



**Massachusetts Bay
Transportation Authority**

Equal Employment Opportunities Program

ODCR

February 8, 2024



Federal Authorization of EEO Program

The Equal Employment Opportunities (EEO) Program was developed and implemented as required by state and federal law: CIVIL RIGHTS ACT of 1964 (42 U.S.C. 2000d et seq.) AMERICANS WITH DISABILITIES ACT (ADA) M.G.L. c. 151B (Unlawful Discrimination Because Of Race, Color, Religious Creed, National Origin, Ancestry Or Sex), FTA's EEO Circular (4704.1A).

The FTA/FHWA requires Office of Diversity & Civil Rights (ODCR) to describe frequency and results of:

- Meetings held with the Secretary-CEO and GM.
- Reports on the progress of the EEO Program.
- Results of the monitoring (e.g., hiring, promotions, complaints).
- EEO-related meetings held with management, including topics covered and follow-up actions.
- Meetings with human resources to review EEO goals and statistics on employment practices and policies (e.g., legitimate position requirements; validated testing).

What is the EEO Program?

Description

- To address and prevent unlawful employment discrimination on the basis of race, color, religious creed, national origin, ancestry, sex or disability and other areas as defined by state and federal law.
- FTA requires quarterly report submissions based on FFYs.

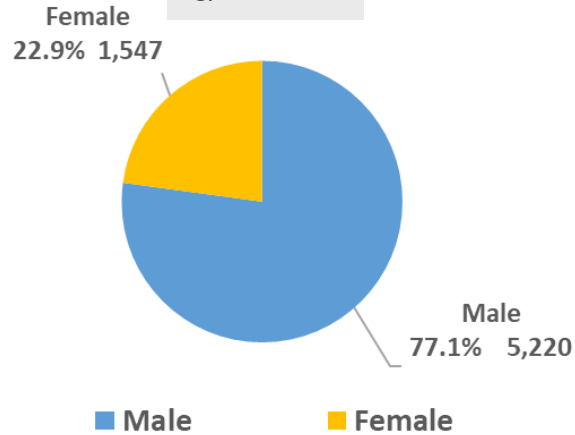
EEO goals are attained by

- Measuring the current diverse workforce availability in the region for particular job categories in this sector as determined by the department of labor workforce statistics for various demographic groups.

