



New York City Transit Authority

Diversity and Equal Opportunity

3rd Quarter Progress Report

December 15, 2025





NYC Transit Wide Workforce as of September 30, 2025

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	1,819		1305	72%	514	28%	615	34%	303	17%	248	14%	2	0%	2	0%	135	7%	57	3%	63	3%
F	433	24%	370	20%	63	3%	241	13%	62	3%	47	3%	0	0%	0	0%	20	1%	5	0%	23	1%
M	1,386	76%	935	51%	451	25%	374	21%	241	13%	201	11%	2	0%	2	0%	115	6%	52	3%	40	2%
Professionals	1,169		922	79%	247	21%	355	30%	156	13%	315	27%	3	0%	1	0%	92	8%	15	1%	51	4%
F	468	40%	408	35%	60	5%	200	17%	63	5%	107	9%	2	0%	1	0%	35	3%	1	0%	23	2%
M	701	60%	514	44%	187	16%	155	13%	93	8%	208	18%	1	0%	0	0%	57	5%	14	1%	28	2%
Technicians	184		150	82%	34	18%	63	34%	22	12%	56	30%	1	1%	0	0%	8	4%	2	1%	5	3%
F	28	15%	25	14%	3	2%	15	8%	4	2%	6	3%	0	0%	0	0%	0	0%	0	0%	1	1%
M	156	85%	125	68%	31	17%	48	26%	18	10%	50	27%	1	1%	0	0%	8	4%	2	1%	4	2%
Protective Services	971		858	88%	113	12%	502	52%	250	26%	59	6%	0	0%	2	0%	45	5%	43	4%	9	1%
F	218	22%	208	21%	10	1%	148	15%	38	4%	3	0%	0	0%	0	0%	19	2%	2	0%	3	0%
M	753	78%	650	67%	103	11%	354	36%	212	22%	56	6%	0	0%	2	0%	26	3%	41	4%	6	1%
Paraprofessionals	3		3	100%	0	0%	2	67%	0	0%	1	33%	0	0%	0	0%	0	0%	0	0%	0	0%
F	3	100%	3	100%	0	0%	2	67%	0	0%	1	33%	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	448		410	92%	38	8%	236	53%	65	15%	83	19%	0	0%	0	0%	26	6%	3	1%	11	2%
F	281	63%	260	58%	21	5%	161	36%	46	10%	35	8%	0	0%	0	0%	18	4%	3	1%	11	2%
M	167	37%	150	33%	17	4%	75	17%	19	4%	48	11%	0	0%	0	0%	8	2%	0	0%	0	0%
Skilled Craft	16,106		11762	73%	4,344	27%	5,586	35%	2,343	15%	2,936	18%	90	1%	7	0%	800	5%	229	1%	61	0%
F	556	3%	518	3%	38	0%	367	2%	78	0%	44	0%	0	0%	1	0%	28	0%	2	0%	6	0%
M	15,550	97%	11244	70%	4,306	27%	5,219	32%	2,265	14%	2,892	18%	90	1%	6	0%	772	5%	227	1%	55	0%
Service Maintenance	27,980		25441	91%	2,539	9%	15,927	57%	6,343	23%	2,159	8%	73	0%	4	0%	935	3%	354	1%	141	1%
F	7,726	28%	7472	27%	254	1%	5,552	20%	1,451	5%	204	1%	17	0%	2	0%	246	1%	40	0%	54	0%
M	20,254	72%	17969	64%	2,285	8%	10,375	37%	4,892	17%	1,955	7%	56	0%	2	0%	689	2%	314	1%	87	0%
Total	48,680		40,851	84%	7,829	16%	23,286	48%	9,482	19%	5,857	12%	169	0%	16	0%	2,041	4%	703	1%	341	1%

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.

