



**Metropolitan Transportation Authority**

# **Diversity Committee Meeting**

## **December 2020**

---

### **Committee Members**

R. Herman, Chair  
L. Cortés-Vázquez  
L. Lacewell  
N. Zuckerman

# **Diversity Committee Meeting**

**2 Broadway New York NY 10004**

**Wednesday, 12/16/2020**

**10:00 AM - 5:00 PM ET**

## **1. PUBLIC COMMENT PERIOD**

## **2. APPROVAL OF MINUTES**

*September 2020 Diversity Committee Meeting Minutes - Page 3*

## **3. 2020 DIVERSITY COMMITTEE WORK PLAN**

*2020 Diversity Committee Work Plan - Page 4*

## **4. 2021 DIVERSITY COMMITTEE WORK PLAN**

*2021 Diversity Committee Work Plan - Page 8*

## **5. EXECUTIVE SUMMARY**

*Executive Summary - Page 12*

## **6. BUSINESS AND DIVERSITY INITIATIVES**

*2020 Business Diversity Initiatives - Page 30*

## **7. DBE CERTIFICATION ACTIVITY REPORT**

*DBE Certification - Page 36*

## **8. THIRD QUARTER 2020 EEO ACTIVITIES**

*EEO Activities - Page 38*

## **9. SMALL BUSINESS DEVELOPMENT PROGRAM UPDATE**

*Small Business Development Program - Page 62*

## **10. M/W/DBE AND SDVOB CONTRACT COMPLIANCE**

*M/W/BE and SDVOB Contract Compliance - Page 79*

## **11. M/W/DBE AND SDVOB CAPITAL PROJECTS**

*M/W/DBE and SDVOB on Capital Projects - Page 104*

## **12. FINANCIAL SERVICES**

*Underwriter Fees - Page 106*

## **13. ASSET FUND MANAGERS**

*Asset Fund Managers - Page 108*

**MTA DIVERSITY COMMITTEE**

Meeting Minutes

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

New York, NY 10004

Wednesday, September 23, 2020

Because of the ongoing COVID-10 public health crisis, the MTA Chairman convened a one-day, virtual Board and Committee meeting session on September 23, 2020, which included the following committees:

Long Island Railroad and Metro-North Railroad

New York City Transit

MTA Bridges and Tunnels

Finance

Diversity Committee

Capital Program Oversight Committee

To see a summary of the Diversity Committee meeting, please refer to the September 23, 2020 Board minutes in the October Board Book available here on the Board materials website:

<https://new.mta.info/document/21726>.

## 2020 Diversity Committee Work Plan

---

<b>I. RECURRING AGENDA ITEMS</b>	<u>Responsibility</u>
Approval of Minutes	Committee Chair & Members
Committee Work Plan	Committee Chair & Members
MTA Agency-wide Business and Diversity Initiatives and EEO Programs Activities	Dept. of Diversity/Civil Rights
MTA DBE Certification Program Activities	Dept. of Diversity/Civil Rights
M/W/DBE and SDVOB Contract Compliance Activities	Dept. of Diversity/Civil Rights
Action Items (if any)	As listed
<b>II. SPECIFIC AGENDA ITEMS</b>	<u>Responsibility</u>
<u>February 2020</u>	
2020 Departmental Goals	Dept. of Diversity/Civil Rights
2019 Year-End Report	Dept. of Diversity/Civil Rights
Diversity Committee Charter Review	Committee Chair and Members
<u>May 2020</u>	
2020 EEO, ADA and Sexual and Other Discriminatory Harassment Policy Statements	Dept. of Diversity/Civil Rights
All Agency Title VI Policy Statement	
All Agency Title VI Procedure	
1st Quarter 2020 Report	Dept. of Diversity/Civil Rights
<u>September 2020</u>	
2nd Quarter 2020 Report	Dept. of Diversity/Civil Rights
Recruitment Strategies for MTAHQ and MTA Agencies	Dept. of Diversity/Civil Rights, MTAHQ and Agency Staff
<u>December 2020</u>	
3 <sup>rd</sup> Quarter 2020 Report	Dept. of Diversity/Civil Rights
Status Report on MTA Inter-Agency M/W/DBE and SDVOB Task Force	Dept. of Diversity/Civil Rights
2021 Diversity Committee Work Plan	Dept. of Diversity/Civil Rights

## **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 EEO Program Activities

The MTA Department of Diversity and Civil Rights update of agency-wide workforce analysis, new hires and EEO and Title VI 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**

#### **February 2020**

##### Overview of 2020 MTA Department of Diversity/Civil Rights Departmental Goals

The MTA Department of Diversity and Civil Rights will present an overview of Departmental goals and objectives for 2020.

##### 2019 Year-End Report

The Department of Diversity and Civil Rights will present 2019 year-end update on MTA Agency-wide EEO and M/W/DBE and SDVOB contract compliance activities.

##### Recruitment Strategies

Staff from the Department of Diversity and Civil Rights, MTAHQ and MTA Agencies will present recruitment strategies to address underutilization of minorities and women in the workforce.

## Diversity Committee Charter Review

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

### **May 2020**

#### Recommitment to Equal Employment Opportunity (“EEO”)

Each year, the MTA disseminates Policies addressing the Americans with Disabilities Act (“ADA”), Sexual and Other Discriminatory Harassment Prevention and EEO in order to reaffirm MTA’s commitment to ensuring a work place 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 2020 EEO Policy.

All Agency Title VI Policy Statement presented for approval

All Agency Title VI Procedure presented for approval

#### 1<sup>st</sup> Quarter 2020 Report

The Department of Diversity and Civil Rights will present 1<sup>st</sup> quarter 2020 update on MTA Agency-wide EEO, and M/W/DBE and SDVOB contract compliance activities.

### **September 2020**

#### 2<sup>nd</sup> Quarter 2020 Report

The Department of Diversity and Civil Rights will present 2<sup>nd</sup> quarter 2020 update on MTA Agency-wide EEO, and M/W/DBE and SDVOB contract compliance activities.

Title VI Program Approval

#### Recruitment Strategies

Staff from the Department of Diversity and Civil Rights, MTAHQ and MTA Agencies will present recruitment strategies to address underutilization of minorities and women in the workforce.

### **December 2020**

#### 3<sup>rd</sup> Quarter 2020 Report

The Department of Diversity and Civil Rights will present 3<sup>rd</sup> quarter 2020 update on MTA Agency-wide EEO and M/W/DBE and SDVOB contract compliance activities.

#### Status Report on MTA Inter-Agency M/W/DBE and SDVOB Task Force

The Department of Diversity and Civil Rights report will address progress made by the Task Force to improve M/W/DBE and SDVOB participation.

#### 2021 Diversity Committee Work Plan

The Department of Diversity and Civil Rights will present an updated Diversity Committee Work Plan for 2021.

## 2021 Diversity Committee Work Plan

---

<b>I. RECURRING AGENDA ITEMS</b>	<u>Responsibility</u>
Approval of Minutes	Committee Chair & Members
Committee Work Plan	Committee Chair & Members
MTA Agency-wide Business and Diversity Initiatives and EEO Programs Activities	Dept. of Diversity/Civil Rights
MTA DBE Certification Program Activities	Dept. of Diversity/Civil Rights
M/W/DBE and SDVOB Contract Compliance Activities	Dept. of Diversity/Civil Rights
Action Items (if any)	As listed
<b>II. SPECIFIC AGENDA ITEMS</b>	<u>Responsibility</u>
<u>February 2021</u>	
2021 Departmental Goals	Dept. of Diversity/Civil Rights
2020 Year-End Report	Dept. of Diversity/Civil Rights
Diversity Committee Charter Review	Committee Chair and Members
<u>May 2021</u>	
2021 EEO, ADA and Sexual and Other Discriminatory Harassment Policy Statements	Dept. of Diversity/Civil Rights
All Agency Title VI Policy Statement	
All Agency Title VI Procedure	
1st Quarter 2021 Report	Dept. of Diversity/Civil Rights
<u>September 2021</u>	
2nd Quarter 2021 Report	Dept. of Diversity/Civil Rights
Recruitment Strategies for MTAHQ and MTA Agencies	Dept. of Diversity/Civil Rights, MTAHQ and Agency Staff
<u>December 2021</u>	
3 <sup>rd</sup> Quarter 2021 Report	Dept. of Diversity/Civil Rights
Status Report on MTA Inter-Agency M/W/DBE and SDVOB Task Force	Dept. of Diversity/Civil Rights
2021 Diversity Committee Work Plan	Dept. of Diversity/Civil Rights

## **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 EEO Program Activities

The MTA Department of Diversity and Civil Rights update of agency-wide workforce analysis, new hires and EEO and Title VI 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**

#### **February 2021**

#### Overview of 2021 MTA Department of Diversity/Civil Rights Departmental Goals

The MTA Department of Diversity and Civil Rights will present an overview of Departmental goals and objectives for 2021.

#### 2020 Year-End Report

The Department of Diversity and Civil Rights will present 2020 year-end update on MTA Agency-wide EEO and M/W/DBE and SDVOB contract compliance activities.

#### Recruitment Strategies

Staff from the Department of Diversity and Civil Rights, MTAHQ and MTA Agencies will present recruitment strategies to address underutilization of minorities and women in the workforce.

## Diversity Committee Charter Review

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

### **May 2021**

#### Recommitment to Equal Employment Opportunity (“EEO”)

Each year, the MTA disseminates Policies addressing the Americans with Disabilities Act (“ADA”), Sexual and Other Discriminatory Harassment Prevention and EEO in order to reaffirm MTA’s commitment to ensuring a work place 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 2021 EEO Policy.

All Agency Title VI Policy Statement presented for approval

All Agency Title VI Procedure presented for approval

#### 1<sup>st</sup> Quarter 2021 Report

The Department of Diversity and Civil Rights will present 1<sup>st</sup> quarter 2021 update on MTA Agency-wide EEO, and M/W/DBE and SDVOB contract compliance activities.

### **September 2021**

#### 2<sup>nd</sup> Quarter 2021 Report

The Department of Diversity and Civil Rights will present 2<sup>nd</sup> quarter 2021 update on MTA Agency-wide EEO, and M/W/DBE and SDVOB contract compliance activities.

Title VI Program Approval

#### Recruitment Strategies

Staff from the Department of Diversity and Civil Rights, MTAHQ and MTA Agencies will present recruitment strategies to address underutilization of minorities and women in the workforce.

### **December 2021**

#### 3<sup>rd</sup> Quarter 2021 Report

The Department of Diversity and Civil Rights will present 3<sup>rd</sup> quarter 2021 update on MTA Agency-wide EEO and M/W/DBE and SDVOB contract compliance activities.

#### Status Report on MTA Inter-Agency M/W/DBE and SDVOB Task Force

The Department of Diversity and Civil Rights report will address progress made by the Task Force to improve M/W/DBE and SDVOB participation.

#### 2022 Diversity Committee Work Plan

The Department of Diversity and Civil Rights will present an updated Diversity Committee Work Plan for 2022.

# Metropolitan Transportation Authority Department of Diversity and Civil Rights

## Executive Summary

December 16, 2020



# Executive Summary

**MTA ranked number 1 in dollars paid to NYS certified MWBEs during the NYS Fiscal Year 2019-20**

- 1. MTA - \$772.5 million @ 27.2% MWBE Inclusion**
2. ESD - \$ 529.8 million
3. OGS - \$185.6 million
4. DFS - \$184.6 million
5. DASNY - \$184.1 million

Out of **97** NYS Agencies and Public Authorities, the **MTA** was responsible for **25%** of all payments state-wide.



# Executive Summary

## ■ Business & Diversity Initiatives

- During the period of July 2020 through October 2020 DDCR outreach efforts attracted over 500 firms.
- As a result of DDCR's outreach efforts, 9 certified firms received a total of \$26,077,768 in awards and 58 certified firms received \$72,686,414 in payments.

**Awards** - \$26,077,768

**Payments\*** - \$72,686,414

\*Total payments include ongoing payments on previously awarded contracts.



# Executive Summary

## ■ Certification Activity Report

- The decrease in applications being received resulted to a decrease in the number of firms being certified due to the COVID-19 Pandemic.

- **Status:** Decreased DBE Certifications

## ■ **Trends**

- Upward
- Constant
- Downward

- **Strategies for Improvement:** n/a



# Executive Summary

- **EEO** (full report on pages 38-52)
  - MTA's overall workforce is currently comprised of **71,569** employees; of which **12,886 (18%)** are Females,\* **50,097 (70%)** are Minorities and **1,981 (3%)** are Veterans\*\* and **357 (0.5%)** are People with Disabilities.
  - The percentage of Females in the workforce has **remained the same (18%)** as compared to the third quarter of 2019. As it relates to race/ethnicity, the percentage of minorities has **remained the same (70%)** compared to the third quarter of 2019.
  - MTA Agencies conducted an availability analysis of females and minorities in its workforce. The availability analysis consists of comparing MTA Agencies **September 30, 2020** workforce percentages for females and minorities to 80 percent of the females and minorities available within the relevant labor market.
  - Based on the availability analysis, **Females, Asians, Blacks and Hispanics** were underrepresented in some of the job categories at the Agencies.



\*Includes minorities, non-minorities, and veterans

\*\*Minorities and Non-minorities

# Executive Summary

- **EEO** (full report on pages 53-61)
  - MTA Agencies hired **1,416** employees; of which **326 (23%)** are females,\* **1073 (76%)** are Minorities, **45 (3%)** are veterans,\*\* and **11 (0.8%)** are People with Disabilities.
  - Females were **hired at higher** percentage compared to their current representation of **18%** in the workforce. Minorities were **hired at higher** percentage compared to their current representation of **70%** in the workforce.
  - In the third quarter of 2020, MTA Agencies handled a total of **412** EEO complaints; of which **251** were internal and **161** were external. In the third quarter of 2019, MTA Agencies handled a total of **412** EEO complaints; of which **250** were internal and **162** were external complaints.
  - In the third quarter of 2020, MTA Agencies handled a total of **205** Title VI complaints. In the third quarter of 2019, MTA Agencies handled a total of **310** Title VI complaints.



\*Includes minorities, non-minorities, and veterans

\*\*Minorities and Non-minorities

# Executive Summary

## ■ Small Business Development Program (as of September 30, 2020)

### The Program – Current Status

- First 3 quarters of 2020, SBDP awarded **14 contracts** totaling **\$15.7 million \***
- Record year in 2019. The goal was **\$80 million**. SBDP awarded **58 contracts** totaling **\$86 million**.
- The Small Business Development Program (SBDP) awarded **437 contracts** totaling **\$466.7 million**.
- SBDP successfully recruited **thirteen (13)** Service-Disabled Veteran-Owned Business (SDVOB) certified firms. **Three (3) firms** were awarded contracts totaling **\$1,116,366**.
- The Small Business Development Loan Program issued **129 loans** totaling **\$18.1 million**.
- The Small Business Development Bond Program has assisted Tier 2 and SBFP firms in securing **\$566 million** in surety bonds.
- The Small Business Development Training Program – more than 740 firms have participated in the training since the inception of the program.

\* Due to COVID-19 Pandemic all capital contract awards were put on 90-day moratorium.



# Executive Summary

## ■ Small Business Development Program (continued)

■ **Status:** Program is not achieving its goals.

### ■ Trends

- Upward
- Constant
- Downward \*

■ **Strategies for improvements:** n/a

\* Due to COVID-19 Pandemic all capital contract awards were put on 90-day moratorium.



# Executive Summary

## ■ MWDBE and SDVOB Contract Compliance

### ■ 30% NY State Fiscal Year 2020-2021 MWBE Goal

- 18% MWBE participation in contract awards\*
- 28% MWBE participation in contract payments\*

### ■ 6% NY State Fiscal Year 2020-2021 SDVOB Goal

- 28% SDVOB participation in contract awards\*
- 4% SDVOB participation in contract payments\*

### ■ 18% Federal Fiscal Year 2019-2020 DBE Goal

- 15% DBE participation in contract awards
- 18% DBE participation in contract payments on ongoing contracts
- 14% DBE participation on payments on closed contracts

\* First two quarters of the NYS Fiscal Year 2020-2021



# Executive Summary

## ■ MWDBE and SDVOB Contract Compliance (Continued)

- Currently, DDCR monitors more than **975 contracts** for MWDBE and SDVOB goal compliance.
- In 2020, DDCR conducted **255 site visits** for MWDBE and SDVOB contract compliance.
  - Monthly Average: **28\***
- In 2020, DDCR has closed **204** contracts.
  - Monthly Average: **23**

\* Site visits were suspended on March 16, 2020 due to the COVID-19 outbreak, which has caused site visits to trend downward. The monthly average at the time of suspension was 54.5.



# Executive Summary

- **MWDBE and SDVOB Contract Compliance (Continued)**
- **Status:** MWDBE and SDVOB goals are not being met
- **Trends**
  - ☑ Upward: MWBE/SDVOB participation on contract payments
  - ☐ Constant
  - ☑ Downward: DBE participation on contract awards
- **Strategies for Improvement:**
  - DDCR will expand on building relationships with various women, veteran and minority trade groups and associations to identify qualified firms in the minority business community.
  - Design smaller contracts for greater participation by MWDBE/SDVOBs.
  - Due to legislative actions in Albany, discretionary spending threshold was increased from \$400k to \$1M.
  - Hiring additional MWDBE/SDVOB Contract Compliance staff.



# Executive Summary

## ■ Capital Projects

### ■ Federal Participation Goal: 18%

(Federal Fiscal Year 2020 (October 2019 to September 2020))

- Total Awards: \$381M
- Total DBE Awards: \$52M (14%)
- Total Payments: \$612M
- Total DBE Payments: \$133M (22%)

### ■ New York State MBE Participation Goal: 15%

(First and Second Quarter NYS Fiscal Year 2020-2021 (April 2020 – September 2020))

- Total Awards: \$96M
- Total MBE Awards: \$13M (13%)
- Total Payments: \$379M
- Total MBE Payments: \$43M (11%)

### ■ New York State WBE Participation Goal: 15%

(First and Second Quarter NYS Fiscal Year 2020-2021 (April 2020 – September 2020))

- Total Awards: \$96M
- Total WBE Awards: \$12M (12%)
- Total Payments: \$379M
- Total WBE Payments: \$44M (12%)

### ■ Service Disabled Veteran-Owned Business Participation Goal: 6%

(First and Second Quarter NYS Fiscal Year 2020-2021 (April 2020 – September 2020))

- Total Awards: \$29M
- Total SDVOB Awards \$511,165 (2%)
- Total Payments: \$199M
- Total SDVOB Payments: \$5M (2%)

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



# Executive Summary

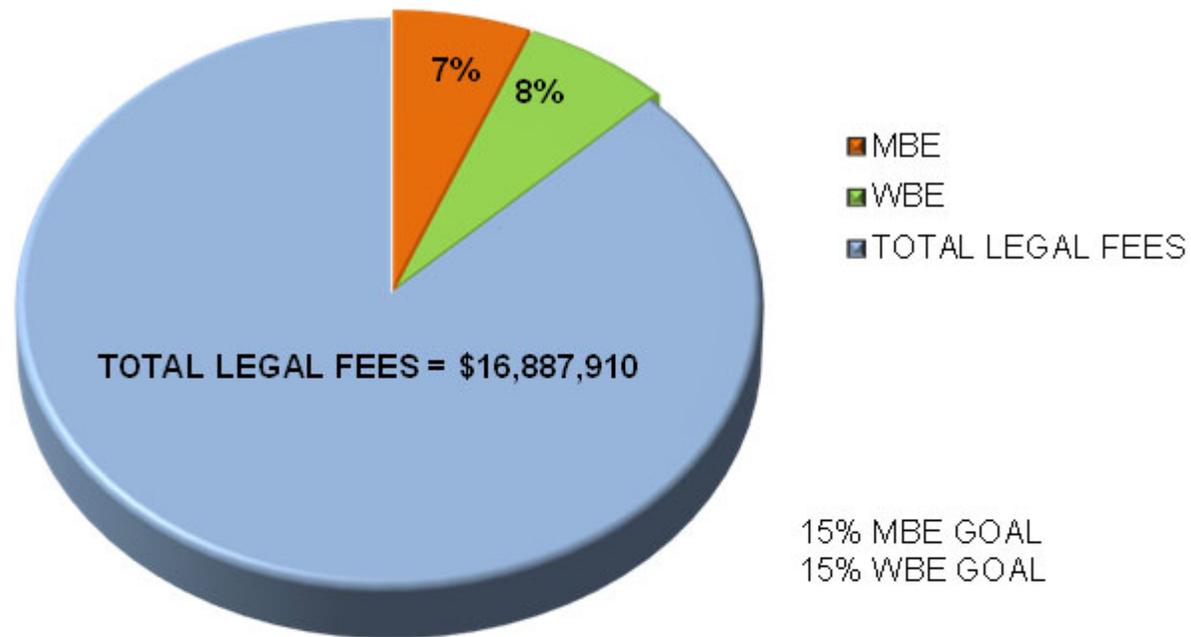
## Capital Projects (Continued)

- **Status:** MWDBE and SDVOB goals are not being met
  
- **Trends**
  - ☑ Upward : MWBE and SDVOB participation on contract payments
  - ☐ Constant
  - ☑ Downward: DBE participation in contract awards
  
- **Strategies for Improvement:**
  - DDCR will expand on building relationships with various women, veteran and minority trade groups and associations to identify qualified firms in the minority community.
  - Hiring more MWDBE/SDVOB contract compliance staff



# Executive Summary

## ■ MTA All Agency Legal Fees (April 2020 – September 2020)



Actual MBE Participation = \$1,182,998 or 7%  
Actual WBE Participation = \$1,270,590 or 8%



# Executive Summary

## MTA All Agency Legal Fees (Continued)

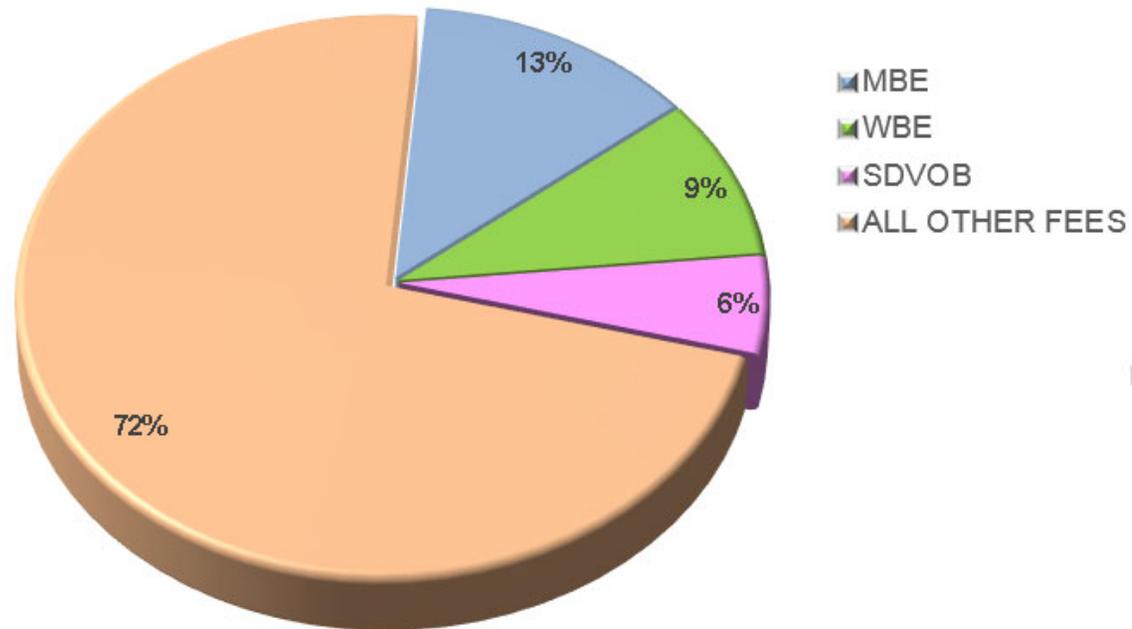
- **Status:** MWBE goals are not being met
- **Trends**
  - Upward
  - Constant
  - ☑ Downward: MWBE participation
- **Strategies for Improvement:**
  - Host an additional all-agency orientation session for prequalified minority law firms.
  - Mentor MWBE law firms to handle more specialized cases.



