
MTA LIRR

EEO Report – 3rd Quarter 2022

December 19, 2022



Executive Summary

□ EEO

As of **September 30, 2022**, MTA LIRR's workforce consisted of 7,207 employees of which females represented 13% (948) and minorities represented 39% (2,804) of the total workforce.

In comparison with the 2nd Quarter 2022 (2Q22):

- LIRR's 3rd Quarter **workforce increased by 80** employees.
- **Female** representation remained **constant**.
- **Minority** representation **increased** by a net of **76** employees.
- There were **24** employees who self identified as **veterans hired**.

Executive Summary Cont.

□ D&I in Motion – All Agency Employee Resource Groups (ERG) Quarterly Highlights

MTA ERGs help offer a sense of community and belonging to all MTA employees.

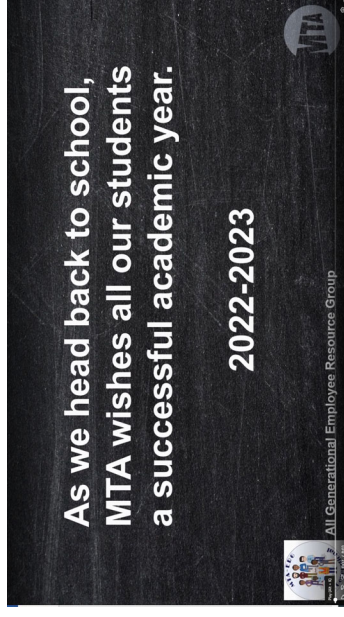


August-Empowering Women in Transportation

(EWT) Empowering Women in Transportation (EWT) invited colleagues to a self-care journey. They shared Professional, Physical, Fiscal and Mental self-care tools and tips from EWT members.

September – All Generational

In celebration of Intergenerational month, the All Generational ERG created a “First Day of School” presentation. They encouraged their members and other employees to share pictures of their child’s first day back to school. The pictures were transformed into a video that was shared agencywide.

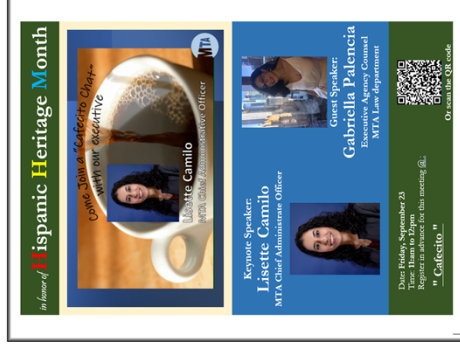


MTA Strategic Priority – Revive Talent and Culture

Executive Summary Cont.

□ D&I in Motion – All Agency Employee Resource Groups Quarterly Highlights

September



Sept. 15 - Oct. 15 - Latinos & Friends – Hispanic Heritage Month

The Cafecito Chat was an opportunity for MTA Chief Administrative Officer Lisette Camilo to share her career trajectory and route for employee career development. Lisette was interviewed by Gabriela Palencia, Executive Agency Counsel. Lisette also answered employees' questions that centered on career advancement.

Veterans

September is Suicide Prevention Month. In 2020, suicide was among the top 9 leading causes of death for people ages 10-64. Suicide was the second leading cause of death for people ages 10-14 and 25-34." The Veterans ERG held an observance to raise awareness aimed to help reduce stigma. MTA's Work Life Services and Local U.S. Veterans Affairs Representatives were on hand to speak and share resources with employees.



MTA Strategic Priority – Revive Talent and Culture

Executive Summary Cont.

□ D&I in Motion – All Agency Employee Resource Groups Quarterly Highlights September 15 - October 15 - Latinos & Friends – Hispanic Heritage Month



Cafecito Chat

The second Cafecito Chat was hosted by Latinos & Friends and Abilities Employee Resource Groups. Daisy Mendez interviewed Chris Pangilinan, Vice President of Paratransit. Chris shared his insight navigating a large organization and imparted core skills necessary for career advancement.

“Como Yo”

“Como Yo” (Like Me) is a fun and exciting program to connect and practice conversational Spanish with colleagues across all agencies. Latinos & Friends paired Spanish Language “beginners” with fluent Spanish speaking colleagues.

Como Yo (Like me)

Practice SPANISH

Fun and exciting FREE 4-week program where MTA colleagues connect to practice conversational Spanish.

Program begins Wed Oct 12, 2022

REGISTRATION REQUIRED!

Sign up to participate today!



