



CEX

CEX

Women at the T



CEX

1
CEX



Transforming the MBTA for Women Employees



Introduce a series of innovative programs, policies and practices to transform the MBTA as an employer for women.

- ✓ Engage, recruit and hire more women.
- ✓ Retain, support and advance more women.



Transforming the MBTA for Women Employees



KEYS to SUCCESS

1. This important initiative is a top priority for the GM and leaders across the MBTA.
2. There is no single cause or solution for this challenge.
3. Everyone has a role to play via support, input and sponsorship.
4. This multiyear effort requires broad participation from within and outside the MBTA.
5. We are committed to keeping this topic elevated with frequency and visibility.
6. We will be bold and iterative for this important and hard work.
7. We strive to deliver quantitative & qualitative measurable impact.



Plan Development & Implementation Updates



COMPONENTS



Understanding Current State

- National Peer Agencies & Local Employers
- Representation and Hiring Trends for Agency and Key Departments
- Annual Employee Satisfaction Survey



Learning from External Best Practices

- Associations with Mission to Promote and Support Women in Transportation
- National and International Studies Focused on Women in the Workplace
- Employers Outside Transportation Sector



Year 1 Set of New Initiatives to Recruit & Hire Women





Understanding Current State



CEX

CEX

5
CEX





MBTA Compared to National Peers & Local Employers

National Peers



23%
MBTA
Boston



19%
MTA
NYC



24%
BART
SanFran



25%
WMATA
DC

Local Employers



25%
RAYTHEON



31%
PTC



23%
GENERAL ELECTRIC



38%
FIDELITY



49%
WAYFAIR

Massachusetts State Agencies



32%



46%
HUBSPOT



50%
BAIN



46%
AMAZON



40%
STATE STREET



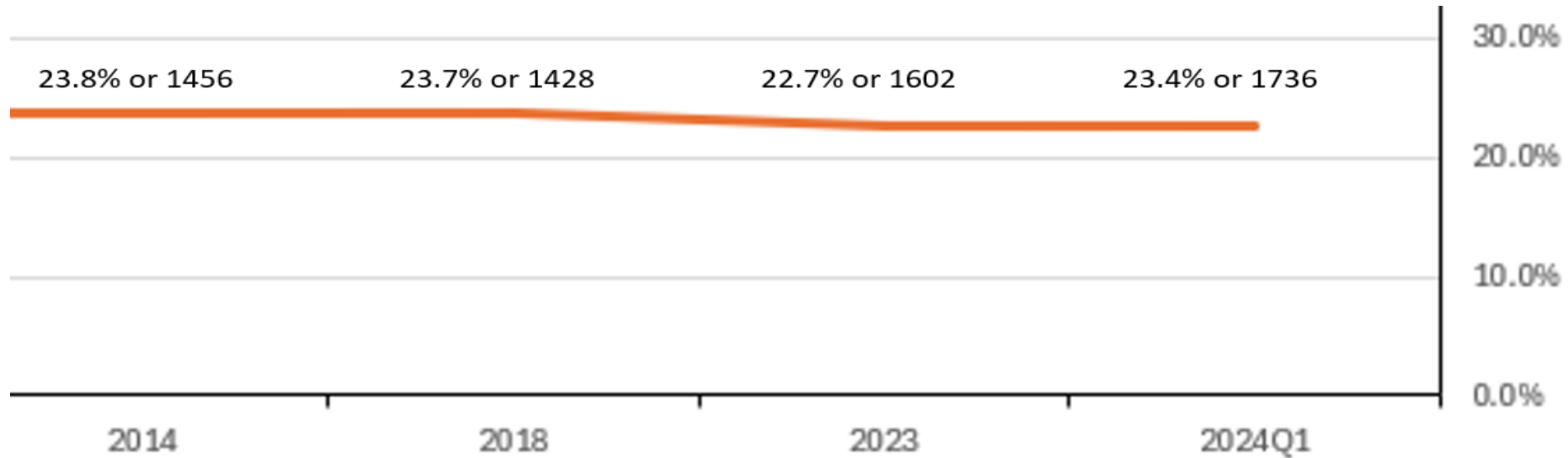
54%
VERTEX

No public demographic data found for MassPort, Mass Convention Center and Mass Water Resource Authority. Have reached out directly for their figures.





MBTA Historical Look Back of Women in the Workforce FY14 – FY24TD



- Today, women represent 23.4% of the workforce at the MBTA
- 41.3% is the current EEO aggregate goal of women representation as established by ODCR
- Since FY14, the absolute number of women in the workforce has increased by ~300 women
- Women of color are ~60% of women in the MBTA and they are 50%+ of women hires since FY21





Key Findings

Overall, while diversity is growing, we also see decreasing rates in total representation of women in the workforce.

- Rate of women representation FY24TD at 22% is down from 23% in FY23.
- FY24TD's rate of women hires at 23% for total agency.

In Support, we see an increase in representation of women and mixed hiring rate of women.

- 38% representation rate of women in FY24TD is up from 37% in FY23.
- 42% women hire rate in FY24TD is down from FY23 at 45%.

In Capital, we see a slight decrease in representation and hiring rate of women.

- 29% representation rate of women in FY24TD is down from FY23 at 30%.
- 32% women hire rate in FY24TD is down from FY23 at 38%.

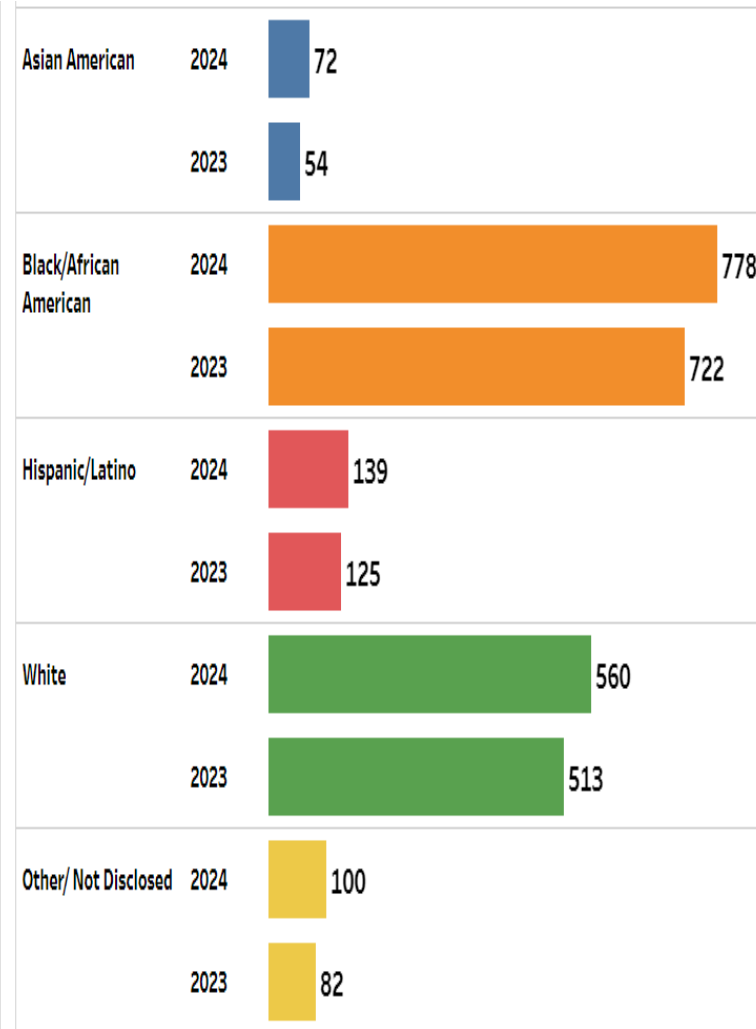
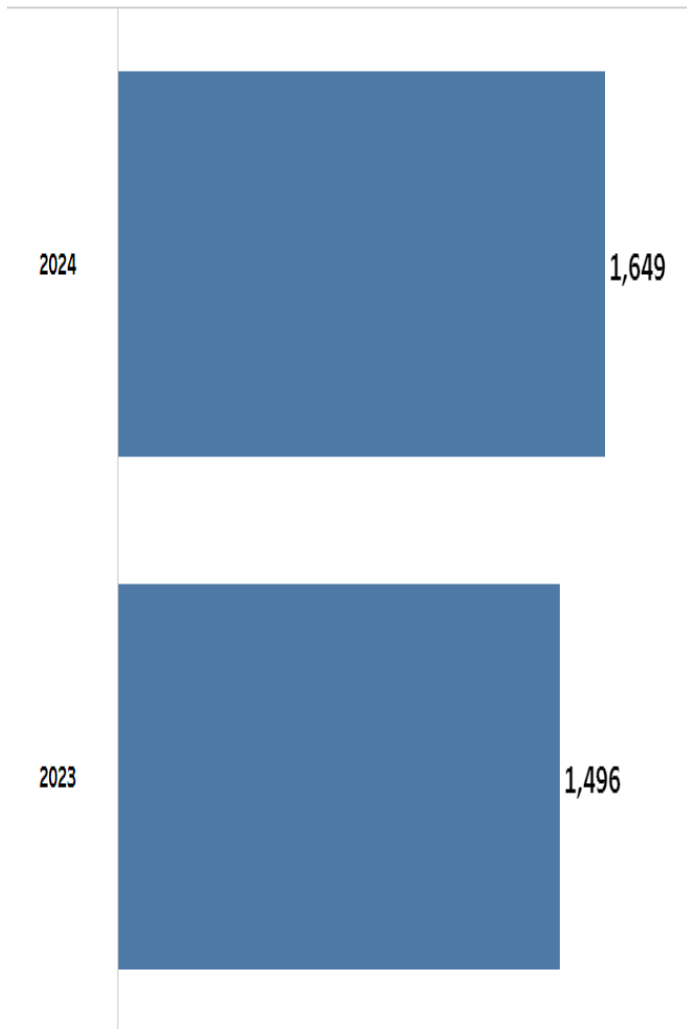
In Operations— our largest part of the organization — we see decreasing rates of representation and hires combined.