# Executive Summary

## Financial Services

### MTA All Agency Underwriter Fees (April 2020 – September 2020)



Actual WBE Participation = \$1,066,601 or 9%  
Actual MBE Participation = \$1,484,488 or 13%  
Actual SDVOB Participation = \$648,640 or 6%  
All Other Underwriting Fees = \$8,370,919 or 72%



# Executive Summary

## Financial Services (Continued)

- **Status:** MWBE goals are not being met
  
- **Trends**
  - Upward
  - Constant
  - Downward: MWBE and SDVOB participation
  
- **Strategies for Improvement:** n/a



# Executive Summary

## Asset Fund Managers – MWBE Participation Combined Plans (as of September 30, 2020)

### Combined Plans

- Total assets managed by MWBEs: \$1.45 billion; or 18% of total assets
- Majority of assets are in traditional asset classes
- Traditional assets managed by MWBEs: \$1.35 billion; or 25% of traditional assets
  - MWBE firms manage
    - 56% of US Equities
    - 34% of Real Estate
    - 32% of Non-US Equities
    - 8% of Fixed Income
    - 3 % of Opportunistic
- Alternative investments managed by MWBE's: \$100.5 million; or 4% of alternative investments



# Metropolitan Transportation Authority Department of Diversity and Civil Rights

## Business and Diversity Initiatives

December 16, 2020



# Business and Diversity Initiatives

## August

DDCR hosts "MTA DBE Proposed Goal and Methodology Public Briefing FFY 2021-2023"

Tri-State Chapter National Association of Minority Contractors presents: "Doing Business with the MTA and DASNY"

Greater Harlem Chamber of Commerce presents: Harlem Day Virtual Exhibits & Vendor Market Showcase –  
MTA MUNY Artist Performance

Greater Harlem Chamber of Commerce presents: Virtual 5K Run – MTA MUNY Artist Performance

## September

DDCR hosts "MTA DBE Goal Announcement for FFY 2021-2023"

African American Chamber of Commerce of New Jersey - Annual Business Leadership Conference  
26<sup>th</sup> Annual Competitive Edge Virtual Conference

## October

DDCR hosts "New Firm Orientation Session"

DDCR hosts "How to become Certified as a Disadvantaged Business Enterprise"

DDCR and 3<sup>rd</sup> Track Constructors host: LIRR 3<sup>rd</sup> Track Expansion Project Remaining Opportunities for SDVOB's

National Association of Black Women in Construction Inc. presents: A Billion Dollars in Contracting Opportunities Virtual Event

Black Business Owners/Primed4Success Forum 2020

Tri-State Chapter National Association of Minority Contractors 51<sup>st</sup> Annual Hybrid Conference



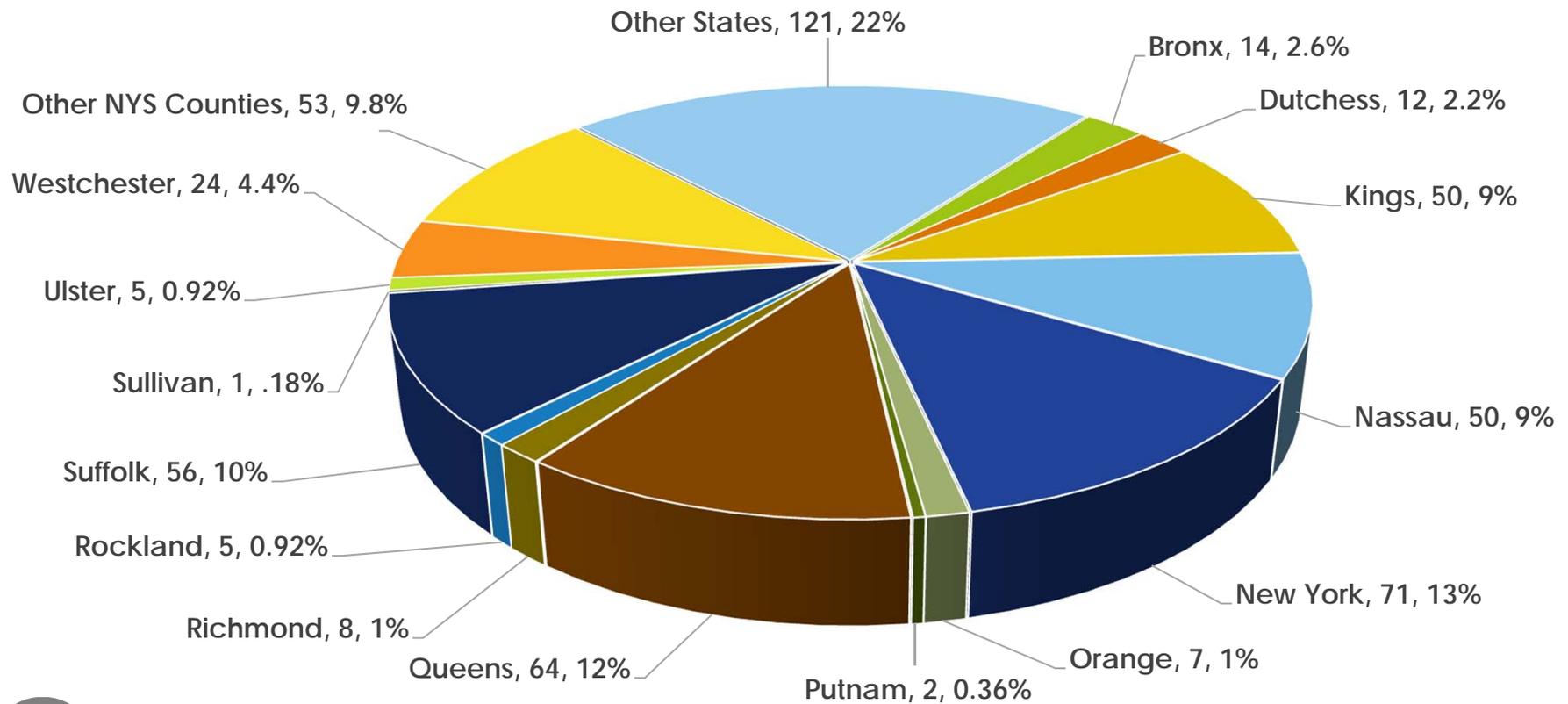
# Business and Diversity Initiatives

Awards and Payments Based on Outreach Efforts  
July 2020 – October 2020



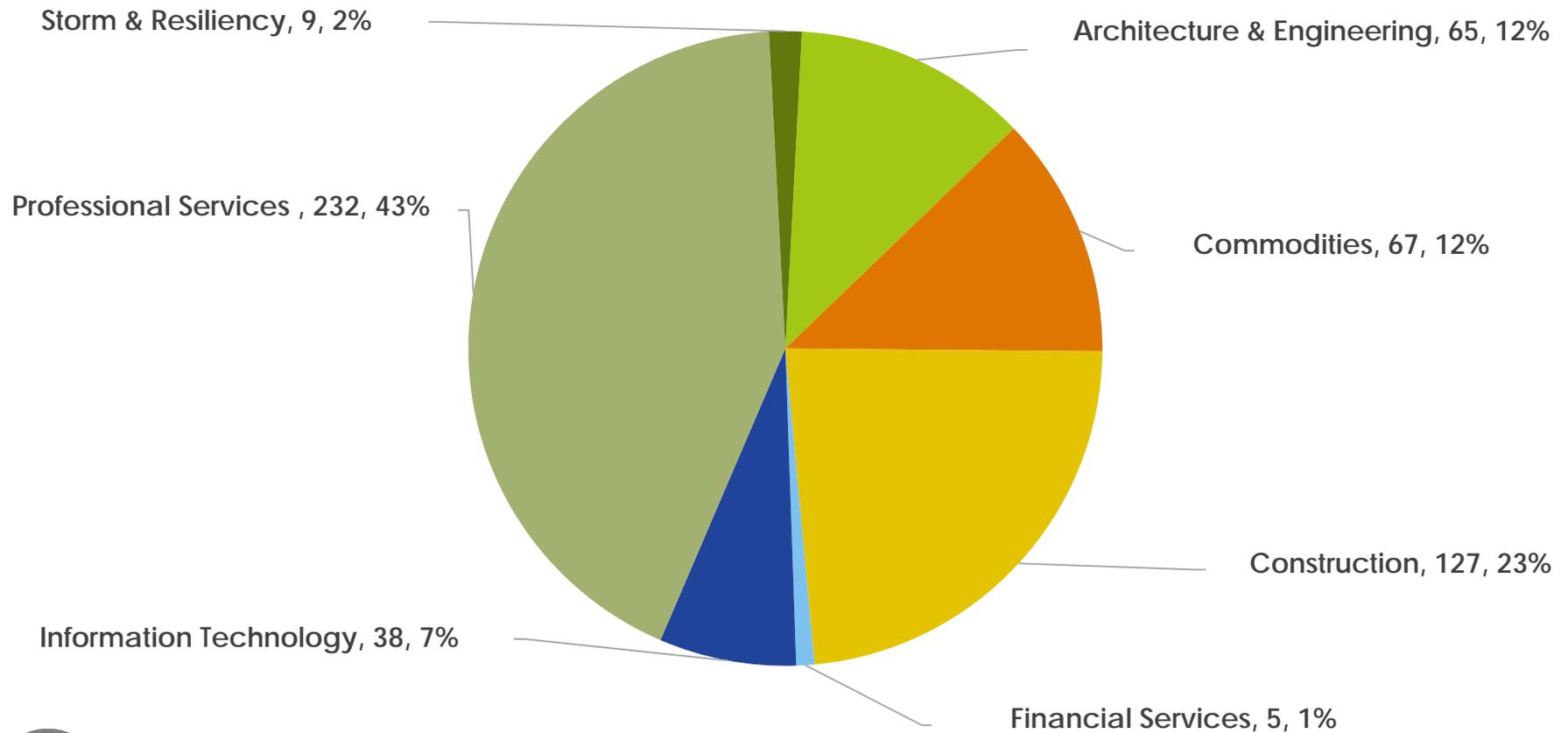
# Business and Diversity Initiatives

## Outreach Conducted In MTA Region Service Area (14 Counties) July 2020 – October 2020



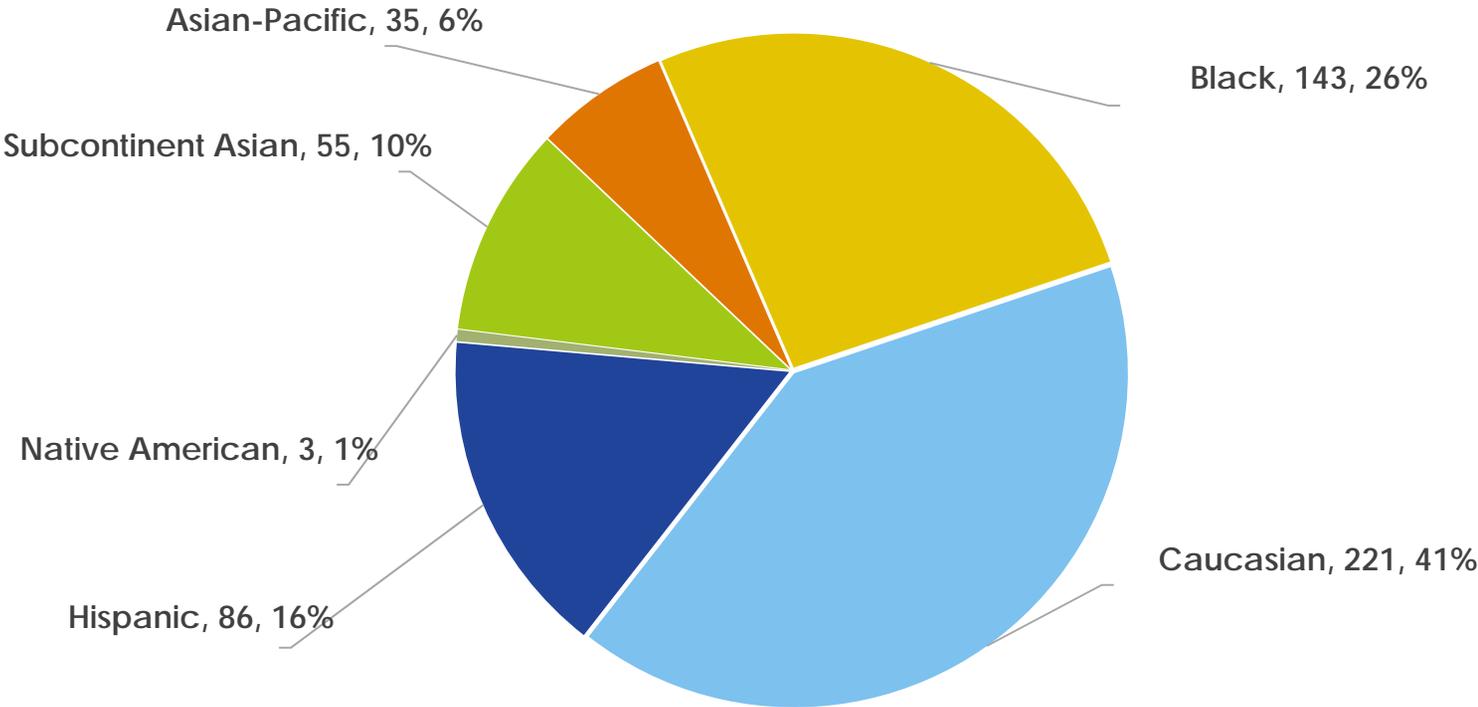
# Business and Diversity Initiatives

## Outreach Results By Business Type July 2020 – October 2020



# Business and Diversity Initiatives

## Outreach Results By Ethnicity July 2020 – October 2020



# Metropolitan Transportation Authority Department of Diversity and Civil Rights

## DBE Certification Activity Report

December 16, 2020



# MTA DBE Certification Unit

## CERTIFICATION APPLICATIONS RECEIVED JULY-OCTOBER 2018-2020

	2020	2019	2018
JULY	6	1	18
AUGUST	3	12	4
SEPTEMBER	9	5	3
OCTOBER	8	12	26
TOTAL	26	30	51

## CERTIFICATION ACTIVITY FOR NEW APPLICATIONS JULY-OCTOBER 2018-2020

	2020	2019	2018
CERTIFIED	14	35	27
DENIED	1	0	0
RETURNED	1	3	3
WITHDRAWN	5	4	2
TOTAL	21	42	32



# Metropolitan Transportation Authority Department of Diversity and Civil Rights

MTA-Wide Workforce  
as of September 30, 2020

December 16, 2020



# MTA-Wide Workforce as of September 30, 2020

Agency	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
B&T		1,235		704	57%	531	43%	315	26%	235	19%	87	7%	5	0%	1	0%	61	5%	78	6%
	F	265	21%	212	17%	53	4%	127	10%	51	4%	21	2%	2	0%	0	0%	11	1%	15	19%
	M	970	79%	492	40%	478	39%	188	15%	184	15%	66	5%	3	0%	1	0%	50	4%	63	81%
BUS		4,005		3233	81%	772	19%	1,805	45%	858	21%	360	9%	10	0%	10	0%	190	5%	60	1%
	F	507	13%	459	11%	48	1%	287	7%	128	3%	23	1%	1	0%	0	0%	20	0%	5	8%
	M	3,498	87%	2774	69%	724	18%	1,518	38%	730	18%	337	8%	9	0%	10	0%	170	4%	55	92%
C&D		116		62	53%	54	47%	17	15%	11	9%	30	26%	0	0%	0	0%	4	3%	3	3%
	F	42	36%	30	26%	12	10%	10	9%	7	6%	12	10%	0	0%	0	0%	1	1%	2	67%
	M	74	64%	32	28%	42	36%	7	6%	4	3%	18	16%	0	0%	0	0%	3	3%	1	33%
HQ		2,740		1553	57%	1,187	43%	602	22%	383	14%	415	15%	6	0%	1	0%	146	5%	97	4%
	F	894	33%	638	23%	256	9%	319	12%	129	5%	129	5%	0	0%	1	0%	60	2%	9	9%
	M	1,846	67%	915	33%	931	34%	283	10%	254	9%	286	10%	6	0%	0	0%	86	3%	88	91%
LIRR		7,454		2760	37%	4,694	63%	1,260	17%	866	12%	318	4%	22	0%	4	0%	290	4%	491	7%
	F	1,090	15%	577	8%	513	7%	337	5%	127	2%	61	1%	2	0%	1	0%	49	1%	21	4%
	M	6,364	85%	2183	29%	4,181	56%	923	12%	739	10%	257	3%	20	0%	3	0%	241	3%	470	96%
MNR		6,460		2534	39%	3,926	61%	1,280	20%	737	11%	198	3%	24	0%	1	0%	294	5%	480	7%
	F	825	13%	538	8%	287	4%	311	5%	121	2%	53	1%	3	0%	1	0%	49	1%	18	4%
	M	5,635	87%	1996	31%	3,639	56%	969	15%	616	10%	145	2%	21	0%	0	0%	245	4%	462	96%
NYCT		49,559		39251	79%	10,308	21%	22,937	46%	8,668	17%	5,975	12%	116	0%	16	0%	1,539	3%	772	2%
	F	9,263	19%	8586	17%	677	1%	6,322	13%	1,489	3%	466	1%	19	0%	3	0%	287	1%	61	8%
	M	40,296	81%	30665	62%	9,631	19%	16,615	34%	7,179	14%	5,509	11%	97	0%	13	0%	1,252	3%	711	92%
<b>Total</b>	<b>71,569</b>		<b>50,097</b>	<b>70%</b>	<b>21,472</b>	<b>30%</b>	<b>28,216</b>	<b>39%</b>	<b>11,758</b>	<b>16%</b>	<b>7,383</b>	<b>10%</b>	<b>183</b>	<b>0%</b>	<b>33</b>	<b>0%</b>	<b>2,524</b>	<b>4%</b>	<b>1,981</b>	<b>3%</b>	

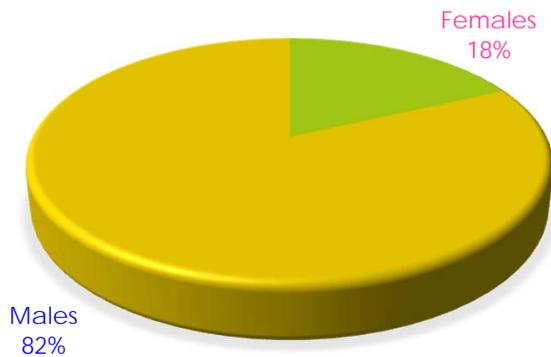
\*American Indian/Alaskan Native

\*\*Native Hawaiian Other Pacific Islander

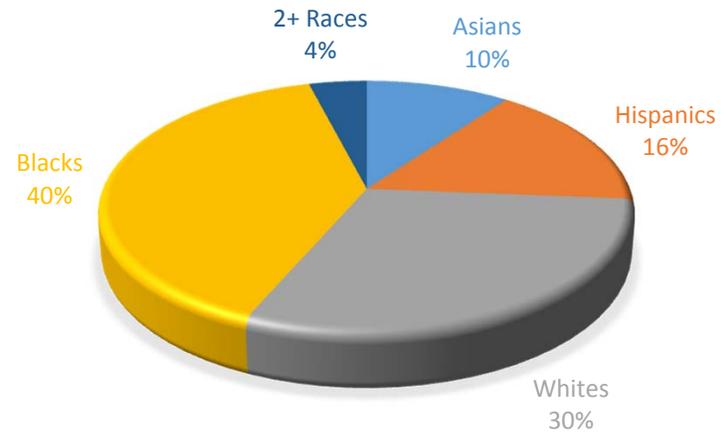


# MTA-Wide Workforce as of September 30, 2020

## Workforce By Gender



## Workforce By Race/Ethnicity



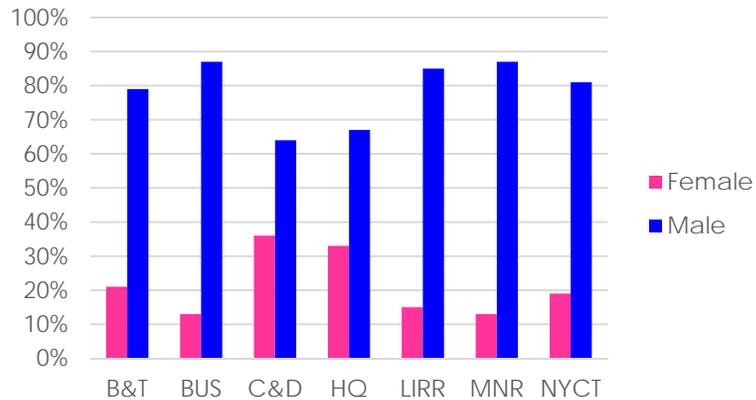
MTA employed **71,569** people: **18%** of the workforce were females, **70%** minorities, and veterans comprised **3%**.

