



June 19, 2020

Dear Colleagues,

Today, we commemorate Juneteenth—a holiday observing the end of slavery in the United States and marking the day, June 19, 1865, when news of emancipation finally reached enslaved people in the deepest parts of the former Confederacy. In observance of this important day in our Nation's history, Governor Cuomo recognized today, June 19, 2020, as a holiday for New York State employees, and the MTA has followed his lead.

Juneteenth is a commemoration of emancipation, a day to honor and recognize the challenges and hardships the African American community has faced and overcome, and a day for all of us to reckon with our Nation's history of slavery and its enduring legacy of structural inequality. It is a day not only to reaffirm our commitment to diversity, inclusion and equity, but also to reflect deeply and honestly about where we are – as an agency and as a country – and how much more we must do to create a truly just and equal society.

This year, the need for reflection and honest assessment feels particularly urgent. I know these past weeks have been difficult for many of you, as we all reckon yet again with the lasting legacy of systemic racism that remains embedded in the fabric of our nation's daily reality. I know many of you have felt frustrated, angry, afraid, or overwhelmed. I want you to know that we recognize that this is a difficult moment, and that your colleagues are here for you.

This is not only a time of reckoning and reflection, but also a time to take action to make critical change. It is a time to confront and address inequities within our organization, to acknowledge our shortcomings in both the past and the present, and to recognize the responsibility that our agency – as one of the largest employers in the region – has to make real change within our four walls, so that we can contribute to meaningful change beyond them.

We will start this process by hearing from you, with a series of employee listening and engagement sessions facilitated by the Conference of Minority Transportation Officials (COMTO). We will be reaching out to each of you in the coming months. We want to hear your perspectives on diversity, inclusion and equity at the MTA, the areas of greatest importance and concern for you, and the ways in which we can make the most meaningful change. We will take your feedback from these listening sessions, supplement it with data, benchmark against other organizations, and create actionable initiatives that our leadership team will commit to by the end of the year, for implementation.

As Dr. King observed, the arc of the moral universe is long, but it bends toward justice. Together, I believe we can bend that arc more swiftly, and begin rebuilding today the agency we all deserve tomorrow.



**Patrick J. Foye**  
Chairman & Chief Executive Officer  
Metropolitan Transportation Authority

*The agencies of the MTA*

MTA New York City Transit  
MTA Long Island Rail Road

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MTA Bridges and Tunnels

MTA Construction & Development  
MTA Bus Company