MTA Strategic Priority – Revive Talent and Culture

MTA LIRR

Workforce

as of September 30, 2022



MTA LIRR Workforce

Long Island Rail Road Workforce
as of September 30, 2022

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	1,201		465	39%	736	61%	156	13%	156	13%	78	6%	5	0%	0	0%	70	6%	90	7%	25	2%
F	190	0%	100	8%	90	7%	44	4%	27	2%	18	1%	0	0%	0	0%	11	1%	6	0%	8	1%
M	1,011	0%	365	30%	646	54%	112	9%	129	11%	60	5%	5	0%	0	0%	59	5%	84	7%	17	1%
Professionals	286		132	46%	154	54%	37	13%	37	13%	49	17%	0	0%	0	0%	9	3%	13	5%	5	2%
F	28	0%	15	5%	13	5%	2	1%	1	0%	10	3%	0	0%	0	0%	2	1%	0	0%	0	0%
M	258	0%	117	41%	141	49%	35	12%	36	13%	39	14%	0	0%	0	0%	7	2%	13	5%	5	2%
Technicians	13		7	54%	6	46%	2	15%	2	15%	1	8%	1	8%	0	0%	1	8%	1	8%	0	0%
F	1	0%	1	8%	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M	12	0%	6	46%	6	46%	1	8%	2	15%	1	8%	1	8%	0	0%	1	8%	1	8%	0	0%
Protective Services	0		0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
F	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Paraprofessionals	0		0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
F	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Administrative Support	293		174	59%	119	41%	112	38%	38	13%	11	4%	0	0%	0	0%	13	4%	10	3%	4	1%
F	152	0%	109	37%	43	15%	72	25%	24	8%	6	2%	0	0%	0	0%	7	2%	2	1%	2	1%
M	141	0%	65	22%	76	26%	40	14%	14	5%	5	2%	0	0%	0	0%	6	2%	8	3%	2	1%
Skilled Craft	4,431		1,531	35%	2,900	65%	671	15%	514	12%	158	4%	10	0%	3	0%	175	4%	306	7%	24	1%
F	399	0%	187	4%	212	5%	124	3%	33	1%	15	0%	0	0%	0	0%	15	0%	11	0%	1	0%
M	4,032	0%	1,344	30%	2,688	61%	547	12%	481	11%	143	3%	10	0%	3	0%	160	4%	295	7%	23	1%
Service Maintenance	983		495	50%	488	50%	279	28%	151	15%	15	2%	5	1%	0	0%	45	5%	31	3%	9	1%
F	178	0%	123	13%	55	6%	75	8%	38	4%	0	0%	1	0%	0	0%	9	1%	2	0%	3	0%
M	805	0%	372	38%	433	44%	204	21%	113	11%	15	2%	4	0%	0	0%	36	4%	29	3%	6	1%
Total	7,207		2,804	39%	4,403	61%	1,257	17%	898	12%	312	4%	21	0%	3	0%	313	4%	451	6%	67	1%

Due to employee movements, resulting from the transformation, all utilization goals will require recalculation to be provided later.

* American Indian/Alaskan Native

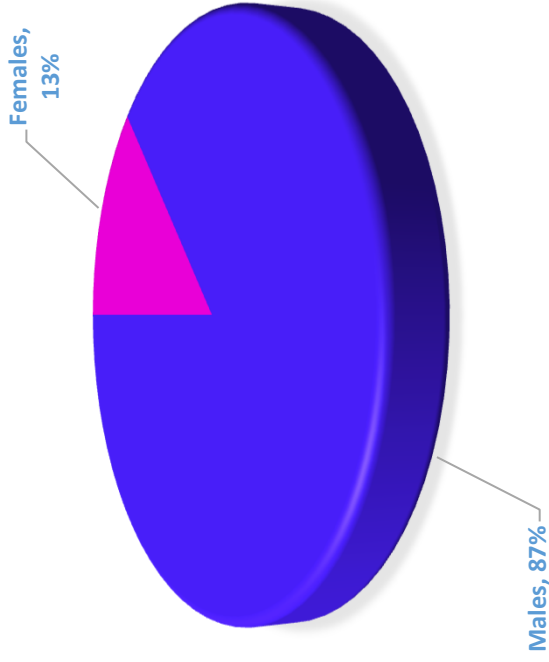
**Native Hawaiian Other Pacific Islander

Note: All percentages have been rounded up to the nearest whole number.

