

Equal Employment Opportunities (EEO) Program

Office of Diversity and Civil Rights (ODCR)
August 8, 2024

Introduction to Francisco Morales, Acting Chief Diversity Officer

- Started as Acting Chief Diversity Officer on March 11, 2024
- Previously Senior Lead Counsel for Regulatory Compliance in the MassDOT/MBTA Office of the General Counsel, started in November 2021
- Prior to MassDOT/MBTA, worked as a consultant, primarily as a contractor to the Federal Transit Administration (FTA) as a lead reviewer for Triennial Reviews, and DBE and Title VI Specialty Reviews.
- Attorney for 10+ years

Federal Authorization of EEO Program

The EEO Program was developed and implemented as required by state and federal law:

- Civil Rights Act of 1964
- Americans with Disabilities Act (ADA)
- M.G.L. c. 151B – Unlawful Discrimination Because Of Race, Color, Religious Creed, National Origin, Ancestry Or Sex
- FTA's EEO Circular 4704.1A

The FTA requires ODCR to describe the frequency and results of:

- Meetings held with the Secretary-CEO and GM and reports on the progress of the EEO Program and the results of the monitoring (e.g., hiring, promotions, complaints).
- EEO-related meetings held with management, including topics covered and follow-up actions
- Meetings with human resources to review EEO goals and statistics on employment practices and policies (e.g., legitimate position requirements; validated testing).

What is the EEO Program?

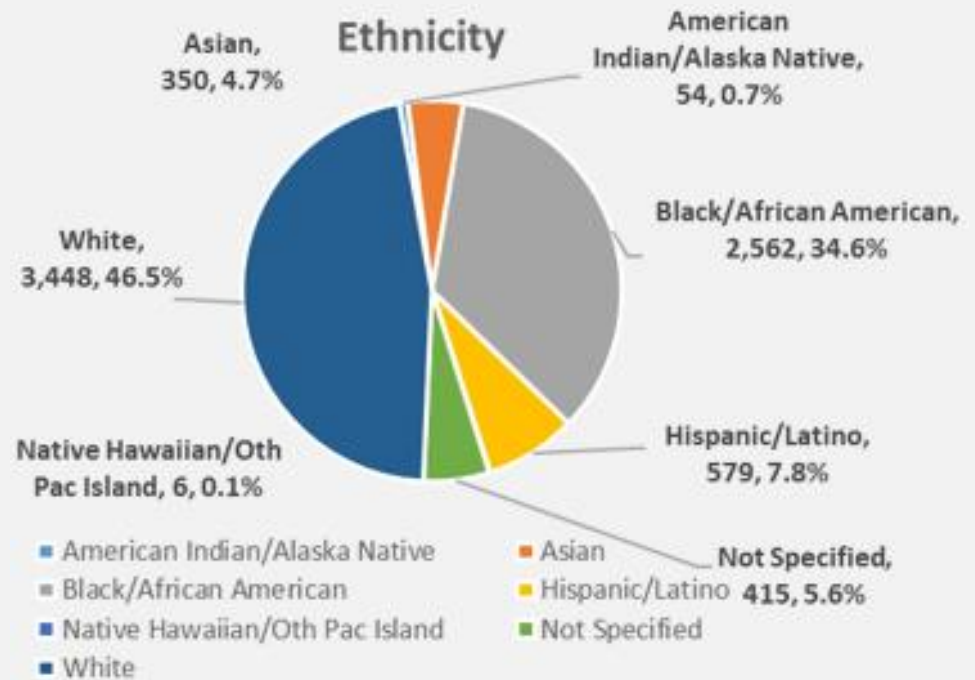
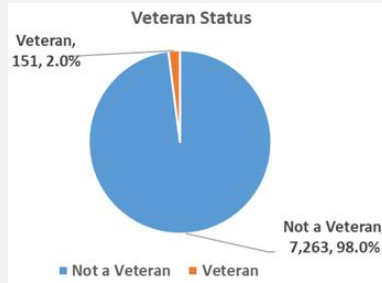
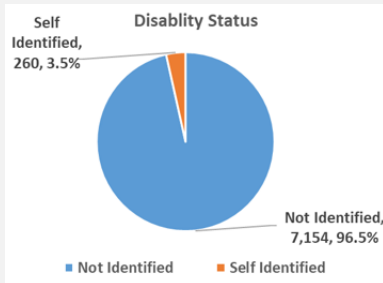
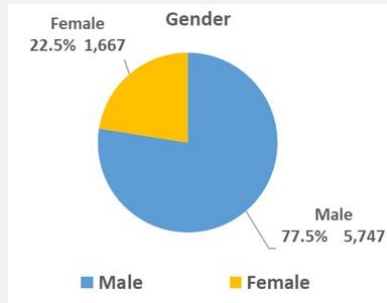
Description:

- To address and prevent unlawful employment discrimination on the basis of race, color, religious creed, national origin, ancestry, sex, or disability, and other areas defined by state and federal law.
- FTA requires quarterly report submissions.
- This presentation covers the 2024 1st Quarter reporting period that includes January – March of this calendar year (CY24 Q1).

EEO goals are obtained by:

- Measuring the current diverse workforce availability in the region for particular job categories in our sector as determined by the U.S. Department of Labor workforce statistics for various demographic groups.

Workforce Demographics* – CY24 Q1



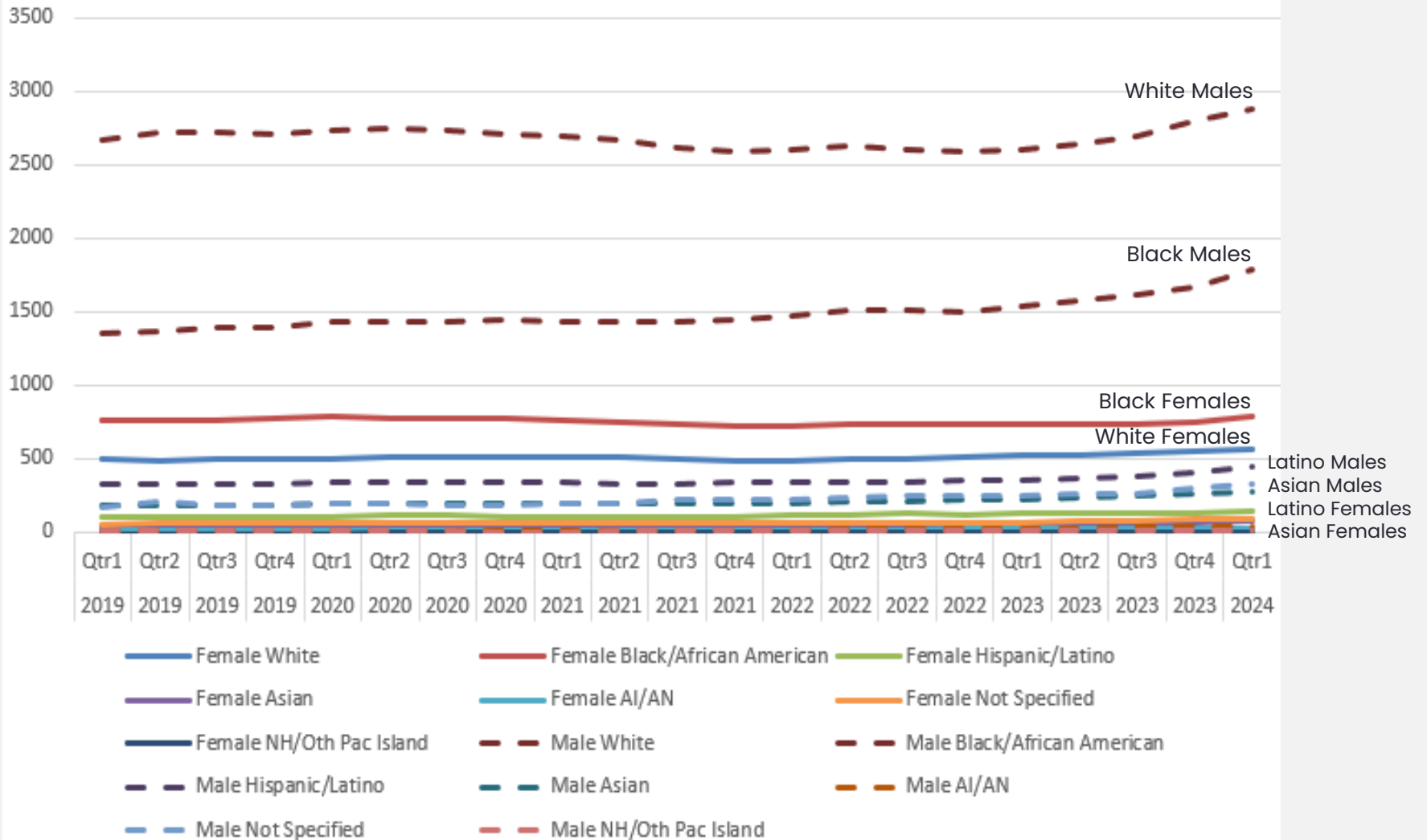
*as of 3/31/24

MBTA Workforce by Numbers* – CY24 Q1

| Race/Ethnicity Breakdown | | | | | | |
|---------------------------------|-------|------|-------|------|--------|-----|
| Female | | | | | | |
| White | Black | Hisp | Asian | NHPI | AI, AN | U |
| 566 | 781 | 137 | 73 | 1 | 18 | 91 |
| Male | | | | | | |
| White | Black | Hisp | Asian | NHPI | AI, AN | U |
| 2,882 | 1,781 | 442 | 277 | 5 | 36 | 324 |
| Total | | | | | | |
| White | Black | Hisp | Asian | NHPI | AI, AN | U |
| 3,448 | 2,562 | 579 | 350 | 6 | 54 | 415 |

*as of 3/31/24

5 Year Employee Count MBTA By Quarter by Gender and Ethnic Group



*as of 3/31/24

Current Status of EEO Affirmative Action Goals

Agency - MBTA As of 3/31/2024 Report from 1/1/2024 To 3/31/2024

HRAAP Goal Attainment Chart

| Job Category | Total Work Force | Male | | | | | | | | Female | | | | | | | | PwD | Vet | Unk Gndr |
|-------------------------------|------------------|---------------|---------------|---------------|-------------|-------------|-----------|------------|-------------|---------------|-------------|--------------|-------------|------------|-----------|------------|------------|-------------|-------------|----------|
