



Metropolitan Transportation Authority: NYC Transit Diversity and Equal Opportunity 4th Quarter Progress Report

March 23, 2026





NYC Transit Wide Workforce as of December 31, 2025

JOB CATEGORY	TOTAL		Minorities		2+ RACES		AI/AN		ASIANS		BLACKS		HISPANICS		NHOPI		WHITES		VETERANS		PWD	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	1,833		1316	72%	139	8%	2	0%	251	14%	613	33%	309	17%	2	0%	517	28%	51	3%	66	4%
F	436	24%	370	20%	20	1%	0	0%	45	2%	243	13%	62	3%	0	0%	66	4%	5	0%	24	1%
M	1,397	76%	946	52%	119	6%	2	0%	206	11%	370	20%	247	13%	2	0%	451	25%	46	3%	42	2%
Professionals	1,190		945	79%	90	8%	3	0%	329	28%	359	30%	163	14%	1	0%	245	21%	15	1%	50	4%
F	479	40%	421	35%	34	3%	2	0%	113	9%	204	17%	67	6%	1	0%	58	5%	1	0%	23	2%
M	711	60%	524	44%	56	5%	1	0%	216	18%	155	13%	96	8%	0	0%	187	16%	14	1%	27	2%
Technicians	189		156	83%	8	4%	1	1%	58	31%	64	34%	25	13%	0	0%	33	17%	2	1%	5	3%
F	27	14%	24	13%	0	0%	0	0%	4	2%	16	8%	4	2%	0	0%	3	2%	0	0%	1	1%
M	162	86%	132	70%	8	4%	1	1%	54	29%	48	25%	21	11%	0	0%	30	16%	2	1%	4	2%
Protective Services	957		847	89%	46	5%	0	0%	58	6%	497	52%	244	25%	2	0%	110	11%	39	4%	8	1%
F	214	22%	204	21%	20	2%	0	0%	3	0%	143	15%	38	4%	0	0%	10	1%	2	0%	3	0%
M	743	78%	643	67%	26	3%	0	0%	55	6%	354	37%	206	22%	2	0%	100	10%	37	4%	5	1%
Paraprofessionals	3		3	100%	0	0%	0	0%	1	33%	2	67%	0	0%	0	0%	0	0%	0	0%	0	0%
F	3	100%	3	100%	0	0%	0	0%	1	33%	2	67%	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	466		428	92%	27	6%	0	0%	96	21%	228	49%	77	17%	0	0%	38	8%	2	0%	10	2%
F	290	62%	270	58%	19	4%	0	0%	42	9%	158	34%	51	11%	0	0%	20	4%	2	0%	10	2%
M	176	38%	158	34%	8	2%	0	0%	54	12%	70	15%	26	6%	0	0%	18	4%	0	0%	0	0%
Skilled Craft	16,103		11798	73%	809	5%	92	1%	2,922	18%	5,595	35%	2,373	15%	7	0%	4,305	27%	215	1%	60	0%
F	571	4%	532	3%	27	0%	0	0%	44	0%	378	2%	82	1%	1	0%	39	0%	2	0%	6	0%
M	15,532	96%	11266	70%	782	5%	92	1%	2,878	18%	5,217	32%	2,291	14%	6	0%	4,266	26%	213	1%	54	0%
Service Maintenance	27,965		25462	91%	954	3%	80	0%	2,181	8%	15,892	57%	6,351	23%	4	0%	2,503	9%	341	1%	141	1%
F	7,726	28%	7474	27%	248	1%	19	0%	202	1%	5,549	20%	1,454	5%	2	0%	252	1%	38	0%	52	0%
M	20,239	72%	17988	64%	706	3%	61	0%	1,979	7%	10,343	37%	4,897	18%	2	0%	2,251	8%	303	1%	89	0%
Total	48,706		40,955	84%	2,073	4%	178	0%	5,896	12%	23,250	48%	9,542	20%	16	0%	7,751	16%	665	1%	340	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
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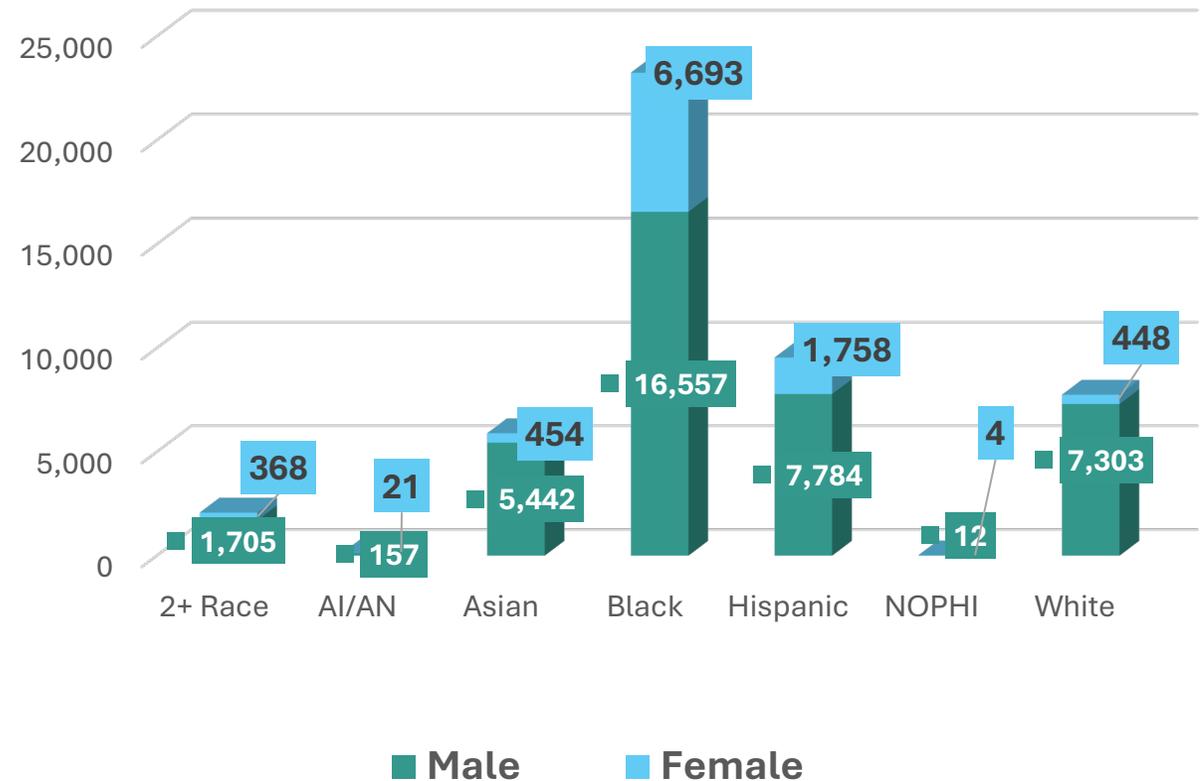


