DEI Programming & Workforce Diversity Trends

MBTA
February 2024
In the summer of 2020, our country and region experienced a racial equity movement that impacted all sectors and industries. Many MBTA employees, riders and stakeholders voiced a demand for more DEI programming and resources.

The MBTA embraced 2020 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 in partnership with ODCR, HR and Procurement.

The DEI team leverages DEI best practices combined with input from employees to produce a series of new programming for the workforce and supplier diversity.

Today, DEI at the MBTA continues to have a high strategic importance within the agency’s overall priorities, goals, values and mission.

The GM and Board receive frequent updates and are actively engaged in supporting, promoting and sponsoring continued improvements.

While our DEI programming, resources and innovations at the MBTA expanded significantly in recent years, we also acknowledge there is more to do.
DEI Programming
Governance, Leadership & ERGs

Stewarding DEI innovations for sustained impact
Governance, Leadership & ERGs

Key components of DEI ecosystem

- DEI Executive Council
- DEI Employees Advisory
- ODCR & DEI & HR

- Women
- Veteran
- LGBTQ+
- Multicultural
- Accessibility & Abilities
DEI Expansion Investments
Reinforcing Workforce Programs

- GM’s DEI Listening Sessions
- Employee Resource Groups Expanded
- DEI Toolkit Pilots Completed & Expanded to Full Program
- DEI Added to Performance Management KPIS
- DEI Section Added to All Staff Surveys
- DEI Included Mentorship Pilots & Full Program
- DEI Executive Training GM & Top 75 Execs
- DEI Training for 2000 Managers & Supervisors
- DEI Learning Library in LMS for all Staff
- Employees Concerns Hotline
- DEI in New Hire Orientation
- New Fund for DEI Professional Associations & Career Fairs
New DEI Training 2022-2024

GM & 75 EXECUTIVES
via EXTERNAL VENDOR

~2,000+ MANAGERS & SUPERVISORS
via EXTERNAL VENDOR

~6,500+ ALL STAFF
via NEW LEARNING HUB LIBRARY

2022 2023 2024
DEI Expansion
Investing in Supplier Diversity Programs

2022
- Goods & Services @ 25% DEI selection criteria
- Small Business Program in Design & Construction

2023
- Capital’s Professional Services @ 25% DEI selection criteria
- Federal & Non-Federal Supplier Diversity Annual Report

2024
- Small Business Program in Goods & Services
Workforce Diversity Trends
Total MBTA Workforce & Hires

Positive Trends by Race / Ethnicity

Total Workforce by FYs Reported to Board

Hires by FY23 & FY24TD*

EEO GOAL*

*FY24TD and EEO Goal as of end of December 2023
Blacks & African Americans comprise 35% of MBTA workforce, exceeding 8.8% EEO workforce representation goal by 298%.

Positive trend continues with new hires: FY23 @ 34%; FYTD24 @ 29%.

*FY24TD and EEO Goal as of end of December 2023
Latinos comprise 7% of the MBTA workforce – about 55% of our 12.8% EEO workforce goal – and increasing yearly.

Positive Trend towards our EEO Goal for Latino Employees

Positive trend continues with new hires: FY23 @ 10%; FYTD24 @ 10%.

*FY24TD and EEO Goal as of end of December 2023
Total MBTA Workforce & Hires

Positive Trend towards our EEO Goal for Asian American Employees

Asian Americans are 4% of MBTA workforce, or ~60% towards our 6.8% EEO workforce representation goal, and increasing yearly.

Positive trend continues with new hires: FY23 @ 5%; FYTD24 @ 6%.

*FY24TD and EEO Goal as of end of December 2023
Gender representation in our MBTA workforce is consistent with the national and local transportation sectors and among our national agency peers as an area for continual improvement.
Trends comparisons by FYs for the *unaffiliated non-union total workforce*.

EEO workforce representation goals for this workforce category are:
- **Exceeded** for Asian and Black employees
- **Attained** for Latino and Women employees
The workforce diversity continues to dynamically grow reflecting the commitment and intentional efforts to mirror the region’s available workforce and rich diversity of riders we serve while attaining our EEO workforce representation goals.

I. Black & African American employees representation is a longstanding major strength of our diverse workforce and strong pipeline of new hires.

II. 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 and among our riders.

III. Gender representation of women in our workforce is a challenge in the national and regional transportation sector overall and among our national peers, which is why we continue to make targeted efforts to improve.
Thank You!

Questions & Comments