



Metropolitan Transportation Authority

Diversity Committee Meeting

DECEMBER 2025

Committee Members

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

Diversity Committee Meeting

Monday, 12/15/2025

12:15 - 12:45 PM ET

1. Public Comments

2. Approval of Minutes

Diversity Committee Minutes - Page 3

3. 2025 Diversity Work Plan

2025 Diversity Committee Work Plan - Page 5

4. 2026 Diversity Work Plan

2026 Diversity Committee Work Plan - Page 8

5. Diversity Committee Charter

Diversity Committee Charter - Page 12

6. Executive Summary / Presentation

Executive Summary / Presentation - Page 15

7. EEO Activity

EEO Activity and Workforce Report - Page 44

8. M/W/DBE and SDVOB Utilization

M/W/DBE and SDVOB Utilization - Page 54

9. Discretionary Awards

All Discretionary Spend Including A&E, IT and Legal - Page 68

10. Financial Services

Underwriter Fees - Page 71

11. Asset Fund Management

Asset Fund Management - Page 73

12. Business Development Initiatives

Business Development Initiatives - Page 77

13. Small Business Mentoring Program (MTA EDGE) - Update

SBMP (MTA EDGE) Update - Page 79

MTA DIVERSITY COMMITTEE

Meeting Minutes
130 Livingston Street, 1st Floor
New York, NY 10004
Monday, September 29, 2025

The following Committee Members were present:

Hon. Blanca Lopez, Chair
Hon. Samuel Chu
Hon Melva M. Miller
Hon Dr. JR. Rizzo
Hon. Midori Valdivia

The following Board Member was present:

Hon. Lisa Sorin

The following staff were also present:

Quemuel Arroyo, Chief Accessibility Officer
Evita Marrow, Deputy CDO, Operations & Programming
Christine Norman, Deputy CDO, Technology, Operations, DBE Certification & Outreach
Lourdes Zapata, Chief Diversity and Inclusion Officer

Chair Blanca Lopez welcomed Melva M. Miller, the new Diversity Committee member, and called the September 2025 Diversity Committee to order.

1. PUBLIC SPEAKERS' SESSION

- There were three public speakers during the public comments portion of the meeting:
Jason Anthony
Christopher Greif
Aleta Dupree

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 June 23, 2025.

3. WORK PLAN REPORT

- Chair Lopez asked if there were any changes to the 2025 Work Plan. Ms. Zapata reported that the M/W/DBE and SDVOB Task Force, now rebranded as the "Small Business Strategies Council, along with recruitment strategies, has been rescheduled for the December Diversity meeting. The revised 2025 Work Plan is available on pages 6-8 of the Diversity Committee Book.

4. EXECUTIVE SUMMARY

Ms. Zapata shared the agenda items and informed that moving forward, the Diversity Committee will be expanding the reporting by adding accessibility activities. Ms. Zapata asked Mr. Arroyo to report accessibility activities.

Accessibility Activities

- Mr. Arroyo reported on various accessibility projects and provided insights for each one. He also shared highlights from the Partnership for Inclusive Internship (PII) program, highlighting its success in employing people with disabilities.

EEO Activities

- Ms. Marrow presented data on the MTA's overall workforce, noting an increase in self-identified female and male hires for Q2. However, there was a decrease in hires of self-identified individuals with disabilities and veterans. Workforce data details can be found on pages 34-43 of the Diversity Committee Book.

M/W/DBE, SDVOB Activity

- Ms. Norman represented highlights of the M/W/DBE and SDVOB fiscal year programs and reported on M/W/DBE and SDVOB payments.
- Ms. Norman reported that participation in DBE awards is lower than last federal fiscal year.
- Ms. Norman shared the MTA certification program success story, highlighting a certified firm and its achievements.

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. King
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.

2026 Diversity Committee Work Plan

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 2026	Responsibility
MTA Agency-Wide Title VI Triennial Report	Dept. of Diversity/Civil Rights
MTA Agency Wide EEO Program Report	
2025 Year-End Report	
DBE Program Update	
NYS Diversity, Inclusion and Equal Opportunity 2025 Report	

June 2026	Responsibility
1 st Quarter 2026 Report	Dept. of Diversity/Civil Rights
EUCI/EMPP Pilot Program Updates	
MTA EDGE Program Update	
Accessibility Programming Update	MTAHQ and Agency Staff

September 2026	Responsibility
2 nd Quarter 2026 Report	Dept. of Diversity/Civil Rights
5-Year DEI Strategic Plan – Bi-Annual Update	
DBE Program Update	
Recommitment to Equal Opportunity (“EO”)	

December 2026	Responsibility
3 rd Quarter 2026 Report	Dept. of Diversity/Civil Rights
2027 Diversity Committee Workplan	
Accessibility Programming Update	MTAHQ and Agency Staff
Recruitment Strategies for MTAHQ and MTA Agencies	
Diversity Committee Charter Review	Committee Chair & Members

Detailed Summary

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

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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 2026

- **MTA Agency-Wide Title VI Triennial Report**
The MTA is required to submit a report to the Federal Transit Administration (FTA) outlining its Title VI program activities for the term of July 1, 2022 – June 30, 2025. Due to the FTA by June 1, 2026, the report requires full MTA Board approval prior to submission. DDCR will provide the Committee with an overview of the report scope and findings for approval prior to submission.
- **MTA Agency Wide EEO Program Report**
The MTA is required to submit a report to the Federal Transit Administration (FTA) outlining its Equal Employment Opportunity Program ("EEO Program") which outlines the MTA's policies, practices and procedures to ensure equal employment opportunities for the term of July 1, 2021 – June 30, 2025. Due to the FTA by March 1, 2026, the report does not require full MTA Board approval prior to submission but will be shared with the Committee with an overview of the report scope and findings.
- **2025 Year-End Report**
The Department of Diversity and Civil Rights will present 2025 year-end update on MTA Agency-wide DEO and M/W/DBE and SDVOB contract compliance activities.

- **DBE Program Update**
DDCR will provide an update on program activities resulting from the Interim Final Rule published by the U.S. Department of Transportation related to amendments to 49 CFR Parts 23 and 26 in October 2025 which restructured the Disadvantaged Business Enterprise (DBE) program.
- **NYS Diversity, Inclusion and Equal Opportunity 2025 Report**
Pursuant to NYS Executive Order 187, the MTA is required to submit an annual report to the State regarding its workplace demographic data, training activities and other diversity activities. Due for submission by January 31, 2026, the report does not require full MTA Board approval prior to submission but will be shared with the Committee with an overview of the report scope and findings.

June 2026

- **1st Quarter 2026 Report**
The Department of Diversity and Civil Rights will present 1st quarter 2026 update on MTA Agency-wide DEO, and M/W/DBE and SDVOB contract compliance activities.
- **EUCI/EMPP Pilot Program Updates**
Launching in 2026, DDCR will update on two pilot initiatives designed to increase NYS MWBE contracting with the MTA – the Enhanced Utilization Credit Initiative (EUCI) and the Enhanced Mentor Protégé Program (EMPP).
- **MTA EDGE Program Update**
DDCR will provide an update on program roll out and transition for current MTA EDGE (formerly named Small Business Mentoring Program) cycle.
- **Accessibility Programming Update**
The Committee will receive an update on MTA accessibility programming that is non-capital in nature and relevant to the MTA’s workforce and customers.

September 2026

- **2nd Quarter 2026 Report**
The Department of Diversity and Civil Rights will present 2nd quarter 2026 update on MTA Agency-wide DEO, and M/W/DBE and SDVOB contract compliance activities.
- **5-Year DEI Strategic Plan – Bi-Annual Update**
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- **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.

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- Recruitment Strategies for MTAHQ and MTA Agencies
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- Diversity Committee Charter Review
The Diversity Committee will review and assess the adequacy of its charter and recommend changes as necessary.



THE METROPOLITAN TRANSPORTATION AUTHORITY

DIVERSITY COMMITTEE

This Charter for the Diversity Committee was adopted by the Board Chair and a majority of the members of Board of the Metropolitan Transportation Authority, a public benefit corporation established under the laws of the State of New York (together with any other entity or corporation for which the members of the Metropolitan Transportation Authority serve as a board of directors, the “MTA”), as amended on October 29, 2025.

I. PURPOSE

The Diversity Committee (the “Committee”) shall assist the Board Chair and the Board by reviewing, providing guidance, and making recommendations with respect to the diversity programs and initiatives undertaken by MTA and its subsidiary and affiliate agencies.

II. COMMITTEE AUTHORITY

In discharging its role, the Committee is empowered to investigate any matter brought to its attention. To facilitate any such investigation, the chairperson of the Committee shall have access to all books, records, facilities and staff of the MTA (including any of its subsidiary corporations or affiliates). The foregoing is not intended to alter or curtail existing rights of individual Board members to access books, records or staff in connection with the performance of their fiduciary duties as Board members.

III. COMMITTEE MEMBERSHIP

The Committee shall consist of 3 or more members of the Board, appointed by the Board Chair. If not otherwise a member of the Committee, each Vice-Chair of the Board shall be an *ex officio* member of the Committee. The Board Chair shall appoint the chairperson of the Committee. In the absence of the chairperson at a meeting of the Committee, the Board Chair shall appoint a temporary chairperson to chair such meeting. A member of the Committee may be removed, for cause or without cause, by the Board Chair.

IV. COMMITTEE MEETINGS

The Committee shall meet on a regularly scheduled basis at least 4 times per year, and more frequently as circumstances dictate. The Committee shall cause to be kept adequate minutes of all its proceedings and records of any action taken. Committee members will be furnished with copies of the minutes of each meeting. Meetings of the Committee shall be open to the public, and the Committee shall be governed by the rules regarding public meetings set forth in the applicable provisions of the Public Authorities Law and Article 7 of the Public Officers Law

that relate to public notice, public speaking and the conduct of executive session. The Committee may form and assign responsibilities to subcommittees when appropriate.

The Committee may request that any member of the Board, the Auditor General, any officer or staff of the MTA, or any other person whose advice and counsel are sought by the Committee, attend any meeting of the Committee to provide such pertinent information as the Committee requests. The Chief Diversity Officer shall (1) furnish the Committee with all material information pertinent to matters appearing on the Committee agenda, (2) provide the chairperson of the Committee with all information that is material to the Committee's monitoring and oversight of diversity programs and initiatives undertaken by MTA and its subsidiary and affiliate agencies, and (3) inform the chairperson of the Committee of any matters not already on the Committee agenda that should be added to the agenda in order for the Committee to be adequately monitoring and overseeing diversity programs and initiatives undertaken by MTA and its subsidiary and affiliate agencies.

V. COMMITTEE REPORTS.

The chairperson of the Committee shall report on the Committee's proceedings, and any recommendations made.

VI. KEY RESPONSIBILITIES

The following responsibilities are set forth as a guide with the understanding that the Committee may diverge as appropriate given the circumstances. The Committee is authorized to carry out these and such other responsibilities assigned by the Board Chair or the Board, from time to time, and take any actions reasonably related to the mandate of this Charter.

To fulfill its purpose, the Committee shall:

1. Consult with the MTA Department of Diversity/Civil Rights and diversity representatives from the MTA's affiliate and subsidiary agencies with respect to the setting of priorities for the MTA's diversity and outreach agenda;
2. Receive regular reports from the MTA Department of Diversity/Civil Rights and diversity representatives from the MTA's affiliate and subsidiary agencies regarding upcoming diversity and outreach events;
3. Receive regular reports from the MTA Department of Diversity/Civil Rights regarding the certification of disadvantaged, minority- and women-owned businesses and the setting of goals for disadvantaged, minority- and women-owned business participation on agency contracts;
4. Receive regular reports from the MTA Department of Diversity/Civil Rights and from staff of MTA affiliate and subsidiary agencies regarding the status of Equal Employment Opportunity ("EEO") programs, including,

as applicable, EEO investigations, EEO compliance and reporting, and Title VI program compliance and reporting;

5. Receive regular reports from MTA Department of Diversity/Civil Rights regarding contractor compliance with goals for such participation and, if applicable, action plans to achieve compliance; and
6. Receive regular reports from the MTA Department of Diversity and Civil Rights, the Office of the Chief Accessibility Officer, and relevant MTA agency staff on accessibility initiatives, including as applicable, accessibility-related service improvements, employee and customer feedback, workplace accessibility efforts, and progress toward achieving systemwide and workplace accessibility goals.

In addition, the Committee shall have the following responsibilities:

1. set the annual work plan for the Committee;
2. conduct an annual self-evaluation of the performance of the Committee, including its effectiveness and compliance with this Charter;
3. review and assess the adequacy of this Charter annually; and
4. report regularly to the Board Chair and the Board on Committee findings and recommendations and any other matters the Committee deems appropriate or the Board Chair or the Board requests, and maintain minutes or other records of Committee meetings and activities.



Diversity Committee Presentation/ Executive Summary

December 15, 2025

Agenda:

I. DBE Program Update

II. Update: Small Business Strategies Council

III. MTA-wide EEO Activities

- Workplace Statistics – Q3 Reporting
- EEO Program Accomplishments



IV. 2025-26 MW/DBE Activity

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

V. Recruitment Strategies

VI. Events

Agenda:

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Federal DBE Program Update

On Oct. 3, 2025, the U.S. Department of Transportation (DOT) issued an Interim Final Rule (IFR) fundamentally restructuring its Disadvantaged Business Enterprise (DBE) and Airport Concessions DBE (ACDBE) programs.

Key Changes:

- **Elimination of race/sex presumptions:** The "Interim Final Rule" (IFR) removes the automatic assumption that certain races or sexes are disadvantaged.
- **Individualized showing of disadvantage:** All applicants must now prove individual social and economic disadvantage based on their personal experiences.
- **Re-certification of all current DBEs:** All certified DBEs must go through a re-evaluation process to ensure they meet the new, individualized standards.
- **Pause on goal setting:** The rule halts the setting and counting of DBE participation toward program goals until the re-evaluation process is complete.
- **New terminology:** "DBE-Conscious" and "DBE-Neutral" will replace the older terms "Race- and Sex-Conscious" and "Race- and Sex-Neutral"

Agenda:

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Small Business Strategies Council (SBSC)

The name of the Board has been revised from "M/W/DBE, SDVOB Advisory Board" to "Small Business Strategies Council" to more accurately represent its mission and objectives.

