



# Massachusetts Bay Transportation Authority

## MassDOT/MBTA Equal Employment Opportunity (EEO) Program Report

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May 12, 2022



# Overview

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- The Law
- Current MBTA Workforce Demographics, as of 03.31.2022
- Demographics by Job Level
- Employment Actions by Demographic
- EEO Hiring Goal Attainment
- Training by Type and Number
- Complaints filed
- 1<sup>st</sup> Quarter Highlights: Diversity Events, ERGs



# EEO Program of Record

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The Equal Employment Opportunity (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).

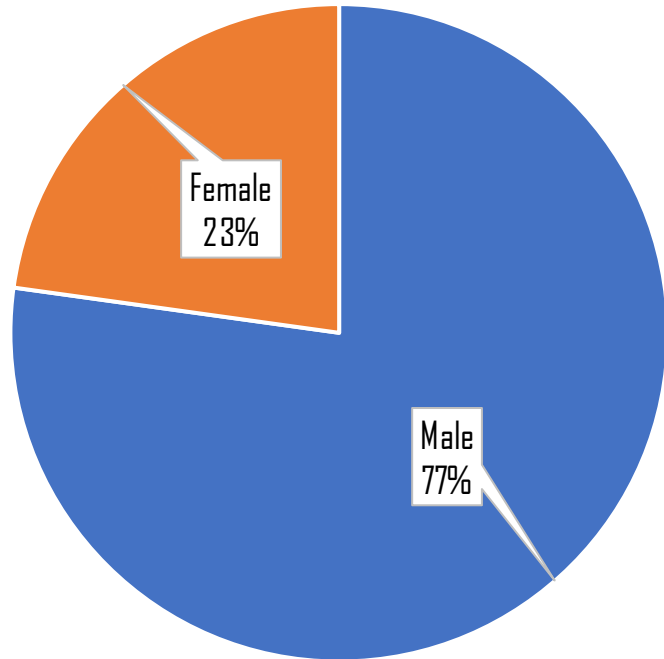
The FTA/FHWA requires Office of Diversity & Civil Rights (ODCR) to describe frequency and results of:

- 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).

