



**Metropolitan Transportation Authority**

# **Diversity Committee Meeting**

## **March 2026**

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### **Committee Members**

B. Lopez, Chair  
C. Leathers  
M. M. Miller  
Dr. JR. Rizzo  
J. Smauelsen  
M. Valdivia  
E. Valente  
N. Zuckerman

# Diversity Committee Meeting

Monday, 3/23/2026

1:15 - 1:45 PM ET

**1. Public Comments**

**2. Approval of Minutes**

*Diversity Committee Minutes - Page 3*

**3. 2026 Diversity Work Plan**

*2026 Diversity Committee Work Plan - Page 6*

**4. Executive Summary / Presentation**

*Executive Summary / Presentation - Page 10*

**5. Title VI Triennial Program Summary - Additional Materials in Exhibit**

*Staff Summary\_ 2026 Title VI Program - FINAL.3.19.26 - Page 29*

*2026 Title VI Program Board Certification - Page 30*

*Title VI Triennial Program -Summary - Page 31*

**6. EEO Activity**

*EEO Activity and Workforce Report - Page 35*

**7. M/W/DBE and SDVOB Utilization**

*M/W/DBE and SDVOB Utilization - Page 45*

**8. Discretionary Awards**

*All Discretionary Spend Including A&E, IT and Legal - Page 57*

**9. Financial Services**

*Underwriter Fees - Page 60*

**10. Asset Fund Management**

*Asset Fund Management - Page 62*

**11. Business Development Initiatives**

*Business Development Initiatives - Page 66*

**12. MTA EDGE Update**

*MTA EDGE Update - Page 70*

## MTA DIVERSITY COMMITTEE

Meeting Minutes

2 Broadway, 20<sup>th</sup> Floor

New York, NY 10004

Monday, December 15, 2025

### **The following Committee Members were present:**

Hon. Neal Zuckerman

Hon. Edward Valente

Hon. Christopher Leathers

### **The following Board Member was present:**

Hon. Gerard Bringmann

Hon. Marc Herbst

### **The following staff were also present:**

Ray Burke, Deputy CDO, MWDBE/SDVOB Contract Compliance

Barbara Cockfiuld, Senior Director, Diversity and Inclusion Initiatives

Mersida Ibric, Chief People Officer

Evita Marrow, Deputy CDO, Operations & Programming

Christine Norman, Deputy CDO, Technology, Operations, DBE Certification & Outreach

Sheree Owens, Deputy CDO, MTA EDGE

Donequa Sougrin, Deputy Chief, Talent Acquisition

Lourdes Zapata, Chief Diversity and Inclusion Officer

Chair Lopez asked Mr. Zuckerman to serve as Chair, who then called the December 2025 Diversity Committee to order.

## **1. PUBLIC SPEAKERS' SESSION**

- There were two public speakers during the public comments portion of the meeting:  
Jesse Figueroa  
Jason Anthony

*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**

- Due to the absence of a quorum, the Diversity Committee was unable to approve the minutes from the September 29, 2025, meeting. Approval is deferred to the next meeting.

## **3. WORK PLAN REPORT**

- Due to the absence of a quorum, the Diversity Committee was unable to approve the 2025/2026 Work

Plan. Approval is deferred to the next meeting.

- The 2025 Work Plan can be found on pages 5-7; the 2026 Work Plan can be found on pages 8-11 of the Diversity Committee Book.

#### **4. EXECUTIVE SUMMARY**

Ms. Zapata presented the agenda items and provided an update on the Small Business Strategies Council (M/W/DBE and SDVOB Advisory Board). Ms. Zapata asked Ms. Norman to share insights regarding the Federal DBE Program Update.

- Ms. Norman provided an overview of the key changes and updates to the Federal DBE Program and their impact on current MTA contracts.

#### **EEO Activities**

- Ms. Marrow presented data on the MTA's overall workforce, noting an increase in self-identified female and male hires for Q3. However, there was a decrease in hires of self-identified individuals with disabilities and veterans. Workforce data can be found on pages 46-53 of the Diversity Committee Book.
- Ms. Marrow presented the accomplishments of the EEO Program, which included concurrence workshops, investigator development, and a reduction of backlog.

#### **M/W/DBE, SDVOB Activity**

- Ms. Owens shared updates on MTA EDGE: training curriculum, contract awards, and alumni program
- Ms. Norman highlighted the key aspects of the M/W/DBE and SDVOB fiscal year programs and provided an update on M/W/DBE and SDVOB payments. While the participation levels in the SDVOB percentage-based target have experienced a decline, the total value of awards has notably increased by over \$1.5 million compared to the previous fiscal year quarter. Ms. Norman reported that MWBE engagement shows a strong increase compared to the previous fiscal year.
- Due to the recent changes to the DBE Program, submission of the second semi-annual report is currently on hold.
- Ms. Norman shared a success story about an MWBE, highlighting a non-construction firm that currently works with the MTA.

#### **Recruitment Strategies Update**

- Ms. Ibric presented recruitment strategies, outlining key steps in the process and highlighting effective outreach tactics, including social media and partnerships with educational institutions.

#### **Events**

- Ms. Zapata reported on the DDCR events that have significantly enhanced the department's outreach initiatives.
- Ms. Cockfield shared ERG (Employee Resource Group) quarterly highlights detailing their events, activities, and accomplishments.

*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 Acting Chair Mr. Zuckerman*

Respectfully submitted,  
Ipek M. King  
Civil Rights Business Liaison

## 2026 Diversity Committee Work Plan *(Revised: March 2026)*

### 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
2025 Year-End Report	
DBE Program Update	
NYS Diversity, Inclusion and Equal Opportunity 2025 Report	

June 2026	Responsibility
1 <sup>st</sup> 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 <sup>nd</sup> 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 <sup>rd</sup> Quarter 2026 Report	Dept. of Diversity/Civil Rights
MTA Agency Wide EEO Program Report	
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

### 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 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.
- **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

- **1<sup>st</sup> Quarter 2026 Report**  
The Department of Diversity and Civil Rights will present 1<sup>st</sup> 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

- **2<sup>nd</sup> Quarter 2026 Report**  
The Department of Diversity and Civil Rights will present 2<sup>nd</sup> 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**  
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.
- **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.
- **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.

### December 2026

- **3<sup>rd</sup> Quarter 2026 Report**  
The Department of Diversity and Civil Rights will present 3<sup>rd</sup> quarter 2026 update on MTA Agency-wide DEO, and M/W/DBE and SDVOB contract compliance activities

- **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. This report was originally due to the FTA by March 1, 2026, however the agency was notified in February 2026 that the new due date will be October 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.

- **2027 Diversity Committee Work Plan**

The Department of Diversity and Civil Rights will present an updated Diversity Committee Work Plan for 2027.

- **Recruitment Strategies for MTAHQ and MTA Agencies**

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.

- **Accessibility Programming Update**

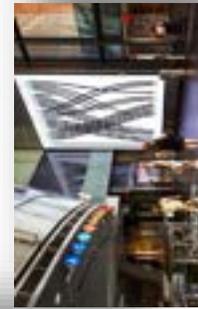
The Committee will receive an update on MTA accessibility programming that is non-capital in nature and relevant to the MTA's workforce and customers.

- **Diversity Committee Charter Review**

The Diversity Committee will review and assess the adequacy of its charter and recommend changes as necessary.

# Diversity Committee/ Presentative/ Executive Summary

March 23, 2026



# Agenda:

- I. Welcome new DDCR Leader**
- II. MTA-wide EEO Activities**
  - EEO Program Report
  - Title VI Program Report
  - NYS EO 187 Report - 2025
  - Workplace Statistics – Q4 Reporting
- III. 2025-26 Small Business Development Activity**
  - DBE Program Update
  - MWBE/SDVOB Payments & Awards
  - MWBE Success Story
- IV. Events**



## Michelle Thompson, Agency EO Chief, C&D

Michelle Thompson is an attorney with extensive experience in employment law and EEO investigations who began her career as an Assistant District Attorney in the Brooklyn District Attorney's Office and later represented the NYC Department of Education in arbitration and employee discipline matters.

Ms. Thompson subsequently returned to public service at the NYC Department of Transportation, where she advised on legislative matters, drafted agency rules, and responded to discrimination complaints filed with the New York State Division of Human Rights and the Equal Employment Opportunity Commission.

Prior to joining the MTA as a Senior EO Investigator, Ms. Thompson advised a recruiting firm on employment law and EEO compliance and served as an EEO Attorney with the New York City Administration for Children's Services, conducting complex investigations and providing guidance on workplace discrimination policies and best practices.

In addition to her professional work, Ms. Thompson has volunteered as a mediator for the U.S. District Court for the Southern District of New York and as a small claims arbitrator in New York State Civil Court.

Ms. Thompson earned her J.D. from Boston University School of Law and her B.A. in Political Science from Howard University. She is admitted to practice law in New York.



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# EEO Program Report: Overview



Reporting Period: July 2021 – June 2025



Workforce Analysis



Risk Mitigation



Agencies Covered: HQ, NYCT, LIRR, MNR, Bus,  
C&D

# Title VI Program Report: Overview



Reporting Period: July 2022 – June 2025



FTA Requirement: Circular 4702.1B



Core Components:  
Service Equity Analysis, Language Access,  
Complaint Process

# Title VI Program Report:

## *Strategic Importance*

Supports Ongoing  
Federal Compliance

Reflects a  
Commitment to Fair  
and Consistent  
Practices

Ensures proactive risk  
management



# Title VI Program Report:

## *Service Equity Snapshot*

- ✓ **Title VI Compliance**  
All required analyses completed prior to implementation
- ✓ **Minority Population Coverage (>60%)**  
Service levels are equitably distributed across communities
- ✓ **No Disparate Impact**  
No adverse effects identified for minority populations
- ✓ **No Disproportionate Burden**  
Fare and service changes did not burden low-income riders
- ✓ **95% Confidence Testing**  
Statistical standard applied to all major service changes

## NYS EO 187 Report - 2025

- Leadership Commitment: Diversity integrated into the strategic plan with leadership engagement.
- Dedicated Resources: 142 FTEs, \$100K outreach and engagement budget, \$10K for ERGs
- Employee Engagement: Robust ERGs hosted cultural events and awareness programs
- Accessibility Progress: 7 stations fully accessible, 39 elevator replacements
- Recruitment Impact: 164 events leveraging LinkedIn and Handshake

# MTA - Wide Workforce: Q4

75,006 strong as of December 31, 2025

## Workforce Demographics

- **20%** (14,733) self-identified as **females**
- **75%** (55,991) self-identified as **minorities**
- **2%** (1,598) **veterans\***
- **1%** (791) self-identified as a **person with a disability**

## Hires & Separations

- **5,712** new hires and **5,045** separations
- Net increase of **234** self-identified female and net increase of **433** self-identified male employees
- Net decrease of **98** veterans\* and a net decrease of **49** 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 31-38 of the Diversity Committee Book

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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 the Disadvantaged Business Enterprise (DBE) and Airport Concessions DBE/ACDBE programs.*

- The reevaluation process has been initiated by the NYS Unified Certification Partners (NYSUCP), which includes the MTA, PANYNJ, NYSDOT, and NFTA.
- Notices have been sent to DBE and ACDBE firms requesting firms to submit their Personal Narratives (PN) and updated Personal Net Worth (PNW) documentation.
- Nine workshops providing an overview of the new eligibility requirements and the reevaluation process have been held to date. Additional workshops will be delivered through Q1 and Q2 as needed.
- As of March 11: approximately 29% of all eligible firms certified by a NYS partner have responded to requests to submit materials for reevaluation.

# SDVOB Utilization & Payments

	NYS FY 2025/2026 <i>Apr. – Dec. 2025</i>	NYS FY 2024/2025 <i>Apr. – Dec. 2024</i>
<b>SDVOB %</b>	5%	8%
<b>SDVOB Payments</b>	<b>\$53,377,567</b>	<b>\$48,784,428</b>

NYS FY 2025/2026 SDVOB ( APRIL 2025 – DECEMBER 2025)		
Industry	Amount Paid (\$)	Amount Paid (%)
C - Commodities	\$16,958,666	32%
CC - Construction Consultants	\$27,614,626	52%
CN - Construction	\$1,397,398	2%
SC - Services / Consultants	7,406,877	14%
<b>Grand Total</b>	<b>\$53,377,567</b>	<b>100%</b>

NYS FY 2024/2025 SDVOB ( APRIL 2024 - DECEMBER 2024)		
Industry	Amount Paid (\$)	Amount Paid (%)
C - Commodities	\$22,969,416	47%
CC - Construction Consultants	\$18,471,711	38%
CN - Construction	2,156,267	4%
SC - Services / Consultants	\$5,187,033	11%
<b>Grand Total</b>	<b>\$48,784,428</b>	<b>100%</b>



# MWBE Utilization & Payments

	NYS FY 2025/2026 <i>Apr. – Dec. 2025</i>	NYS FY 2024/2025 <i>Apr. – Dec. 2024</i>
<b>MWBE %</b>	32%	33%
<b>MWBE Payments</b>	<b>\$719,058,401</b>	<b>\$688,056,649</b>

NYS FY 2025/2026 MWBE (APRIL 2025 – DECEMBER 2025)		
Industry	Amount Paid (\$)	Amount Paid (%)
C - Commodities	\$12,1343,568	17%
CC - Construction Consultants	\$12,587,401	2%
CN - Construction	\$430,117,714	60%
SC - Services / Consultants	\$155,009,718	21%
<b>Grand Total</b>	<b>\$719,058,401</b>	<b>100%</b>

NYS FY 2024/2025 MWBE (APRIL 2024 – DECEMBER 2024)		
Industry	Amount Paid (\$)	Amount Paid (%)
C - Commodities	\$131,709,686	19%
CC - Construction Consultants	\$18,075,704	3%
CN - Construction	\$36,0391,011	52%
SC - Services / Consultants	\$177,880,248	26%
<b>Grand Total</b>	<b>\$688,056,649</b>	<b>100%</b>

# MWBE Success Story

## vCloud Tech Inc. (MBE)



vCloud Tech is an IT consulting and technology services firm specializing in modernizing and securing enterprise IT environments through cloud-first strategies, digital transformation, and managed solutions. Serving commercial, government, financial, and educational organizations, vCloud accelerates technology adoption and enhances IT performance.