Meeting Dates

- April 15, 2025
- October 15, 2025

Key Discussion Topics

- Local Hire Initiative
- Strategic Engagement
- MWBE Data Analysis
- MTA EDGE
- Vision Ahead
- Enhanced Utilization Credit Initiative (EUCI)
- Enhanced Mentor Protégé Program (EMPP)
- MTA University: Training and Prequalification Program

More information on the EUCI and EMPP initiatives *can be found on pages 55 - 57 of the Diversity Committee Book*

Agenda:

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- MWBE Success Story

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VI. Events

MTA - Wide Workforce: Q3

74,909 strong as of September 30, 2025

Workforce Demographics

- **20%** (14,658) self-identified as **females**
- **74%** (55,788) self-identified as **minorities**
- **2%** (1,615) **veterans***
- **1%** (793) self-identified as a **person with a disability**

Hires & Separations

- **4,463** new hires and **3,793** separations
- Net increase of **224** self-identified female and net increase of **446** self-identified male employees
- Net decrease of **79** veterans* and a net decrease of **35** self-identified individuals with a disability

* Veteran data reflects individuals verified as **Eligible Veterans** (honorable discharge, including Vietnam-era veterans) through the MTA DD-214 verification process

Workforce data details can be found on pages 46 - 53 of the Diversity Committee Book

EEO Program Accomplishments:

Concurrence Workshops

In the context of the EEO program under FTA Circular 4704.1A, concurrence refers to the formal agreement in the review of employment actions such as hiring and promotions after examining relevant documentation to ensure that the action does not result in discrimination, either through disparate treatment or disparate impact.

Key Areas of Review

- Job postings, applicant pools, and promotion records
- Completeness and accuracy of supporting documentation
- Timeliness and consistency of reviews and approvals

Importance

- Reinforces accountability and compliance with EEO policy
- Ensures consistency and fairness across departments
- Promotes transparency and efficiency in decision-making

EEO Program Accomplishments:

Investigations

Backlog Reduction

- NYCT: 70% of its backlog was addressed. The remaining backlog will be addressed in Q1 of 2026
- HQ, MNR, LIRR: 100% of backlogged cases were closed
- B&T, C&D, MTA BUS: Do not have a backlog of cases

Strategies used:

- Case Management performance goals
- Case prioritization + tracking
- Coordinated cross-agency effort

Investigator Development

- Successful EO Investigator Dialogue Series
- Monthly investigator-led presentations
- HQ planning enhanced format for 2026

Topics included:

- Fabricated Evidence & Evolving Challenges
- Cultural Bias in EEO Investigations
- Interviewing for EO Investigators
- Checklist for Complaint Investigations

Agenda:

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V. Recruitment Strategies

VI. Events



MTA EDGE



-  Training Curriculum
-  Alumni Program
-  Contract Awards

MTA EDGE

Alumni Event • 11/13/2025



EDGE FELLOWS

ALUMNI PROGRAM

MTA EDGE Fellows is the Metropolitan Transportation Authority's Small Business Development Alumni Program.

Powering New York's Future

The MTA EDGE Fellows represents the next step in our commitment to supporting small businesses. More than a network, it serves as a dynamic platform to celebrate alumni achievements, foster new business-to-business connections, share essential insights, and unlock opportunities for continued growth and procurement opportunities.

MTA EDGE Fellows Core Components:



Catalyze Business Growth

Support alumni in pursuing city, state, and federal RFPs through targeted strategy sessions.



Promote Peer-to-Peer Mentorship

Leverage alumni expertise to uplift newer cohorts.



Foster Strategic Collaboration

Enable JV and teaming partnerships between alumni firms.



Measure and Broadcast Impact

Quantify and communicate alumni outcomes to demonstrate program success and secure future support.

Signature Annual Event: MTA EDGE Fellows Summit

- Celebrate Alumni Milestones
- Awards recognizing current year's achievements
- Guest speakers and Breakout sessions



SDVOB Utilization & Payments

	NYS FY 2025/2026 <i>Apr. – Sep. 2025</i>	NYS FY 2024/2025 <i>Apr. – Sep. 2024</i>
SDVOB %	5%	9%
SDVOB Payments	\$35,840,486	\$32,529,415

NYS FY 2025/2026 SDVOB (APRIL 2025 – SEPTEMBER 2025)		
Industry	Amount Paid (\$)	Amount Paid (%)
C - Commodities	\$9,712,889	27%
CC - Construction Consultants	\$1,092,300	3%
CN - Construction	\$20,326,245	57%
SC - Services / Consultants	\$4,709,051	13%
Grand Total	\$35,840,486	100%

NYS FY 2024/2025 SDVOB (APRIL 2024 - SEPTEMBER 2024)		
Industry	Amount Paid (\$)	Amount Paid (%)
C - Commodities	\$16,299,648	50%
CC - Construction Consultants	\$1,548,896	5%
CN - Construction	\$11,585,881	36%
SC - Services / Consultants	\$3,094,990	9%
Grand Total	\$32,529,415	100%

MWBE Utilization & Payments

	NYS FY 2025/2026 <i>Apr. – Sep. 2025</i>	NYS FY 2024/2025 <i>Apr. – Sep. 2024</i>
MWBE %	35%	34%
MWBE Payments	\$492,222,551	\$454,318,213

NYS FY 2025/2026 MWBE (APRIL 2025 – SEPTEMBER 2025)		
Industry	Amount Paid (\$)	Amount Paid (%)
C - Commodities	\$71,513,087	15%
CC - Construction Consultants	\$9,346,013	2%
CN - Construction	\$312,414,441	63%
SC - Services / Consultants	\$98,949,010	20%
Grand Total	\$492,222,551	100%

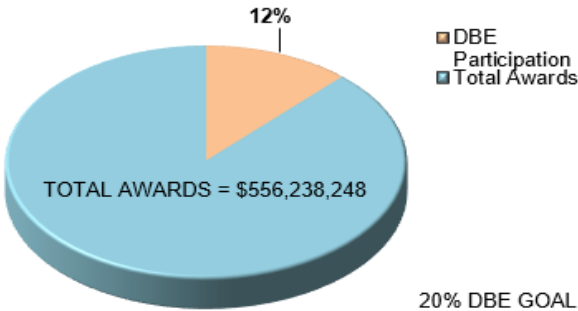
NYS FY 2024/2025 MWBE (APRIL 2024 - SEPTEMBER 2024)		
Industry	Amount Paid (\$)	Amount Paid (%)
C - Commodities	\$78,567,687	17%
CC - Construction Consultants	\$13,250,714	3%
CN - Construction	\$243,781,870	54%
SC - Services / Consultants	\$118,717,942	26%
Grand Total	\$454,318,213	100%

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

Note: The 2nd Semi-Annual report is currently on hold due to recent changes in the DBE program as determined by the U.S. Department of Transportation (DOT).



Actual DBE Participation = \$66M or 12%

MWBE Success Story

Stellar Services, Inc. (MBE)



Liang Chen
Founder & President

Stellar Services, Inc. is an IT consulting firm established in 1993. Stellar has over twenty (20) years of experience providing a comprehensive range of innovative and effective IT solutions in business process, document management system, Project control system, IT infrastructure, as well as application integration to the federal, state and local government agencies.

Stellar has been paid over \$6M over the past five years, for various goods and services including staff augmentation, software EAM Cloud Services and more. Stellar has been doing business with the MTA since 2016.

This year Stellar was awarded a 5 yr. \$12.3M contract for Hexagon EAM Cloud Hosting services won competitively. They have successfully participated in Discretionary, Competitive Bids, and has been awarded contracts via the NYS OGS Contract.

Agenda:

I. DBE Program Update

II. Update: Small Business Strategies Council

III. MTA-wide EEO Activities

- Workplace Statistics – Q3 Reporting
- EEO Program Accomplishments

IV. 2025-26 MW/DBE Activity

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

V. Recruitment Strategies

VI. Events



Recruitment Strategies
Overview of Hard-to-Fill Roles

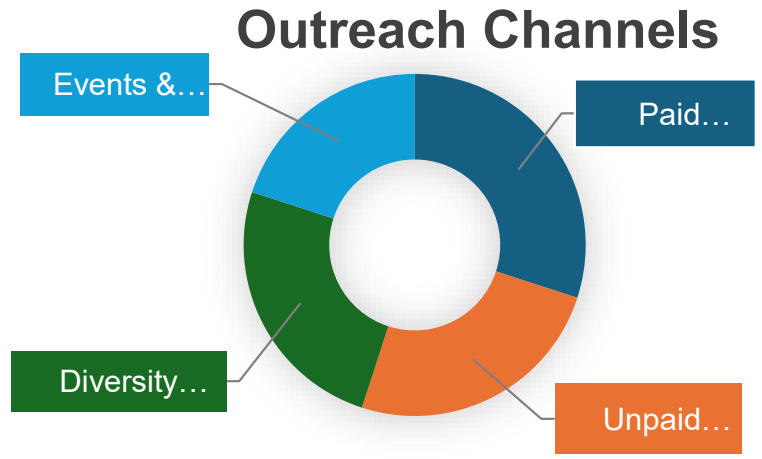
Position	Hire Type	Notable Outreach
Sr Deputy Chief People Officer	New Hire	APTA, COMTO, Power to Fly
VP Rolling Stock (MNR)	Rehire	NSBE, SHPE, OSTEM
Assistant Conductor Trainee (LIRR)	Multiple	CUNY Veterans, SUNY Queens EOC
Police Captain	New Hire	Queens CB12, Addabbo Job Fair
OHS Staff Nurse	Multiple	Women in Transportation, Bronx Courthouse, Queens CB12, East Flatbush
Police Officer	Testing stage , ongoing tracking of hires will be done as new classes are hired.	Law Enforcement Recruitment Fair, Queens CB12, Cuny John Jay Career Con etc.
VP Safety & Training	Posting Date: January 2025 to present	Posted at NYU , Columbia University, Stony Brook University. Attend Lincoln Technical Institute Career Fair.
Chief of Engineering	Posting Date: April 2025 to July 2025	Nassau Community College, SUNY North Bronx COC Job fair, DOL & Bronx Borough President’s PRIDE Employment Fair, New York Auto and Diesel Institute

Objective: Highlight diverse, focused outreach strategies to hire qualified employees into critical roles



Recruitment Strategies

Outreach Strategies by Role Type



- Paid Media
- LinkedIn (promoted)
 - APTA
 - Railway Age
 - Indeed

- Unpaid Media
- Career website
 - Grand Central TV

- Diversity Platforms
- BCWN
 - SHPE
 - WEPAN
 - OSTEM

- Events & Fairs
- Veterans& Immigrant–Focused
(e.g., Fort Hamilton, SUNY Queens)
 - Community-Based
(e.g., Bronx Courthouse, East Flatbush)
 - University/College Outreach
(e.g., NYU, Columbia, Nassau CC)

Recruitment Strategies

Key Takeaways & Recommendations

Success Factors:

- Targeted platforms aligned with role type.
- Strong presence at local and targeted career fairs.
- Leveraging both paid and unpaid LinkedIn strategies.

Recommendations:

- Expand outreach to additional affinity groups (e.g. Native American, LGBTQ+).
- Track ROI of paid platforms vs event-based outreach.
- Continue building recruiter LinkedIn networks for organic reach.

Agenda:

I. DBE Program Update

II. Update: Small Business Strategies Council

III. MTA-wide EEO Activities

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- EEO Program Accomplishments

IV. 2025-26 MW/DBE Activity

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

V. Recruitment Strategies

VI. Events



Outreach Events

Meet the Manufacturers • 10/30/2025

**Metropolitan Transportation Authority**

PRESENTS:

**Meet the Manufacturers:
Supplier Diversity Outreach Event**

Join the MTA to connect with leading railcar, and major component manufacturers as they bid to supply new NYCT Subway Cars and MNR Commuter Railcars.

Discover potential subcontracting opportunities for MWDBEs and SDVOBs through a series of presentations, discussions, and networking session.

PARTICIPANTS

Alstom Transportation, Inc., Fuji, Hitachi, Hyundai Rotem, Kawasaki Rail Car, In., Mitsubishi Electric Power Products, SepsaMedha, Siemens Mobility, Wabtec Passenger Transit

AGENDA

9:00am – 9:30am	Opening Remarks, DDCR & MTA Presentation, Procurement Team
9:30am – 9:45am	Alstom Presentation, Q&A
9:45am – 10:00am	Fuji Presentation, Q&A
10:00am – 10:15am	Hitachi Presentation, Q&A
10:15am – 10:30am	Kawasaki Presentation, Q&A
10:30am – 10:45am	Siemens Presentation, Q&A
10:45am – 11:00am	Closing Remarks, DDCR
11:00am – 1pm	Networking & Closeout



Outreach Events

Meet the Primes • 11/7/2025

**MTA Presents:
MEET THE PRIMES**

SAVE THE DATE
Friday, November 7, 2025
MTA Headquarters: 2 Broadway, 20th Floor
New York, NY 10004
9am - 1pm

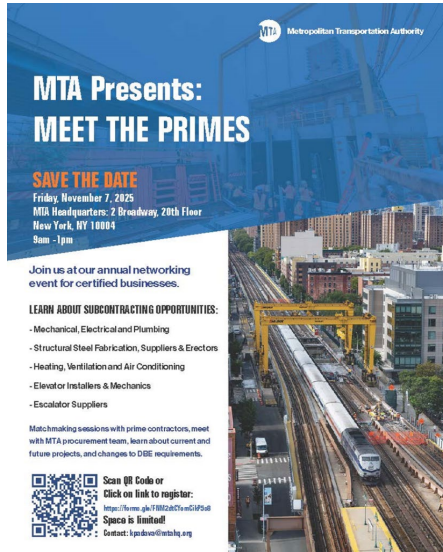
Join us at our annual networking event for certified businesses.

LEARN ABOUT SUBCONTRACTING OPPORTUNITIES:

- Mechanical, Electrical and Plumbing
- Structural Steel Fabrication, Suppliers & Erectors
- Heating, Ventilation and Air Conditioning
- Elevator Installers & Mechanics
- Escalator Suppliers

Matchmaking sessions with prime contractors, meet with MTA procurement team, learn about current and future projects, and changes to DBE requirements.

