



MODERNIZING DEI COMPONENTS FOR MBTA APPLICATION FOR EMPLOYMENT

**PWDC Board Subcommittee
March 2024**

DEI PILOTS TO MODERNIZE MBTA EMPLOYMENT APPLICATIONS

MBTA Workforce Recruitment and DEI Teams partner on a series of pilots to modernize the employment application.

Purpose:

- Make the applicants experience more inclusive and current with best practices in today's talent marketplace in this region
- Respond to feedback from applicants as well as employees from the DEI Listening Sessions, PRIDE ERG and DEI Employees Advisory

PILOT A: SEX, GENDER & PRONOUNS

Research, employees input and external best practices leveraged to:

- Address feedback from external applicants in recent years
- Respond to DEI Employees Advisory, PRIDE ERG and DEI Listening Sessions
- Follow Human Rights Campaign best practices recommendations
- Protect our Federal EEO obligations with input from ODCR
- Benchmark our method with our national transportation peers
- Align with DEI best practices in the Massachusetts talent marketplace



SEX, GENDER & PRONOUNS

Components of Pilot A from July to December 2023

Mandatory EEO Question

New Supplemental Opt-In Questions

Sex

What was the sex you were assigned at birth?

- Male
- Female
- I prefer not to answer

Gender

How do you describe your gender identity?

- Man
- Woman
- Nonbinary
- Transgender
- Not Listed Above
- I Prefer Not To Answer

Pronouns

Which pronouns are you most comfortable using in the workplace?

- He / Him
- She / Her
- They / Them
- Not Listed Above
- I Prefer Not To Answer

SEX MANDATORY FEDERAL EEO QUESTION

Pre-Pilot Options to Choose One

Please select only one category:

- Male
- Female
- I prefer not to answer



Pilot Options to Choose One

What was the sex you were assigned at birth?

- Male
- Female
- I prefer not to answer

GENDER NEW SUPPLEMENTAL QUESTION

Applicants overwhelmingly embraced the use of this supplemental opt-in addition

How do you describe your gender identity? Choose one.

- Man
- Woman
- Nonbinary
- Transgender
- Not Listed Above
- I Prefer Not To Answer

18,528 applications (some applicants apply to various jobs)

78% applications selected gender

10,596 applicants

74% of applicants selected gender

PRONOUNS

NEW SUPPLEMENTAL QUESTION

Applicants also embraced the use of this supplemental opt-in addition

Which pronouns are you most comfortable using in the workplace? Choose one.

- He / Him
- She / Her
- They / Them
- Not Listed Above
- I Prefer Not To Answer

18,528 applications (some applicants apply to various)

68% of applications selected pronouns

10,596 applicants

64% of applicants selected pronouns

NATIONAL PEERS ECOSYSTEM

SEX

GENDER

PRONOUNS



Female, Male, Prefer Not to Answer, Nonbinary

Does not ask

Does not ask



Female, Male, Prefer Not to Answer

Does not ask

Does not ask



Female, Male, Prefer Not to Answer

Does not ask

Does not ask



Female, Male, Prefer Not to Answer

Does not ask

Does not ask



Female, Male, Prefer Not to Answer

Man, Woman, Nonbinary, Transgender, Not Listed Above, Prefer Not To Answer

He/Him, She/Her, They/Them, Not Listed Above, Prefer Not To Answer

PILOT A: CONCLUSION

Key Results of “Pilot A: Sex, Gender & Pronouns”

- I. Provides applicants the choice to more authentically represent themselves**
- I. Aligns with DEI best practices in the regional talent marketplace**
- II. Responds to employees and applicants feedback**

PILOTS NEXT STEPS 2024

Pilot A: Sex, Gender, Pronouns (Current)

Pilot completed. In conjunction with Workforce Department, begin to share results of the pilot and transition to full adoption. Regularly review and adopt innovations as identified in the future.

Pilot B: Phonetic Spelling for Names (April)

Addition of optional 'phonetic pronunciation' for applicant's name. In conjunction with Workforce Department, start pilot to introduce this new option

Pilot C: Multiracial Additional Option (August)

Application does not provide multiracial option. The US Census and other employers provide this option. With input from ODCR and Workforce Department maintain EEO mandatory components and add supplemental opt-in question

Pilot D: Disability Self-Identification (November)

Study options to propose a modernization opportunity to maintain EEO components while introducing new supplemental opt-in elements to make this part of the application more current with DEI best practices



Thank you!
Q&A