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**MTA LIRR**

**EEO Report – 4th Quarter 2022**

April 24, 2023



# Executive Summary

## □ EEO

As of **December 31, 2022**, MTA LIRR's workforce consisted of 7,234 employees of which females represented 13% (958) and minorities represented 39% (2,842) of the total workforce.

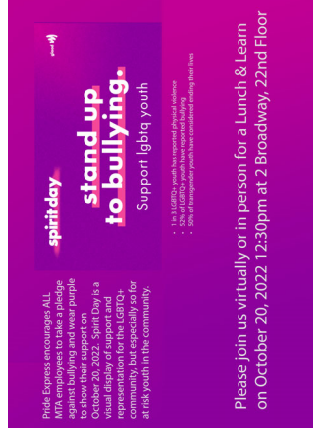
In comparison with the 3rd Quarter 2022 (3Q22):

- LIRR's 4th Quarter workforce increased by 27 employees.
- Female representation remained constant at 13% with a net change of **10** employees.
- Minority representation remained constant at 39% with a net change of **38** employees.
- There were **24 employees self identifying as veterans** hired.

# Executive Summary

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

MTA Employee Resource Groups (ERGs) help foster a diverse and inclusive workplace aligned with our mission, values and goals, and offer a sense of community and belonging to all MTA employees.



**Pride Express** hosted a lunch and learn to raise awareness and support for Spirit Day. Spirit Day is observed on the third Thursday in October and calls attention to the bullying and harassment the LGBTQIA+ community faces in an effort to stop the marginalization of this community.



**B.E.G.I.N.** sponsored a session researching your family history. Art Guidry, B.E.G.I.N. member, and MTA employee provided tools and resources such as the library, courthouse, and clerks office to assist in investigating your family history. B.E.G.I.N. also held a Domestic Violence Awareness Session.

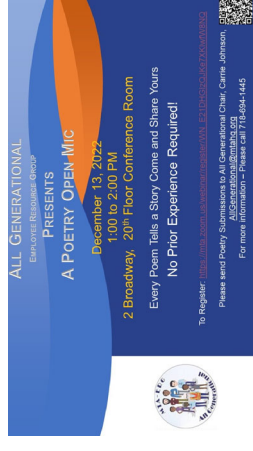
## October



**Veterans** held a ceremony to commemorate Veterans Day and honor those who served in the Armed Forces. Chairman Lieber was the featured speaker. MTA Pipes and Drums, as well as The Color Guard, participated in the observance. Additionally, Veterans took part in the New York City Veterans Day Parade.

## November

**All Generational** hosted an Open Mic Poetry event in which employees performed their own pieces in an effort to continue to elevate employees' morale through a shared cross-cultural experience of written and spoken words. They also held an Agency-wide Toy and Coat Drive in which they were able to donate eighty eight (88) coats and thirty (30) pieces of clothing to the Bronx Defenders as well as one hundred ninety seven (197) brand new toys, six (6) stuffed animals, and eighteen (18) books, to the Henry Street settlement.



## December

## MTA Strategic Priority – Revive Talent and Culture



# Executive Summary Cont.

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**B.E.G.I.N.** ushered in the Kwanzaa Season with a presentation detailing the seven principles of the cultural holiday which was displayed on agency monitors to celebrate the observance, December 26 - January 1. They also celebrated Black History Month with an article highlighting the founder, origin, and purpose of Black History Month. Furthermore, they created a presentation to honor Black Historians, Politicians, and Civil Rights Activists who have made significant contributions that aren't widely known. This presentation was displayed on the monitors throughout February.



## December 2022 – February 2023

**Empowering Women in Transportation (EWT)** celebrated Women's History Month with a month long series "Breaking Glass Ceilings". The series began with International Women's Day featuring transportation industry leaders from three transit organizations; followed by a session discussing the book "Stop Self-Sabotage" featuring Author Dr. Judy Ho; the third session focused on using LinkedIn as a tool to catapult your career; and ended with a ceremony honoring "The Women of MTA" for their outstanding leadership and mentorship.

A graphic for Women's History Month. On the left, it says "WOMEN'S HISTORY MONTH" with a female symbol. In the center, a silhouette of a woman with her arm raised. On the right, text reads: "Join Empowering Women in Transportation (EWT) and MTA colleagues for a series of events." Below this is "Breaking Glass Ceilings" in large pink letters. A list of events follows: "In-person Event" (March 30), "Online Events" (March 9, 16, 23), and "Register Now!" with QR codes for virtual attendance.