* 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

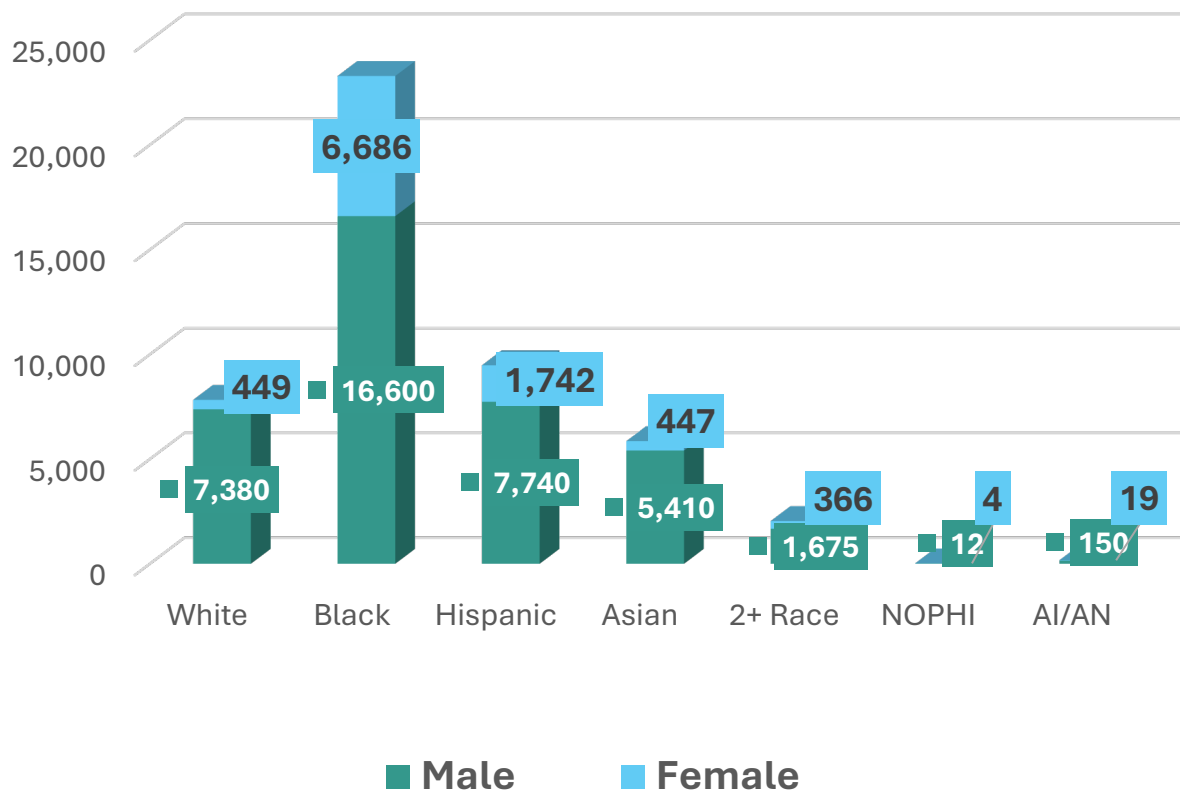


NYC Transit Workforce: Q3

48,680 strong as of September 30, 2025

- **20% (9,713) self-identified as females**
- **84% (40,851) self-identified as minorities**
- **1% (703) veterans**
- **1% (341) self-identified as a person with a disability**