Its core offerings include Cloud Migration, IT Consulting, Cybersecurity Solutions, and comprehensive implementation support covering deployment, training, and advisory services aligned with organizational goals and cloud strategies.

Since 2019, vCloud has consistently won competitive bids, demonstrating that MBE firms can succeed in open markets for IT services and products. In FY 2025–2026, vCloud secured over \$8.7M in software licenses and support, bringing its total awards since 2019 to more than \$19M



Muhammad Khan  
Chief Executive Officer



# Agenda:

- I. **Welcome new DDCR Leader**
- II. **MTA-wide EEO Activities**
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  - MWBE Success Story
- IV. **Events**



# All Agency Employee Resource Groups 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, MTA EDGE



# Staff Summary

<b>Subject:</b> 2026 Title VI Program
<b>Department</b> Diversity and Civil Rights
<b>Department Head Name</b> Lourdes Zapata, Chief Diversity and Inclusion Officer
<b>Department Head Signature</b>
<b>Project Manager/Division Head</b> Evita Marrow, Deputy Chief Diversity and Inclusion Officer

<b>Date</b> March 23, 2026
<b>Vendor Name</b> N/A
<b>Contract Number</b> N/A
<b>Contract Manager Name</b> N/A
<b>Table of Contents Ref #</b> N/A

Board Action					
Order	To	Date	Approval	Info	Other
1	Diversity Committee				
2	Board				

Internal Approvals			
Order	Approval	Order	Approval
1	Diversity & Civil Rights		
2	Legal		
3	Chief of Staff		

## Purpose:

To obtain Board approval for the 2026 MTA-wide Title VI Program, including service-monitoring results, and Public Participation Guide (PPG).

## Discussion:

As a recipient of Federal Transit Administration (FTA) funds, certain subsidiaries and affiliates of the Metropolitan Transportation Authority (“MTA”) must comply with the requirements of FTA Circulars 4702.1B (Title VI), 4703.1 (Environmental Justice), 4704.1A (EEO), as well as related Federal Transit Laws, 49 U.S.C. § 5332.

These statutes and regulations prohibit discrimination on the basis of race, color, national origin (including limited English proficiency (LEP) access), age, sex, religion, and disability, in connection with any federally-funded program or activity of the MTA and the following affiliated and subsidiary agencies: MTA Long Island Rail Road, MTA Metro-North Railroad, MTA Construction & Development, MTA Grand Central Madison Concourse Operating Company, MTA Bus Company, and MTA New York City Transit, including the Manhattan and Bronx Surface Transit Operating Authority and the Staten Island Rapid Transit Operating Authority, (collectively, “the MTA”).

Further, as provided under (FTA) Circular 4702.1b, the Title VI Program is a consolidated document developed for submission to the FTA that details and affirms the MTA’s commitment to complying with the requirements of Title VI and related Non-discrimination Federal Transit Laws with respect to its federally funded programs and activities.

Under the requirements of FTA Circular 4702.1b, the Title VI Program, service monitoring results, and Public Participation Guide must be approved by the MTA Board of Directors before submission to the FTA.

The MTA is required to submit an updated Title VI Program to the FTA every three years. MTA’s updated Title VI program submission is due June 30, 2026.

## Recommendation:

It is the recommendation that the Board approve MTA’s 2026 consolidated Title VI Program, including service monitoring results, and Public Participation Guide in satisfaction of the requirements of the FTA Title VI Circular, 4702.1B.

## **BOARD RESOLUTION**

### **2026 TITLE VI Program and Public Participation Guide**

WHEREAS, Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d et seq. (“Title VI”), the U. S. Department of Transportation (“DOT”) regulations, 49 CFR Part 21, and the Federal Transit Administration (“FTA”) Circular 4702.1B prohibit discrimination on the basis of race, color or national origin by recipients of federal financial assistance in administering the benefits of their programs; and

WHEREAS, Federal Transit Laws, (49 U.S.C. § 5332) further prohibit discrimination in any Federally Assisted Programs on the bases of age, sex, religion, and disability and are protected and investigated under MTA’s Title VI Program, as applicable to certain of MTA’s affiliates and subsidiaries.

WHEREAS, as a recipient of federal funds, certain MTA affiliated and subsidiary agencies are required to comply with the requirements of Title VI, the applicable DOT regulations, and the FTA Circular; and

WHEREAS, pursuant to FTA Circular 4702.1B, the MTA is required to develop a consolidated report that outlines the Title VI Program for these certain affiliated and subsidiary agencies and submit that report to the MTA Board for approval; and

WHEREAS, the MTA Board has been briefed on the contents of the MTA’s Title VI Program, including the service monitoring results; and

WHEREAS, the MTA Board has also been briefed on the contents of the MTA’s Public Participation Guide (PPG),

Now, THEREFORE IT IS RESOLVED that the Board approves the MTA’s consolidated Title VI Program, including service monitoring results, and Public Participation Guide (PPG) as described in the attached Staff Summary.

# Memorandum



Date: March 19, 2026

To: Janno Lieber, Chair & CEO

From: Lourdes Zapata, Chief Diversity & Inclusion Officer, DDCR  
Evita Marrow, Deputy CDIO, Operations & Programming, DDCR  
Vanessa Summers, Director, Title VI Analysis, Equity and Access, DDCR

Re: Summary of Federal Report: *2022-2025 Title VI Program (Title VI)*

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The MTA's 2022–2025 Title VI Program is mandated by the Federal Transit Administration. Its development involves months of coordinated, data-driven work across agencies to assess workforce equity, evaluate service impacts, and enhance accountability.

While the Title VI report is due June 30, 2026, all materials—including exhibits—must be uploaded to the Federal portal at least 60 days before the program's expiration. Submission also requires confirmation of MTA Board approval.

This report was drafted by EO staff, reviewed with Agency Presidents, and vetted by Legal and senior leadership. A high-level overview of the report is provided below.

## **2022-2025 Title VI Program (Title VI)**

### **Program Overview:**

- Required by FTA Circular 4702.1B for agencies receiving federal funds.
- Covers all MTA operating agencies; excludes Bridges & Tunnels
- Reporting Period: July 1, 2022 – June 30, 2025

### **Strategic Importance**

- Documents MTA's compliance and minimize funding risks.
- Demonstrates commitment to fair and inclusive transit service.
- Ensures proactive identification and resolution of potential disparate impacts.

**Core Components:**

	Category	Definition
1	<b>Transit Related Title VI Investigations, Complaints and Lawsuits</b>	<p>Outlines how the MTA tracks and resolves Title VI complaints; ensures multiple reporting channels and timely investigations.</p> <p><b>Summary:</b> 258 Title VI complaints and 3 Title VI lawsuits were received during the reporting term.</p>
2	<b>Public Participation Plan</b>	<p>Guaranteeing meaningful involvement of all communities in decision-making processes for major service and fare changes.</p> <p><b>Summary:</b> MTA Agencies conducted or participated in 16 public hearings, and over 900 community outreach and other public meetings during various times and at multiple transit and ADA accessible locations during the program report term.</p>
3	<b>Language Assistance Plan</b>	<p>Ensuring Limited English Proficient (LEP) individuals can fully understand and benefit from MTA services through interpretation and translation.</p> <p><b>Summary:</b> The MTA ensures Limited English Proficiency (LEP) riders have access to information and participation opportunities in the top 9 languages:</p> <ol style="list-style-type: none"> <li>1. Spanish</li> <li>2. Chinese</li> <li>3. Russian</li> <li>4. Yiddish</li> <li>5. Bengali</li> <li>6. Haitian Creole</li> <li>7. Korean</li> <li>8. Italian</li> <li>9. Arabic</li> </ol>
4	<b>Minority Representation on Planning and Advisory Bodies</b>	<p>Promoting diverse perspectives in transit planning and policy development.</p> <p><b>Summary:</b></p> <ul style="list-style-type: none"> <li>• The MTA is governed by a 23-member Board of Directors.</li> <li>• The Board also has six rotating, non-voting seats held by representatives of organized labor and the Permanent Citizens Advisory Committee (PCAC)</li> <li>• PCAC consists of 38 members, all of whom are regular MTA commuters on Long Island Rail Road, Metro-North Railroad, and/or New York City Transit.</li> </ul>
5	<b>Subrecipient Assistance and Monitoring</b>	<p>Ensures compliance by contractors and subrecipients through monitoring and reporting requirements.</p> <p><b>Summary:</b> The MTA did not have any sub-recipients during the reporting period.</p>
6	<b>Determination of Site or Location of Facilities</b>	<p>The process by which MTA evaluates and selects facility locations to ensure compliance by assessing potential disparate impacts on minority and low-income populations.</p> <p><b>Key Finding(s):</b></p> <ul style="list-style-type: none"> <li>• The MTA did not determine any new sites or locations for facilities for storage or maintenance facilities, operations centers, etc., during the report period.</li> </ul>

		<ul style="list-style-type: none"> <li>The MTA has no new facilities planned within the next three-year period as shown in Exhibit 8.</li> <li>Environmental Justice requirements were followed by MTA Agencies where required for construction projects.</li> </ul>
7	<b>Equity Analysis – Locations, Facilities and New Starts Projects</b>	<p>MTA’s investment in infrastructure improvements to maintain equity and accessibility across the system.</p> <p><b>Summary:</b> The MTA had no federally funded facilities construction projects such as vehicle storage or maintenance facilities, or any New Starts projects that required an equity analysis during this program period.</p>
8	<b>Service Standards and Service Policies</b>	<p>Efforts to provide measurable guidelines for equitable distribution of transit amenities and vehicle assignments.</p> <p><b>Key Finding(s):</b></p> <ul style="list-style-type: none"> <li>Title VI analysis of MTA service standards were completed in 2013. A new analysis will be required and submitted for Board approval by the due date of the next triennial report (2029).</li> <li>NYCT/Bus standards were last updated in 2010. DDCR has met with NYCT staff to determine need and timing for an update.</li> <li>LIRR standards were last updated outside of reporting period (Nov. 2025).</li> <li>DDCR is confirming whether MNR standards have been updated since 2013.</li> </ul>
9	<b>Collecting and Reporting Demographic Data and Profile Maps</b>	<p>MTA used Census and ACS data to map minority and low-income populations across service areas to provide data-driven insights to monitor equity and inform planning decisions.</p> <p><b>Summary:</b> Over 60% of MTA service area identified as minority population zones.</p>
10	<b>Demographics and Travel Patterns</b>	<p>Collection of customer feedback, system usage and demographics, and fare payment methods.</p> <p><b>Summary:</b> The Spring 2025 MTA Customers Count Survey was conducted in April 2025 and received over 94,000 responses. A copy of the survey and results were shared as an exhibit in the report.</p>
11	<b>Major Service Changes</b>	<p>Evaluates whether transit service changes (major service adjustments, fare changes) have disparate impacts on minority populations or disproportionate burdens on low-income riders.</p> <p><b>Key Finding(s):</b> Three (3) major services changes occurred during the reporting period which received an equity analysis. No disparate impact findings in 2025 service adjustments; mitigation strategies applied where potential impacts were identified:</p> <ul style="list-style-type: none"> <li>Queens Bus Network Redesign – NYCT and MTA Bus</li> <li>East Side Access / Grand Central Madison (GCM) – LIRR</li> <li>Mets-Willett Point Station (MWP) – LIRR</li> </ul>

12	<b>Fare Changes</b>	<p>Requires MTA to conduct a Title VI equity analyses to ensure fare adjustments do not disproportionately impact minority or low-income riders.</p> <p><b>Key finding(s):</b></p> <ul style="list-style-type: none"> <li>• NYCT Subway, Bus and MTA BUS Co. received Board approval for fare increases in August 2023.</li> <li>• LIRR implemented two fare changes during the reporting period.</li> <li>• MNR implemented fare changes on some lines and increases on certain ticket types during the reporting period.</li> <li>• Fare equity analysis confirmed affordability measures (e.g., OMNY discounts, Fair Fares NYC) where appropriate and/or no disparate impact on minority and/or low-income riders.</li> </ul>
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**Key Strategies for Compliance & Equity**

- **Data-Driven Analysis:** GIS mapping and statistical tests for equity in service changes.
- **Community Engagement:** Expanded multilingual outreach, virtual and in-person hearings.
- **Language Access Plan:** Over 100 languages supported; targeted outreach for LEP communities.