NYC Transit Workforce: Q4

48,706 strong as of December 31, 2025

- **20% (9,746)** self-identified as **females**
- **84% (40,955)** self-identified as **minorities**
- **1% (665)** are **veterans**
- **1% (340)** 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

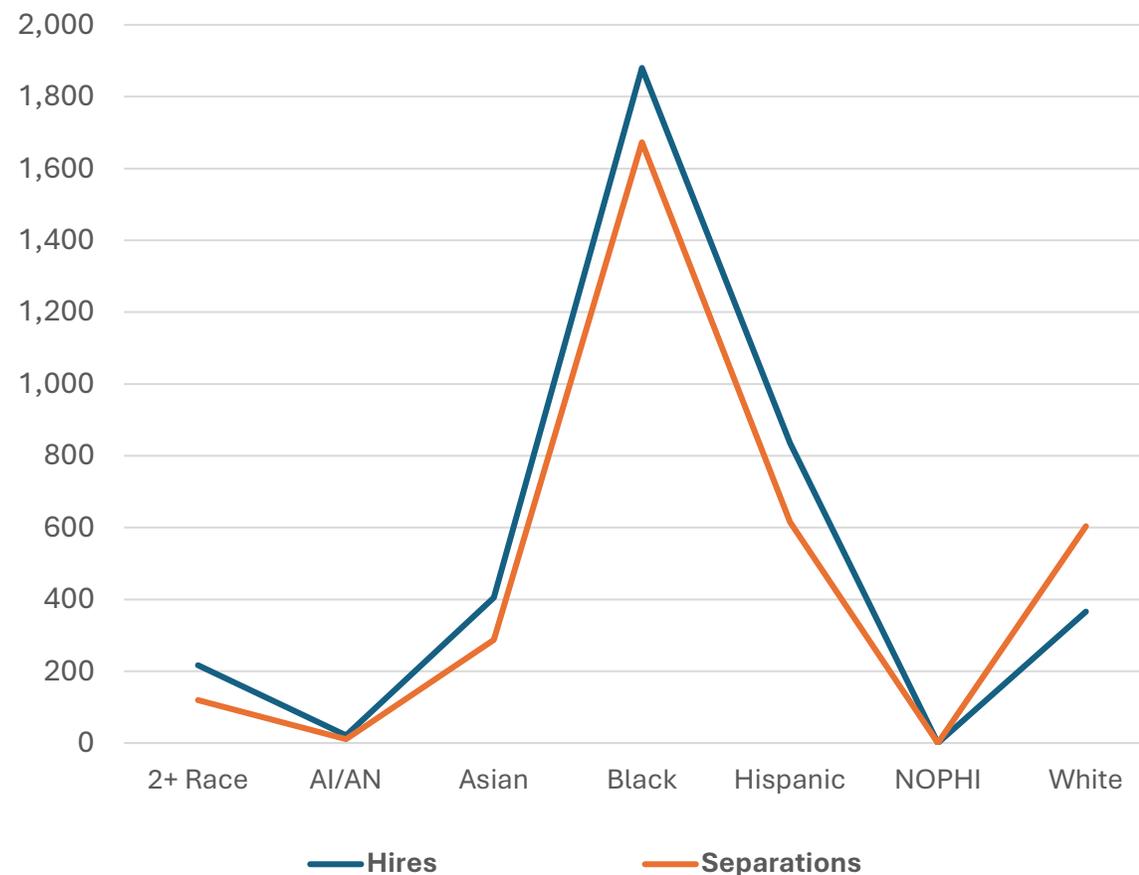


NYCT Transit Workforce: Q4

Hires and Separations

January 1, 2025 – December 31, 2025

- **3,724** new hires and **3,309** separations
- Net increase of **186** self-identified female and **229** self-identified male employees
- Net decrease of **57** and a net decrease of **15** 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 Quarterly Highlights - December

MTA Strategic Priority – Revive Talent and Culture

Employee Resource Groups (ERGs) are important pillars of the MTA and contribute to a culture of inclusion and belonging while making a positive impact on the MTA. Ultimately, all initiatives and programs should serve and champion members, maximize available resources, align with the MTA strategic priorities as well as the ERG goals and objectives.



B.E.G.I.N: Holiday Gathering - December 2, 2025

B.E.G.I.N. invited members to a networking and pre-holiday celebration at Public House and Kitchen, creating a space for meaningful connection, relationship-building, and engagement across teams in advance of the holiday season.

All Generational: MNR Train Module Workshop & Exhibition (2 Broadway) - December 4, 2025

All Generational continued their Train Module building workshops at MTA Headquarters in which MTA employees from different crafts and agencies worked together to discuss and build individual sections of an operating model railroad. MTA employees shared their expertise, work experience and skills sets to model a miniature R-211 digital screen. This was a valuable opportunity to deepen understanding of operations and foster skill-building, engagement, and career growth. The workshop culminated in a public exhibition at 2 Broadway, where