Scan QR Code or Click on link to register:
<https://www.gbt360.com/Events/MTA-Meet-the-Primes>
Space is limited!
Contact: tydubois@mta.org




**MTA Presents:
MEET THE PRIMES**

Participating Prime Contractors:

- Ahem Painting Contractors, Inc.
- Citnalta Construction Corp.
- Ecco III Enterprises, Inc.
- E-J Electric
- Forte Construction
- Halmar International
- Iovino Enterprises
- TC Electric
- MLJ Contracting
- Welkin Mechanical
- J-Track
- OHLA USA, Inc.
- Railroad Construction Company, Inc.
- RailWorks Transit, LLC
- Skanska
- Verde Electric

MTA Department of Diversity and Civil Rights
MTA Construction & Development



NYS MWBE FORUM

11/17/2025

NYS MWBE
15TH ANNUAL FORUM
MONDAY, NOVEMBER 17, 2025
11:30 AM 3:30 PM
ALBANY CAPITAL CENTER

**TRAININGS.
MATCHMAKING.
ONE-ON-ONE CONSULTATIONS.
RESOURCES TO EMPOWER MWBES.**

Join us at the 15th Annual MWBE Forum for one-on-one certification trainings, CDFI consultations, capability statement reviews, and individualized matchmaking with over 26 agencies, authorities, and prime vendors all designed to help MWBES build capacity, access capital, and prepare for contract opportunities.

PRIME JOINING US FOR BONUS DAY:

Turner

AGENCIES AND AUTHORITIES JOINING US FOR BONUS DAY INCLUDE:

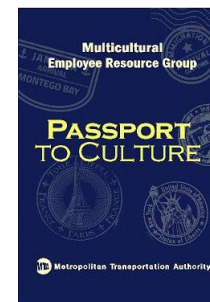
Environmental Facilities Corporation, bocnetwork, Department of Environmental Conservation, CDTA, Department of Labor, PORT OF ALBANY, Office of Children and Family Services, Department of Education, NYC Department of Health, NYC Economic Development Corporation, Division of Criminal Justice Services, Office of the Medicaid Inspector General, ALBANY, Department of Taxation and Finance, Homeland Security and Emergency Services, Division of Minority and Women's Business Development, HUDSON RIVER PARK TRUST.

BROUGHT TO YOU BY:

Division of Minority and Women's Business Development, MWBE SERVING.



All Agency Employee Resource Groups Quarterly Highlights



**The ERG Events are open to all MTA employees*

All Agency Employee Resource Groups (ERG) Quarterly Highlights

September 2025

9/15: A Conversation: Generational Perspectives – *All Generational*
9/21: 56th Annual African American Day Parade – *B.E.G.I.N*
9/26: Suicide Prevention Awareness Month – *B.E.G.I.N*
9/9-10/8: Conversational Spanish Classes – *Latinos & Friends*

October 2025

10/4: MNR New Haven Open House – *All Generational*
10/8: Jeopardy with Bernie Wagenblast – *Pride Express*
10/14: Hispanic Heritage Month Celebration – *Latinos & Friends*
10/19: ACS Making Strides Against Cancer Walk – *E.W.T*
10/23: BEGIN the Dialogue Series, Featuring Rob Free – *B.E.G.I.N*

November 2025

11/3: National Caregiver Awareness Month – *Abilities*
11/6: Veterans Day Ceremony – *Veterans ERG*
11/11: Veterans Day Parade – *Veterans ERG*
11/12-11/17: Toy & Coat Drive – *All Generational*

**The ERG Events are open to all MTA employees*

All Agency Employee Resource Groups (ERG) Quarterly Highlights



**The ERG Events are open to all MTA employees*

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

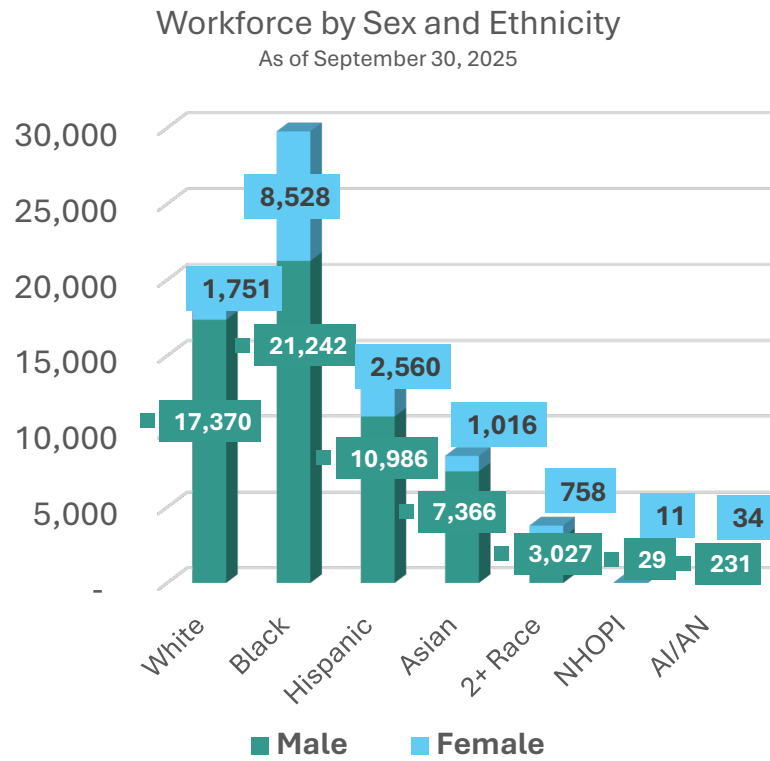
**MTA
EEO Activity and
Workforce Report**

December 15, 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: Q3



MTA - Wide Workforce: Q3

as of September 30, 2025

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	5,915		3502	59%	2,413	41%	1,357	23%	762	13%	941	16%	10	0%	4	0%	428	7%	168	3%	216	4%
F	1,760	30%	1267	21%	493	8%	622	11%	245	4%	277	5%	3	0%	0	0%	120	2%	16	0%	74	1%
M	4,155	70%	2235	38%	1,920	32%	735	12%	517	9%	664	11%	7	0%	4	0%	308	5%	152	3%	142	2%
Professionals	4,548		3265	72%	1,283	28%	1,144	25%	621	14%	1,091	24%	12	0%	5	0%	392	9%	78	2%	162	4%
F	1,699	37%	1375	30%	324	7%	632	14%	232	5%	353	8%	6	0%	4	0%	148	3%	13	0%	71	2%
M	2,849	63%	1890	42%	959	21%	512	11%	389	9%	738	16%	6	0%	1	0%	244	5%	65	1%	91	2%
Technicians	658		385	59%	273	41%	141	21%	107	16%	94	14%	4	1%	1	0%	38	6%	23	3%	13	2%
F	77	12%	61	9%	16	2%	34	5%	14	2%	9	1%	0	0%	0	0%	4	1%	2	0%	3	0%
M	581	88%	324	49%	257	39%	107	16%	93	14%	85	13%	4	1%	1	0%	34	5%	21	3%	10	2%
Protective Services	2,239		1497	67%	742	33%	691	31%	577	26%	137	6%	2	0%	2	0%	88	4%	111	5%	18	1%
F	438	20%	348	16%	90	4%	204	9%	105	5%	9	0%	1	0%	0	0%	29	1%	9	0%	7	0%
M	1,801	80%	1149	51%	652	29%	487	22%	472	21%	128	6%	1	0%	2	0%	59	3%	102	5%	11	0%
Paraprofessionals	116		89	77%	27	23%	49	42%	14	12%	11	9%	0	0%	1	1%	14	12%	2	2%	1	1%
F	74	64%	67	58%	7	6%	36	31%	12	10%	7	6%	0	0%	1	1%	11	9%	0	0%	1	1%
M	42	36%	22	19%	20	17%	13	11%	2	2%	4	3%	0	0%	0	0%	3	3%	2	2%	0	0%
Administrative Support	1,424		1084	76%	340	24%	575	40%	239	17%	152	11%	5	0%	2	0%	111	8%	24	2%	44	3%
F	780	55%	653	46%	127	9%	371	26%	141	10%	74	5%	3	0%	2	0%	62	4%	8	1%	26	2%
M	644	45%	431	30%	213	15%	204	14%	98	7%	78	5%	2	0%	0	0%	49	3%	16	1%	18	1%
Skilled Craft	23,335		14955	64%	8,380	36%	6,930	30%	3,368	14%	3,246	14%	129	1%	17	0%	1,265	5%	652	3%	140	1%
F	682	3%	607	3%	75	0%	423	2%	99	0%	46	0%	1	0%	1	0%	37	0%	6	0%	10	0%
M	22,653	97%	14348	61%	8,305	36%	6,507	28%	3,269	14%	3,200	14%	128	1%	16	0%	1,228	5%	646	3%	130	1%
Service Maintenance	36,674		31011	85%	5,663	15%	18,883	51%	7,858	21%	2,710	7%	103	0%	8	0%	1,449	4%	557	2%	199	1%
F	9,148	25%	8529	23%	619	2%	6,206	17%	1,712	5%	241	1%	20	0%	3	0%	347	1%	66	0%	64	0%
M	27,526	75%	22482	61%	5,044	14%	12,677	35%	6,146	17%	2,469	7%	83	0%	5	0%	1,102	3%	491	1%	135	0%
Total	74,909		55,788	74%	19,121	26%	29,770	40%	13,546	18%	8,382	11%	265	0%	40	0%	3,785	5%	1,615	2%	793	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 September 30, 2025

MTA Agency	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOP**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
B&T	788		471	60%	317	40%	197	25%	162	21%	51	6%	4	1%	0	0%	57	7%	9	1%	9	1%
F	152	19%	124	16%	28	4%	70	9%	30	4%	14	2%	1	0%	0	0%	9	1%	2	0%	4	1%
M	636	81%	347	44%	289	37%	127	16%	132	17%	37	5%	3	0%	0	0%	48	6%	7	1%	5	1%
BUS	4,029		3558	88%	471	12%	1,970	49%	935	23%	390	10%	22	1%	9	0%	232	6%	46	1%	39	1%
F	539	13%	512	13%	27	1%	321	8%	143	4%	20	0%	2	0%	0	0%	26	1%	3	0%	6	0%
M	3,490	87%	3046	76%	444	11%	1,649	41%	792	20%	370	9%	20	0%	9	0%	206	5%	43	1%	33	1%
C&D	1,839		1203	65%	636	35%	328	18%	220	12%	521	28%	3	0%	1	0%	130	7%	13	1%	61	3%
F	574	31%	421	23%	153	8%	145	8%	90	5%	143	8%	2	0%	1	0%	40	2%	2	0%	25	1%
M	1,265	69%	782	43%	483	26%	183	10%	130	7%	378	21%	1	0%	0	0%	90	5%	11	1%	36	2%
HQ	5,625		3622	64%	2,003	36%	1,296	23%	873	16%	1,000	18%	15	0%	7	0%	431	8%	143	3%	157	3%
F	1,973	35%	1484	26%	489	9%	690	12%	304	5%	303	5%	4	0%	4	0%	179	3%	22	0%	66	1%
M	3,652	65%	2138	38%	1,514	27%	606	11%	569	10%	697	12%	11	0%	3	0%	252	4%	121	2%	91	2%
LIRR	7,511		3216	43%	4,295	57%	1,371	18%	998	13%	352	5%	27	0%	3	0%	465	6%	343	5%	77	1%
F	983	13%	604	8%	379	5%	336	4%	139	2%	57	1%	1	0%	0	0%	71	1%	19	0%	13	0%
M	6,528	87%	2612	35%	3,916	52%	1,035	14%	859	11%	295	4%	26	0%	3	0%	394	5%	324	4%	64	1%
MNR	6,437		2867	45%	3,570	55%	1,322	21%	876	14%	211	3%	25	0%	4	0%	429	7%	358	6%	109	2%
F	724	11%	498	8%	226	4%	280	4%	112	2%	32	0%	5	0%	2	0%	67	1%	19	0%	21	0%
M	5,713	89%	2369	37%	3,344	52%	1,042	16%	764	12%	179	3%	20	0%	2	0%	362	6%	339	5%	88	1%
NYCT	48,680		40851	84%	7,829	16%	23,286	48%	9,482	19%	5,857	12%	169	0%	16	0%	2,041	4%	703	1%	341	1%
F	9,713	20%	9264	19%	449	1%	6,686	14%	1,742	4%	447	1%	19	0%	4	0%	366	1%	53	0%	121	0%
M	38,967	80%	31587	65%	7,380	15%	16,600	34%	7,740	16%	5,410	11%	150	0%	12	0%	1,675	3%	650	1%	220	0%
Total	74,909		55,788	74%	19,121	26%	29,770	40%	13,546	18%	8,382	11%	265	0%	40	0%	3,785	5%	1,615	2%	793	1%

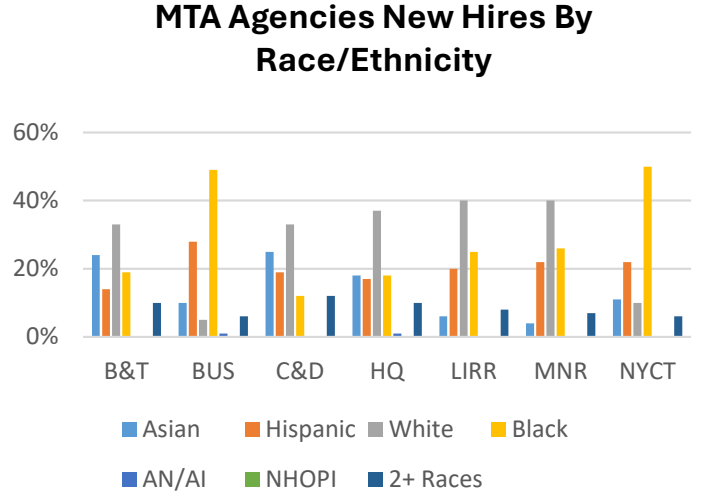
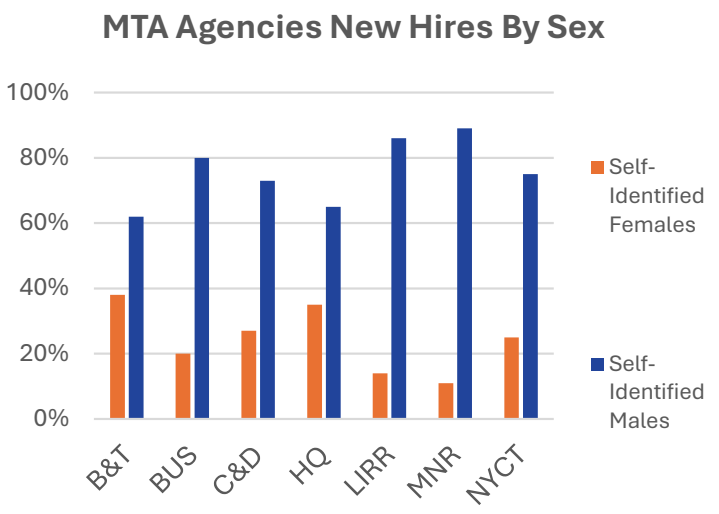
* American Indian/Alaskan Native
 ** Native Hawaiian Other Pacific Islander
 *** Persons With Disabilities

• 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.

