



Metropolitan Transportation Authority

Diversity Committee Meeting

June 2026

Committee Members

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

Diversity Committee Meeting

Monday, 6/22/2026

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. EEO Activity

EEO Activity and Workforce Report - Page 32

6. M/W/DBE and SDVOB Utilization

M/W/DBE and SDVOB Utilization - Page 45

7. Discretionary Awards

All Discretionary Spend Including A&E, IT and Legal - Page 56

8. Financial Services

Underwriter Fees - Page 59

9. Asset Fund Management

Asset Fund Management - Page 62

10. Business Development Initiatives

Business Development Initiatives - Page 67

11. MTA EDGE Update

MTA EDGE Update - Page 71

MTA DIVERSITY COMMITTEE

Meeting Minutes

2 Broadway, 20th Floor

New York, NY 10004

Monday, March 23, 2026

The following Committee Members were present:

Hon. Blanca Lopez, Chair

Hon. Christopher Leathers

Hon. Melva M. Miller

Hon. Edward Valente

Hon. Neal Zuckerman

The following Board Members were present:

Hon. Andrew Albert

Hon. David R. Jones

The following staff were also present:

Ray Burke, Deputy CDO, MWDBE/SDVOB Contract Compliance

Evita Marrow, Deputy CDO, Operations & Programming

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

Sheree Owens, Deputy CDO, MTA EDGE

Vanessa Summers, Director, Title VI Analysis, Equity and Access

Michelle Thompson, Agency Chief EO Officer, C&D

Lourdes Zapata, Chief Diversity and Inclusion Officer

Chair Lopez asked Mr. Zuckerman to serve as Chair, who then called the March 2026 Diversity Committee to order.

1. PUBLIC SPEAKERS' SESSION

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

Refer to the video recording of the meeting produced by the MTA and maintained in MTA records for the content of each speaker's statements.

2. APPROVAL OF MINUTES

- Due to the absence of a quorum, the Diversity Committee was unable to approve the minutes of the September 29, 2025, and December 15, 2025, meetings. 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 Updated 2026 Work Plan can be found on pages 6-9 of the Diversity Committee Book.

4. EXECUTIVE SUMMARY

Ms. Zapata introduced Michelle Thompson, the new Diversity Leadership member, who will serve as the C&D Agency EO Chief Officer, to the committee members. Ms. Zapata presented the agenda items and asked Ms. Marrow to report on EEO activities.

EEO Activities

- Ms. Marrow presented an update regarding both federal and state reports. This update included the Equal Employment Opportunity (EEO) Program, the Title VI Program, and the New York State Executive Order 187 Report. Ms. Marrow provided valuable insights and highlighted key components of these reports.
- Ms. Marrow presented data on the MTA's overall workforce, noting an increase in self-identified female and male hires for Q4. However, there was a decrease in hires of self-identified individuals with disabilities and veterans. Workforce data can be found on pages 36-44 of the Diversity Committee Book.

M/W/DBE, SDVOB Activity

- Ms. Norman provided updates on the changes to the Federal DBE and ACDBE Program, along with the DBE re-evaluation process. She reported on ongoing efforts and the next steps following these program changes.
- 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 \$5 million compared to the previous fiscal year quarter. Ms. Norman reported that during Q3, MWBE utilization declined to approximately 28%. However, overall utilization for the fiscal year remains about 32% to date.
- 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.

Events

- Ms. Marrow 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
Diversity & Business Resources Assistant Manager

2026 Diversity Committee Work Plan *(Revised: June 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 st Quarter 2026 Report	Dept. of Diversity/Civil Rights
EUCI/EMPP Pilot Program Updates	
MTA EDGE Program Update	
Accessibility Programming Update	MTAHQ and Agency Staff

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

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

Detailed Summary

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

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

September 2026

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

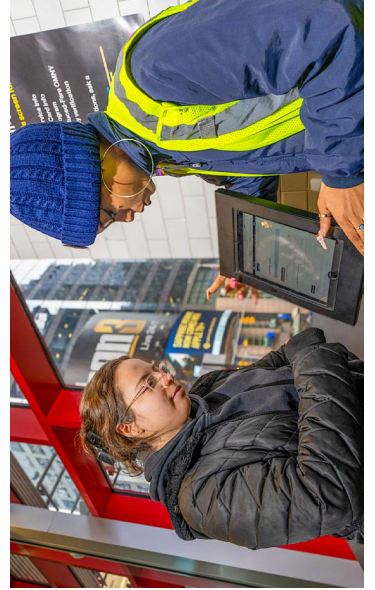
December 2026

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

- **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

June 22, 2026



Agenda:

- I. Accessibility Program Update**
- II. MTA-wide EEO Activities**
 - Legislative Update
 - Workplace Statistics – Q1 Reporting
- III. 2026 Small Business Development Activity**
 - MTA EDGE Program Update
 - EUCI/EMPP Pilot Program Updates
 - DBE Program Update
 - MWBE/SDVOB Payments & Awards



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Accessibility Program Update

Progress

Reliability

- 57** Stations have been made accessible
- 40** Additional stations under construction
- 60+** stations in 2025-2029 plan (**271+** total)

Speed

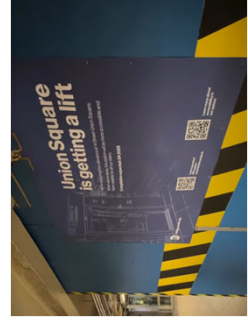
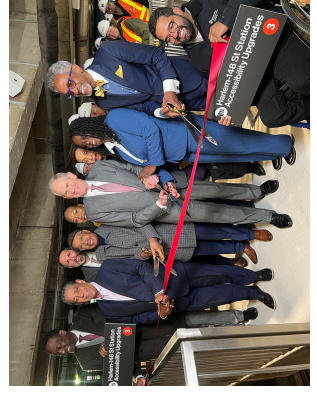
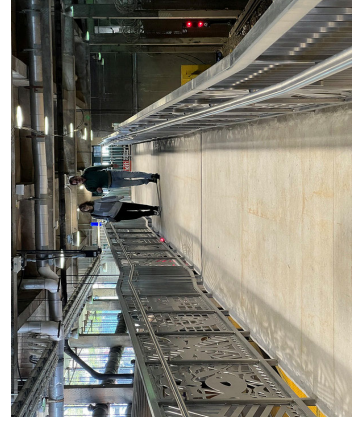
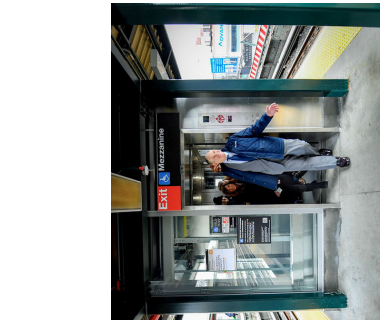
- 39** Elevator replacements completed
- 17** Additional elevator replacements underway
- Expanded use of ramps where feasible

Cost Savings

Zoning for Accessibility (ZFA) partnerships help deliver elevators and accessibility improvements faster

Private development can fund accessibility upgrades at no cost to the MTA.

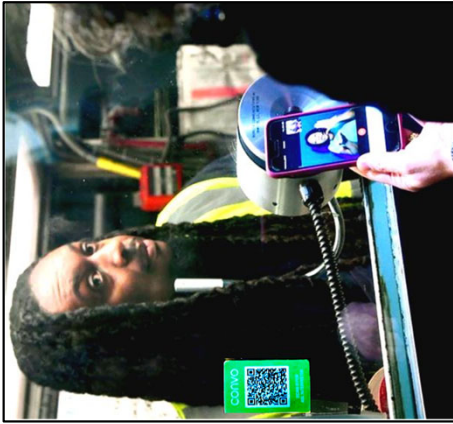
First completed project: Queensboro Plaza. Four bonus projects and seven assessments approved.



Accessibility Program Update

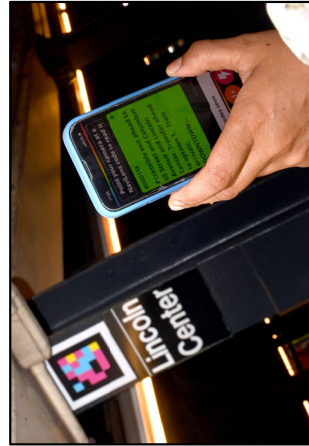
Technology & Communication

Convo

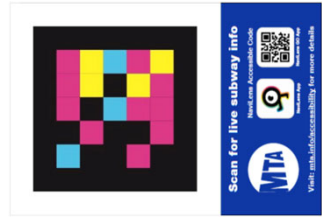


- An application that will connect with a 24/7 live American Sign Language (ASL) interpreter by scanning a QR code
- Piloting began in February and will run through Q1 2027
- Located at all Subway CSCs, select MNR & LIRR Stations, Mobile Sales Vans & 3 Stone Street CSC

Navilens



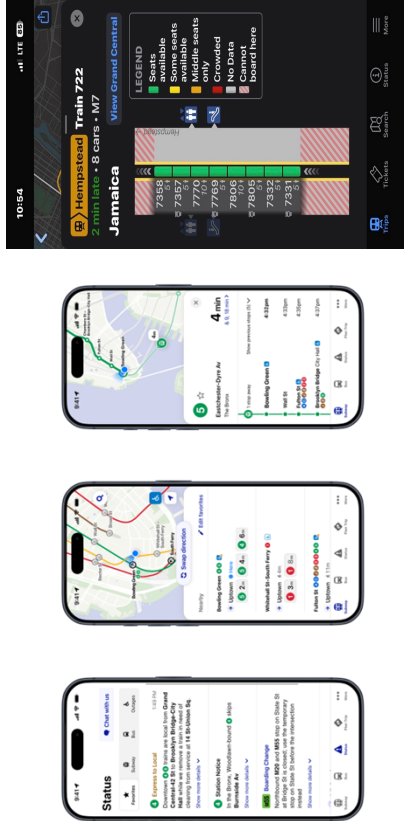
- Provide hundreds of thousands of transit riders with audio/visual wayfinding in 39 languages
- Users can access real-time service & route information in train stations and at bus stops
- Over 10,000 average monthly scans



Accessibility Program Update

Customer Journey ~ Before You Go

The New MTA App & Train Time




MY AAR



Reduced-Fare & AAR OMNY



MTA Real-Time Service Alerts



MTA Alerts

View in Browser

There are ongoing alerts affecting your elevator/escalator(s). Visit mta.info/aa for more information and accessible travel alternatives. We apologize for the inconvenience.

Fulton St (ACUJ2945Z)

- EL732, which runs from platform for service in both directions to mezzanine for access to platform and rest of complex at Fulton St is out of service due to Planned Work. We expect it to return to service on 10/16 at 5:00 PM.

EL239 at 72 St (1/2/3) is now expected back in service on 4/12 at 6:00 AM. More info: mta.info/ee.
HELP for options. STOP to quit

MTA Elevator & Escalator Status

Elevator & Escalator Status

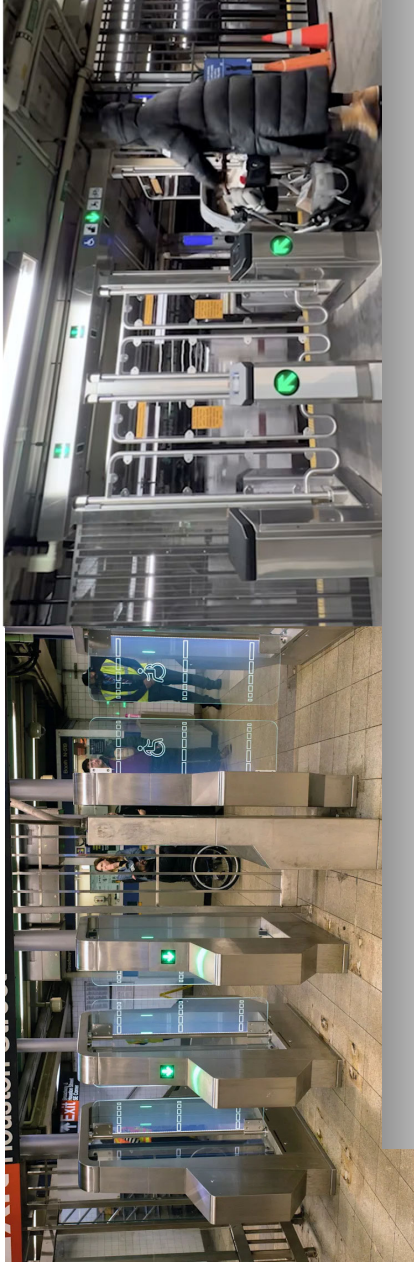
Find out how elevators and escalators on the New York City Transit Subways, Metro-North Railroad, and Long Island Rail Road are working.



MTA Accessibility
— access for all —

Accessibility Program Update

Customer Journey ~ At the Station



Modern Fare Gates



Digital Screens



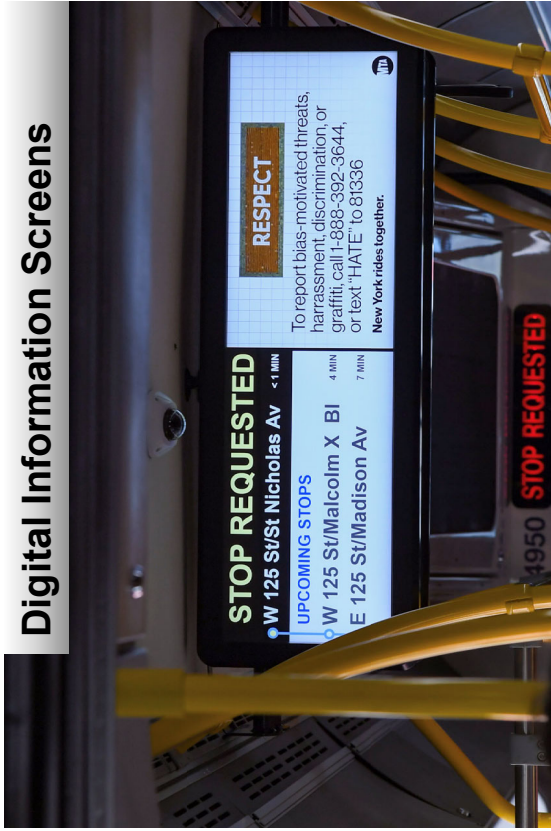
Tactile Edges & Platform Barriers



Countdown Clocks

Accessibility Program Update

Customer Journey ~ On Board



Digital Information Screens



R211 Interior



Railroad Priority Seating



Operator Visibility and Automated Announcements

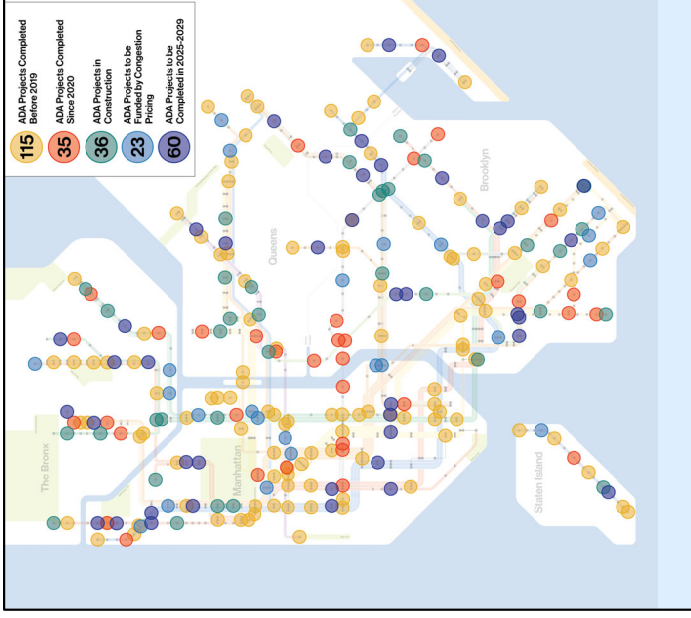


Automated Camera Enforcement (ACE)

Accessibility Program Update

Building the Future

- Working with advocates and riders to improve our system
- Testing the newest communications and wayfinding tools
- Maintaining the rapid pace of constructing and replacing elevators.
- The MTA is advancing accessibility better, faster, and cheaper.
- Technology and communication tools are transforming the rider experience.
- Community partnerships are driving innovation.