- ❑ The percentage of females employed in the workforce has **remained constant** when compared to 3Q19.
- ❑ The percentage of minorities in the workforce has **remained constant** when compared to 3Q19.

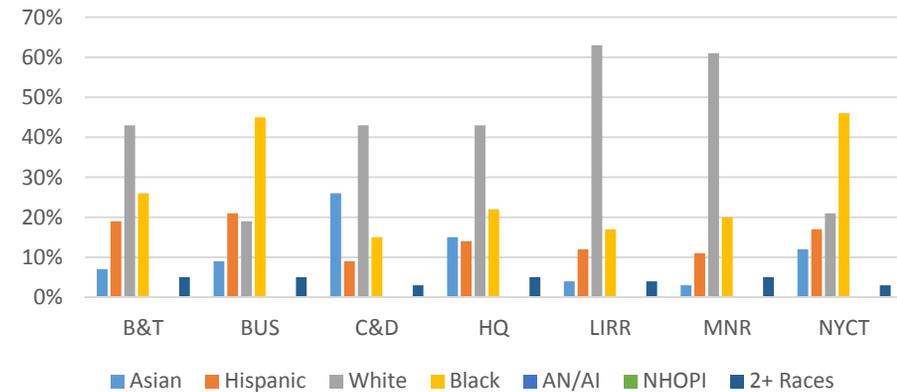


# MTA-Wide Workforce by Gender and Race/Ethnicity as of September 30, 2020

## MTA Agencies By Gender



## MTA Agencies By Race/Ethnicity



Agency	Employees	Females	Minorities
B&T	1235	21%	57%
BUS	4005	13%	81%
C&D	116	36%	53%
HQ	2740	33%	57%
LIRR	7454	15%	37%
MNR	6460	13%	39%
NYCT	49,559	19%	79%



# 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 which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge.
- ❑ **Technicians** - Occupations which 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.



# Definitions of EEO Job Categories

- ❑ **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 which require special manual skill and a thorough and comprehensive 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 which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property.



# MTA-Wide Underutilization Analysis Overview

MTA and all agencies conducted a utilization analysis of females and minorities in its workforce. The utilization analysis consists of comparing the percentage of females and minorities in the workforce to the percentages of qualified females and minorities in the relevant labor market.

As of September 30, 2020, a majority of the underrepresentation of **females, Asians, Blacks** and **Hispanics** occurred within the Technicians, Skilled Craft, Administrative Support and Service Maintenance job categories.

The following charts provide shaded/bolded areas that represent underutilization for each agency by EEO job category: (1) the female and minority workforce percentages for each agency; (2) estimated availability of females and minorities based on 2010 Census data by EEO job category; and (3) whether or not the estimated availability percentages were met for females and minorities within each of the EEO job categories.



Note: The following numbers and information do not reflect underutilization for specific job groups. In addition, the numbers and information provided do not show statistical disparities or explain the reasons or provide a root cause analysis for any identified underutilization.

# MTA-Wide Underutilization Analysis as of September 30, 2020

Job Category	Gender	Blacks		Hispanics		Asians		AI/AN*		NHOPI**		2+ Races		Whites	
		Est Avail	Actual %												
<b>Officials &amp; Administrators</b>															
<b>B&amp;T</b>	<b>F</b>	7%	11%	3%	2%	3%	5%	0%	0%	0%	0%	1%	2%	10%	7%
	<b>M</b>	8%	11%	7%	7%	6%	9%	0%	0%	0%	0%	3%	5%		
<b>BUS</b>	<b>F</b>	5%	10%	2%	3%	2%	3%	0%	0%	0%	0%	1%	2%	15%	5%
	<b>M</b>	6%	16%	6%	11%	5%	9%	0%	0%	0%	0%	2%	4%		
<b>C&amp;D</b>	<b>F</b>	4%	6%	3%	4%	3%	8%	0%	0%	0%	0%	0%	0%	15%	12%
	<b>M</b>	4%	4%	3%	3%	9%	19%	0%	0%	0%	0%	1%	2%		
<b>HQ</b>	<b>F</b>	5%	13%	3%	4%	4%	6%	0%	0%	0%	0%	1%	2%	16%	14%
	<b>M</b>	7%	8%	4%	3%	6%	11%	0%	0%	0%	0%	1%	4%		
<b>LIRR</b>	<b>F</b>	6%	4%	2%	2%	1%	2%	0%	0%	0%	0%	1%	1%	9%	9%
	<b>M</b>	8%	9%	6%	8%	3%	5%	0%	1%	0%	0%	2%	4%		
<b>MNR</b>	<b>F</b>	5%	5%	2%	4%	2%	4%	0%	0%	0%	0%	1%	1%	10%	10%
	<b>M</b>	8%	9%	5%	6%	3%	5%	0%	0%	0%	0%	2%	4%		
<b>NYCT</b>	<b>F</b>	6%	12%	2%	2%	1%	3%	0%	0%	0%	0%	0%	1%	9%	6%
	<b>M</b>	15%	19%	8%	10%	8%	11%	0%	0%	0%	0%	1%	4%		

Note: The underutilized areas of representation are shaded. \*American Indian/Alaskan Native. \*\*Native Hawaiian Other Pacific Islander  
 Note: Pursuant to FTA Circular 4704.1A EEO Requirements and Guidelines, white males have been excluded from the underutilization analysis.



# MTA-Wide Underutilization Analysis as of September 30, 2020

Job Category	Gender	Blacks		Hispanics		Asians		AI/AN*		NHOP1**		2+ Races		Whites	
		Est Avail	Actual %												
<b>Professionals</b>															
<b>B&amp;T</b>	F	8%	17%	4%	11%	3%	5%	0%	0%	0%	0%	1%	2%	15%	13%
	M	7%	8%	8%	10%	4%	6%	0%	0%	0%	1%	1%	6%		
<b>BUS</b>	F	7%	18%	5%	10%	4%	8%	0%	0%	0%	0%	1%	3%	15%	7%
	M	5%	13%	4%	4%	7%	17%	0%	0%	0%	0%	1%	4%		
<b>C&amp;D</b>	F	11%	22%	7%	6%	11%	27%	0%	0%	0%	0%	0%	0%	23%	13%
	M	9%	11%	6%	0%	8%	6%	0%	0%	0%	0%	1%	13%		
<b>HQ</b>	F	6%	16%	4%	5%	4%	7%	0%	0%	0%	0%	1%	3%	20%	8%
	M	5%	12%	4%	8%	5%	15%	0%	0%	0%	0%	1%	4%		
<b>LIRR</b>	F	3%	2%	2%	2%	2%	4%	0%	0%	0%	0%	0%	1%	14%	8%
	M	6%	13%	5%	10%	6%	11%	0%	0%	0%	0%	1%	4%		
<b>MNR</b>	F	7%	12%	6%	6%	4%	4%	0%	0%	0%	0%	1%	1%	22%	11%
	M	5%	9%	4%	8%	4%	8%	0%	0%	0%	0%	1%	4%		
<b>NYCT</b>	F	6%	17%	4%	5%	4%	7%	0%	0%	0%	0%	0%	2%	19%	8%
	M	7%	14%	5%	5%	8%	19%	0%	0%	0%	0%	1%	3%		

Note: The underutilized areas of representation are shaded. \*American Indian/Alaskan Native. \*\*Native Hawaiian Other Pacific Islander

Note: Pursuant to FTA Circular 4704.1A EEO Requirements and Guidelines, white males have been excluded from the underutilization analysis.



# MTA-Wide Underutilization Analysis as of September 30, 2020

Job Category	Gender	Blacks		Hispanics		Asians		AI/AN*		NHOPI**		2+ Races		Whites	
		Est Avail	Actual %												
<b>Technicians</b>															
B&T	F	11%	6%	3%	7%	0%	1%	0%	0%	0%	0%	0%	1%	2%	4%
	M	16%	10%	17%	19%	3%	5%	0%	0%	0%	0%	2%	1%		
BUS	F	5%	8%	11%	17%	0%	0%	0%	0%	0%	0%	0%	0%	32%	33%
	M	0%	0%	0%	0%	5%	8%	0%	0%	0%	0%	5%	8%		
C&D	F	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%		
HQ	F	3%	0%	2%	0%	0%	0%	0%	0%	0%	0%	1%	1%	6%	4%
	M	7%	8%	11%	10%	3%	4%	0%	0%	0%	0%	1%	0%		
LIRR	F	3%	8%	3%	0%	2%	0%	0%	0%	0%	0%	0%	0%	6%	0%
	M	10%	8%	9%	15%	7%	8%	0%	8%	0%	0%	0%	8%		
MNR	F	3%	4%	1%	2%	1%	0%	0%	0%	0%	0%	0%	2%	4%	3%
	M	13%	18%	9%	8%	3%	6%	0%	1%	0%	0%	2%	4%		
NYCT	F	3%	22%	5%	4%	4%	3%	0%	0%	0%	0%	0%	1%	19%	8%
	M	6%	21%	5%	7%	6%	12%	0%	0%	0%	0%	0%	4%		

Note: The underutilized areas of representation are shaded. \*American Indian/Alaskan Native. \*\*Native Hawaiian Other Pacific Islander  
 Note: Pursuant to FTA Circular 4704.1A EEO Requirements and Guidelines, white males have been excluded from the underutilization analysis.



# MTA-Wide Underutilization Analysis as of September 30, 2020

Job Category	Gender	Blacks		Hispanics		Asians		AI/AN*		NHOPI**		2+ Races		Whites	
		Est Avail	Actual %												
<b>Protective Services</b>															
<b>B&amp;T</b>	F	9%	13%	4%	3%	0%	0%	0%	0%	0%	0%	0%	1%	3%	2%
	M	12%	19%	15%	22%	3%	4%	0%	0%	0%	0%	1%	3%		
<b>BUS</b>	F	9%	0%	4%	17%	1%	0%	0%	0%	0%	0%	0%	0%	3%	17%
	M	27%	50%	16%	17%	4%	0%	0%	0%	0%	0%	0%	0%		
<b>C&amp;D</b>	F	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%		
<b>HQ</b>	F	3%	3%	2%	4%	0%	0%	0%	0%	0%	0%	0%	1%	7%	6%
	M	7%	9%	8%	16%	2%	5%	0%	0%	0%	0%	1%	2%		
<b>LIRR</b>	F	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%		
<b>MNR</b>	F	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%		
<b>NYCT</b>	F	8%	11%	3%	3%	1%	0%	0%	0%	0%	0%	0%	1%	3%	1%
	M	26%	37%	15%	24%	3%	6%	0%	0%	0%	0%	0%	2%		

Note: The underutilized areas of representation are shaded. \*American Indian/Alaskan Native. \*\*Native Hawaiian Other Pacific Islander  
 Note: Pursuant to FTA Circular 4704.1A EEO Requirements and Guidelines, white males have been excluded from the underutilization analysis.



# MTA-Wide Underutilization Analysis as of September 30, 2020

Job Category	Gender	Blacks		Hispanics		Asians		AI/AN*		NHOPI**		2+ Races		Whites	
		Est Avail	Actual %												
<b>Para-Professionals</b>															
B&T	F	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%	
BUS	F	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%	
C&D	F	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%	
HQ	F	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%	
LIRR	F	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%	
MNR	F	12%	17%	12%	8%	4%	0%	0%	0%	0%	0%	1%	0%	41%	33%
	M	2%	0%	2%	0%	1%	0%	0%	0%	0%	0%	0%	8%		
NYCT	F	5%	33%	5%	17%	2%	4%	0%	0%	0%	0%	0%	6%	16%	4%
	M	2%	21%	1%	6%	1%	4%	0%	0%	0%	0%	0%	0%		

Note: The underutilized areas of representation are shaded. \*American Indian/Alaskan Native. \*\*Native Hawaiian Other Pacific Islander  
 Note: Pursuant to FTA Circular 4704.1A EEO Requirements and Guidelines, white males have been excluded from the underutilization analysis.



# MTA-Wide Underutilization Analysis as of September 30, 2020

Job Category	Gender	Blacks		Hispanics		Asians		AI/AN*		NHOP1**		2+ Races		Whites	
		Est Avail	Actual %												
<b>Administrative Support</b>															
<b>B&amp;T</b>	F	27%	65%	11%	10%	6%	5%	0%	0%	0%	0%	0%	0%	21%	5%
	M	1%	0%	1%	0%	4%	0%	0%	0%	0%	0%	0%	0%		
<b>BUS</b>	F	7%	13%	5%	9%	1%	2%	0%	0%	0%	0%	1%	3%	6%	3%
	M	21%	19%	9%	4%	8%	16%	0%	0%	0%	0%	5%	8%		
<b>C&amp;D</b>	F	12%	13%	12%	25%	3%	0%	0%	0%	0%	0%	2%	13%	26%	0%
	M	1%	13%	1%	13%	1%	0%	0%	0%	0%	0%	0%	0%		
<b>HQ</b>	F	11%	32%	11%	9%	4%	4%	0%	0%	0%	0%	1%	5%	41%	20%
	M	2%	10%	2%	8%	1%	3%	1%	0%	0%	0%	0%	0%		
<b>LIRR</b>	F	13%	19%	6%	6%	3%	2%	0%	0%	0%	0%	1%	2%	17%	20%
	M	7%	10%	5%	4%	3%	1%	0%	0%	0%	0%	2%	2%		
<b>MNR</b>	F	10%	21%	5%	7%	1%	2%	0%	0%	0%	0%	1%	3%	11%	8%
	M	13%	15%	7%	8%	2%	1%	0%	0%	0%	0%	2%	3%		
<b>NYCT</b>	F	15%	35%	16%	6%	7%	3%	0%	0%	0%	0%	0%	1%	16%	3%
	M	6%	20%	8%	7%	4%	16%	0%	0%	0%	0%	0%	1%		

Note: The underutilized areas of representation are shaded. \*American Indian/Alaskan Native. \*\*Native Hawaiian Other Pacific Islander

Note: Pursuant to FTA Circular 4704.1A EEO Requirements and Guidelines, white males have been excluded from the underutilization analysis.



# MTA-Wide Underutilization Analysis as of September 30, 2020

Job Category	Gender	Blacks		Hispanics		Asians		AI/AN*		NHOP1**		2+ Races		Whites	
		Est Avail	Actual %												
<b>Skilled Craft</b>															
<b>B&amp;T</b>	F	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%		
<b>BUS</b>	F	1%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%
	M	25%	34%	12%	15%	9%	12%	0%	0%	1%	1%	5%	7%		
<b>C&amp;D</b>	F	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%		
<b>HQ</b>	F	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%		
<b>LIRR</b>	F	5%	3%	2%	1%	0%	0%	0%	0%	0%	0%	1%	0%	5%	5%
	M	13%	12%	9%	11%	3%	3%	0%	0%	1%	0%	3%	3%		
<b>MNR</b>	F	1%	1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%	1%
	M	13%	16%	10%	10%	2%	1%	0%	1%	0%	0%	2%	4%		
<b>NYCT</b>	F	4%	4%	2%	1%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%
	M	20%	33%	17%	13%	8%	15%	0%	0%	0%	0%	1%	3%		

Note: The underutilized areas of representation are shaded. \*American Indian/Alaskan Native. \*\*Native Hawaiian Other Pacific Islander  
 Note: Pursuant to FTA Circular 4704.1A EEO Requirements and Guidelines, white males have been excluded from the underutilization analysis.



# MTA-Wide Underutilization Analysis as of September 30, 2020

Job Category	Gender	Blacks		Hispanics		Asians		AI/AN*		NHOPI**		2+ Races		Whites	
		Est Avail	Actual %												
<b>Service Maintenance</b>															
B&T	F	1%	1%	4%	2%	0%	0%	0%	0%	0%	0%	0%	0%	1%	1%
	M	15	20%	16%	15%	3%	4%	0%	1%	0%	0%	2%	5%		
BUS	F	7%	8%	5%	3%	0%	0%	0%	0%	0%	0%	0%	0%	5%	1%
	M	28%	42%	16%	21%	4%	7%	0%	0%	0%	0%	2%	3%		
C&D	F	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%		
HQ	F	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%		
LIRR	F	6%	8%	3%	3%	1%	0%	0%	0%	0%	0%	1%	1%	6%	5%
	M	11%	20%	13%	12%	2%	2%	0%	0%	0%	0%	2%	2%		
MNR	F	5%	8%	6%	3%	1%	0%	0%	0%	0%	0%	0%	1%	3%	7%
	M	16%	17%	19%	10%	2%	1%	0%	0%	0%	0%	2%	3%		
NYCT	F	5%	16%	9%	4%	2%	0%	0%	0%	0%	0%	0%	1%	3%	1%
	M	16%	40%	28%	19%	4%	6%	0%	0%	0%	0%	0%	2%		

Note: The underutilized areas of representation are shaded. \*American Indian/Alaskan Native. \*\*Native Hawaiian Other Pacific Islander

Note: Pursuant to FTA Circular 4704.1A EEO Requirements and Guidelines, white males have been excluded from the underutilization analysis.



# Metropolitan Transportation Authority Department of Diversity and Civil Rights

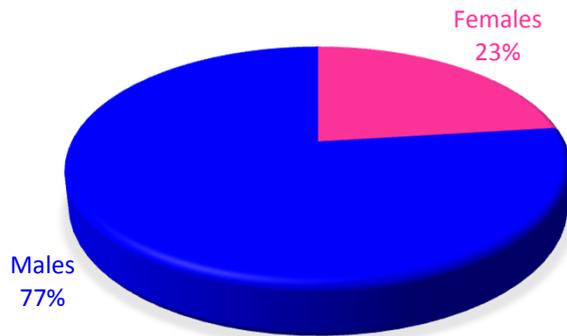
MTA-Wide New Hires and Veterans  
Third Quarter 2020

December 16, 2020

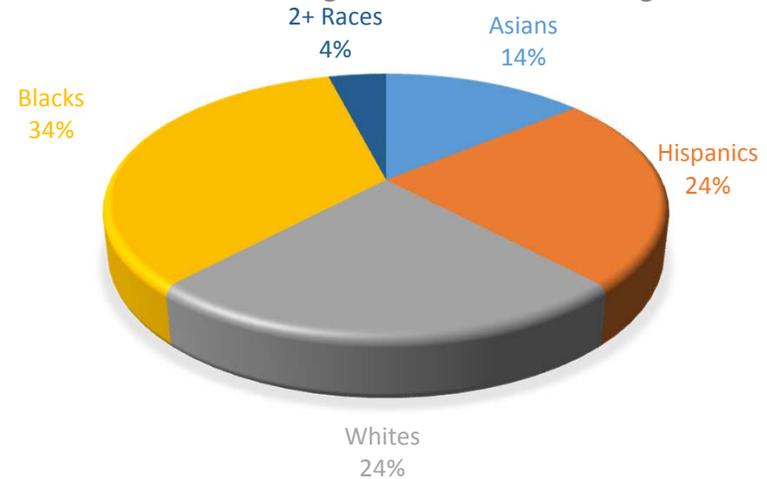


# MTA-Wide New Hires January 1, 2020 to September 30, 2020

## New Hires By Gender



## New Hires By Race/Ethnicity



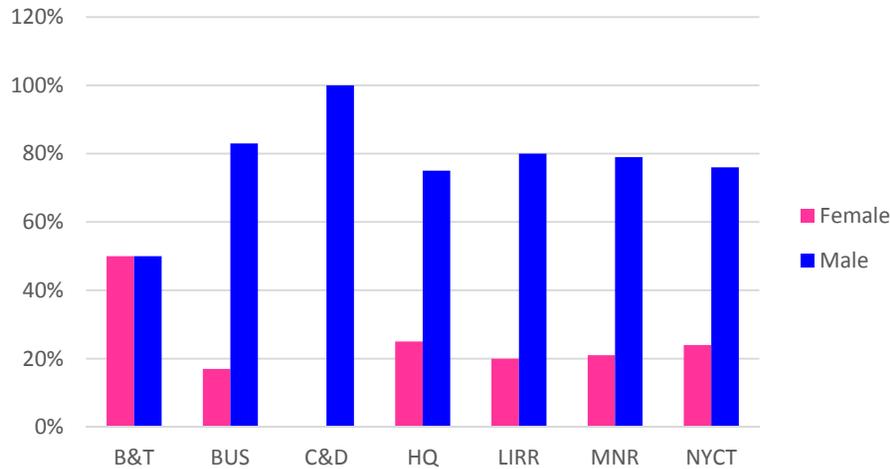
MTA hired **1,416** employees, including **45** veterans: **23%** of new hires were females and minorities comprised **76%**.

- ❑ Females were hired above their percentage of representation in the workforce.
- ❑ Minorities were hired above their percentage of representation in the workforce.