**Metropolitan  
Transportation  
Authority**

Department of  
Diversity and Civil Rights

**MTA  
EEO Activity and  
Workforce Report**

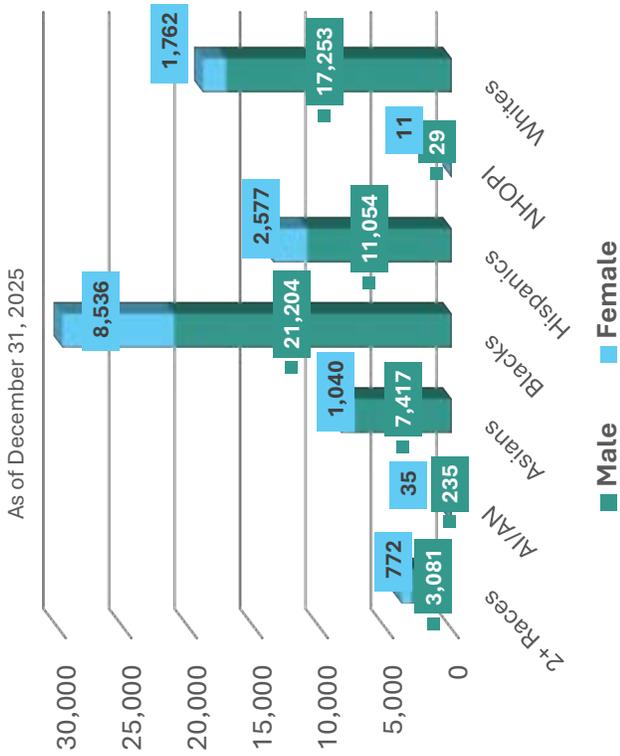
**March 23, 2026**

# Definitions of EEO Job Categories

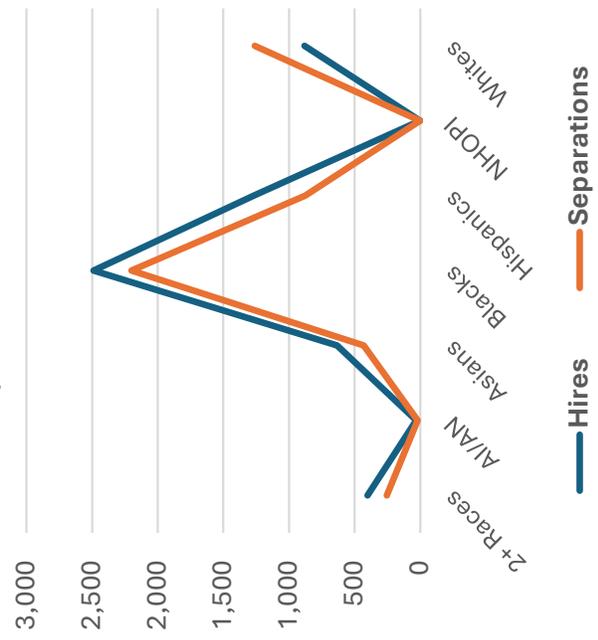
- **Officials & Administrators** - Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district, or area basis.
- **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: Q4

Workforce by Sex and Ethnicity  
As of December 31, 2025



Hires & Separations  
January 1, 2025 - December 31, 2025



# MTA - Wide Workforce: Q4 as of December 31, 2025

JOB CATEGORY	TOTAL		Minorities		2+ RACES		AI/AN*		ASIAMS		BLACKS		HISPANICS		NHOPY**		WHITES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	5,967		3543	59%	437	7%	10	0%	944	16%	1,668	28%	760	13%	4	0%	2,424	41%	166	3%	221	4%
	F	1,772	30%	1,281	21%	122	2%	3	0%	275	5%	630	11%	251	4%	0	0%	491	8%	17	0%	75
M	4,195	70%	2,262	38%	315	5%	7	0%	669	11%	738	12%	529	9%	4	0%	1,933	32%	149	2%	146	2%
Professionals	4,559		3,279	72%	397	9%	11	0%	1,107	24%	1,135	25%	624	14%	5	0%	1,380	28%	77	2%	161	4%
	F	1,718	38%	1,306	30%	153	3%	6	0%	362	8%	629	14%	232	5%	4	0%	332	7%	13	0%	72
M	2,841	62%	1,973	42%	244	5%	5	0%	745	16%	506	11%	392	9%	1	0%	548	21%	64	1%	89	2%
Technicians	645		386	60%	57	6%	4	1%	95	15%	141	22%	108	17%	1	0%	259	40%	25	4%	12	2%
	F	75	12%	59	9%	4	1%	0	0%	7	1%	34	5%	14	2%	0	0%	16	2%	3	0%	3
M	570	88%	327	51%	33	5%	4	1%	88	14%	107	17%	94	15%	1	0%	243	38%	22	3%	9	1%
Protective Services	2,235		1,488	67%	89	4%	2	0%	136	6%	687	31%	572	26%	2	0%	747	33%	103	5%	18	1%
	F	440	20%	347	16%	30	1%	1	0%	9	0%	201	9%	106	5%	0	0%	93	4%	9	0%	7
M	1,795	80%	1,141	51%	59	3%	1	0%	127	6%	486	22%	466	21%	2	0%	654	29%	54	4%	11	0%
Paraprofessionals	104		77	74%	14	13%	0	0%	10	10%	41	39%	11	11%	1	1%	27	26%	1	1%	1	1%
	F	66	63%	58	56%	11	11%	0	0%	6	6%	30	29%	10	10%	1	1%	8	8%	0	0%	1
M	38	37%	19	18%	3	3%	0	0%	4	4%	11	11%	1	1%	0	0%	19	18%	1	1%	0	0%
Administrative Support	1,498		1,151	77%	118	8%	4	0%	194	13%	500	39%	252	17%	3	0%	347	23%	21	1%	41	3%
	F	813	54%	683	46%	66	4%	2	0%	93	6%	374	25%	146	10%	2	0%	130	9%	8	1%	25
M	685	46%	468	31%	52	3%	2	0%	101	7%	206	14%	106	7%	1	0%	217	14%	13	1%	16	1%
Skilled Craft	23,299		14,980	64%	1,276	5%	130	1%	3,233	14%	6,933	30%	3,206	15%	17	0%	8,314	36%	658	3%	136	1%
	F	697	3%	620	3%	36	0%	1	0%	46	0%	433	2%	103	0%	1	0%	77	0%	7	0%	9
M	22,602	97%	14,360	62%	1,240	5%	129	1%	3,187	14%	6,500	28%	3,293	14%	16	0%	8,237	35%	651	3%	127	1%
Service Maintenance	36,699		31,082	85%	1,485	4%	109	0%	2,738	7%	18,855	51%	7,888	21%	7	0%	5,617	15%	547	1%	201	1%
	F	9,152	25%	8,517	23%	350	1%	22	0%	242	1%	6,205	17%	1,715	5%	3	0%	615	2%	66	0%	62
M	27,547	75%	22,565	61%	1,135	3%	87	0%	2,496	7%	12,650	34%	6,173	17%	4	0%	5,002	14%	481	1%	139	0%
Total	75,006		55,991	75%	3,853	5%	270	0%	8,457	11%	29,740	40%	13,611	18%	40	0%	19,015	25%	1,508	2%	791	1%

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

- F represents employees who Self-Identified as Females
- M represents 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 December 31, 2025

MTA Agency	TOTAL		Minorities		2+ RACES		AI/AN*		ASIANS		BLACKS		HISPANICS		NH/PI**		WHITES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
B&T	776		468	60%	58	7%	4	1%	52	7%	195	25%	159	20%	0	0%	308	40%	7	1%	9	1%
	F 151	19%	124	16%	9	1%	1	0%	14	2%	71	9%	29	4%	0	0%	27	3%	2	0%	4	1%
M 625	81%	344	44%	49	6%	3	0%	38	5%	124	16%	130	17%	0	0%	281	36%	5	1%	5	1%	
BUS	4,039		3,567	88%	231	6%	21	1%	391	10%	1,980	49%	936	23%	8	0%	472	12%	45	1%	38	1%
	F 529	13%	501	12%	24	1%	2	0%	18	0%	319	8%	138	3%	0	0%	28	1%	3	0%	7	0%
M 3,510	87%	3,066	76%	207	5%	19	0%	373	9%	1,661	41%	798	20%	8	0%	444	11%	42	1%	31	1%	
C&D	1,887		1,242	66%	137	7%	3	0%	534	28%	139	18%	228	12%	1	0%	645	34%	12	1%	64	3%
	F 589	31%	433	23%	42	2%	2	0%	147	8%	151	8%	90	5%	1	0%	156	8%	2	0%	26	1%
M 1,298	69%	809	43%	95	5%	1	0%	387	21%	188	10%	138	7%	0	0%	489	26%	10	1%	38	2%	
HQ	5,676		3,655	64%	441	8%	15	0%	1,021	18%	1,291	23%	879	15%	8	0%	2,021	36%	140	2%	156	3%
	F 2,001	35%	1,499	26%	190	3%	4	0%	313	6%	683	12%	305	5%	4	0%	502	9%	24	0%	65	1%
M 3,675	65%	2,156	38%	251	4%	11	0%	708	12%	608	11%	574	10%	4	0%	1,519	27%	116	2%	91	2%	
LIRR	7,471		3,213	43%	470	6%	26	0%	353	5%	1,363	18%	998	13%	3	0%	4,258	57%	337	5%	74	1%
	F 984	13%	608	8%	72	1%	1	0%	61	1%	334	4%	140	2%	0	0%	376	5%	20	0%	12	0%
M 6,487	87%	2,605	35%	398	5%	25	0%	292	4%	1,029	14%	858	11%	3	0%	3,882	52%	317	4%	62	1%	
MNH	6,451		2,891	45%	443	7%	23	0%	210	3%	1,322	20%	489	14%	4	0%	3,560	55%	392	6%	110	2%
	F 733	11%	508	8%	67	1%	4	0%	33	1%	285	4%	117	2%	2	0%	225	3%	22	0%	21	0%
M 5,718	89%	2,383	37%	376	6%	19	0%	177	3%	1,037	16%	772	12%	2	0%	3,335	52%	370	6%	89	1%	
NYCT	48,706		40,955	84%	2,073	4%	178	0%	5,696	12%	23,250	48%	9,542	20%	16	0%	7,751	16%	665	1%	340	1%
	F 9,746	20%	9,298	19%	368	1%	21	0%	454	1%	6,693	14%	1,758	4%	4	0%	448	1%	50	0%	119	0%
M 38,960	80%	31,657	65%	1,705	4%	157	0%	5,442	11%	16,557	34%	7,784	16%	12	0%	7,303	15%	615	1%	221	0%	
Total	75,006		55,991	75%	3,853	5%	270	0%	8,457	11%	28,740	40%	13,631	18%	40	0%	19,015	25%	1,598	2%	791	1%

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

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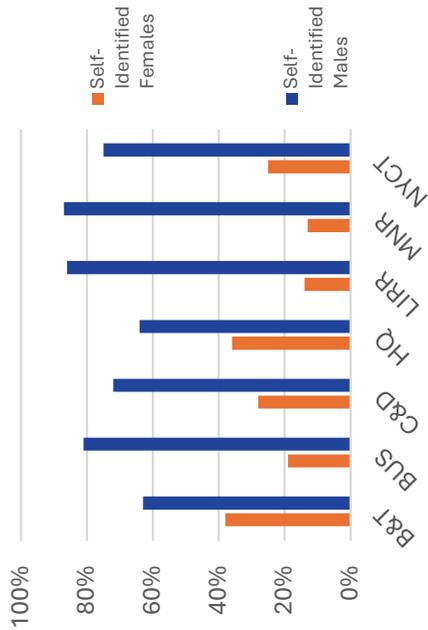


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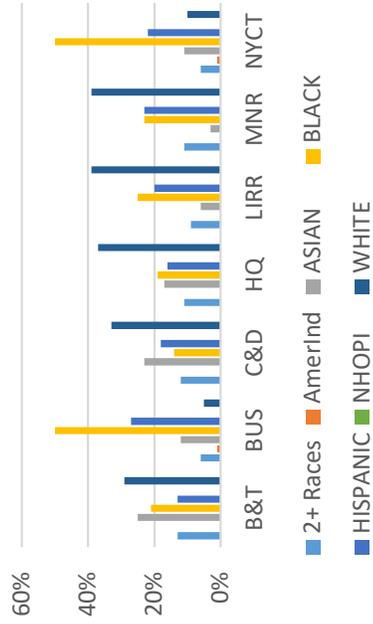
# New Hires by Agency

January 1, 2025 - December 31, 2025

MTA Agencies New Hires By Sex



MTA Agencies New Hires By Race/Ethnicity



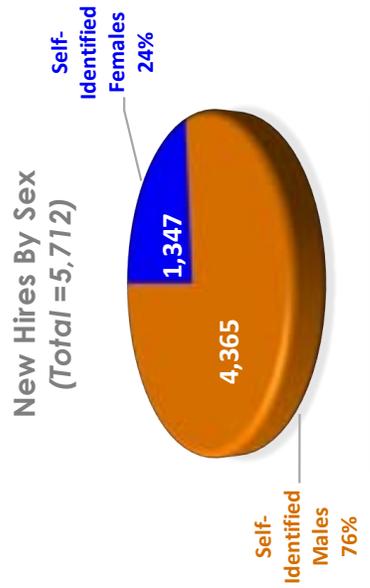
Self-Identified Females Minorities

Agency	New Hires	Self-Identified Females (%)	Minorities (%)
B&T	24	38%	71%
BUS	684	19%	95%
C&D	198	28%	67%
HQ	408	36%	63%
LIRR	309	14%	61%
MNR	365	13%	61%
NYCT	3724	25%	90%

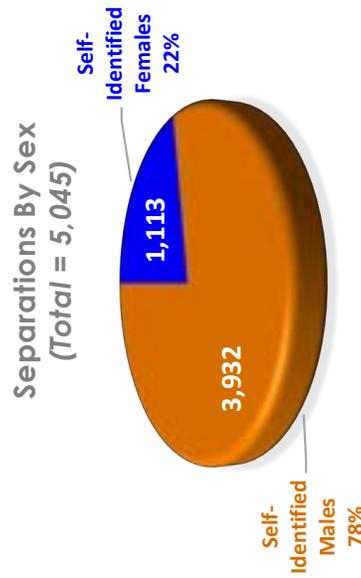


# MTA-Wide New Hires & Separations by Sex

January 1, 2025 - December 31, 2025



- During the 4th Quarter 2025, **MTA** hired **5,712** employees, including **1,347** self-identified females and **4,365** self-identified males. During this same reporting period, **5,045** employees separated from MTA, including **1,113** self-identified females and **3,932** self-identified males.