- 19% representation rate of women in FY24TD is down from FY23 at 20%.
- 17% FY24TD hire rate for women is down from FY23 at 20%.





MBTA Women Representation Trends #s FY23 – FY24TD



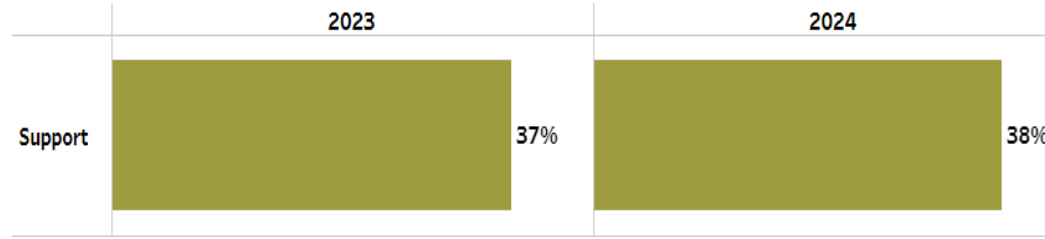
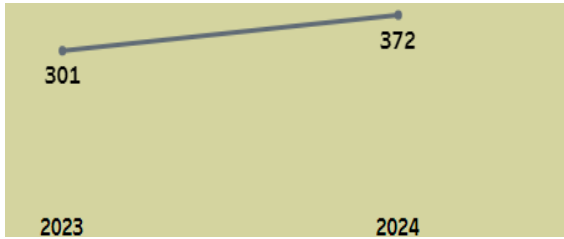
- At 1,649 total FY24TD, the MBTA has grown in absolute number of women in the workforce, up by ~150 from FY23
- At 72 total women FY24TD, Asian women increased by 18 from last year.
- At 778 total FY24TD, Black women increased by 56 from last year.
- At 560, White women FY24TD, white women increased by 47 from last year.
- At 139 in FY24TD, Latina women increased by 14 from last year





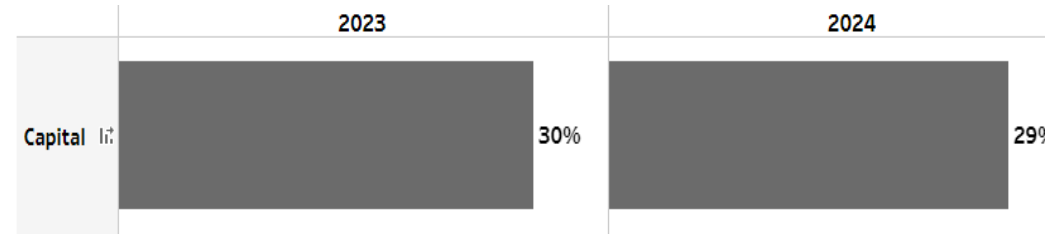
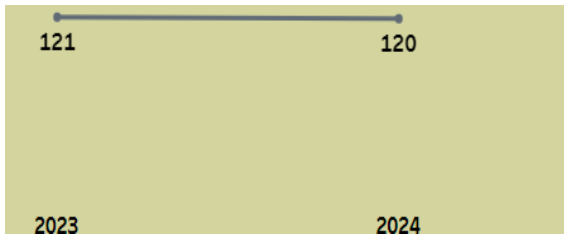
Support, Capital & Operations Representation of Women FY23 – FYTD24

SUPPORT



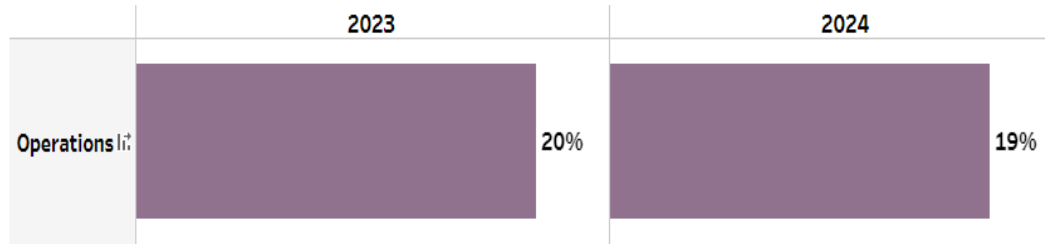
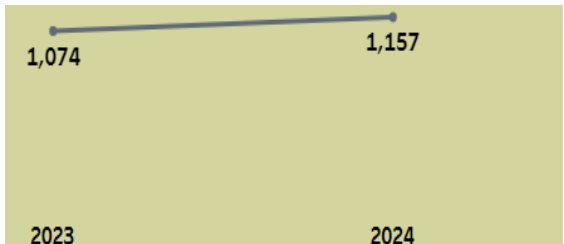
Support in FY24TD is 38% women, up from last year

CAPITAL



Capital in FY24TD is 29% women, down from last year

OPERATIONS

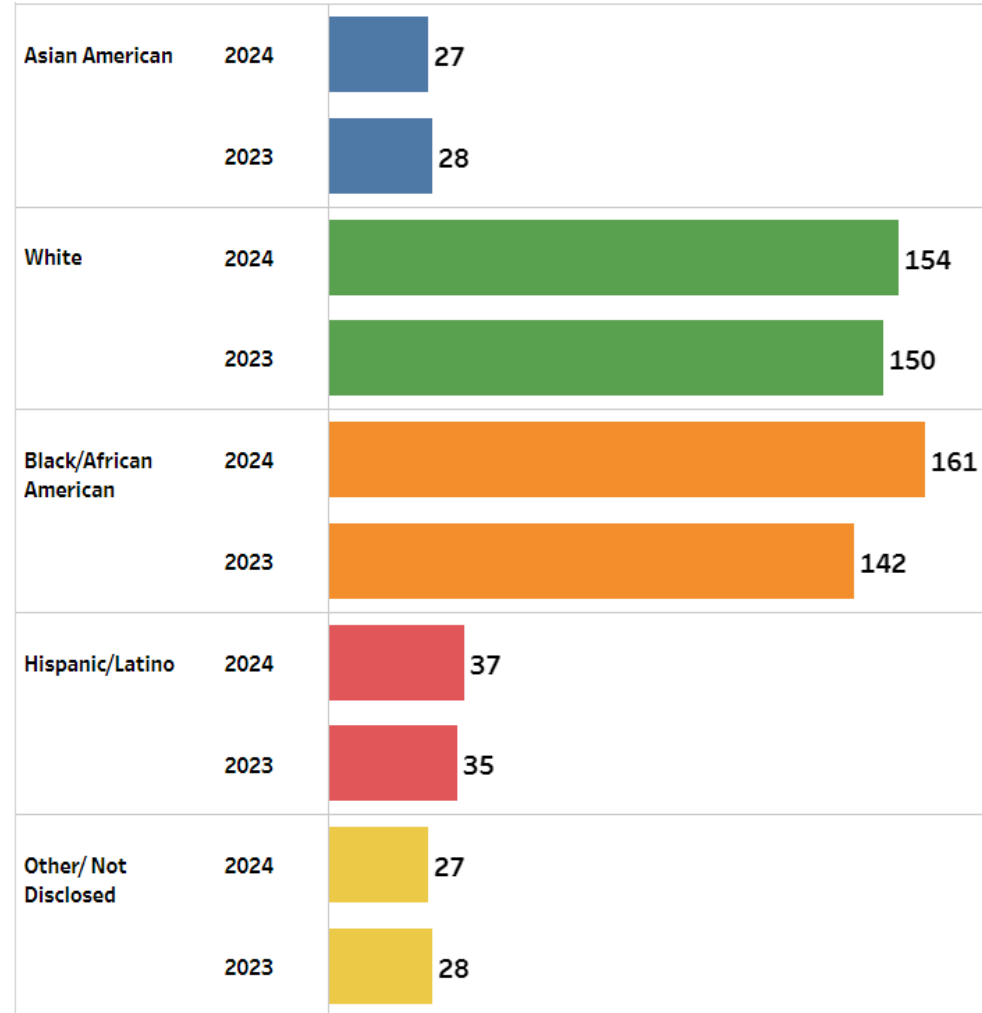
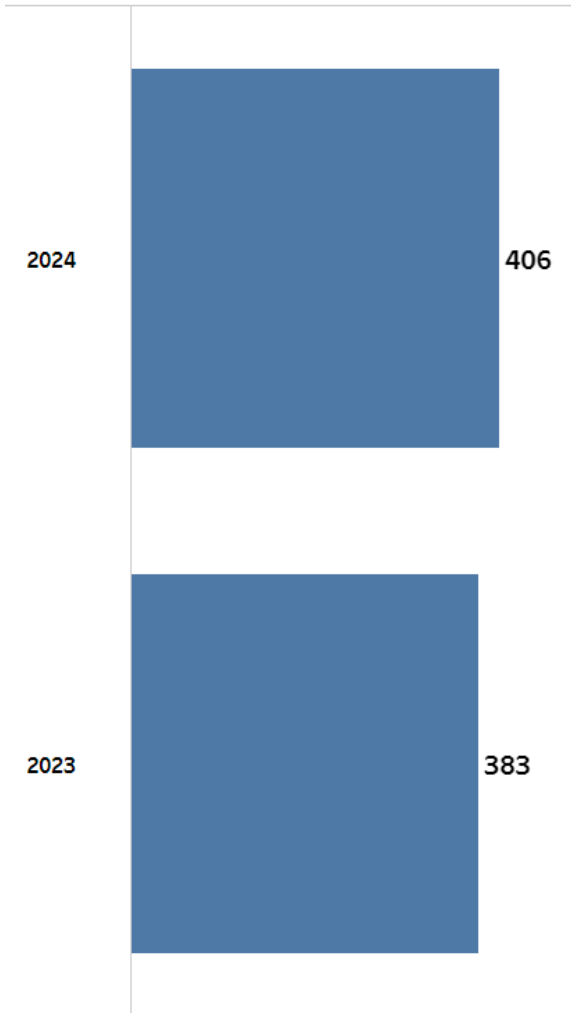


