



DEI Programming & Diversity in the Workforce

Comparing 2020 to Today

MBTA

October 2023

Content



- Programming
 - New investments to expand the ecosystem of DEI programming and employee engagement
- Demographics Trends
 - What's the data telling us is working well and what can we improve



DEI from 2020 to Today

In the summer of 2020, our country and region experienced a movement on racial equity that impacted all sectors and industries. Many MBTA employees, riders and stakeholders voiced a demand for more DEI programming and resources.

As a result, the MBTA embraced the moment as a call to action to significantly improve and innovate on DEI by creating a new executive role and team reporting directly to the GM and collaborating with ODCR, HR and Procurement.

The partnership between DEI, HR and ODCR leverages DEI best practices and the input from many employees to produce a series of new investments and programming expansions on personnel DEI efforts and supplier diversity.

While our programming, resources and innovations on DEI at the MBTA expanded significantly in recent years, we also know that there is much more to do to ensure that DEI is valued, leveraged and adopted in all that we do.

In 2023 today compared to 2020, DEI continues to have a high strategic importance within the agency's overall goals, values and mission. The GM and Board receive frequent updates and are actively engaged in supporting, promoting and advocating for continued improvements.



DEI Programming

FY20 vs Today

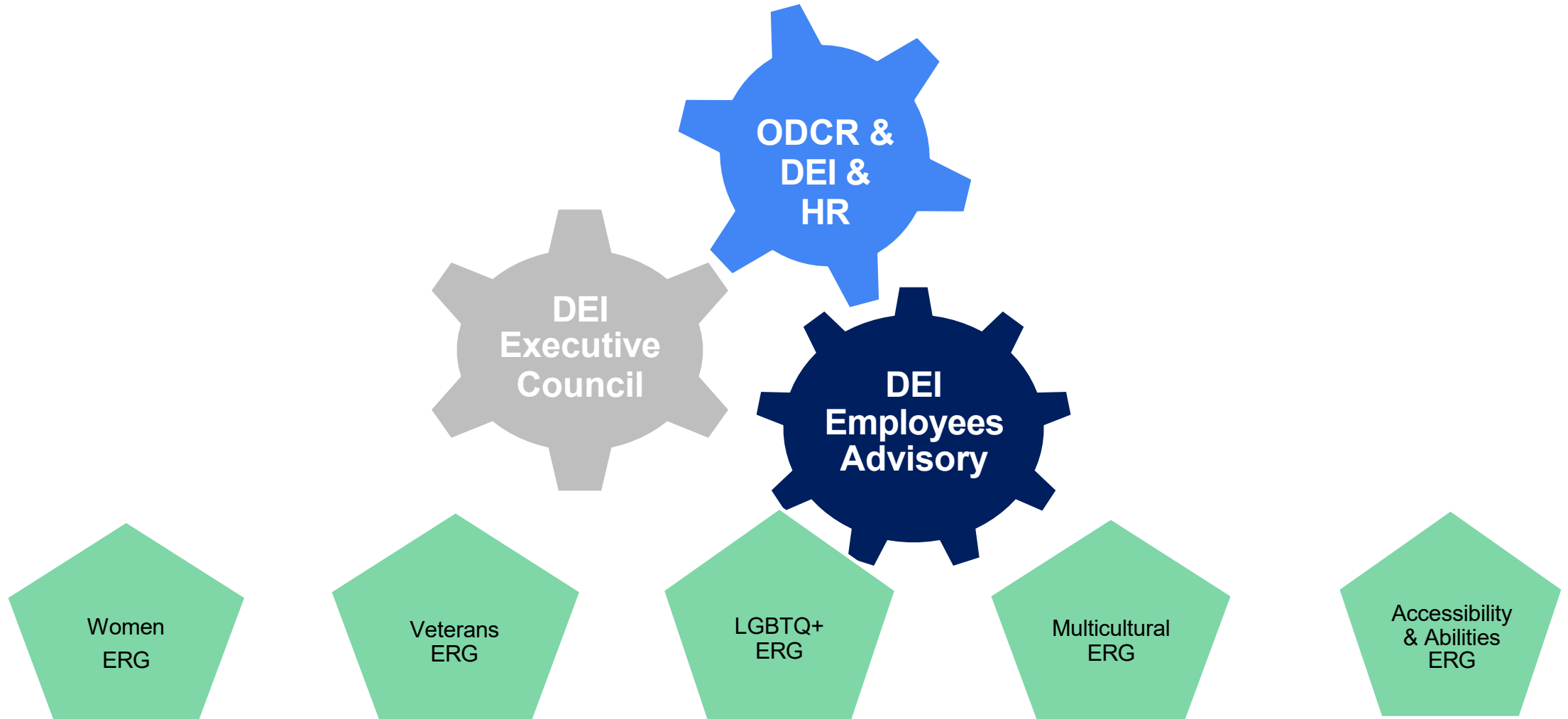
Recent Investments to Expand Ecosystem of DEI Programming and Employee Engagement



Governance & Leadership

- ODCR & HR & DEI partnership 2021—Present
- DEI Executive Council 2021--Present
- DEI Working Group / Employees Advisory 2020--Present
- DEI in Agency's Strategic Plan 2020--Present
- Supplier Diversity Committee 2021--Present

Recent Investments to Expand Ecosystem of DEI Programming and Employee Engagement



Recent Investments to Expand Ecosystem of DEI Programming and Employee Engagement