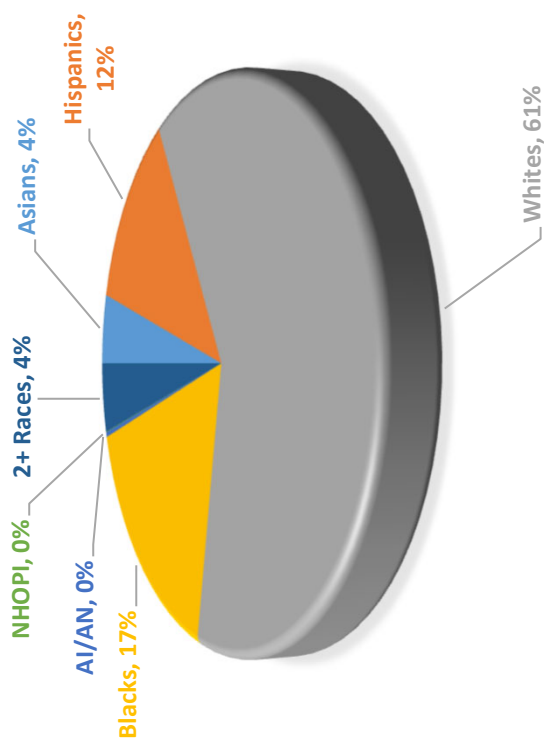


LIRR Workforce as of September 30, 2022

WORKFORCE BY GENDER



WORKFORCE BY RACE/ETHNICITY



MTA LIRR employed 7,207 employees, 13% of the workforce were females, 39% minorities, and veterans comprised 6%.

- ❑ The percentage of females employed in the workforce remained constant when compared to 2nd Quarter 2022.
- ❑ The percentage of minorities in the workforce has increased by 1% when compared to 2nd Quarter 2022.



