



**Massachusetts Bay  
Transportation Authority**

# Equal Employment Opportunities Program

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September 14, 2023



# EEO Program of Record

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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).

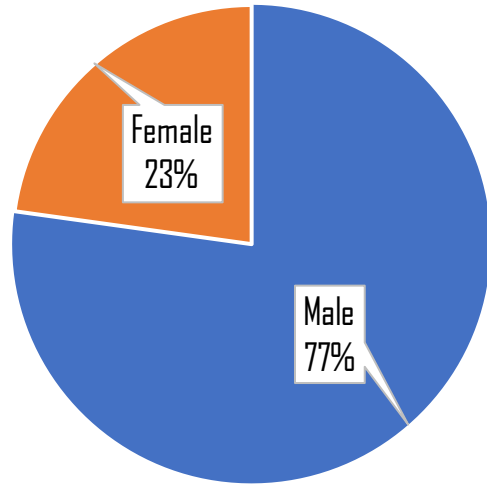
The FTA/FHWA requires Office of Diversity & Civil Rights (ODCR) to describe frequency and results of:

- 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).

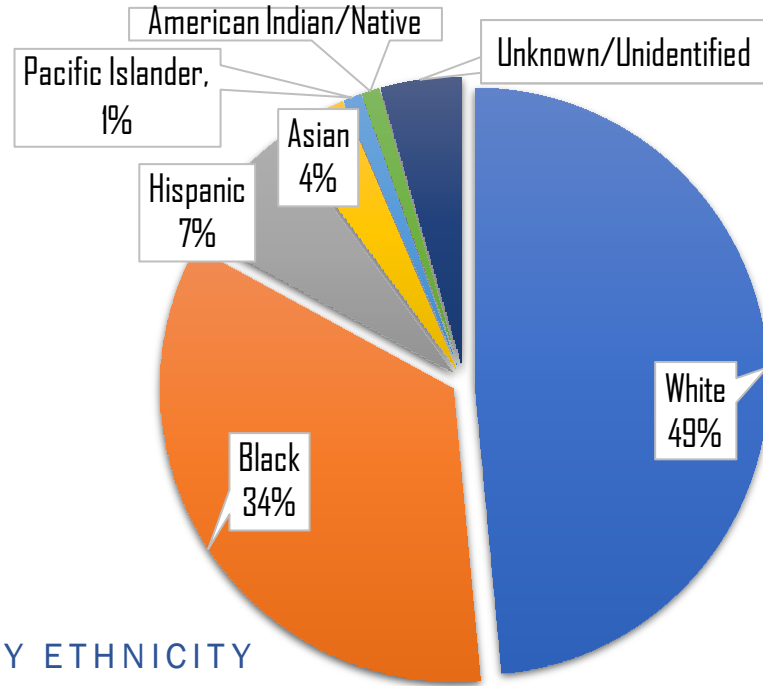


# Current Workforce Demographics

6410 TOTAL EMPLOYEES



BY GENDER

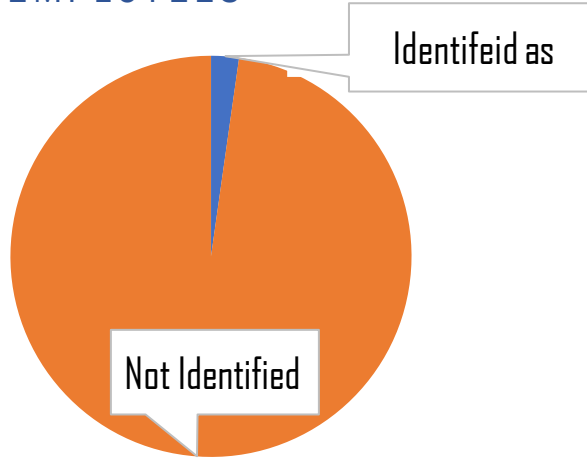


BY ETHNICITY

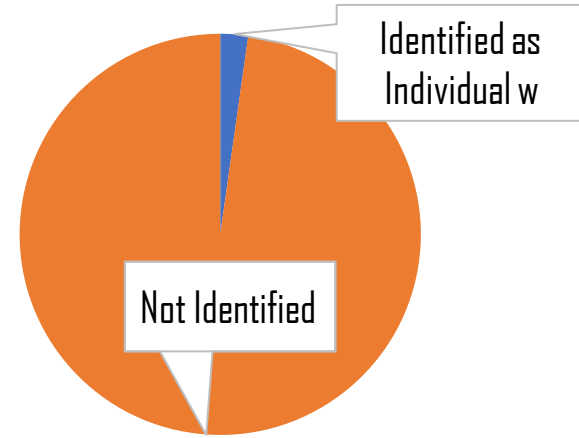


# Current Workforce Demographics

6410 TOTAL EMPLOYEES



VETERAN STATUS

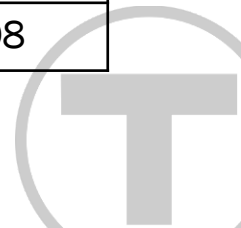


DISABILITY STATUS



# MBTA Workforce by the Numbers

Race/Ethnicity Breakdown						
Female						
White	Black	Hispanic	Asian	NHPI	AI / AN	U
501	737	121	43	1	14	62
Male						
White	Black	Hispanic	Asian	NHPI	AI / AN	U
2601	1508	341	211	5	19	246
Total						
White	Black	Hispanic	Asian	NHPI	AI / AN	U
3102	2245	462	254	6	33	308



# MBTA- HRAAP Goal Attainment Chart

Agency - MBTA As of 3/31/2023 Report from 1/1/2023 To 3/31/2023

HRAAP Goal Attainment Chart Green - met or exceeded | Yellow - progress towards goal | Red - no progress

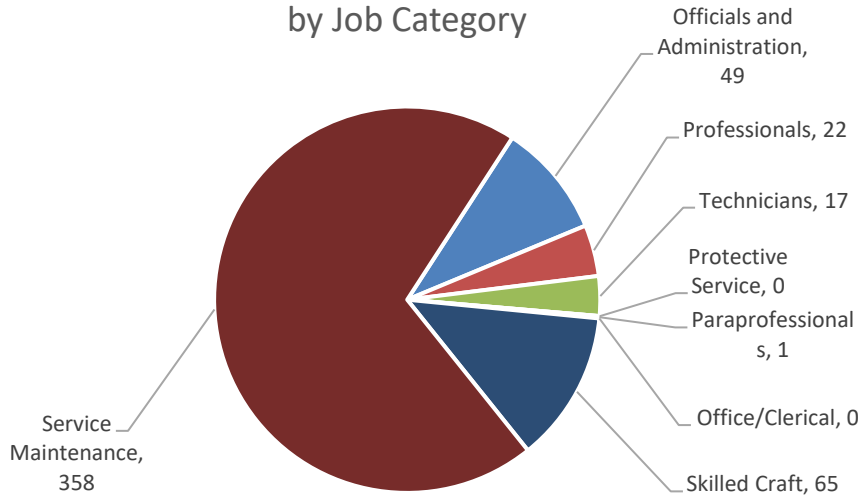