Operations in FY24TD is 19% women, down from last year





MBTA Women Hires #s FY23 - FY24TD

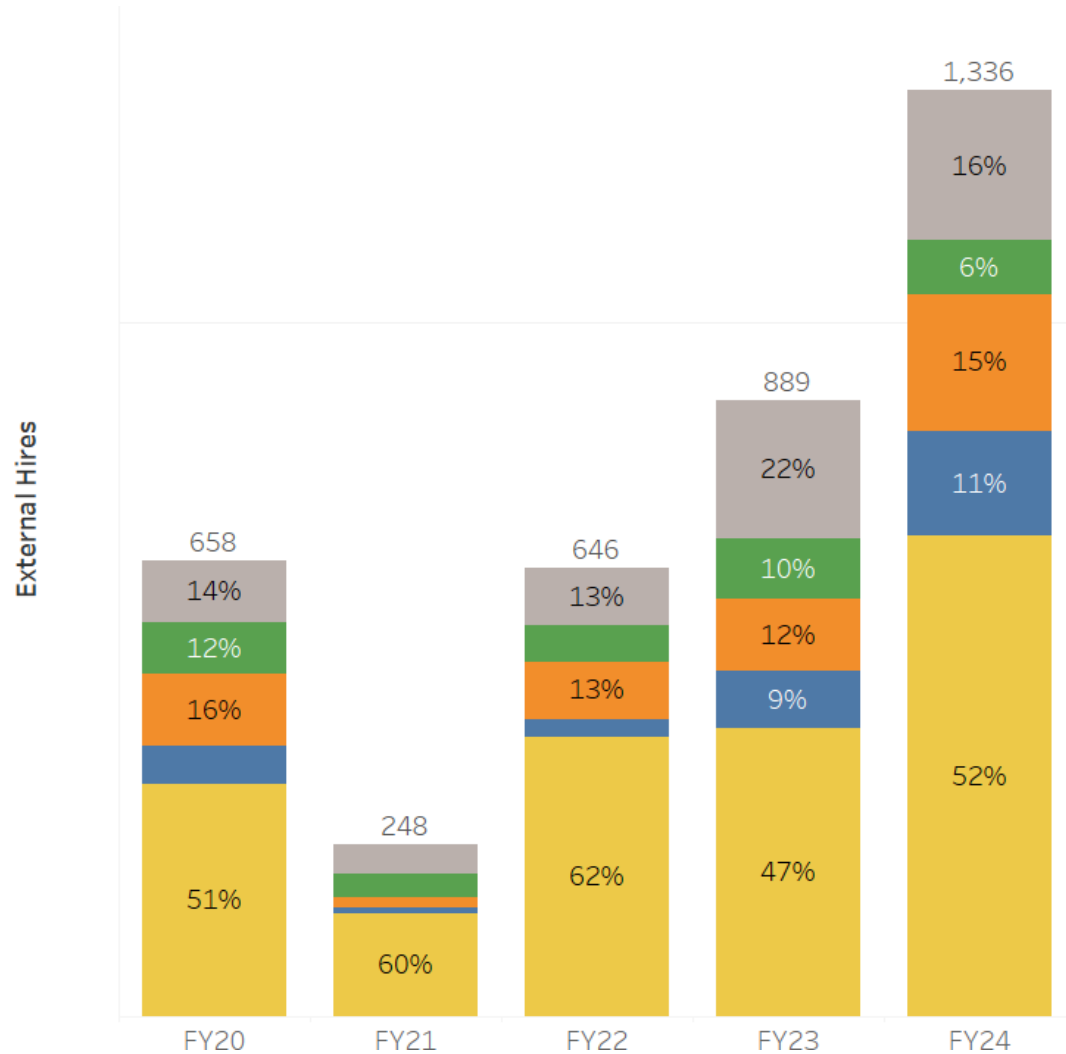


- At 406 FY24TD, women hires already exceeding last year total
- Numbers increasing or consistent with last year for all race/ethnic demographic groups





By Department: Shifts in MBTA Hiring



Business Unit Group

- Back Office
- Capital
- Operations: Engineering and Maintenance
- Operations: Service Maintenance
- Operations: Service Performance

MBTA hiring has shifted to support critical service and maintenance goals.

Operations hiring has grown from 68% of external hires (FY23) to 78% of external hires (FY24).

OPS hires into Service Maintenance and Engineering & Maintenance rose from 20% in FY23 to 26% in FY24.

FY24 Women hires represented 7% of Service Maintenance and 5% of Engineering & Maintenance hires, consistent with the industry.

FY24 women hires represent 19% of Service Performance (bus & rail)



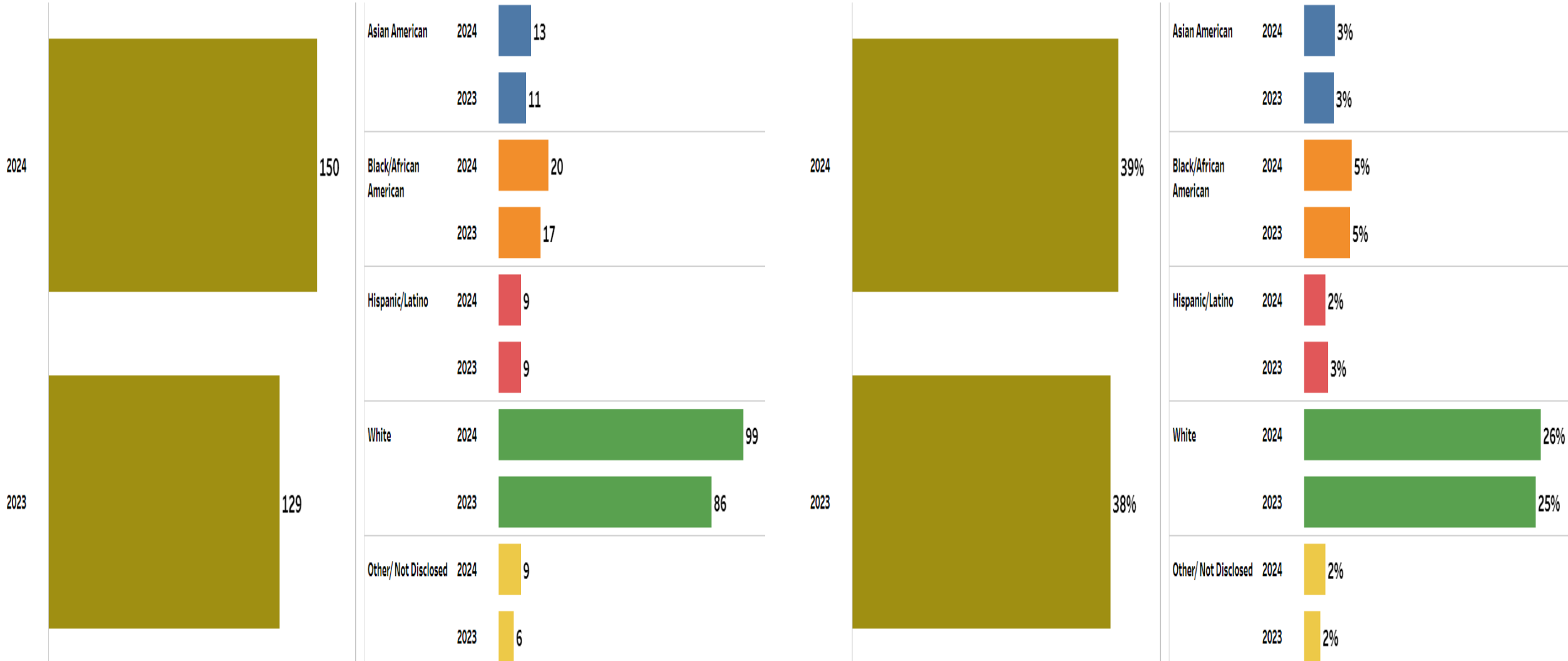
Operations Women by Department

- Women compose 19% of Operations.
 - 6% FY24TD women in Maintenance depts, a cluster with ~2,100 employees
 - 22% FY24TD women in Bus Operations, a dept with ~2,000 employees
 - 29% FY24TD women in Light & Heavy Rail, a cluster with ~1,400 employees

