



# DEI Programming & Workforce Diversity Trends

*MBTA*  
*February 2024*

# DEI Context

*2020 to  
Today*



- 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.
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- 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*



2020

2021

2022

2023

2024

DEI Working Group / Employees Advisory

DEI in Agency's Strategic Plan

DEI Team Integrated within GM Executive Team

ODCR, HR, DEI Partnership

DEI Executive Council

Supplier Diversity Committee

CAO Integration

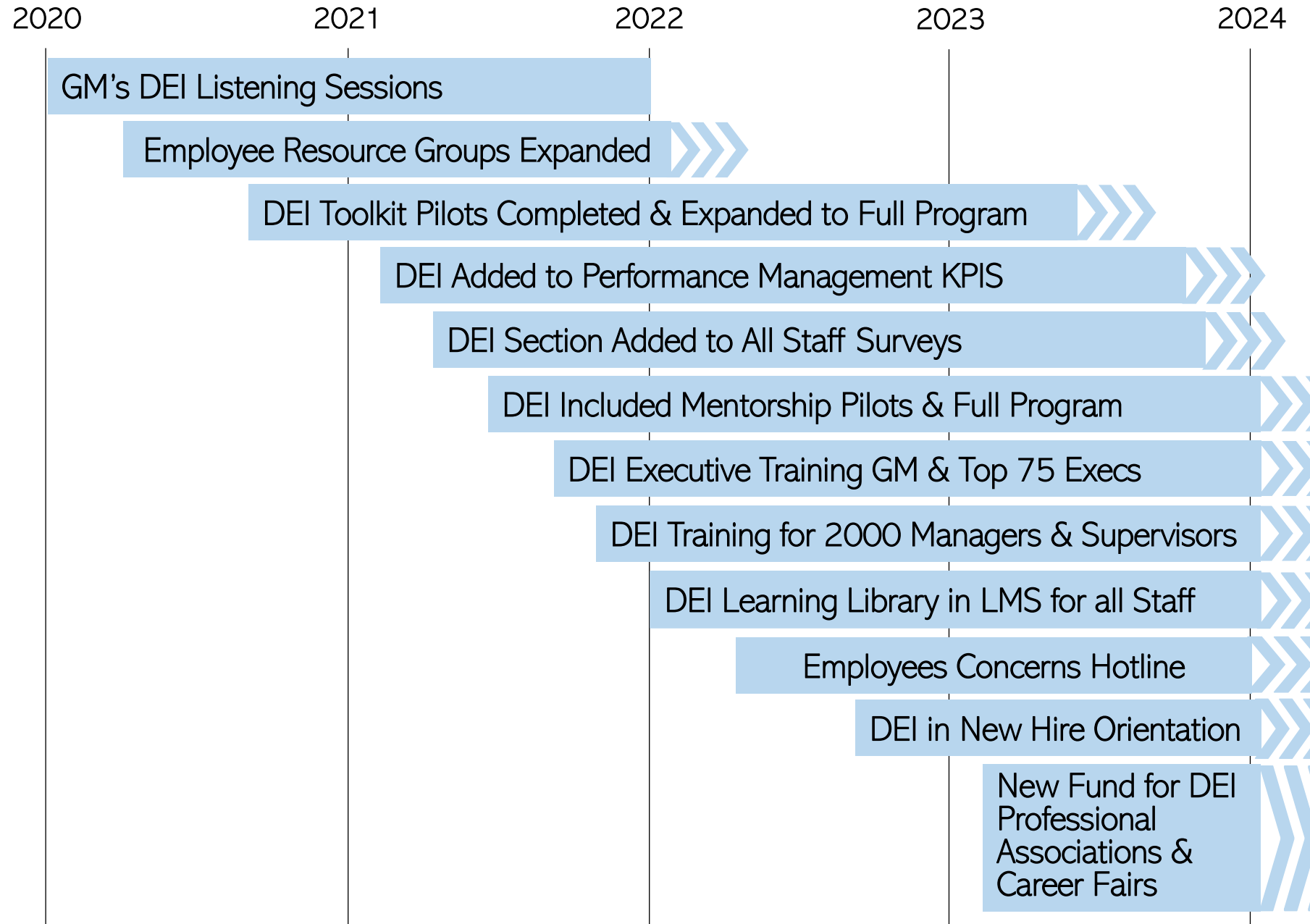
# Governance, Leadership & ERGs

*Key  
components  
of DEI  
ecosystem*



# DEI Expansion Investments

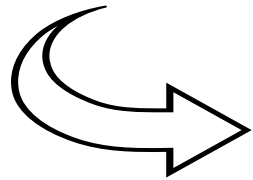
*Reinforcing  
Workforce  
Programs*



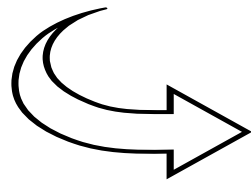
# New DEI Training 2022-2024



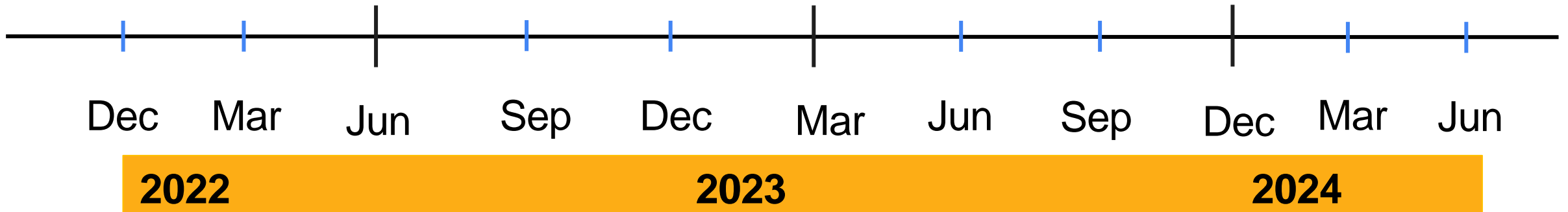
**GM & 75 EXECUTIVES**  
via EXTERNAL VENDOR