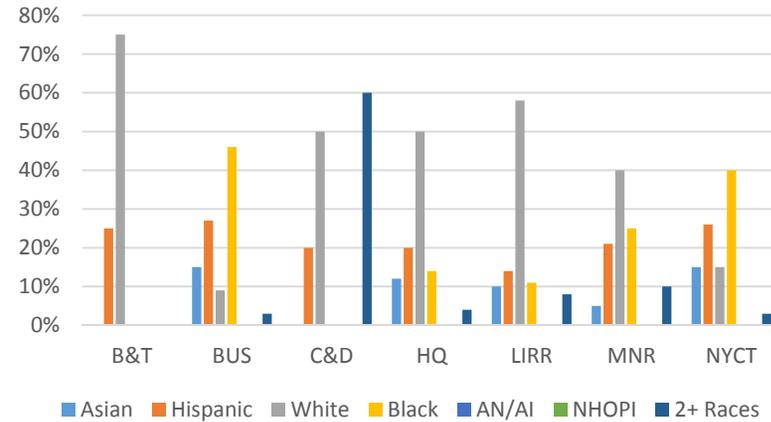


# New Hires By Agency January 1, 2020 to September 30, 2020

### MTA Agencies New Hires By Gender



### MTA Agencies New Hires By Race/Ethnicity



Agency	New Hires	Females	Minorities
B&T	4	50%	25%
BUS	163	17%	91%
C&D	5	0%	80%
HQ	218	25%	50%
LIRR	102	20%	42%
MNR	63	21%	60%
NYCT	861	24%	85%



# Metropolitan Transportation Authority Department of Diversity and Civil Rights

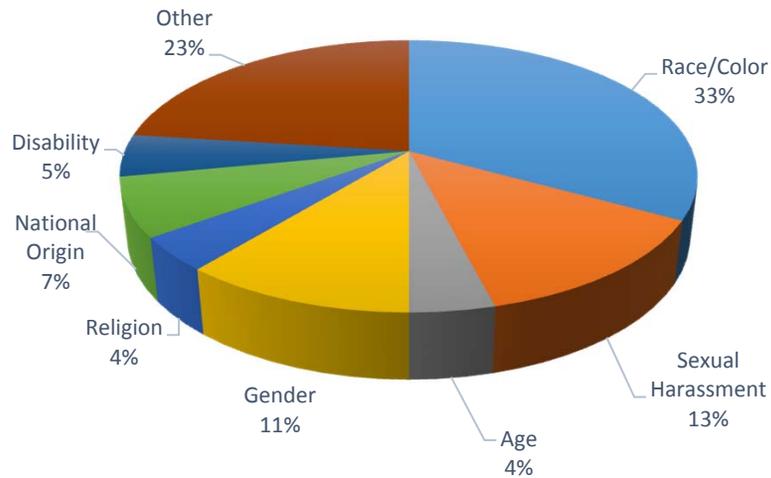
## MTA-Wide Complaints and Lawsuits Third Quarter 2020



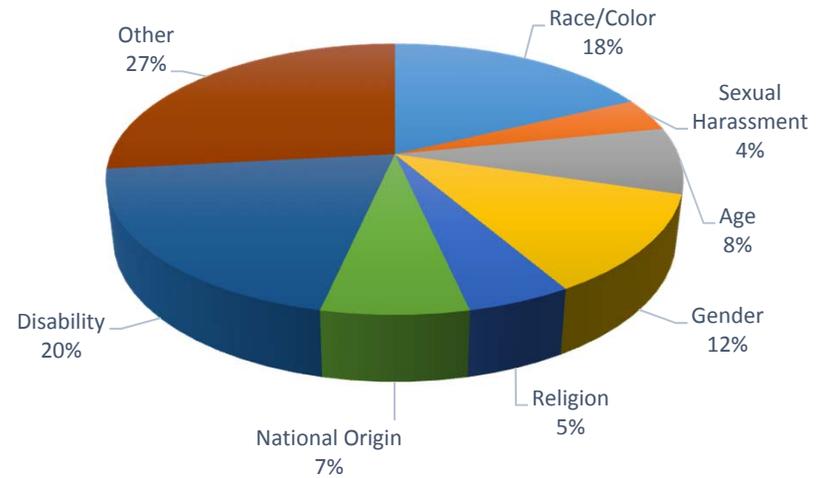
December 16, 2020

# MTA-Wide EEO Internal/External Discrimination Complaints by Bases January 1, 2020 to September 30, 2020

### Internal EEO Complaints by Bases



### External EEO Complaints by Bases



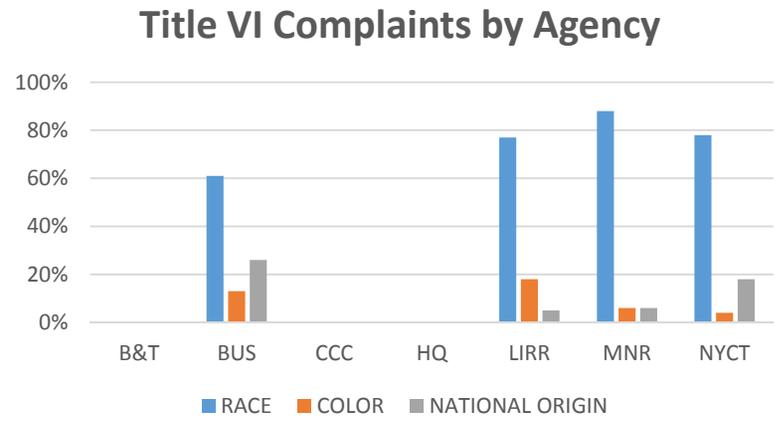
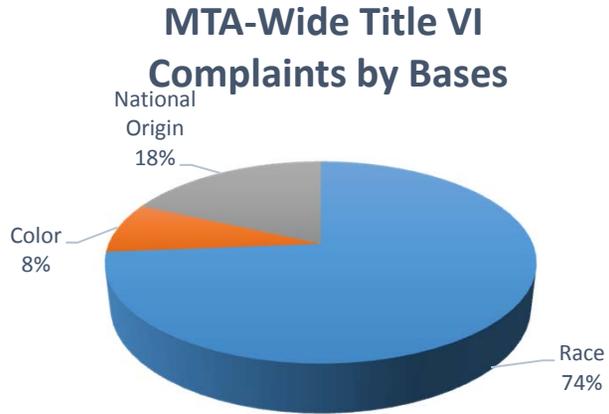
MTA handled **412** EEO complaints, citing **813** separate bases, and **113** lawsuits.

- ❑ **251** filed internal complaints.
- ❑ **161** filed external complaints.
- ❑ The most frequently cited bases internally was race/color.



Note: Complaints can be filed alleging multiple bases.

# MTA-Wide Title VI Complaints by Bases and Lawsuits January 1, 2020 to September 30, 2020



MTA handled a total of **205** Title VI complaints with **226** bases and **0** Title VI lawsuits.

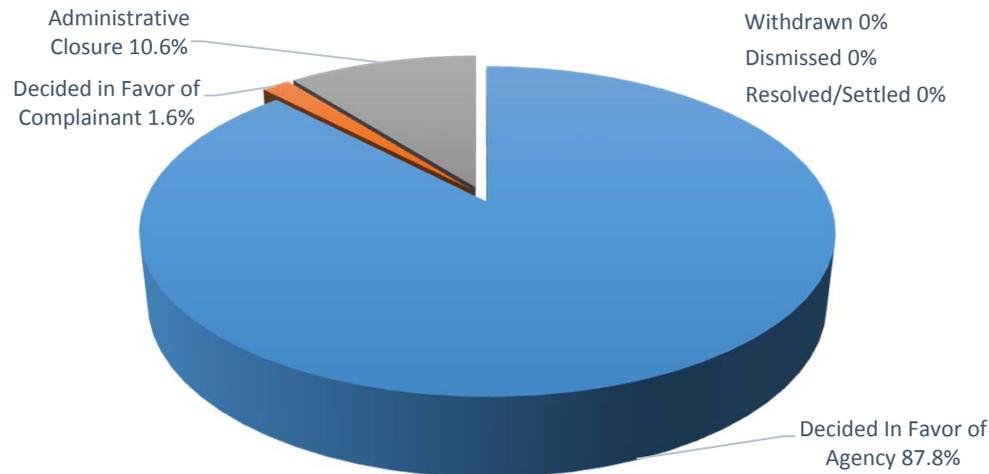
Agency	Complaints	Bases	Race	Color	National Origin
BUS	65	70	61%	13%	26%
LIRR	18	22	77%	18%	5%
MNR	14	16	88%	6%	6%
NYCT	108	118	78%	4%	18%

Note: Complaints can be filed alleging multiple bases.



# MTA-Wide Title VI Complaints and Lawsuits Dispositions January 1, 2020 to September 30, 2020

## Overall Title VI Complaints and Lawsuits Dispositions



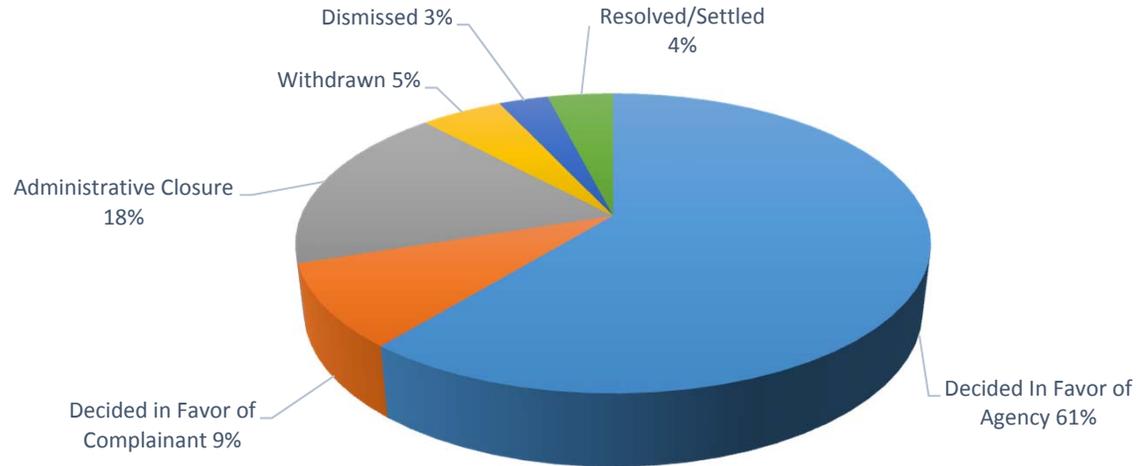
MTA disposed of **123** Title VI complaints and **0** Title VI lawsuits

- ❑ **87.8%** complaints decided in favor of the agency.
- ❑ **1.6%** complaints decided in favor of the complainant.
- ❑ **10.6%** complaints were administrative closures.
- ❑ **0%** complaints were withdrawn.
- ❑ **0%** complaints were dismissed.
- ❑ **0%** complaints were resolved/settled.



# MTA-Wide EEO Complaints and Lawsuits Dispositions January 1, 2020 to September 30, 2020

## Overall EEO Complaints and Lawsuits Dispositions



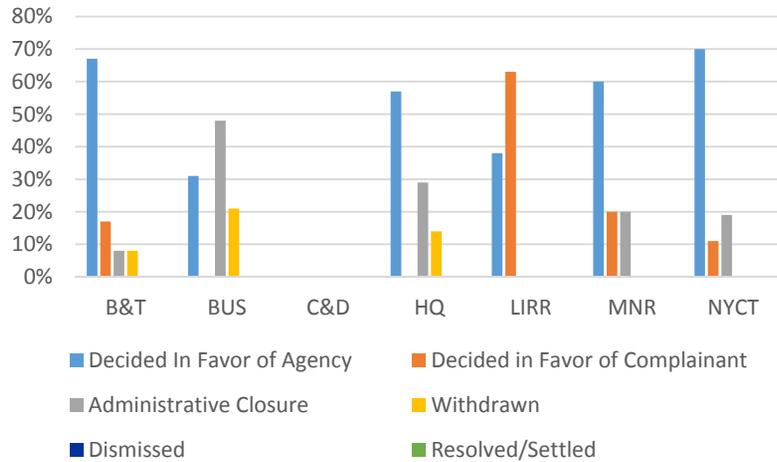
MTA disposed **141** EEO complaints and **16** EEO lawsuits.

- ❑ **61%** complaints/lawsuits decided in favor of the agency.
- ❑ **9%** complaints /lawsuits decided in favor of the complainant.
- ❑ **18%** complaints/lawsuits were administrative closures.
- ❑ **5** complaints/lawsuits were withdrawn.
- ❑ **3%** complaints/lawsuits were dismissed.
- ❑ **4%** complaints/lawsuits were resolved/settled.

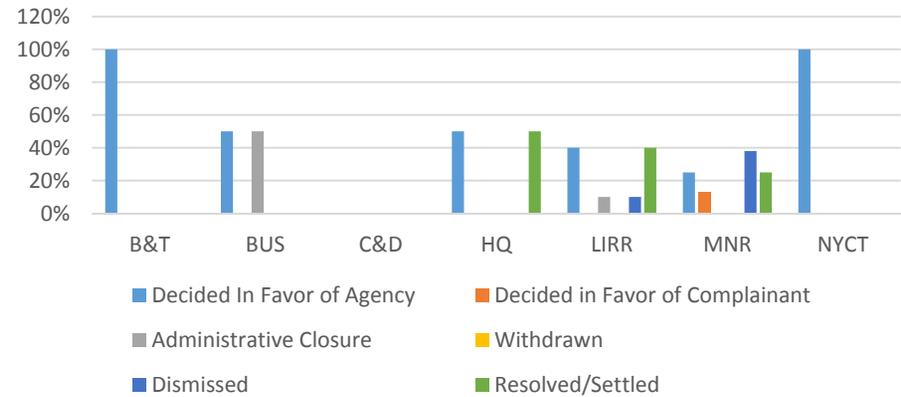


# MTA-Wide Internal/External EEO Complaints and Lawsuits Dispositions January 1, 2020 to September 30, 2020

### EEO Internal Complaint Dispositions



### EEO External Complaint and Lawsuits Dispositions



# Metropolitan Transportation Authority Department of Diversity and Civil Rights

## MTA Small Business Development Program Business Development Initiatives and MWDBE/SDVOB Results

December 16, 2020



# Small Business Development Program

## Mission Statement

To develop and grow emerging contractors through classes, on-the-job training and technical assistance on prime contracts with MTA Agencies, thereby 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 \$3 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 \$3 million
- Fast-Track Payments – 10 Business Days



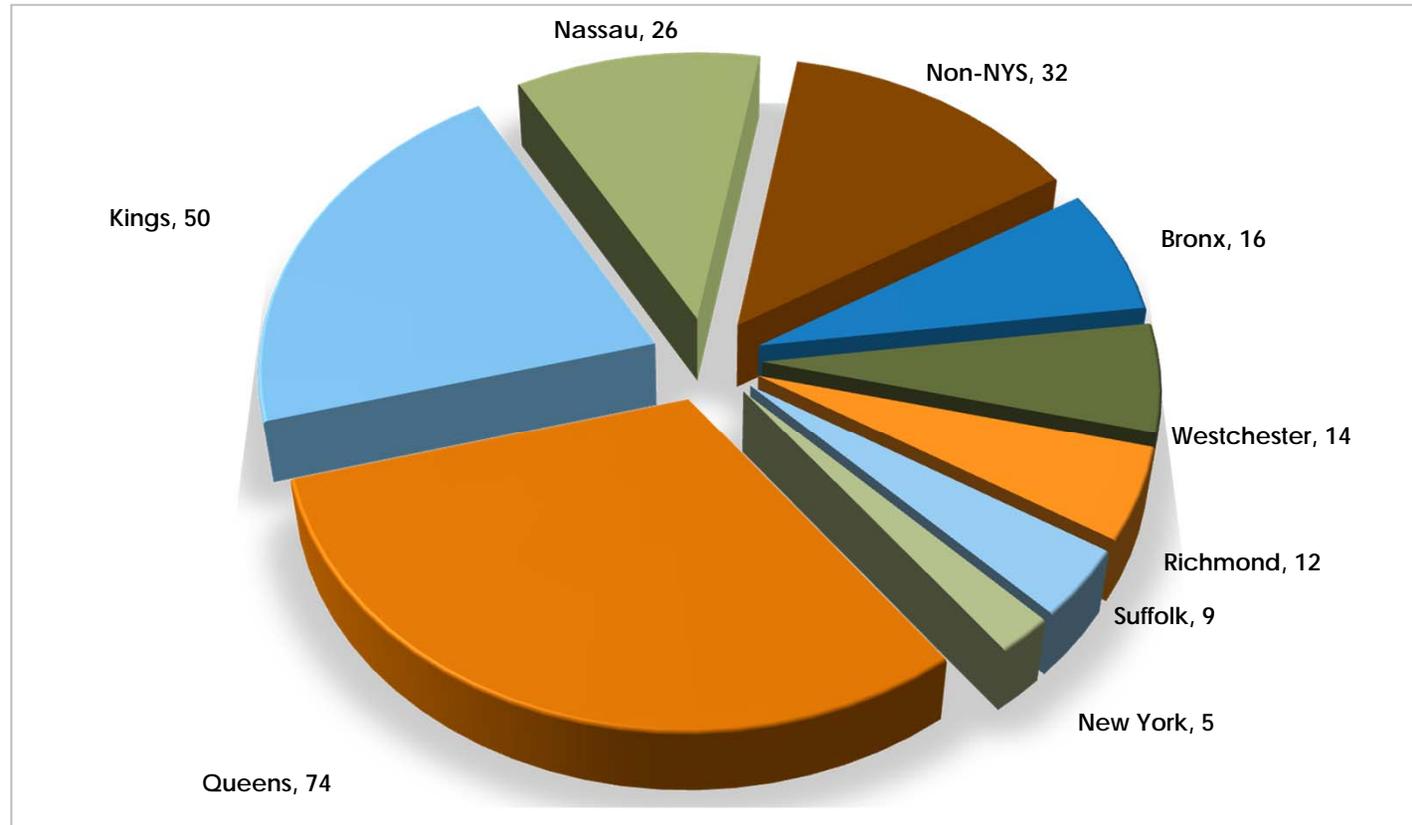
# SBDP Represents NY Metro Region

## Small Business Mentoring Program All Tiers

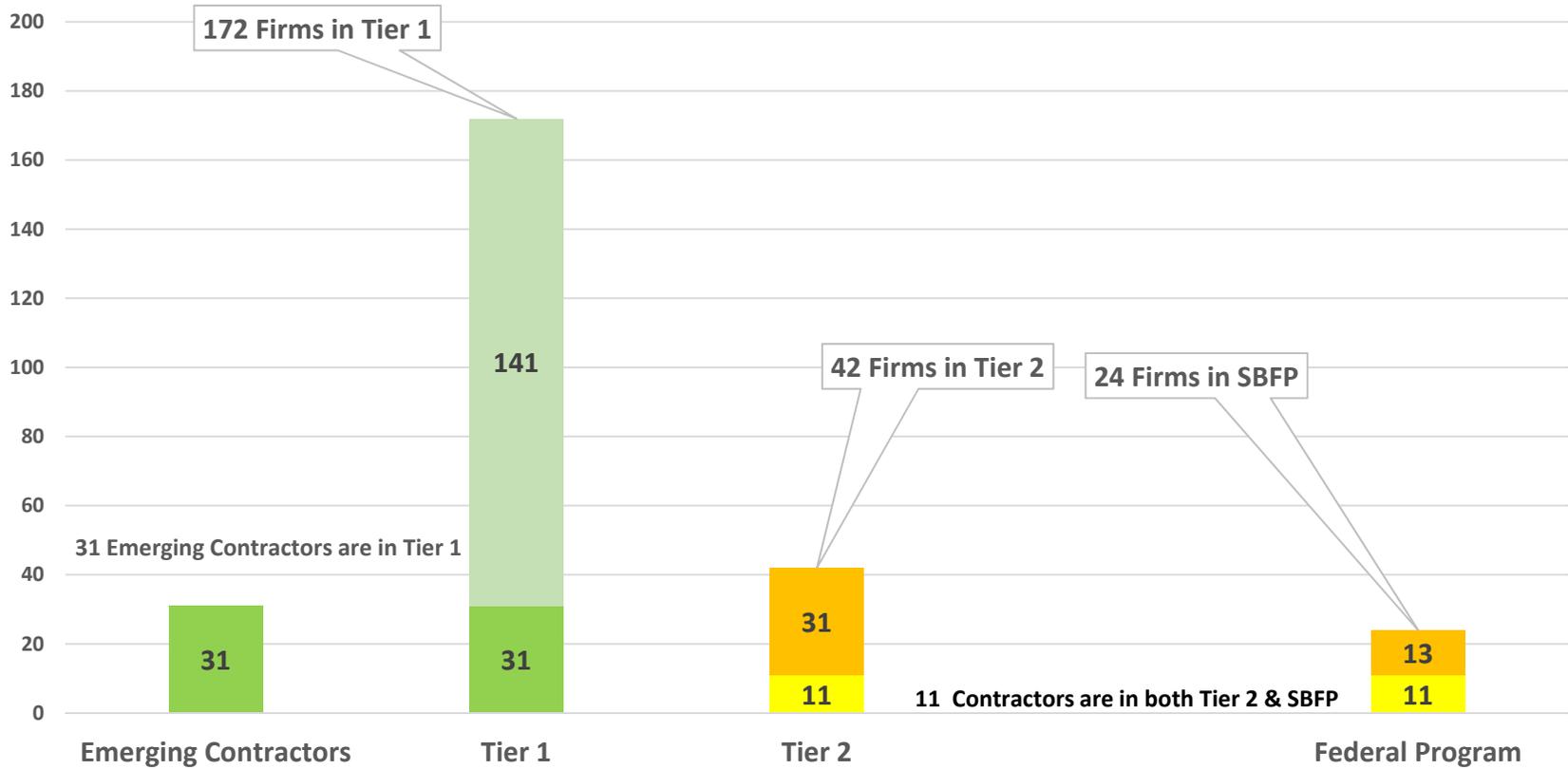
Certification *	
MBE	148
WBE	31
DBE	74
SDVOB	13
Non-Certified	71