Job Category	Total Work Force	Male								Female								PwD	Vet	Unk Gndr
		Total	White	Black	Hisp	Asian	NHPI	AI/AN	Unk	Total	White	Black	Hisp	Asian	NHPI	AI/AN	Unk			
<b>Total Work Force</b>	6509	4997 76.8%	2603 40.0%	1541 23.7%	357 5.5%	222 3.4%	5 0.1%	22 0.3%	247 3.8%	1512 23.2%	518 8.0%	735 11.3%	123 1.9%	53 0.8%	1 0.0%	18 0.3%	64 1.0%	170 2.6%	6509 100.0%	0
<b>Officials and Administrators</b>	1457	1058	0/61	0/12	0/7	6/3	0/0	0/0	0/4	399	115/28	0/13	0/3	11/3	0/0	0/0	0/2	5/6	20/3	0/0
<b>Professionals</b>	514	312	0/30	0/6	0/2	0/2	0/0	0/1	0/1	202	44/13	0/4	0/5	3/5	0/1	0/0	0/1	9/4	9/0	0/1
<b>Technicians</b>	223	157	0/6	0/6	2/1	0/2	0/0	0/0	0/1	66	18/1	0/4	3/1	4/0	0/0	0/0	0/1	4/2	3/0	0/0
<b>Protective Service:Sworn</b>	182	161	0/4	0/6	1/0	0/0	0/0	0/0	0/12	21	2/0	0/0	0/0	0/0	0/0	0/0	0/1	2/1	0/1	0/1
<b>Protective Service:Non-Sworn</b>	36	17	0/0	0/1	1/0	0/0	0/0	0/0	0/0	19	3/0	0/0	0/2	0/0	0/0	0/0	0/0	1/0	1/0	0/0
<b>Administrative Support</b>	69	27	0/2	0/0	0/0	0/7	0/0	0/0	0/2	42	4/9	0/0	0/0	0/4	0/0	0/0	0/0	2/0	2/0	0/0
<b>Skilled Craft</b>	1134	1089	0/38	0/12	15/5	0/6	0/0	0/0	0/4	45	9/1	0/1	0/0	0/0	0/0	0/0	0/0	43/1	20/1	0/1
<b>Service Maintenance</b>	2894	2176	0/98	0/166	28/47	5/17	0/0	0/1	0/17	718	240/17	0/62	60/10	24/5	0/6	0/0	0/0	55/21	59/8	0/10
<b>Total Towards Goal</b>			0	0	53	20	0	0	0		69	0	11	13	0	0	0	35	12	0
<b>Total Placements</b>			239	209	62	37	0	2	41		69	84	21	17	7	0	5	35	13	13

