



Bridges and Tunnels

Diversity Report First Quarter 2026



Bridges and Tunnels Diversity and Equal Opportunity 4th Quarter Report

March 23, 2026



BTA Workforce as of December 31, 2025

JOB CATEGORY	TOTAL		Minorities		2+ RACES		AI/AN		ASIANS		BLACKS		HISPANICS		NHAPI		WHITES		VETERANS		PWD	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	127		73	57%	9	7%	0	0%	17	13%	26	20%	21	17%	0	0%	54	43%	2	2%	7	6%
	F 45	35%	32	25%	3	2%	0	0%	8	6%	15	12%	6	5%	0	0%	13	10%	1	1%	4	3%
	M 82	65%	41	32%	6	5%	0	0%	9	7%	11	9%	15	12%	0	0%	41	32%	1	1%	3	2%
Professionals	100		75	75%	10	10%	0	0%	15	15%	34	34%	16	16%	0	0%	25	25%	1	1%	0	0%
	F 43	43%	37	37%	2	2%	0	0%	5	5%	23	23%	7	7%	0	0%	6	6%	0	0%	0	0%
	M 57	57%	38	38%	8	8%	0	0%	10	10%	11	11%	9	9%	0	0%	19	19%	1	1%	0	0%
Technicians	56		27	48%	2	4%	0	0%	3	5%	8	14%	14	25%	0	0%	29	52%	0	0%	0	0%
	F 8	14%	6	11%	1	2%	0	0%	0	0%	2	4%	3	5%	0	0%	2	4%	0	0%	0	0%
	M 48	86%	21	38%	1	2%	0	0%	3	5%	6	11%	11	20%	0	0%	27	48%	0	0%	0	0%
Protective Services	155		108	70%	8	5%	1	1%	4	3%	53	34%	42	27%	0	0%	47	30%	1	1%	0	0%
	F 29	19%	26	17%	2	1%	1	1%	0	0%	21	14%	2	1%	0	0%	3	2%	0	0%	0	0%
	M 126	81%	82	53%	6	4%	0	0%	4	3%	32	21%	40	26%	0	0%	44	28%	1	1%	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		17	89%	3	16%	0	0%	1	5%	10	53%	3	16%	0	0%	2	11%	1	5%	0	0%
	F 13	68%	12	63%	1	5%	0	0%	1	5%	8	42%	2	11%	0	0%	1	5%	1	5%	0	0%
	M 6	32%	5	26%	2	11%	0	0%	0	0%	2	11%	1	5%	0	0%	1	5%	0	0%	0	0%
Skilled Craft	296		146	49%	26	9%	3	1%	11	4%	53	18%	53	18%	0	0%	150	51%	2	1%	1	0%
	F 4	1%	2	1%	0	0%	0	0%	0	0%	1	0%	1	0%	0	0%	2	1%	0	0%	0	0%
	M 292	99%	144	49%	26	9%	3	1%	11	4%	52	18%	52	18%	0	0%	148	50%	2	1%	1	0%
Service Maintenance	23		22	96%	0	0%	0	0%	1	4%	11	48%	10	43%	0	0%	1	4%	0	0%	1	4%
	F 9	39%	9	39%	0	0%	0	0%	0	0%	1	4%	8	35%	0	0%	0	0%	0	0%	0	0%
	M 14	61%	13	57%	0	0%	0	0%	1	4%	10	43%	2	9%	0	0%	1	4%	0	0%	1	4%
Total	776		468	60%	58	7%	4	1%	52	7%	195	25%	159	20%	0	0%	308	40%	7	1%	9	1%

NOTE: Data may vary by +/- 4% due to variations in reporting methodology and/or external factors affecting the data collection process and have been rounded up to the nearest whole number.

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

• F represent employees who Self-Identified as Females
 • M represent employees who Self-Identified as Males



BTA Workforce: Q4

776 strong as of December 31, 2025

- **19% (151) self-identified as females**
- **60% (468) self-identified as minorities**
- **1% (7) veterans**
- **1% (9) 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