Bu Descr	Female		Male	
	#	%	#	%
Grand Total	1,127	19%	4,747	80%
Power Systems Maintenanc..	7	3%	241	97%
Rail Maintenance	15	3%	444	97%
Bus Maintenance	16	4%	397	95%
Everett Main Repair	14	7%	180	92%
Maintenance of Way	32	8%	348	91%
Signals & Comm Maintenanc..	13	7%	178	91%
Transit Facilities Maintena..	42	16%	214	84%
Railroad Operations	8	17%	39	83%
Vehicle Engineering	6	16%	30	81%
Bus Transportation	429	22%	1,511	77%
Light Rail Transp & Cust	229	29%	562	71%
Security	3	30%		
Heavy Rail Transp & Cust	188	30%	427	69%
Plans & Schedules	23	37%	37	60%
OCC & Training	87	43%	114	57%
Transportation Access	8	44%	10	56%
Chief Operating Officer	7	47%	8	53%



MBTA Directors+ Women Representation %s & #s FY23 - FY24TD





Learning from Best Practices



T CEX

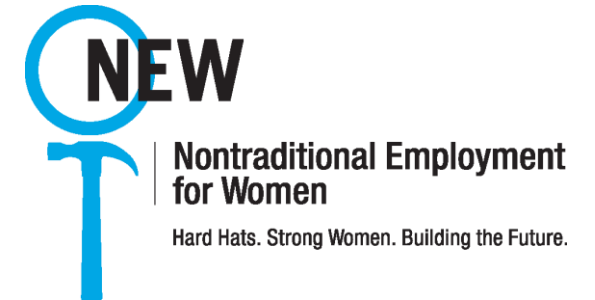
T CEX

T CEX





Best Practices from National & International Organizations

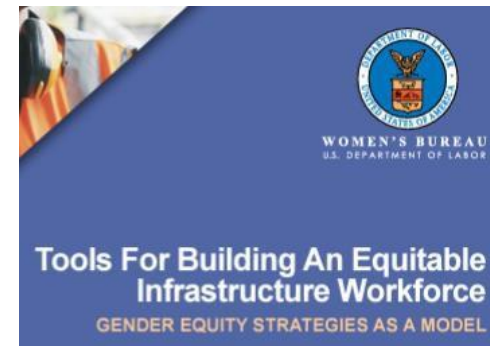




Best Practices from Major Studies on Women in the Workplace



LEAN IN





CY24: Focus on Hiring & Recruiting

Women's Semi Annual Career Fair

Introduce new recruitment career fair series focused on women in collaboration with workforce development partner groups.

Job Descriptions and Applications Review for Gender Bias

Produce analysis of job descriptions and applications to eliminate possible gender bias language and content via third party.

Introduce New Partnerships with External Organizations

Engage premier workforce development organizations to increase targeted recruitment and retention for women in key roles.

Plan for All Interview Panels to Include Women

Formulate and implement a plan for all interview panels to include at least one woman.

Improve Representation of Women of Color in Directors+ Levels

Add executive search firm to work closely with agency to recruit and hire more Directors+ women of color and develop improved career paths and succession plans to advance women of color in the workforce into Directors+ roles.



Thank You and Conversation

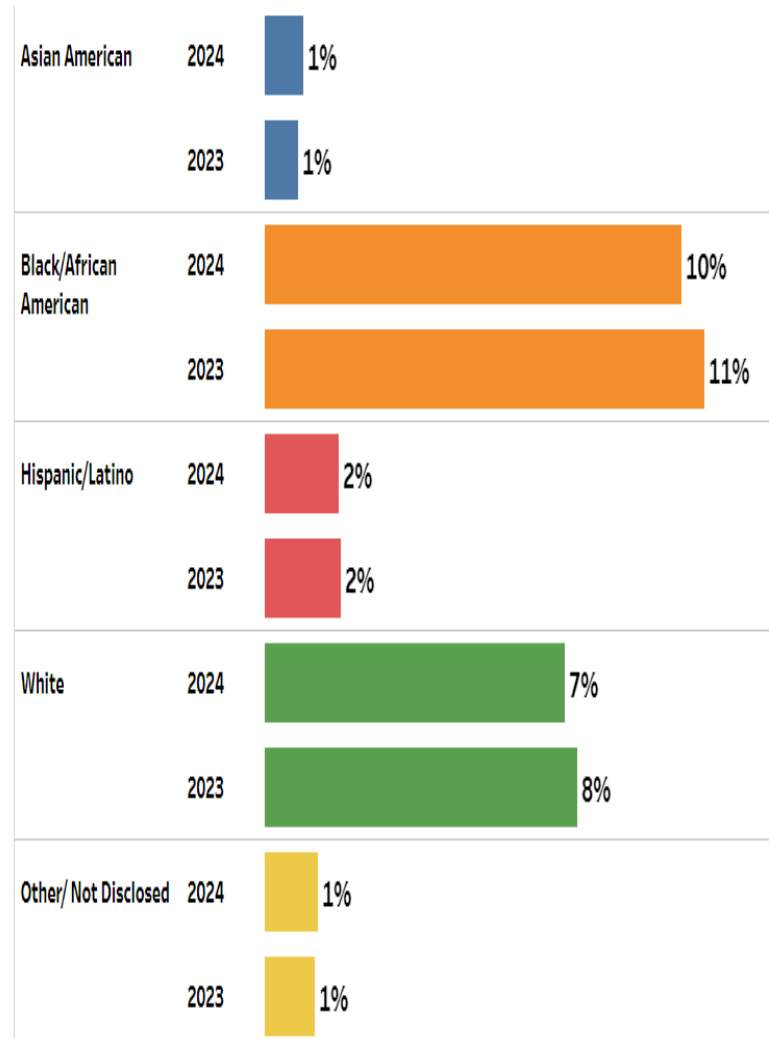
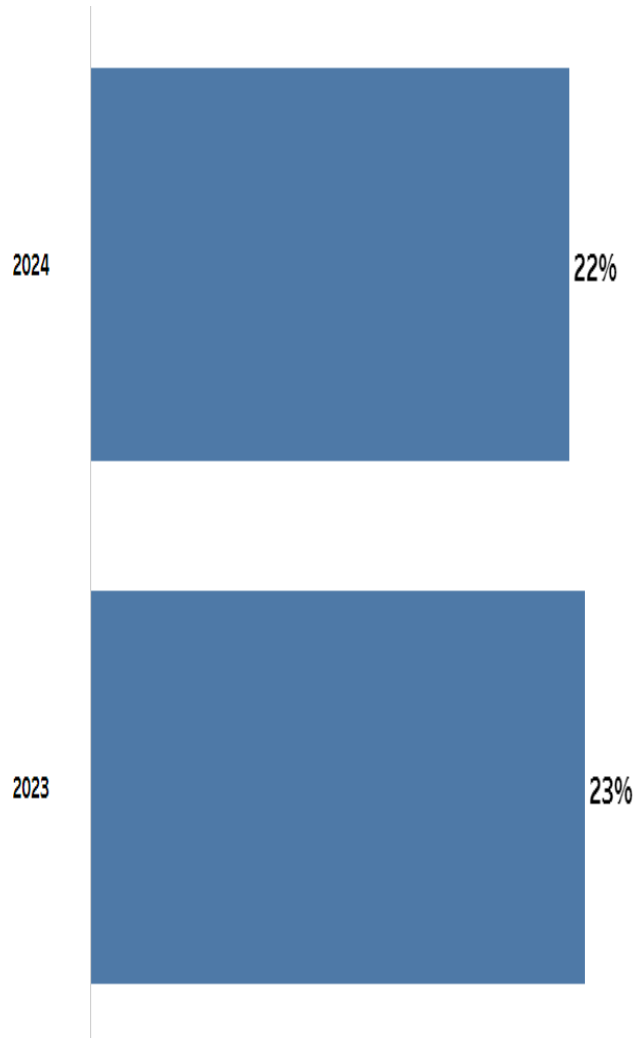