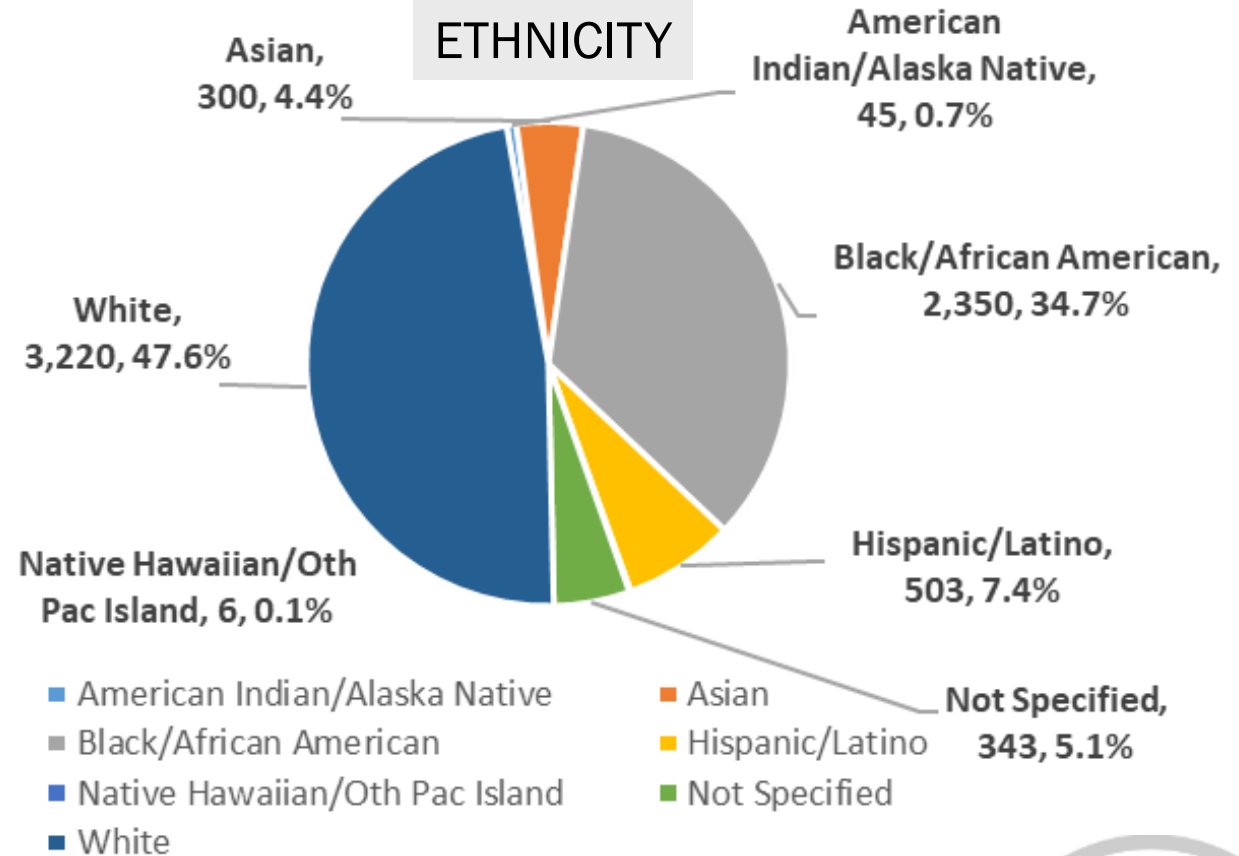


MBTA Workforce Demographics*

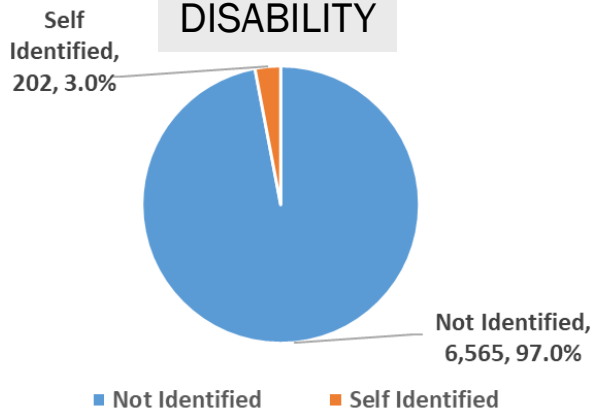
GENDER



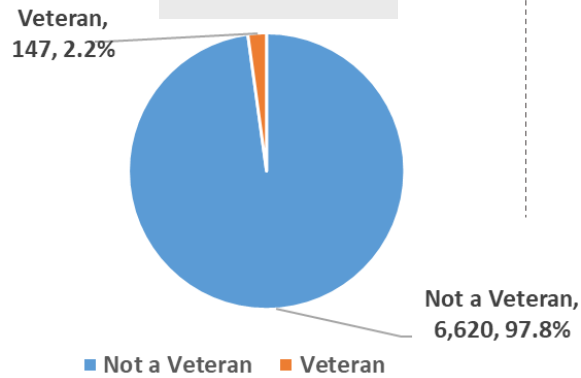
ETHNICITY



DISABILITY



VETERAN



*as of 09.30.2023



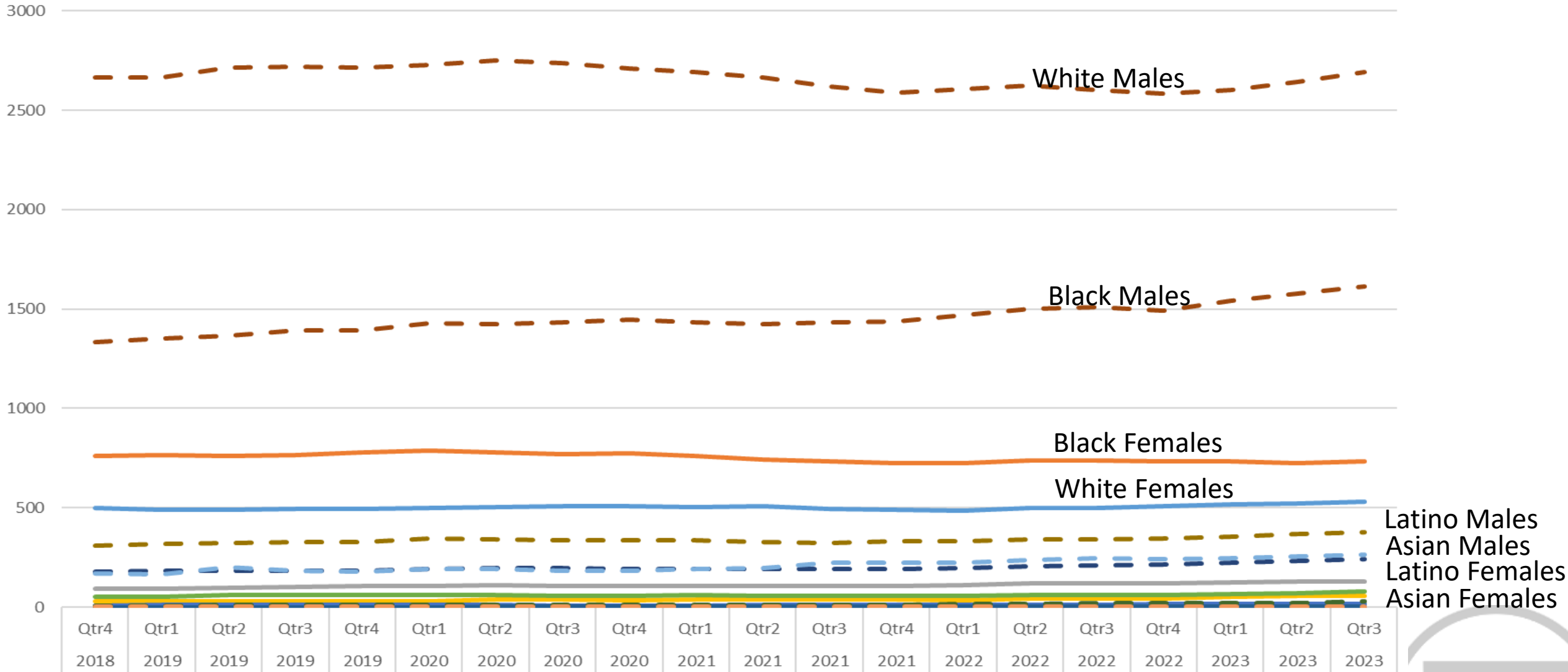
MBTA Workforce by the Numbers*

Race/Ethnicity Breakdown						
Female						
White	Black	Hisp	Asian	NHPI	AI, AN	U
530	736	127	59	1	16	78
Male						
White	Black	Hisp	Asian	NHPI	AI, AN	U
2,690	1,614	376	241	5	29	265
Total						
White	Black	Hisp	Asian	NHPI	AI, AN	U
3,220	2,350	503	300	6	45	343

*as of 09.30.2023



5 Year Employee Count MBTA By Quarter by Gender and Ethnic Group



- Female White
- Female Black/African American
- Female Hispanic/Latino
- Female Asian
- Female AI/AN
- Female Not Specified
- Female NH/Oth Pac Island
- Male White
- Male Black/African American
- Male Hispanic/Latino
- Male Asian
- Male AI/AN