| | | Total | White | Black | Hisp | Asian | NHPI | AI/AN | Unk | Total | White | Black | Hisp | Asian | NHPI | AI/AN | Unk | | | |
| Total Work Force | 6524 | 4978 76.3% | 2395 36.7% | 1643 25.2% | 386 5.9% | 237 3.6% | 5 0.1% | 28 0.4% | 284 4.4% | 1546 23.7% | 518 7.9% | 736 11.3% | 127 1.9% | 61 0.9% | 1 0.0% | 17 0.3% | 86 1.3% | 243 3.7% | 135 2.1% | 0 |
| Officials and Administrators | 1621 | 1163 | 0/76 | 0/25 | 0/10 | 10/3 | 0/0 | 0/0 | 0/4 | 458 | 197/23 | 0/11 | 0/1 | 19/1 | 0/0 | 0/0 | 0/1 | 0/14 | 34/2 | 0/2 |
| Professionals | 581 | 368 | 0/14 | 0/2 | 0/2 | 0/4 | 0/0 | 0/0 | 0/2 | 213 | 97/7 | 0/8 | 0/2 | 0/4 | 0/0 | 0/0 | 0/0 | 10/2 | 15/1 | 0/0 |
| Technicians | 250 | 184 | 0/7 | 0/5 | 1/2 | 0/1 | 0/0 | 0/1 | 0/3 | 66 | 31/0 | 0/1 | 4/0 | 6/0 | 0/0 | 0/0 | 0/0 | 6/2 | 7/3 | 0/1 |
| Protective Services Sworn | 177 | 153 | 0/0 | 0/1 | 2/0 | 0/0 | 0/0 | 0/0 | 0/0 | 24 | 1/0 | 0/0 | 0/0 | 0/0 | 0/0 | 0/0 | 0/0 | 3/0 | 0/1 | 0/0 |
| Protective Services Non-Sworn | 39 | 25 | 0/0 | 0/0 | 0/0 | 0/0 | 0/0 | 0/0 | 0/0 | 14 | 7/0 | 0/1 | 0/0 | 0/0 | 0/0 | 0/0 | 0/0 | 2/0 | 2/0 | 0/0 |
| Administrative Support | 55 | 20 | 0/2 | 0/2 | 1/0 | 0/3 | 0/0 | 0/0 | 0/0 | 35 | 5/4 | 0/1 | 1/0 | 0/3 | 0/0 | 0/0 | 0/1 | 2/2 | 3/0 | 0/0 |
| Skilled Craft | 667 | 620 | 0/18 | 0/6 | 21/1 | 0/1 | 0/0 | 0/0 | 0/3 | 47 | 14/2 | 0/3 | 0/1 | 0/0 | 0/0 | 0/0 | 0/0 | 65/1 | 32/0 | 0/0 |
| Service Maintenance | 3134 | 2445 | 0/119 | 0/157 | 31/50 | 6/14 | 0/0 | 0/7 | 0/21 | 689 | 419/11 | 0/54 | 102/4 | 42/4 | 0/2 | 0/0 | 0/5 | 87/16 | 103/0 | 0/13 |
| Total Towards Goal | | | 0 | 0 | 53 | 17 | 0 | 0 | 0 | | 47 | 0 | 4 | 5 | 0 | 0 | 0 | 23 | 6 | 0 |
| Total Placements | | | 236 | 198 | 65 | 26 | 0 | 8 | 33 | | 47 | 79 | 8 | 12 | 2 | 0 | 7 | 37 | 7 | 16 |