Appendix





MBTA Women Representation Rates FY23 - FY24TD

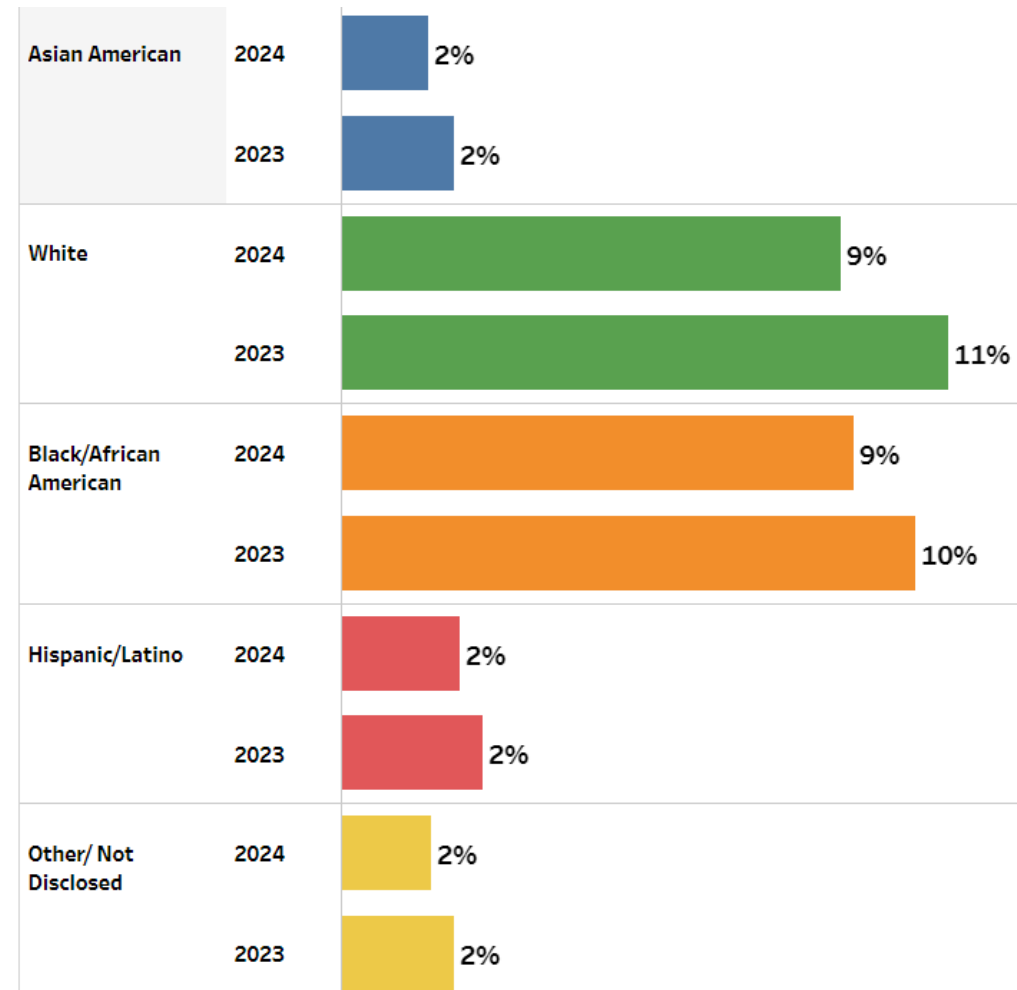
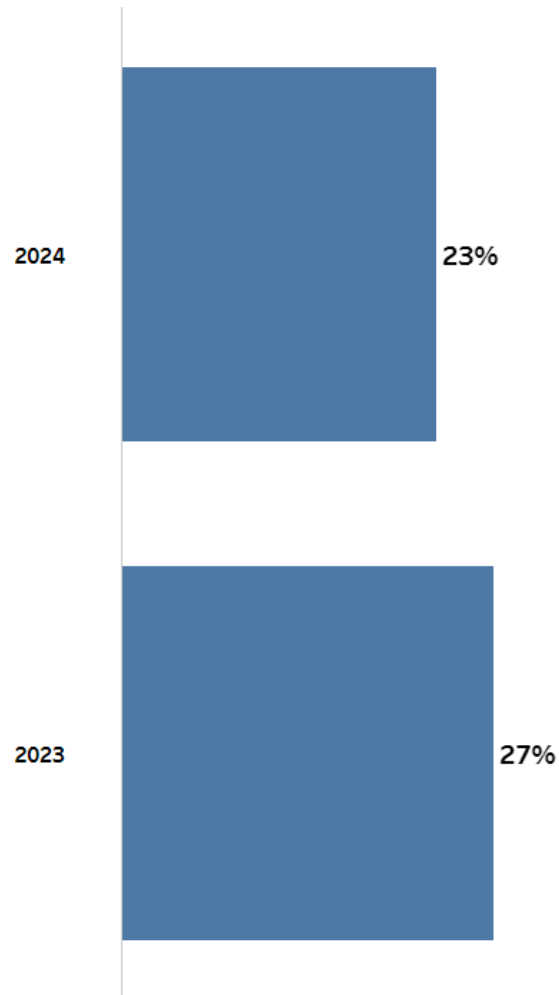


- Women make up 22% of the total workforce in FY24TD, down from 23% in FY23
- Asian women are 1% of the total workforce, same as FY23.
- Black women are 10% of the total workforce, down from 11% in FY23
- White women are 7% of the total workforce, down from 8% in FY23
- Latina women are 2% of the workforce, same as FY23





MBTA Women Hires Rates FY23 - FY24TD

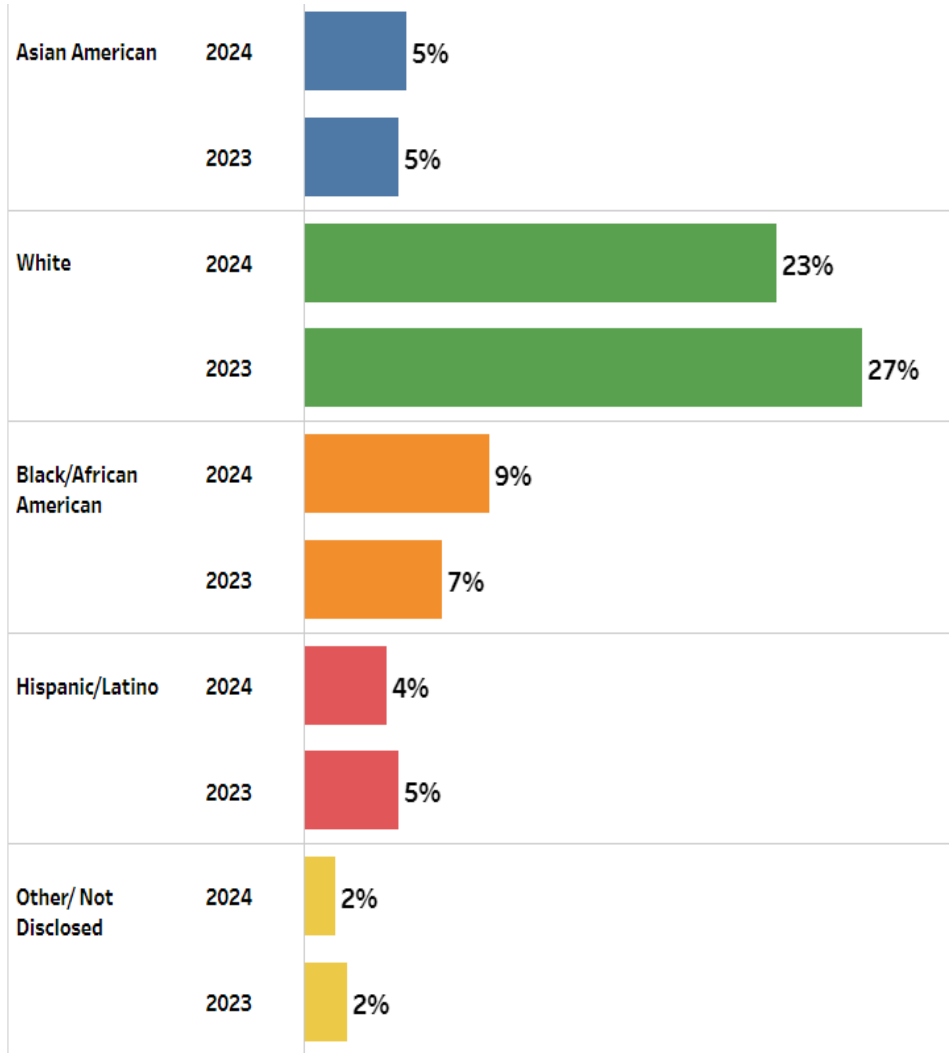
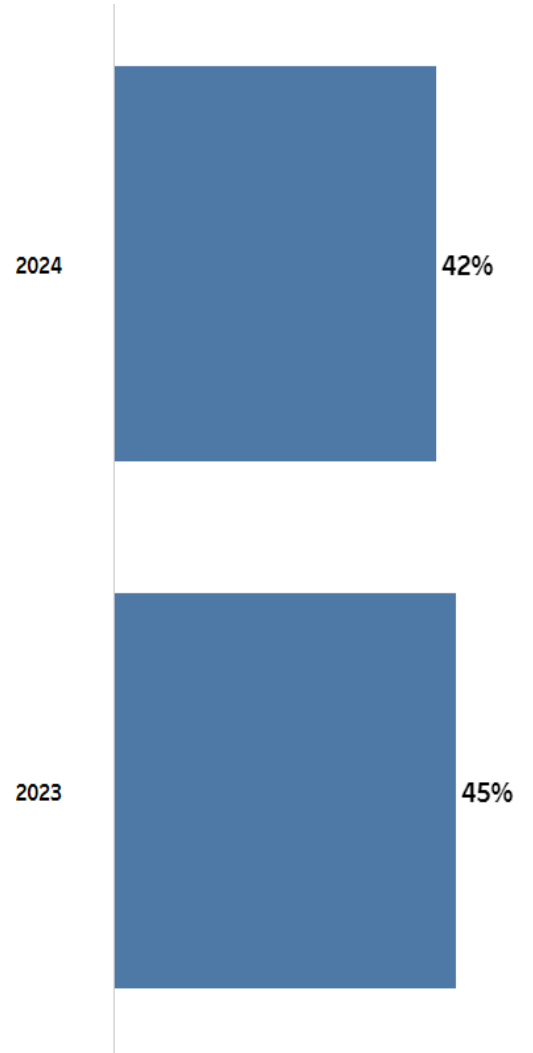