Workforce by Sex and Ethnicity



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

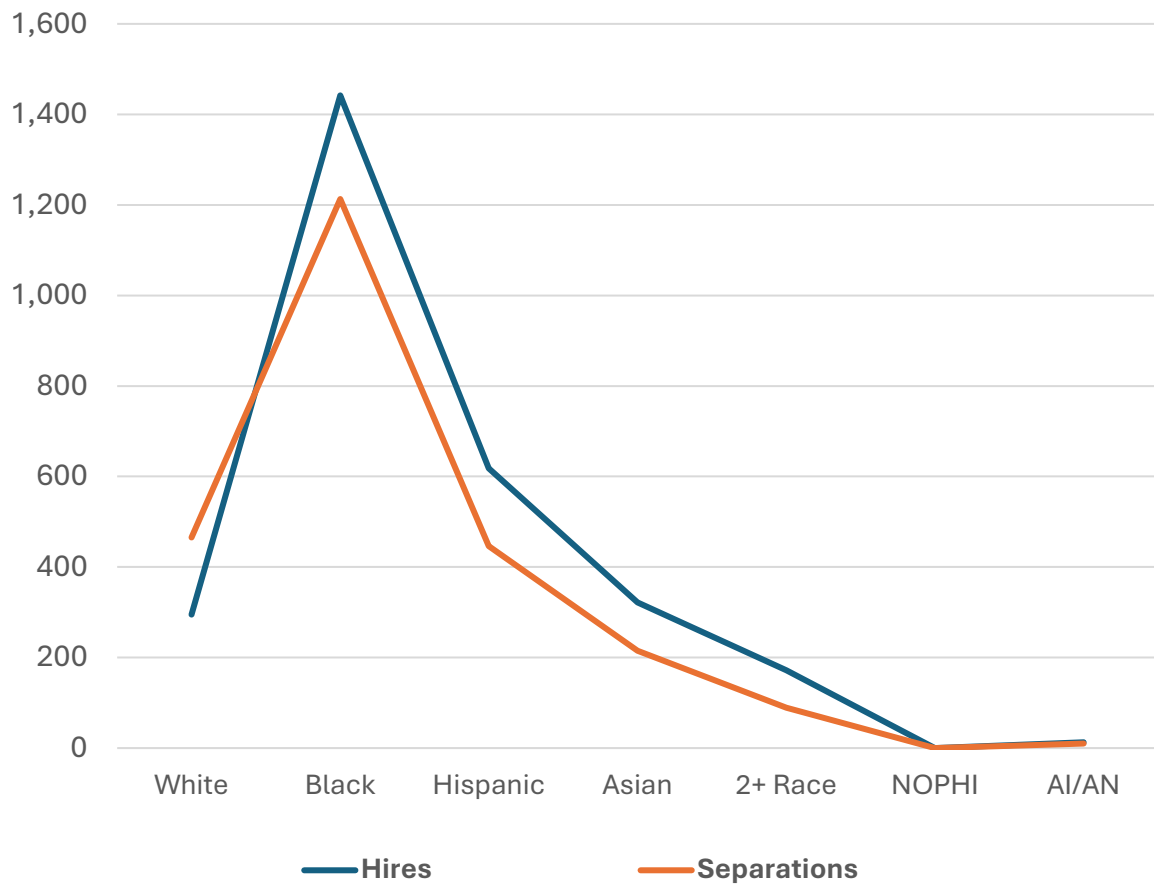


NYCT Transit Workforce: Q3

Hires and Separations

January 1, 2025 – September 30, 2025

- **2,862** new hires and **2,438** separations
- Net increase of **181** self-identified female and **243** self-identified male employees
- Net decrease of **43** self-identified veterans and a net decrease of **9** self-identified individuals with a disability



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

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

All Generational: **A Conversation: 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
with the MTA All Generational Employee Resource Group
featuring
A Conversation on Generational Perspectives

Jon Kaufman, Chief of Strategic Initiatives
Franck 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 ideas!
Learn 3D printing, design, and more.

Register to attend in-person or virtually

Tuesday, April 23
12 PM – 1:30 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 (7 Ave)
between 111 – 137 St

Register to march 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.

Panelists:
• Ethan & Naomi Sacks, Authors of Haunted Girl
• Victor Armstrong, VP of Health Equity and Engagement, American Foundation for Suicide Prevention
• MTA Employee Assistance Program (EAP) Representative

Friday, September 26
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 free 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

Wednesday, Oct. 8, 2025

Sunday, Oct. 19, 2025

Saturday, Oct. 4, 2025

Tuesday, Oct. 14, 2025

Thursday, Oct. 23, 2025

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

Thursday, Nov. 6, 2025

Tuesday, Nov. 11, 2025

Nov. 17 – Dec. 12

Veterans ERG: Veterans Day Ceremony – Celebrating service and sacrifice

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

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 (PM)
 Nicole Orlando Deputy Chief of Staff, NYC Department of Veteran Affairs
 Rob Free LIHR President
 Kevin Branch C&D Vice President
 Jesse DeMino 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