completed modules were assembled into a full operating layout and showcased to colleagues and leadership. The exhibition highlighted the collective talent across agencies and allowed employees to demonstrate their work, exchange ideas, and take pride in their contributions to a shared, interactive display.



MTA Strategic Priority – Revive Talent and Culture

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Latinos & Friends: Cafecito Chat with Hector Garcia – December 18, 2025

Latinos & Friends hosted Hector Garcia, LIRR Chief of Staff – President’s Office, for a “Cafecito Chat,” providing employees with direct access to senior leadership to gain insight into executive decision-making, leadership philosophy, career pathways, and professional development advice.

Join Latinos & Friends for a Cafecito Chat
Have a coffee and get to know an MTA executive

Guest: Hector Garcia
Chief of Staff, Long Island Rail Road

Moderator:
Caryl Perez
Director, Energy Management & Contract
New York City Transit

Opening Remarks:
Erica Rodriguez
Office Manager, Delivery Services
MTA Construction & Development



All MTA employees are welcome – we look forward to seeing you there!



Wednesday, December 18
12 – 1PM

Register to join virtually



All Agency Employee Resource Groups Quarterly Highlights – January - March



All Generational: Train Module Workshop & Exhibition (LIRR-Hillside) – January 15, 2026

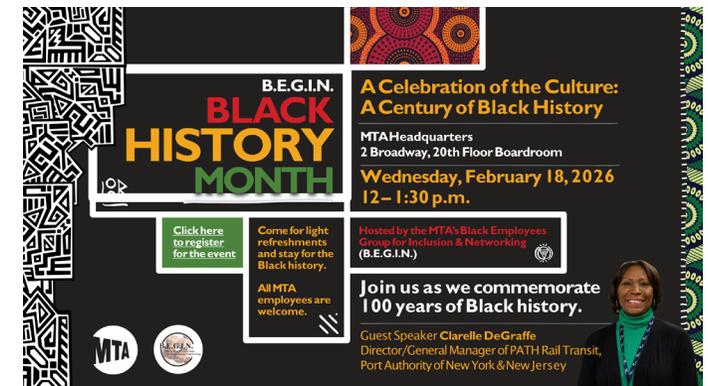
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B.E.G.I.N. A Celebration of the Culture: A Century of Black History – February 18, 2026

B.E.G.I.N.'s Black History Month celebration brought employees together for a meaningful cultural experience centered on the 2026 theme, A Century of Black History. Presented by B.E.G.I.N. members, the program featured multimedia presentations, a soloist performance, and poetry readings, highlighting Black history, achievements, and voices while fostering learning, engagement, and inclusion.