- At 23% FY24TD, women hires rate is down from FY23
- Rates for Asian and Latina women are same this year as last year
- We see a decrease of hire rates for Black and White women FY24TD compared to FY23





Women Hires Rates in Support FY23 - FY24TD

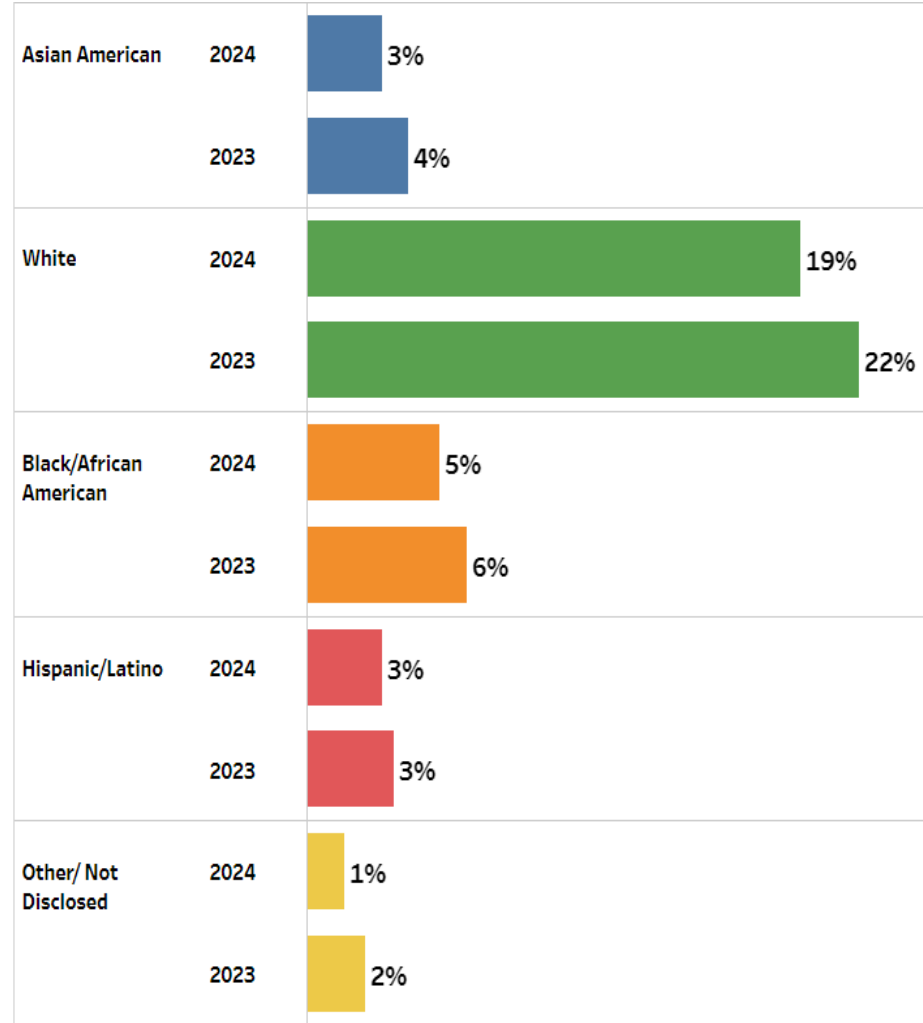
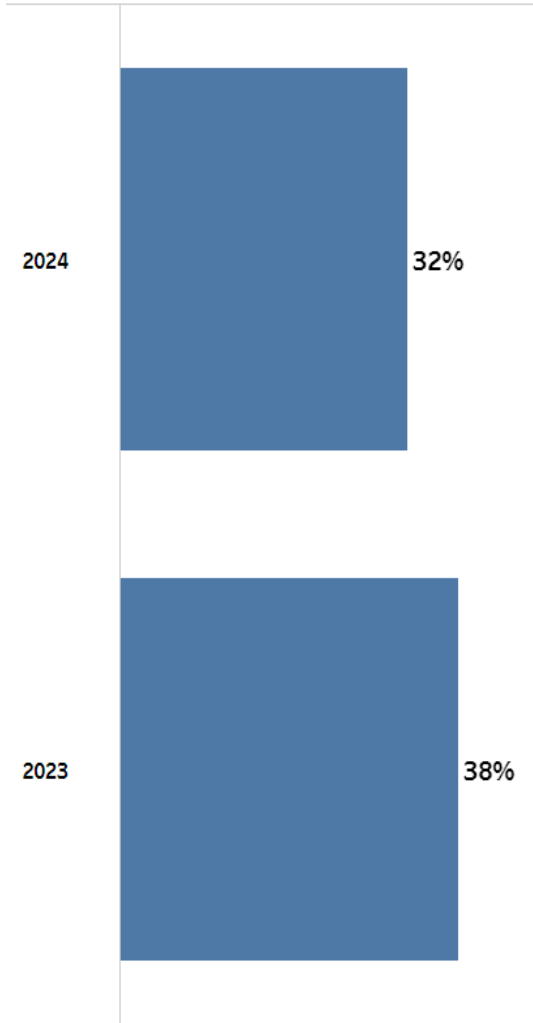


- FY24TD women are 42% of Support hires, down from FY23
- Asian women are 5% of the Support hires, same as FY23
- Black women are 9% of Support hires, up from FY23
- White women are 23% of Support hires, down from FY23
- Latina women are 4% of Support hires, down from FY23





Women Hires Rates in Capital FY23 - FY24TD

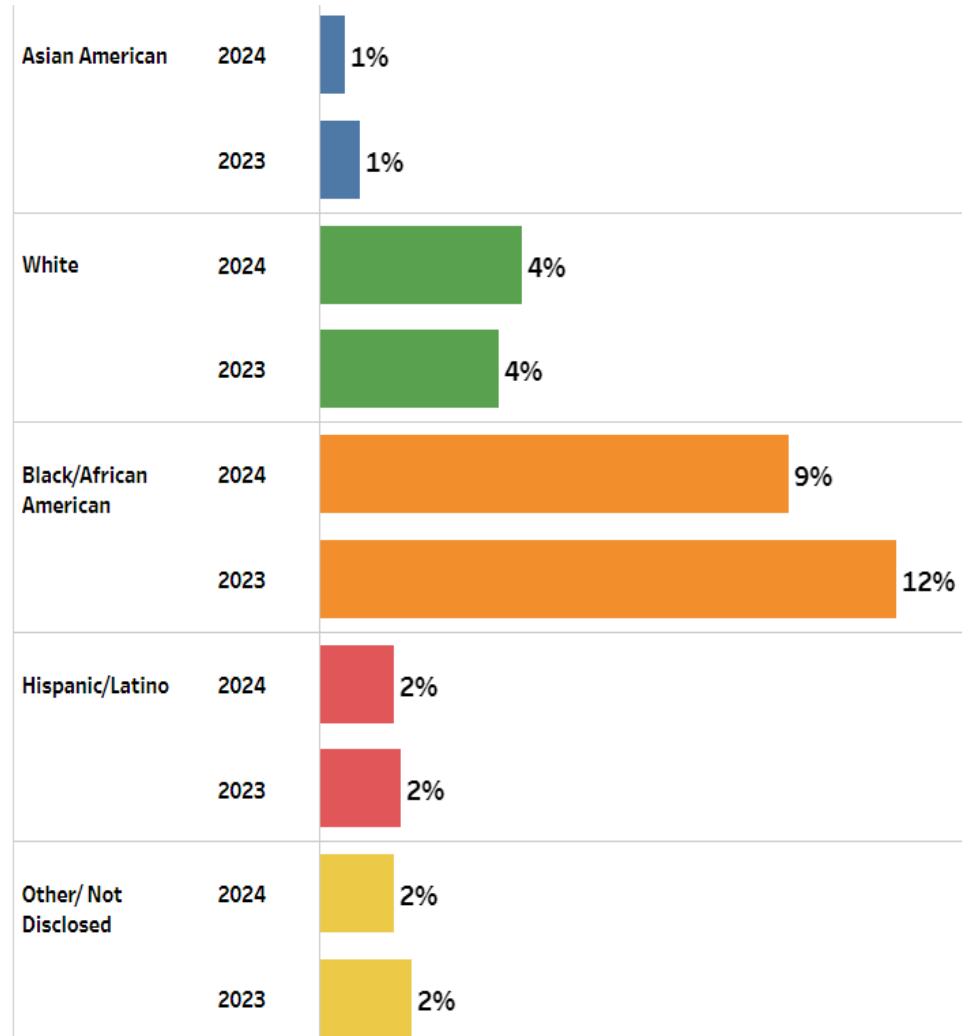
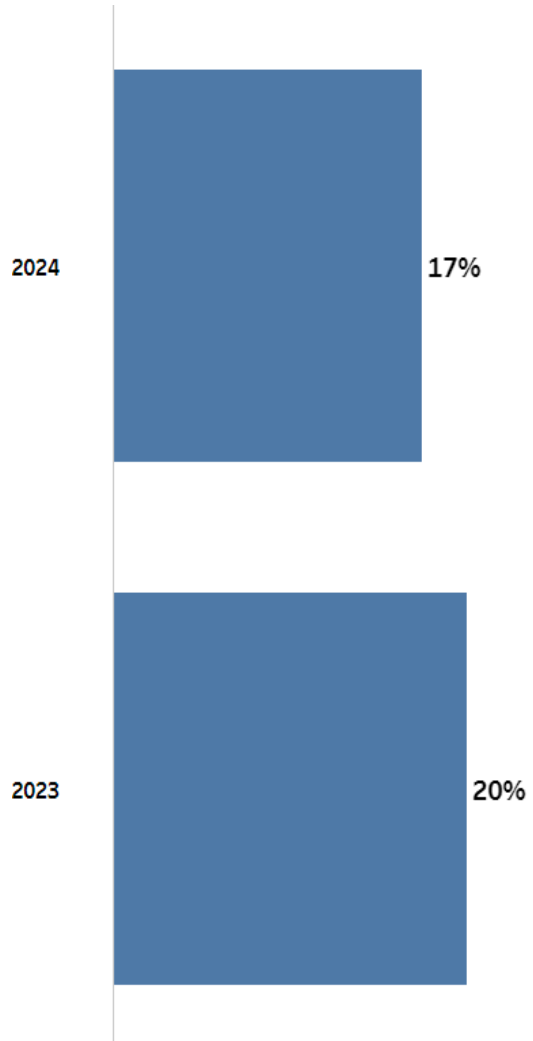