- Second Avenue Subway
- Interboro Express (IBX)
- Penn Station Access



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EO Legislative Update

- On May 20, 2026, the FTA published notice that it withdrew Circular 4704.1A:
“Equal Employment Opportunity (EEO) Requirements and Guidelines for Federal Transit Administration Recipients.”
- Effective Date: May 20, 2026
- Certain reporting requirements to the FTA have been eliminated.

MTA - Wide Workforce: Q1 74,925 strong as of March 31, 2026

Workforce Demographics

- **20%** (14,729) self-identified as **females**
- **80%** (56,069) self-identified as **minorities**
- **2%** (1,540) **veterans***
- **1%** (791) self-identified as a **person with a disability**

Hires & Separations

- **1,337** new hires and **1,289** separations
- Net increase of **17** self-identified female and a net increase of **31** self-identified male employees
- Net decrease of **23** veterans and a net decrease of **8** self-identified individuals with a disability

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

** MTA collects demographic data as part of its obligations under NYS Executive Order 187.

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Program Update

Strengthened Program Readiness

- Increased admission threshold from \$25K to \$200K project experience to better align with MTA construction opportunities.
- Implemented a two-step application process, resulting in 228 applications and 32 firms admitted in 2025.

Enhanced Firm Assessment

- Introduced in-house assessments covering construction capacity, financial capability, and business planning.
- Improved ability to identify readiness gaps and deliver targeted technical assistance.

Training & Capacity Building

- Core training is now required before firms can access bidder lists.
- Delivered 50+ training hours across 14 courses.
- 28 firms completed training, with participants showing a 20% increase in knowledge retention.



Enhanced Utilization Credit Initiative (EUCI) Program Update

Designed to expand MTA's MWBE contracting pipeline by encouraging participation of small businesses new to MTA contracting by increasing opportunities for first-time MWBE firms, strengthening supplier diversity, and bringing new capacity into the MTA vendor ecosystem.

MN300001

Rebuild Marble Hill Retaining Wall (Phase 1)

Estimated \$ Value: \$5M - \$10M

AW-80C

Traffic Control Devices & Warning Signage at
Queens Midtown and Hugh L. Carey Tunnels

Estimated \$ Value: \$5M - \$10M

S48020

CBTC for 6th Ave Line, 63rd St Line, and DeKalb Interlocking (0000541781)

Estimated \$ Value: \$100M+



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*The EUCI Initiative is developed as part of NYS's MWBE Program, authorized under Article 15A of the NYS Executive Law

Enhanced Mentor Protégé Program (EMPP) Program Update

Designed to strengthen the capacity and competitiveness of certified MWBEs, EMPP connects emerging MWBE firms (“Protégés”) with experienced contractors, consultants, and developers (“Mentors”) through structured mentorship, technical assistance, training, and project-based experience.



Federal DBE Program Update

On October 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.

- May 1, 2026:
 - The MTA, in coordination with the other NYS Unified Certification Partners (NYSUCP), which includes NYS Department of Transportation (NYS DOT), Niagara Frontier Transportation Agency (NFTA), and the Port Authority of New York/New Jersey (PANYNJ) completed the re-evaluation of over 780 Certified DBE/ACDBE firms.
 - U.S. Department of Transportation (U.S. DOT) was notified on May 1 of this development.
- NYS UCP DBE Directory currently shows all firms that have been successfully reevaluated.
- Non-responsive firms have been removed from the Directory and will be reinstated once they meet the new eligibility requirements for continued certification.
- Next steps include updating the MTAs DBE Program with all the new regulations and working on setting the MTAs three-year DBE goal plan.

SDVOB Utilization & Payments

	NYS FY 2025/2026 <i>Apr. – Mar. 2026</i>	NYS FY 2024/2025 <i>Apr. – Mar. 2025</i>
SDVOB %	5%	7%
SDVOB Payments	\$70,314,348	\$62,508,292

NYS FY 2025/2026 SDVOB (APRIL 2025 – MAR 2026)		
Industry	Amount Paid (\$)	Amount Paid (%)
C - Commodities	\$23,510,964	33%
CC - Construction Consultants	\$33,770,856	49%
CN - Construction	\$1,558,810	2%
SC - Services / Consultants	\$11,473,718	16%
Grand Total	\$70,314,348	100%

NYS FY 2024/2025 SDVOB (APRIL 2024 - MAR 2025)		
Industry	Amount Paid (\$)	Amount Paid (%)
C - Commodities	\$26,810,198	43%
CC - Construction Consultants	\$25,497,508	41%
CN - Construction	\$2,665,276	4%
SC - Services / Consultants	\$7,535,310	12%
Grand Total	\$62,508,292	100%

MWBE Utilization & Payments

	NYS FY 2025/2026 Apr. – Mar. 2026	NYS FY 2024/2025 Apr. – Mar. 2025
MWBE %	33%	32%
MWBE Payments	\$947,306,771	\$890,954,636

NYS FY 2025/2026 MWBE (APRIL 2025 – MARCH 2026)			
Industry	Amount Paid (\$)	Amount Paid (%)	
C - Commodities	\$166,863,634	17%	
CC - Construction Consultants	\$16,178,011	2%	
CN - Construction	\$557,620,054	59%	
SC - Services / Consultants	\$206,645,071	22%	
Grand Total	\$947,306,770	100%	

NYS FY 2024/2025 MWBE (APRIL 2024 - MARCH 2025)			
Industry	Amount Paid (\$)	Amount Paid (%)	
C - Commodities	\$167,961,669	19%	
CC - Construction Consultants	\$21,957,614	2%	
CN - Construction	\$470,075,042	53%	
SC - Services / Consultants	\$230,960,311	26%	
Grand Total	\$890,954,636	100%	

*MWBE utilization and payment requirements are established under Article 15A of the NYS Executive Law

Leadership Recognition: Ray Burke

After more than 30 years of dedicated public service, Ray Burke is retiring as Deputy Chief Diversity Officer for Contract Compliance at the MTA Department of Diversity & Civil Rights.

Throughout his career, Ray led the MTA's New York State M/WBE, SDVOB, and Federal DBE contract compliance programs with integrity, expertise, and unwavering commitment. He championed equal opportunity and expanded access for historically disadvantaged businesses, helping to create a more inclusive and equitable contracting environment across the MTA.

Ray's leadership and dedication have left a lasting impact on the agency and the communities it serves. We thank him for his years of service and wish him a long, healthy, and well-deserved retirement.



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

Odelia Levy (she/her)

Deputy Chief Diversity and Inclusion Officer, Division of Equal Opportunity

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



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**MTA
EEO Activity and
Workforce Report**

June 22, 2026

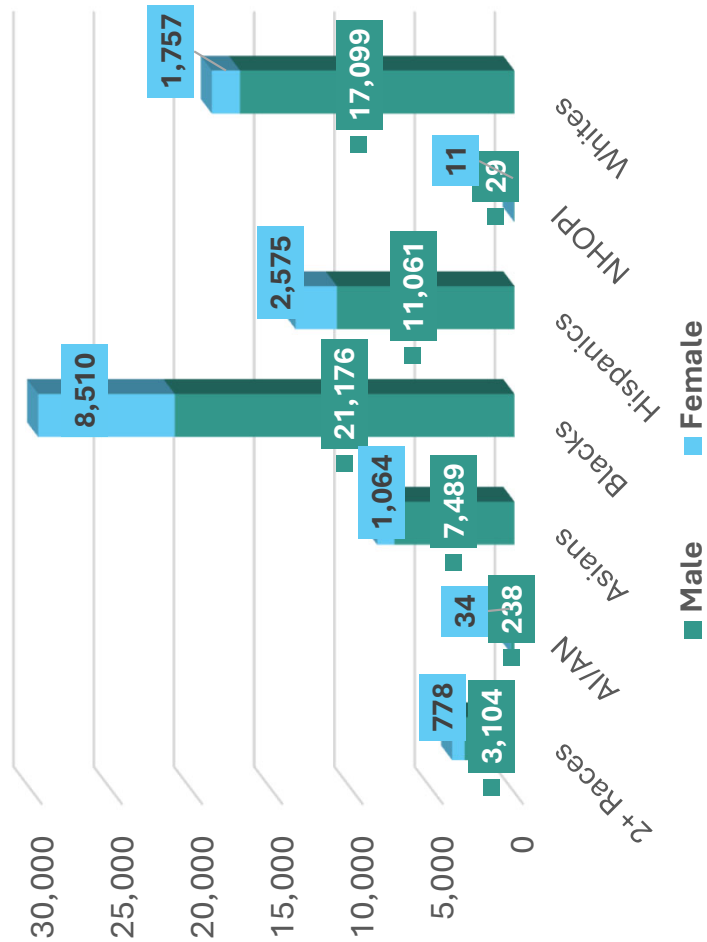
Definitions of EEO Job Categories

- **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: Q1

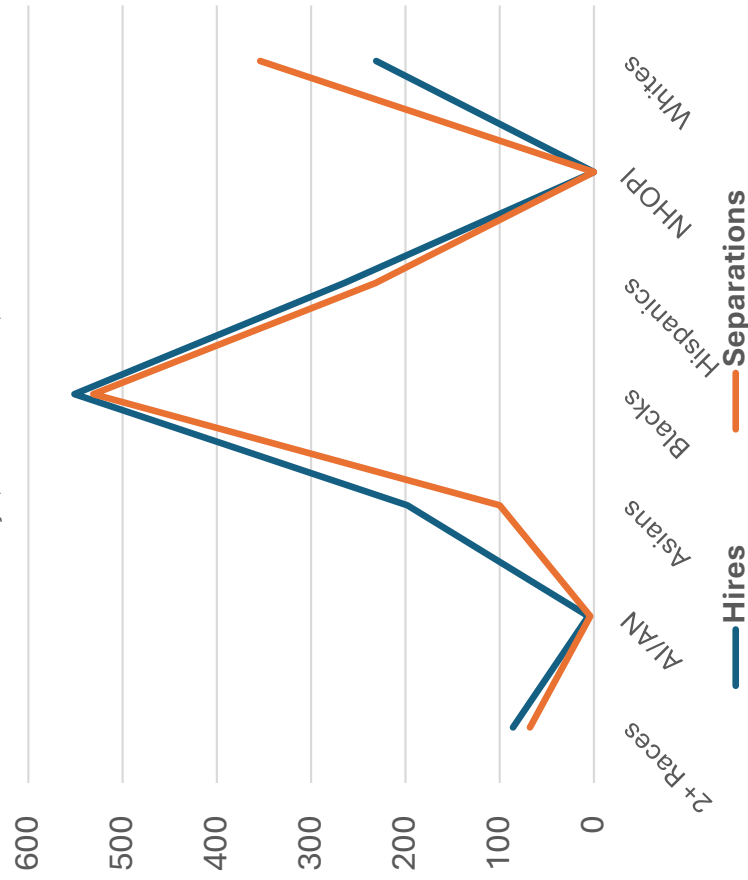
Workforce by Sex and Ethnicity

As of March 31, 2026



Hires & Separations

January 1, 2026 – March 31, 2026



MTA - Wide Workforce: Q1 as of March 31, 2026

JOB CATEGORY	TOTAL		Minorities		2+ RACES		AI/AN*		ASIANS		BLACKS		HISPANICS		NHOPI**		WHITES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	5,945		3,562	60%	440	7%	9	0%	952	16%	1,377	23%	780	13%	4	0%	2,383	40%	160	3%	221	4%
	F 1,779	30%	1,293	22%	123	2%	3	0%	278	5%	637	11%	252	4%	0	0%	486	8%	15	0%	78	1%
	M 4,166	70%	2,269	38%	317	5%	6	0%	674	11%	740	12%	528	9%	4	0%	1,897	32%	145	2%	143	2%
Professionals	4,596		3,315	72%	405	9%	12	0%	1,131	25%	1,137	25%	625	14%	5	0%	1,281	28%	76	2%	156	3%
	F 1,739	38%	1,406	31%	156	3%	6	0%	375	8%	630	14%	235	5%	4	0%	333	7%	13	0%	68	1%
	M 2,857	62%	1,909	42%	249	5%	6	0%	756	16%	507	11%	390	8%	1	0%	948	21%	63	1%	88	2%
Technicians	650		395	61%	37	6%	3	0%	102	16%	140	22%	112	17%	1	0%	255	39%	25	4%	13	2%
	F 77	12%	60	9%	3	0%	0	0%	7	1%	35	5%	15	2%	0	0%	17	3%	3	0%	3	0%
	M 573	88%	335	52%	34	5%	3	0%	95	15%	105	16%	97	15%	1	0%	238	37%	22	3%	10	2%
Protective Services	2,258		1,512	67%	87	4%	2	0%	145	6%	698	31%	578	26%	2	0%	746	33%	102	5%	18	1%
	F 446	20%	353	16%	31	1%	1	0%	10	0%	201	9%	110	5%	0	0%	93	4%	9	0%	7	0%
	M 1,812	80%	1,159	51%	56	2%	1	0%	135	6%	497	22%	468	21%	2	0%	653	29%	93	4%	11	0%
Paraprofessionals	105		77	73%	14	13%	0	0%	9	9%	42	40%	11	10%	1	1%	28	27%	1	1%	1	1%
	F 65	62%	56	53%	10	10%	0	0%	5	5%	31	30%	9	9%	1	1%	9	9%	0	0%	1	1%
	M 40	38%	21	20%	4	4%	0	0%	4	4%	11	10%	2	2%	0	0%	19	18%	1	1%	0	0%
Administrative Support	1,547		1,191	77%	119	8%	4	0%	208	13%	600	39%	257	17%	3	0%	356	23%	21	1%	43	3%
	F 831	54%	699	45%	68	4%	2	0%	98	6%	379	24%	150	10%	2	0%	132	9%	8	1%	25	2%
	M 716	46%	492	32%	51	3%	2	0%	110	7%	221	14%	107	7%	1	0%	224	14%	13	1%	18	1%
Skilled Craft	23,342		15,065	65%	1,294	6%	135	1%	3,260	14%	6,945	30%	3,414	15%	17	0%	8,277	35%	633	3%	134	1%
	F 699	3%	621	3%	35	0%	1	0%	46	0%	432	2%	106	0%	1	0%	78	0%	7	0%	9	0%
	M 22,643	97%	14,444	62%	1,259	5%	134	1%	3,214	14%	6,513	28%	3,308	14%	16	0%	8,199	35%	626	3%	125	1%
Service Maintenance	36,482		30,952	85%	1,486	4%	107	0%	2,746	8%	18,747	51%	7,859	22%	7	0%	5,550	15%	522	1%	205	1%
	F 9,093	25%	8,484	23%	352	1%	21	0%	245	1%	6,165	17%	1,698	5%	3	0%	609	2%	62	0%	62	0%
	M 27,389	75%	22,468	62%	1,134	3%	86	0%	2,501	7%	12,582	34%	6,161	17%	4	0%	4,921	13%	460	1%	143	0%
Total	74,925		56,069	75%	3,882	5%	272	0%	8,553	11%	29,686	40%	13,636	18%	40	0%	18,856	25%	1,540	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 March 31, 2026