Young Professionals Speed Networking – March 11, 2026

The Young Professionals ERG hosted its second Professional Speed Networking event for ERG members and MTA employees. The structured, fast-paced format provided participants with opportunities to build cross-agency and cross-craft connections, share professional backgrounds, and refine elevator pitches. The event strengthened collaboration, increased visibility, and promoted meaningful engagement across the organization.





Complaints and Lawsuits

January 1, 2025 – December 31, 2025

Title VI and Related Discrimination Complaints



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

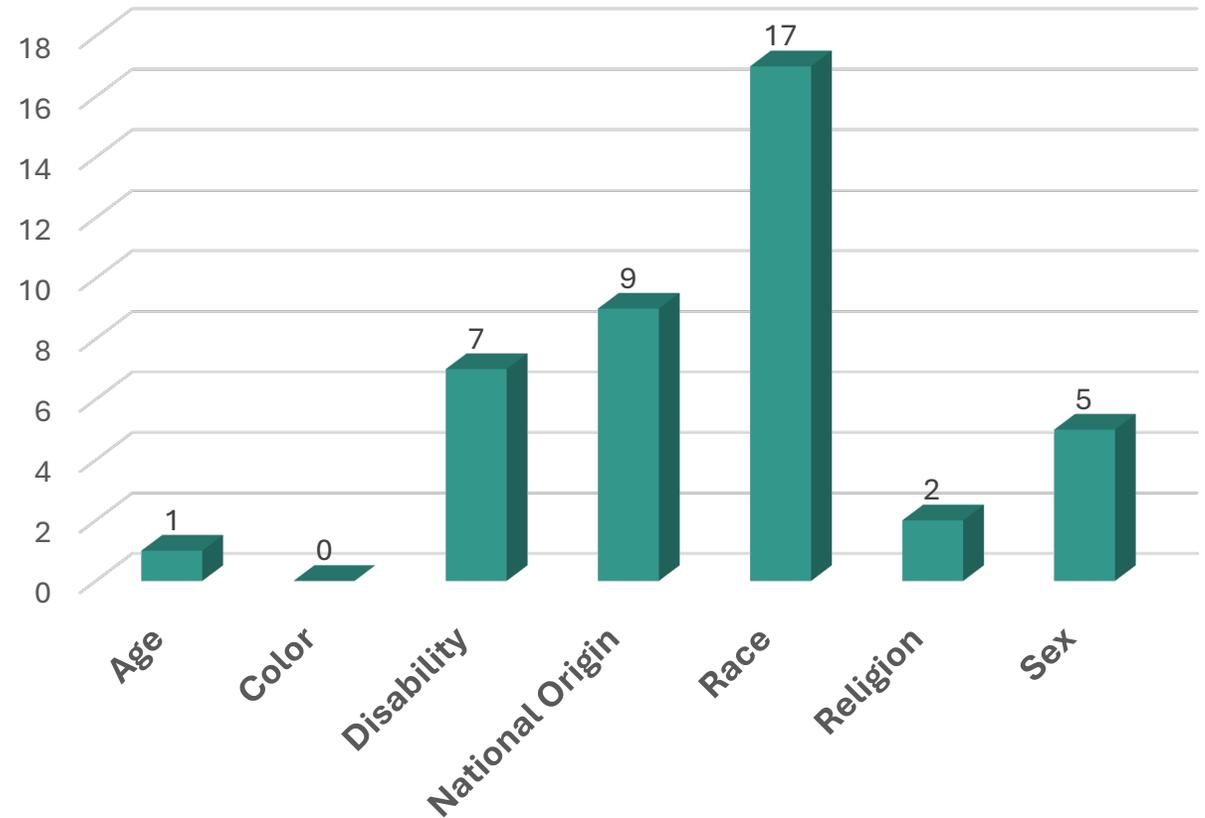


The most frequently cited basis was **Race**



There was 1 Title VI **Lawsuit** filed

Title VI and Related Discrimination Complaints
by Bases
(January 1, 2025 – December 31, 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