New Hires, by Agency

January 1, 2025 - September 30, 2025



Agency	New Hires	Self-Identified Females	Minorities
B&T	21	38%	67%
BUS	544	20%	95%
C&D	147	27%	67%
HQ	323	35%	63%
LIRR	269	14%	60%
MNR	297	11%	60%
NYCT	2862	25%	90%

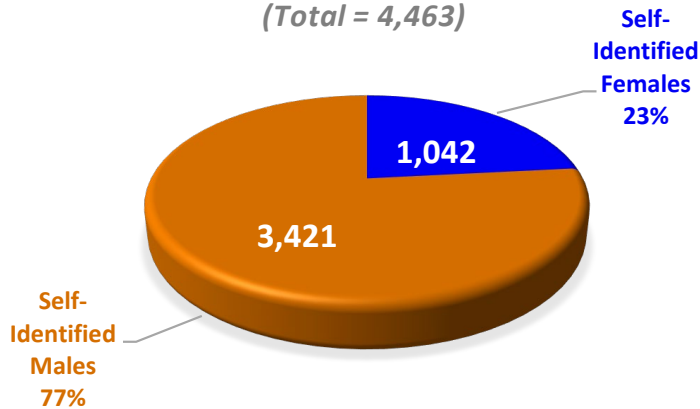


*The above agency-specific data does not accurately reflect employee movements resulting from the transformation.

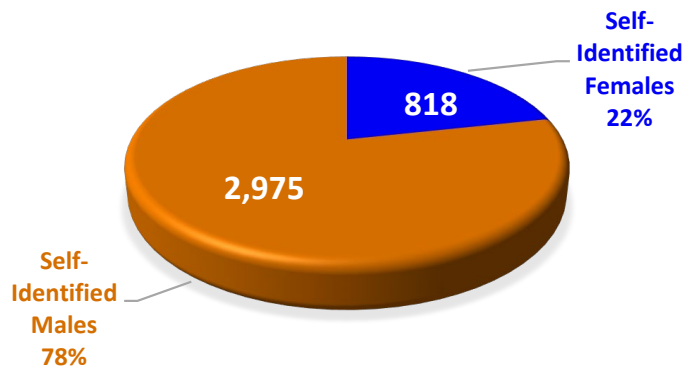
MTA-Wide New Hires & Separations by Sex

January 1, 2025 - September 30, 2025

New Hires By Sex
(Total = 4,463)



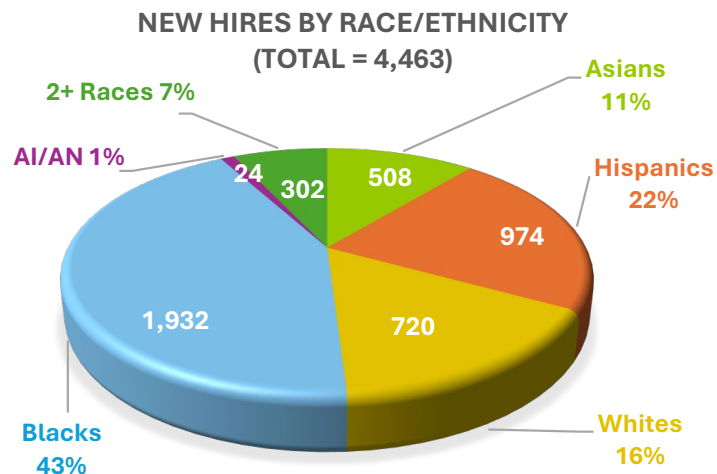
Separations By Sex
(Total = 3,793)



- During the 3rd Quarter 2025, **MTA** hired **4,463** employees, including **1,042** self-identified females and **3,421** self-identified males. During this same reporting period, **3,793** employees separated from MTA, including **818** self-identified females and **2,975** self-identified males.
- The result was a net increase of **224** self-identified females and **446** self-identified male employees.
- The number of employees who self-identified as veterans decreased by **79**. There were **37** veterans hired and **116** veterans separated during 2025.

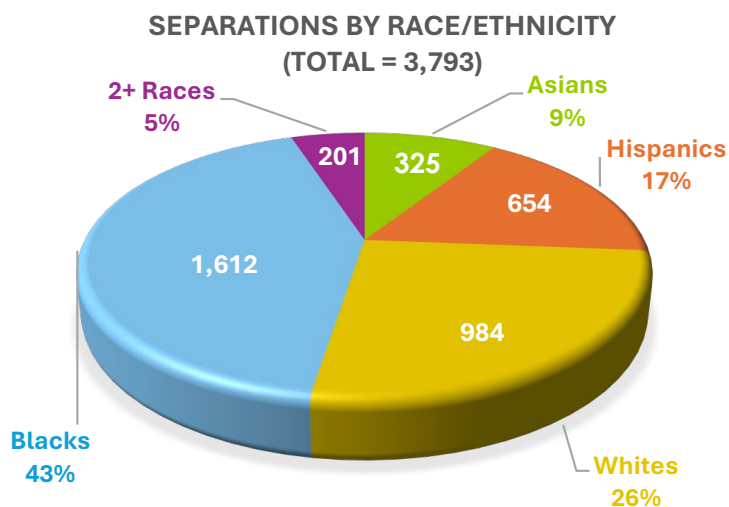
MTA-Wide New Hires & Separations by Ethnicity

January 1, 2025 - September 30, 2025



- During 2025, MTA hired **4,463** employees, **3,743** minorities, and **720** non-minorities. During this same reporting period, **3,793** employees separated from MTA, **2,809** minorities, and **984** non-minorities.

- The number of employees who self-identified as a person(s) with a disability decreased by **35**. There were **21** persons with a disability hired and **56** persons with a disability separated during 2025.

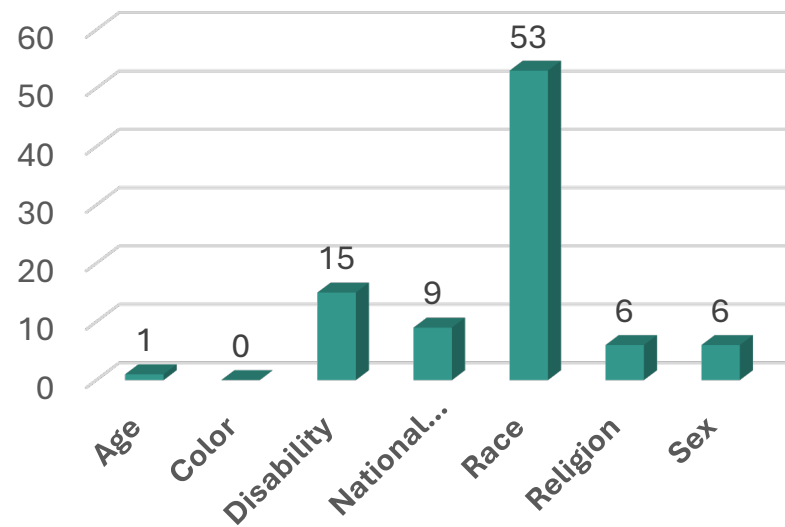


MTA - Wide Workforce: Q3

Title VI and Related Discrimination Complaints

- **86** Title VI and Related* complaints were filed, citing **90** separate bases
- **58** Title VI complaints* were filed.
- **28** Related discrimination complaints** were filed.
- 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)



Notes:

Formal complaints and lawsuits can be filed alleging multiple bases.

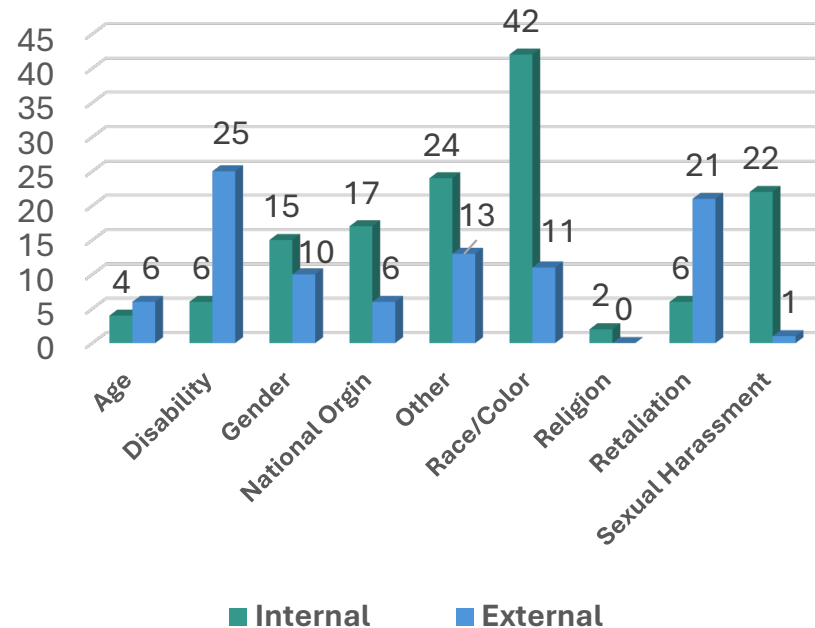
* Related Discrimination complaints are filed by customers based on age, disability, religion, and sex.

MTA - Wide Workforce: Q3

Title VII Employee Discrimination Complaints

- **139** complaints were **filed** citing **231** separate bases
- **92** filed internal complaints.
- **47** filed external complaints.
- The most frequently singularly-cited* basis was **Race/Color**
- There were **18 Lawsuits** filed.

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



**Metropolitan
Transportation
Authority**

Department of
Diversity and Civil Rights

**MTA
MWBE/DBE/SDVOB
Utilization**

December 15, 2025

Opening Doors, Building Capacity: The MTA's 2026 MWBE Growth Initiatives

Throughout 2025, the MTA conducted an in-depth analysis of MWBE utilization on construction contracts, with a particular focus on understanding engagement levels among New York State–certified firms across key industries needed for MTA work.

As a result of those efforts and in collaboration with Empire State Development, the MTA will launch two pilot initiatives in 2026 aimed at incentivizing participation from MWBE firms that have had limited or no prior contracting opportunities with the MTA.

The MTA will lead this effort. Following the pilot period and an evaluation of outcomes, New York State will assess the potential for a statewide expansion of these programs.

New York State Enhanced Utilization Credit Initiative (EUCI)

The EUCI allows for subcontractor utilization credit enhancement (1.5 times the dollar value) for target MWBE firms to work with Primes. The ability to offer enhanced utilization credit will rest with the certified NYS firm which can market this added value as an incentive for subcontract engagement.

Eligibility Criteria

Program Requirements

- MWBE firms seeking to participate in the MTA's EUCI must be independent business entities that meet eligibility requirements.
- Once participating MWBE firms have completed two distinct/unrelated contracts under the EUCI they will be deemed ineligible for future program participation/credit enhancement for contracts with the MTA.
- The full scope for sub-contracts to be considered for inclusion in the EUCI cannot exceed \$20M in value for each participating MWBE firm.
- Primes will not receive enhanced credits exceeding \$10M on any given contract.

Participating Firms

- Must be NYS- Certified as a NYS firm for the scope of work for which they are to be engaged certified MWBE firms and have been in business for at least 2 years.

- Have not been engaged on prime or subcontracting opportunities with the MTA within the past three (3) calendar years and/or have not performed on MTA prime or subcontracts larger than \$500,000.
 - Firms that are current participants of the MTA's Small Business Mentoring Program (SBMP) are exempt from this requirement
- Certified as completing one (1) advanced education course cycle. Eligible programs include:
 - "How to do Business with the MTA" offered by the MTA
 - Small Business Mentorship Program Training offered by the MTA
 - Business Growth Accelerator (BGA) 2.0 Program offered by ESD

New York State Enhanced MWBE Mentor-Protégé Program (EMPP)

The NYS Enhanced MWBE Mentor-Protégé Program (EMPP) is designed to strengthen the capacity, competitiveness, and sustainability of certified MWBE firms by connecting them with experienced prime contractors, consultants, or developers ("Mentors") who can provide guidance, support, and opportunities for real-time growth.

Program Goals

- Facilitate long-term business relationships between established firms and MWBEs.
- Improve MWBEs' technical, financial, and managerial capabilities – securing access to back-office training, enhancing their expertise in bidding and estimating, project management, finance and operations.
- Increase MWBE participation in public and private sector contracting with an emphasis on those firms which have had no or limited opportunity for MTA contracting engagement.
- Support MWBEs in scaling operations to compete independently for prime contracts.
- Secure the MWBEs understanding of state and federal regulations and compliance requirements.

Incentives for Mentors

- Potential bid evaluation credits for active EMPP participation (subject to procurement law).
- Utilization credit enhancement (1.5 times the subcontract dollar value) for approved MWBE firms.
- Public recognition as a preferred diversity partner.

Eligibility Criteria

Training Requirements

Proposed training should be reflective of the goals outlined in the EMPP workplan between the mentor and protégé and are subject to approval by the MTA. Training activities may include, but are not limited to:

- | | |
|---|---|
| • Assistance and training in general business management; financial management, engineering, safety, and technical matters. | • Interpretation of plans and specifications. |
| • Bonding assistance or bonding waivers. | • Use and maintenance of equipment. |
| • Joint venture arrangements. | • Preparation of work product for a client. |
| | • Use of the Mentor's proprietary products, processes, facilities or equipment. |

- Industry-specific marketing or business development.
- Business Plan Development

Protégés

- Must be NYS-certified MWBE firms in business for at least 2 years.
- Have not been engaged on prime or subcontracting opportunities with the MTA within the past five (5) calendar years and/or have not performed on MTA prime or subcontracts larger than \$1,500,000 with identified Mentor Firm.
 - Firms that are current participants or graduates of the MTA's Small Business Mentoring Program (SBMP) and Empire State Development BGA program are exempt from this requirement.
- Must not have previously worked with the proposed Prime Mentor firm within the past five (5) calendar years.