- Women are 32% of Capital hires, down from FY23.
- Latina women hire rate in Capital is 3%, same as FY23
- Black women hire rate in Capital is 5%, down from FY23
- Asian women hire rate in Capital is 3%, down from FY23
- White women are 19% of Capital hires, down from FY23





Women Hires Rates in Operations FY23 - FY24TD

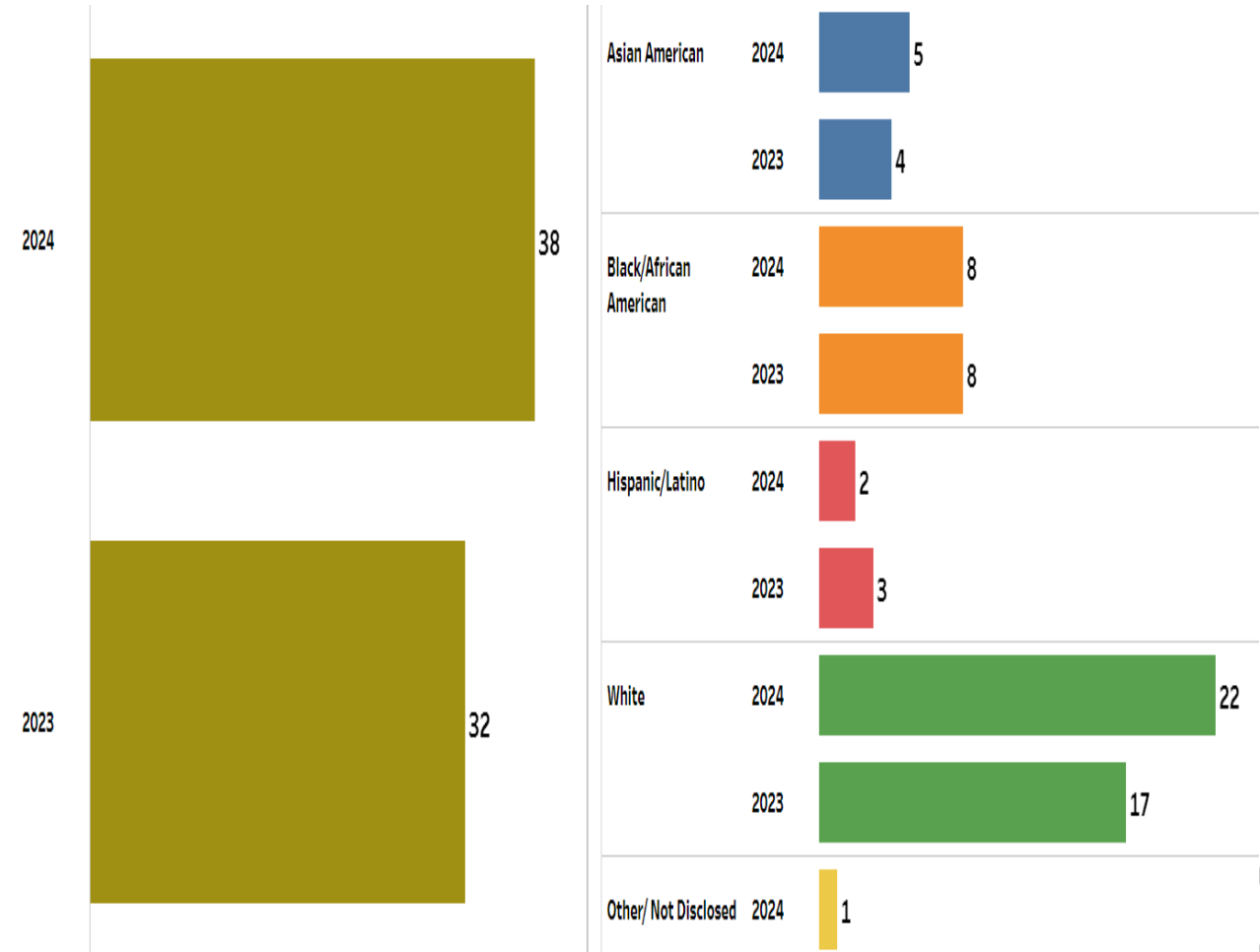
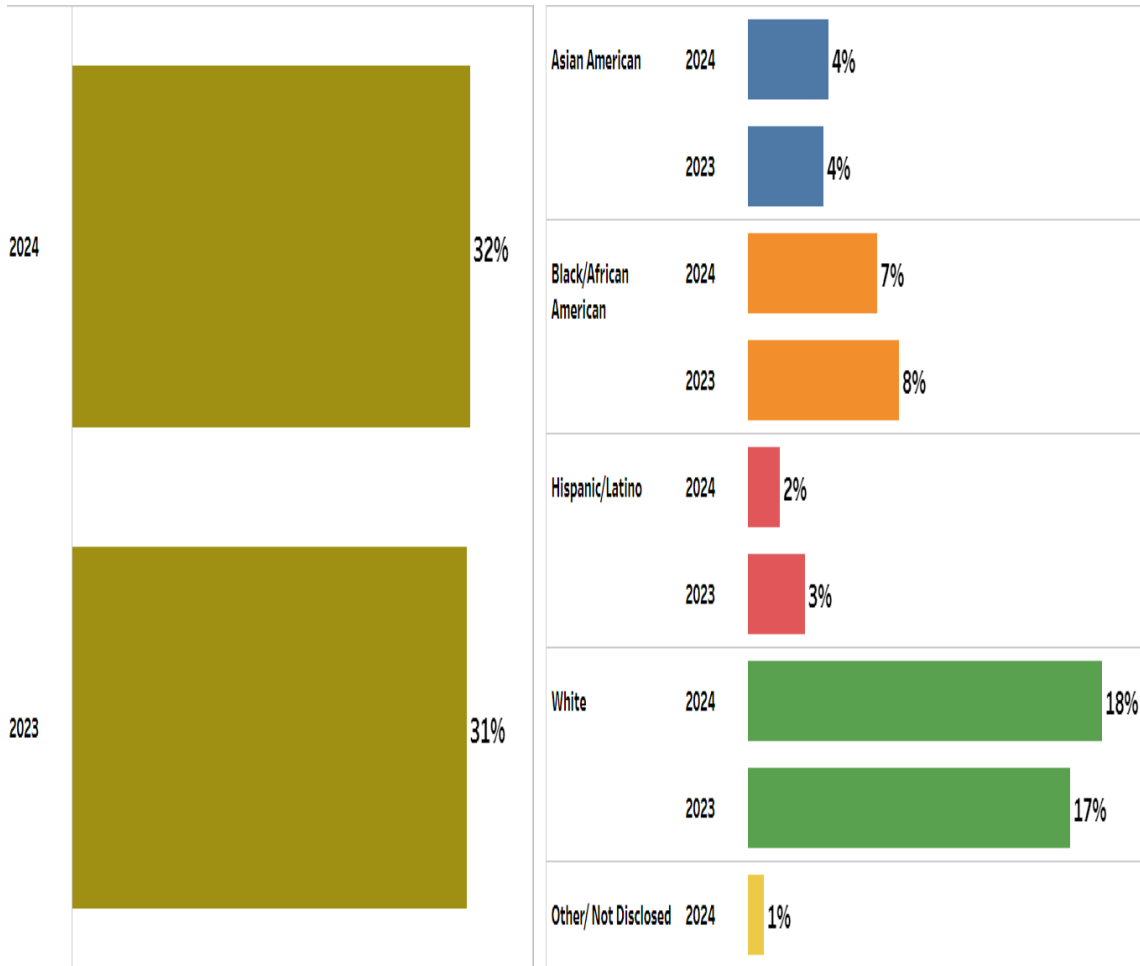


- Women hire rates in Operations at 17% FY24TD is down from FY23.
- Latina women hire rates at OPS is 2%, same as FY23
- Black women hire rates in OPS is 9%, down from FY23
- Asian women hire rates in OPS at 1% is same as FY23
- White women hire rates at 4% today in OPS is same as FY23.