**~2,000+ MANAGERS & SUPERVISORS**  
via EXTERNAL VENDOR



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



# DEI Expansion

*Investing in  
Supplier  
Diversity  
Programs*



2022

2023

2024

Goods & Services @ 25% DEI selection criteria

Small Business Program in Design & Construction

Capital's Professional Services @ 25% DEI selection criteria

Federal & Non-Federal Supplier Diversity Annual Report

Small Business Program in Goods & Services



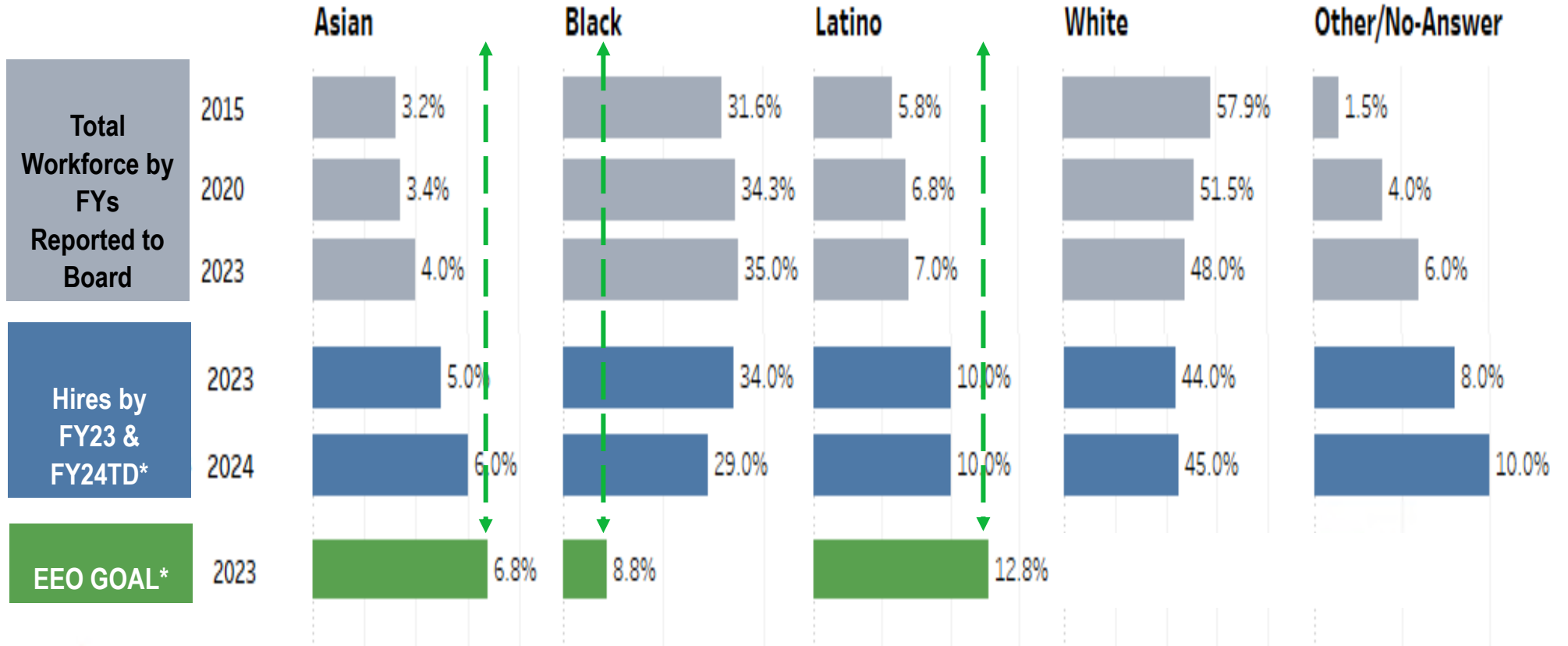


# Workforce Diversity Trends



# Total MBTA Workforce & Hires

**Positive Trends by Race / Ethnicity**



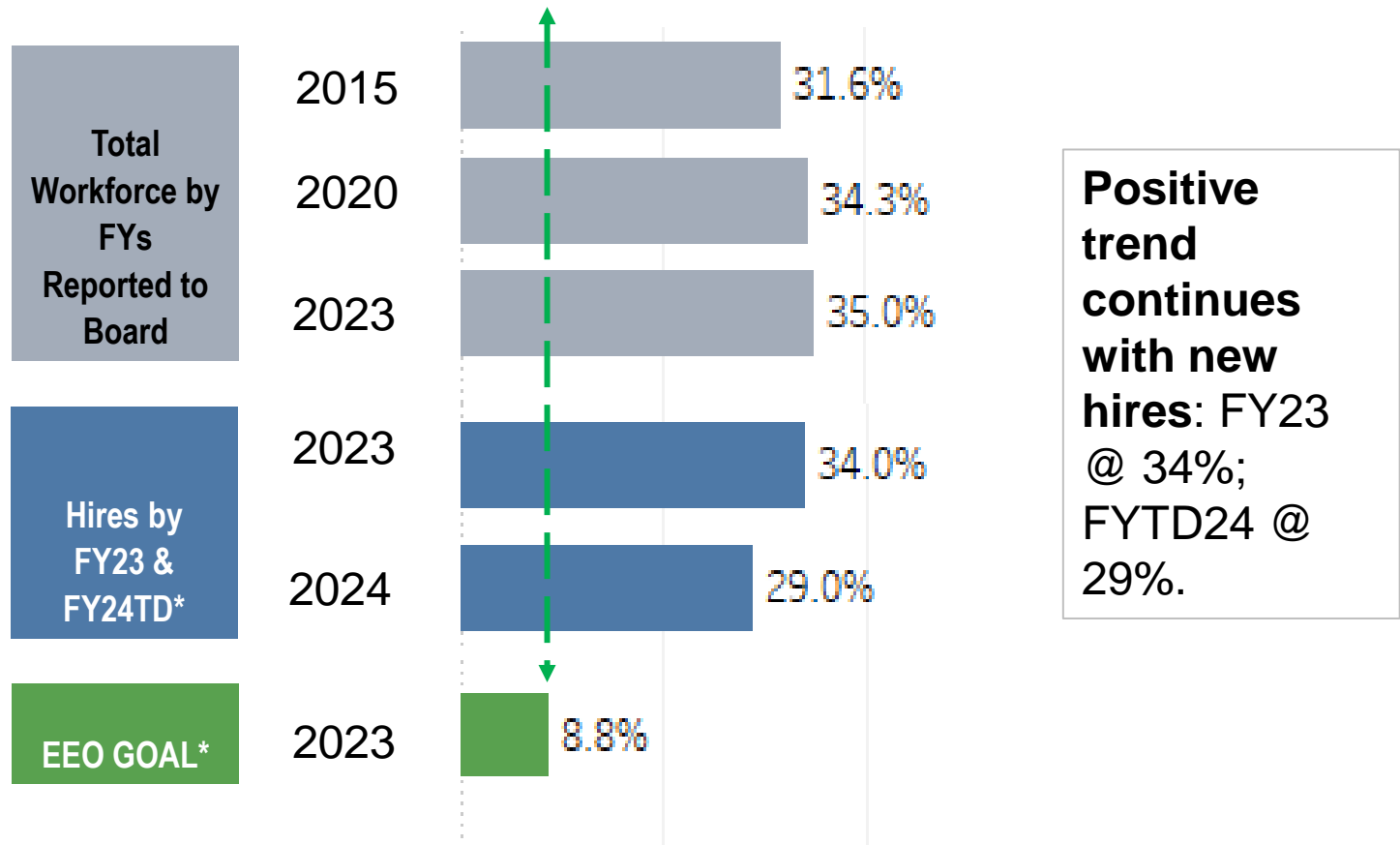
\*FY24TD and EEO Goal as of end of December 2023