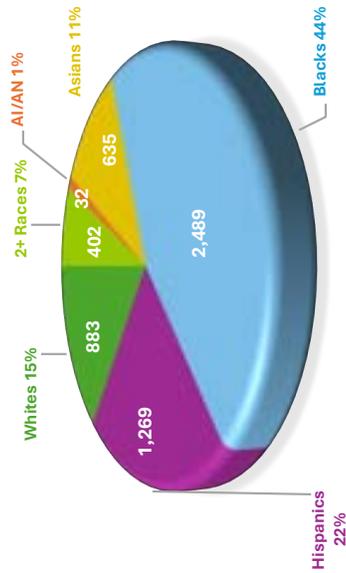
- The result was a net increase of **234** self-identified females and **433** self-identified male employees.
- The number of employees who are veterans decreased by **98**. There were **53** veterans hired and **151** veterans separated during 2025.



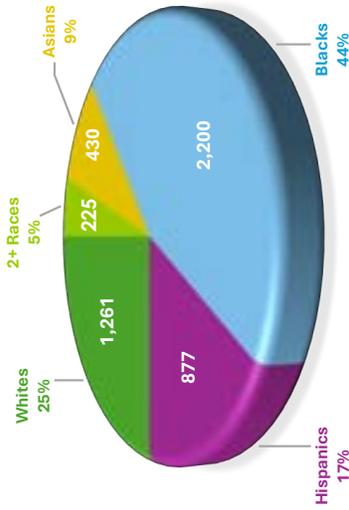
# MTA-Wide New Hires & Separations by Ethnicity

January 1, 2025 - December 31, 2025

**NEW HIRES BY RACE/ETHNICITY**  
(TOTAL = 5,712)



**SEPARATIONS BY RACE/ETHNICITY**  
(TOTAL = 5,045)



- During 2025, MTA hired **5,712** employees, **4,829** minorities, and **883** non-minorities. During this same reporting period, **5,045** employees separated from MTA, **3,784** minorities, and **1,261** non-minorities.
- The number of employees who self-identified as a person(s) with a disability decreased by **49**. There were **27** persons with a disability hired and **76** persons with a disability separated during 2025.

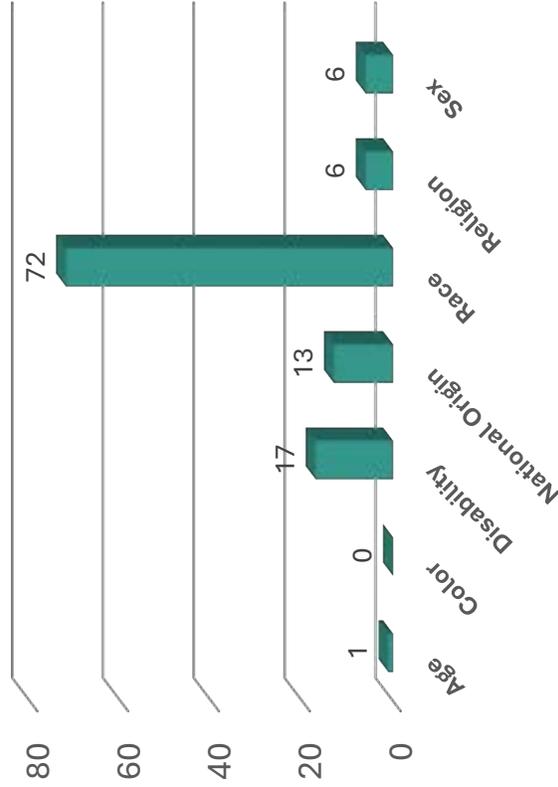


# MTA - Wide Workforce: Q4

## Title VI and Related Discrimination

- **112** Title VI and Related\* complaints were filed, citing **115** separate bases
- **82** Title VI complaints were filed.
- **30** 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 – December 31, 2025)



**Notes:**

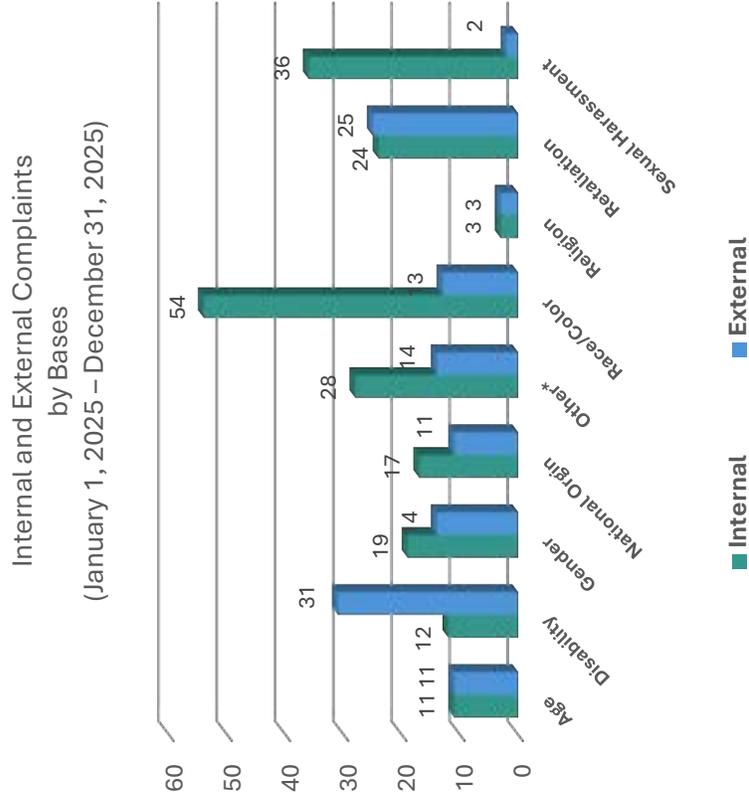
Formal complaints and lawsuits can be filed alleging multiple bases.

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



# MTA - Wide Workforce: Q4

## EO Employment Discrimination Complaints



- **182** complaints were **filed** citing **328** separate bases
- **124** filed internal complaints.
- **58** filed external complaints.
- The most frequently singularly-cited\* basis was **Race/Color**
- There were **25 Lawsuits** filed.

**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**

**March 23, 2026**

## Contract Compliance Q4

### 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 **1,317 contracts** for MW/DBE and SDVOB goal compliance.

As of December 31, 2025, DDCR:

- ✓ Conducted **576 site visits** for MW/DBE and SDVOB Commercial Useful Function (CUF) review this year.  
*Monthly Average: 48*
- ✓ Closed 243 contracts  
*Monthly Average: 20.25*

# MWBE, DBE, SDVOB Program – Fiscal Year Program Highlights

Report Period	Goal Type	Top Prime Award	Top Subcontract Award
<b>Federal FY: October 1, 2024 – March 31, 2025</b>	DBE	Nathaniel Rand, Inc. \$1M	Crossroads JV, LLC \$15M
	MBE	Quality And Assurance Tech. \$24M	GCCOM Construction Company \$87M
<b>NYS FY: April 1, 2025 – December 31, 2025</b>	WBE	Pro Group Equipment LLC \$6.4M	Northeast Structural Steel \$87M
	SDVOB	Broadband Connect LLC \$1.7M	RNM Tech Consulting LLC \$7.8M

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

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

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

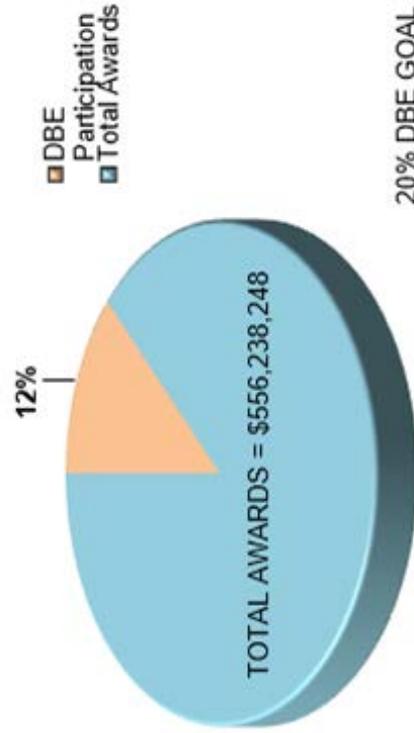


# DBE Program – Awards

DBE Goal 20%	Federal Fiscal Year 2024-2025 Oct. 2024-Mar. 2025	NY State Fiscal Year 2023-2024 Oct. 2023-Mar. 2024
% 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 2<sup>nd</sup> 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).

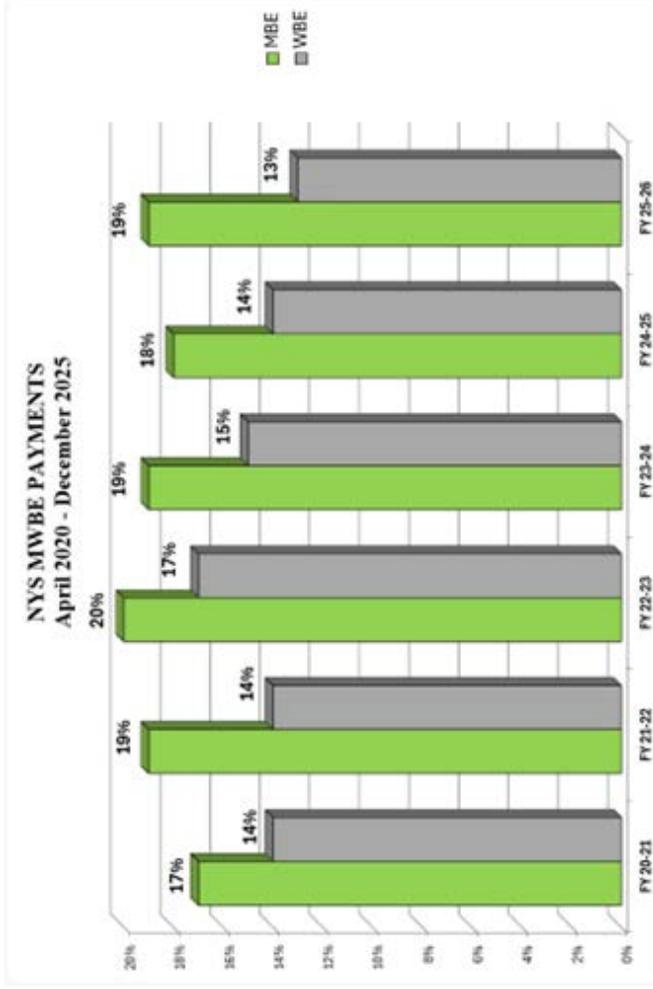


Actual DBE Participation = \$66M or 12%



## MWBE Participation on State-Funded Contracts New York State Fiscal Year 2025-2026\* (Reporting Period: April 1, 2025, to December 31, 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 three quarters of FY 2025-26, the MTA has paid over \$2.2 billion on prime contracts, with \$719 million (32%) paid to certified MWBEs.

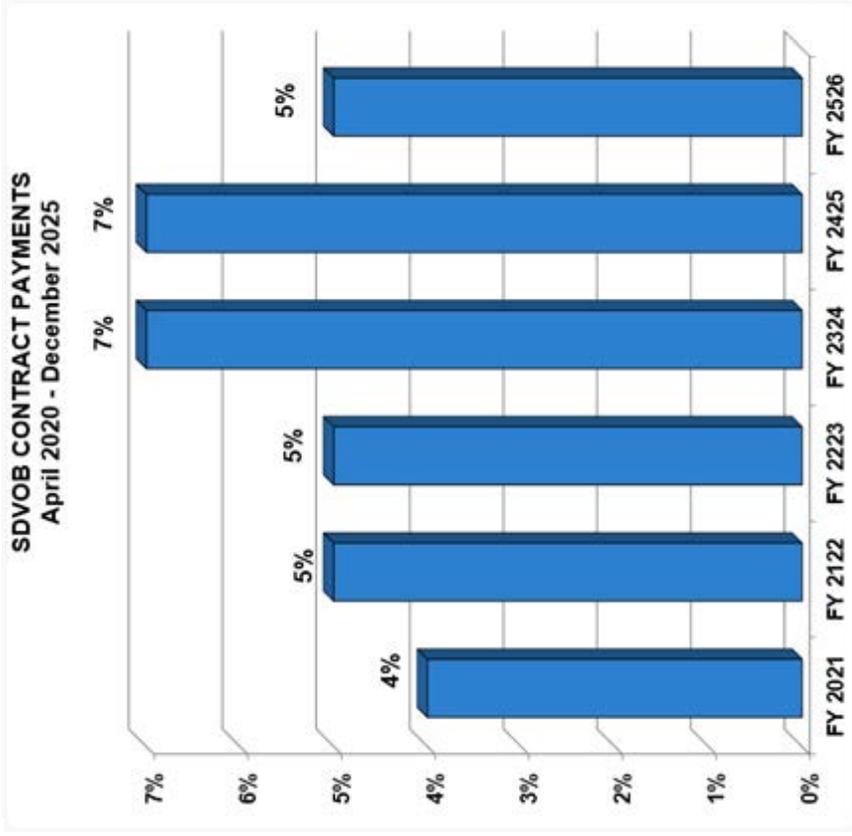


\*The State Fiscal Year runs from April 1<sup>st</sup> through March 31<sup>st</sup>



**SDVOB Participation on State-Funded Contracts**  
**New York State Fiscal Year 2025-2026\***  
 (Reporting Period: April 1, 2025, to December 31, 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.