Complaints and Lawsuits

January 1, 2025 – September 30, 2025

Title VI and Related Discrimination Complaints



23 Title VI and Related** complaints were **filed**, citing **27** separate bases

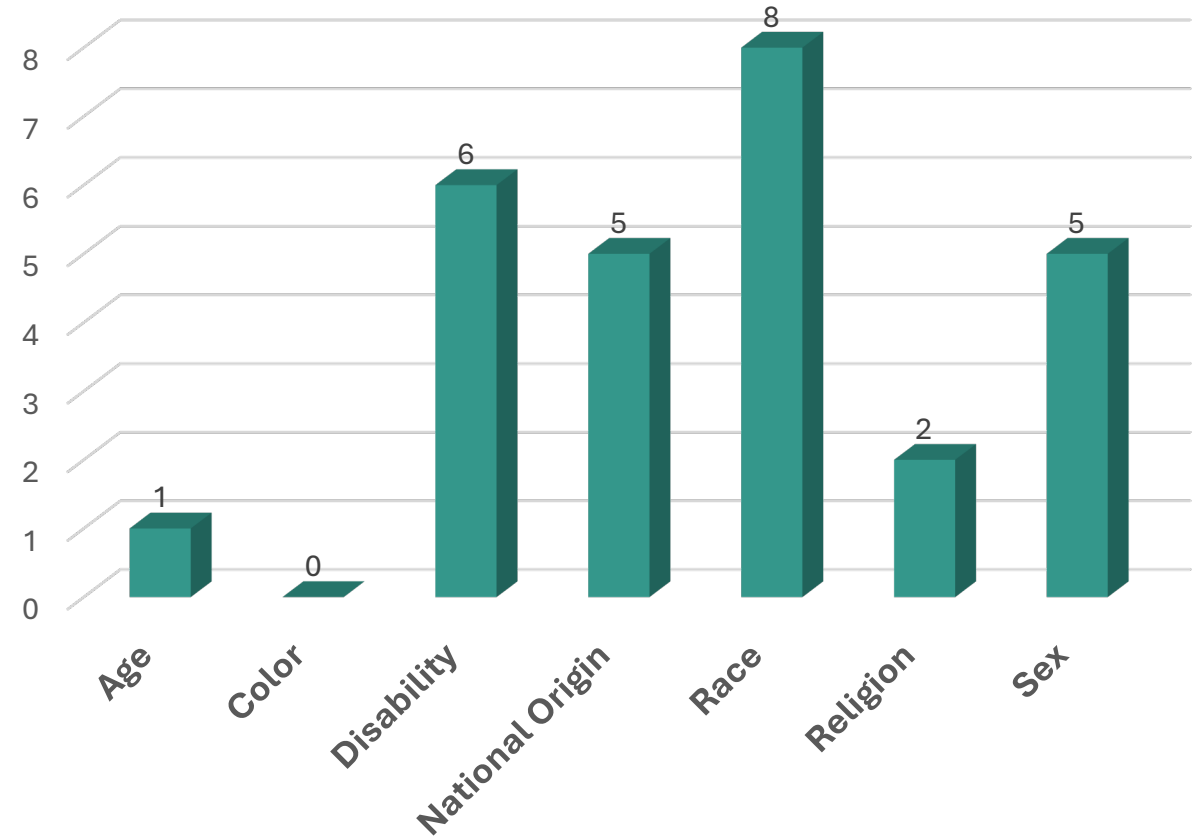


The most frequently cited basis was **Race**



There was **1** Title VI **Lawsuit** filed

Title VI and Related Discrimination Complaints
by Bases
(January 1, 2025 – September 30, 2025)



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

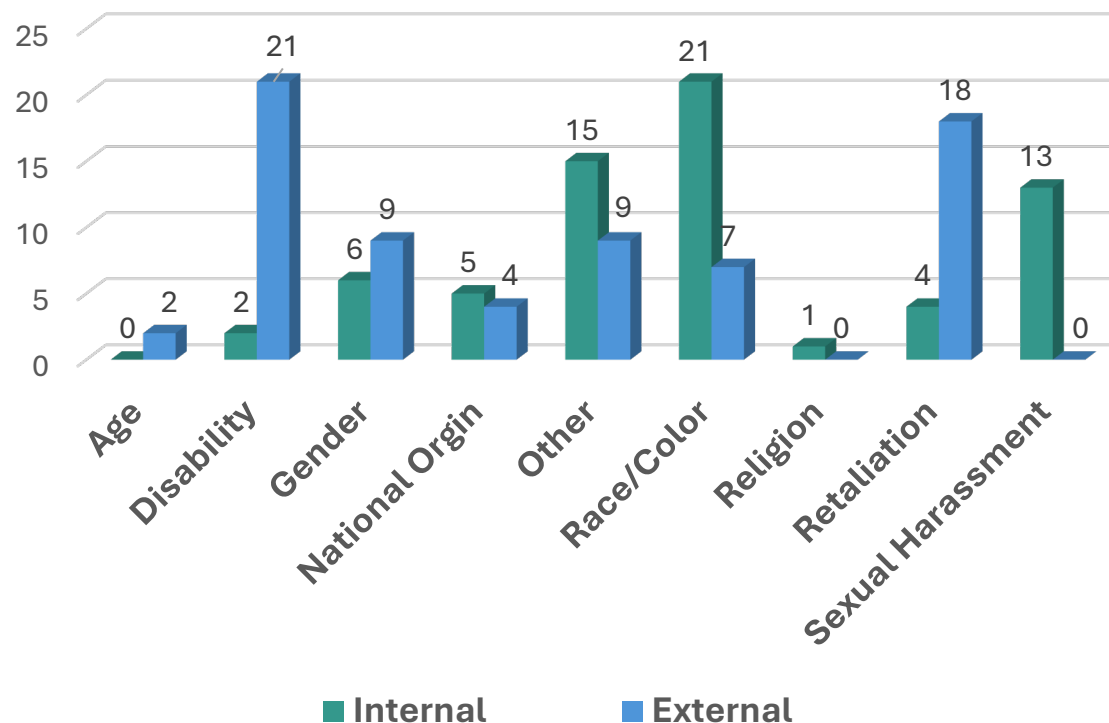
*Note: **Related Discrimination complaints are filed by customers based on age, disability, religion and sex.*