# Total MBTA Workforce & Hires

*Exceeding our EEO Goal for Black Employees*



**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%.**

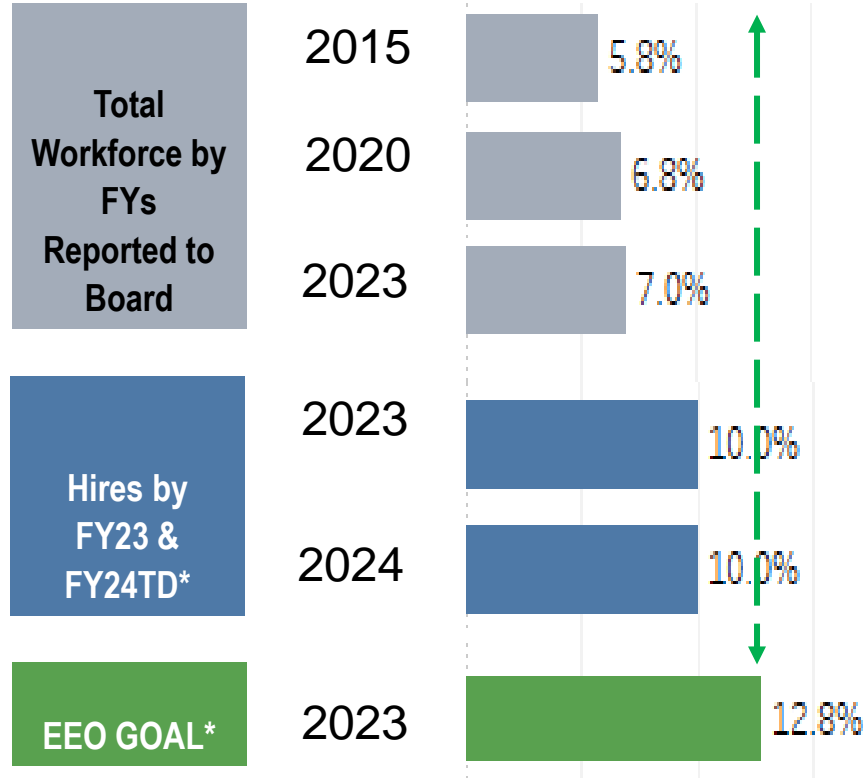
*\*FY24TD and EEO Goal as of end of December 2023*

# Total MBTA Workforce & Hires

**Positive Trend towards our EEO Goal for Latino Employees**



Latinos comprise 7% of the MBTA workforce – about 55% of our 12.8% EEO workforce goal – and increasing yearly.