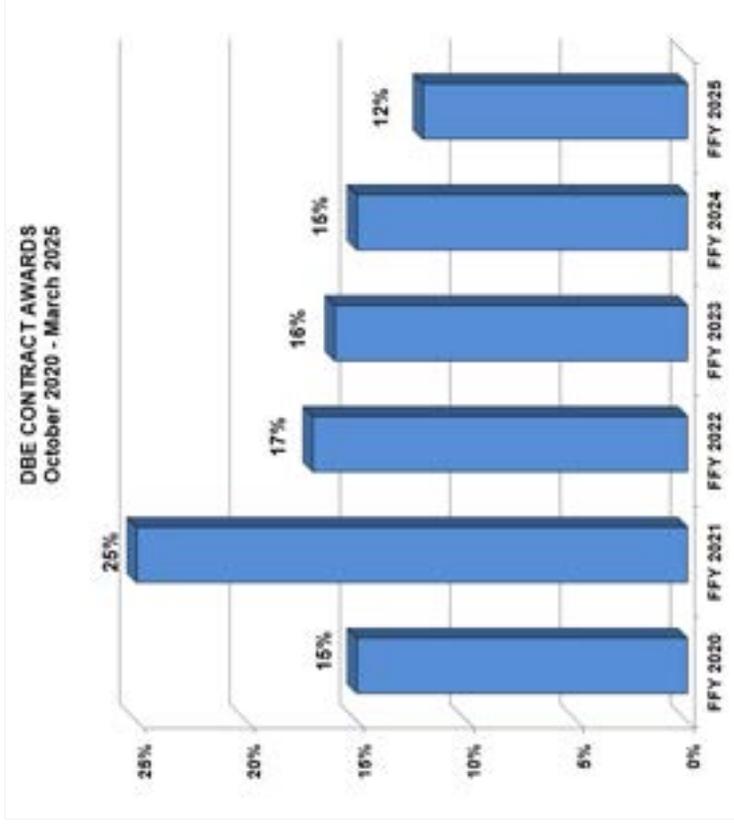
- During the first three quarters of FY 2025-26, the MTA paid \$1 billion on prime contracts, with \$53 million (5%) paid to certified SDVOBs.

\*The State Fiscal Year runs from April 1<sup>st</sup> through March 31<sup>st</sup>.



## 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 2<sup>nd</sup> 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%)
<b>Term</b>	Federal FY 2024 (Oct 2024 – Sep 2025)	NYS FY 2025-26 (Apr 2025 – Dec 2025)		
<b>Total MTA Payments</b>	\$1.8B	\$1.18B	\$1.18BM	\$326M
<b>Total MWDBE Payments</b>	\$434M (24%)	\$277M (23%)	\$161M (14%)	\$28M (9%)

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 – December 2025**

Total Number of Awards- 74

Total Value of Awards- \$8.1 million

**Discretionary spend since 2016 to Date**

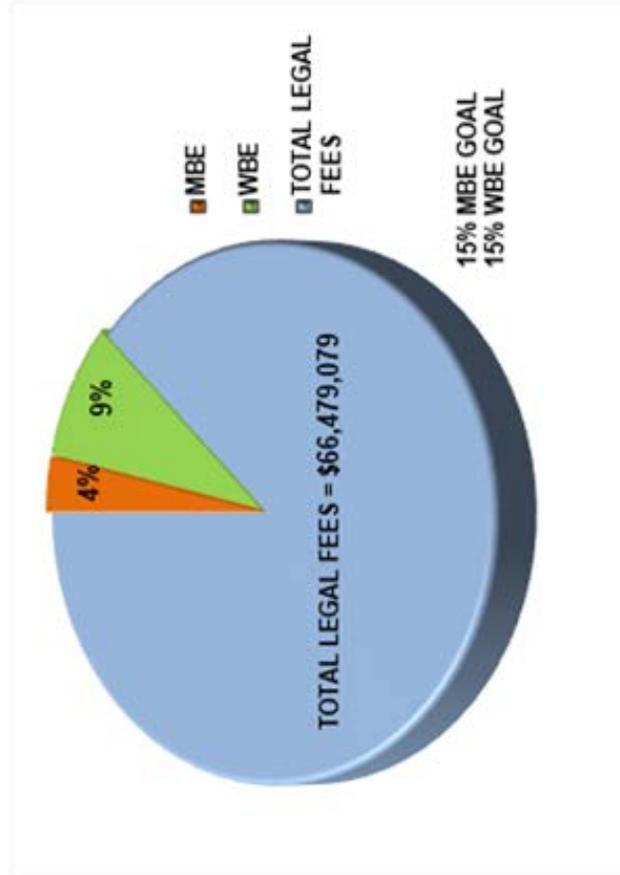
Total Number of Awards- 1262

Total Value of Awards- \$250 million



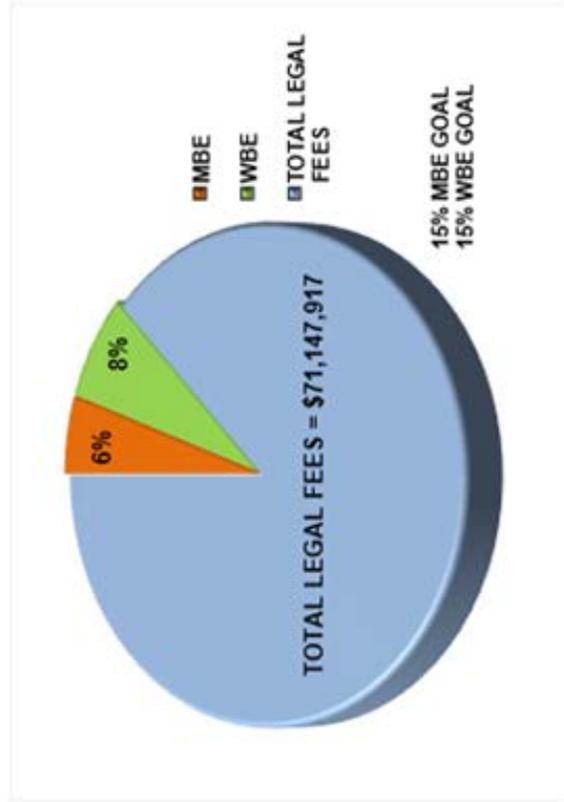
# MTA – All Agency Legal Fee

## April 2025– December 2025



Actual MBE Participation: \$2,520,475 (4%)  
Actual WBE Participation: \$6,309,088 (9%)

## April 2024 – December 2024

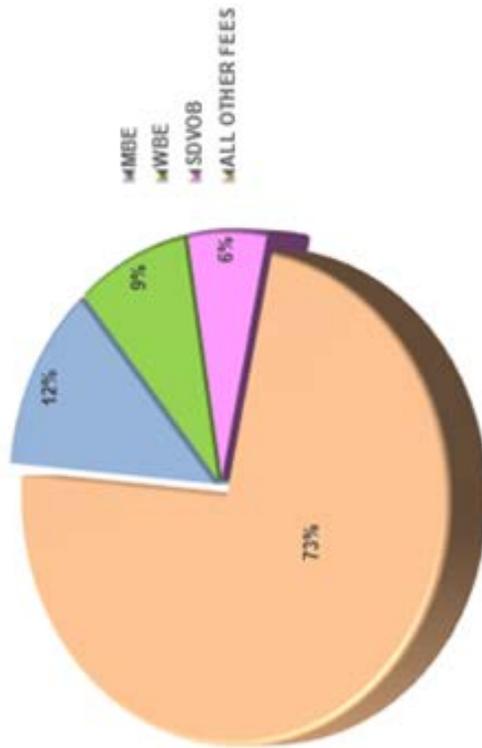


Actual MBE Participation: \$4,090,835 (6%)  
Actual WBE Participation: \$5,654,064 (8%)



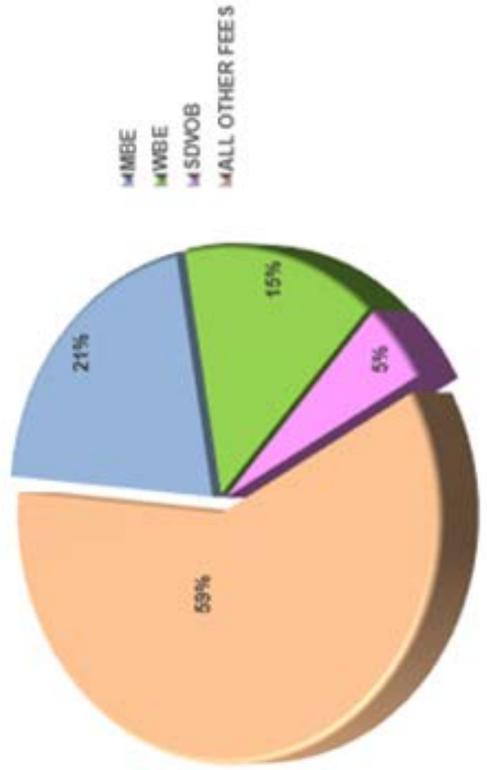
# MTA All Agency Underwriter Fees

## April 2025 – December 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 – December 2024



**Actual MBE Participation:** \$1,762,405 (21%)  
**Actual WBE Participation:** \$1,249,453 (15%)  
**Actual SDVOB Participation:** \$438,955 (5%)  
**All Other Underwriting Fees:** \$5,014,185 (59%)  
**Total Underwriting Fees:** \$8,464,998

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

### As of December 2025

- Total assets managed by MWBEs: \$4.4 billion; or 35% of total assets
- Majority of assets are in traditional asset classes
- Traditional assets managed by MWBEs: \$4.35 billion; or 45% of traditional assets
  - MWBE firms manage
    - 90% of US Equities
    - 17% of Non-US Equities
    - 48% of Fixed Income
    - 9% of Credit/Private
- Alternative investments managed by MWBE's: \$43.4 million; or 2% of alternative investments