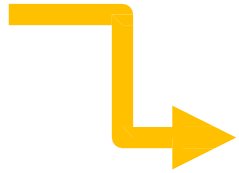
Personnel Programs



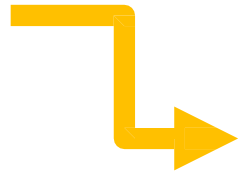
- DEI Toolkit Pilot Completed 2021 -- 2023
- DEI Toolkit Program Full Rollout 2023 -- 2024
- DEI Added to Performance Management KPIS 2021 -- Present
- GM's DEI Listening Sessions 2020 -- 2021
- DEI in All Staff Surveys 2021 -- Present
- Employees Resource Groups Expanded 2015 -- Present
- Mentorship Program Pilots and Full Program 2021-- Present
- Introduced Employees Concerns Hotline 2022 -- Present
- DEI Training for GM and Top 50 Executives 2022
- DEI Training for 1,300 Managers & Supervisors 2022 -- Present
- DEI LMS Learning Library for All Staff 2023 -- Present
- Employees Relations Team in Development 2023
- Onboarding Program Overhaul Adds More DEI 2023 -- Present
- Strategic Fund to Invest in Diverse Career Fairs 2022 -- Present

New DEI Related Trainings 2022-2024

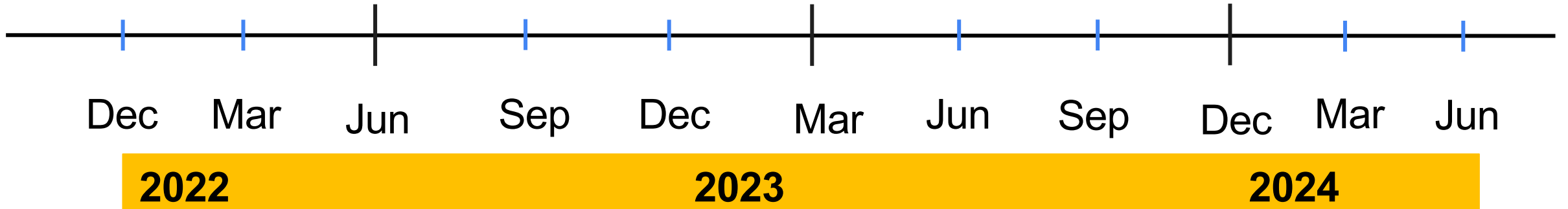
GM & 60+ Executives
via external vendor



~1,500+ Managers & Supervisors
via external vendors



~6,500+ All Staff
via new Learning Hub Library



Recent Investments to Expand Ecosystem of DEI Programming and Employee Engagement

New State Funds Supplier Diversity Programs



- Small Business Program in Design & Construction 2022--Today
- Small Business Program in Goods & Services 2023--Today
- Goods & Services @ 25% DEI selection criteria 2022--Today
- Capital's Professional Services @ 25% DEI Selection Criteria 2022—Today
- Federal & Non-Federal Supplier Diversity Annual Report 2022– Today
- Introduced New DBE Triennial Goal at 22% 2023--2025



Workforce Diversity Comparisons

FY20 vs Today

Total Workforce Race / Ethnicity Comparisons

Race / ethnicity	FY15 MBTA reported to FMCB Board	FY20 MBTA reported to FMCB Board	2023 MBTA current workforce reported to Board	2023 regional available workforce goal as filed to FTA in EEO Plan	FY23 MBTA total hires reported to Board	Notes
Latino	5.8%	6.8%	7%	12.8%	10%	Current workforce at ~55% of the region's available Latino workforce and hires at ~78%.
Asian	3.2%	3.4%	4%	6.8%	5%	Current workforce at ~60% of the region's available Asian workforce and hires at ~75%.
Black	31.6%	34.3%	35%	8.8%	34%	Current workforce and hires at ~400% above region's available Black workforce.
White	57.9%	51.5%	48%	68.8%	44%	Decreasing trend in total workforce and hires given our workforce's expanding diversity
Other/No-Answer	1.5%	4%	6%	2.8%	8%	Increase in 'No Answer' makes up majority of this group
Total	6,270	6,198	6,721	-	1,606	High growth overall on total workforce despite significant retention challenges





Gender Comparisons

Gender	FY15 MBTA reported to FMCB Board	FY20 MBTA reported to FMCB Board	2023 MBTA current workforce reported to Board	2023 regional available workforce goal as filed to FTA in EEO Plan	FY23 MBTA hires reported to Board	Notes
Male	76.5%	77%	77%	48.7%	73%	Very little change but decrease in FY23 hires
Female	24%	23%	23%	51.3%	26%	No major change but some increase in FY23 hires
Not Disclosed	0%	0%	0%	-	1%	
Total	6,270	6,198	6,721	-	1,606	



Current Workforce Key Takeaways

- The workforce diversity of the MBTA continues to dynamically grow reflecting the commitment and investment of the agency to mirror the region's available diverse workforce
- Black employees representation is a major strength of our current workforce and pipeline of new hires as compared to the workforce available and eligible in our region
- We continue to work on improving hiring of Latinos and Asians, which are the fastest growing populations of the region
- Gender representation in our workforce is a challenge in the transportation sector, which is why we aim to grow the pipeline of internal promotions and outreach to hire more women
- The overall diversity of external hires is a strength but the diversity of internal promotions can be improved for greater representation and retention in our workforce



Thank You!

**Questions,
Comments and
Discussion**