Current Status to EEO Affirmative Action Goals

Agency - MBTA		As of 9/30/2023 Report from 7/1/2023 To 9/30/2023																			
HRAAP Goal Attainment Chart		Green - met or exceeded										Yellow - progress towards goal					Red - no progress				
Job Category	Total Work Force	Male										Female									
		Total	White	Black	Hisp	Asian	NHPI	AI/AN	Unk	Total	White	Black	Hisp	Asian	NHPI	AI/AN	Unk	PwD	Vet	Unk Gndr	
Total Work Force	6767	77.1%	39.8%	23.9%	5.6%	3.6%	0.1%	0.4%	3.9%	22.9%	7.8%	10.9%	1.9%	0.9%	0.0%	0.2%	1.2%	3.0%	67/67	100.0%	0
Officials and Administrators	1584	1145	0/78	0/39	0/11	5/6	0/0	0/1	0/6	439	127/31	0/36	0/7	13/2	0/0	0/0	0/4	6/10	21/5	0/2	
Professionals	606	378	0/71	0/27	0/11	0/8	0/0	0/0	0/5	228	53/18	0/22	0/9	2/5	0/1	0/0	0/4	7/9	9/3	0/1	
Technicians	228	159	0/9	0/3	0/3	0/2	0/0	0/0	0/0	69	19/2	0/3	2/3	3/0	0/0	0/0	0/0	4/0	4/0	0/0	
Protective Service:Sworn	170	149	0/0	0/0	2/0	0/0	0/0	0/0	0/0	21	1/0	0/0	0/0	0/0	0/0	0/0	0/0	1/0	0/0	0/0	
Protective Service:Non-Sworn	37	19	0/0	0/0	0/0	0/0	0/0	0/0	0/0	18	3/0	0/0	0/0	0/0	0/0	0/0	0/0	1/0	1/0	0/0	
Administrative Support	74	27	0/3	0/3	0/0	0/0	0/0	0/0	0/0	47	4/4	0/2	1/0	0/3	0/0	0/0	0/0	2/0	2/0	0/1	
Skilled Craft	1156	1113	0/67	0/11	15/14	0/3	0/0	0/1	0/2	43	9/1	0/2	0/0	0/0	0/0	0/0	0/0	42/0	20/3	0/1	
Service Maintenance	2912	2230	0/156	0/294	27/64	6/14	0/0	0/9	0/38	682	247/20	0/85	60/16	25/2	0/2	0/0	0/15	54/22	60/7	0/15	
Total Towards Goal			0	0	78	20	0	0	0		76	0	19	9	0	0	0	41	18	0	
Total Placements			384	377	103	33	0	11	51		76	150	35	12	3	0	23	41	18	20	

Legend: # to Reach Parity / Placements
 Unk Gndr = Unknown Gender NHPI = Native Hawaiian/Pacific Islander AI/AN = American Indian/Alaskan Native

EEO GOALS

GREEN: met or exceeded goal

YELLOW: some progress attaining goal

RED: no progress in last quarter 07.01.23 to 09.30.23

EEO Affirmative Action Goals Methodology
 These EEO goals are based on the current diverse workforce availability in this region for these specific job categories in this sector.

74 EEO AFFIRMATIVE ACTION GOALS
47 GREEN – GOALS ACHIEVED
14 YELLOW – PROGRESS MADE TOWARD GOALS
13 RED – NEED TO IMPROVE EFFORTS

30 Males Goals: 28 Green, 1 Red, 1 Yellow

White: 6 Green
 Black: 6 Green
 Latino: 4 Green, 1 Red, 1 Yellow
 Asian: 5 Green
 Other: 7 Green

29 Females Goals: 17 Green, 4 Red, 8 Yellow

White: 1 Green, 2 Red, 5 Yellow
 Black: 6 Green
 Latino: 3 Green, 1 Red, 1 Yellow
 Asian: 2 Green, 1 Red, 2 Yellow
 Other: 5 Green

7 Veterans Goals: 3 Red, 4 Yellow

8 PWD Goals: 2 Green, 5 Red, 1 Yellow



MBTA Highlights of Commitment to Improve EEO Performance

The workforce diversity of the MBTA reflects the commitment and intentional efforts to attain EEO goals that mirror the region's available workforce and the rich diversity of riders we serve.

- There are areas of success as well as opportunities for continual improvements.
- Black & African American employees representation is a longstanding major strength of our current diverse workforce and pipeline of new hires.
- We continue to expand the hiring of Latinos and Asian Americans into our workforce recognizing that these communities are the fastest growing in the region.
- Gender representation of women in our workforce is a challenge in the transportation sector overall and among our peers, which is why we continue to make efforts to improve.
- The External Engagement & Recruitment teams in Workforce partner closely with ODCR and DEI teams to actively reach diverse pools of qualified candidates.



Thank you,
Questions?



MBTA EEO Workforce Goals*

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