88 complaints were **filed** citing **186** separate bases

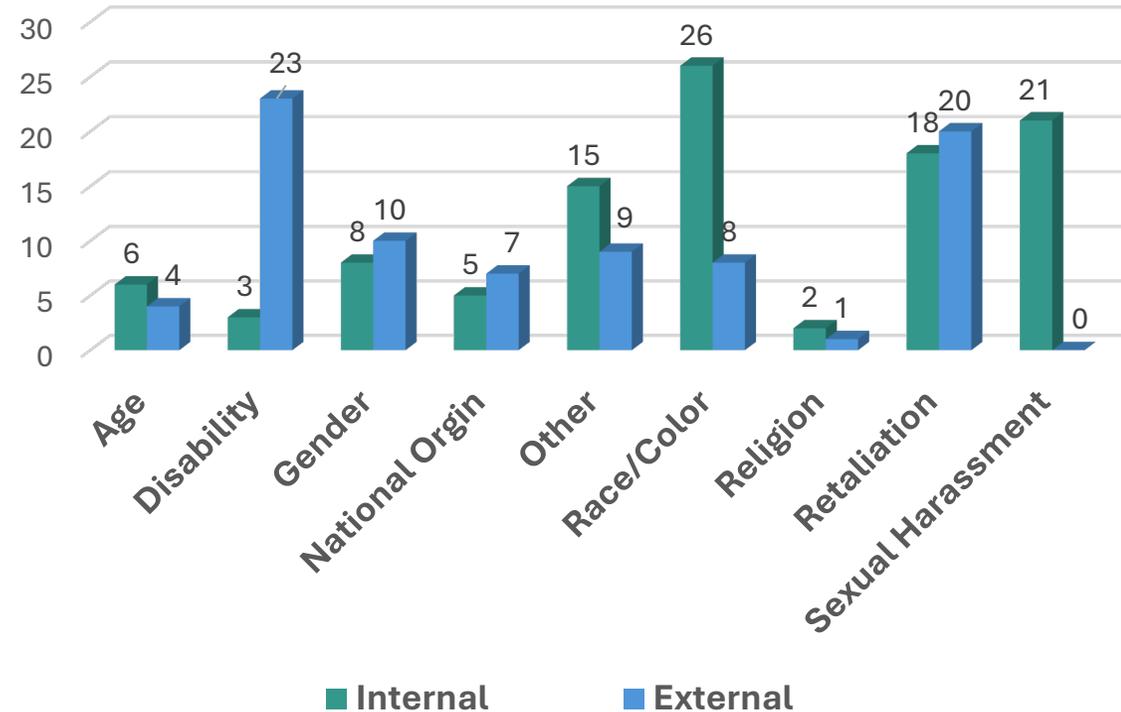


The most frequently singularly-cited** basis was **Retaliation**



There were **16** **Lawsuits** filed

Internal and External Complaints
by Bases
(January 1, 2025 – December 31, 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.



Metropolitan Transportation Authority: MTA BUS Diversity and Equal Opportunity 4th Quarter Progress Report

March 23, 2025





MTABUS Workforce as of December 31, 2025

JOB CATEGORY	TOTAL		Minorities		2+ RACES		AI/AN		ASIANS		BLACKS		HISPANICS		NHOPI		WHITES		VETERANS		PWD	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	193		136	70%	14	7%	0	0%	26	13%	57	30%	39	20%	0	0%	57	30%	5	3%	16	8%
F	43	22%	36	19%	4	2%	0	0%	5	3%	22	11%	5	3%	0	0%	7	4%	0	0%	2	1%
M	150	78%	100	52%	10	5%	0	0%	21	11%	35	18%	34	18%	0	0%	50	26%	5	3%	14	7%
Professionals	78		57	73%	8	10%	0	0%	16	21%	21	27%	12	15%	0	0%	21	27%	0	0%	3	4%
F	28	36%	23	29%	3	4%	0	0%	4	5%	9	12%	7	9%	0	0%	5	6%	0	0%	3	4%
M	50	64%	34	44%	5	6%	0	0%	12	15%	12	15%	5	6%	0	0%	16	21%	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%	0	0%	0	0%	0	0%	3	60%	1	20%	0	0%	1	20%	0	0%	0	0%
F	1	20%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	20%	0	0%	0	0%
M	4	80%	4	80%	0	0%	0	0%	0	0%	3	60%	1	20%	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	19		16	84%	2	11%	0	0%	2	11%	8	42%	4	21%	0	0%	3	16%	0	0%	2	11%
F	14	74%	13	68%	1	5%	0	0%	2	11%	6	32%	4	21%	0	0%	1	5%	0	0%	2	11%
M	5	26%	3	16%	1	5%	0	0%	0	0%	2	11%	0	0%	0	0%	2	11%	0	0%	0	0%
Skilled Craft	638		495	78%	63	10%	6	1%	92	14%	223	35%	105	16%	6	1%	143	22%	11	2%	7	1%
F	2	0%	2	0%	0	0%	0	0%	0	0%	2	0%	0	0%	0	0%	0	0%	1	0%	0	0%
M	636	100%	493	77%	63	10%	6	1%	92	14%	221	35%	105	16%	6	1%	143	22%	10	2%	7	1%
Service Maintenance	3,106		2859	92%	144	5%	15	0%	255	8%	1,668	54%	775	25%	2	0%	247	8%	29	1%	10	0%
F	441	14%	427	14%	16	1%	2	0%	7	0%	280	9%	122	4%	0	0%	14	0%	2	0%	0	0%
M	2,665	86%	2432	78%	128	4%	13	0%	248	8%	1,388	45%	653	21%	2	0%	233	8%	27	1%	10	0%
Total	4,039		3,567	88%	231	6%	21	1%	391	10%	1,980	49%	936	23%	8	0%	472	12%	45	1%	38	1%