Title VII Employee Discrimination Complaints



Internal and External Complaints by Bases

(January 1, 2025 – September 30, 2025)



74 complaints (internal and external) were **filed** citing **137** separate bases



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



There were **14 Lawsuits** filed

*Note: *Formal complaints 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.



Metropolitan Transportation Authority: MTA BUS Diversity and Equal Opportunity 3rd Quarter Progress Report

December 15, 2025





MTABUS Wide Workforce as of September 30, 2025

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	195		138	71%	57	29%	53	27%	41	21%	30	15%	0	0%	0	0%	14	7%	7	4%	17	9%
F	45	23%	37	19%	8	4%	23	12%	5	3%	5	3%	0	0%	0	0%	4	2%	0	0%	2	1%
M	150	77%	101	52%	49	25%	30	15%	36	18%	25	13%	0	0%	0	0%	10	5%	7	4%	15	8%
Professionals	83		61	73%	22	27%	25	30%	13	16%	14	17%	0	0%	0	0%	9	11%	0	0%	2	2%
F	28	34%	25	30%	3	4%	11	13%	7	8%	3	4%	0	0%	0	0%	4	5%	0	0%	2	2%
M	55	66%	36	43%	19	23%	14	17%	6	7%	11	13%	0	0%	0	0%	5	6%	0	0%	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	23		22	96%	1	4%	8	35%	5	22%	7	30%	0	0%	0	0%	2	9%	0	0%	2	9%
F	19	83%	18	78%	1	4%	6	26%	4	17%	7	30%	0	0%	0	0%	1	4%	0	0%	2	9%
M	4	17%	4	17%	0	0%	2	9%	1	4%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%
Skilled Craft	641		497	78%	144	22%	223	35%	107	17%	90	14%	6	1%	6	1%	65	10%	11	2%	7	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	639	100%	495	77%	144	22%	221	34%	107	17%	90	14%	6	1%	6	1%	65	10%	10	2%	7	1%
Service Maintenance	3,082		2836	92%	246	8%	1,658	54%	768	25%	249	8%	16	1%	3	0%	142	5%	28	1%	11	0%
F	444	14%	430	14%	14	0%	279	9%	127	4%	5	0%	2	0%	0	0%	17	1%	2	0%	0	0%
M	2,638	86%	2406	78%	232	8%	1,379	45%	641	21%	244	8%	14	0%	3	0%	125	4%	26	1%	11	0%
Total	4,029		3,558	88%	471	12%	1,970	49%	935	23%	390	10%	22	1%	9	0%	232	6%	46	1%	39	1%

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.