Mentors

- Must be established firms (prime contractors, consultants, developers) with:
 - At least 5 years of experience in the industry.
 - Demonstrated history of compliance with MWBE goals and state procurement requirements on MTA contracts.
 - Capacity to provide mentorship (staff, time, resources).

For more information about these initiatives, please contact rburke@mtahq.org.

Contract Compliance Q3

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 more than **1,283 contracts** for MW/DBE and SDVOB goal compliance.

As of September 30, 2025, DDCR:

- ✓ Conducted **439 site visits** for MW/DBE and SDVOB Commercial Useful Function (CUF) review this year.
Monthly Average: 48.8
- ✓ Closed 173 contracts
Monthly Average: 19.2

MWBE, DBE, SDVOB Program – 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 – September 30, 2025	MBE	vCloud Tech Inc. \$4.5M	GCCOM Construction Company \$87M
	WBE	Pro Group Equipment LLC. \$6.4M	Northeast Structural Steel \$87M
	SDVOB	Broadband Connect LLC \$1.7M	Patriot Shotcrete LLC \$6M

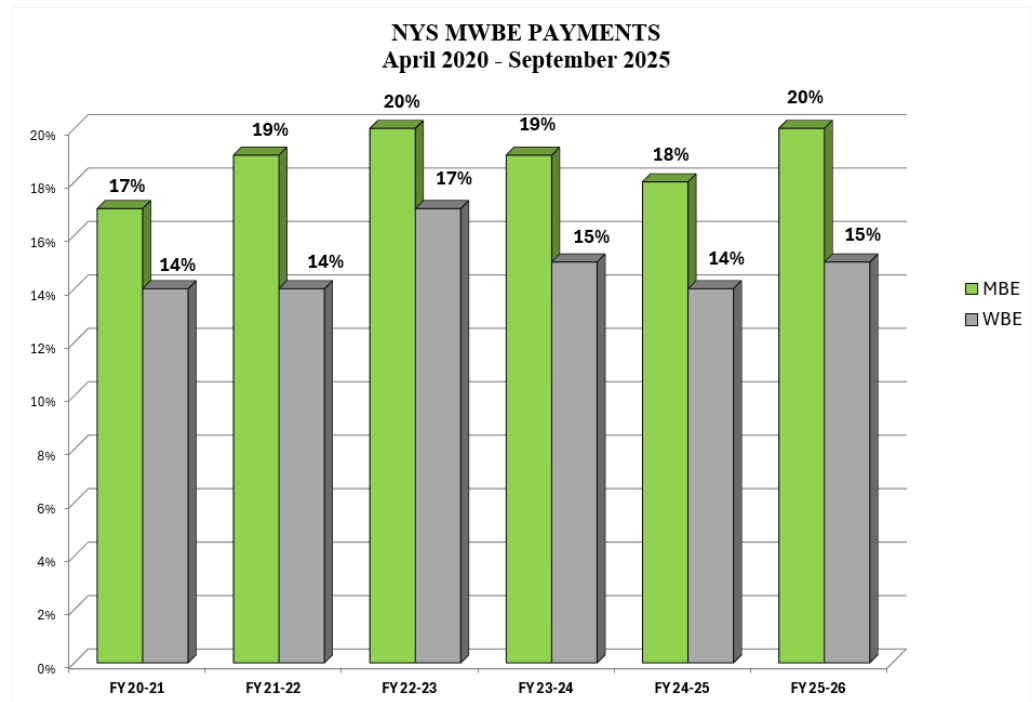
Federal Fiscal Year		
Report Frequency	Reporting Period	Reported
Semi-annually	October 1 st to March 31 st	Q1
Semi-annually	April 1st to September 30th	Q2

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

The report is currently on hold due to recent changes in the DBE program as determined by the U.S. Department of Transportation (DOT).

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



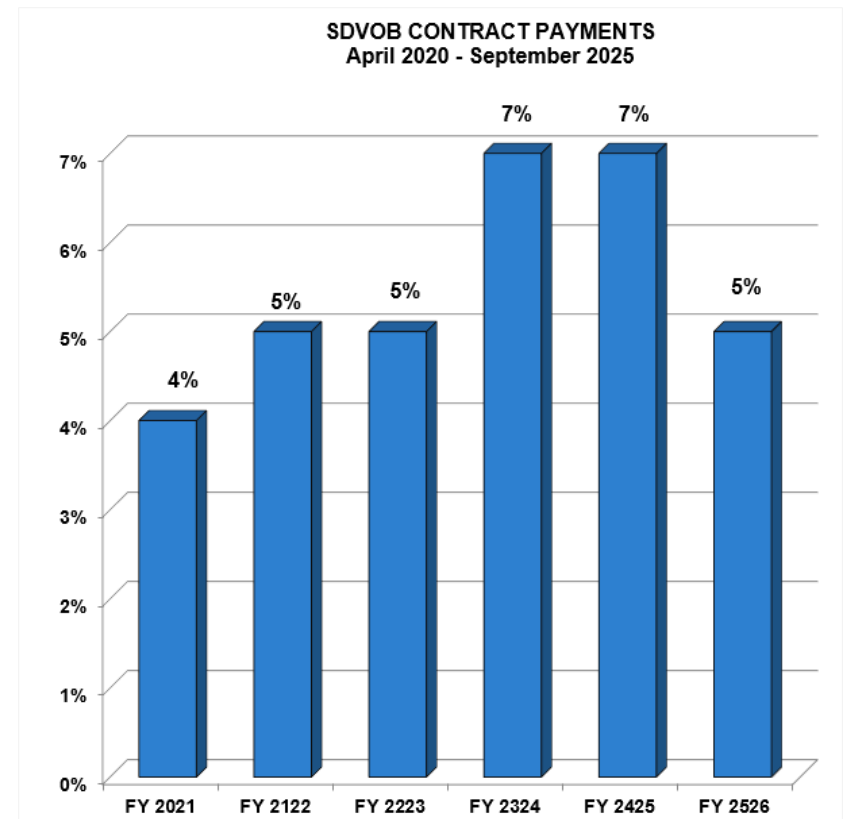
- MTA established an overall MWBE goal of 30% for the New York State fiscal year 2025-2026, starting April 1, 2025.
- During the first two quarters of FY 2025-26, the MTA has paid over \$1.4 billion on prime contracts, with \$492 million (35%) paid to certified MWBEs.

*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 September 30, 2025)

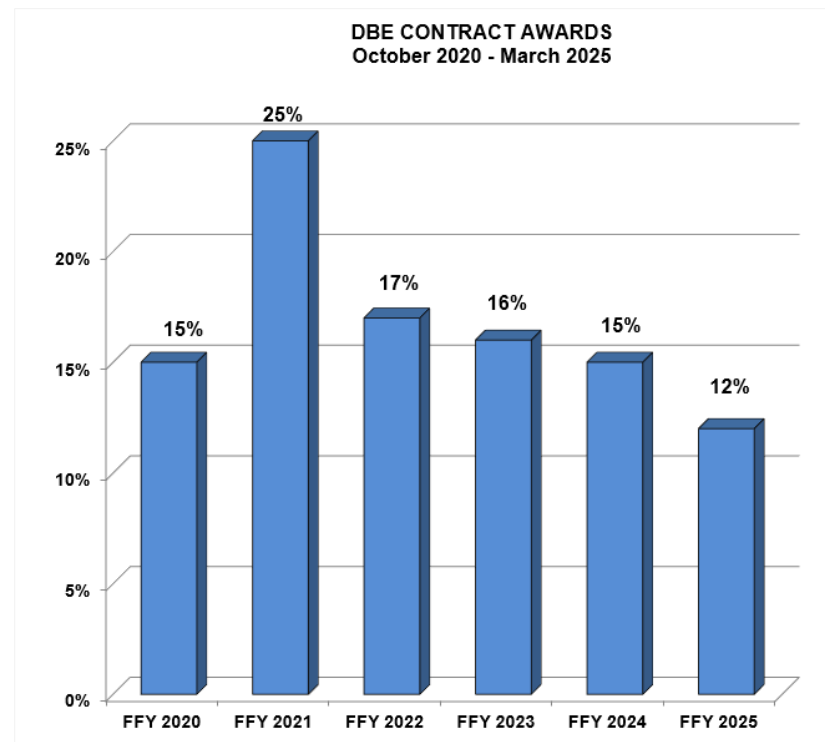
- Each quarter, the MTA reports to the New York State Office of General Services the SDVOB participation on state-funded contracts.
- Reports are submitted 30 days after the end of each quarter on January 30, April 30, July 30, and October 30.
- Reports include data on contracts with SDVOB goals and 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 two quarters of FY 2025-26, the MTA paid \$693 million on prime contracts, with \$35 million (5%) 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.



Note: The 2nd Semi-Annual report is currently on hold due to recent changes in the DBE program as determined by the U.S. Department of Transportation (DOT).

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 – Sep 2025)	NYS FY 2025-26 (Apr 2025 – Sep 2025)		
Total MTA Payments	\$1.8B	\$732M	\$732M	\$196M
Total MWDBE Payments	\$434M (24%)	\$197M (27%)	\$123M (17%)	\$21M (11%)

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

Note: Total does not include TBDs on Design Build contracts

MWBE, DBE, SDVOB Program – Discretionary Spend

IT Discretionary Consulting Contract No. 14357

April 2025 – September 2025

Total Number of Awards- 58

Total Value of Awards- \$6.6 million

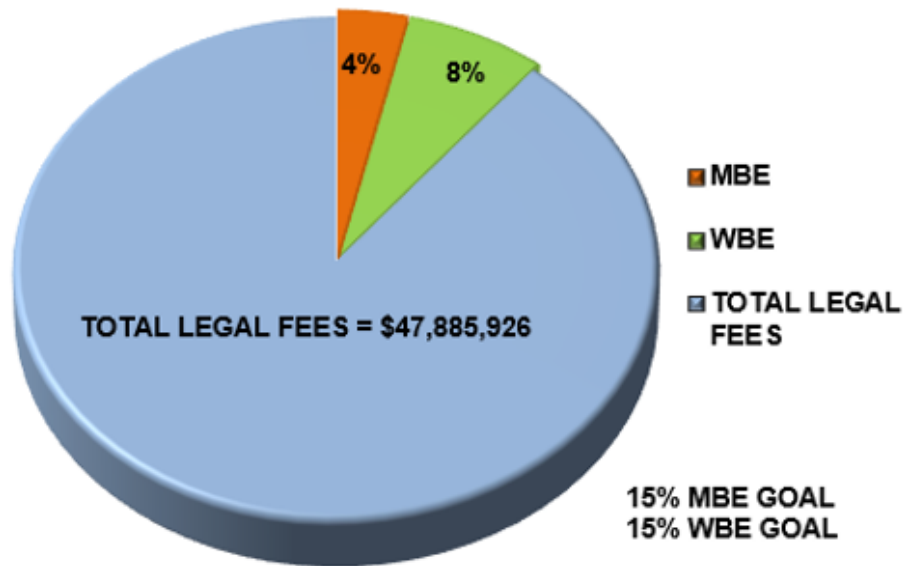
Discretionary spend since 2016 to Date

Total Number of Awards- 1246

Total Value of Awards- \$248 million

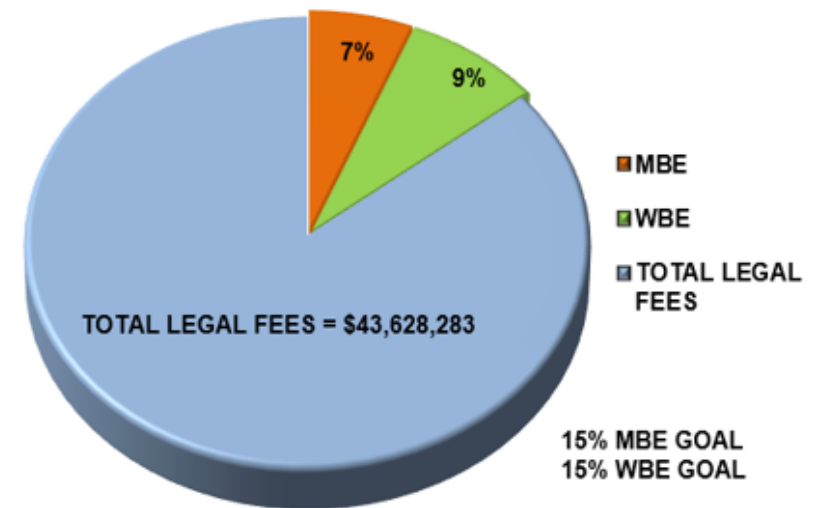
MTA – All Agency Legal Fee

April 2025– September 2025



Actual MBE Participation: \$1,937,327 (4%)
Actual WBE Participation: \$3,870,305 (8%)

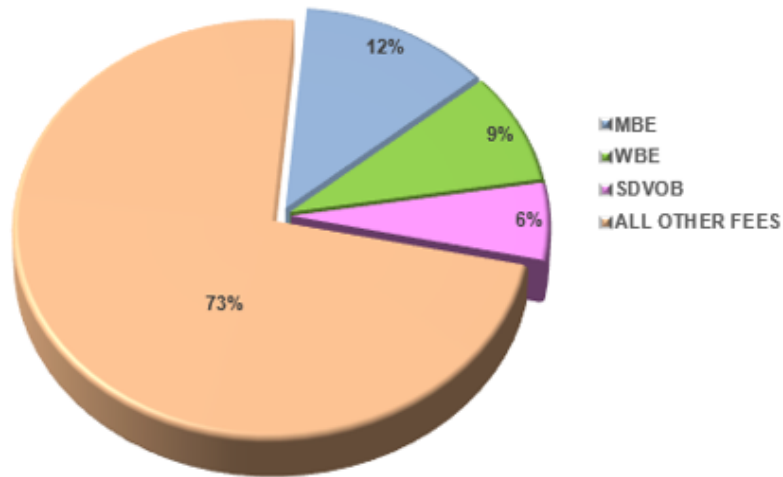
April 2024 – September 2024



Actual MBE Participation: \$3,101,997 (7%)
Actual WBE Participation: \$4,128,364 (9%)