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**MTA**

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

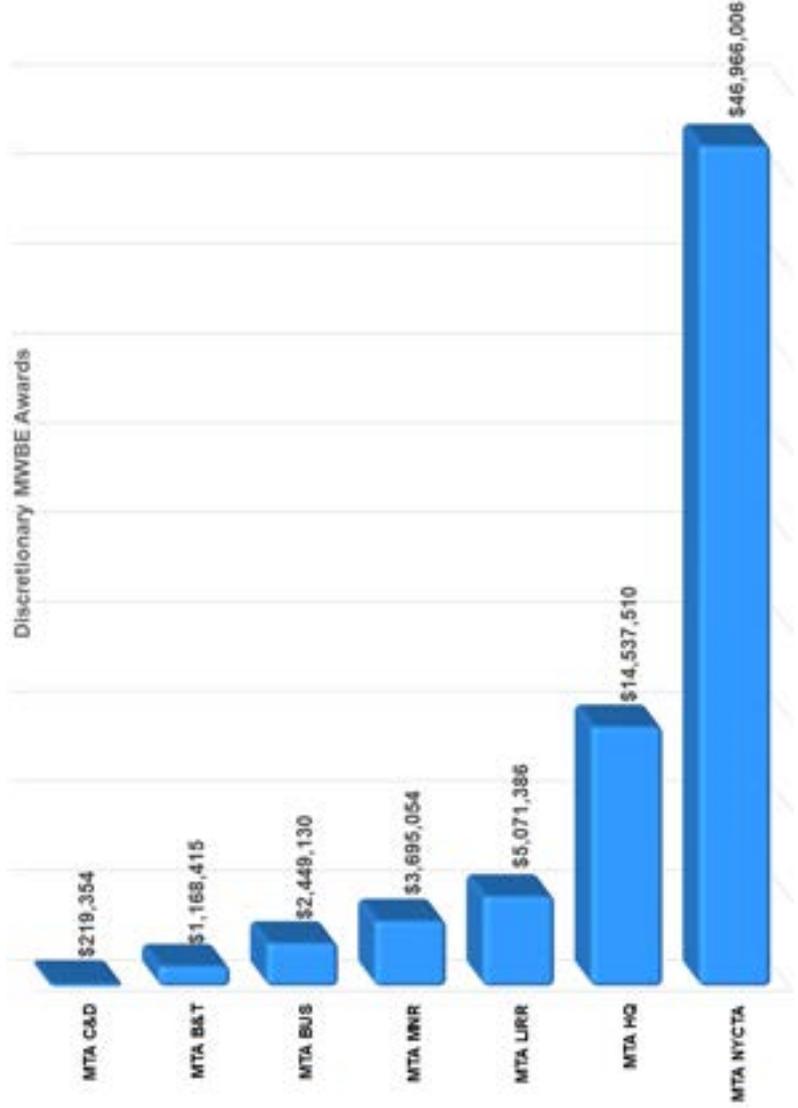
**March 23, 2026**

# MTA All Agency Discretionary Procurement Report

April 2025 - December 2025

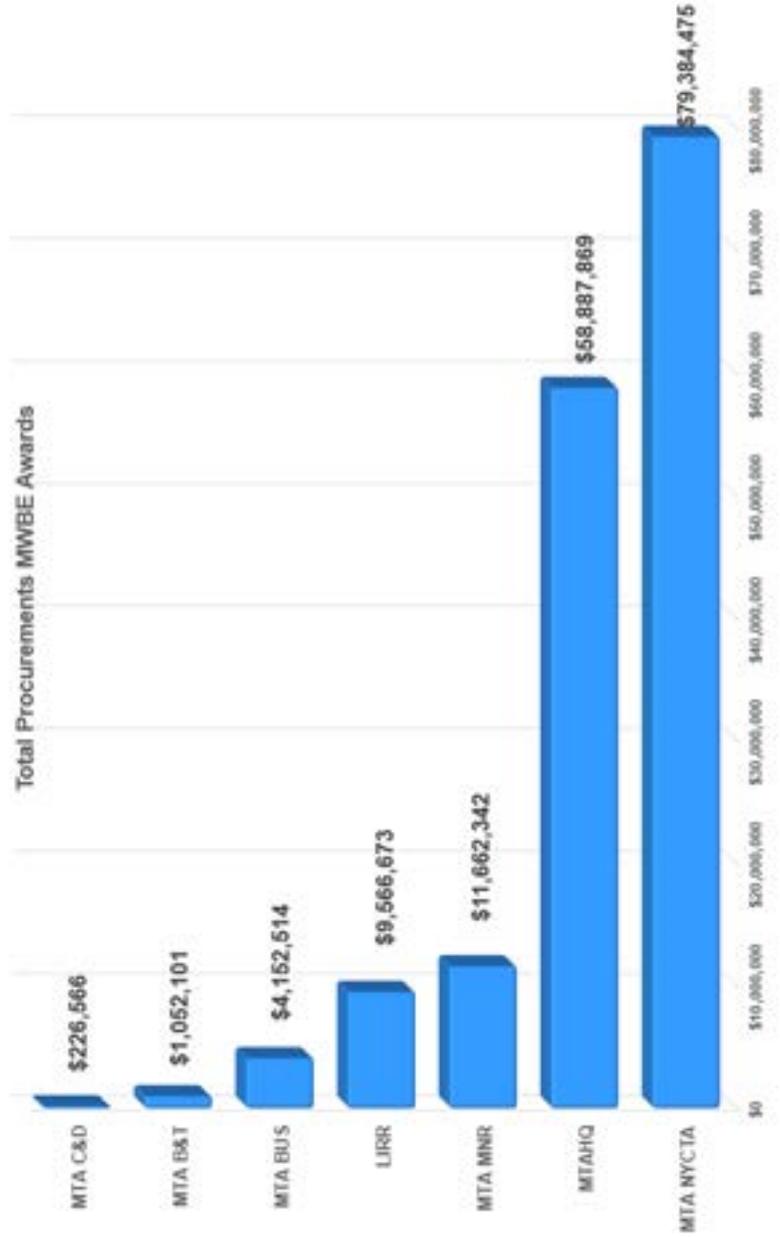
Agency	Total Awards \$1.5M or Less	MWBE Discretionary	Discretionary MWBE	SBC Discretionary	Discretionary SBC
MTA NYCTA	\$ 175,553,631	\$ 46,966,006	27%	\$ 1,408,897	1%
MTA MNR	\$ 51,794,403	\$ 3,695,054	7%	\$ 450,695	1%
MTA B&T	\$ 8,752,303	\$ 1,168,415	13%	\$ 649,850	7%
MTA LIRR	\$ 75,609,013	\$ 5,071,386	7%	\$ 717,571	1%
MTA HQ	\$ 40,954,664	\$ 14,537,510	35%	\$ 1,500,420	4%
MTA C&D	\$ 722,079	\$ 219,354	30%	\$ -	0%
MTA BUS	\$ 30,000,474	\$ 2,449,130	8%	\$ 505,340	2%
<b>Total</b>	<b>\$ 383,386,567</b>	<b>\$ 74,106,855</b>	<b>19%</b>	<b>\$ 5,232,774</b>	<b>1%</b>

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



# MTA All Agency Total Procurements

April 2025 - December 2025			
Agency	Total Award Amount	Total MWBE Awards	MWBE
MTA NYCTA	\$ 417,831,232	\$ 79,384,475	19%
MTA MNR	\$ 84,115,681	\$ 11,662,342	14%
MTA B&T	\$ 118,438,514	\$ 1,052,101	1%
MTA LIRR	\$ 150,057,449	\$ 9,566,673	6%
MTA HQ	\$ 158,580,480	\$ 58,887,869	37%
MTA C&D	\$ 37,029,419	\$ 226,566	1%
MTA BUS	\$ 32,687,550	\$ 4,152,514	13%
<b>Total</b>	<b>\$ 998,740,324</b>	<b>\$ 164,932,539</b>	<b>17%</b>





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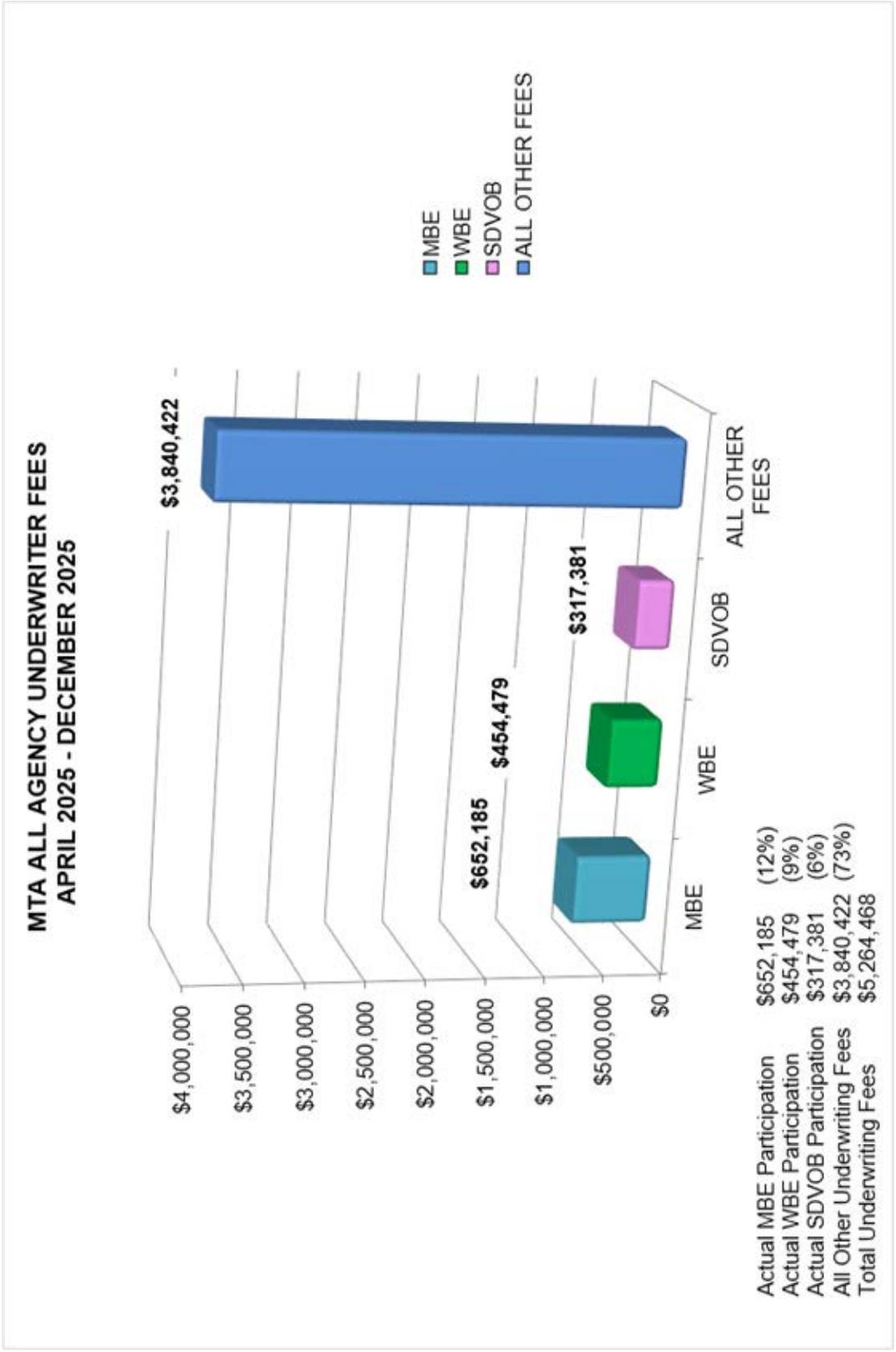
Department of  
Diversity and Civil Rights

**MTA**

**Underwriter Fees**

**March 23, 2025**

# MTA All Agency Underwriter Fees





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**MTA**

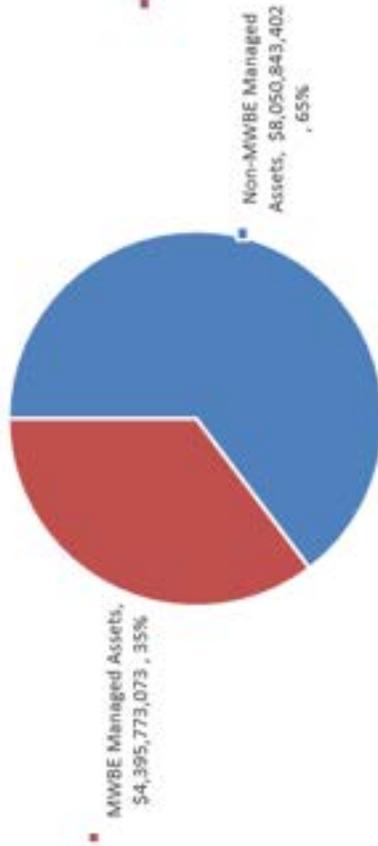
**Asset Fund Managers**

**March 23, 2026**

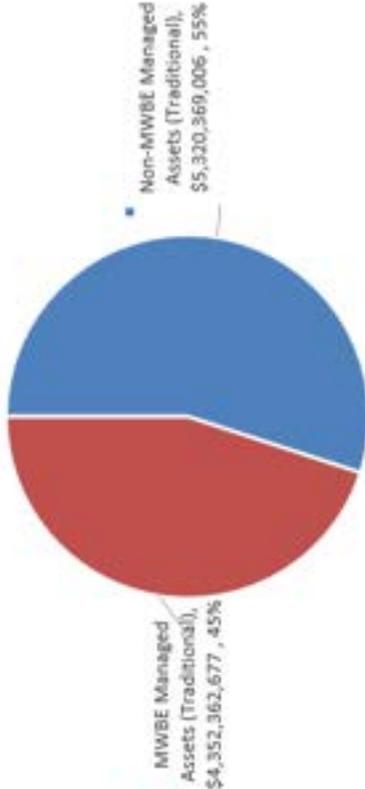
# MTA Sponsored Plans – MWBE Participation

As November 2025

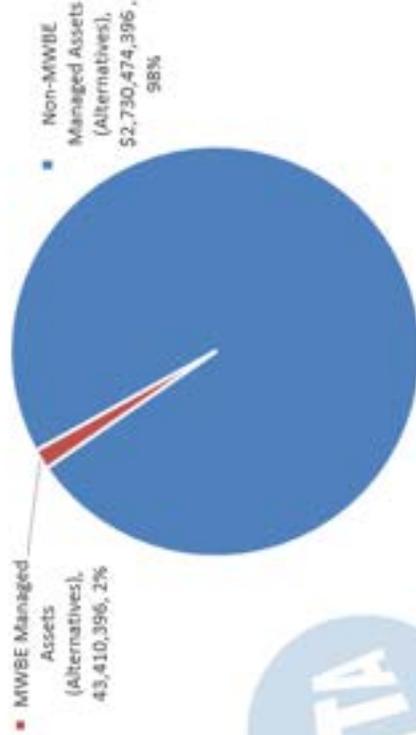
Combined Plans - Total Assets



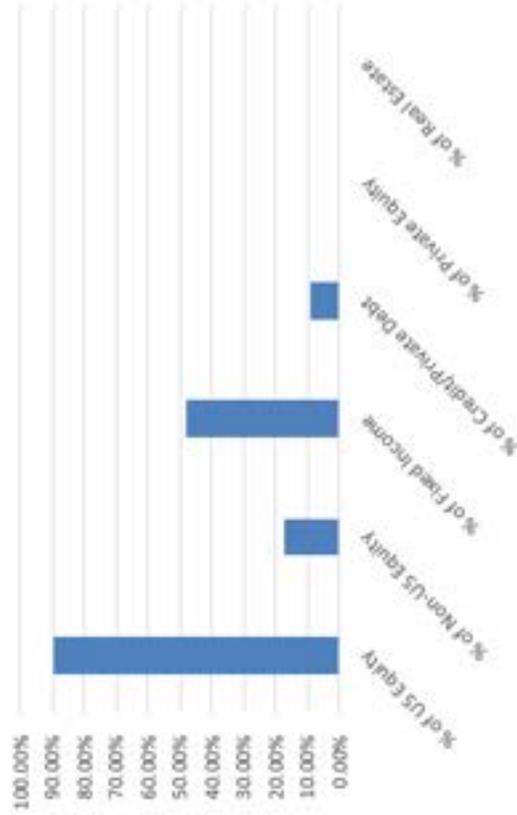
Combined Plans - Traditional Investments



Combined Plans- Alternative Investments



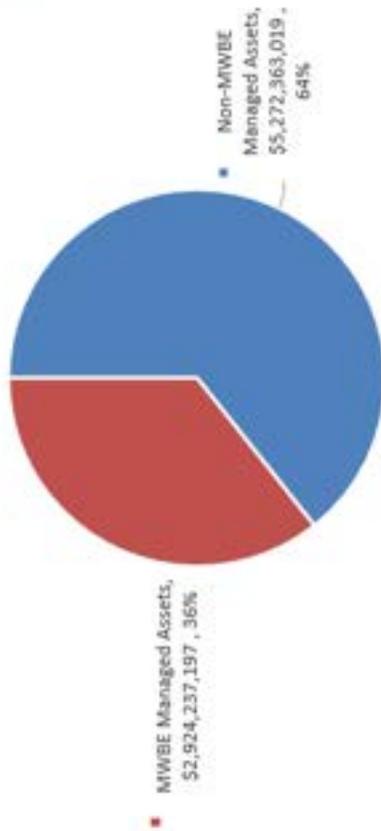
MWBE Managed Assets by Asset Class



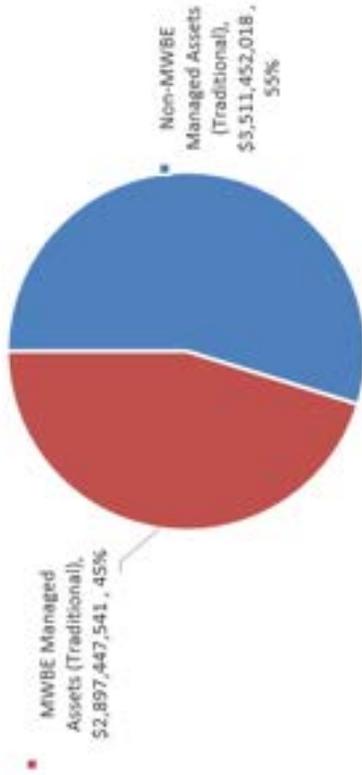
# MTA Sponsored Plans – MWBE Participation

