## Summary of Changes in BART Workforce

This Summary of Changes report compares the workforce demographics in the previous EEO Program as of December 31, 2019 to the new EEO Program demographics as of December 31, 2023. The top portion of the chart compares Males to Females and Non-Minorities to Minorities on an agency-wide basis. The lower portion of the chart compares changes in Minority and Female populations on an agency-wide basis by BART job categories.

| | 12/31/2019 Counts | 12/31/2023 Counts | 12/31/2019 % | 12/31/2023 % | # of Changes | % of Changes |
|---|---|---|---|---|---|---|
| | 4150 | 4237 | | | 87 | 0.00% |
| Female | 979 | 1039 | 23.59% | 24.52% | 60 | 0.93% |
| Male | 3173 | 3198 | 76.46% | 75.48% | 25 | -0.98% |
| | | | | | | |
| Minority | 2878 | 3194 | 69.35% | 75.38% | 316 | 6.03% |
| Non Minority | 1275 | 1044 | 30.72% | 24.64% | -231 | -6.08% |
| | | | | | | |
| Executive & Manager | 186 | 209 | | | 23 | |
| Females | 69 | 70 | 37.10% | 33.49% | 1 | -3.60% |
| Minority | 117 | 139 | 62.90% | 66.51% | 22 | 3.60% |
| Supv-Transp | 110 | 136 | | | 26 | 0.00% |
| Females | 30 | 43 | 27.27% | 31.62% | 13 | 4.34% |
| Minority | 80 | 93 | 72.73% | 68.38% | 13 | -4.34% |
| Supv-Other | 92 | 117 | | | 25 | 0.00% |
| Females | 30 | 36 | 32.61% | 30.77% | 6 | -1.84% |
| Minority | 62 | 81 | 67.39% | 69.23% | 19 | 1.84% |
| Foreworker-Transp | 106 | 123 | | | 17 | 0.00% |
| Females | 33 | 36 | 31.13% | 29.27% | 3 | -1.86% |
| Minority | 73 | 87 | 68.87% | 70.73% | 14 | 1.86% |
| Foreworker-Other | 100 | 110 | | | 10 | 0.00% |
| Females | 12 | 14 | 12.00% | 12.73% | 2 | 0.73% |
| Minority | 88 | 96 | 88.00% | 87.27% | 8 | -0.73% |
| Engineers | 187 | 179 | | | -8 | 0.00% |
| Females | 25 | 29 | 13.37% | 16.20% | 4 | 2.83% |
| Minority | 162 | 150 | 86.63% | 83.80% | -12 | -2.83% |
| Professional | 481 | 507 | | | 26 | 0.00% |
| Females | 199 | 193 | 41.37% | 38.07% | -6 | -3.31% |
| Minority | 282 | 314 | 58.63% | 61.93% | 32 | 3.31% |
| Technician | 293 | 250 | | | -43 | 0.00% |
| Females | 12 | 10 | 4.10% | 4.00% | -2 | -0.10% |
| Minority | 281 | 240 | 95.90% | 96.00% | -41 | 0.10% |
| Train Operator | 472 | 557 | | | 85 | 0.00% |
| Females | 134 | 140 | 28.39% | 25.13% | 6 | -3.26% |
| Minority | 338 | 417 | 71.61% | 74.87% | 79 | 3.26% |
| Station Agent | 455 | 605 | | | 150 | 0.00% |
| Females | 178 | 188 | 39.12% | 31.07% | 10 | -8.05% |
| Minority | 277 | 417 | 60.88% | 68.93% | 140 | 8.05% |
| Skilled Worker | 249 | 250 | | | 1 | 0.00% |
| Females | 7 | 6 | 2.81% | 2.40% | -1 | -0.41% |
| Minority | 242 | 244 | 97.19% | 97.60% | 2 | 0.41% |
| Semi-Skilled Worker | 567 | 573 | | | 6 | 0.00% |
| Females | 115 | 111 | 20.28% | 19.37% | -4 | -0.91% |
| Minority | 452 | 462 | 79.72% | 80.63% | 10 | 0.91% |
| Transit Vehicle Merc | 136 | 150 | | | 14 | 0.00% |
| Females | 4 | 4 | 2.94% | 2.67% | 0 | -0.27% |
| Minority | 132 | 146 | 97.06% | 97.33% | 14 | 0.27% |
| Clerical | 146 | 183 | | | 37 | 0.00% |
| Females | 63 | 68 | 43.15% | 37.16% | 5 | -5.99% |
| Minority | 83 | 115 | 56.85% | 62.84% | 32 | 5.99% |
| Police Officer | 122 | 132 | | | 10 | 0.00% |
| Females | 10 | 15 | 8.20% | 11.36% | 5 | 3.17% |
| Minority | 112 | 117 | 91.80% | 88.64% | 5 | -3.17% |
| Police Supv & Mgr | 36 | 43 | | | 7 | 0.00% |
| Females | 13 | 10 | 36.11% | 23.26% | -3 | -12.86% |
| Minority | 23 | 33 | 63.89% | 76.74% | 10 | 12.86% |
| Police Civilian | 116 | 173 | | | 57 | 0.00% |
| Females | 45 | 66 | 38.79% | 38.15% | 21 | -0.64% |
| Minority | 71 | 107 | 61.21% | 61.85% | 36 | 0.64% |
| | | | | | 0 | 0.00% |