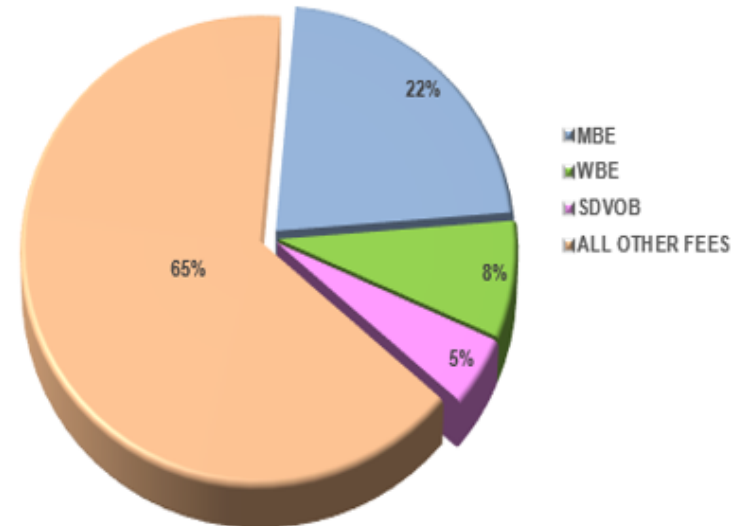
MTA All Agency Underwriter Fees

April 2025 – September 2025



Actual MBE Participation:	\$652,185 (12%)
Actual WBE Participation:	\$454,479 (9%)
Actual SDVOB Participation:	\$317,381 (6%)
All Other Underwriting Fees:	\$3,840,422 (73%)
Total Underwriting Fees:	\$5,264,468

April 2024 – September 2024



Actual MBE Participation:	\$1,631,364 (22%)
Actual WBE Participation:	\$588,423 (8%)
Actual SDVOB Participation:	\$345,770 (5%)
All Other Underwriting Fees:	\$4,739,191 (65%)
Total Underwriting Fees:	\$7,304,748

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

As of September 2025

- Total assets managed by MWBEs: \$4.3 billion; or 35% of total assets
- Majority of assets are in traditional asset classes
- Traditional assets managed by MWBEs: \$4.27 billion; or 45% of traditional assets
 - MWBE firms manage
 - 89% of US Equities
 - 17% of Non-US Equities
 - 48% of Fixed Income
 - 10% of Credit/Private
- Alternative investments managed by MWBE's: \$31.5 million; or 1% of alternative investments



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

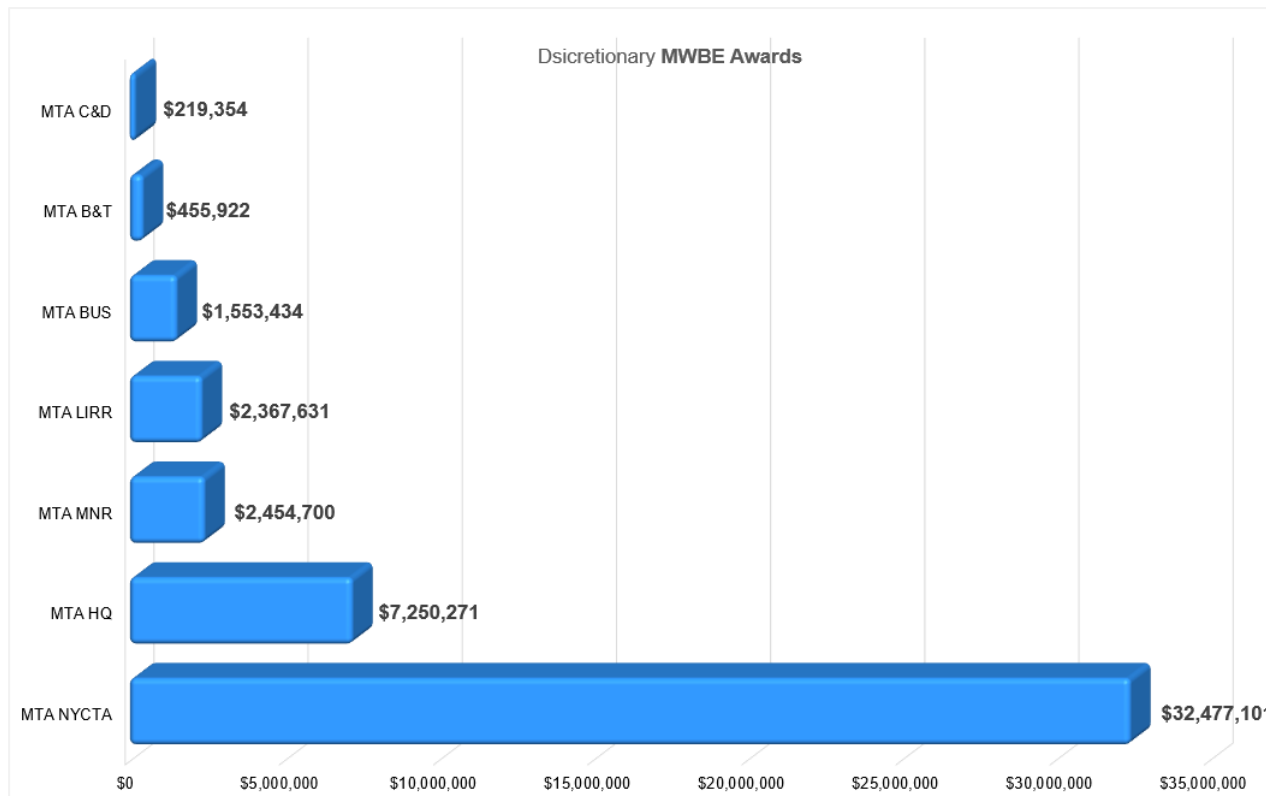
December 15, 2025

MTA All Agency Discretionary Procurement Report

April 2025 - September 2025

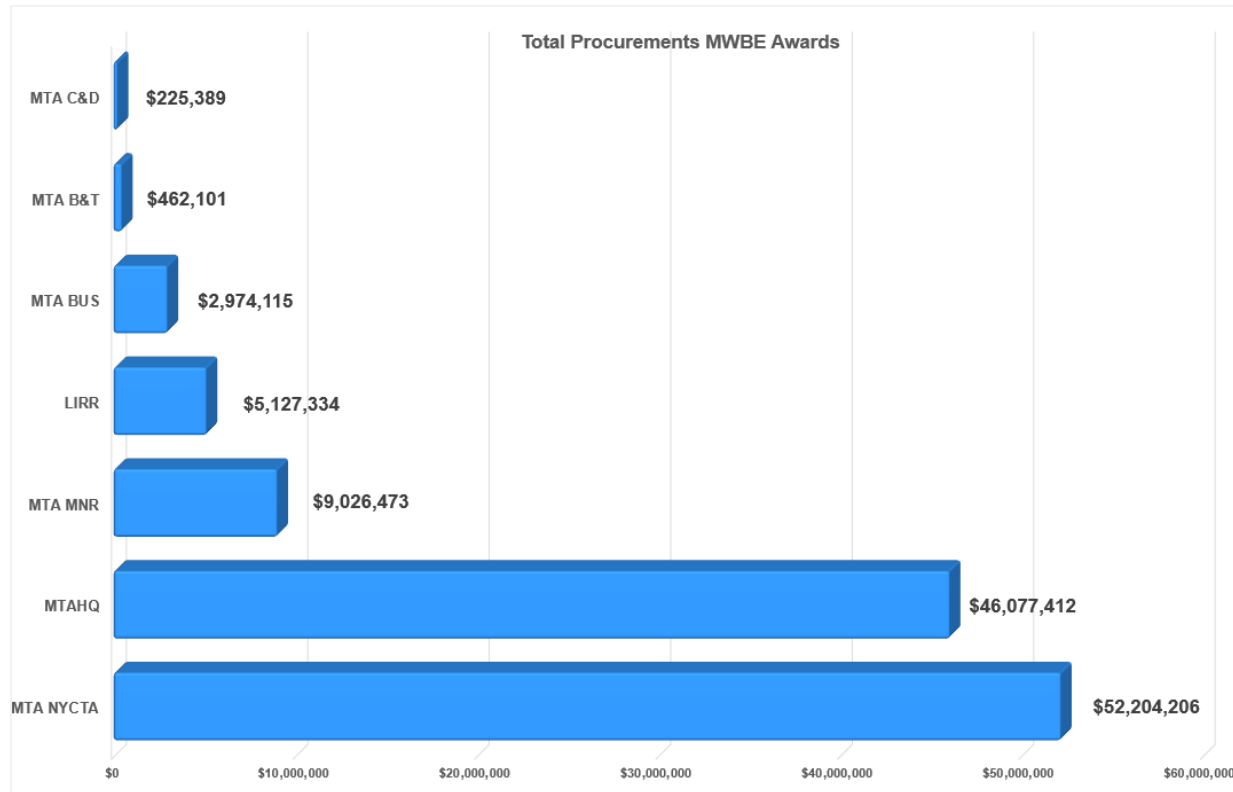
Agency	Total Awards \$1.5M or Less	MWBE Discretionary	Discretionary MWBE	SBC Discretionary	Discretionary SBC
MTA NYCTA	\$ 122,151,096	\$ 32,477,101	27%	\$ 620,308	1%
MTA MNR	\$ 36,173,084	\$ 2,454,700	7%	\$ 450,695	1%
MTA B&T	\$ 5,448,573	\$ 455,922	8%	\$ 649,850	12%
MTA LIRR	\$ 45,125,322	\$ 2,367,631	5%	\$ 538,987	1%
MTA HQ	\$ 20,844,969	\$ 7,250,271	35%	\$ -	0%
MTA C&D	\$ 418,457	\$ 219,354	52%	\$ -	0%
MTA BUS	\$ 20,442,059	\$ 1,553,434	8%	\$ 229,334	1%
Total	\$ 250,603,560	\$ 46,778,414	19%	\$ 2,489,175	1%

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



MTA All Agency Total Procurements

April 2025 - September 2025			
Agency	Total Award Amount	Total MWBE Awards	MWBE
MTA NYCTA	\$ 313,207,104	\$ 52,204,206	17%
MTA MNR	\$ 60,865,902	\$ 9,026,473	15%
MTA B&T	\$ 108,966,004	\$ 462,101	0%
MTA LIRR	\$ 105,465,381	\$ 5,127,334	5%
MTA HQ	\$ 76,420,741	\$ 46,077,412	60%
MTA C&D	\$ 36,725,797	\$ 225,389	1%
MTA BUS	\$ 23,129,135	\$ 2,974,115	13%
Total	\$ 724,780,062	\$ 116,097,031	16%





**Metropolitan
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Authority**

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Diversity and Civil Rights

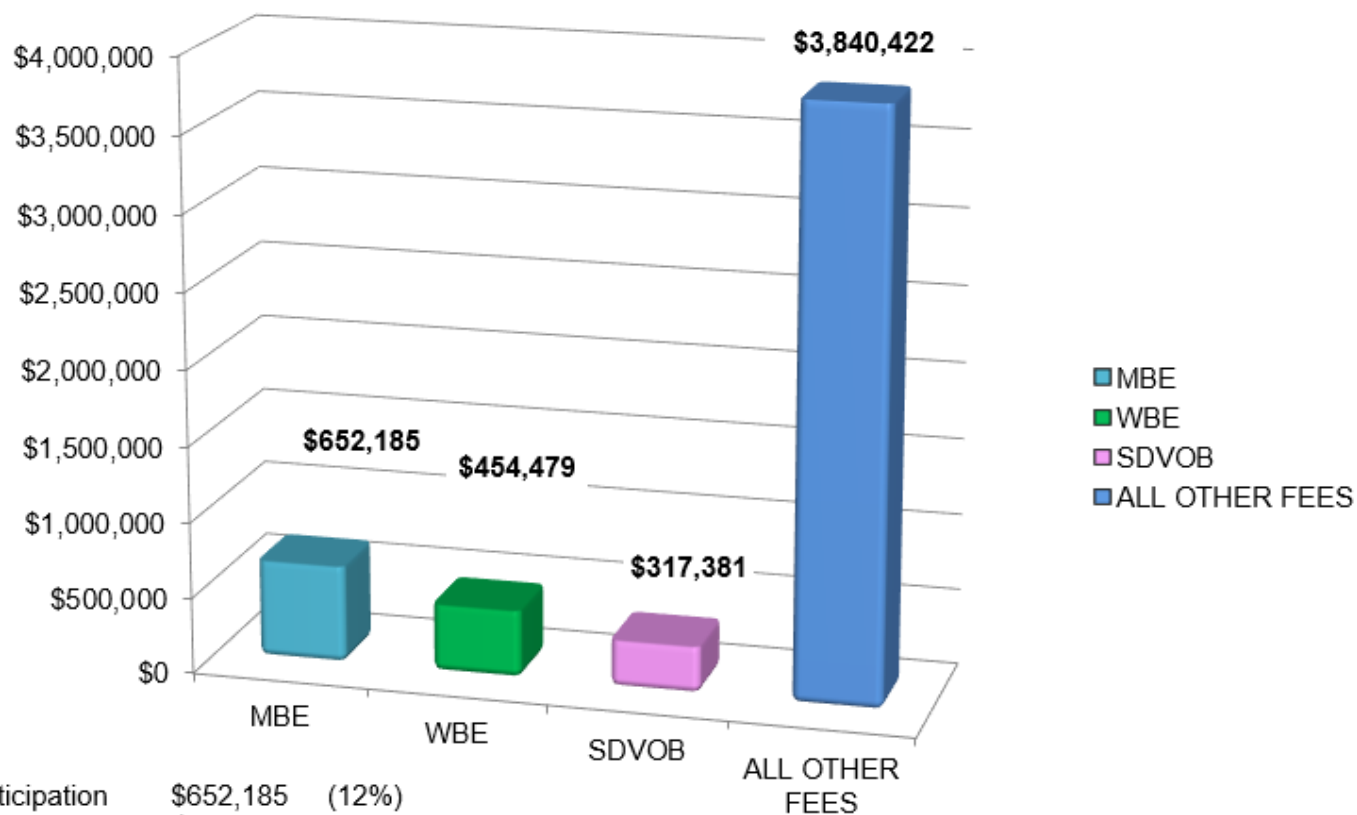
MTA

Underwriter Fees

December 15, 2025

MTA All Agency Underwriter Fees

MTA ALL AGENCY UNDERWRITER FEES APRIL 2025 - SEPTEMBER 2025



Actual MBE Participation	\$652,185	(12%)
Actual WBE Participation	\$454,479	(9%)
Actual SDVOB Participation	\$317,381	(6%)
All Other Underwriting Fees	\$3,840,422	(73%)
Total Underwriting Fees	\$5,264,468	