* 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

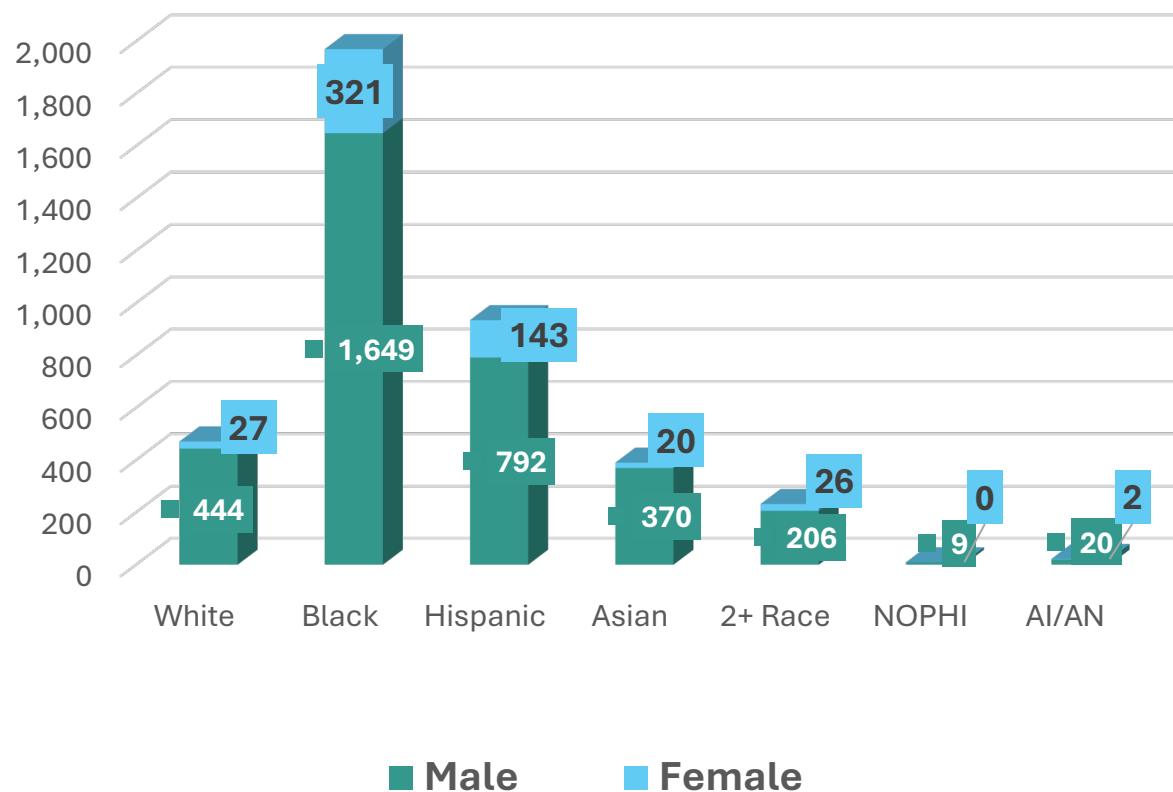


MTABUS Transit Workforce: Q3

4,029 strong as of September 30, 2025

- **13% (539) self-identified as females**
- **88% (3,558) self-identified as minorities**
- **1% (46) veterans**
- **1% (39) self-identified as a person with a disability**

Workforce by Sex and Ethnicity



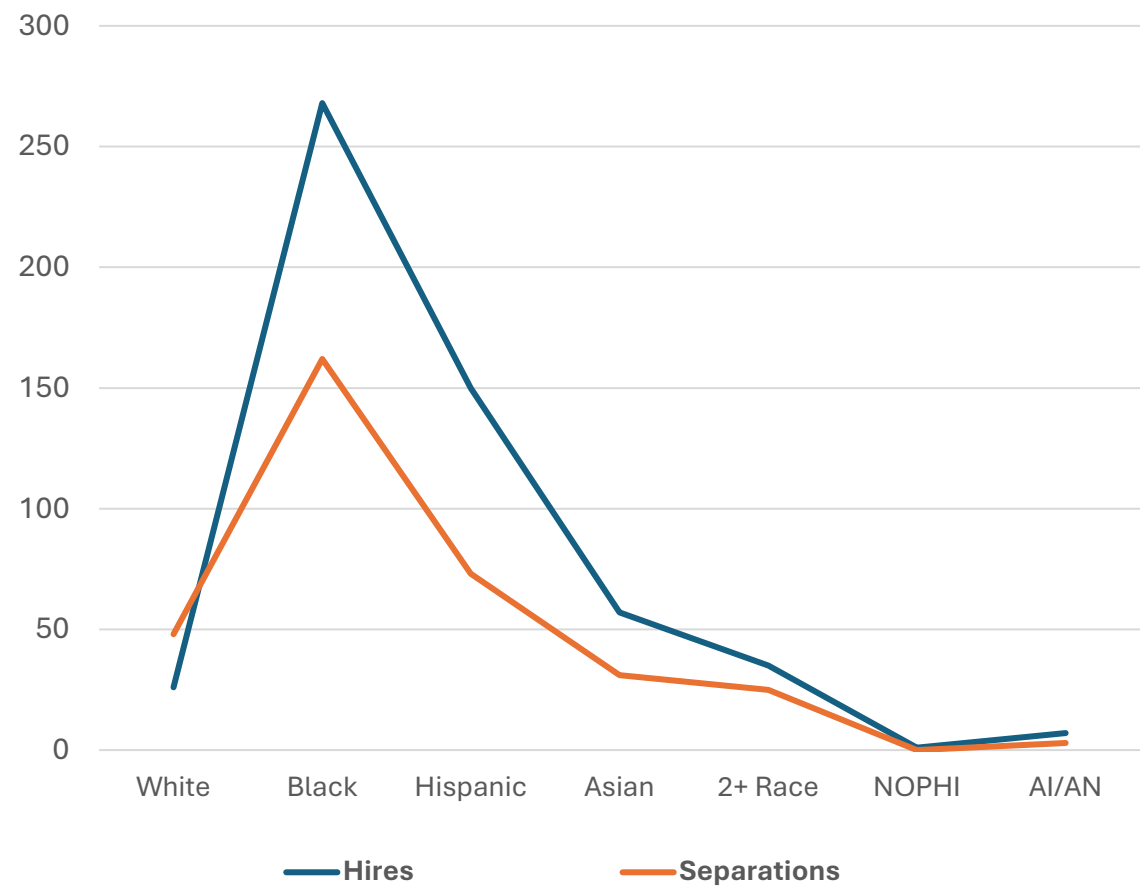
NOTE: Data may vary by +/- 4% due to variations in reporting methodology and/or external factors affecting the data collection process