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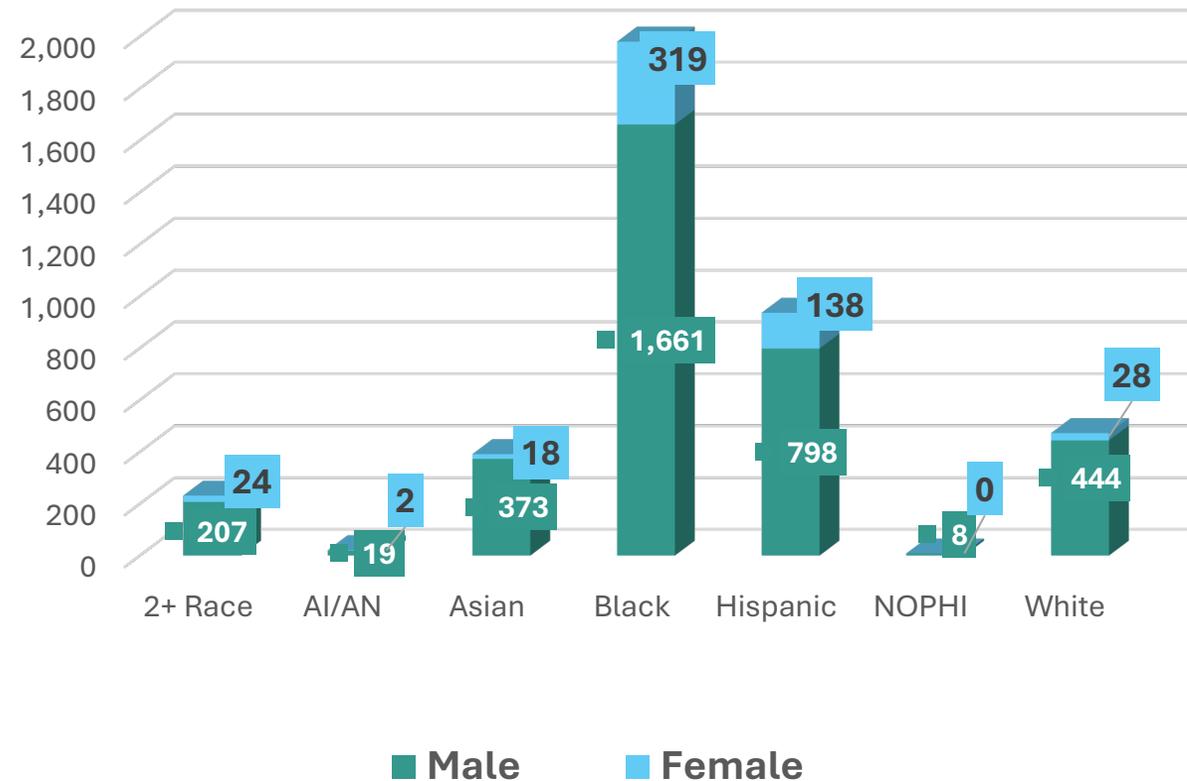


MTABUS Workforce: Q4

4,039 strong as of December 31, 2025

- **13%** (529) self-identified as **females**
- **87%** (3,510) self-identified as **minorities**
- **1%** (45) are **veterans**
- **1%** (38) self-identified as a **person with a disability**