MTA Agency	TOTAL		Minorities		2+ RACES		AI/AN*		ASIANS		BLACKS		HISPANICS		NHOPI**		WHITES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
B&T	782		470	60%	65	8%	4	1%	52	7%	192	25%	157	20%	0	0%	312	40%	7	1%	10	1%
F	139	18%	114	15%	8	1%	1	0%	12	2%	67	9%	26	3%	0	0%	25	3%	2	0%	4	1%
M	643	82%	356	46%	57	7%	3	0%	40	5%	125	16%	131	17%	0	0%	287	37%	5	1%	6	1%
BUS	4,041		3,574	88%	232	6%	21	1%	395	10%	1,987	49%	931	23%	8	0%	467	12%	40	1%	36	1%
F	525	13%	497	12%	25	1%	2	0%	21	1%	316	8%	133	3%	0	0%	28	1%	3	0%	7	0%
M	3,516	87%	3,077	76%	207	5%	19	0%	374	9%	1,671	41%	798	20%	8	0%	439	11%	37	1%	29	1%
C&D	1,886		1,254	66%	141	7%	3	0%	543	29%	340	18%	226	12%	1	0%	632	34%	13	1%	64	3%
F	595	32%	437	23%	43	2%	2	0%	149	8%	151	8%	91	5%	1	0%	158	8%	2	0%	27	1%
M	1,291	68%	817	43%	98	5%	1	0%	394	21%	189	10%	135	7%	0	0%	474	25%	11	1%	37	2%
HQ	5,928		3,877	65%	447	8%	16	0%	1,098	19%	1,379	23%	929	16%	8	0%	2,051	35%	137	2%	165	3%
F	2,113	36%	1,595	27%	187	3%	4	0%	337	6%	735	12%	328	6%	4	0%	518	9%	25	0%	68	1%
M	3,815	64%	2,282	38%	260	4%	12	0%	761	13%	644	11%	601	10%	4	0%	1,533	26%	112	2%	97	2%
LIRR	7,492		3,240	43%	474	6%	24	0%	363	5%	1,370	18%	1,006	13%	3	0%	4,252	57%	334	4%	75	1%
F	981	13%	608	8%	72	1%	1	0%	61	1%	334	4%	140	2%	0	0%	373	5%	20	0%	12	0%
M	6,511	87%	2,632	35%	402	5%	23	0%	302	4%	1,036	14%	866	12%	3	0%	3,879	52%	314	4%	63	1%
MNR	6,449		2,910	45%	450	7%	23	0%	212	3%	1,324	21%	897	14%	4	0%	3,539	55%	380	6%	109	2%
F	736	11%	510	8%	69	1%	4	0%	33	1%	282	4%	120	2%	2	0%	226	4%	21	0%	20	0%
M	5,713	89%	2,400	37%	381	6%	19	0%	179	3%	1,042	16%	777	12%	2	0%	3,313	51%	359	6%	89	1%
NYCT	48,347		40,744	84%	2,073	4%	181	0%	5,890	12%	23,094	48%	9,490	20%	16	0%	7,603	16%	629	1%	332	1%
F	9,640	20%	9,211	19%	374	1%	20	0%	451	1%	6,625	14%	1,737	4%	4	0%	429	1%	44	0%	115	0%
M	38,707	80%	31,533	65%	1,699	4%	161	0%	5,439	11%	16,469	34%	7,753	16%	12	0%	7,174	15%	585	1%	217	0%
Total	74,925		56,069	75%	3,882	5%	272	0%	8,553	11%	29,686	40%	13,636	18%	40	0%	18,856	25%	1,540	2%	791	1%

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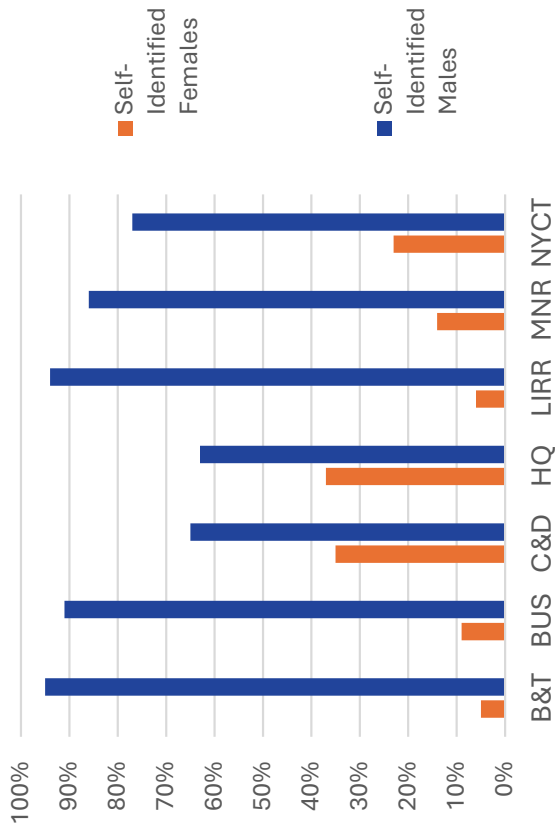
NOTE: Data may vary by +/- 4% due to variations in reporting methodology and/or external factors affecting the data collection process, and have been rounded up to the nearest whole number.



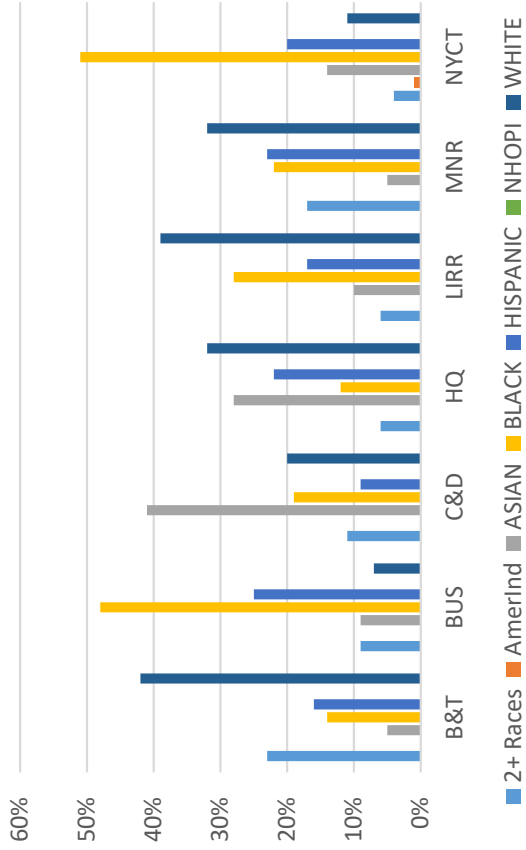
New Hires by Agency

January 1, 2026 – March 31, 2026

MTA Agencies New Hires By Sex



MTA Agencies New Hires By Race/Ethnicity



Self-identified Females Minorities

Agency	Self-identified Females (%)	Minorities (%)
B&T	5%	58%
BUS	9%	93%
C&D	35%	80%
HQ	37%	68%
LIRR	6%	61%
MNR	14%	68%
NYCT	23%	89%

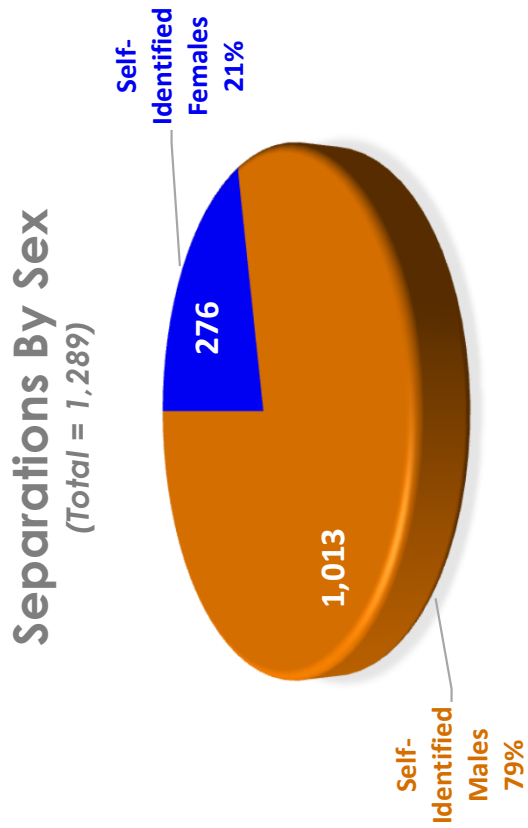
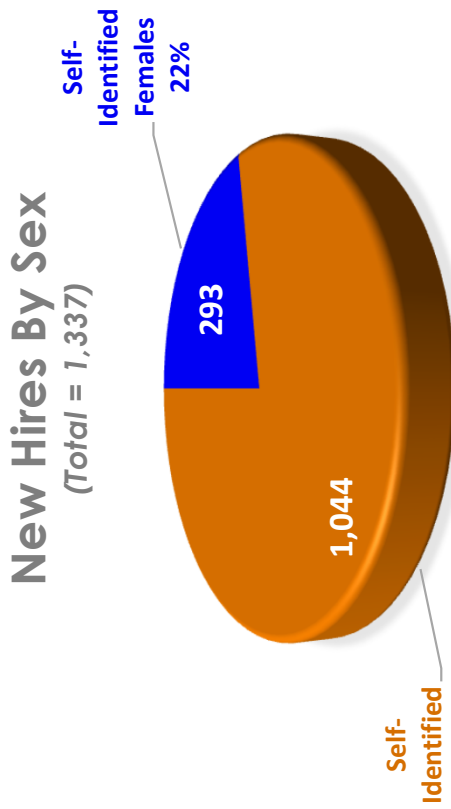
Agency New Hires

Agency	New Hires
B&T	43
BUS	95
C&D	54
HQ	130
LIRR	87
MNR	77
NYCT	851



MTA-Wide New Hires & Separations by Sex

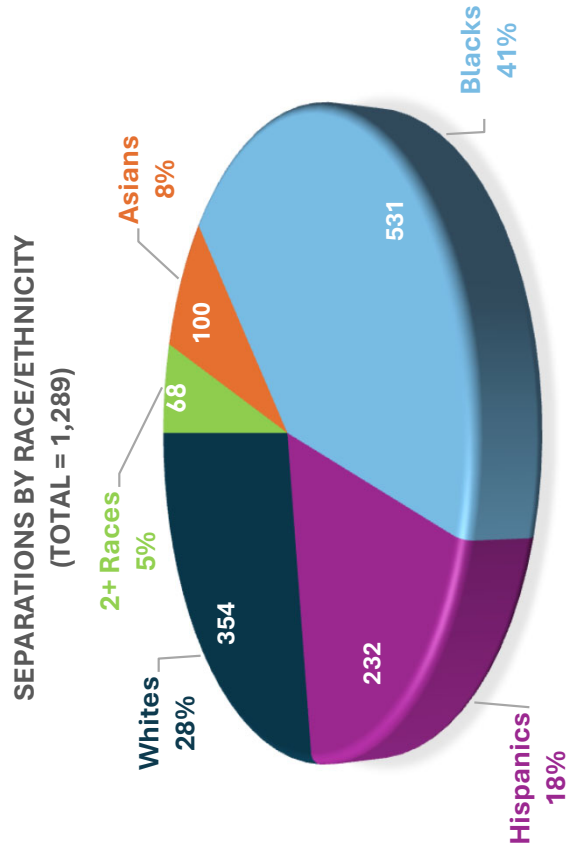
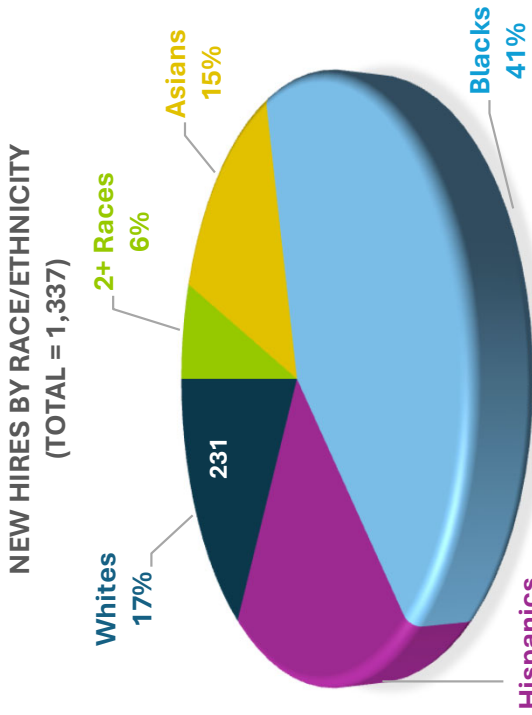
January 1, 2026 – March 31, 2026



- During the 1st Quarter 2026, **MTA** hired **1,337** employees, including **293** self-identified females and **1,044** self-identified males. During this same reporting period, **1,289** employees separated from MTA, including **276** self-identified females and **1,013** self-identified males.
- The result was a net increase of **17** self-identified females and **31** self-identified male employees.
- The number of employees who are veterans net decreased by **23**. There were **7** veterans hired and **30** veterans separated during 2026.