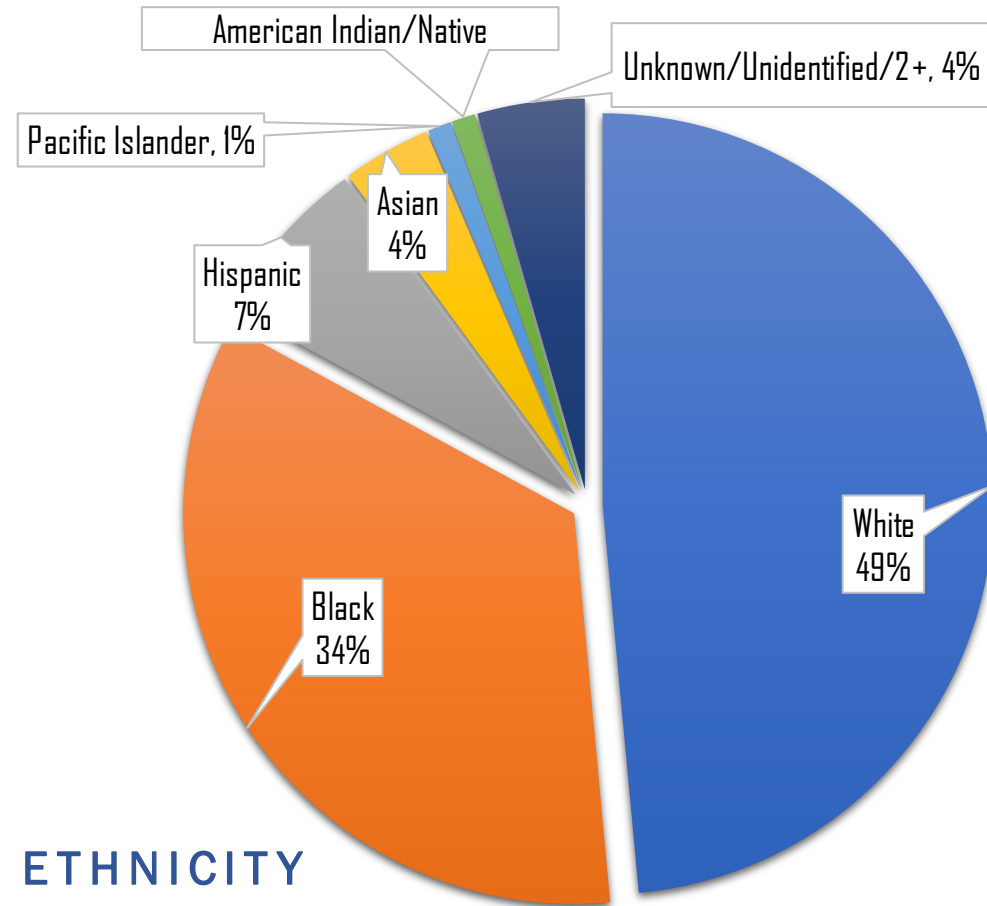


# Current Workforce Demographics

6281 TOTAL EMPLOYEES



BY GENDER

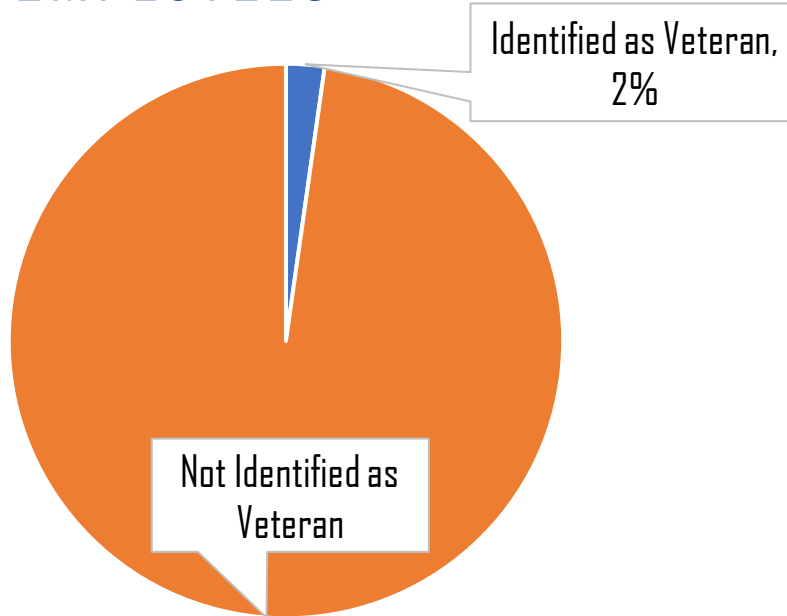


BY ETHNICITY

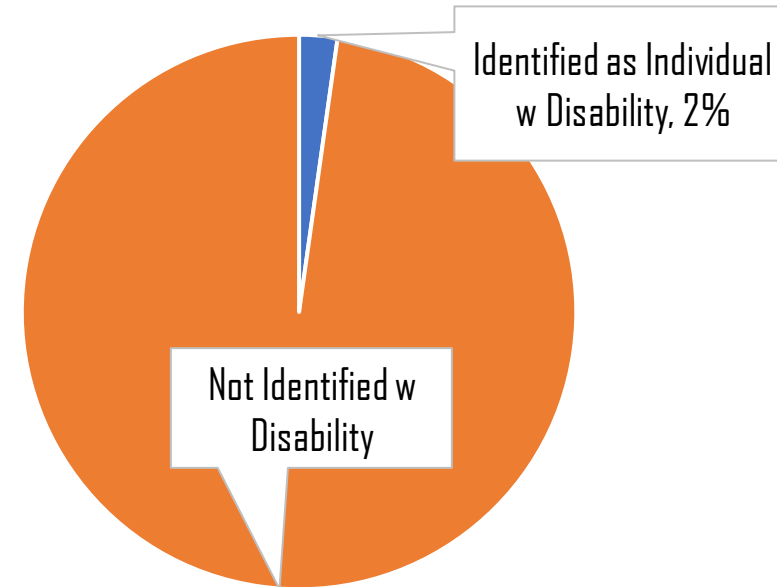


# Current Workforce Demographics

6281 TOTAL EMPLOYEES



VETERAN STATUS



DISABILITY STATUS



# MBTA Workforce by the Numbers

Race/Ethnicity Breakdown						
Female						
White	Black	Hispanic	Asian	NHPI	AI / AN	U
486	725	112	36	1	13	59
Male						
White	Black	Hispanic	Asian	NHPI	AI / AN	U
2604	1469	333	197	5	15	226
Total						
White	Black	Hispanic	Asian	NHPI	AI / AN	U
3090	2194	445	233	6	28	285