Workforce by Sex and Ethnicity



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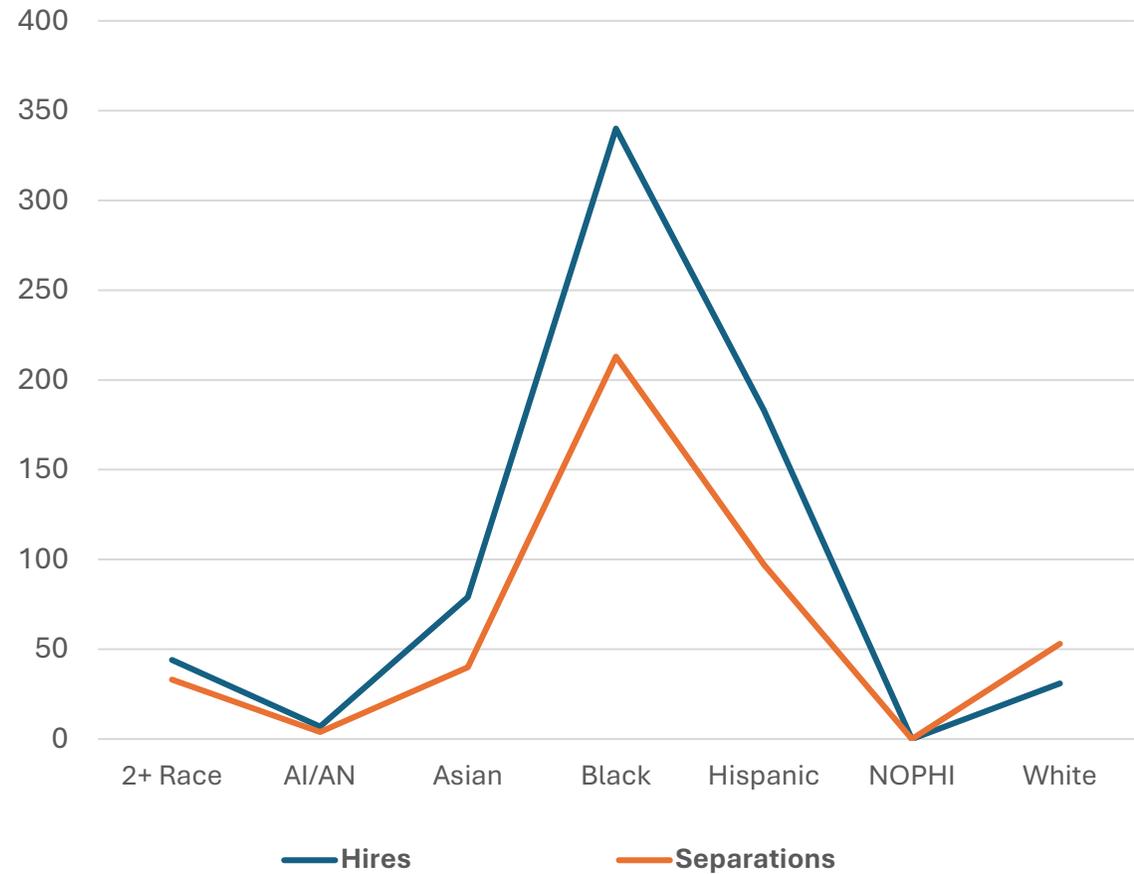


MTABUS Workforce: Q4

Hires and Separations

January 1, 2025 – December 31, 2025

- **684** new hires and **440** separations
- Net increase of **43** self-identified female and **201** self-identified male employees
- Net decrease of **3** veterans and a net decrease of **6** self-identified individuals with a disability