MTA-Wide New Hires & Separations by Ethnicity

January 1, 2026 – March 31, 2026



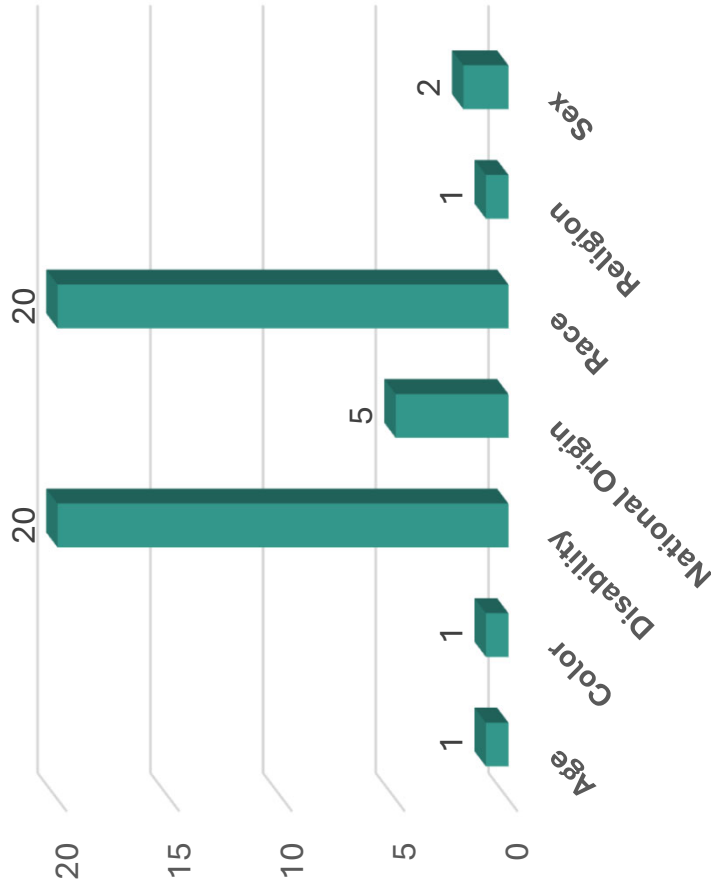
- During 2026, MTA hired **1,337** employees, **1,106** minorities, and **231** non-minorities. During this same reporting period, **1,289** employees separated from MTA, **935** minorities, and **354** non-minorities.
- The number of employees who Self-identified as a person(s) with a disability net decreased by **8**. There were **9** persons with a disability hired and **17** persons with a disability separated during 2026.

MTA - Wide Workforce: Q1

Title VI and Related Discrimination Complaints

Title VI and Related Discrimination Complaints
by Bases

(January 1, 2026 – March 31, 2026)



- **43** Title VI and Related* complaints were filed, citing **50** separate bases
- **20** Title VI complaints were filed.
- **23** Related discrimination complaints were filed.
- The most frequently cited bases were **Race and Disability**.
- There were **no Title VI Lawsuits filed**.

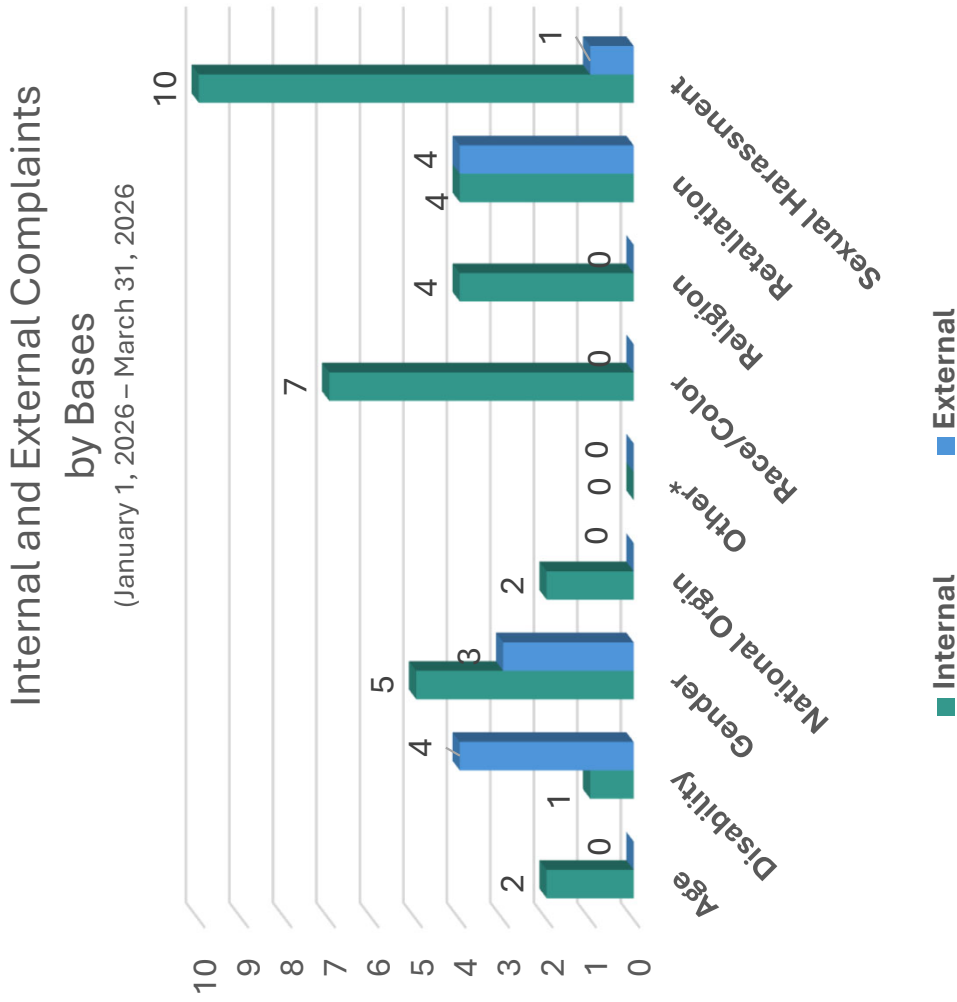
Notes:

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: Q1 EO Employment Discrimination Complaints



- **32** complaints were **filed** citing **47** separate bases
- **26** filed internal complaints.
- **6** filed external complaints.
- The most frequent singularly-cited* basis was **Sexual Harassment**.
- There were **5 Lawsuits** filed.

Notes:

Formal complaints can be filed alleging multiple bases.

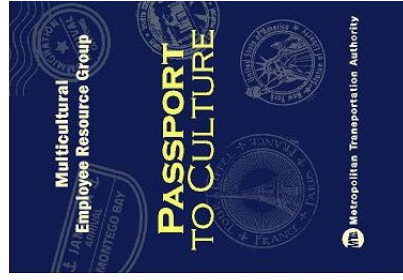
* Other consists of any of the remaining 12 legally protected bases not individually shown



All Agency Employee Resource Groups (ERG) Quarterly Highlights



PRIDE EXPRESS



TransportAsian



Metropolitan Transportation Authority
Department of
Diversity and Civil Rights

*The ERG Events are open to all MTA employees

All Agency Employee Resource Groups (ERG) Quarterly Highlights

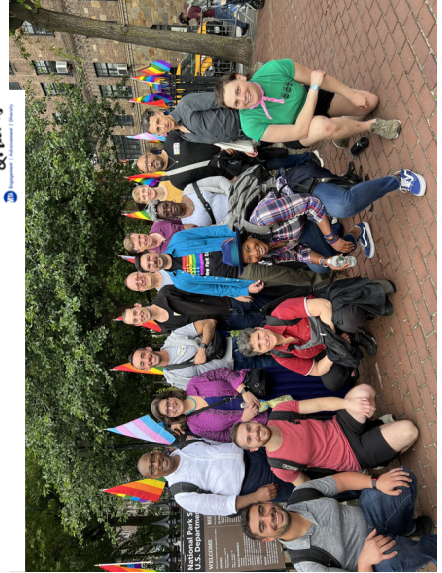
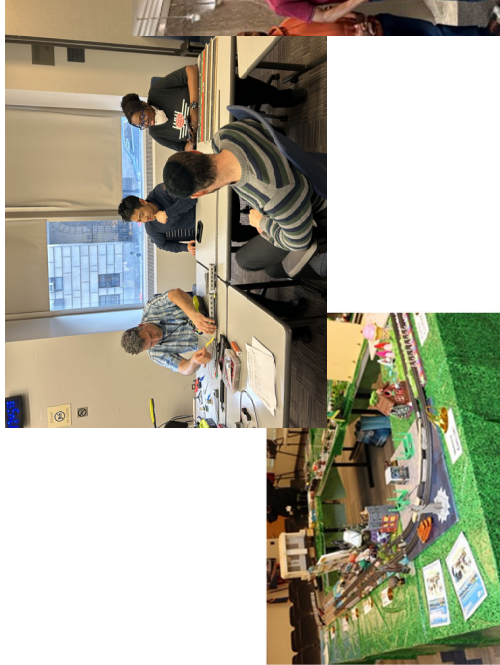
<p>April 2026</p>	<p>4/8: Leadership Conversation Series with MTA Presidents: Metro-North Justin Vonashek – <i>B.E.G.I.N</i> Train Module Workshop – <i>All Generational</i> Networking Hour – <i>Young Professionals</i> 4/23: Train Module Exhibition at Take Your Child To Work – <i>All Generational</i></p>
<p>May 2026</p>	<p>5/13: Meet Up – <i>Pride Express</i> 5/14: Train Module Workshop – <i>All Generational</i> 5/21: Memorial Day Ceremony (Wreath-Laying) – <i>Veterans</i> 5/21: Networking Hour – <i>Young Professionals</i> 5/26: Como Yo – <i>Latinos & Friends</i> 5/28: Mental Health Awareness Month – <i>Abilities</i></p>
<p>June 2026</p>	<p>6/2: Asian American Pacific Islander Celebration -<i>TransportAsian</i> 6/10: West Village Historical Walking Tour – <i>Pride Express</i> 6/10: Meet Up – <i>Pride Express</i> 6/17: Train Module Workshop – <i>All Generational</i> 6/18: Networking Hour - <i>Young Professionals</i> 6/26: NY Mets Pride Night– <i>Pride Express</i> 6/28: Pride March – <i>Pride Express</i></p>



Department of
Diversity and Civil Rights

*The ERG Events are open to all MTA employees

All Agency Employee Resource Groups (ERG) Quarterly Highlights



*The ERG Events are open to all MTA employees



**Metropolitan
Transportation
Authority**

Department of
Diversity and Civil Rights

**MTA
MWBE/DBE/SDVOB
Utilization**

June 22, 2026

Contract Compliance Q1

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 **1,315 contracts** for MW/DBE and SDVOB goal compliance.

As of March 31, 2026, DDCR:

✓ Conducted **146 site visits** for MW/DBE and SDVOB Commercial Useful Function (CUF) review this year.
Monthly Average: 48.7

✓ Closed 50 contracts
Monthly Average: 16.6

MWBE, DBE, SDVOB Program – Fiscal Year Program Highlights

Report Period	Goal Type	Top Prime Award	Top Subcontract Award
Federal FY: October 1, 2024 – March 31, 2025	DBE	Nathaniel Rand, Inc \$1M	Crossroads JV, LLC \$15M
	MBE	Quality And Assurance Tech. \$24M	GCCOM Construction Company \$87M
NYS FY: April 1, 2025 – March 31, 2026	WBE	ExterNetworks Inc. \$10M	Northeast Structural Steel \$87M
	SDVOB	ThunderCat Technology, LLC \$10M	Novisal LLC \$13M

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

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 st to June 30 th	Q1
Quarterly	July 1 st to September 30 th	Q2
Quarterly	October 1 st to December 31 st	Q3
Quarterly	January 1 st to March 31 st	Q4



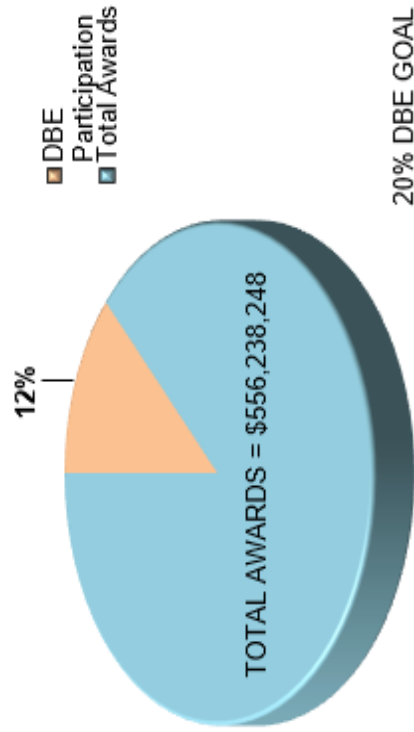
DBE Program - Awards

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

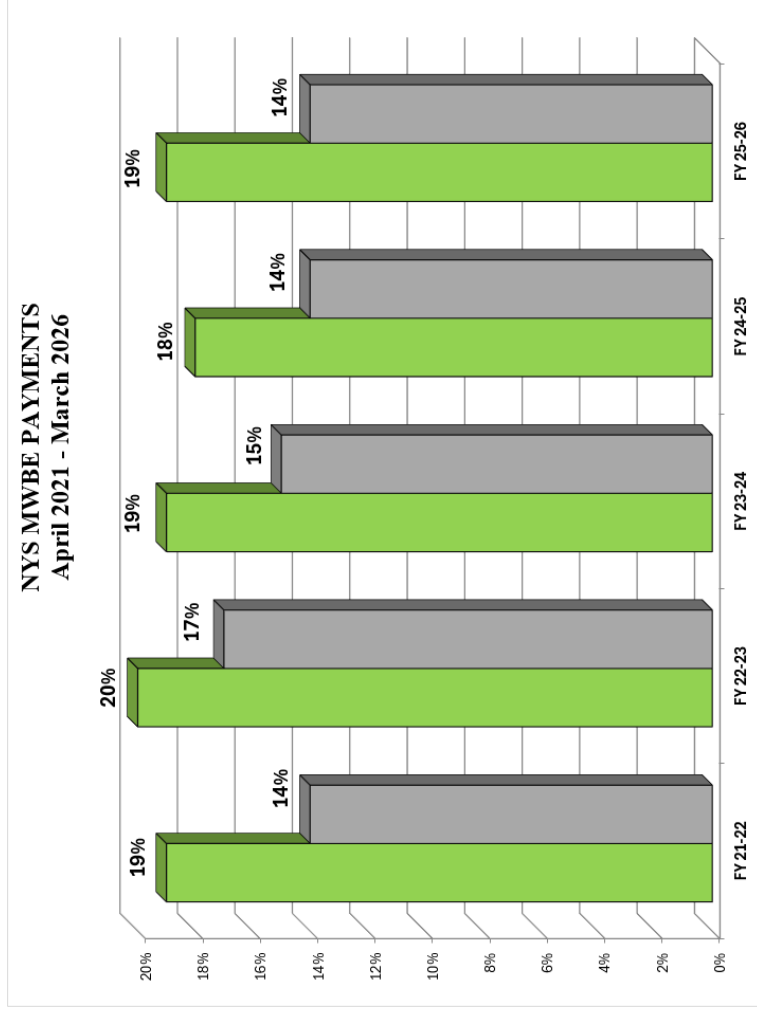


Actual DBE Participation = \$66M or 12%



**MWBE Participation on State-Funded Contracts
New York State Fiscal Year 2025-2026*
(Reporting Period: April 1, 2025, to March 31, 2026)**

- 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 FY 2025-26, the MTA has paid over \$2.9 billion on prime contracts, with \$947 million (33%) paid to certified MWBEs.