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

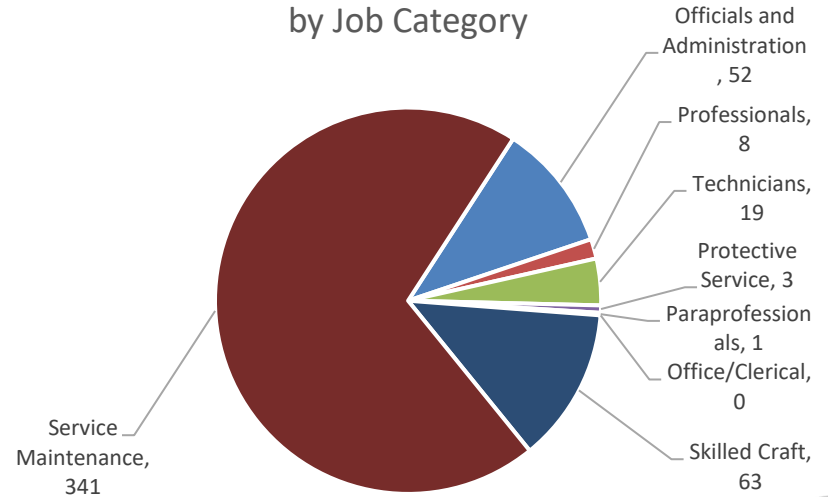
# Goals Comparisons

## Minorities

9/30/2022 Minority Goals <sup>1</sup>  
by Job Category



3/31/2023 Minority Goals <sup>1</sup>  
by Job Category



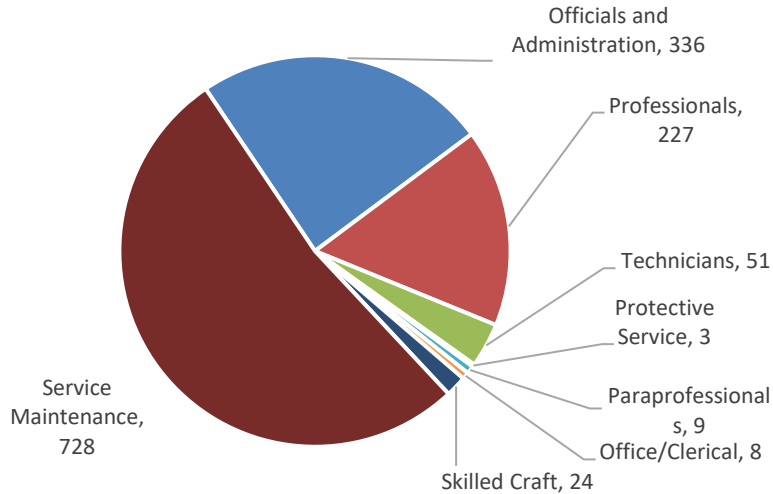
<sup>1</sup> Goal is the number of hire in the respective Job Category to reach parity by the end of the EEO Plan (the "Ultimate Goal"). It excludes respondents who marked "not specified" or did not respond to the race from the entire analysis.