\* firms may have multiple certifications

### 238 Prequalified Firms (as of September 30, 2020)



# SBDP Tier Participants

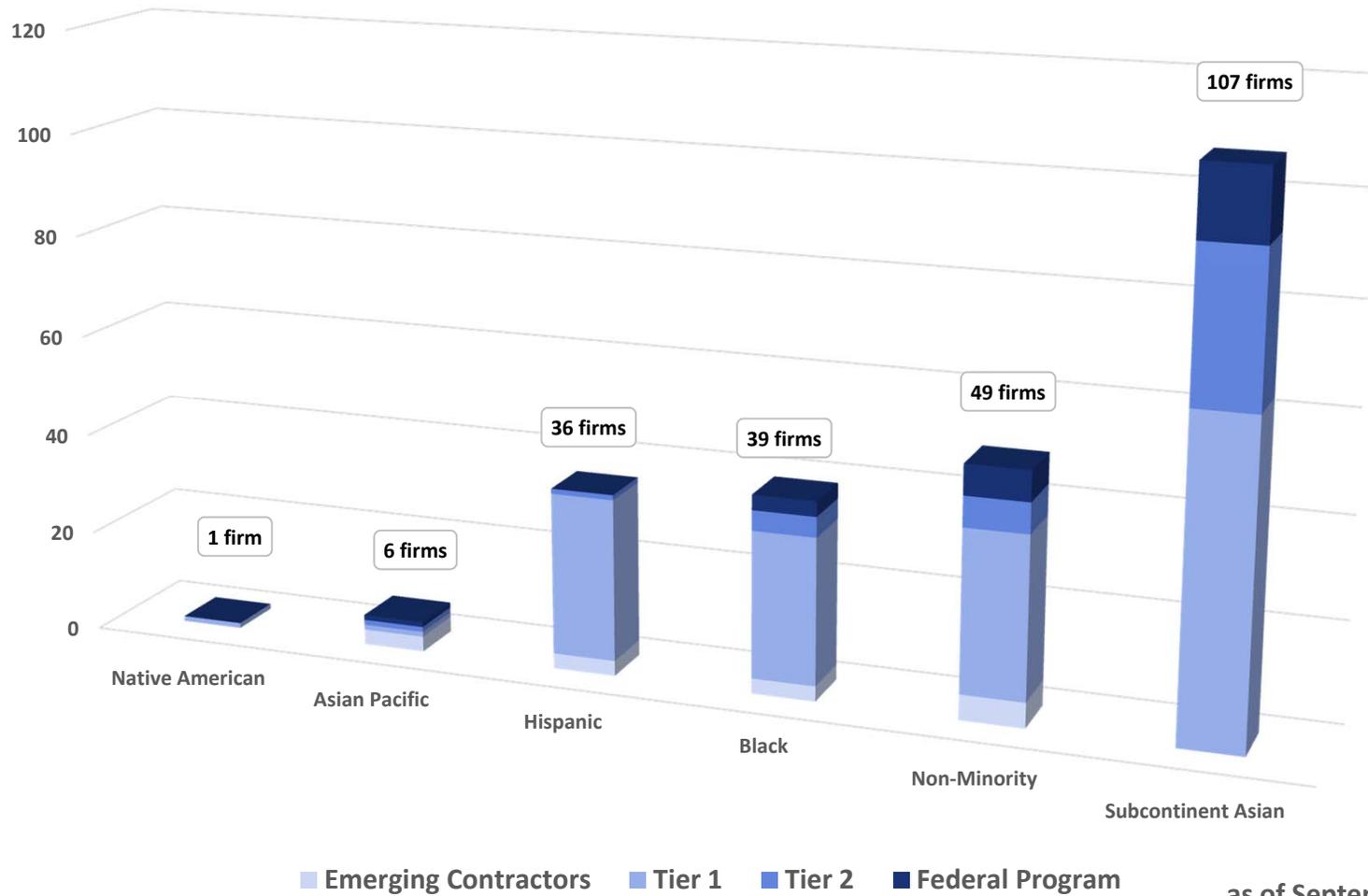


as of September 30, 2020



# SBDP Tiers are also Diverse

## Ethnicity of Prequalified Contractors in Program Tiers

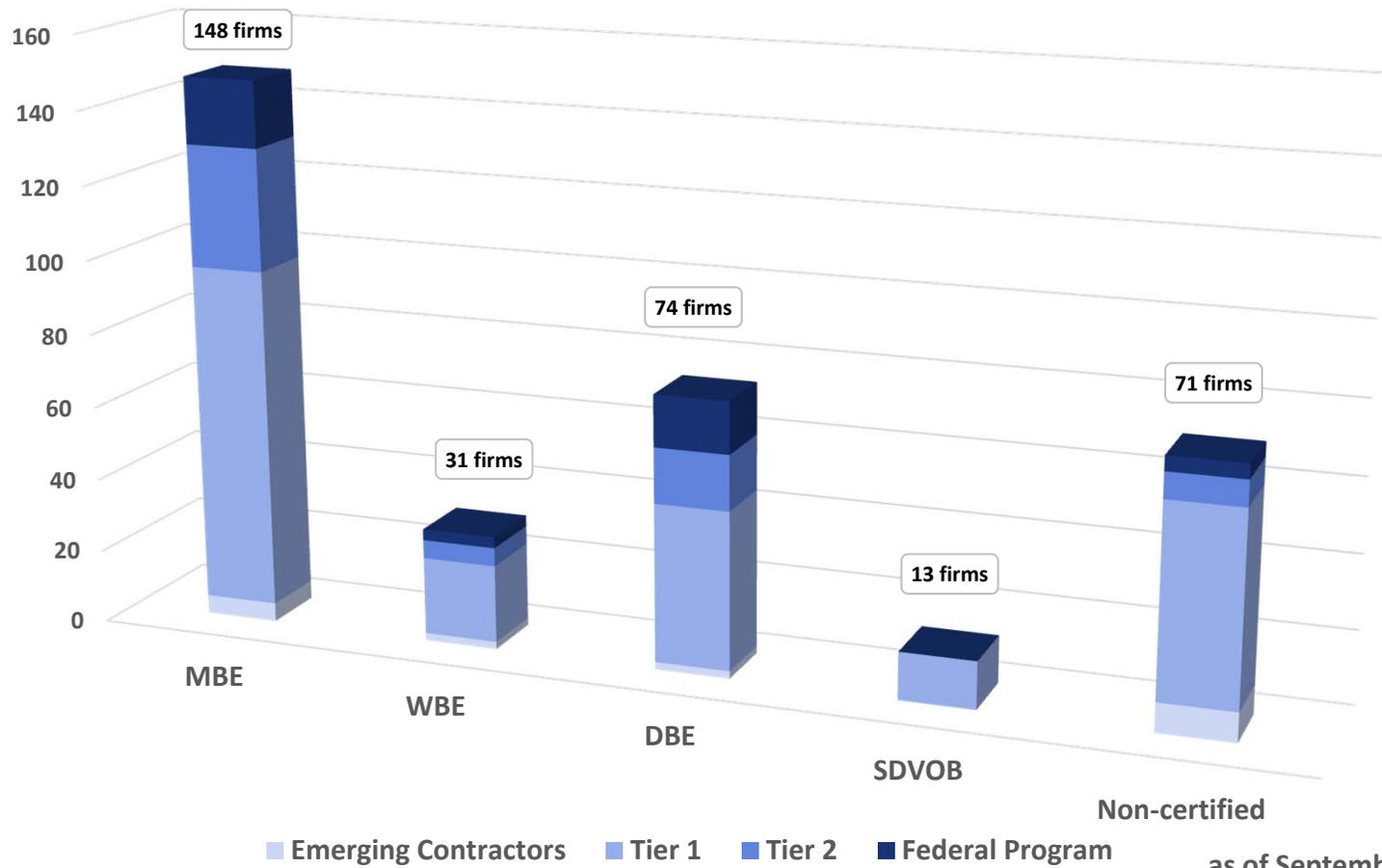


as of September 30, 2020



# SBDP Certifications

## Certifications of Prequalified Contractors in Program Tiers



as of September 30, 2020

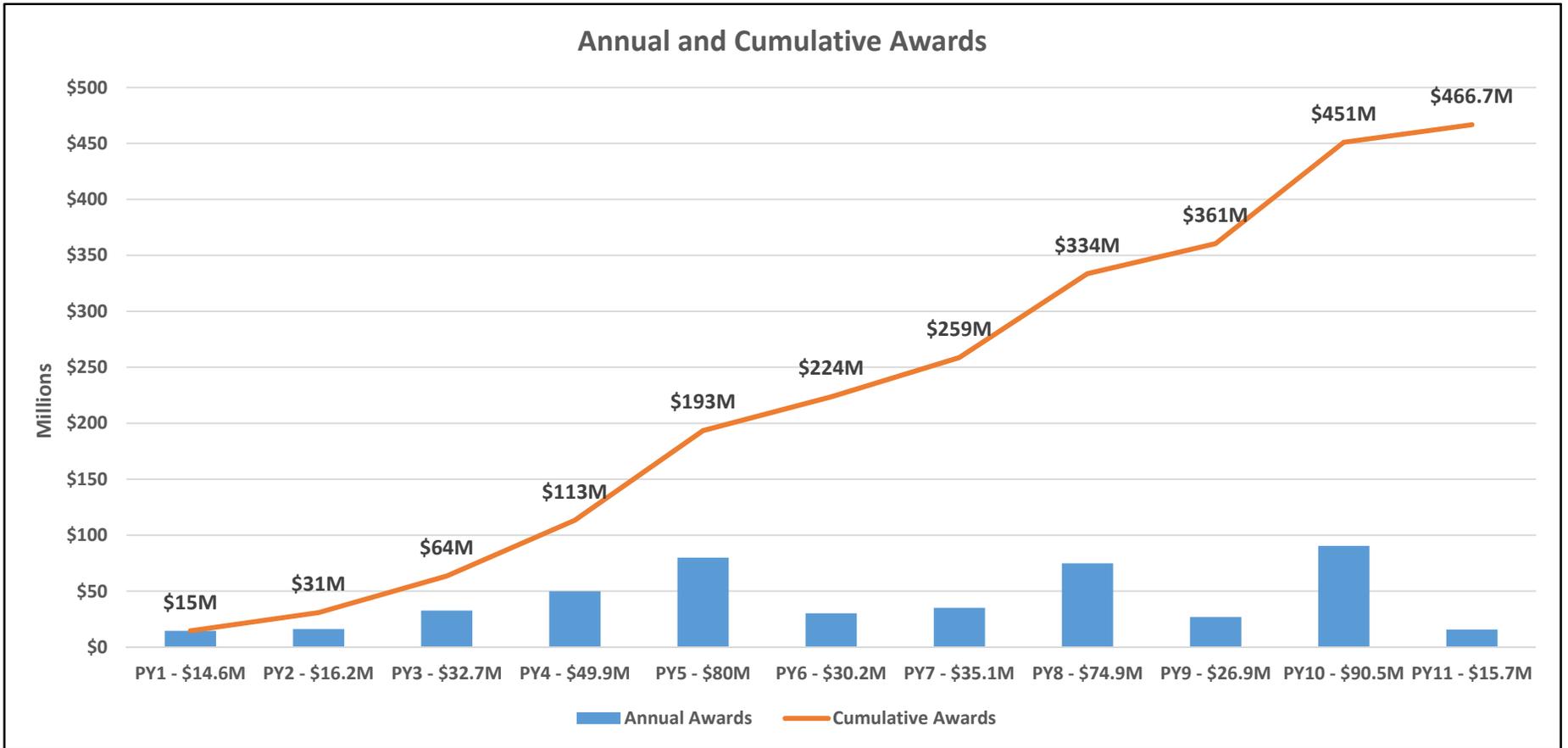


# SBDP is Exceeding MWDBE Goals

- MTA MWBE SBMP Tier 1/Tier 2 Goal – **30%**
- MTA DBE Goal – **18%**
- MTA SDVOB Goal - **6%** (Initiated during Program Year 7)
- Tier 1 MWBE Achievements
  - **68%** - contracts awarded to NYS-certified MWBEs
  - **66%** - contract dollars awarded to NYS-certified MWBEs
- Tier 2 MWBE Achievements
  - **87%** - contracts awarded to NYS-certified MWBEs
  - **86%** - contracts dollars awarded to NYS-certified MWBEs
- Federal Program DBE Achievements
  - **68%** - contracts awarded to DBEs
  - **66%** - contracts dollars awarded to DBEs
- SDVOB Achievements
  - **1%** - contracts awarded to SDVOBs
  - **1%** - contract dollars awarded to SDVOBs



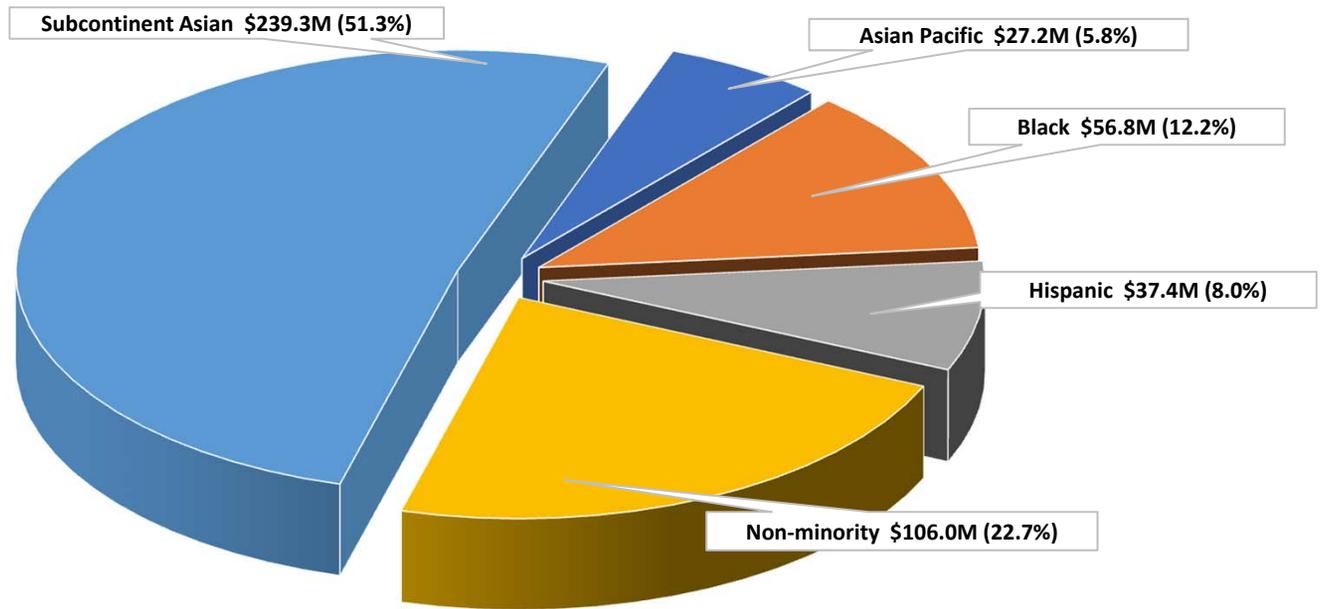
# SBDP Prime Contract Opportunities



Program Year 1-11 awards through September 30, 2020

# SBDP Contract Awards

## Total SBDP Contract Awards by Ethnic Categories



Category	Awards
Subcontinent Asian	\$239.3M
Non-Minority/Other	\$106.0M
Black	\$ 56.8M
Hispanic	\$ 37.4M
Asian Pacific	\$ 27.2M
<b>Total SBDP Awards</b>	<b>\$466.7M</b>

(Awards in Millions of Dollars)

■ Asian Pacific   ■ Black   ■ Hispanic   ■ Non-minority   ■ Subcontinent Asian

Contract Awards through September 30, 2020



# SBDP Loan Program

Loan values shown are through September 30, 2020

Year 1	1 Loan	totaling	\$ 100,000
Year 2	5 Loans	totaling	\$ 687,500
Year 3	9 Loans	totaling	\$ 900,000
Year 4	27 Loans	totaling	\$2,990,000
Year 5	16 Loans	totaling	\$3,020,000
Year 6	14 Loans	totaling	\$2,142,500
Year 7	18 Loans	totaling	\$2,770,500
Year 8	13 Loans	totaling	\$2,155,000
Year 9	8 Loans	totaling	\$ 697,000
Year 10	9 Loans	totaling	\$1,378,000
Year 11	9 Loans	totaling	\$1,292,000

**Total 129 Loans Totals \$18,132,500**

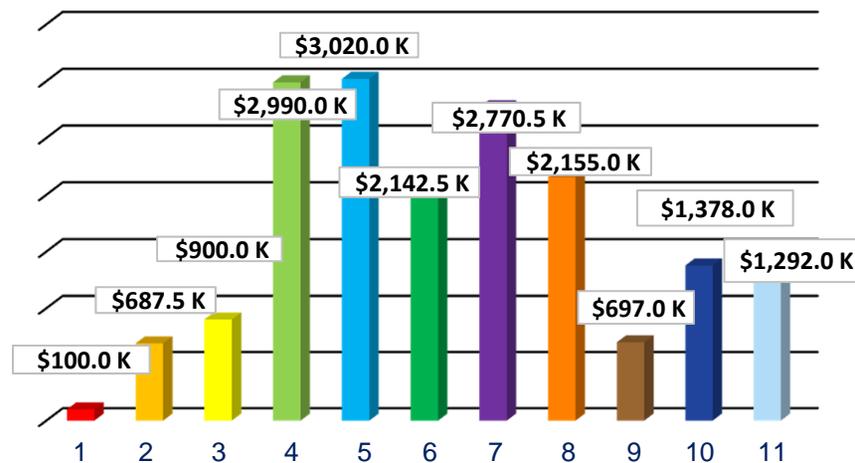
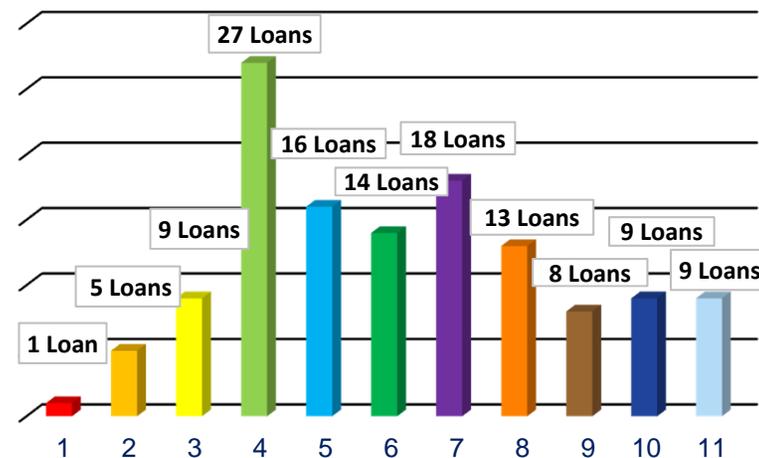
Maximum Loan Available: Tier 1 - up to \$150,000  
SBFP and Tier 2 - up to \$900,000

Note: On January 1, 2019, the SBDP began reporting on a Calendar year instead of a Fiscal year.

Year 9 now only represents activity from August 1<sup>st</sup> 2018 to December 31<sup>st</sup>, 2018

Year 10 represents calendar year 2019.

Year 11 represents calendar year 2020.