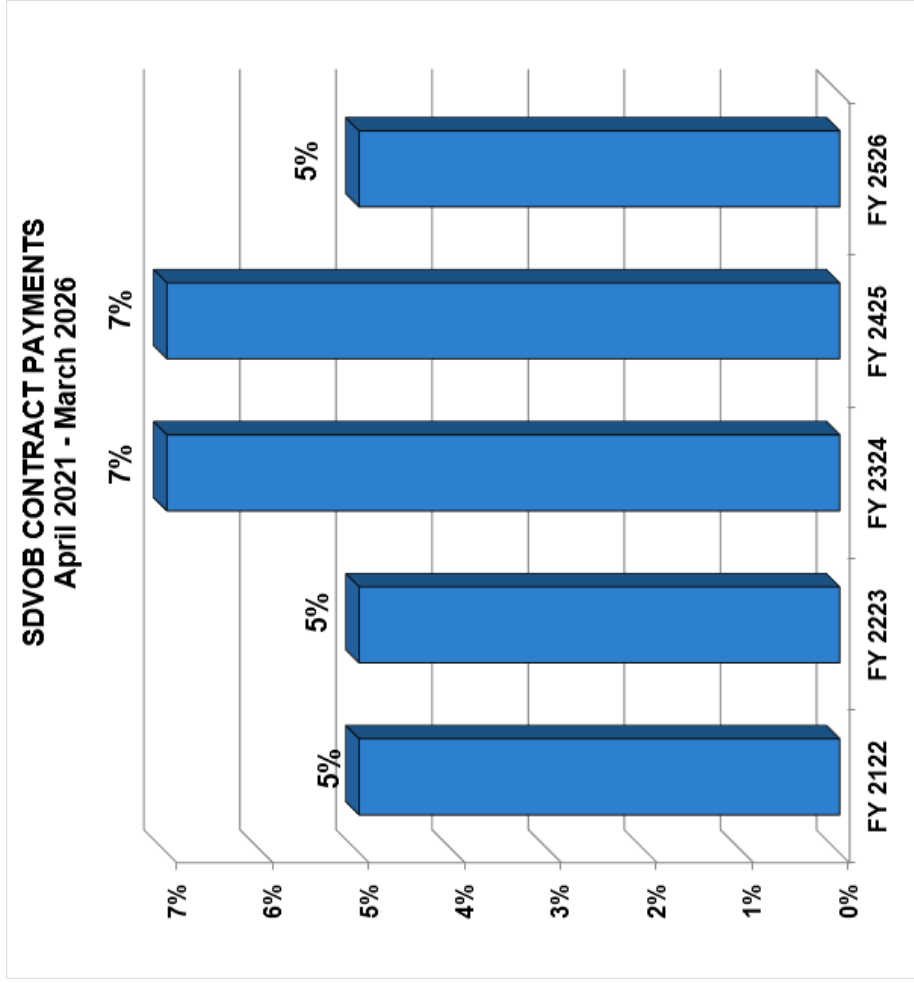


*The State Fiscal Year runs from April 1st through March 31st



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

- 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 FY 2025-26, the MTA paid over \$1.4 billion on prime contracts, with over \$70 million (5%) paid to certified SDVOBs.

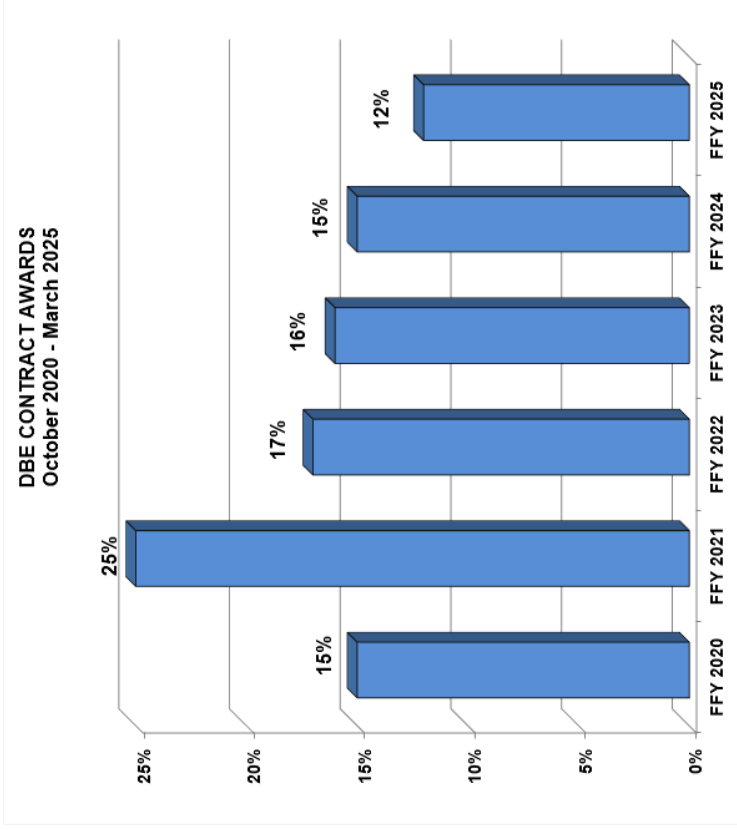


*The State Fiscal Year runs from April 1st through March 31st.



DBE Participation in Federally Funded Contracts Federal Fiscal Year 2024-2025 (Reporting Period: October 1, 2024, to March 31, 2025)

- On a semi-annual basis, the MTA reports to the Federal Transit Administration on DBE participation in federally funded contracts.
- Reports are submitted on June 1st - covering October through March, and December 1st -- covering April through September. The December report also summarizes data for the entire Federal Fiscal Year (“FFY”).
- Reports include DBE participation data on new awards and payments on ongoing and completed contracts.
- For FFY 2024-25, MTA’s DBE goal is 20%.
- During the first half of FFY 2024-25, MTA awarded \$556 million in the federally funded portion of contracts, with approximately \$66 million (12%) being awarded to certified DBEs.
- On contracts closed during the first half of FFY 2024-25, MTA achieved 19% DBE participation.



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



MWBE, DBE, SDVOB Program – Capital Project Performance

	Federal DBE Goal 20%	NYS MBE Participation Goal (15%)	NYS WBE Participation Goal (15%)	SDVOB Participation Goal (6%)
Term	Federal FY 2024 (Oct 2024 – Sep 2025)	NYS FY 2025-26 (Apr 2025 – Mar 2026)		
Total MTA Payments	\$1.8B	\$1.5B	\$1.5B	\$1.3B
Total MWDBE Payments	\$434M (24%)	\$364M (24%)	\$211M (14%)	\$35M (3%)

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



Special Initiatives
MWBE, DBE, SDVOB Program – Discretionary Spend

IT Discretionary Consulting Contract No. 14357

April 2025 – March 2026

Total Number of Awards- 89

Total Value of Awards- \$10.3 million

Discretionary spend since 2016 to Date

Total Number of Awards- 1277

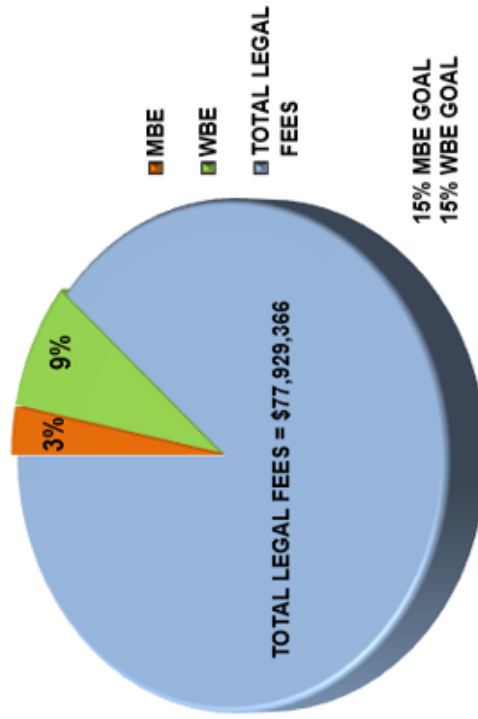
Total Value of Awards- \$252 million



Special Initiatives

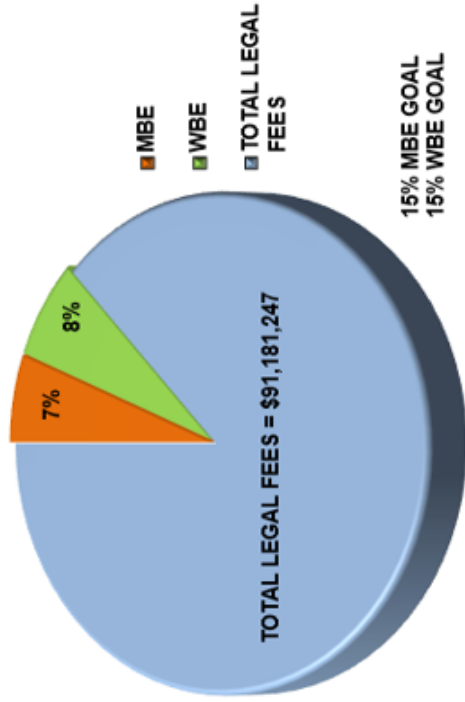
MTA – All Agency Legal Fee

April 2025– March 2026



Actual MBE Participation: \$2,707,372 (3%)
 Actual WBE Participation: \$7,118,523 (9%)

April 2024 – March 2025

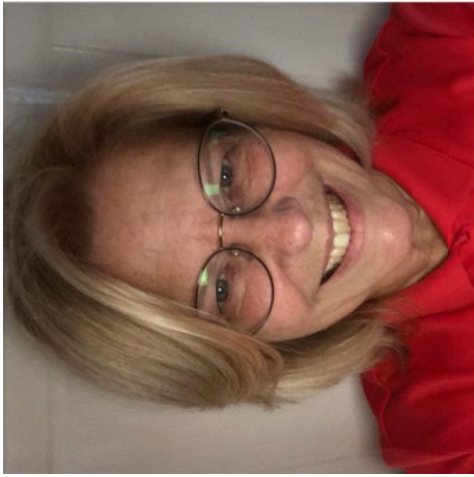


Actual MBE Participation: \$6,016,392 (7%)
 Actual WBE Participation: \$6,857,913 (8%)



Small Business Success Story

ABT Products & Services Ltd. (WBE/DBE)



Lisa S. Horchos
President

ABT Products & Services LTD is a broker and distributor of transportation and infrastructure solutions, specializing in LED destination signs, LED indicators and marker lights, sideview and rearview mirrors, video surveillance, vehicle black boxes, rubber traffic calming devices, gum removal machines, and advanced technologies like real-time bus tracking systems. The company also provides construction equipment rentals and low-voltage installation services.

Over the past five years, ABT Products has supplied the MTA, primarily NYCT and Bus, with more than \$40 million in products and services.





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MTA

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

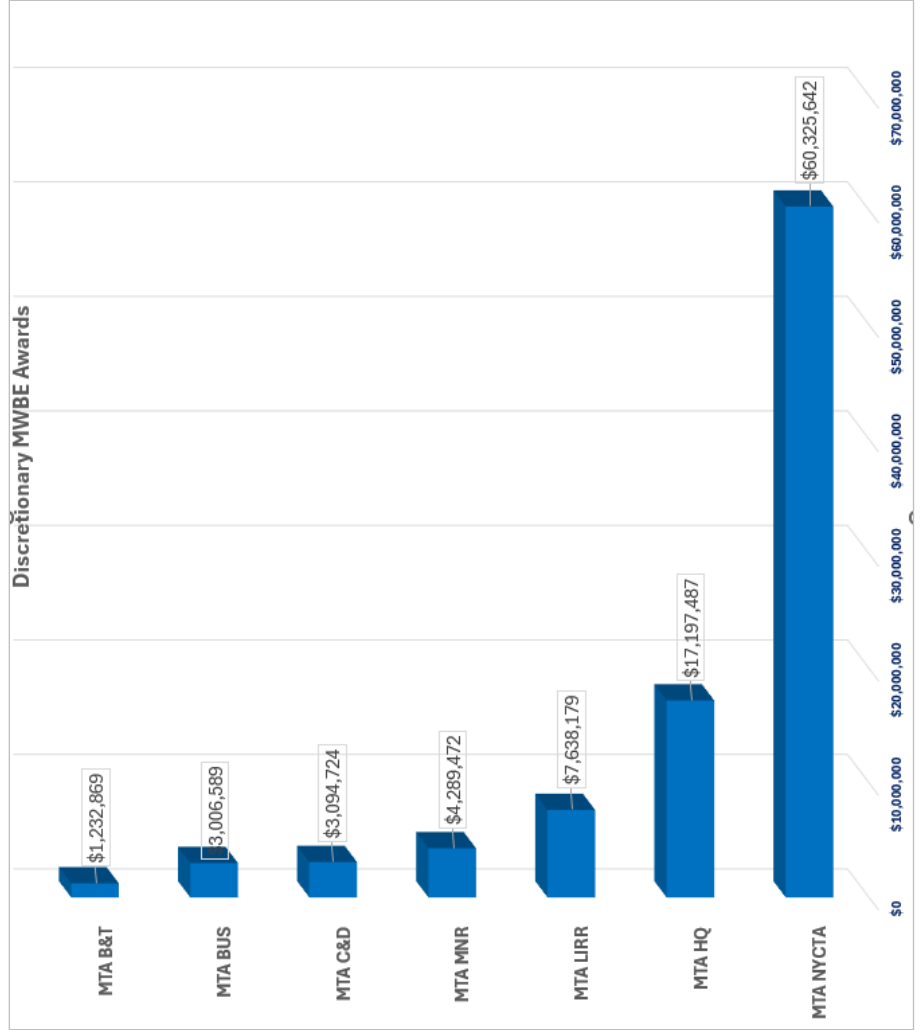
June 22, 2026

MTA All Agency Discretionary Procurement Report

April 2025 - March 2026

Agency	Total Awards \$1.5M or Less	MWBE Discretionary	Discretionary MWBE	SBC Discretionary	Discretionary SBC
MTA NYCTA	\$ 236,346,837	\$ 60,325,642	26%	\$ 4,001,786	2%
MTA MNR	\$ 66,893,467	\$ 4,289,472	6%	\$ 577,279	1%
MTA B&T	\$ 12,954,713	\$ 1,232,869	10%	\$ 649,850	5%
MTA LIRR	\$ 95,839,459	\$ 7,638,179	8%	\$ 717,571	1%
MTA HQ	\$ 51,853,336	\$ 17,197,487	33%	\$ 2,726,450	5%
MTA C&D	\$ 4,864,161	\$ 3,094,724	64%	\$ -	0%
MTA BUS	\$ 39,837,469	\$ 3,006,589	8%	\$ 1,196,056	3%
Total	\$ 508,589,443	\$ 96,784,963	19%	\$ 9,868,992	2%