MTA LIRR

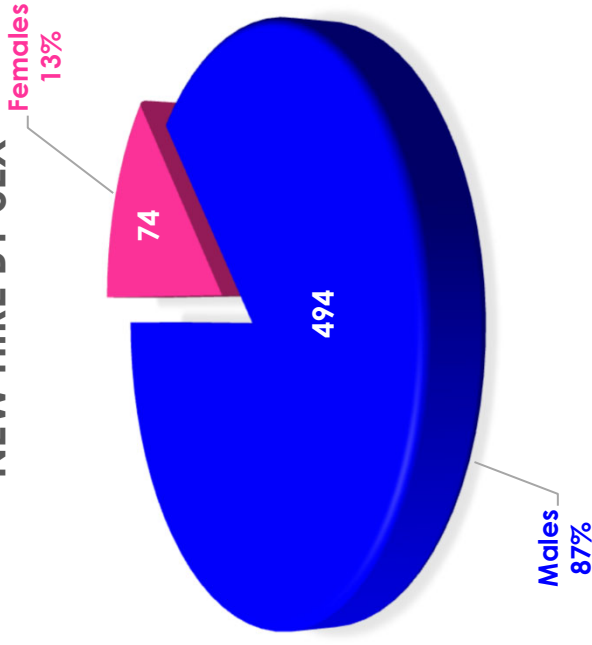
New Hires and Separations

January 1, 2022 – September 30, 2022

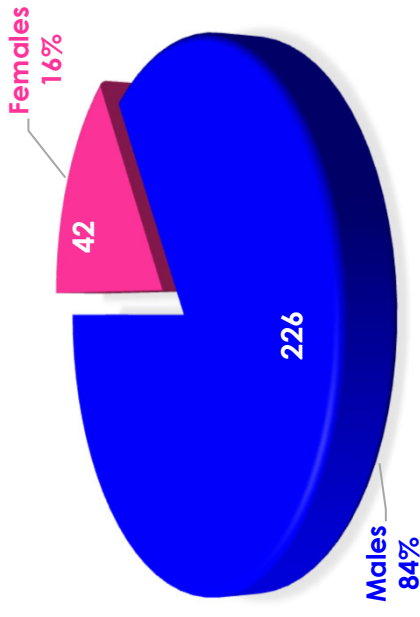


MTA LIRR New Hires and Separations by Sex

NEW HIRE BY SEX



SEPARATIONS BY SEX



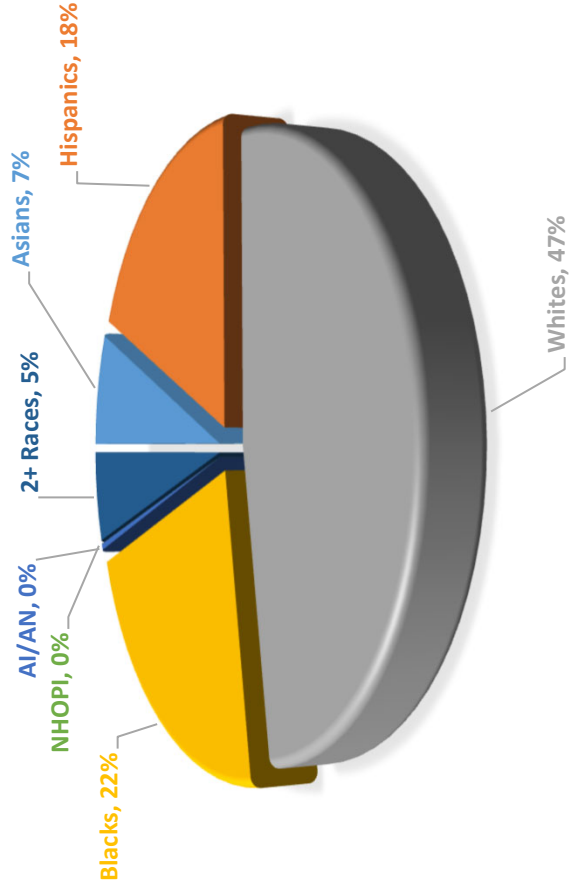
As of the 3rd quarter 2022, LIRR **hired 568** employees, 74 females and 494 males. During this same time period, **268** employees **separated** from LIRR, 42 females and 226 males.

- The net change for females was a positive **32** employees.
- The net change for males was a positive **268** employees
- The net change for self identified veterans was a negative **2** male employees and a positive **2** female employees.

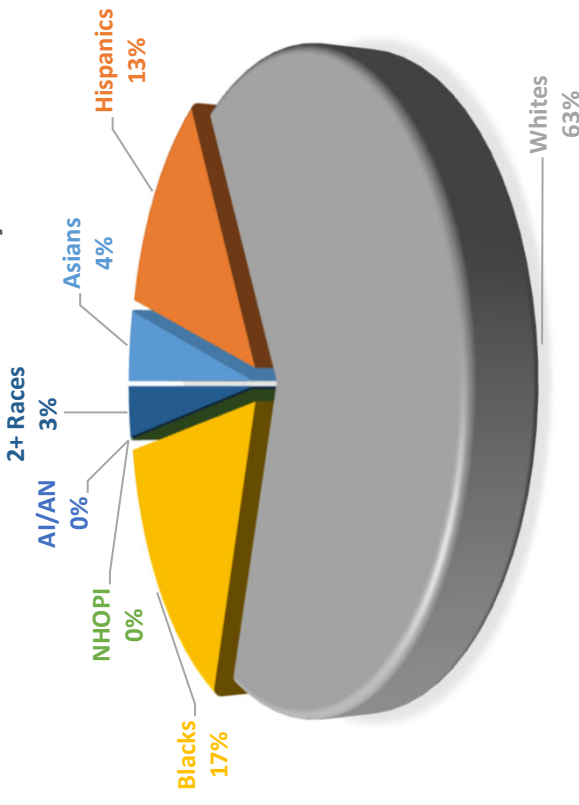
MTA LIRR

New Hires and Separations by Race/Ethnicity

NEW HIRES BY RACE/ETHNICITY



SEPARATIONS BY RACE/ETHNICITY



As of the end of 3rd quarter 2022, LIRR **hired 568** employees, **299** minorities and **269** non-minorities. During this same time period **268** employees **separated** from LIRR, **100** minorities and **168** non-minorities.

- ❑ The net change for minorities was a positive **199** employees.
- ❑ The net change for non-minorities was a positive **101** employees.
- ❑ There was no net change for self identified veterans.