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

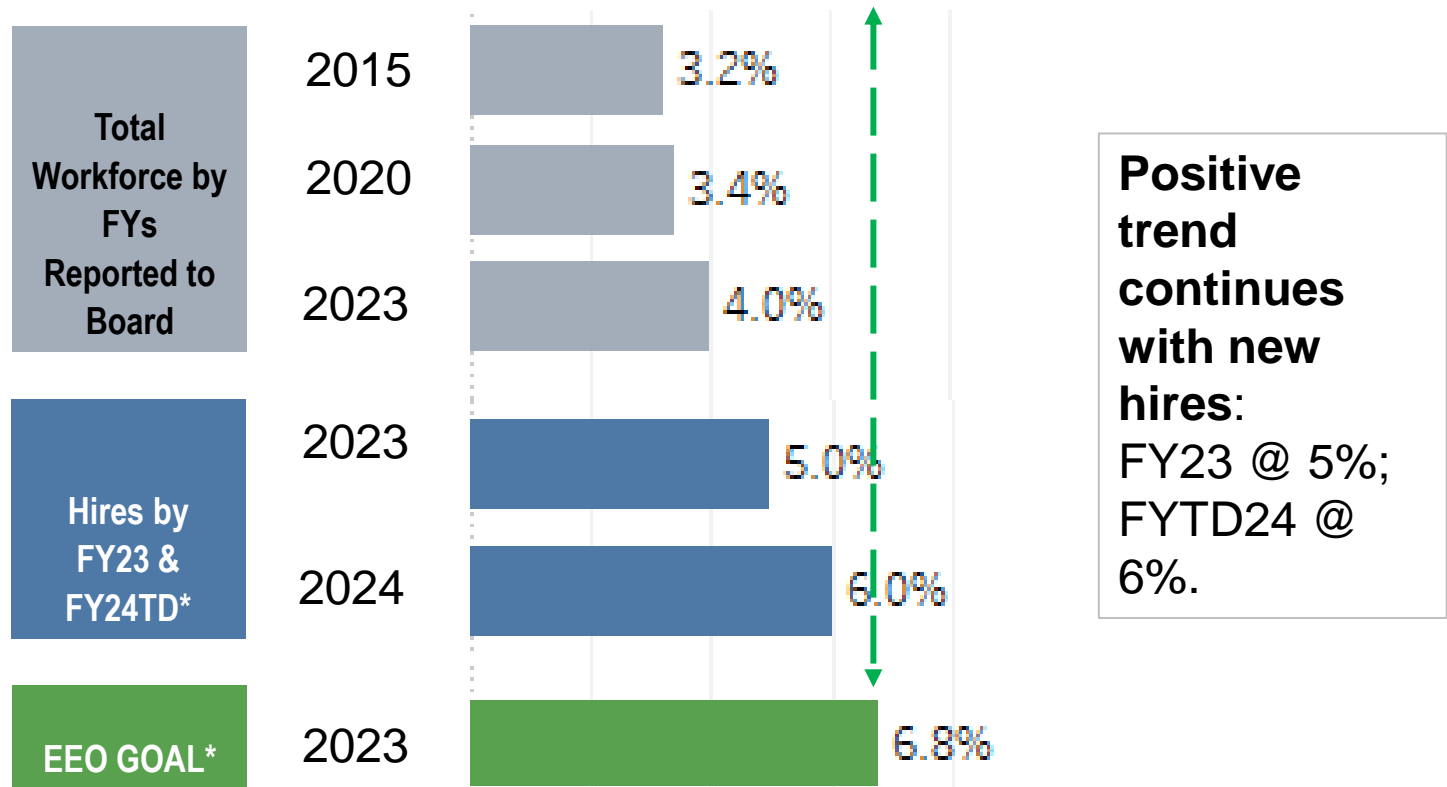
\*FY24TD and EEO Goal as of end of December 2023