MTABUS Workforce: Q3

Hires and Separations
January 1, 2025 – September 30, 2025

- **544** new hires and **342** separations
- Net increase of **42** self-identified female and **160** self-identified male employees
- Net decrease of **4** veterans and a net decrease of **3** self-identified individuals with a disability



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

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

All Generational: **A Conversation: 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
with the MTA All Generational Employee Resource Group
featuring
A Conversation on Generational Perspectives

Jon Kaufman, Chief of Strategic Initiatives
Franck 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 ideas!
Learn 3D printing, design, and more.

Register to attend in-person or virtually

Tuesday, April 23
12 PM – 1:30 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 (7 Ave)
between 111 – 137 St

Register to march 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.

Panelists:
• Ethan & Naomi Sacks, Authors of Haunted Girl
• Victor Armstrong, VP of Health Equity and Engagement, American Foundation for Suicide Prevention
• MTA Employee Assistance Program (EAP) Representative

Friday, September 26
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 free 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

Wednesday, Oct. 8, 2025

Sunday, Oct. 19, 2025

Saturday, Oct. 4, 2025

Tuesday, Oct. 14, 2025

Thursday, Oct. 23, 2025

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

Thursday, Nov. 6, 2025

Tuesday, Nov. 11, 2025

Nov. 17 – Dec. 12

Veterans ERG: Veterans Day Ceremony – Celebrating service and sacrifice

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

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 (PM)
 Nicole Orlando Deputy Chief of Staff, NYC Department of Veteran Affairs
 Rob Free LIHR President
 Kevin Branch C&D Vice President
 Jesse DeMino 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