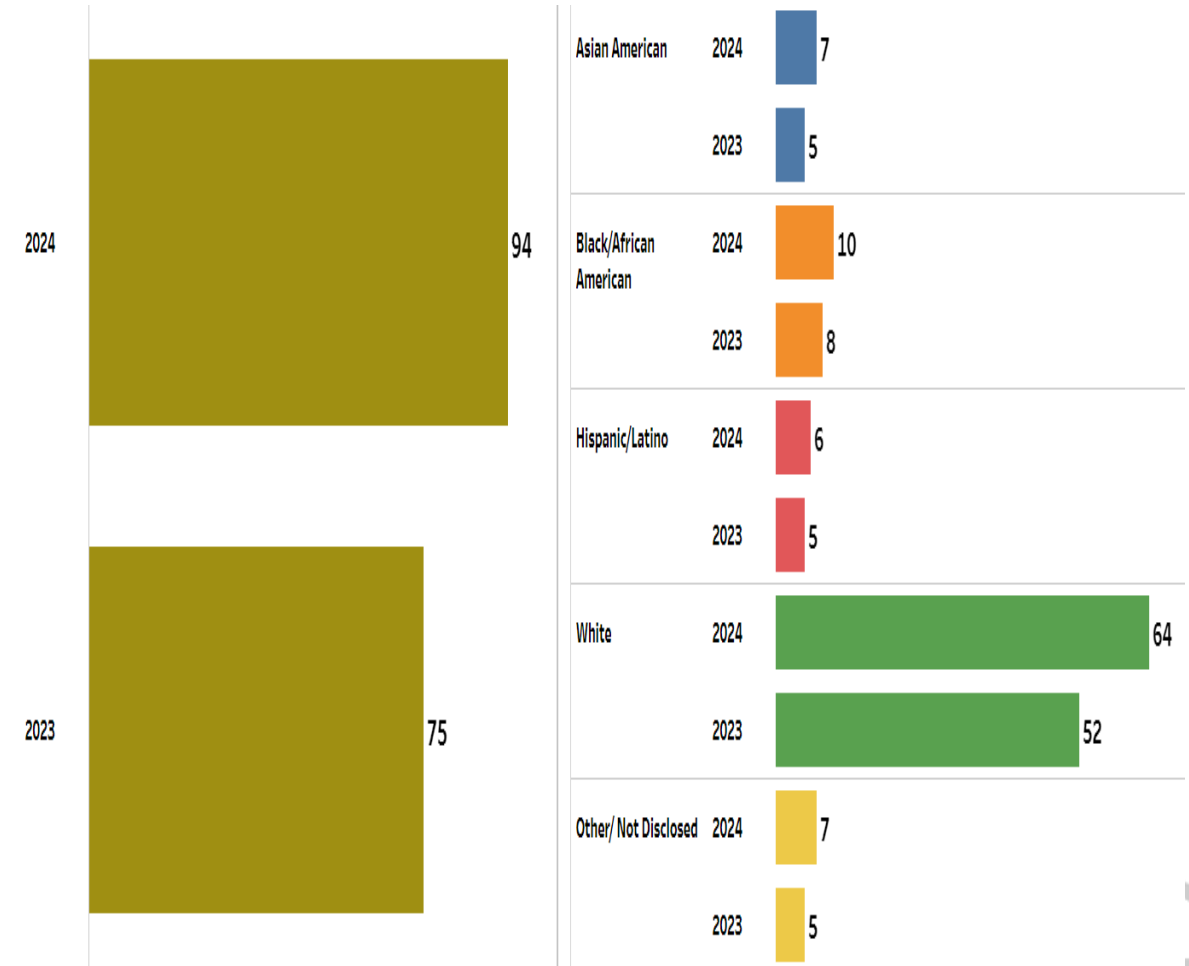
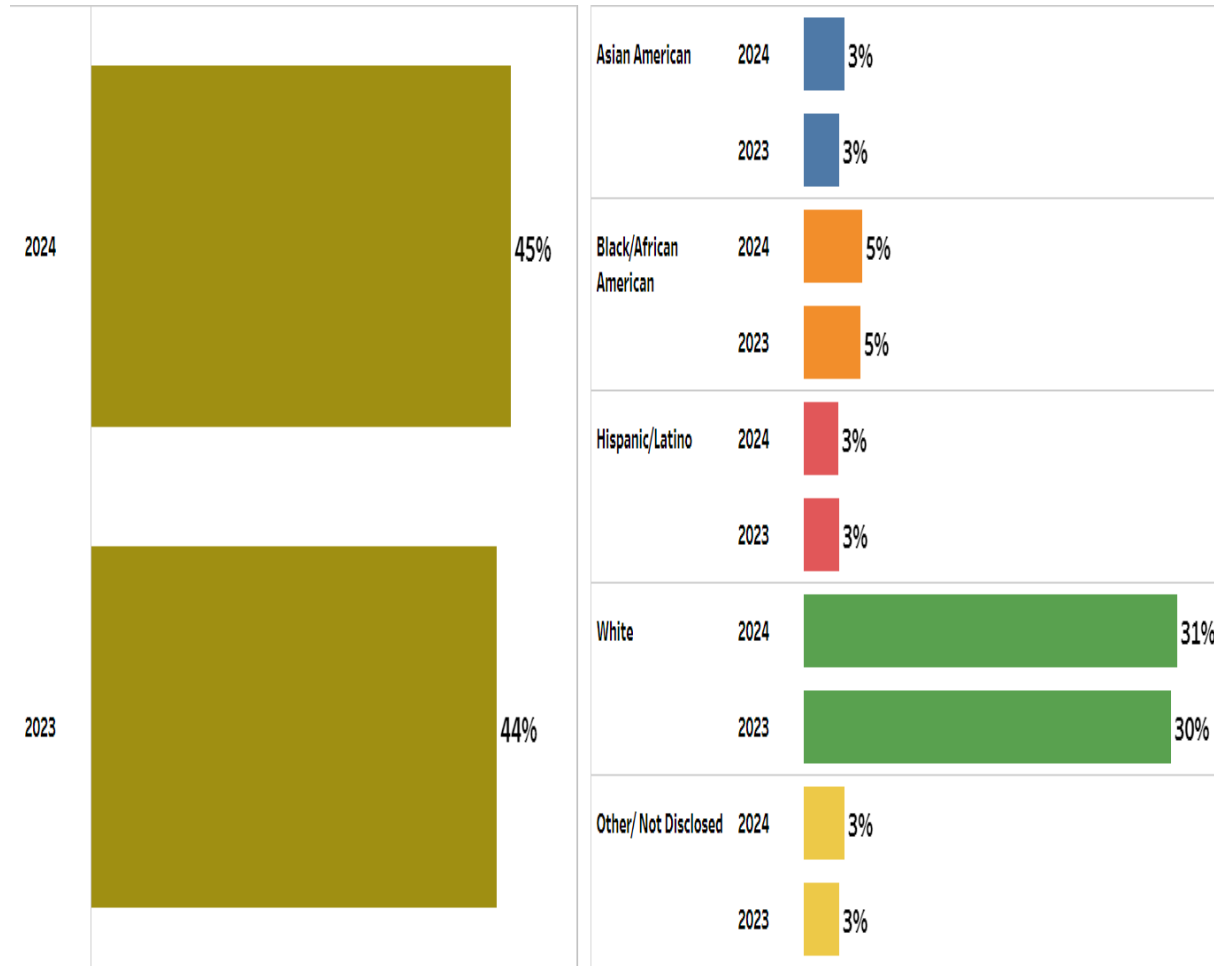


Directors+ Women Representation %s & #s in OPS FY23 - FY24TD





Directors+ Women Representation %s & %s in Support FY23 - FY24TD





Directors+ Women Representation %s & #s in Capital FY23 - FY24TD