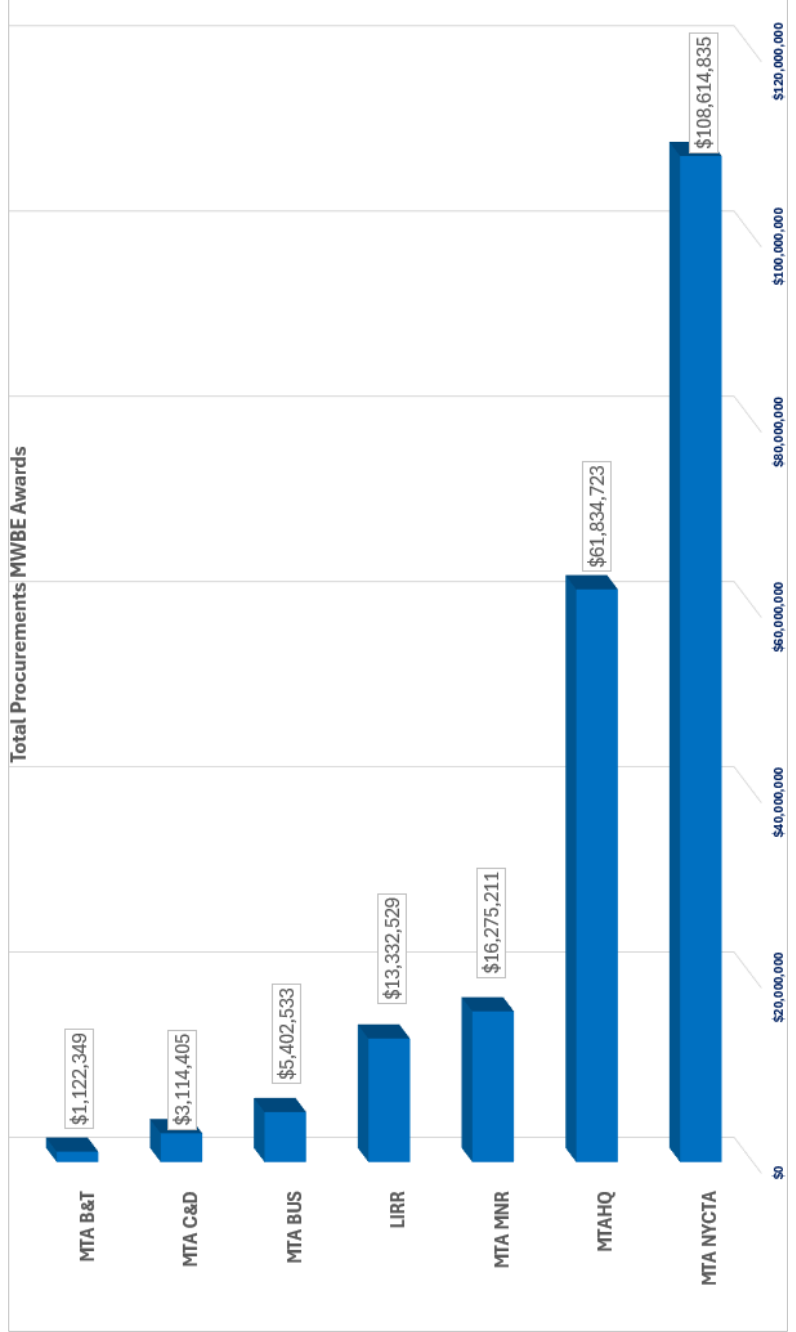
* Discretionary procurements include purchases for goods, miscellaneous procurements, personal or miscellaneous services.



MTA All Agency Total Procurements

April 2025 - March 2026

Agency	Total Award Amount	Total MWBE Awards	MWBE
MTA NYCCTA	\$ 730,717,265	\$ 108,614,835	15%
MTA MNR	\$ 113,622,869	\$ 16,275,211	14%
MTA B&T	\$ 126,552,715	\$ 1,122,349	1%
MTA LIRR	\$ 180,552,678	\$ 13,332,529	7%
MTA HQ	\$ 194,629,303	\$ 61,834,723	32%
MTA C&D	\$ 41,171,501	\$ 3,114,405	8%
MTA BUS	\$ 42,524,545	\$ 5,402,533	13%
Total	\$ 1,429,770,877	\$ 209,696,584	15%





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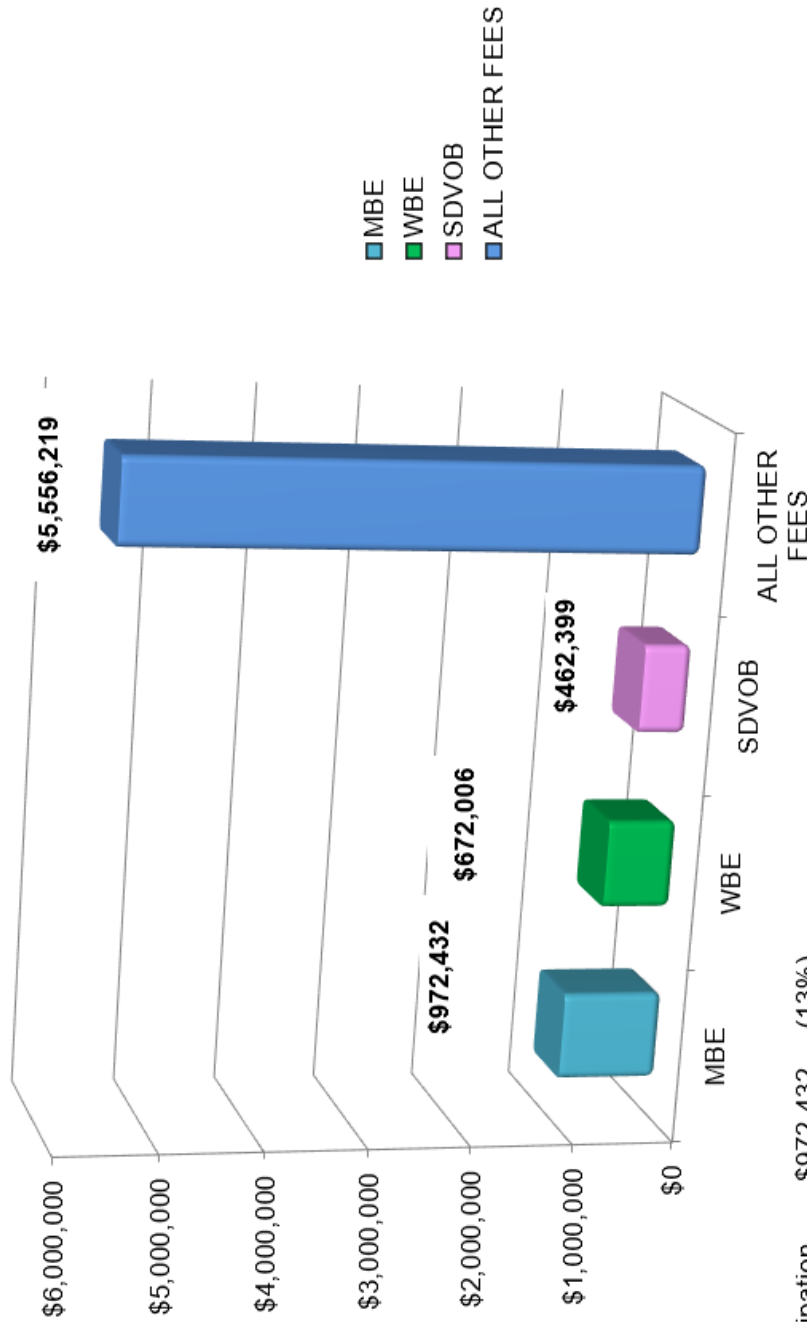
MTA

Underwriter Fees

June 22, 2025

MTA All Agency Underwriter Fees

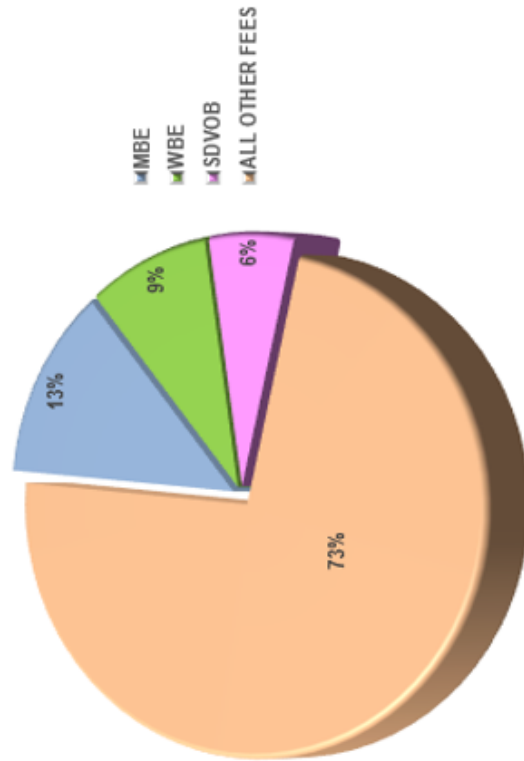
**MTA ALL AGENCY UNDERWRITER FEES
APRIL 2025 - MARCH 2026**



Actual MBE Participation	\$972,432	(13%)
Actual WBE Participation	\$672,006	(9%)
Actual SDVOB Participation	\$462,399	(6%)
All Other Underwriting Fees	\$5,556,219	(73%)
Total Underwriting Fees	\$7,663,056	

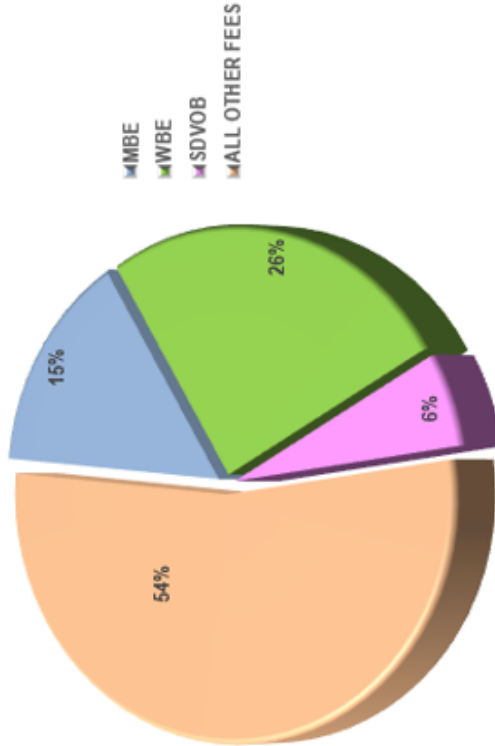
MTA All Agency Underwriter Fees

April 2025 – March 2026



Actual MBE Participation: \$972,432 (13%)
 Actual WBE Participation: \$672,006 (9%)
 Actual SDVOB Participation: \$462,399 (6%)
 All Other Underwriting Fees: \$5,556,219 (73%)
Total Underwriting Fees: \$7,663,056

April 2024 – March 2025



Actual MBE Participation: \$2,461,354 (15%)
 Actual WBE Participation: \$4,228,653 (26%)
 Actual SDVOB Participation: \$990,444 (6%)
 All Other Underwriting Fees: \$8,868,962 (54%)
Total Underwriting Fees: \$16,549,414





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Asset Fund Managers

June 22, 2026

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

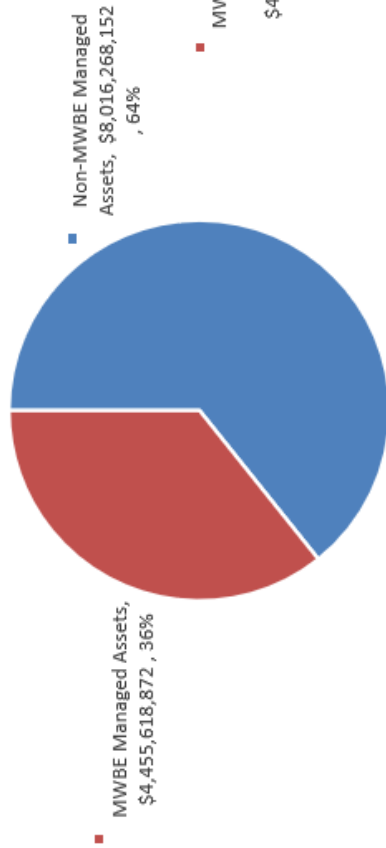
As of December 2025

- Total assets managed by MWBEs: \$4.4 billion; or 36% of total assets
- Majority of assets are in traditional asset classes
- Traditional assets managed by MWBEs: \$4.39 billion; or 46% of traditional assets
 - MWBE firms manage
 - 90% of US Equities
 - 17% of Non-US Equities
 - 40% of Fixed Income
 - 5% of Credit/Private
- Alternative investments managed by MWBE's: \$59.2 million; or 2% of alternative investments

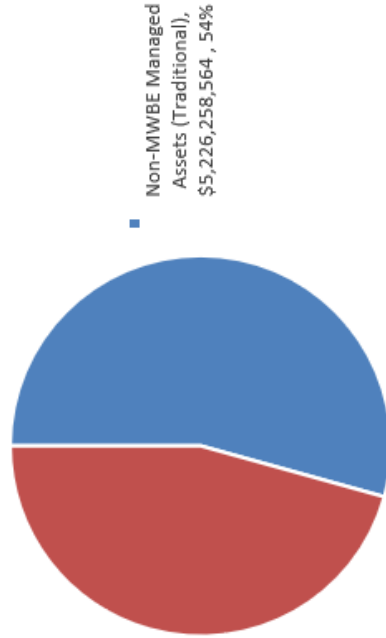
MTA Sponsored Plans – MWBE Participation