# MBTA- HRAAP Goal Attainment Chart

Agency - MBTA		As of 3/31/2022 Report from 1/1/2022 To 3/31/2022																		
HRAAP Goal Attainment Chart		Green - met or exceeded   Yellow - progress towards goal   Red - no progress																		
Job Category	Total Work Force	Male								Female								PwD	Vet	Unk Gndr
		Total	White	Black	Hisp	Asian	NHPI	AI/AN	Unk	Total	White	Black	Hisp	Asian	NHPI	AI/AN	Unk			
<b>Total Work Force</b>	6281	4849 77.2%	2604 41.5%	1469 23.4%	333 5.3%	197 3.1%	5 0.1%	15 0.2%	226 3.6%	1432 22.8%	486 7.7%	725 11.5%	112 1.8%	36 0.6%	1 0.0%	13 0.2%	59 0.9%	140 2.2%	6281 100.0%	0
<b>Officials and Administrators</b>	1356	1017	0/58	0/17	7/3	5/5	0/0	0/0	0/4	339	22/27	0/19	0/1	0/1	0/0	0/0	0/1	0/14	74/4	0/1
<b>Professionals</b>	424	263	0/15	0/3	0/2	0/2	0/0	0/0	0/0	161	43/6	0/2	3/4	0/0	0/0	0/0	0/0	10/1	20/1	0/0
<b>Technicians</b>	202	149	0/6	0/2	0/0	0/0	0/0	0/0	0/0	53	15/3	0/3	1/0	0/0	0/0	0/0	0/0	6/0	12/0	0/0
<b>Protective Service:Sworn</b>	160	140	0/0	0/0	1/0	0/0	0/0	0/0	0/2	20	5/0	0/0	0/0	0/0	0/0	0/0	0/0	0/0	0/1	0/0
<b>Protective Service:Non-Sworn</b>	29	15	0/0	0/0	0/0	0/0	0/0	0/0	0/0	14	13/0	0/0	0/0	0/0	0/0	0/0	0/0	2/0	2/0	0/0
<b>Administrative Support</b>	63	18	0/1	0/0	0/1	0/2	0/1	0/0	0/1	45	15/4	0/0	0/2	1/0	0/0	0/0	0/0	0/0	6/0	0/0
<b>Skilled Craft</b>	1096	1056	0/35	0/10	32/7	0/5	0/0	0/0	0/6	40	0/3	0/0	0/0	0/0	0/0	0/0	0/1	69/1	67/0	0/0
<b>Service Maintenance</b>	2951	2191	0/83	0/212	0/37	0/10	0/0	0/4	0/17	760	481/14	0/53	67/10	0/0	0/1	0/0	0/1	140/7	208/3	0/1
<b>Total Towards Goal</b>			0	0	10	5	0	0	0		54	0	14	0	0	0	0	9	8	0
<b>Total Placements</b>			198	244	50	24	1	4	30		57	77	17	1	1	0	3	23	9	2

**Legend:** # to Reach Parity / Placements

Unk Gndr = Unknown Gender

NHPI = Native Hawaiian/Pacific Islander

AI/AN = American Indian/Alaskan Native

# Employee Movement/Transitions

Job Category	Hires	Promotions	Transfers	Demotions	Total
Officials & Administrators	25	66	0	0	91
Professionals	23	10	0	0	33
Technicians	8	0	0	0	8
Protective Service: Sworn	2	0	0	0	2
Protective Service: Non-Sworn	0	0	0	0	0
Administrative Support	4	8	0	0	12
Skilled Craft	41	5	0	0	46
Service Maintenance	170	90	0	0	260
Grand Total	273	179	0	0	452





# EEO Plan Training

MassDOT/MBTA offered various courses to meet requirements within the Department’s Equal Employment Opportunity Plan 2018 “Mandatory EEO/AAP Program Training” section.

In addition to the goal of ensuring that managers and supervisors understood their role in the EEO/AAP program, ODCR also placed emphasis on training employees to ensure department-wide compliance.

NOTE: MassDOT/MBTA – ODCR Training Report 01/1/2022 – 03/31/2022

Training Courses	# MBTA Employees Trained
Anti-Discrimination Harassment Prevention for Supervisors & Managers – All Day	21
Anti-Discrimination Harassment Prevention for Frontline Employees (ADHP-EE) – All Day	32
Equal Employment Opportunity / Affirmative Action Plan / Legal Interviewing (Managers) – All Day	20



# Handling of Complaints

Type of Complaint	Quantity
Non-civil Rights	6
Race	18
Race; Gender	1
Sexual Harassment	1
Sexual Identity	1
Sexual Orientation	4
Unknown	1
<b>Total</b>	<b>32</b>

Status of Complaint	Total Cases
Active	11
Complete	18
Closed: Referred Back to Area	3
<b>Total</b>	<b>32</b>

Complaints are addressed through ODCR’s mediation and/or facilitated dialogue services, EEO re-training for Anti-Discrimination and Harassment Prevention, or depending on the nature of the complaint, the information is forwarded to the appropriate departments, which include Human Resources, Labor Relations, Employee Relations and the Legal Department. For the fourth quarter of Calendar Year 2021 the MBTA had a total of 32 complaint cases. Most of the cases were regarding race discrimination. 11 of the cases have a status of actively investigating.



# First Quarter Highlights

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## Diversity Luncheons & Events

- Partnered with Transportation Diversity Committee, ODCR sponsored virtual events for heritage month celebrations:
- National Hispanic/Latinx Month on Sep. 22, 2021
- National Disability Employment Awareness Month on Oct. 14, 2021,
- National Veterans and Military Families Month Celebration “Honoring All Who Served” on Nov. 9, 2021

## Employee Resource Groups

- MassDOT/MBTA offers 5 ERGs: voluntary, employee-led groups that serve as a resource for members and organizations by fostering a diverse, inclusive workplace aligned with organizational missions, values, goals, business practices and objectives.
- Women’s ERG (WERG),
- Multicultural ERG
- Pride ERG
- Veterans’ ERG
- Accessibility and Inclusion ERG