# SBDP Awards

Program Year	Tier	Dollars Awarded
2010 – 2020	SBMP-Tier 1	Awards total <b>\$182.9</b> Million
2015 – 2020	SBMP-Tier 2	Awards total <b>\$166.4</b> Million
2013 – 2020	SBFP	Awards total <b>\$117.4</b> Million
	All Tiers	Awards total <b>\$466.7</b> Million



# SBDP Facilitates Bonding and Growth

- Tier 2 and Federal Program contractors currently carry \$566M in aggregate bonding capacities collectively. The SBMP Bond Assistance Program yielded \$36M single and \$53M aggregate.
- 1,082 bid opportunities in the Tier 2 and Federal Programs
- 149 contract awards
- Ongoing consultation with contractors to maximize bidding opportunities by increasing bonding capacity
- Engaging Tier 1 contractors 24-36 months before graduation to ensure access to bonding and eligibility for the Tier 2 and the Federal Program



# TRAINING IS INTEGRAL TO SUCCESS

- Over **216** classroom training dates completed from July 2010 through September 2020
- Over **1,730** hours of classroom training provided from July 2010 through September 2020
- More than **740** firms have participated in the training since the inception of the program
  - Over **400** of these firms have applied to and prequalified into the SBMP
- All prequalified contractors complete a mandatory 14-session training program
- Over **20** course attendees are registered for the current training sessions
  - assisting them through the application and pre-qualification process



# Training Classes Continue to Evolve

- Regular review and update of topics, materials and instructors
- New topics include Project Management and Strategic Business Development
- Mandatory training spans technical, organizational, and business operations
- Course topics include:
  - Doing Business with the MTA and Prime Contractors
  - Prevailing Wages / Project Management
  - Estimating and Bidding Strategies at the MTA
  - Project Scheduling at the MTA
  - Cash Flow and Financial Management
  - Safety and Quality Planning at the MTA
  - Requisition and Change Order Process
  - Business Communications
  - Marketing Your Business to the NY Construction Industry
  - Construction Law
  - Developing a Profitable Business in the MTA Region
  - Surety Bonding, Access to Capital, and The CEO Toolkit
  - Navigating MTA Contracts & MWDBE Compliance / Strategic Business Development
  - How to be a Prime Contractor



# Assessments Plot a Course of Action

- Contractor Assessments lead to detailed Action Plans
- Identifying existing and future needs
- Creating SMART Plans with each contractor
  - **S**pecific
  - **M**easurable
  - **A**greed Upon
  - **R**ealistic
  - **T**ime-bound
- **348** In-Person Assessments Completed
- **339** Action Plans Delivered
- Regular follow up with contractors on progress



# 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
- Payments – within 10 business days
- Awards SBMP & SBFP – within 22 business days
- Closeouts SBMP & SBFP – within 20 & 30 business days respectively
- Change Orders – within 15 business days
- Submittals – within 10 business days
- RFIs – within 5 business days



# Metropolitan Transportation Authority Department of Diversity and Civil Rights

M/W/DBE and SDVOB  
Contract Compliance

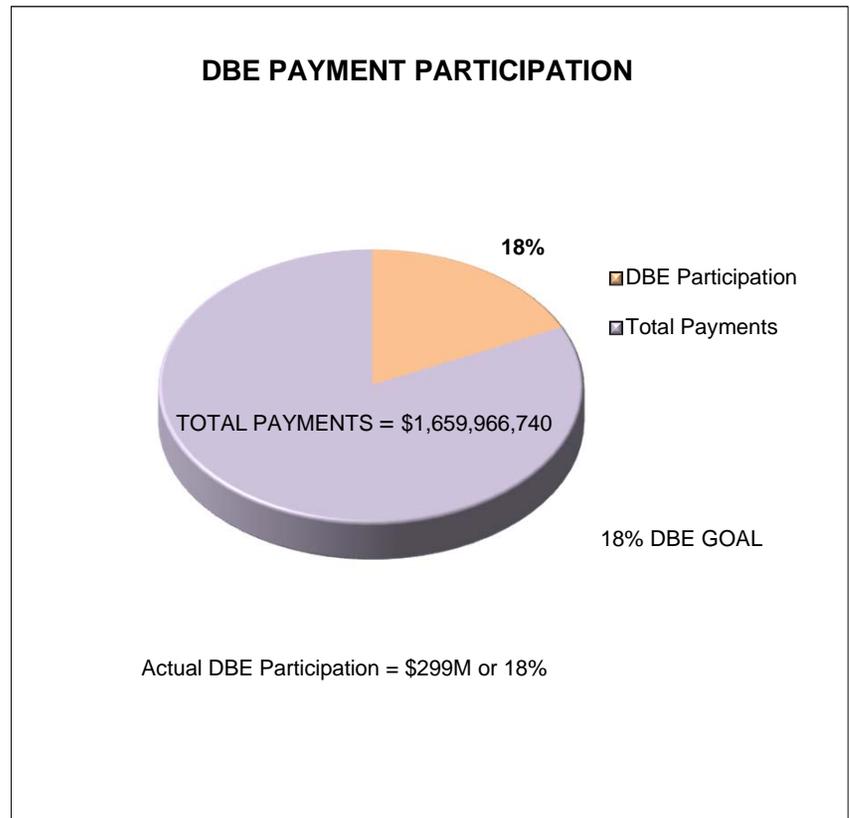
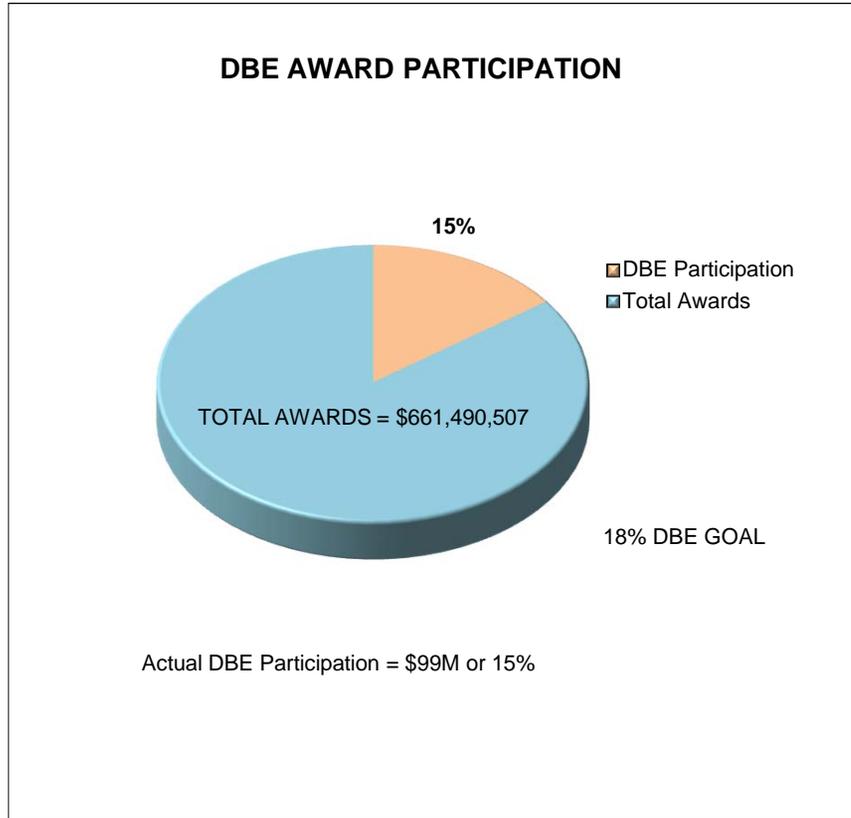
December 16, 2020



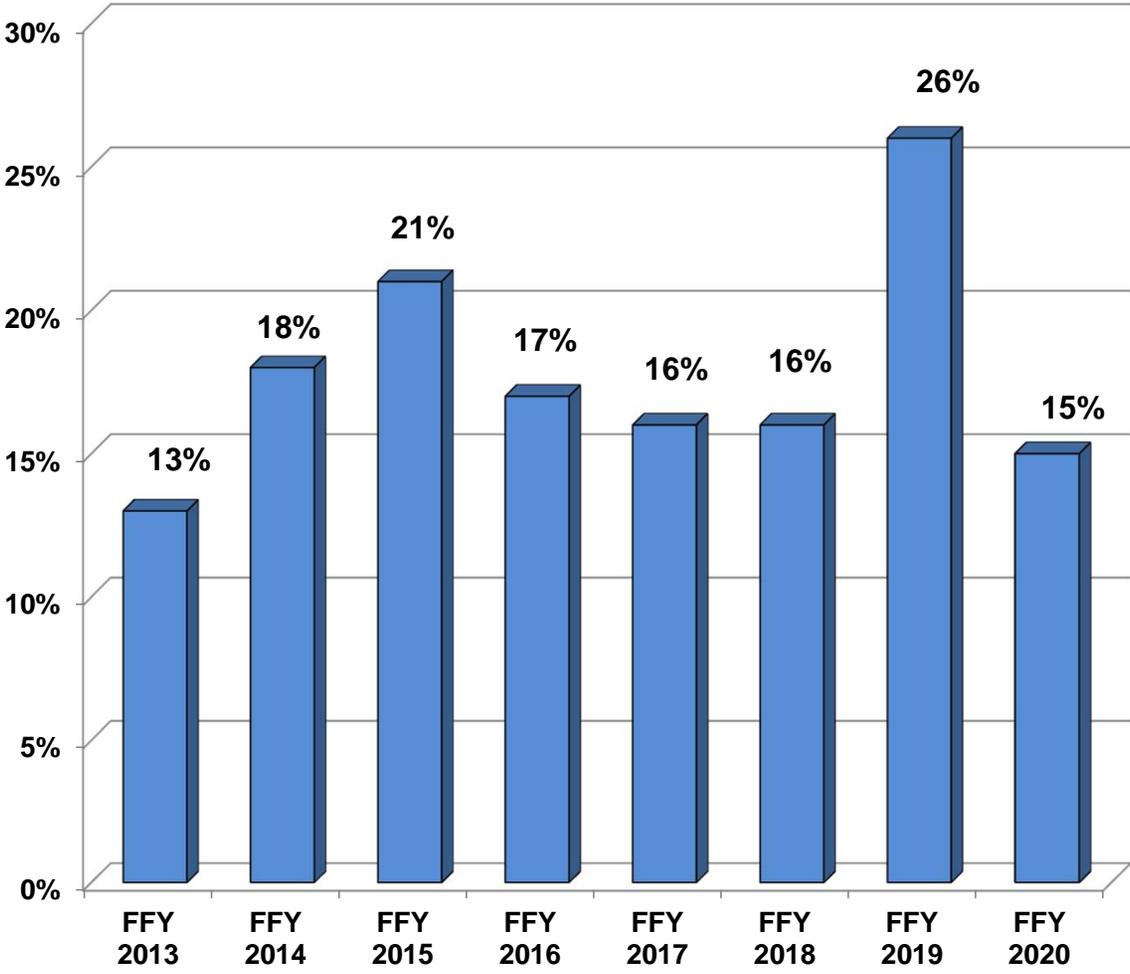
**DBE Participation in Federally Funded Contracts**  
**Federal Fiscal Year 2020**  
**(Reporting Period: October 1, 2019 to September 30, 2020)**

- Each year, MTA reports to the Federal Transit Administration on a semi-annual basis 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 2020, MTA’s DBE goal is 18%.
- During the FFY 2020, MTA awarded \$661 million in the federally funded portion of contracts, with \$99 million (15%) being awarded to certified DBEs.
- During the FFY 2020, MTA paid prime contractors \$1.66 billion, with payments to certified DBEs totaling \$299 million (18%).
- On contracts closed during the FFY 2020, MTA achieved 14% DBE participation.

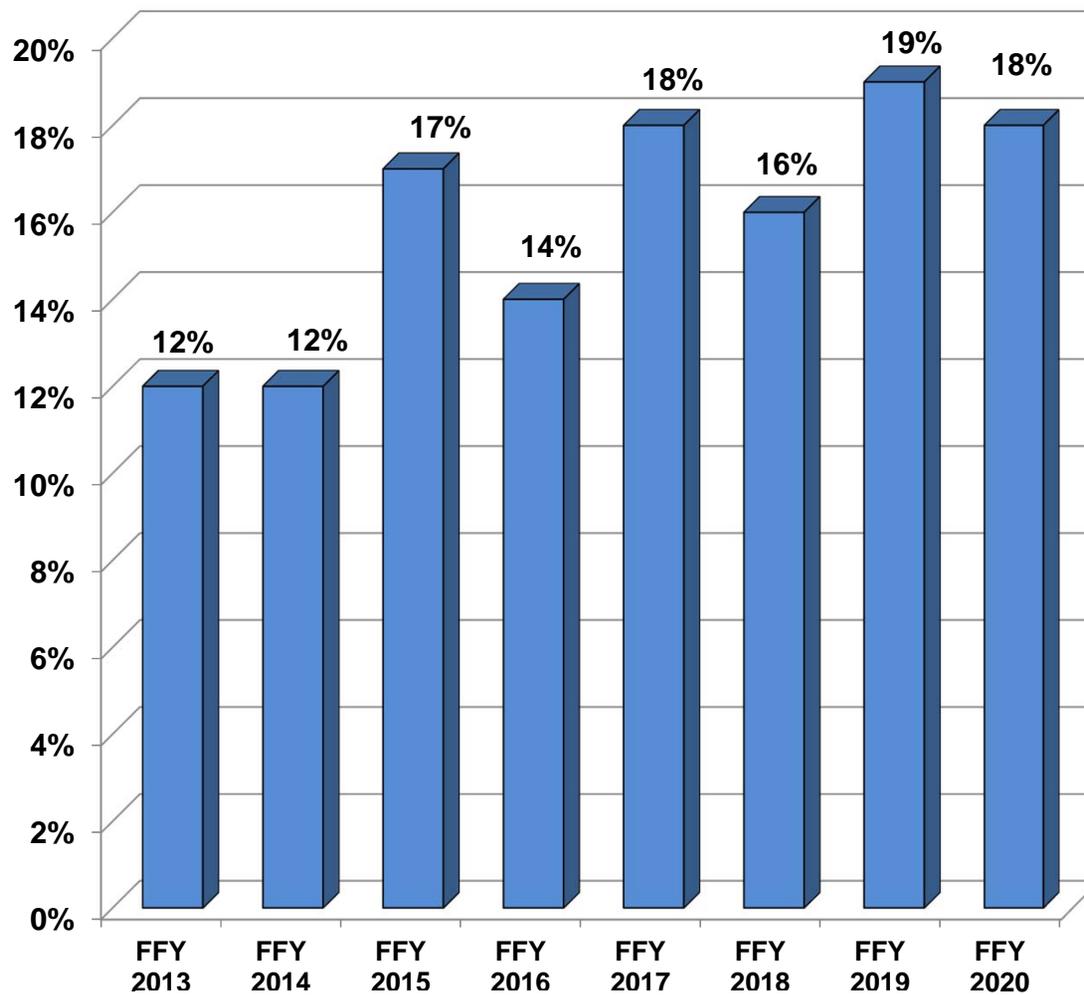
FEDERALLY-FUNDED CONTRACTS  
DBE CONTRACT ACTIVITY  
FEDERAL FISCAL YEAR 2020(OCTOBER 2019-SEPTEMBER 2020)



**DBE CONTRACT AWARDS  
October 2012 - September 2020**



**DBE CONTRACT PAYMENTS**  
October 2012 - September 2020



**FEDERALLY-FUNDED CONTRACTS  
DBE CONTRACT ACTIVITY  
FEDERAL FISCAL YEAR 2020 (OCTOBER 2019-SEPTEMBER 2020)**

**AWARDS\***

CONTRACT AWARDS	PRIME AWARDS		DBE PARTICIPATION			OVERALL FTA GOAL
	Number of Contracts	Award Amount	Number of DBE Contracts	DBE Award Amount	% To Agency Total	
<b>1ST SEMI-ANNUAL REPORT</b>	570	\$290,777,976	111	\$49,161,717	17%	18%
<b>October 2019- March 2020</b>						
<b>2ND SEMI-ANNUAL REPORT</b>	699	\$370,712,531	70	\$50,083,338	14%	18%
<b>April 2020- September 2020</b>						
<b>TOTAL</b>	<b>**1,269</b>	<b>\$661,490,507</b>	<b>181</b>	<b>\$99,245,055</b>	<b>15%</b>	<b>18%</b>

**PAYMENTS\***

CONTRACT PAYMENTS	PAYMENTS TO PRIMES		DBE PARTICIPATION			OVERALL FTA GOAL
	Number of Contracts	Payment Amount	Number of DBE Subcontracts	DBE Payment Amount	% To Agency Total	
<b>1st SEMI-ANNUAL REPORT</b>	696	\$867,300,749	543	\$139,220,727	16%	18%
<b>October 2019- March 2020</b>						
<b>2ND SEMI-ANNUAL REPORT</b>	815	\$792,665,991	282	\$160,271,401	20%	18%
<b>April 2020- September 2020</b>						
<b>TOTAL</b>	<b>1,511</b>	<b>\$1,659,966,740</b>	<b>825</b>	<b>\$299,492,128</b>	<b>18%</b>	<b>18%</b>

\*Dollar amounts represent the federally-funded portion of contracts.

\*\*This figure includes contracts for which no DBE goals were assigned.

## **MWBE Participation in State Funded Contracts New York State Fiscal Year 2020-2021\***

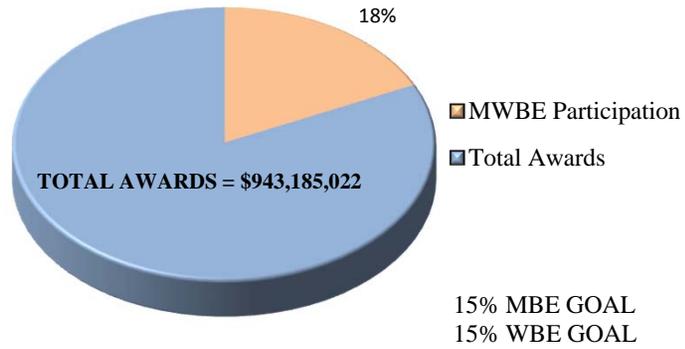
- Each year, MTA reports to the Empire State Development Corporation on a quarterly basis MWBE participation on state funded contracts.
- Reports are submitted 15 days after the end of each quarter, on January 15, April 15\*\*, July 15, and October 15.
- Reports include data on contracts with goals and MWBE contract payments.
- MTA established an overall MWBE goal of 30% for New York State fiscal year 2020-2021, starting April 1, 2020.
- From April 1, 2020 to September 30, 2020, MTA awarded \$943 million in New York State funded contracts, with \$172 million (18%) awarded to certified MWBEs.
- From April 1, 2020 to September 30, 2020, MTA paid \$1.6 billion on prime contracts with \$438 million (28%), paid to MWBEs.

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

\*\*Due to the COVID-19 outbreak, the April 15, 2020 submission date was moved to May 15, 2020.

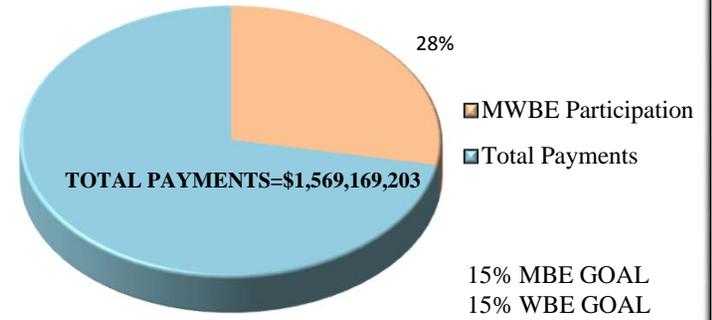
MWBE CONTRACT ACTIVITY  
NEW YORK STATE FISCAL YEAR 2020-2021 (APRIL-SEPT. 2020)

MWBE AWARD PARTICIPATION



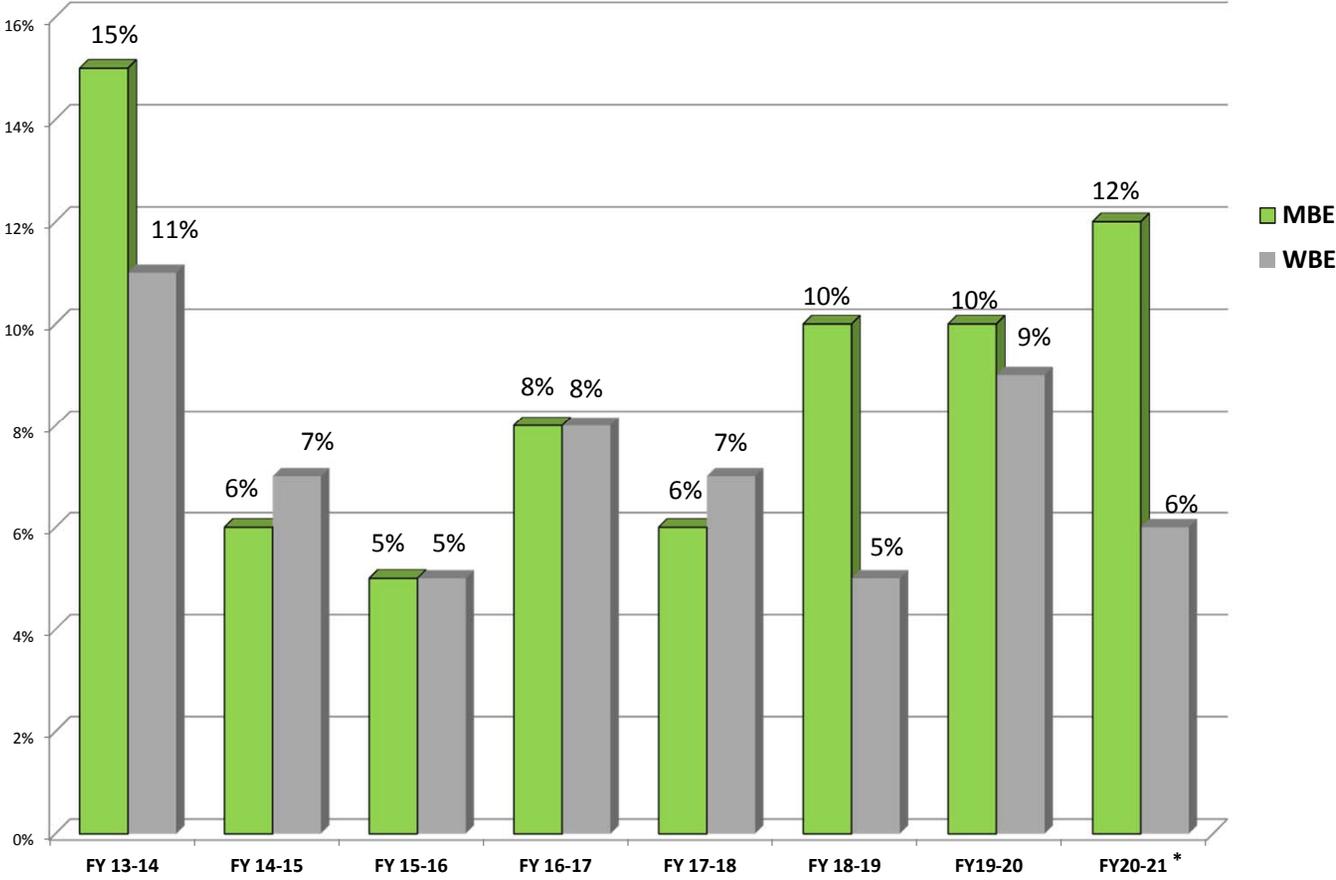
Actual MWBE Participation = \$172M or 18%

MWBE PAYMENT PARTICIPATION



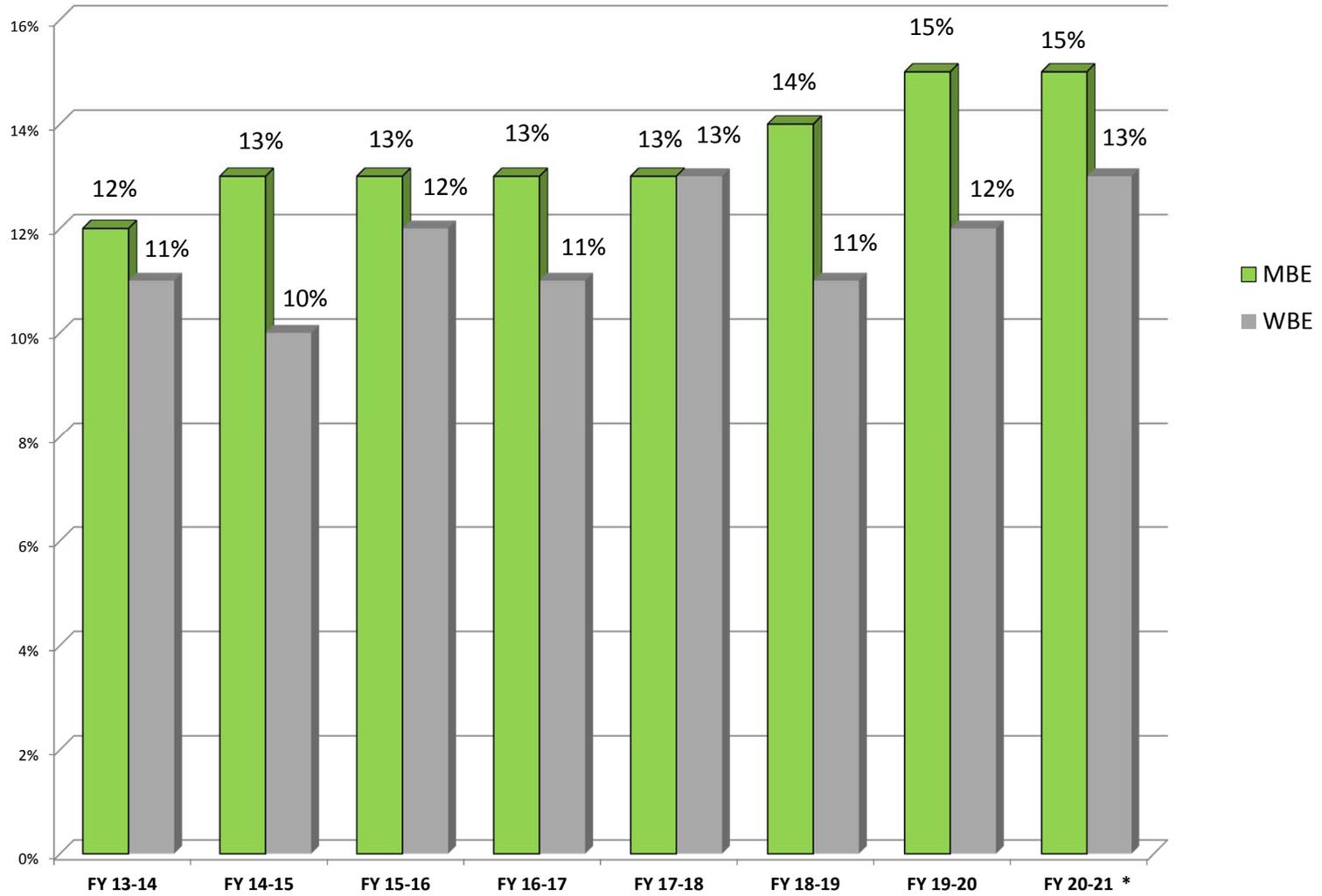
Actual MWBE Participation = \$438M or 28%

**NYS MWBE AWARDS  
APRIL 2013 - SEPTEMBER 2020**



\* FY 2020-2021, first and second quarter (April 2020 to September 2020).