As December 2025

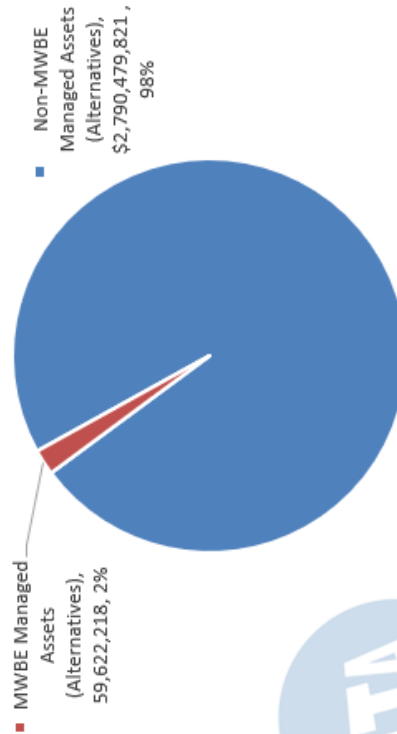
Combined Plans - Total Assets



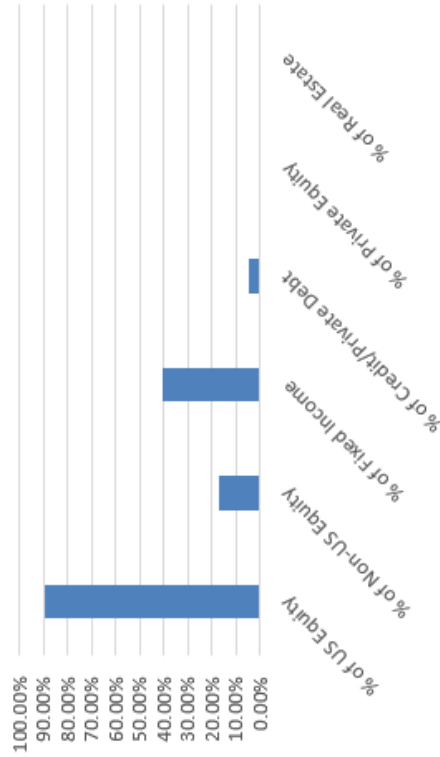
Combined Plans - Traditional Investments



Combined Plans- Alternative Investments



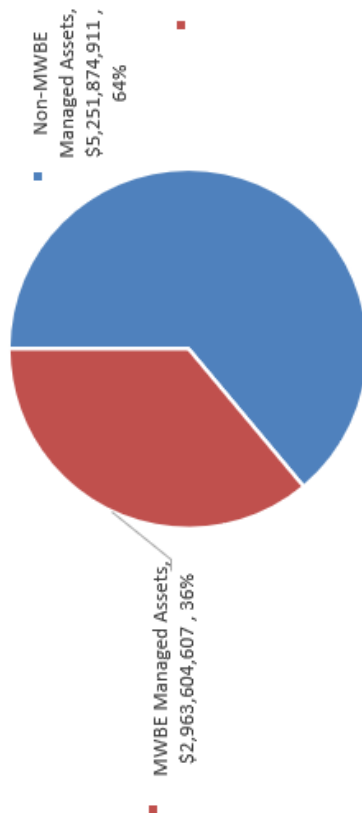
MWBE Managed Assets by Asset Class



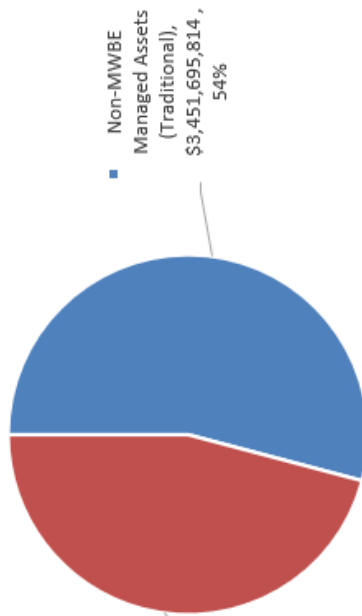
MTA Sponsored Plans – MWBE Participation

As December 2025

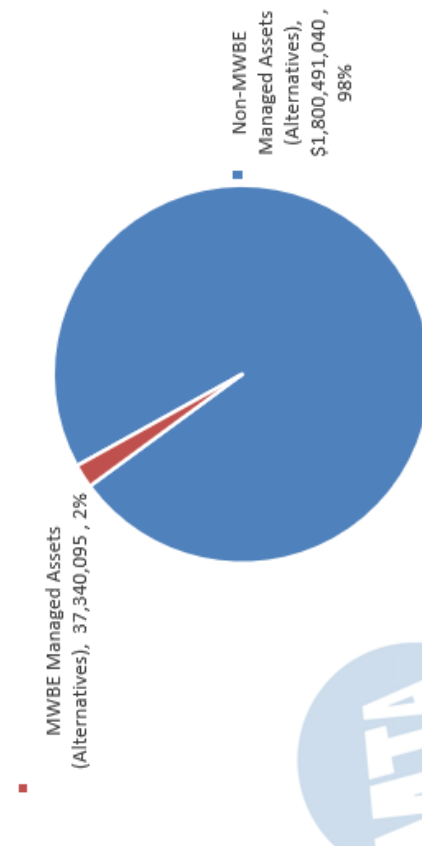
MTA Defined Benefit - Total Assets



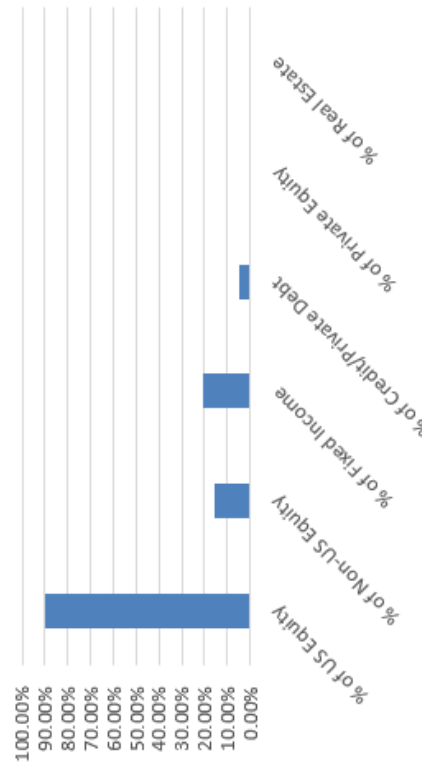
MTA Defined Benefit - Traditional Investments



MTA Defined Benefit - Alternative Investments



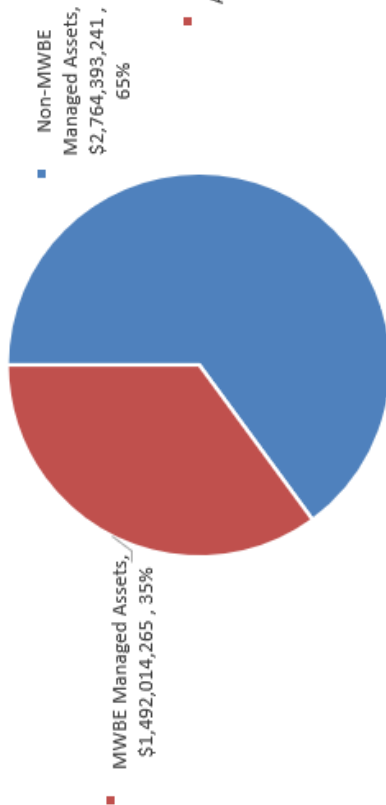
MWBE Managed Assets by Asset Class



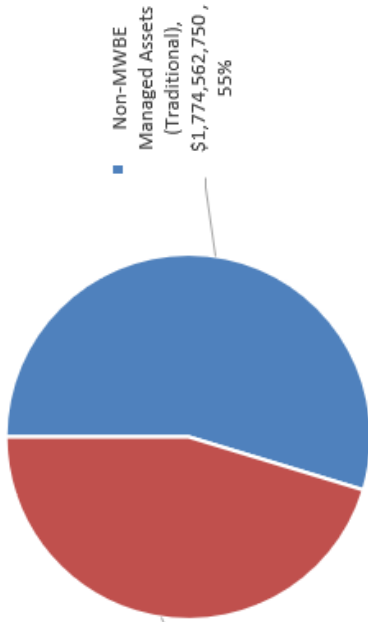
MTA Sponsored Plans – MWBE Participation

As of December 2025

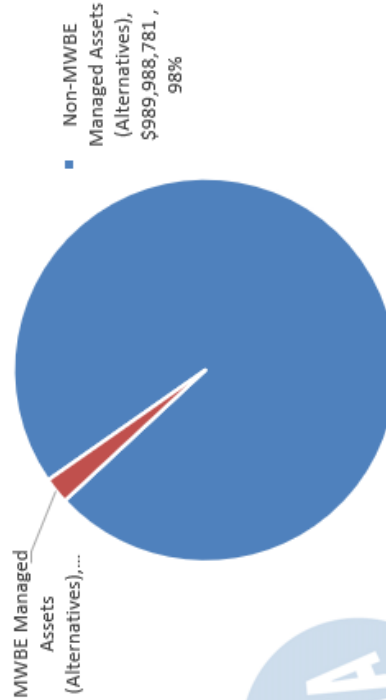
MaBSTOA - Total Assets



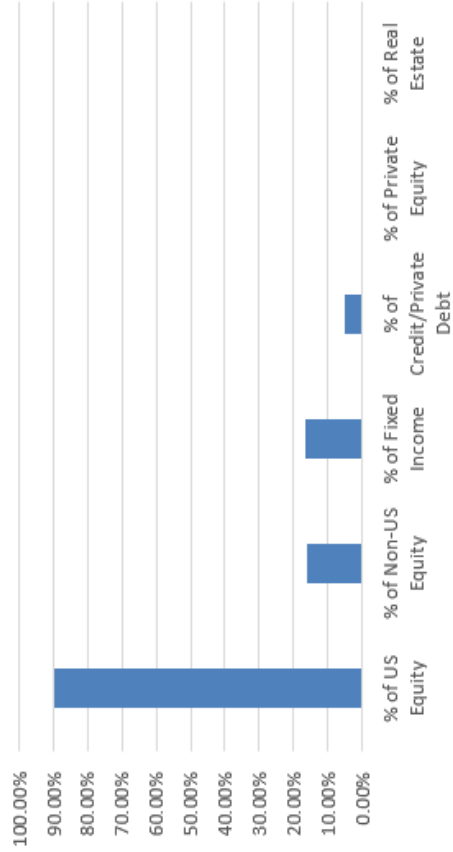
MaBSTOA - Traditional Investments



MaBSTOA - Alternative Investments



MWBE Managed Assets by Asset Class





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**MTA
Business Development
Initiatives**

June 22, 2026

MWBE, DBE, SDVOB Program – Outreach Activity

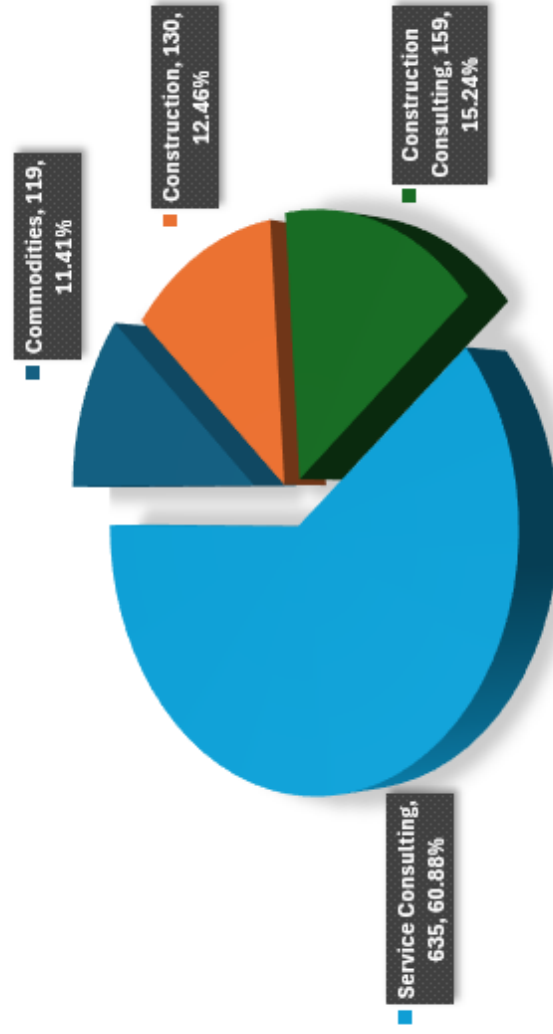
✓ Newly certified and/or currently certified firms new to the MTA are invited to the MTA's New Firm Orientation Session (NFOS). The NFOS integrates certified firms into the MTA procurement process.

✓ 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 MWBE and SDVOB certifications.

Total Number of Firms Interested in Doing Business with the MTA (APRIL – MARCH 2026): 1043

Current Certification Type(s)	
MBE/WBE/DBE/SDVOB	820
NON-CERTIFIED FIRMS	223

Firms By Industry



MWBE, DBE, SDVOB Program – DBE Certification Activity

	January – October 2025	January – October 2024
Total of New Applications Received	75	104
Total New Firms Certified	48	77
Average Time to Process Applications (Days)	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). DBE Reevaluation efforts are in progress.



Business Development Initiatives – Outreach

April 2025 – March 2026

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		
Rolling Stock Event		
January	February	March
SBS - Citywide Procurement Fair	NYSABPRHAL CAUCUS/MWBE LEGISLATIVE CONF., ALBANY	LAGCC/MTA - Doing Business with MTA
BTEA - MWBE Meeting - Doing Business with MTA	Most Significant Infrastructure Projects Summit	GCA OPPORTUNITIES OUTLOOK
		NY Build
		NFOS - New Firm Orientation Session





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June 22, 2026

Mission Statement

To develop and grow emerging contractors through classes, on-the-job training, and technical assistance on prime contracts with MTA Agencies, creating a larger pool of diverse, qualified contractors who can compete for and complete MTA construction projects safely, timely, and within budget.