Metropolitan Transportation Authority
Department of Diversity and
Civil Rights

MTA LIRR Complaints and Lawsuits
Third Quarter 2022

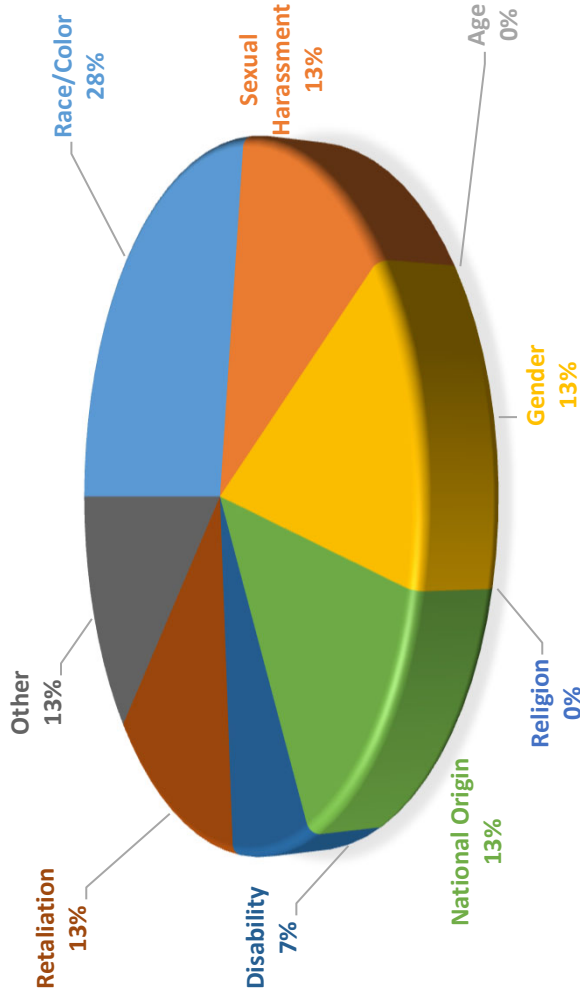


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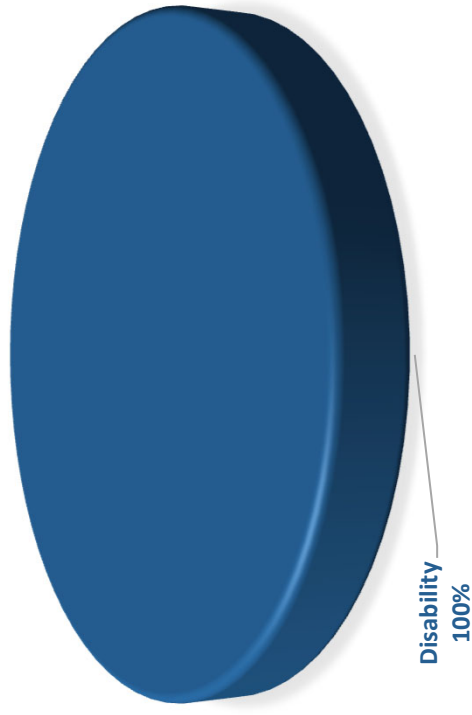
MTA LIRR

EEO Internal/External Discrimination Complaints by Bases January 1, 2022 to September 30, 2022

INTERNAL EEO COMPLAINTS BY BASES



EXTERNAL EEO COMPLAINTS BY BASES



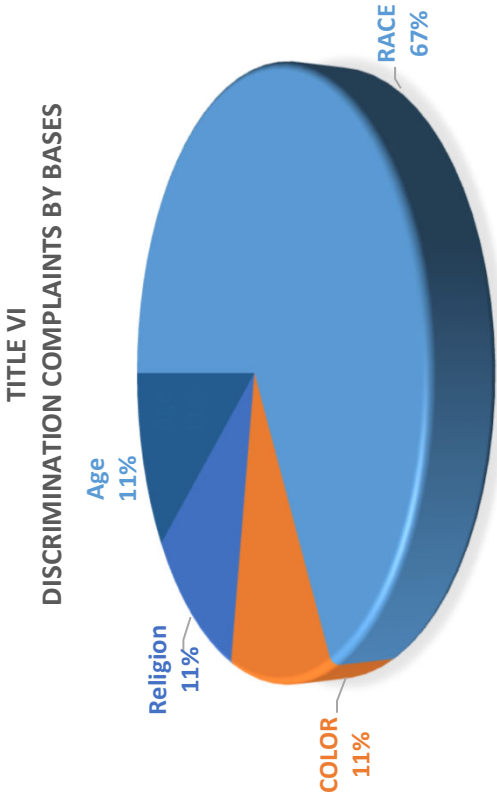
9 EEO complaints were filed* citing **16** separate bases, and **0** lawsuits were filed.

- 8 filed internal complaints.
- 1 filed external complaints.
- The most frequently cited basis internally was race/color.

Note: *Formal complaints can be filed alleging multiple bases. Additionally, numerous incoming matters were also handled during this time



MTA LIRR Internal/External Title VI and Related Discrimination Complaints by Bases January 1, 2022, to September 30, 2022



7 Title VI and related discrimination complaints were filed citing 9 separate bases: race (6); color (1); age (1); religion (1).

- 6 Title VI complaints were filed.
- 1 related discrimination complaint** was filed (age).
- The most frequently cited basis was race.

Note: *Formal complaints can be filed alleging multiple bases.

Note: **Related Discrimination complaints are filed by customers based on age, disability, religion and sex.