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Complaints and Lawsuits

January 1, 2025 – December 31, 2025

Title VI and Related Discrimination Complaints



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

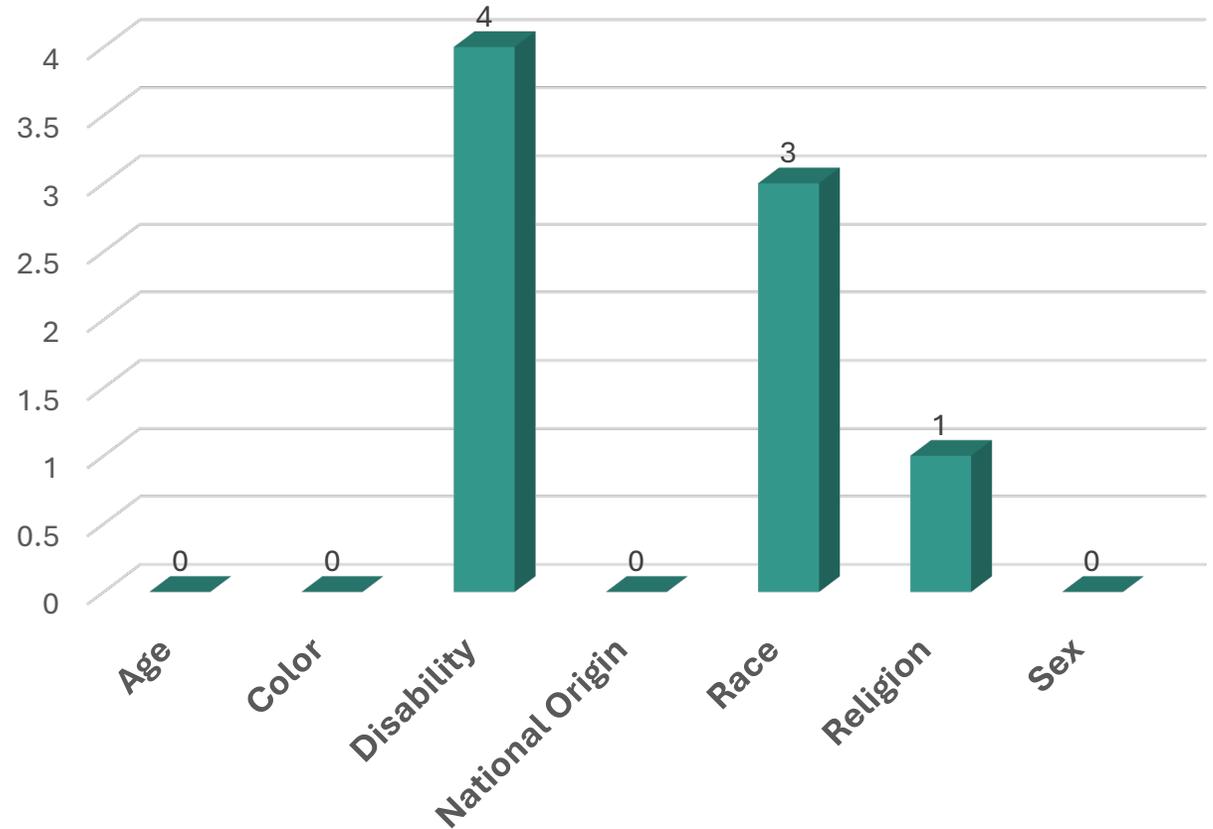


The most frequently cited basis was **Disability**



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

Title VI and Related Discrimination Complaints
by Bases
(January 1, 2025 – December 31, 2025)



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

Title VII Employee Discrimination Complaints



7 complaints were **filed** citing **13** separate bases

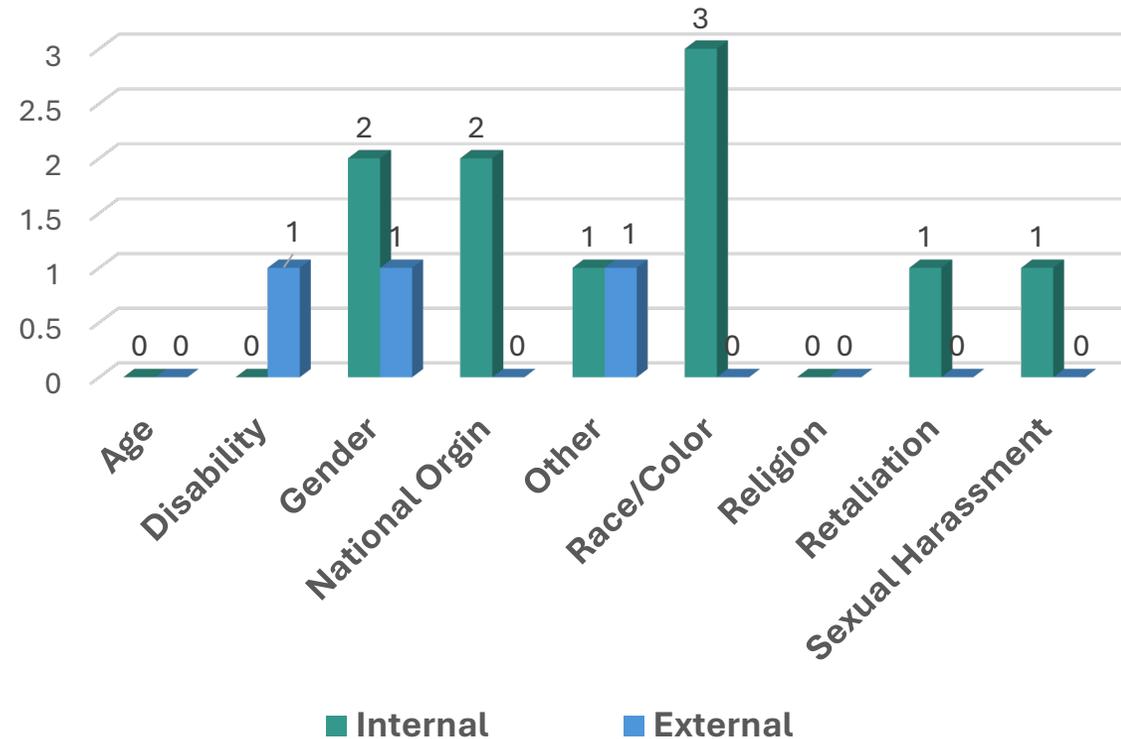


The most frequently singularly-cited** basis was **Gender and Race/ Color**



There were **no Lawsuits** filed

Internal and External Complaints
by Bases
(January 1, 2025 – December 31, 2025)



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