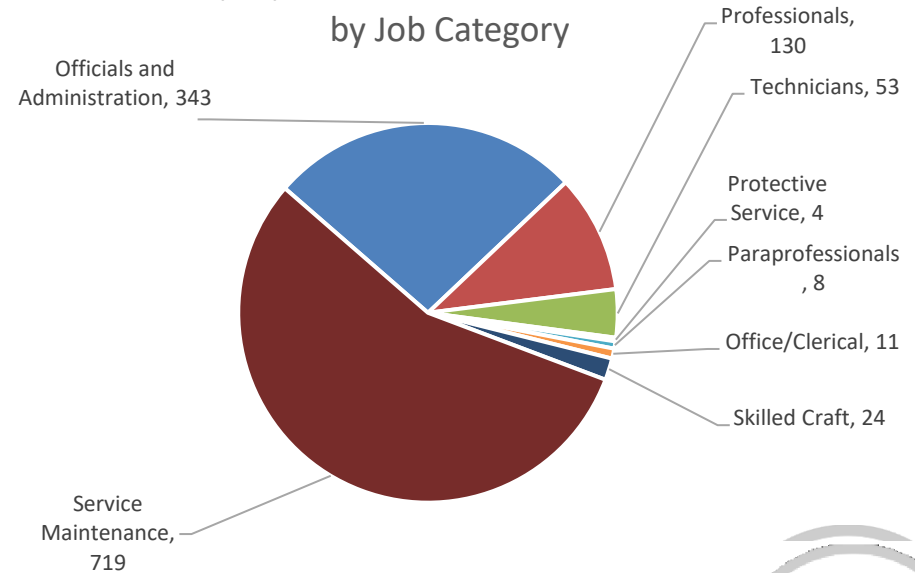
# Goals Comparisons

## White Females

9/30/2022 White Female Goals <sup>1</sup>  
by Job Category



3/31/2023 White Female Goals <sup>1</sup>  
by Job Category



<sup>1</sup> Goal is the number of hire in the respective Job Category to reach parity by the end of the EEO Plan (the "Ultimate Goal"). It excludes respondents who marked "not specified" or did not respond to their gender from the entire analysis.





# MBTA Goals by the Numbers

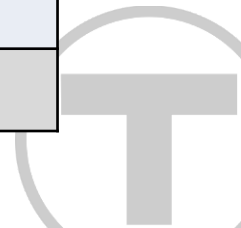
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	9/30/2022		3/31/2023	
Job Category	Minority	White Female	Minority	White Female
Officials and Administration	49	336	52	343
Professionals	22	227	8	130
Technicians	17	51	19	53
Protective Service	0	3	3	4
Paraprofessionals	1	9	1	8
Office/Clerical	0	8	0	11
Skilled Craft	65	24	63	24
Service Maintenance	358	728	341	719







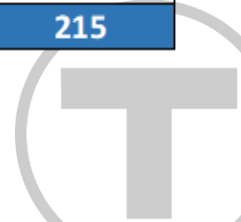
# Quarter Ending 3/31/23 Employee Movement/Transitions

Job Category	Hires	Promotions	Transfers	Demotions	Grand Total	Total Employees
Officials and Administrators	39	68			107	1457
Professionals	37	32			69	514
Technicians	8	12			20	223
Protective Service	23	1			24	182
Protective Service Non-Sworn	2	1			3	36
Office/Clerical	23	16			39	69
Skilled Craft	22	21			43	1134
Service Maintenance	222	74			296	2894
Grand total	376	225	0	0	601	6509



# Quarter Ending 3/31/23 Employee Movement/Transitions

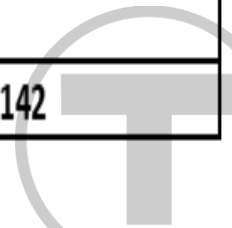
Count of Emplid					
		Main Group 			
Quarter Fiscal Year 	Action Reason Descr 	MBTA Chief Administrator	MBTA Chief Operating Officer	MBTA General Manager	Grand Total
 1st qtr	Contract Expired	2		1	3
	Deceased		3		3
	Discharge		10	2	12
	Failure to Return from Leave		2		2
	Hire did not start		81	1	82
	Job Abandonment		4		4
	Probationary Period	1	1		2
	Resignation	10	37	16	63
	Retirement	3	32	9	44
<b>Grand Total</b>		<b>16</b>	<b>170</b>	<b>29</b>	<b>215</b>



# EEO Plan Training

## 2023 MBTA Trainings Report: Q1 Jan. 1, 2023 - Mar. 31, 2023

Training Courses	No. Employees Trained MBTA
Anti-Discrimination Harassment Prevention for Supervisors & Managers (All Day)	33
Anti-Discrimination/Harassment Prevention for Frontline Employees (ADHP-FE) (All Day)	65
Equal Employment Opportunity / Affirmative Action Plan / Legal Interviewing (Managers) (All Day)	44
<b>Total</b>	<b>142</b>



# First Quarter Highlights

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## Diversity Luncheons & Events

- Partners in Transportation and the Multicultural Employee Resource Group (ERG) presented a Diversity Celebration honoring Dr. Martin Luther King, Jr., on January 27, 2023.
- Partners in Transportation presented a Diversity Celebration of National Black History Month on February 22, 2023.
- Partners in Transportation and the Multicultural ERG presented a Diversity Celebration of National Women's History Month on March 22, 2023.

## 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



# First Quarter Highlights

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- The Women's ERG conducted a kick-off meeting for the year in January. The WERG sponsored a Celebration of National Black History Month on February 1, 2023. The WERG also sponsored a Celebration of International Women's Day and a talk by MassDOT Secretary and CEO Gina Fiandaca.
- The Multicultural ERG conducted a kick-off meeting for the year in February and sponsored a monthly meeting in March.
- The Veteran's ERG conducted a kick-off meeting for the year in January.
- MassDOT/MBTA continued its support of the ERG Leadership Council and its oversight of and collaboration with the Employee Resource Groups. MassDOT/MBTA also continued its support of the DE&I Executive Council and DE&I Employee Advisory Council.