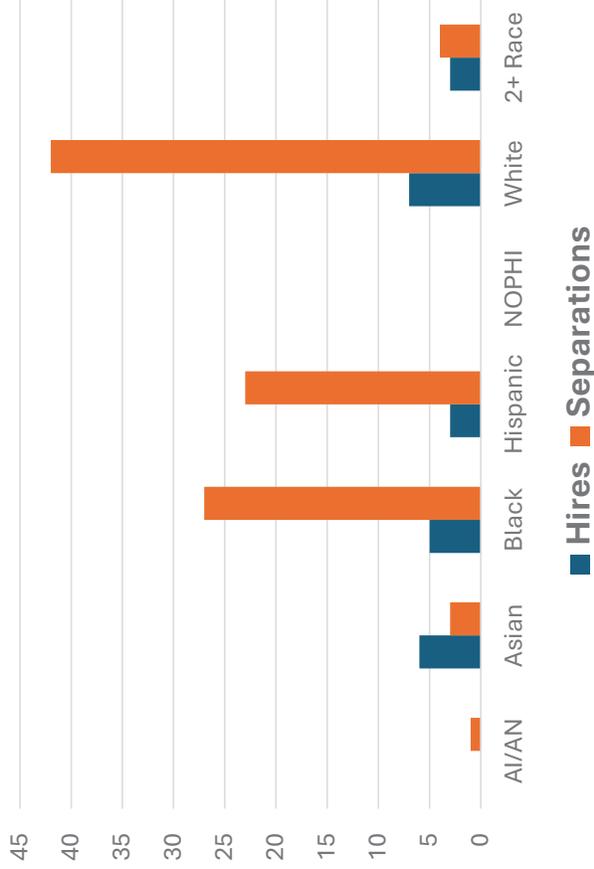
BTA Workforce: Q4

Hires and Separations

January 1, 2025 – December 31, 2025

24 new hires and 100 separations resulted in the following:

- A net **decrease of 11** self-identified **female** employees and **65** self-identified **male** employees.
- A net **decrease of 41** employees who self-identified as **minorities**.
- A net **decrease of 2** employees who self-identified as **veterans**.
- A net **decrease of 2** employees who self-identified as individuals with **disabilities**.



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.

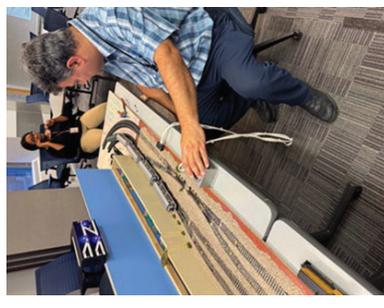


B.E.G.I.N: Holiday Gathering - December 2, 2025

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

All Agency Employee Resource Groups Quarterly Highlights - December



All Generational: Holiday Get Together – December 12, 2025

All Generational invited their members to a Holiday Get Together to celebrate the diverse cultural year end traditions and reflect on All Generational accomplishments in 2025. The event reinforced the value of cross generational collaboration, employee recognition, and contributed to creating an inclusive work environment.

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
Chief Manager, Delivery Services
MTA Construction & Development

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

Wednesday, December 18
12 – 1 PM
Register to join virtually



MTA Strategic Priority – Revive Talent and Culture

All Agency Employee Resource Groups Quarterly Highlights – January - March



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

All Generational continued their Train Module building workshops at LIRR-Hillside specifically working on a LIRR Dual-Mode locomotive. Participants shared their technical expertise, work experience, and skill sets to authentically represent MTA's railroads and transit system. This hands-on experience provided a valuable opportunity to deepen understanding of operations while fostering skill-building, engagement, and career growth. The event concluded with an exhibition where the completed modules were displayed and operated for staff and leadership. The exhibition served as a visual representation of teamwork and innovation, showcasing employee creativity and reinforcing the value of collaboration across the organization.

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.



MTA Strategic Priority – Revive Talent and Culture



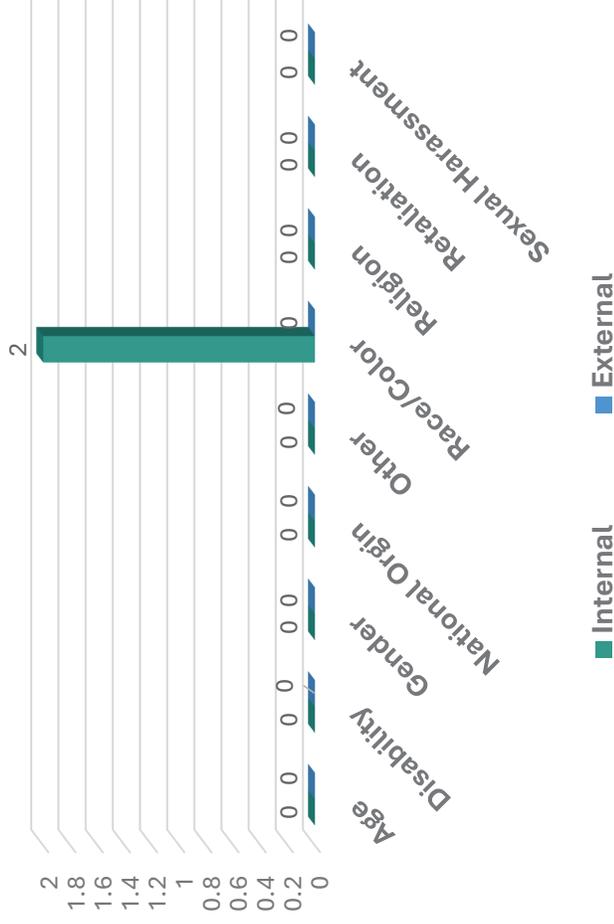
Complaints and Lawsuits

January 1, 2025 – December 31, 2025

EO Employee Discrimination Complaints



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



- **2 complaints** were filed citing **1 basis**.
- The most frequently singularly-cited** **basis was race**.
- There was **0 lawsuit** filed.

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

Note: **Other consists of any of the remaining 12 legally protected bases not individually shown. Additionally, numerous incoming matters were also handled during this time-period.