Legend: # to Reach Parity / Placements
Unk Gndr = Unknown Gender NHPI = Native Hawaiian/Pacific Islander AI/AN = American Indian/Alaskan Native

EEO GOALS

GREEN: met or exceeded goal

YELLOW: some progress attaining goal

RED: no progress in CY24 Q1 (1/1/24–3/31/24)

EEO Affirmative Action Goals Methodology

These EEO goals are based on the current diverse workforce availability in this region for these specific job categories in this sector.

79 EEO Affirmative Action Goals
48 GREEN – Met or exceeded goal
17 YELLOW – Progress made toward goal
14 RED – Need to improve efforts

33 Male Goals: 29 Green, 2 Yellow, 2 Red

White: 6 Green

Black: 7 Green

Latino: 4 Green, 1 Yellow, 2 Red

Asian: 5 Green, 1 Yellow

Other: 7 Green

30 Female Goals: 16 Green, 8 Yellow, 6 Red

White: 5 Yellow, 3 Red

Black: 7 Green

Latino: 3 Green, 1 Yellow, 2 Red

Asian: 2 Green, 2 Yellow, 1 Red

Other: 4 Green

8 Veteran Goals: 1 Green, 3 Yellow, 4 Red

8 PWD Goals: 2 Green, 4 Yellow, 2 Red

*as of 3/31/24

MBTA Highlights and Commitment to Improve EEO Performance

The workforce diversity of the MBTA reflects the commitment and intentional efforts to attain EEO goals that mirror the region's available workforce and the rich diversity of riders we serve.

- For this reporting period, the MBTA continued to show success in some areas, as well identified areas where improvement remains needed.
- Black and African American employee representation continues to be a major strength of the MBTA's diverse workforce.
- The representation of women in the workforce continues to be a challenge for the MBTA, as well as the transportation sector as a whole. ODCR is assisting the MBTA Workforce and DEI teams to develop strategies to improve goal attainment for women.
- Moreover, ODCR is committed to partnering with the MBTA Workforce and DEI teams on ongoing and future EEO-related initiatives.

QUESTIONS?

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Acting Chief Diversity Officer
MassDOT & MBTA