As November 2025

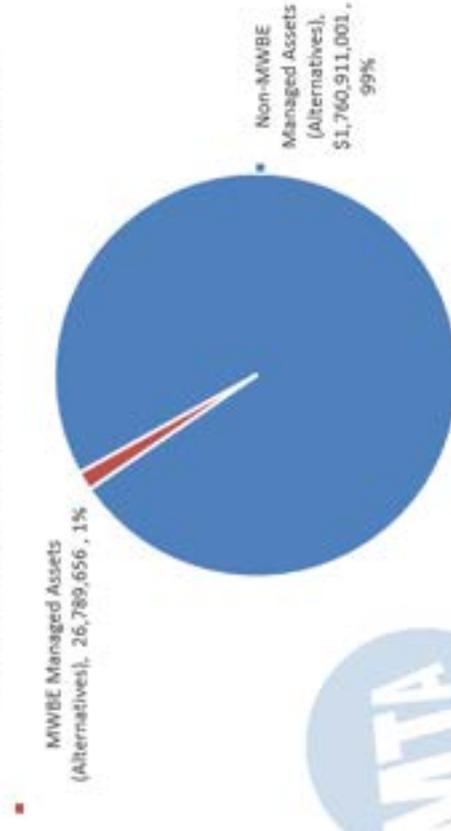
MTA Defined Benefit - Total Assets



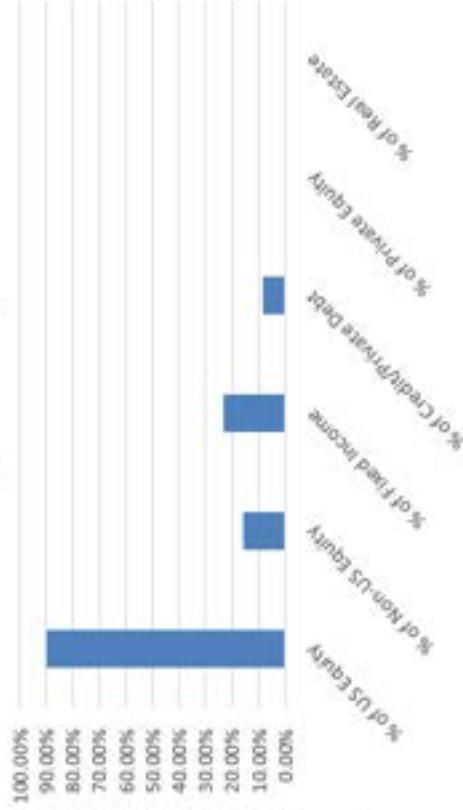
MTA Defined Benefit - Traditional Investments



MTA Defined Benefit - Alternative Investments



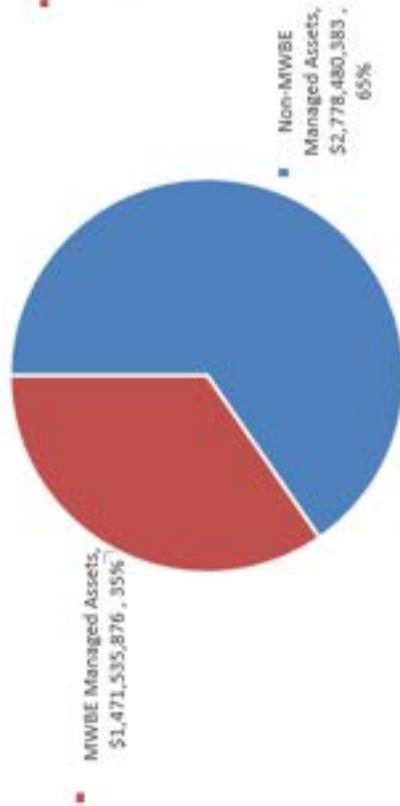
MWBE Managed Assets by Asset Class



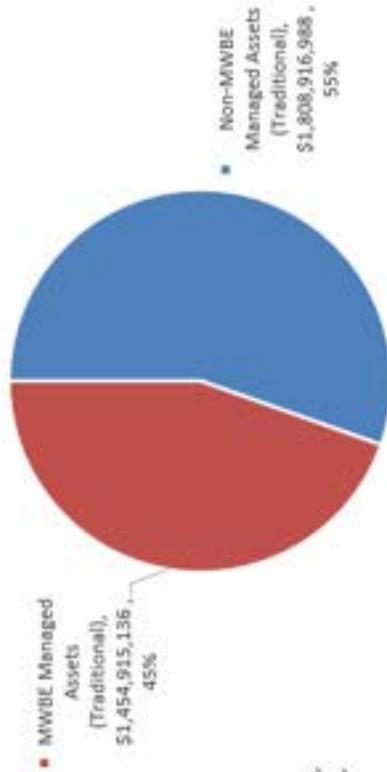
# MTA Sponsored Plans – MWBE Participation

As of November 2025

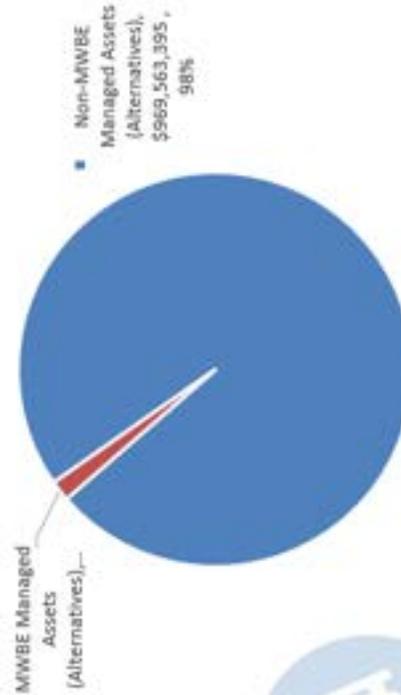
MaBSTOA - Total Assets



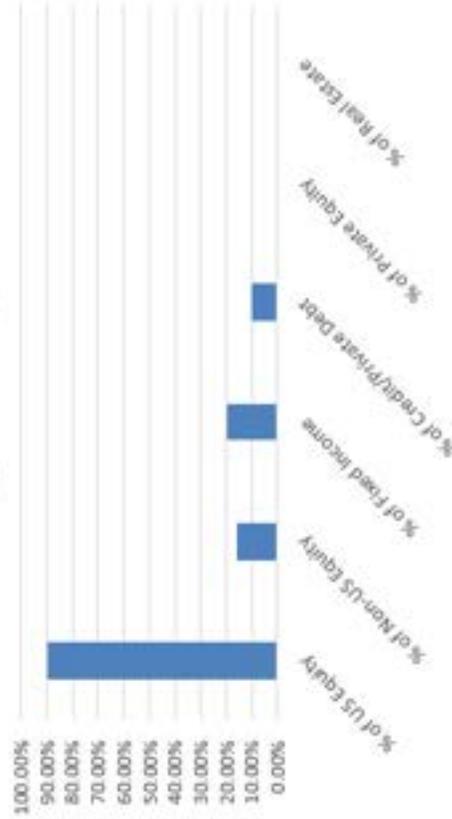
MaBSTOA - Traditional Investments



MaBSTOA - Alternative Investments



MWBE Managed Assets by Asset Class





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Department of  
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**MTA  
Business Development  
Initiatives**

**March 23, 2025**

# MWBE, DBE, SDVOB Program – Outreach Activity

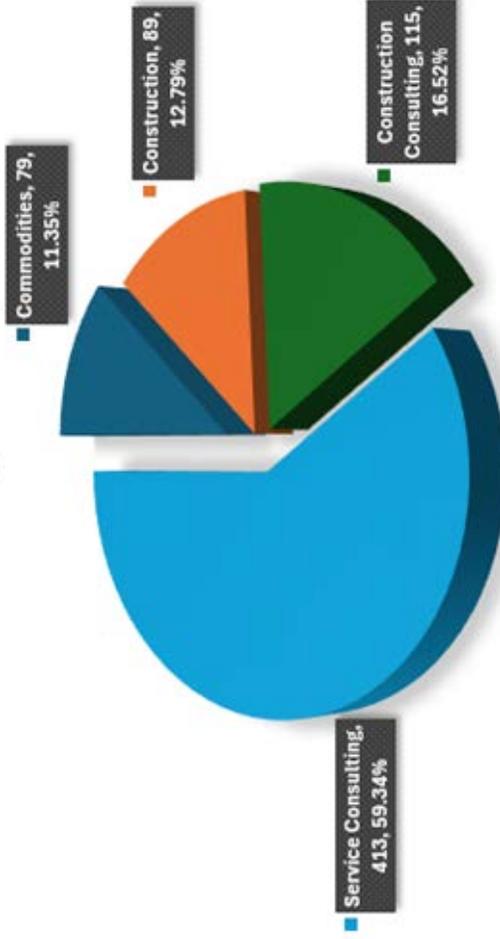
Total Number of Firms Interested in Doing Business with the MTA  
(April - December 2025): 696

Current Certification Type(s)	Count
MBE/WBE/DBE/SDVOB	566
NON-CERTIFIED FIRMS	130

✓ Newly certified and/or currently certified firms new to the MTA are invited to the MTA's New Firm Orientation Session (NFOS). The NFOS integrates certified firms into the MTA procurement process.

✓ To build a pipeline of certified firms, we recommend non-certified firms participate in the MTA's Disadvantaged Business Enterprise (DBE) Certification Workshop and/or be referred to our partner agencies for the M/WBE and SDVOB certifications.

Firms By Industry



# MWBE, DBE, SDVOB Program – DBE Certification Activity

	January – July 2025	January – July 2024
<b>Total of New Applications Received</b>	75	104
<b>Total New Firms Certified</b>	48	77
<b>Average Time to Process Applications (Days)</b>	81	49

Note: DBE Certification activity is currently on hold due recent changes in the DBE program as determined by the U.S. Department of Transportation (DOT).



# Business Development Initiatives – Outreach

## April 2025 – December 2025

April	May	June
City of Mt. Vernon Opportunities Networking Event	Virtual Session: How to do business with the MTA: Greater New York Chamber of Commerce (GNYCC)	Regional Infrastructure Opportunities Summit -(RIOS)
DDCR Presents "DBE Certification Session"	New York Power Authority (NYPA) Supplier Diversity Expo	NYC SBS POISE - The Entrepreneurs' Blueprint-An MWBE Opportunity Hub
	SBA International B2B and Small Business Resource Forum	Queens Chamber Business Expo - Citifield
	2025 NYC Small Business Month Expo	Competitive Edge Conference/Gala/Awards
	DDCR Presents "DBE Certification Session"	Empire State Development (ESD) Downstate MWBE Expo
	African American Chamber of Commerce of NJ (AACCNJ) and the New York State Black Business Alliance (NYSBBA) Webinar	DDCR Presents New Firm Orientation Session
	SBA International B2B and Small Business Resource Forum	DDCR Presents "DBE Certification Session"
		LaGuardia Community College (PTAC) Government & Business Expo
July	August	September
Conference of Minority Transportation Officials (COMTO)	Harlem Week Sr. Citizen Day Harlem Week Career Day	Suffolk County - SDVOB Event
Rochester/Senator Cooney - Doing Business w/ MTA	DDCR Presents "DBE Certification Session"	ConXpo - Westchester Small Business Expo
ESD Upstate MWBE Expo		Queens Outreach Event
		DDCR Presents New Firm Orientation Session
		DDCR Presents "DBE Certification Session"
October	November	December
Queens/Long Island MWBE Expo at York College	MTA Meet the Primes	VETCON, ALBANY
Queens Outreach Event at Dabar Bethlehem Cathedral	NYS MWBE FORUM, ALBANY	DDCR Presents New Firm Orientation Session
Brooklyn Chamber of Commerce - Doing Business with MTA		
MTA Rolling Stock Event		





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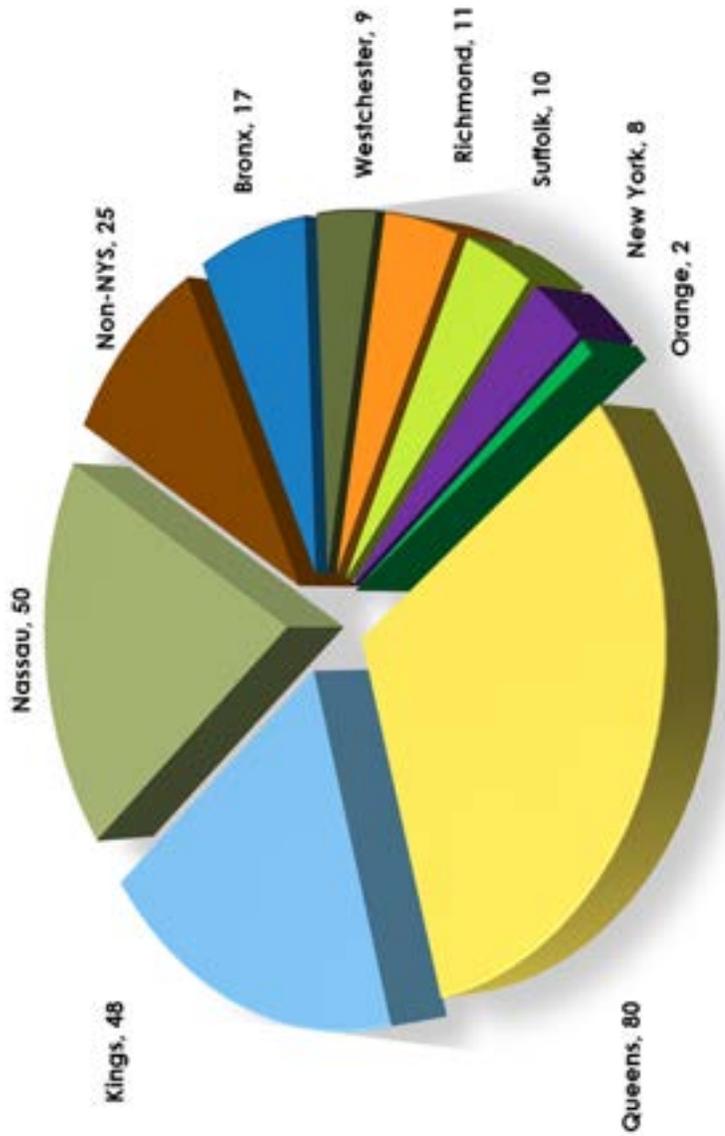
**March 23, 2025**