# 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.

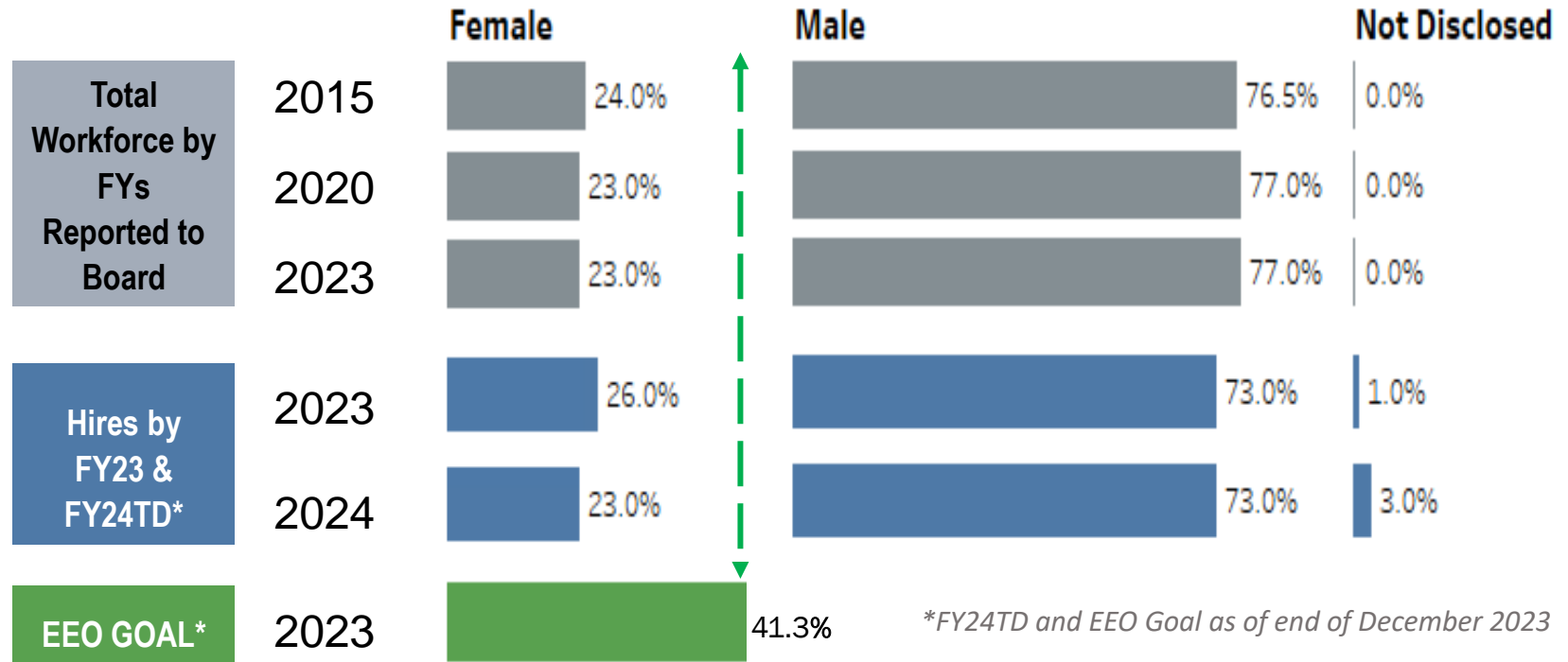


**Positive trend continues with new hires:**  
FY23 @ 5%;  
FYTD24 @ 6%.

\*FY24TD and EEO Goal as of end of December 2023

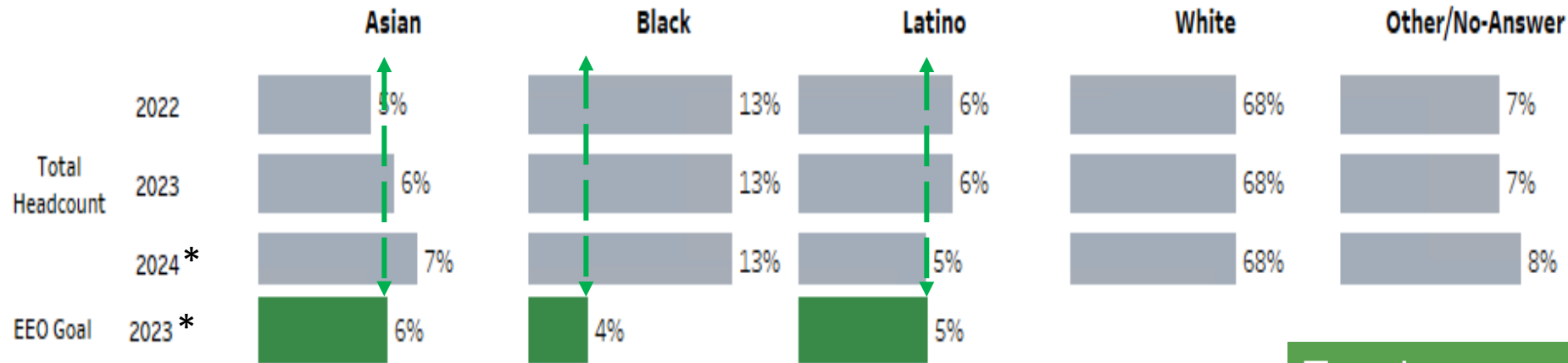
# Total MBTA Workforce & Hires

*EEO  
Goals  
trends by  
Gender*

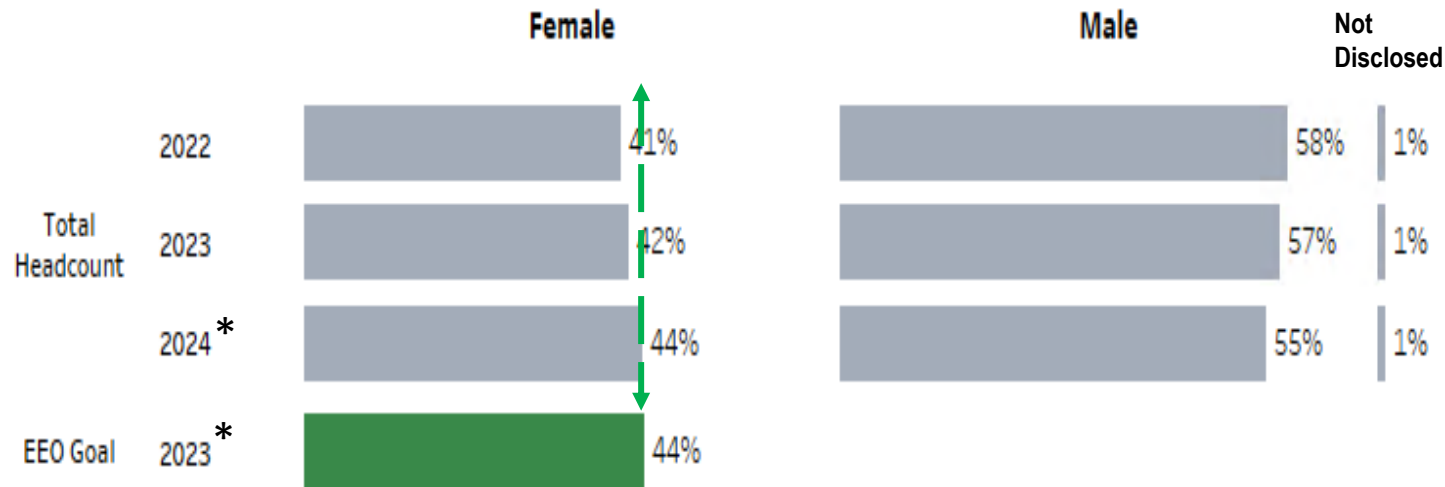


Gender representation in our MBTA workforce is consistent with the national and local transportation sectors and among our national agency peers as an area for continual improvement.

# Unaffiliated Non-Union Employees - Race / Ethnicity Comparisons



# Unaffiliated Non-Union Employees - Gender Comparisons



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

\*FY24TD and EEO Goal as of end of December 2023

# MBTA Commitment to Improve Workforce Diversity



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