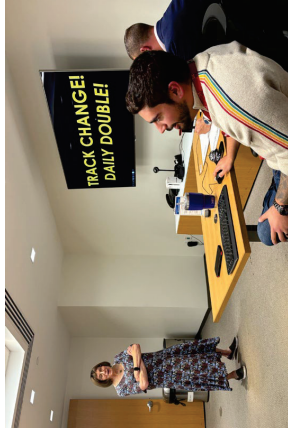
Latinos & Friends: Hispanic Heritage Month Celebration - Cultural pride



BEGIN: Leadership Conversations with MTA Presidents - Featuring Rob Free



Pride Express: Jeopardy with Bernie Wagenblast - Fun and learning



EWT: ACS Making Strides Against Cancer Walk - Supporting a cause



All Agency Employee Resource Groups November & December Highlights: Service and Recognition



Abilities: Voices of Care – Honoring caregivers during National Caregiver Awareness Month



Veterans ERG: Veterans Day Parade – Celebrating service and sacrifice



Monday, Nov. 3, 2025

Veterans ERG: Veterans Day Ceremony – Celebrating service and sacrifice

MTA Veterans Employee Resource Group presents
Honor Our Heroes Veterans Day Ceremony

Speakers:
Matt Quick: Retired U.S. Army Sergeant Major (SGM) & Head of Military Affairs (PMA)
Nicole Orlando: Deputy Chief of Staff, NYC Department of Veteran Affairs
Rob Free: UERR President
Kevin Branch: 24D Vice President
Jesse Delino: President, Veterans Employee Resource Group

Thursday, November 6
2 Broadway, 20th Fl
12 – 1 PM

All employees are welcome!
Register to attend online or in-person

Tuesday, Nov. 11, 2025

All Generational: Toy & Coat Drive – Giving back to the community

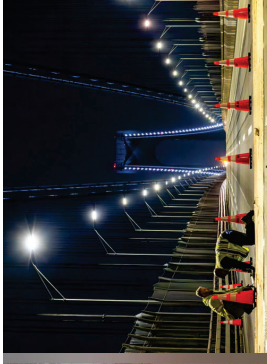
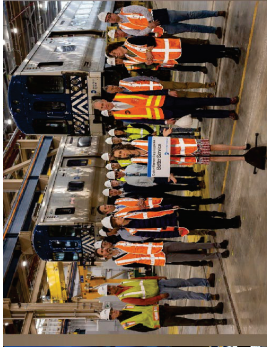
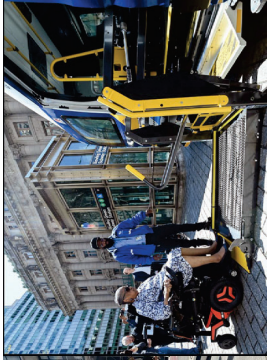


Thursday, Nov. 6, 2025

Abilities: Voices of Care – Honoring caregivers during National Caregiver Awareness Month

Nov. 17 – Dec. 12, 2025

Veterans ERG: Veterans Day Parade – Celebrating service and sacrifice



Draft

Complaints and Lawsuits

January 1, 2025 – September 30, 2025

Employment Discrimination Complaints



2 complaints were **filed** citing **1** basis.

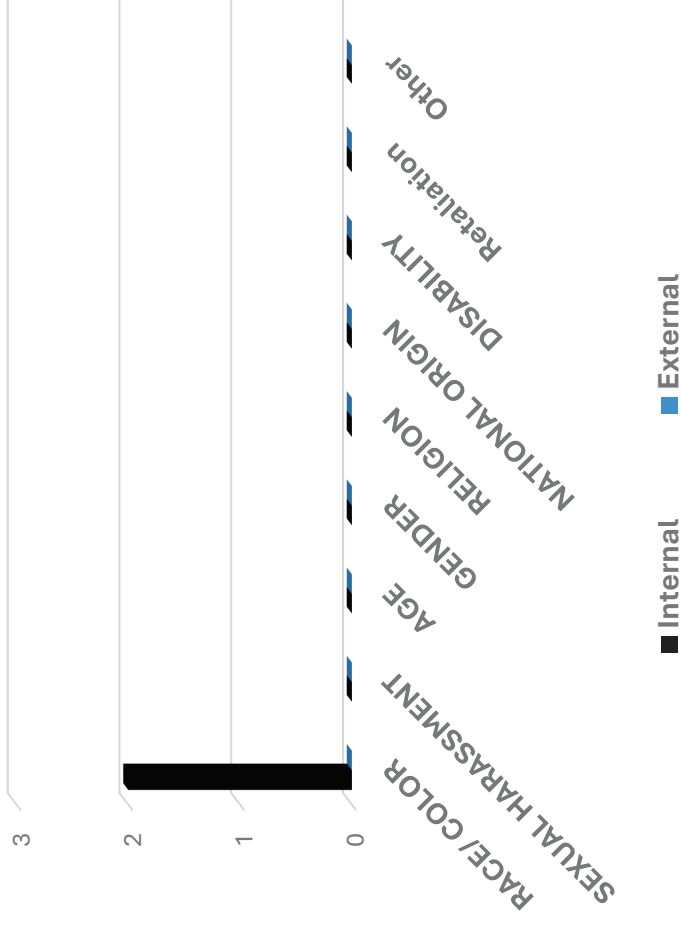


The most frequently singularly-cited** basis was **race**.



There was **0** **lawsuit** filed.

Internal and External Complaints
by Bases



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

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