## NYS MWBE PAYMENTS APRIL 2013 -SEPTEMBER 2020



\* FY 2020-2021, first and second quarter (April 2020 to September 2020).

**NYS CONTRACTS  
MWBE CONTRACT ACTIVITY  
APRIL 1, 2020 - SEPTEMBER 30, 2020**

CONTRACT AWARDS	PRIME AWARDS		MWBE AWARDS			NYS Goal
	Number of Contracts	Award Amount	Number of MWBE Subcontracts	MWBE Award Amount	MWBE %	
<b>FIRST QUARTER</b> <b>APRIL 2020-JUNE 2020</b>	10,370	\$540,136,153	946	\$110,032,599	20%	30%
<b>SECOND QUARTER</b> <b>JULY 2020-SEPTEMBER 2020</b>	12,323	\$403,048,869	1,286	\$62,232,066	15%	30%
<b>TOTAL</b>	<b>22,693</b>	<b>\$943,185,022</b>	<b>2,232</b>	<b>\$172,264,665</b>	<b>18%</b>	<b>30%</b>

CONTRACT PAYMENTS	PAYMENTS TO PRIMES		MWBE PARTICIPATION			NYS Goal
	Number of Contracts	Payment Amount	Number of MWBE Contracts	MWBE Payment Amount	MWBE %	
<b>FIRST QUARTER</b> <b>APRIL 2020-JUNE 2020</b>	2,351	\$710,106,248	3,091	\$193,293,681	27%	30%
<b>SECOND QUARTER</b> <b>JULY 2020-SEPTEMBER 2020</b>	2,274	\$859,062,955	3,243	\$244,211,674	28%	30%
<b>TOTAL</b>	<b>4,625</b>	<b>\$1,569,169,203</b>	<b>6,334</b>	<b>\$437,505,355</b>	<b>28%</b>	<b>30%</b>

**SDVOB Participation in State Funded Contracts  
New York State Fiscal Year 2020-2021  
(Reporting Period: April 1, 2020 to September 30, 2020)**

- Each year, MTA reports to the Office of General Services on a quarterly basis 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.
- MTA established an overall SDVOB goal of 6% for State fiscal year 2020-2021, starting on April 1, 2020.
- From April 2020 to September 2020, MTA awarded approximately \$90 million with \$25 million (28%) awarded to SDVOBs.
- From April 2020 to September 2020, MTA paid approximately \$502 million on prime contracts with \$21 million (4%), paid to SDVOBs.

\*Due to the COVID-19 outbreak, the April 30, 2020 submission date was moved to May 31, 2020.

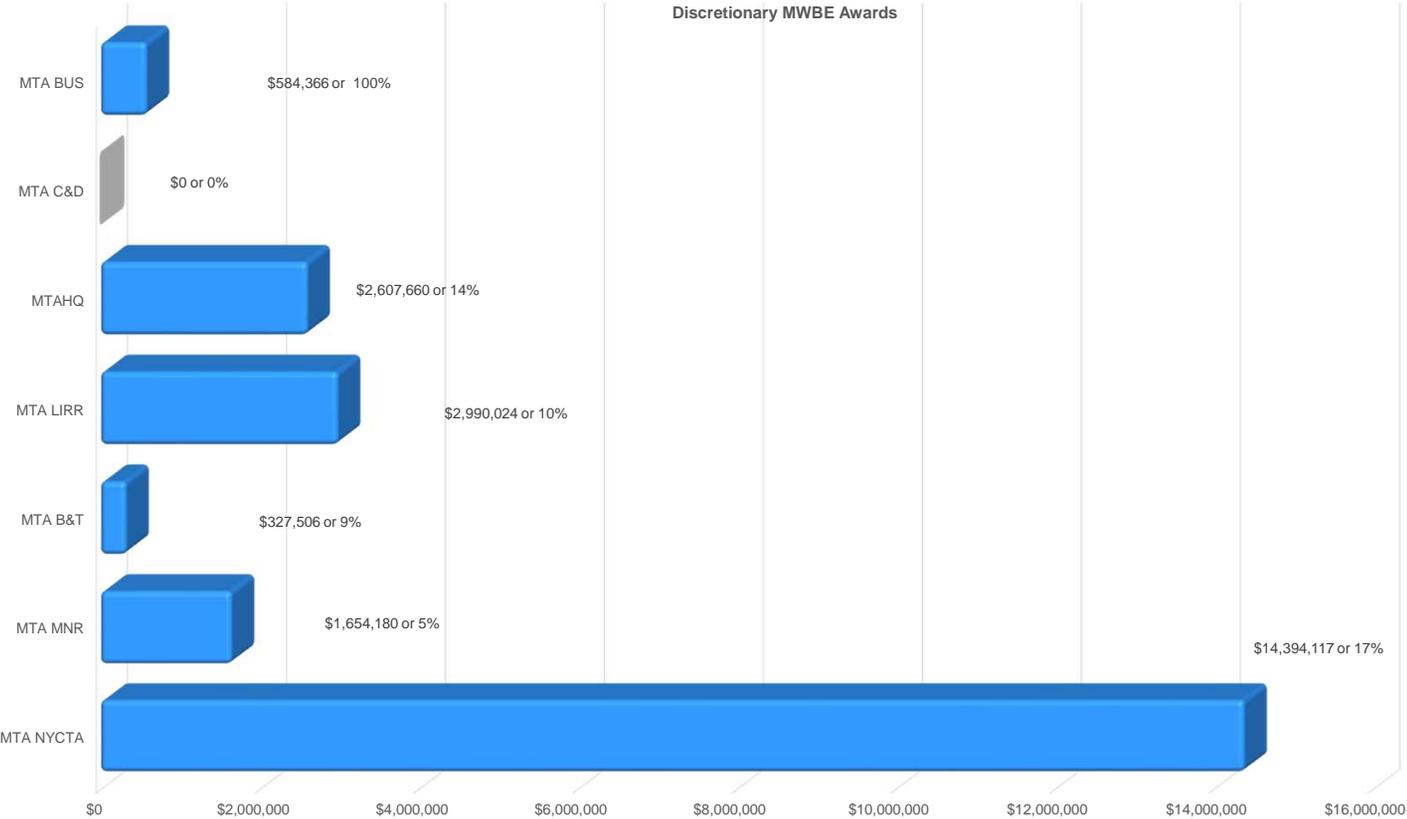
**SDVOB CONTRACT AWARDS  
FY 2020-2021**

<b>CONTRACT AWARDS</b>	<b>Agency Awards</b>	<b>SDVOB Awards</b>	<b>SDVOB%</b>
FIRST QUARTER (APRIL 2020 - JUNE 2020)	\$52,928,469	\$19,589,968	37%
SECOND QUARTER (JULY 2020 - SEPTEMBER 2020)	\$36,735,373	\$5,132,077	14%
<b>FY 2020-2021 TOTAL</b>	<b>\$89,663,842</b>	<b>\$24,722,045</b>	<b>28%</b>

**SDVOB CONTRACT PAYMENTS  
FY 2020-2021**

<b>CONTRACT PAYMENTS</b>	<b>Agency Disbursements</b>	<b>SDVOB Disbursements</b>	<b>SDVOB%</b>
FIRST QUARTER (APRIL 2020 - JUNE 2020)	\$214,224,498	\$11,212,287	5%
SECOND QUARTER (JULY 2020 - SEPTEMBER 2020)	\$287,868,755	\$9,561,798	3%
<b>FY 2020-2021 TOTAL</b>	<b>\$502,093,253</b>	<b>\$20,774,086</b>	<b>4%</b>

MTA ALL AGENCY  
DISCRETIONARY PROCUREMENTS REPORT\*  
APRIL 2020 - SEPTEMBER 2020



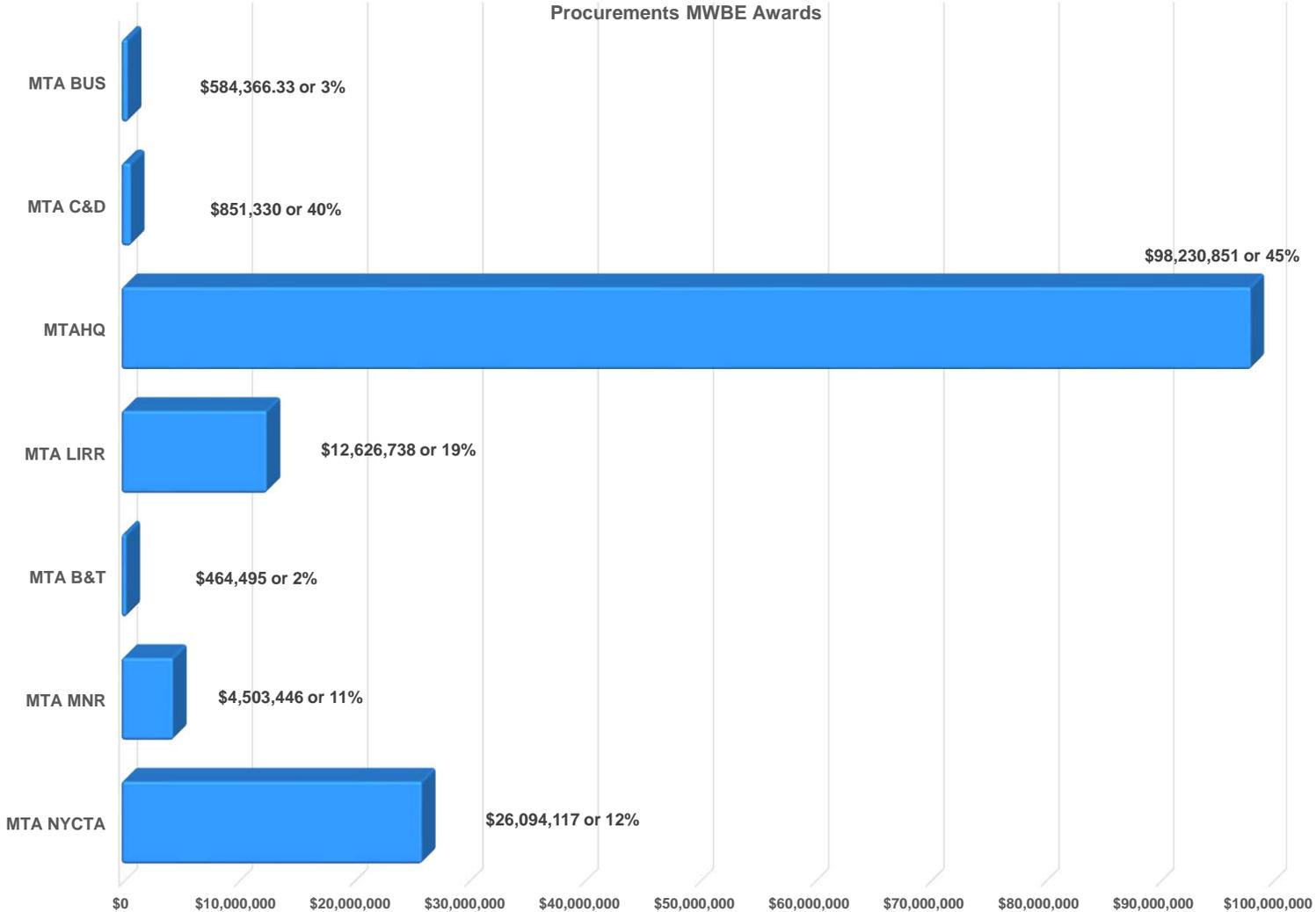
\*Discretionary procurements include purchases for goods, miscellaneous procurements, personal or miscellaneous services.

**MTA ALL AGENCY  
DISCRETIONARY PROCUREMENT REPORT\*  
April 2020 - September 2020**

Agency	Total Awards \$1M or Less	MWBE Discretionary Awards	Discretionary MWBE	SBC Discretionary	Discretionary SBC
<b>MTA NYCTA</b>	\$ 82,904,939.68	\$ 14,394,117.00	17%	\$ -	0%
<b>MTA MNR</b>	\$ 36,006,688.82	\$ 1,654,180.38	5%	\$ 355,087.52	1%
<b>MTA B&amp;T</b>	\$ 3,499,520.20	\$ 327,505.76	9%	\$ -	0%
<b>MTA LIRR</b>	\$ 28,561,617.51	\$ 2,990,024.04	10%	\$ 421,114.94	1%
<b>MTA HQ</b>	\$ 18,365,103.00	\$ 2,607,660.00	14%	\$ -	0%
<b>MTA C&amp;D</b>	\$ 2,136,920.47	\$ -	0%	\$ 851,329.00	40%
<b>MTA BUS</b>	\$ 586,811.33	\$ 584,366.33	100%	\$ 2,445.00	0%
<b>Total</b>	<b>\$ 172,061,601</b>	<b>\$ 22,557,854</b>	<b>13%</b>	<b>\$ 1,629,976</b>	<b>1%</b>

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

MTA ALL AGENCY  
TOTAL PROCUREMENTS REPORT  
APRIL 2020 - SEPTEMBER 2020



**MTA ALL AGENCY  
TOTAL PROCUREMENTS  
APRIL 2020 - SEPTEMBER 2020**

<b>Agency</b>	<b>Total Award Amount</b>	<b>Total MWBE Awards</b>	<b>MWBE</b>
<b>MTA NYCTA</b>	\$ 217,643,844.00	\$ 26,094,117.00	12%
<b>MTA MNR</b>	\$ 40,402,054.79	\$ 4,503,445.63	11%
<b>MTA B&amp;T</b>	\$ 25,377,446.08	\$ 464,494.56	2%
<b>MTA LIRR</b>	\$ 66,472,202.86	\$ 12,626,738.25	19%
<b>MTA HQ</b>	\$ 220,200,682.00	\$ 98,230,851.00	45%
<b>MTA C&amp;D</b>	\$ 2,136,920.47	\$ 851,330.00	40%
<b>MTA BUS</b>	\$ 17,877,896.56	\$ 584,366.33	3%
<b>Total</b>	<b>\$ 590,111,047</b>	<b>\$ 143,355,343</b>	<b>24%</b>

# Metropolitan Transportation Authority Department of Diversity and Civil Rights

Discretionary A&E, Legal & IT

December 16, 2020



**A/E Awards thru Discretionary Procurement January to September 2020**

#	Agency	Contract Number	Project Name & Description	Primary Trades		Contract Amount	Notice of Award Date	Contractor	Contractor Certification
1	B&T	14073-2000-TBTA; Work Order #21	Staff Augmentation – Architectural Services	Staff Augmentation – Architectural Services		\$ 203,840	2/5/20	Distinct Engineering Solutions, Inc.	MBE
2	B&T	14073-4400-TBTA - Task 22	Safety Manager Services	As-Needed Construction Administration, Inspection and Support Services		\$ 264,024	7/23/20	SA Engineering, LLC	MBE
				<b>B&amp;T Total:</b>		<b>\$ 467,864</b>			
					<b>Total :</b>	<b>\$467,864</b>			

**MTA ALL AGENCY LEGAL FEES PAID  
APRIL THROUGH SEPTEMBER 2020**

<b>AGENCY</b>	<b>ALL FEES PAID</b>	<b>MBE FEES PAID</b>	<b>Agency MBE PARTICIPATION</b>	<b>WBE FEES PAID</b>	<b>Agency WBE PARTICIPATION</b>	<b>MWBE FEES PAID</b>	<b>Agency MWBE PARTICIPATION</b>
MTAHQ	\$ 8,315,528	\$ 505,201	6%	\$ 60,134	1%	\$ 565,335	7%
NYCTA	\$ 3,224,909	\$ 83,877	3%	\$ 441,580	14%	\$ 525,456	16%
MNR	\$ 799,215	\$ 35,197	4%	\$ -	0%	\$ 35,197	4%
LIRR	\$ 138,436	\$ 4,767	3%	\$ 7,297	5%	\$ 12,064	9%
B&T	\$ 700,161	\$ 61,723	9%	\$ 93,627	13%	\$ 155,350	22%
MTA C&D	\$ 592,825	\$ 106,252	18%	\$ 123,780	21%	\$ 230,032	39%
MTA BUS	\$ 1,043,636	\$ 71,149	7%	\$ 268,482	26%	\$ 339,631	33%
FMTAC	\$ 2,073,201	\$ 314,831	15%	\$ 275,691	13%	\$ 590,522	28%
<b>Total</b>	<b>\$ 16,887,910</b>	<b>\$ 1,182,998</b>	<b>7%</b>	<b>\$ 1,270,590</b>	<b>8%</b>	<b>\$ 2,453,588</b>	<b>15%</b>

# IT Discretionary

IT Discretionary Consulting Contract No. 14357

January - September 2020

Total Number of Awards- 93

Value of Awards- \$ 12 million

Value of Cumulative Awards- \$118.6 million



Metropolitan Transportation Authority  
Department of Diversity and Civil Rights

Status of Closed Contracts  
as of September 30, 2020

December 16, 2020



# MTA Headquarters DDCR Update

Inactive Contracts – Status as of September 30, 2020

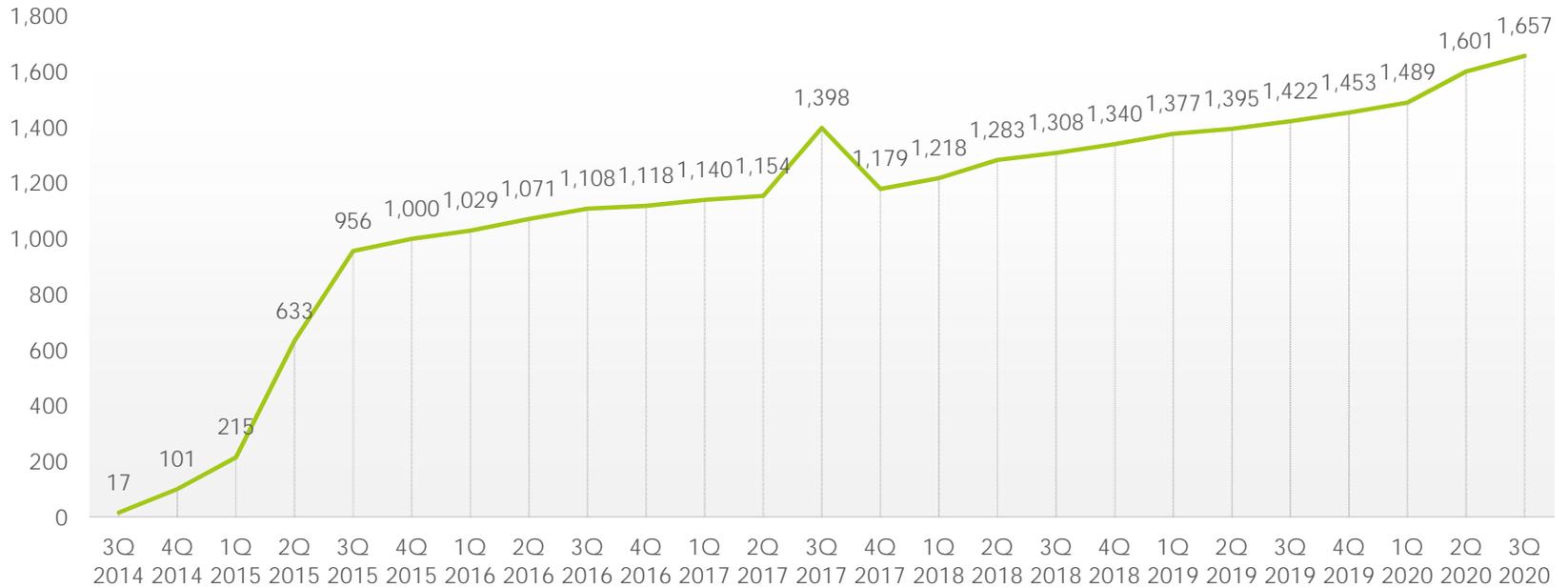
Inactive Contracts with Goals	#
1. Total Contracts Reviewed and Closed	1,357
2. Contracts Administratively Closed	300 <sup>1</sup>
Sub-Total	1,657 (96%)
3. Closeouts in Progress	43
4. Contracts Pending Agency Action	26
Total	1,726 (100%)

1. Contracts administratively closed because of the age of the contract (beyond the established seven-year record retention period).