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MTA

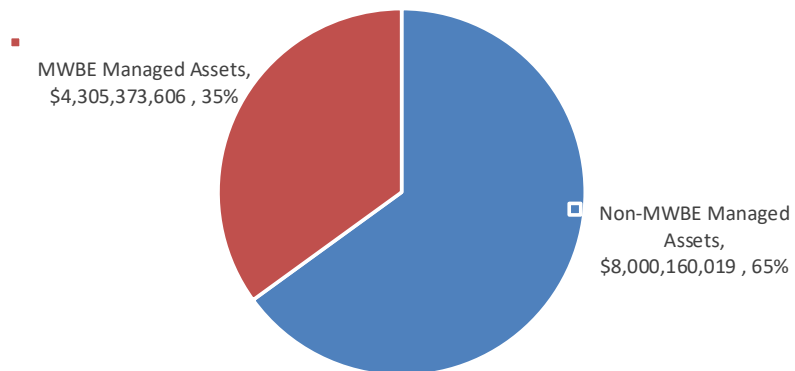
Asset Fund Managers

December 15, 2025

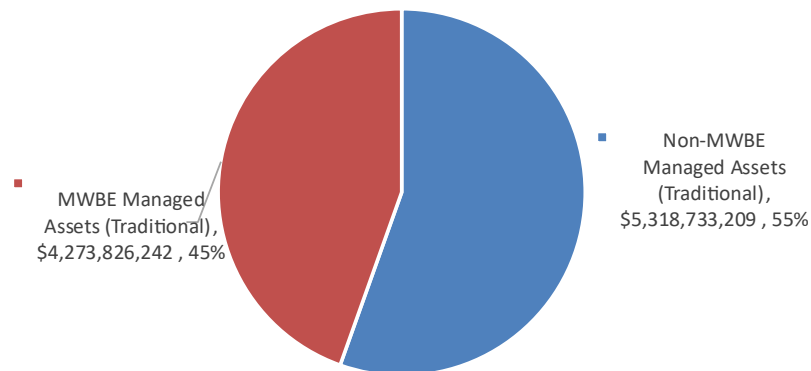
MTA Sponsored Plans – MWBE Participation

As September 2025

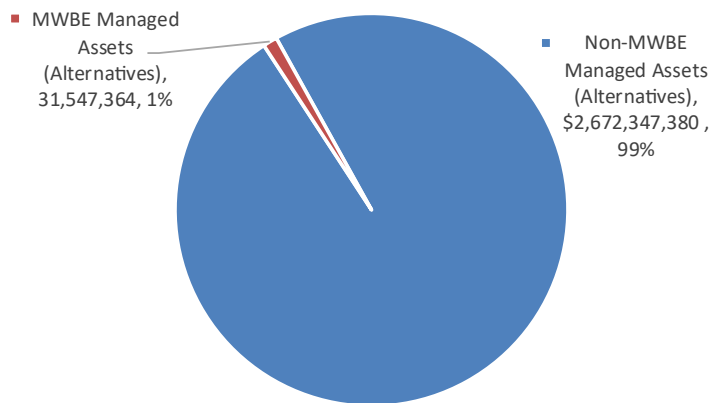
Combined Plans - Total Assets



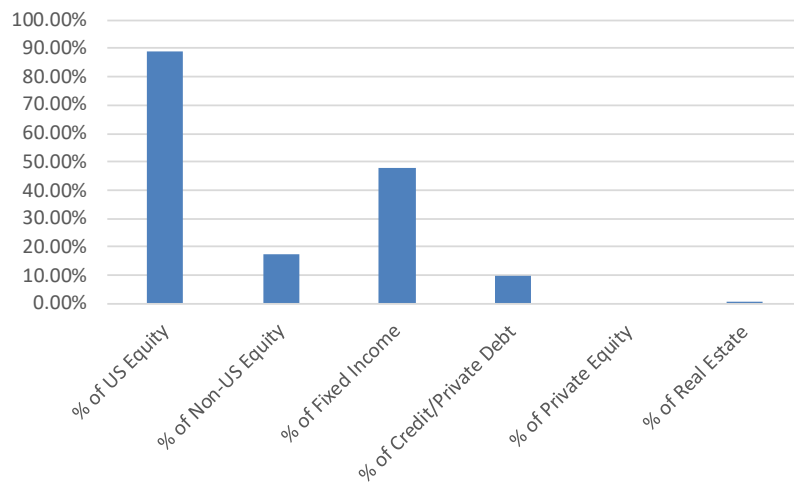
Combined Plans - Traditional Investments



Combined Plans- Alternative Investments



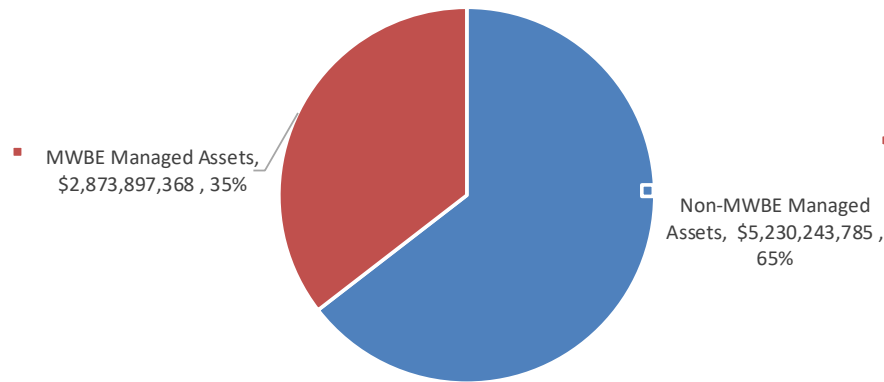
MWBE Managed Assets by Asset Class



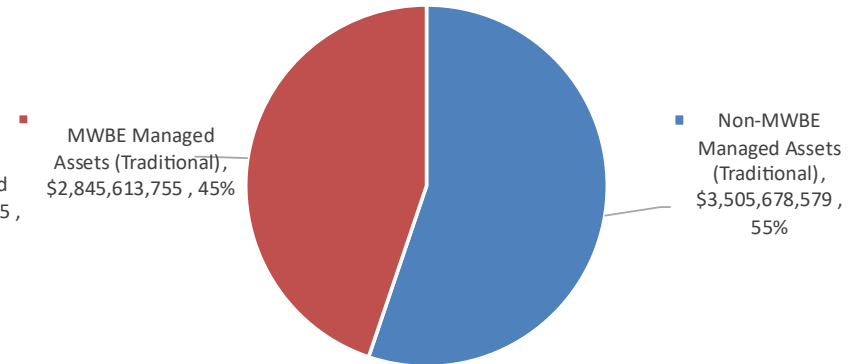
MTA Sponsored Plans – MWBE Participation

As September 2025

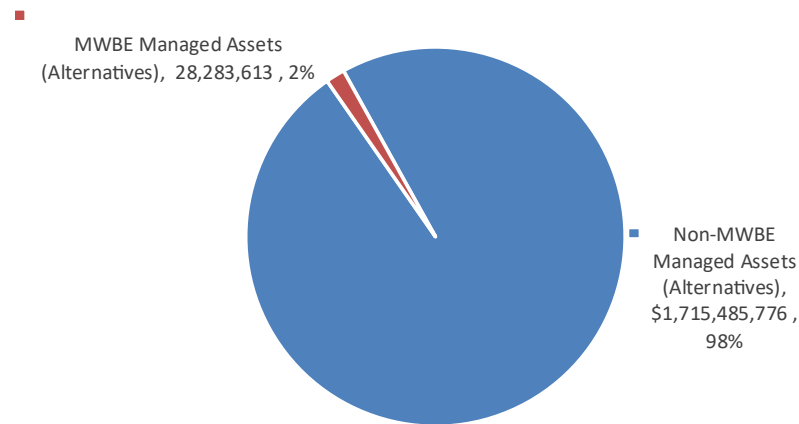
MTA Defined Benefit - Total Assets



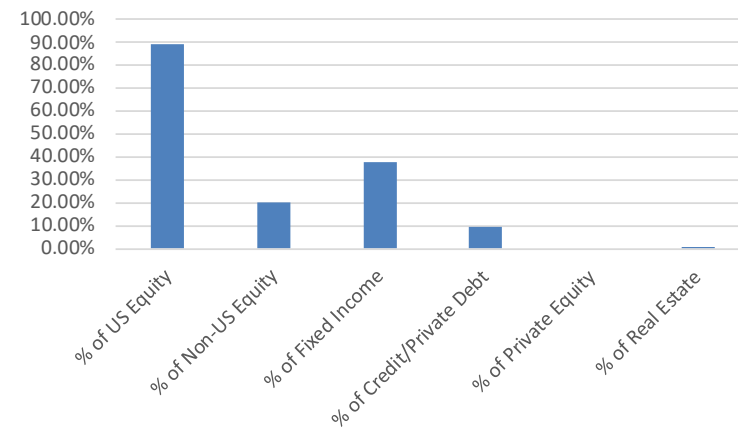
MTA Defined Benefit - Traditional Investments



MTA Defined Benefit - Alternative Investments



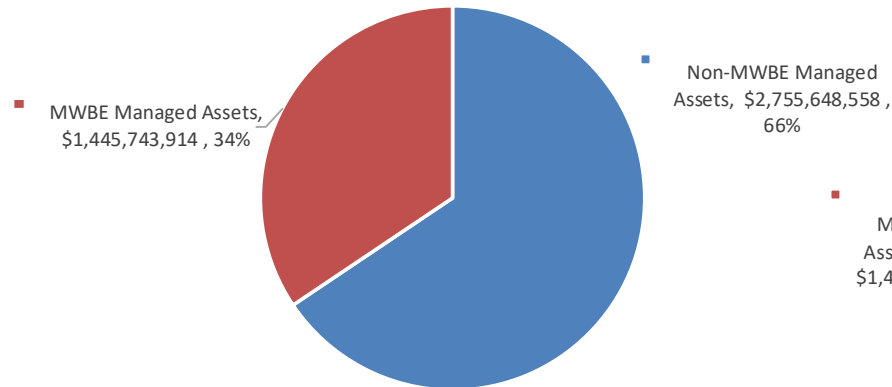
MWBE Managed Assets by Asset Class



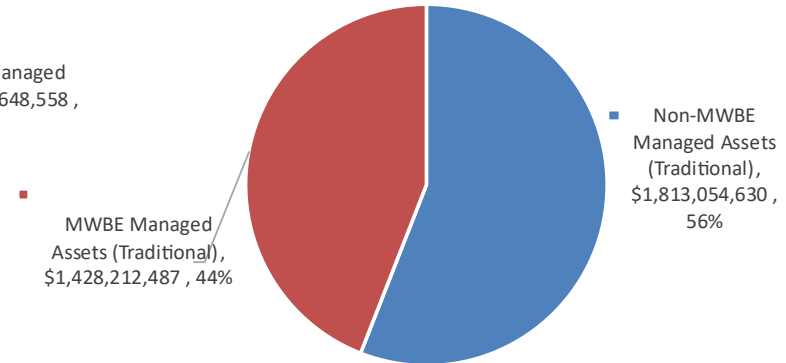
MTA Sponsored Plans – MWBE Participation

As of September 2025

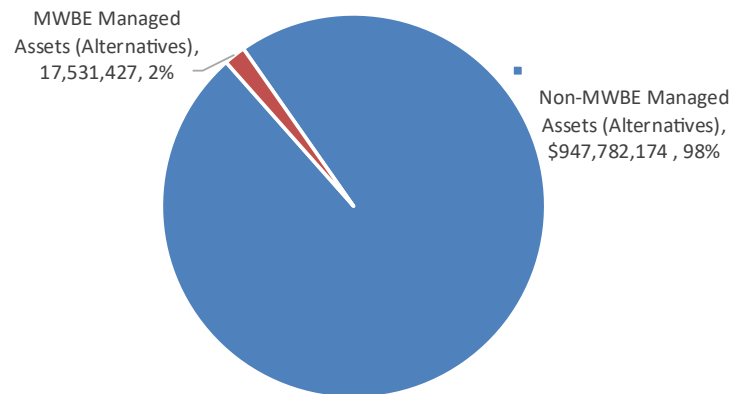
MaBSTOA - Total Assets



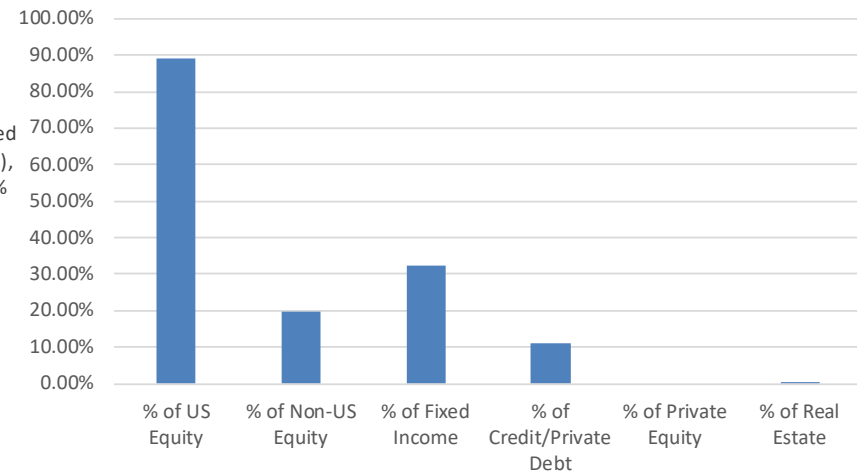
MaBSTOA - Traditional Investments



MaBSTOA - Alternative Investments



MWBE Managed Assets by Asset Class





**Metropolitan
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**MTA
Business Development
Initiatives**

December 15, 2025

Business Development Initiatives – Outreach

April 2025 – September 2025

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

July

Conference of Minority Transportation Officials (COMTO)

Rochester/Senator Cooney - Doing Business w/ MTA

ESD Upstate MWBE Expo

August

Harlem Week Sr. Citizen Day, Harlem Week Career Day

DDCR Presents "DBE Certification Session"

September

Suffolk County - SDVOB Event

ConXpo - Westchester Small Business Expo

Queens Outreach Event

DDCR Presents New Firm Orientation Session

DDCR Presents "DBE Certification Session"