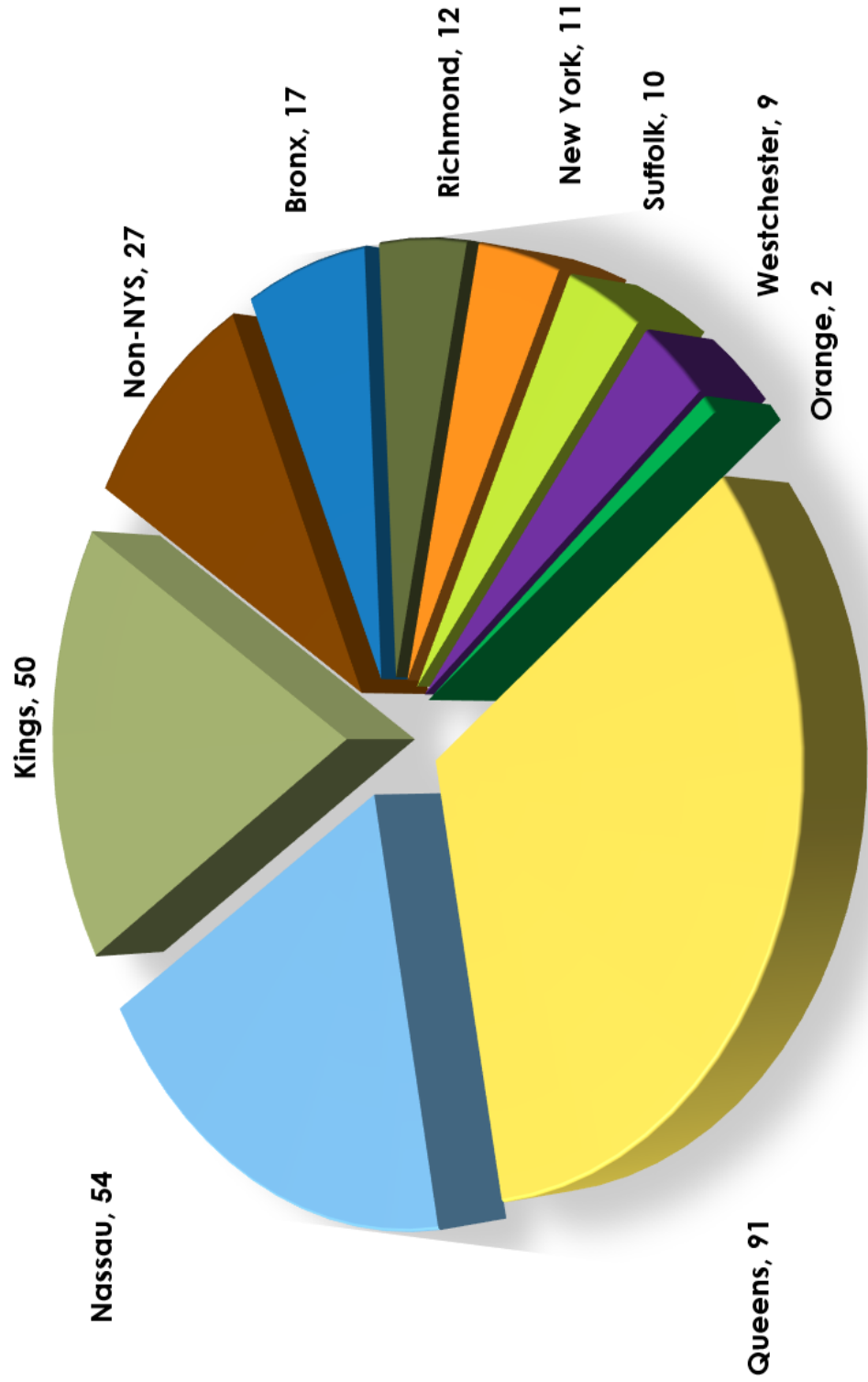
Elements of the SBDP

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

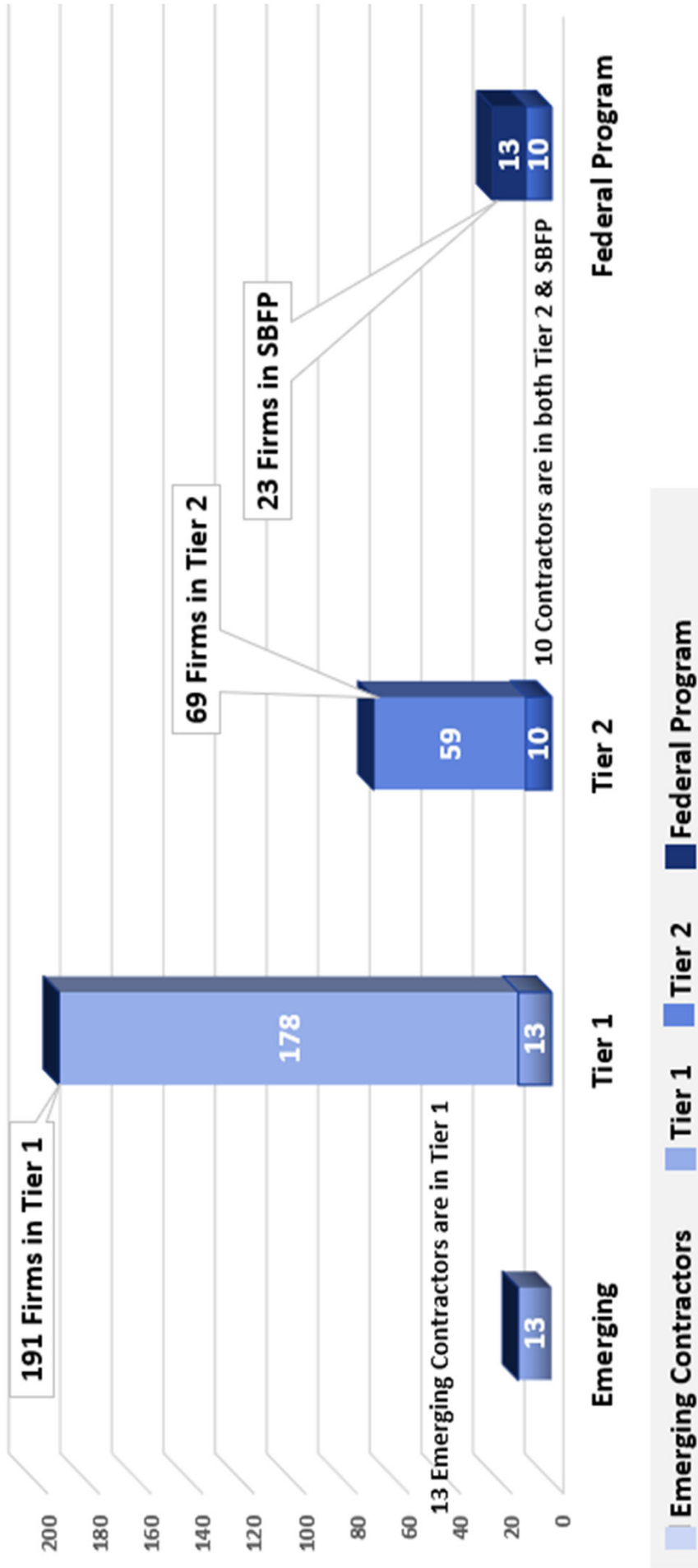
Benefits of the Program

- ✓ Uniform Set of Front-End Bid Documents for All Agencies: NYCT, MNR, B&T, LIRR, MTA BUS, and MTA C&D
- ✓ Fast-Track Payments
- ✓ Awards SBMP & SBFP – within 22 business days
- ✓ Closeouts SBMP & SBFP – within 20 & 30 business days respectively
- ✓ Submittals – within 10 business days
- ✓ RFIs – within 5 business days

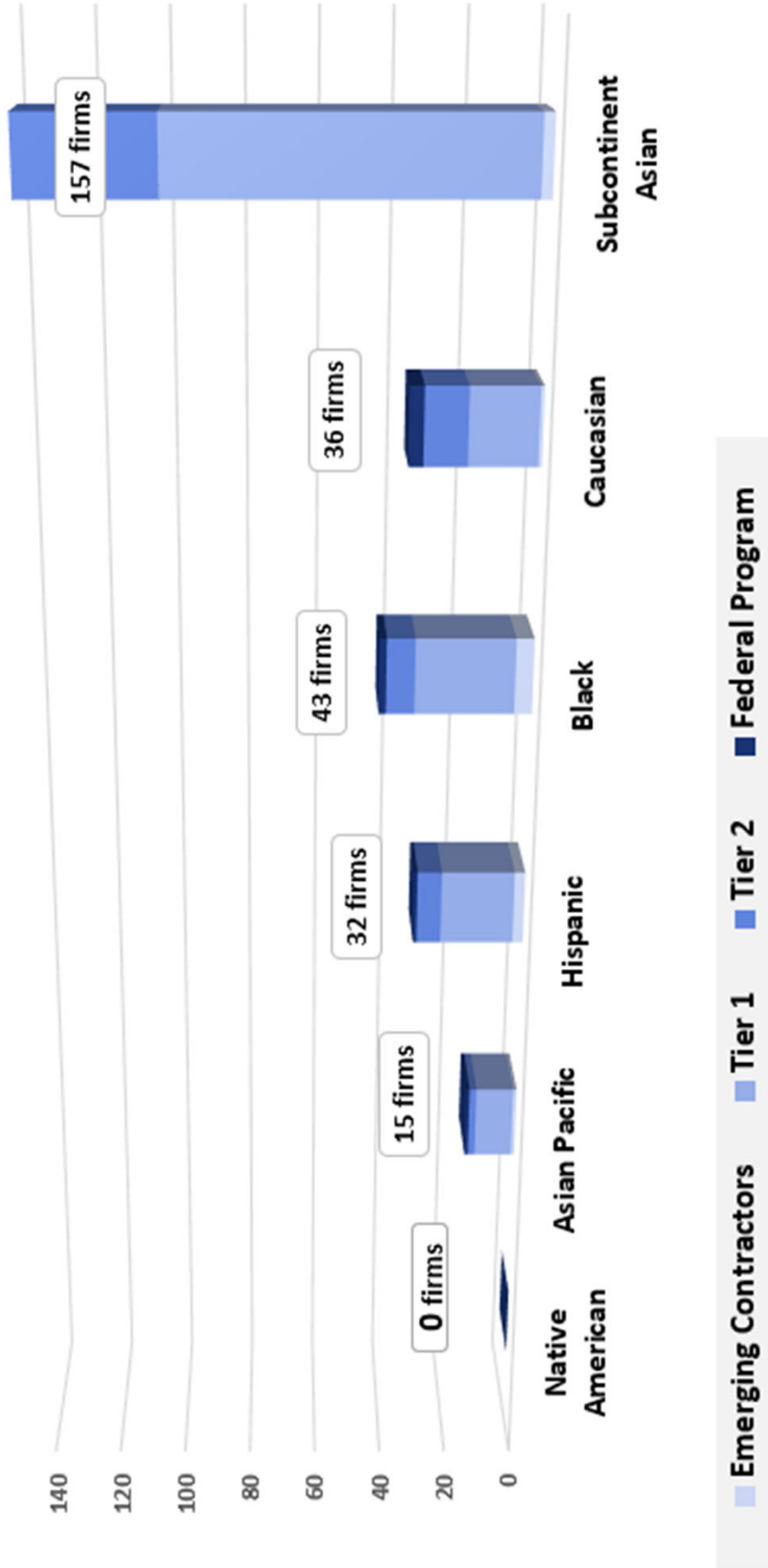
283 Firms Actively Enrolled in the Program



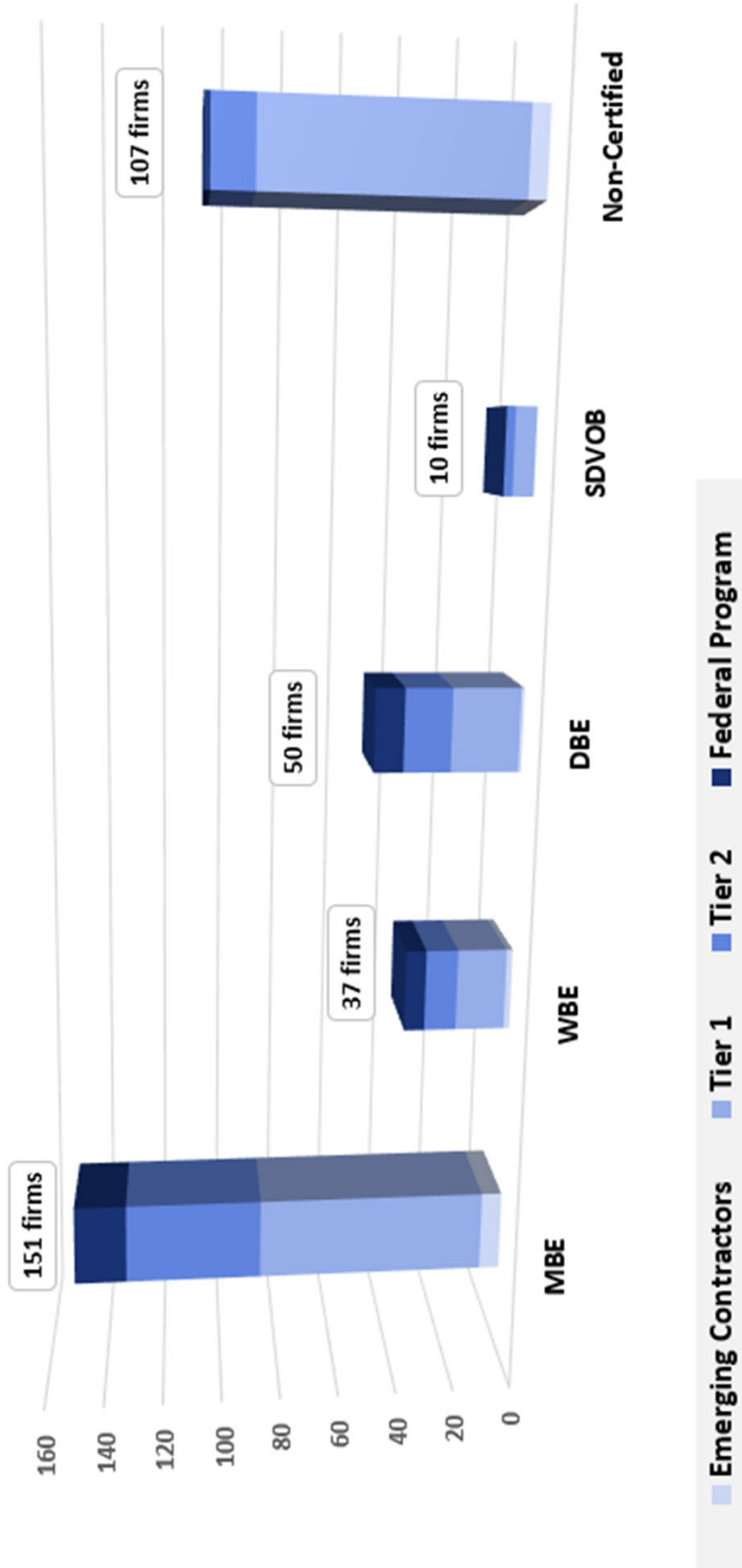
Active Prequalified Firms by Tier (Emerging ECP, Tier-1, Tier-2, SBFP)



Ethnicity of Firms Actively Enrolled in the Program by Tier



Certifications of Firms Actively Enrolled in the Program by Tier



	2025		2026			
	Total Contracts Awarded	Total Contracts Awarded	Q1	Q2	Q3	Q4
Number of Awarded Contracts	31	3	3	-	-	-
Total Contract Value	\$54.7 M	\$2.2 M	\$2.2 M	-	-	-

	2025		2026			
	Loans Awarded	Loans Awarded	Q1	Q2	Q3	Q4
Number of Loans Facilitated	5	2	2	-	-	-
Total Loan Value	\$857,000	\$800,000	\$800,000	-	-	-