# MTA Headquarters DDCR Update

## DDCR Contract Closeout Progression 3Q 2014 through 3Q 2020<sup>2</sup>



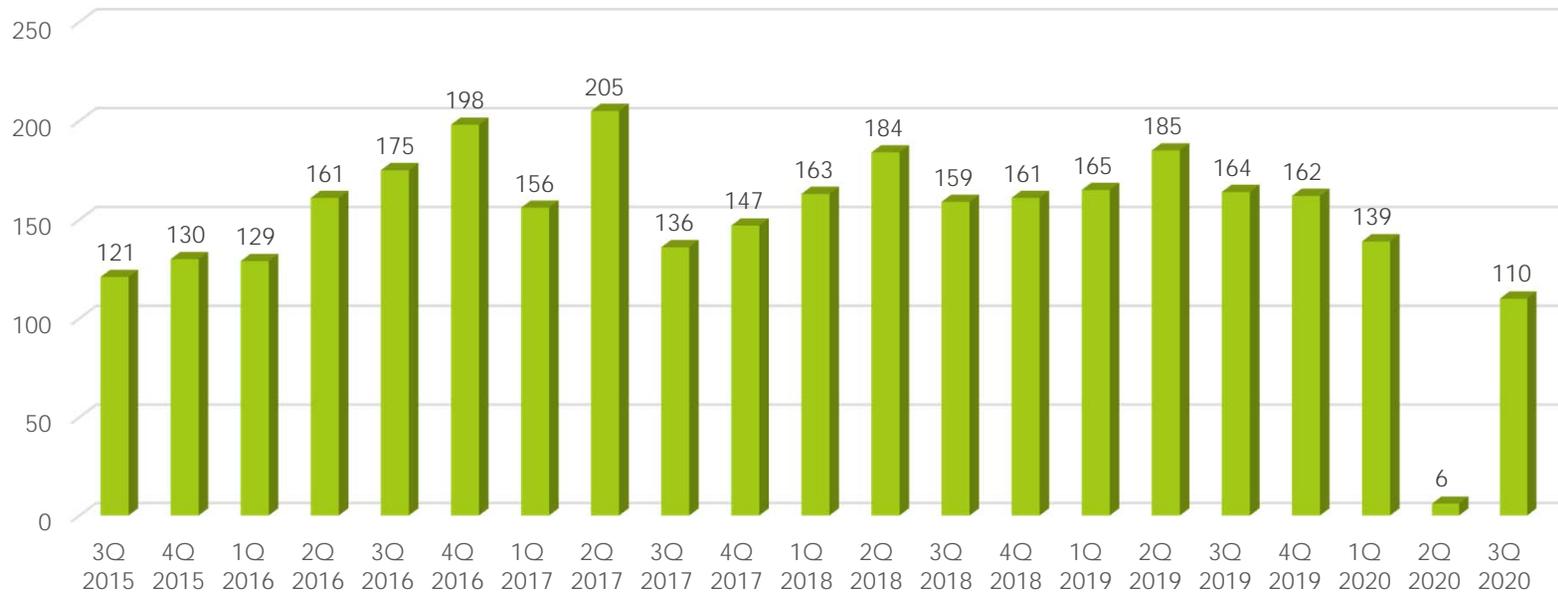
2. The decrease in closeouts between 3Q 2017 and 4Q 2017 is due to approx. 200 contracts being closed out in error, requiring subsequent re-activation.



# MTA Headquarters DDCR Update

DDCR Project Site Visits: 3Q 2015 – 3Q 2020

Total Site Visits Performed = 3,156



3. No site visits were performed during April & May 2020 due to the COVID-19 pandemic. Virtual site visits began on June 29, 2020.



# Metropolitan Transportation Authority Department of Diversity and Civil Rights

M/WBE, DBE, and SDVOB Participation on  
Capital Projects

December 16, 2020



# MWDBE and SDVOB Participation on MTA Capital Projects with Goals\*

## ■ Federal Participation Goal: 18%

(Federal Fiscal Year 2020 (October 2019 to September 2020))

- Total Awards: \$381M
- Total DBE Awards: \$52M (14%)
- Total Payments: \$612M
- Total DBE Payments: \$133M (22%)

## ■ New York State MBE Participation Goal: 15%

(First and Second Quarter NYS Fiscal Year 2020-2021 (April 2020 – September 2020))

- Total Awards: \$96M
- Total MBE Awards: \$13M (13%)
- Total Payments: \$379M
- Total MBE Payments: \$43M (11%)

## ■ New York State WBE Participation Goal: 15%

(First and Second Quarter NYS Fiscal Year 2020-2021 (April 2020 – September 2020))

- Total Awards: \$96M
- Total WBE Awards: \$12M (12%)
- Total Payments: \$379M
- Total WBE Payments: \$44M (12%)

## ■ Service Disabled Veteran-Owned Business Participation Goal: 6%

(First and Second Quarter NYS Fiscal Year 2020-2021 (April 2020 – September 2020))

- Total Awards: \$29M
- Total SDVOB Awards \$511,165 (2%)
- Total Payments: \$199M
- Total SDVOB Payments: \$5M (2%)

\*Report is based on original contract amount provided by MTA Agencies for third-party design and construction contracts (excluding rollingstock and signals).



# Metropolitan Transportation Authority Department of Diversity and Civil Rights

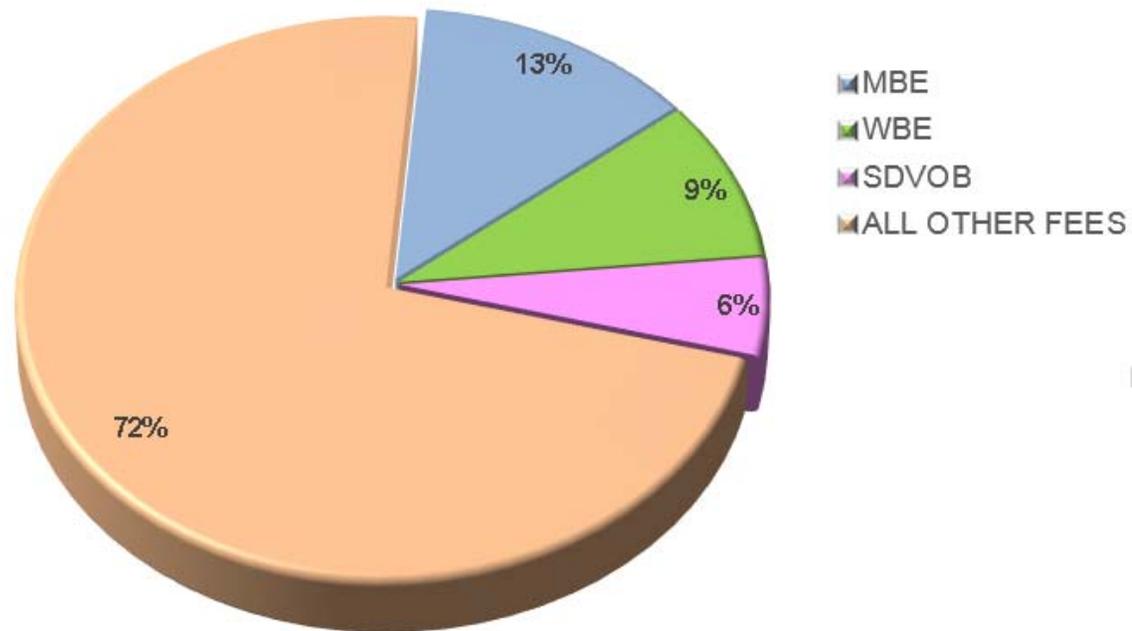
Financial Services

December 16, 2020



# MTA All Agency Underwriter Fees

April - September 2020



Actual WBE Participation = \$1,066,601 or 9%  
Actual MBE Participation = \$1,484,488 or 13%  
Actual SDVOB Participation = \$648,640 or 6%  
All Other Underwriting Fees = \$8,370,919 or 72%



# Metropolitan Transportation Authority Department of Diversity and Civil Rights

Asset Fund Managers

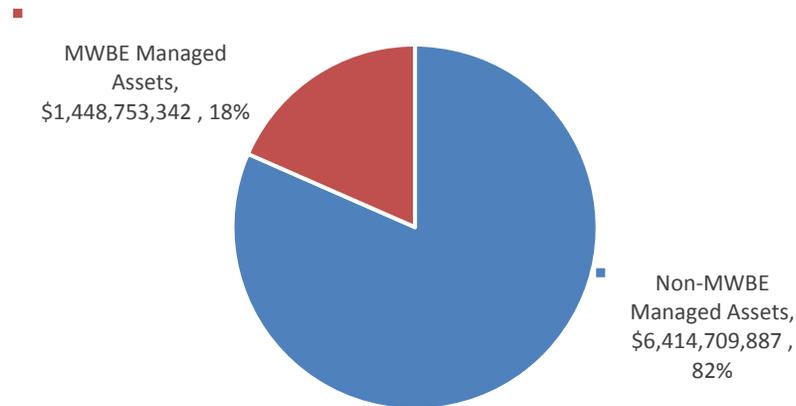
December 16, 2020



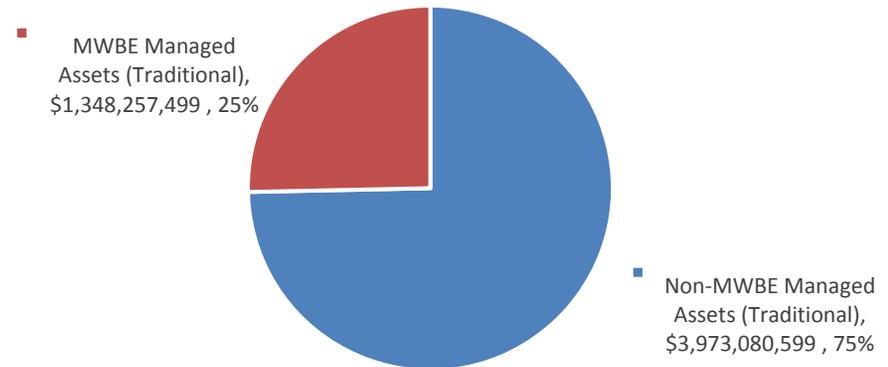
# MTA Sponsored Plans – MWBE Participation

As of September 30, 2020

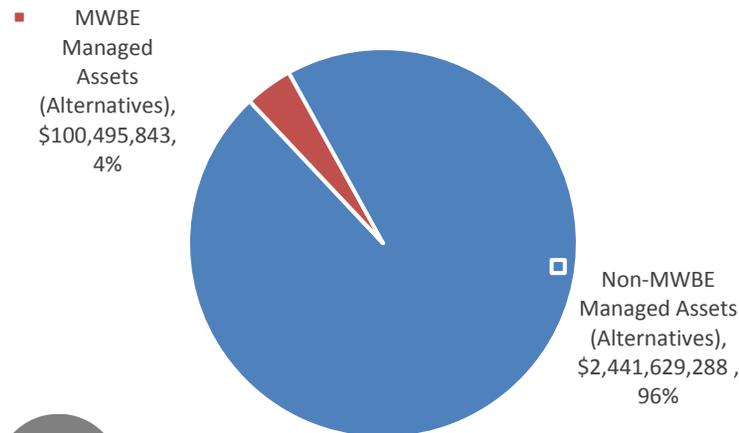
Combined Plans - Total Assets



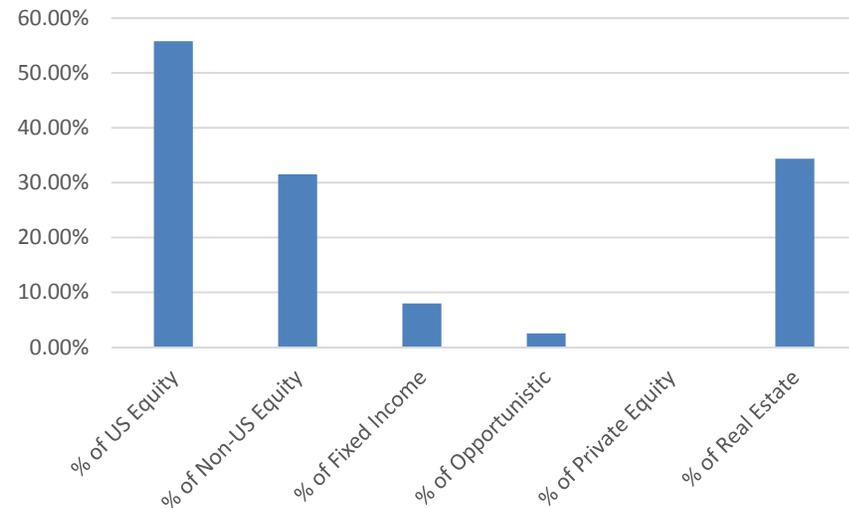
Combined Plans - Traditional Investments



Combined Plans- Alternative Investments



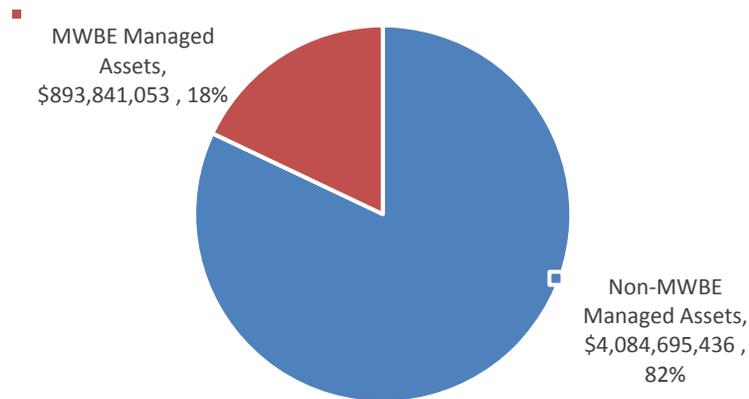
MWBE Managed Assets by Asset Class



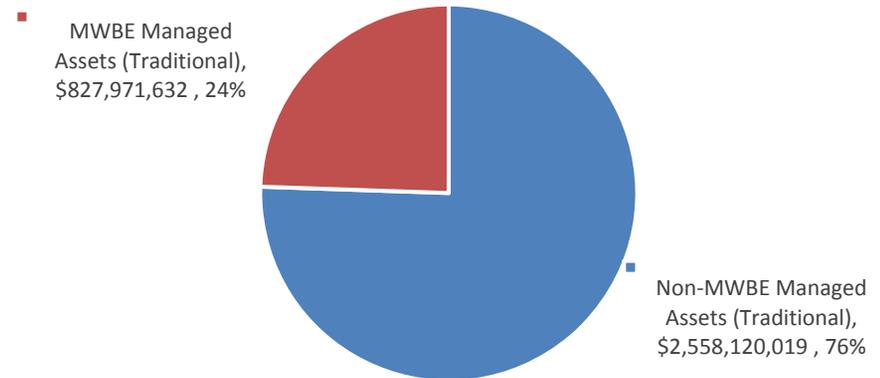
# MTA Sponsored Plans – MWBE Participation

## As of September 30, 2020

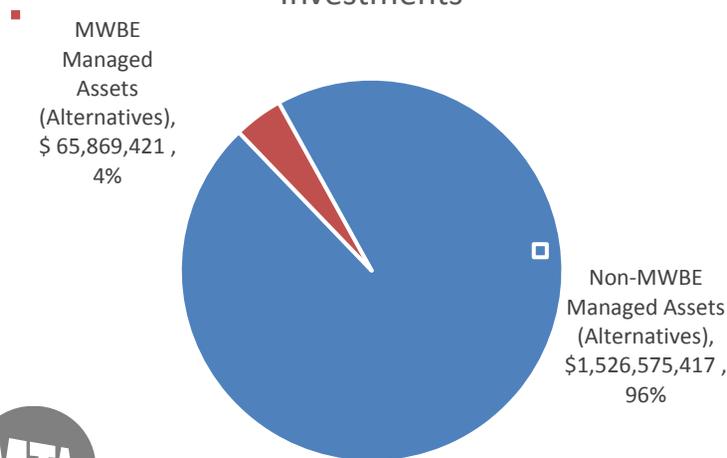
MTA Defined Benefit - Total Assets



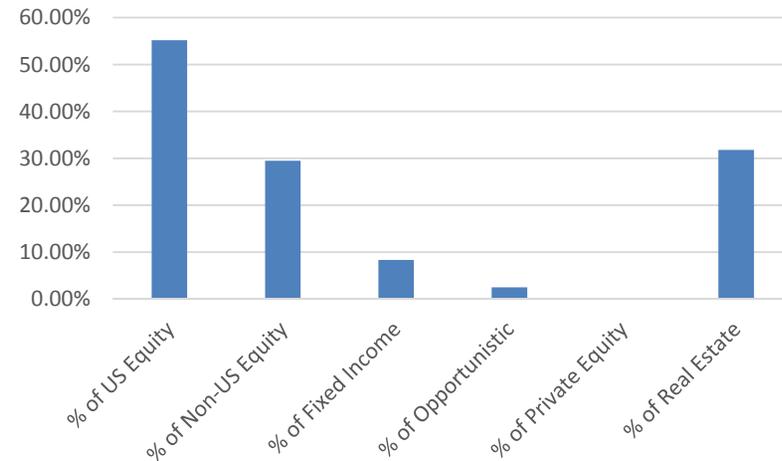
MTA Defined Benefit - Traditional Investments



MTA Defined Benefit - Alternative Investments



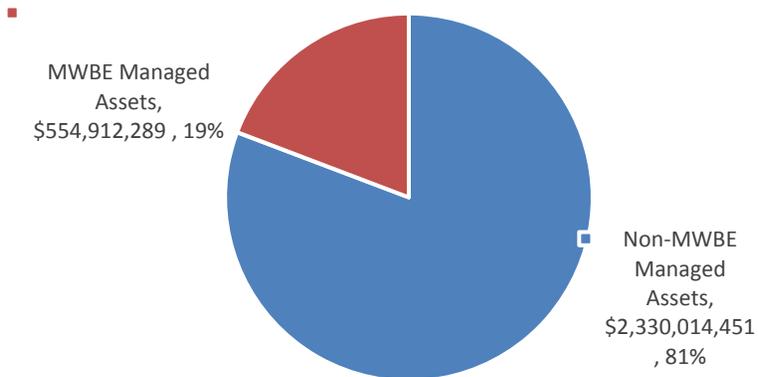
MWBE Managed Assets by Asset Class



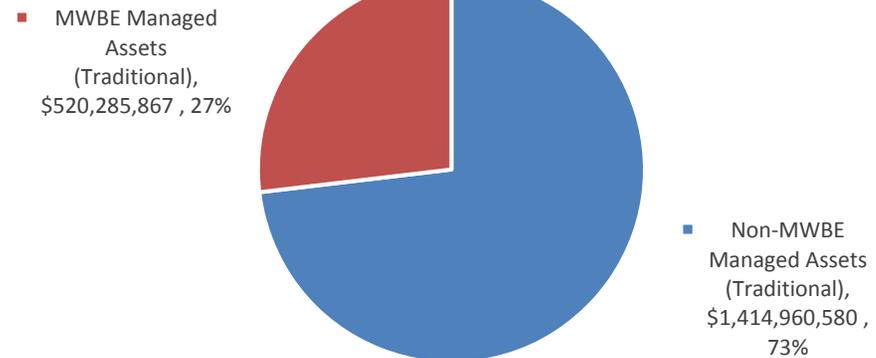
# MTA Sponsored Plans – MWBE Participation

## As of September 30, 2020

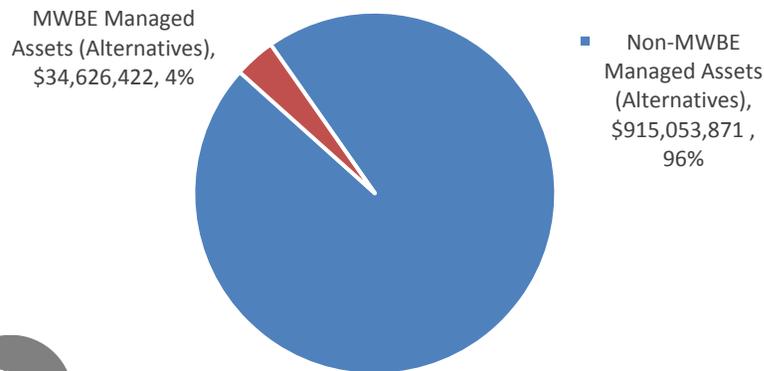
MaBSTOA - Total Assets



MaBSTOA - Traditional Investments



MaBSTOA - Alternative Investments



MWBE Managed Assets by Asset Class