Complaints and Lawsuits

January 1, 2025 – September 30, 2025

Title VI and Related Discrimination Complaints



8 Title VI and Related** complaints were **filed**, citing **8** separate bases

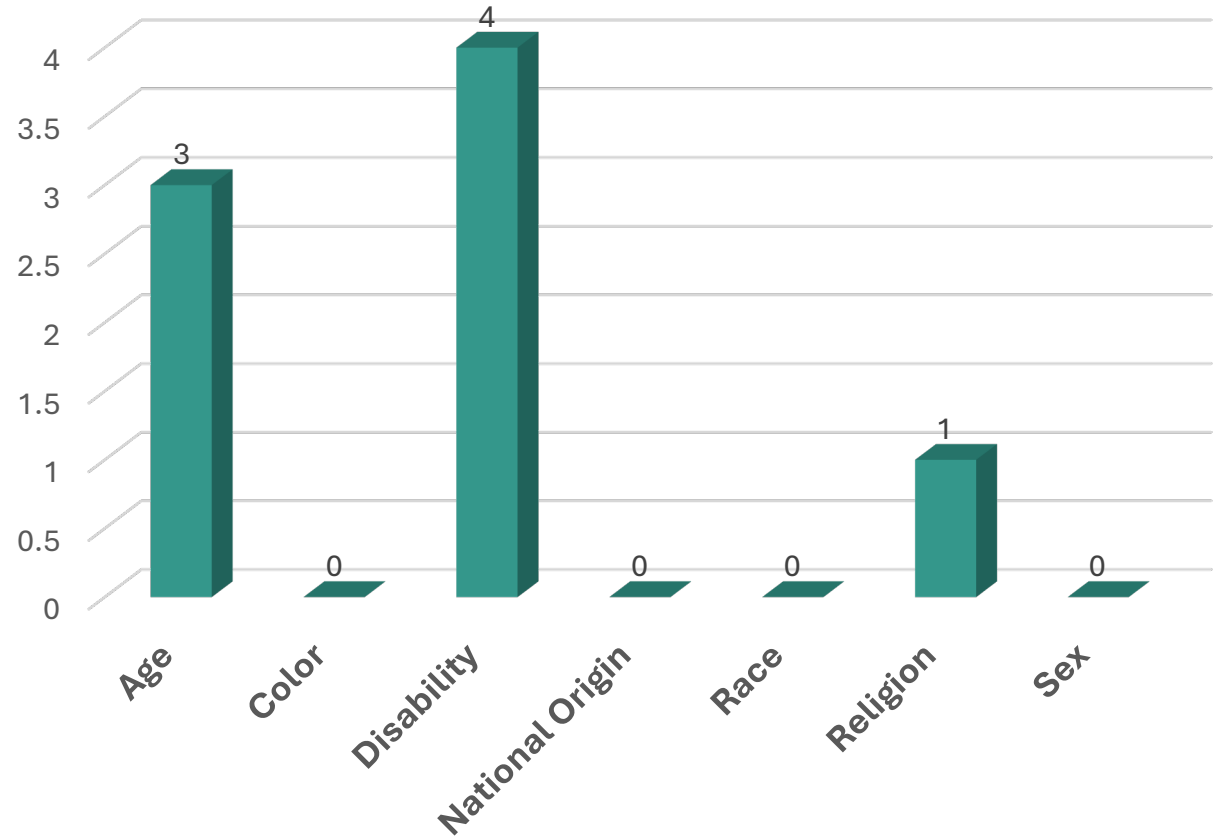


The most frequently cited basis was **Disability**



There were **no** Title VI **Lawsuits** filed

Title VI and Related Discrimination Complaints
by Bases
(January 1, 2025 – September 30, 2025)



*Note: *Formal complaints and lawsuits 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



6 complaints were **filed** citing **10** separate bases

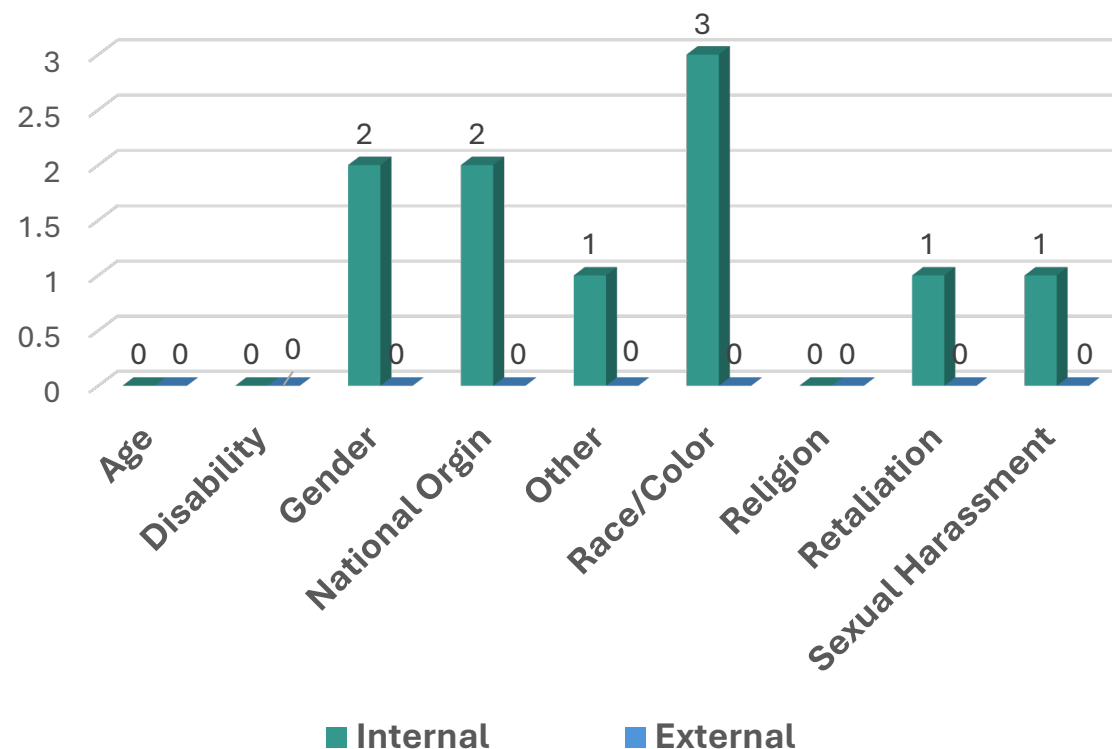


The most frequently singularly-cited** basis was **Race/Color**



There were **no Lawsuits** filed

Internal and External Complaints
by Bases
(January 1, 2025 – September 30, 2025)



*Note: *Formal complaints 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.*