**Metropolitan
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MTA

EDGE

December 15, 2025



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

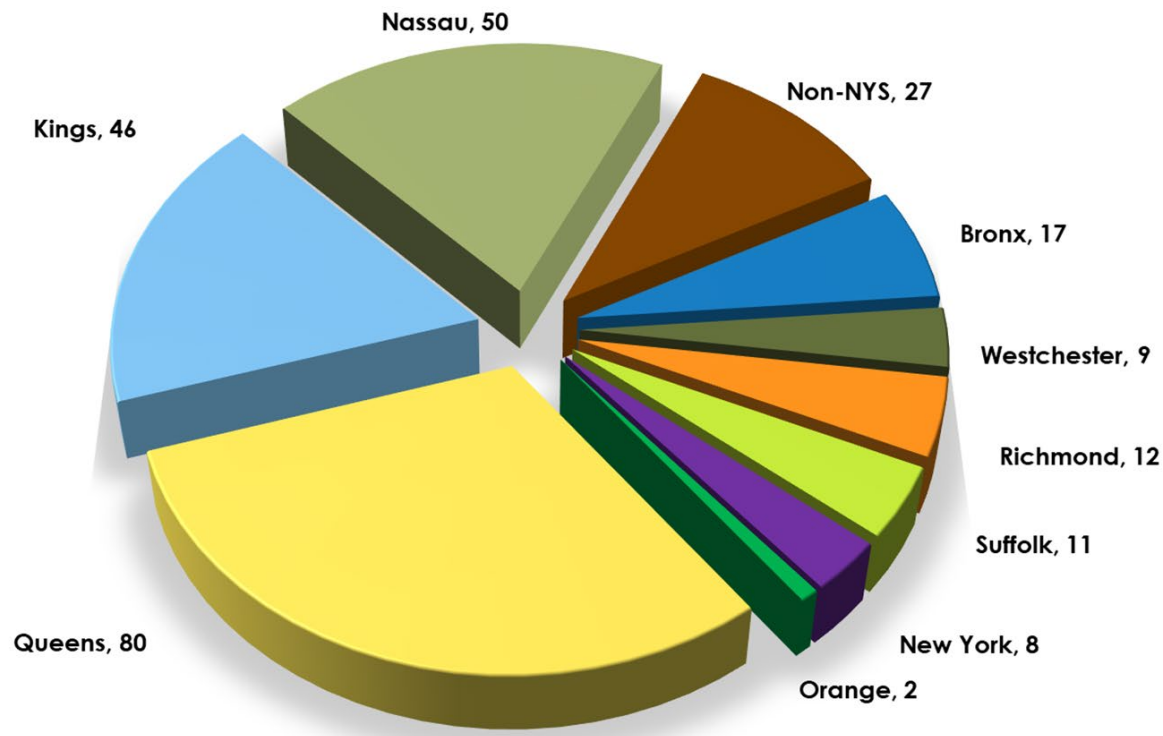
- ✓ Prime Contract Bid Opportunities up to \$5 million
- ✓ Business Management, Leadership and Technical Training
- ✓ Access to Working Capital and Surety Bonding
- ✓ Comprehensive business consulting services
- ✓ Experience working on MTA Projects up to \$5 million

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
- ✓ Awards SBMP & SBFP –within 22 business days
- ✓ Closeouts SBMP & SBFP – within 20 & 30 business days respectively
- ✓ Submittals – within 10 business days
- ✓ RFIs – within 5 business days

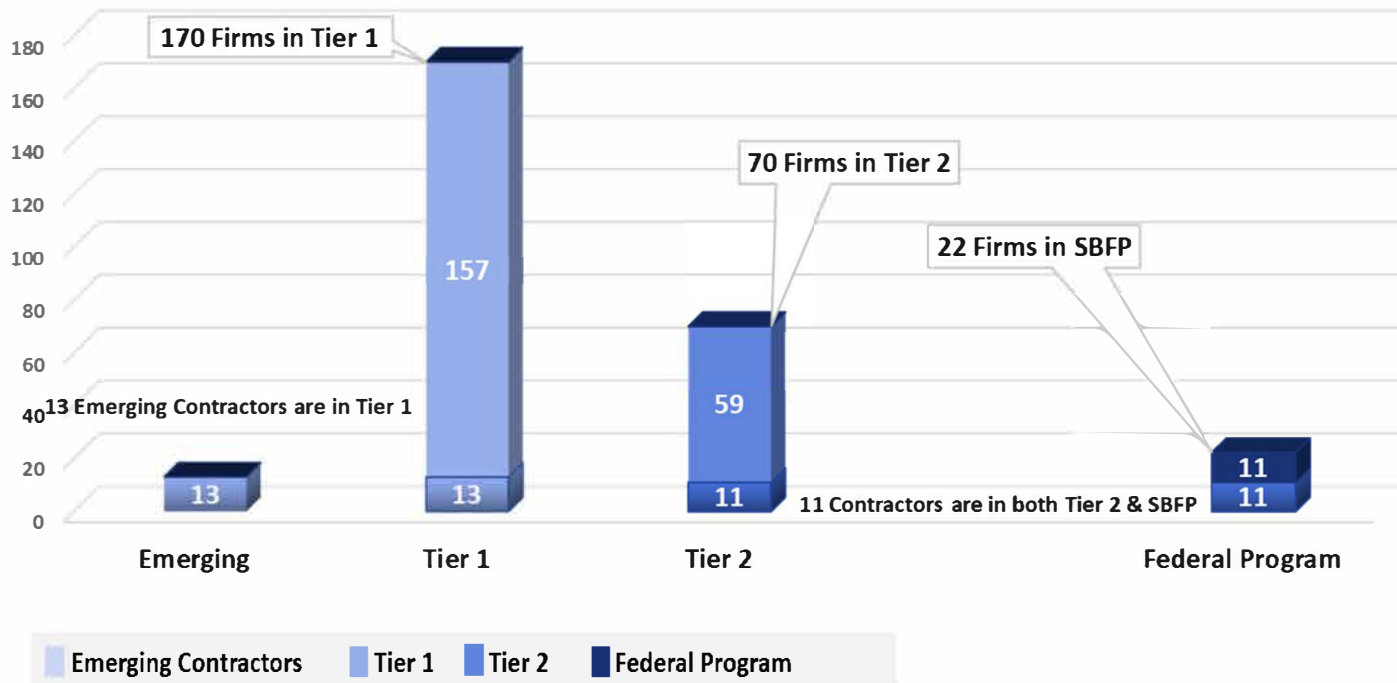


262 Firms Actively Enrolled in the Program



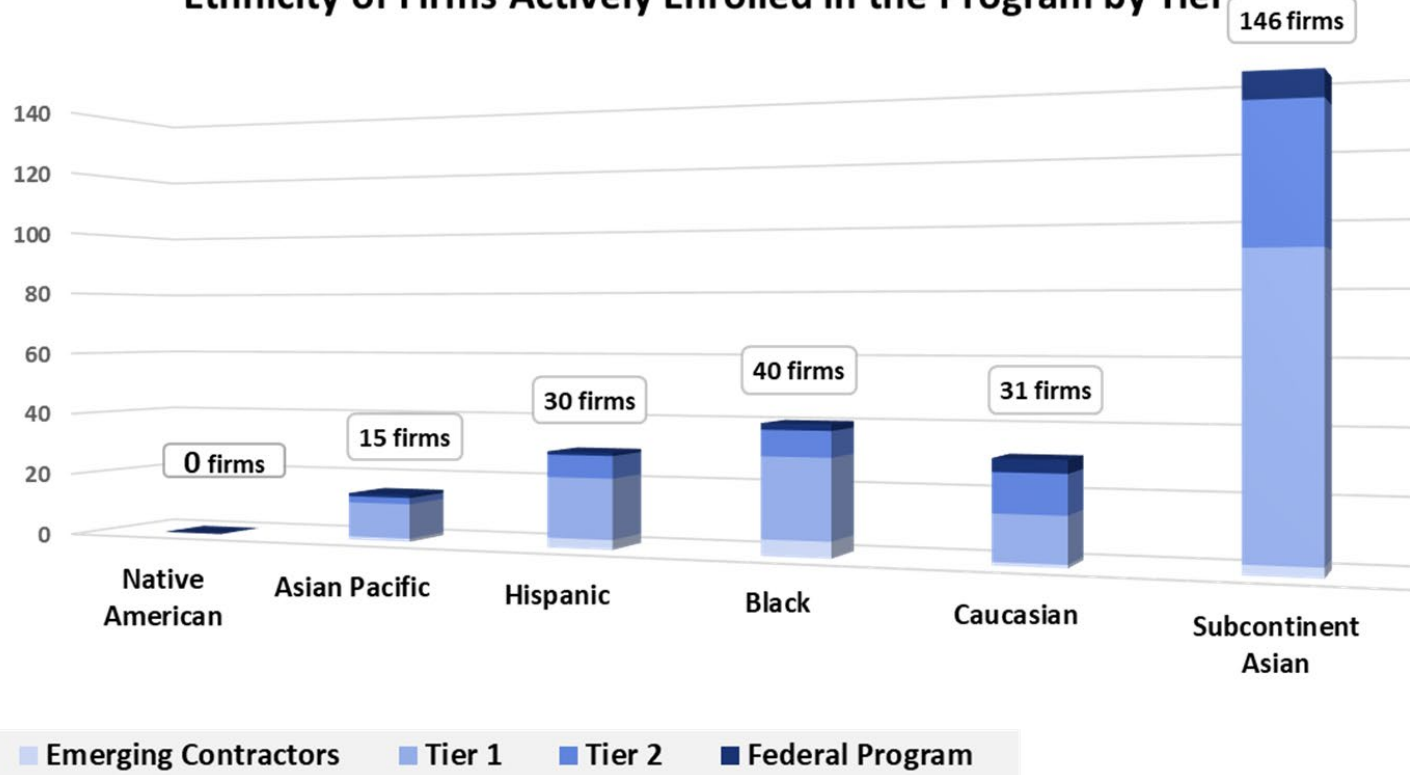


Active Prequalified Firms by Tier (Emerging ECP, Tier-1, Tier-2, SBFP)



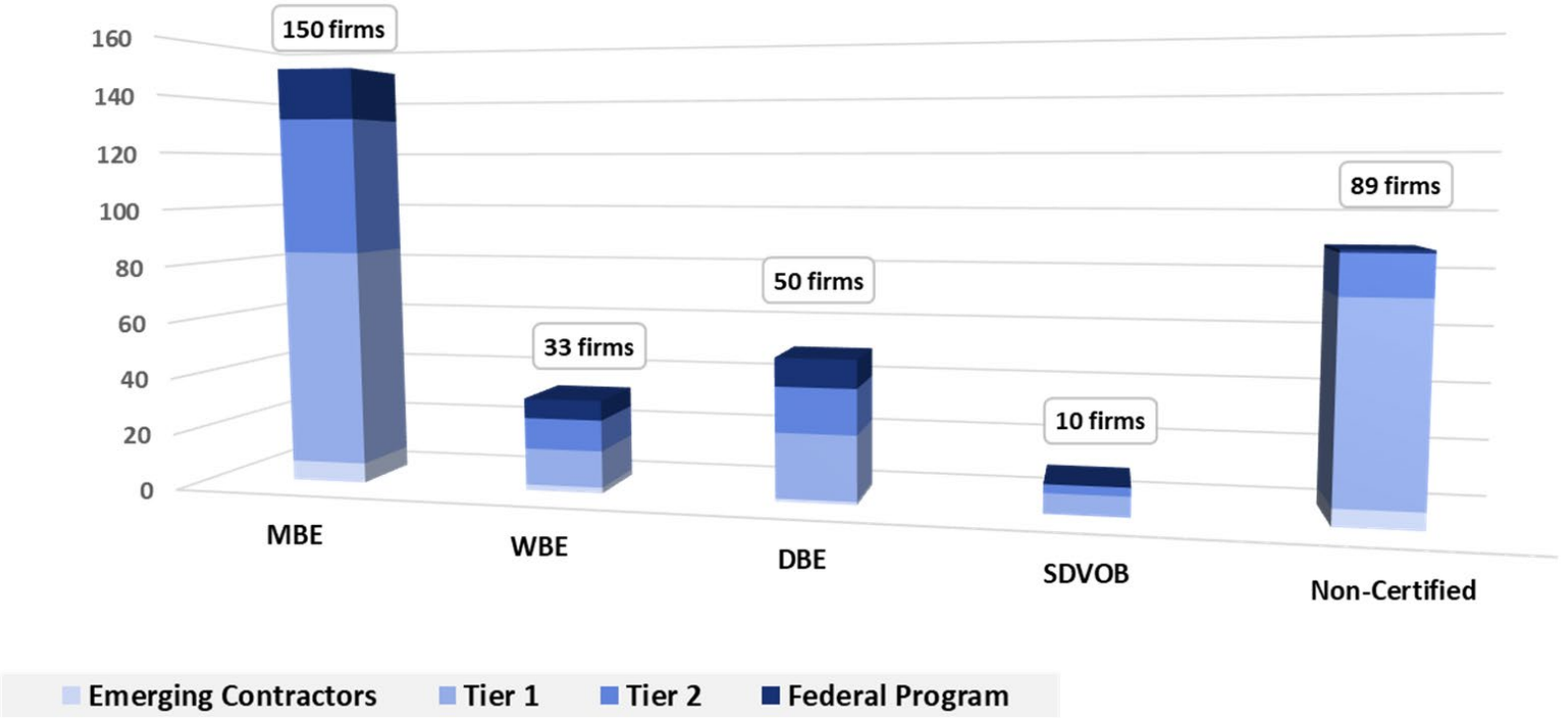


Ethnicity of Firms Actively Enrolled in the Program by Tier





Certifications of Firms Actively Enrolled in the Program by Tier





	2024 Total Contracts Awarded	2025 Total Contracts Awarded	2025 SBDP Contract Awards			
			Q1	Q2	Q3	Q4
Number of Awarded Contracts	23	19	5	1	13	0
Total Contract Value	\$32.2 M	\$27.4 M	\$5.8 M	\$0.7	\$20.9	0



	2024 Loans Awarded	2025 Loans Awarded	2025 SBDP Loans Awards			
			Q1	Q2	Q3	Q4
Number of Loans Facilitated	14	4	0	1	3	0
Total Loan Value	\$2,581,525	\$725,000	\$0	\$150,000	\$575,000	0