Mission Statement	Elements of the SBDP	Benefits of the Program
<p>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.</p>	<ul style="list-style-type: none"> <li>✓ Prime Contract Bid Opportunities up to \$5 million</li> <li>✓ Business Management, Leadership and Technical Training</li> <li>✓ Access to Working Capital and Surety Bonding</li> <li>✓ Comprehensive business consulting services</li> <li>✓ Experience working on MTA Projects up to \$5 million</li> </ul>	<ul style="list-style-type: none"> <li>✓ Uniform Set of Front-End Bid Documents for All Agencies: NYCT, MNR, B&amp;T, LIRR, MTA BUS, and MTA C&amp;D</li> <li>✓ Fast-Track Payments</li> <li>✓ Awards SBMP &amp; SBFP –within <u>22 business days</u></li> <li>✓ Closeouts SBMP &amp; SBFP – within <u>20 &amp; 30 business days</u> respectively</li> <li>✓ Submittals – within <u>10 business days</u></li> <li>✓ RFIs – within <u>5 business days</u></li> </ul>

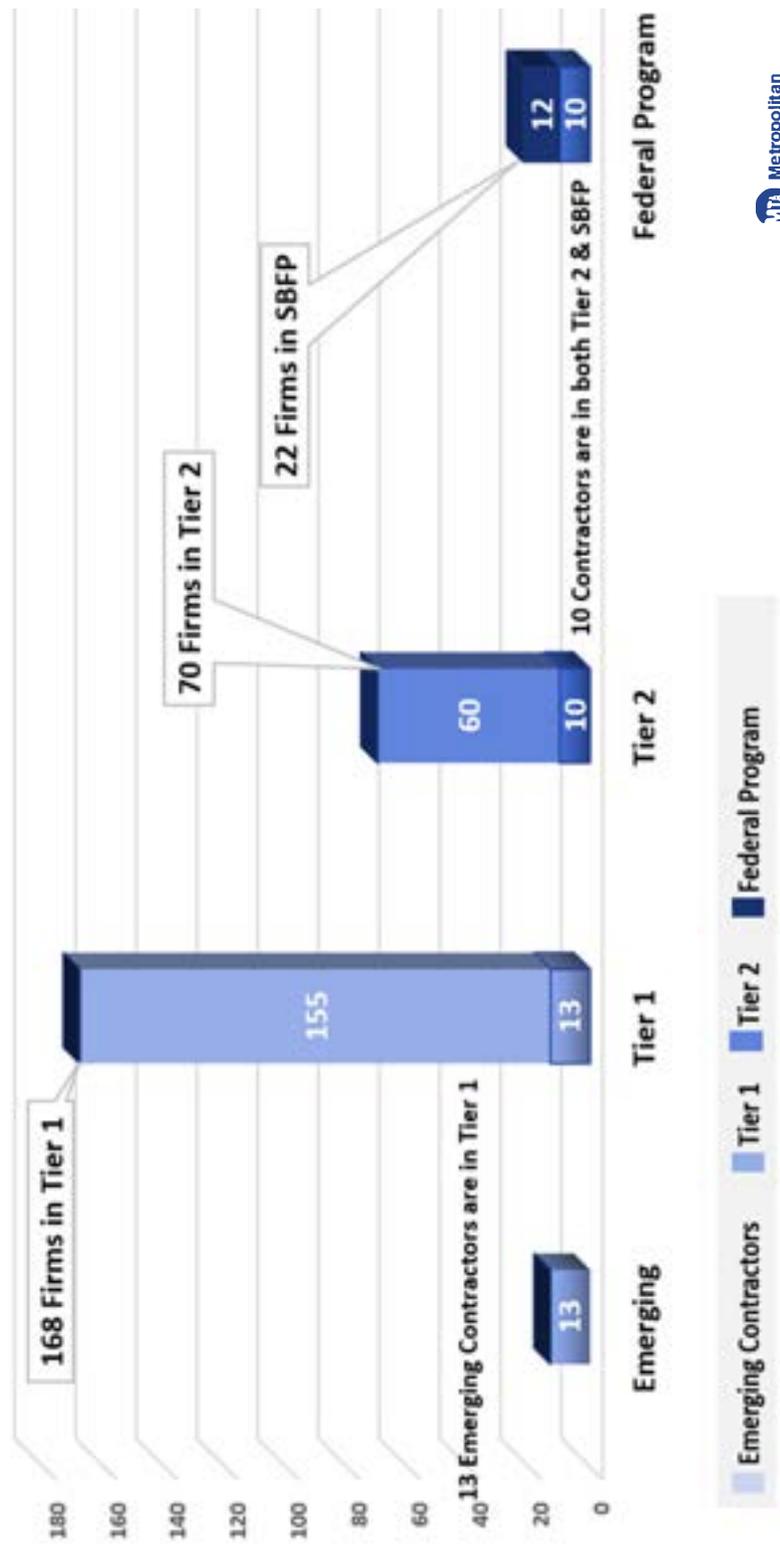


### 260 Firms Actively Enrolled in the Program



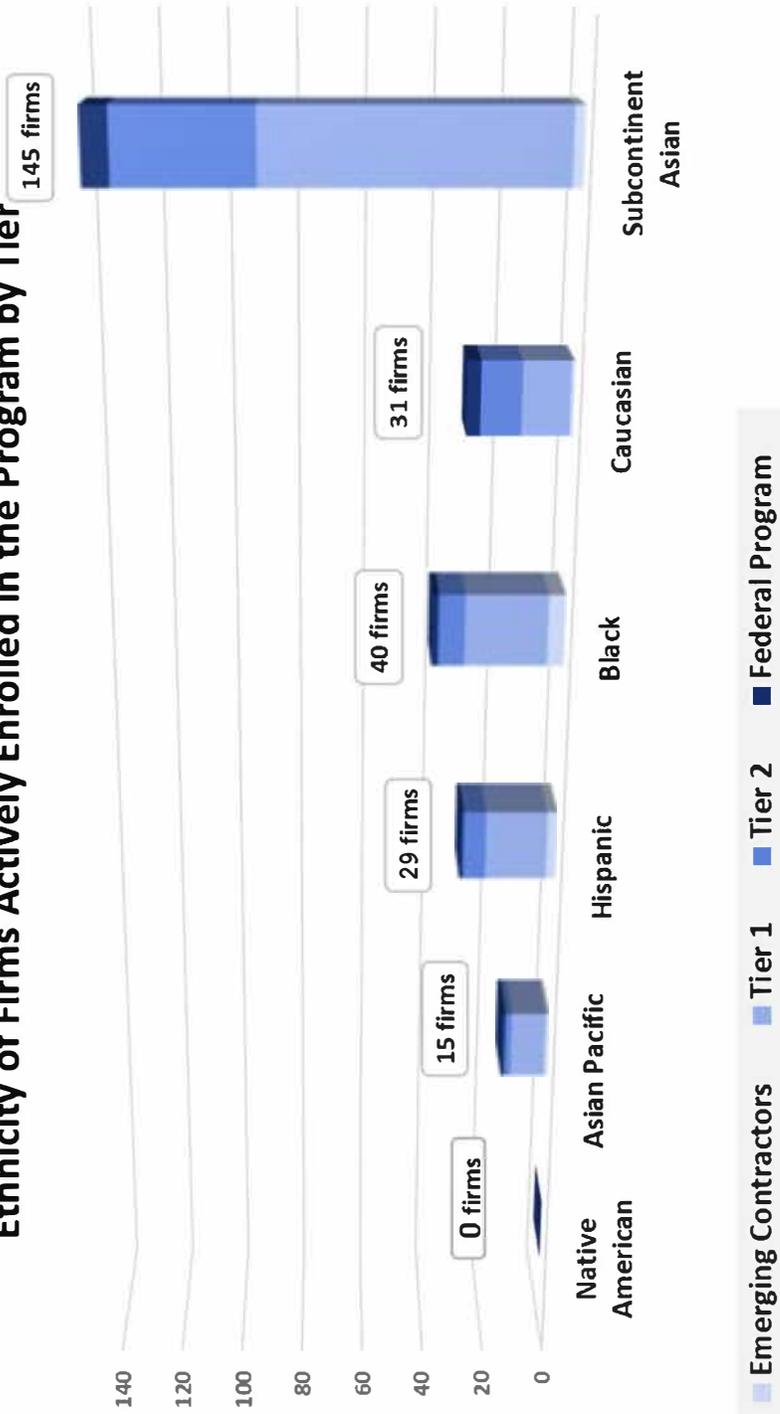


### Active Prequalified Firms by Tier (Emerging ECP, Tier-1, Tier-2, SBFP)



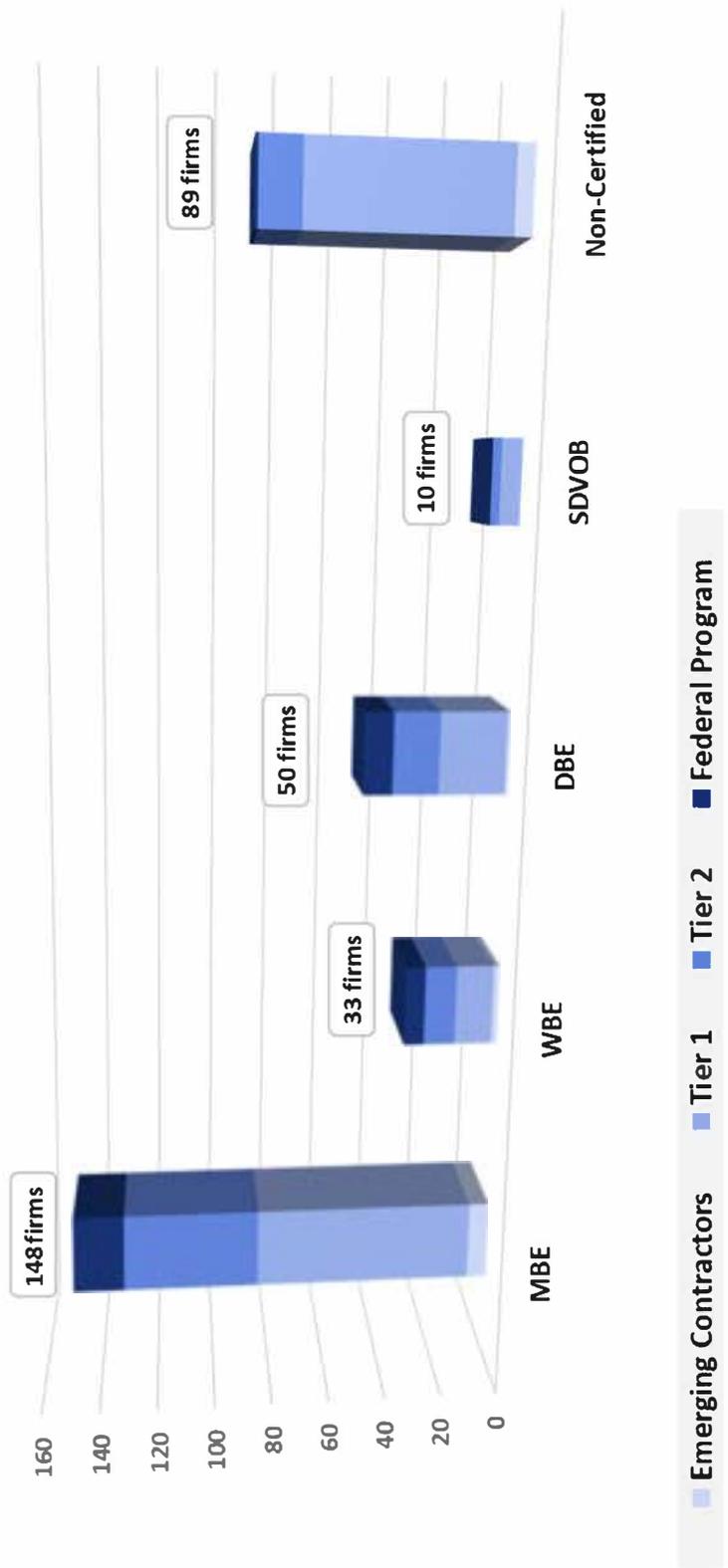


### Ethnicity of Firms Actively Enrolled in the Program by Tier





### 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
<b>Number of Awarded Contracts</b>	23	31	5	1	13	12
<b>Total Contract Value</b>	\$32.2 M	<b>\$54.7 M</b>	\$7.7 M	\$0.7	\$20.2	26.1

	2024 Loans Awarded	2025 Loans Awarded	2025 SBDP Loans Awards			
			Q1	Q2	Q3	Q4
<b>Number of Loans Facilitated</b>	14	5	0	1	3	1
<b>Total Loan Value</b>	\$2,581,525	<b>\$857,000</b>	\$0	\$150,000	\$575,000	\$132,000