March 2023

**MTA Strategic Priority – Revive Talent and Culture**

# Executive Summary Cont.

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

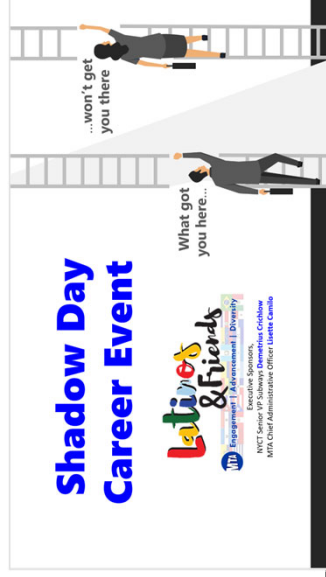
MTA Employee Resource Groups (ERGs) help foster a diverse and inclusive workplace aligned with our mission, values and goals, and offer a sense of community and belonging to all MTA employees.



**Abilities** shared the wonders of yoga with us through the incredibly talented instructor, Jo Sgammato aka Chandra. The session was extremely relaxing and energizing. We learned how to breathe and take a moment out of our day to reenergize and check-in with ourselves.



**All Generational** held a Health and Wellness Seminar "It's a workplace thing. Let's get working!" Motivational speakers, nutritionists, and doctors provided employees with guidance on how to improve their lifestyle to include physical and mental health, as well as self-care tips.



April

**Latinos & Friends** hosted a Shadow day which provided its members with the opportunity to gain insight into their colleagues' roles, responsibilities, and special projects throughout the MTA. Job shadowing gives you a small but critical window into the day-to-day operations of your ideal career.

April

**MTA Strategic Priority – Revive Talent and Culture**

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MTA LIRR

# Workforce

as of December 31, 2022



# MTA LIRR Workforce

## Long Island Rail Road Workforce as of December 31, 2022

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>Officials &amp; Administrators</b>	<b>613</b>		221	36%	392	64%	69	11%	64	10%	49	8%	3	0%	0	0%	36	6%	44	7%	15	2%
F	128	21%	63	10%	65	11%	19	3%	19	3%	17	3%	0	0%	0	0%	8	1%	2	0%	4	1%
M	485	79%	158	26%	327	53%	50	8%	45	7%	32	5%	3	0%		0%	28	5%	42	7%	11	2%
<b>Professionals</b>	<b>372</b>		175	47%	197	53%	48	13%	47	13%	61	16%	2	1%	0	0%	17	5%	22	6%	6	2%
F	32	9%	21	6%	11	3%	7	2%	3	1%	9	2%	1	0%		0%	1	0%	0	0%	0	0%
M	340	91%	154	41%	186	50%	41	11%	44	12%	52	14%	1	0%		0%	16	4%	22	6%	6	2%
<b>Technicians</b>	<b>32</b>		17	53%	15	47%	5	16%	5	16%	4	13%	1	3%	0	0%	2	6%	3	9%	2	6%
F	3	9%	2	6%	1	3%	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%
M	29	91%	15	47%	14	44%	5	16%	5	16%	2	6%	1	3%	0	0%	2	6%	3	9%	2	6%
<b>Protective Services</b>	<b>6</b>		0	0%	6	100%	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	6	100%	0	0%	6	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Paraprofessionals</b>	<b>9</b>		3	33%	6	67%	2	22%	0	0%	1	11%	0	0%	0	0%	0	0%	0	0%	2	22%
F	6	67%	2	22%	4	44%	1	11%	0	0%	1	11%	0	0%	0	0%	0	0%	0	0%	2	22%
M	3	33%	1	11%	2	22%	1	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Administrative Support</b>	<b>371</b>		211	57%	160	43%	131	35%	46	12%	16	4%	1	0%	0	0%	17	5%	11	3%	5	1%
F	185	50%	128	35%	57	15%	85	23%	28	8%	6	2%	0	0%	0	0%	9	2%	2	1%	3	1%
M	186	50%	83	22%	103	28%	46	12%	18	5%	10	3%	1	0%	0	0%	8	2%	9	2%	2	1%
<b>Skilled Craft</b>	<b>3,183</b>		1214	38%	1,969	62%	510	16%	437	14%	113	4%	8	0%	3	0%	143	4%	283	9%	23	1%
F	92	3%	56	2%	36	1%	41	1%	13	0%	0	0%	1	0%	0	0%	1	0%	5	0%	2	0%
M	3,091	97%	1,158	36%	1,933	61%	469	15%	424	13%	113	4%	7	0%	3	0%	142	4%	278	9%	21	1%
<b>Service Maintenance</b>	<b>2,648</b>		1001	38%	1,647	62%	513	19%	306	12%	73	3%	7	0%	0	0%	102	4%	91	3%	14	1%
F	512	19%	279	11%	236	9%	174	7%	62	2%	15	1%	0	0%	0	0%	25	1%	12	0%	3	0%
M	2,136	81%	725	27%	1,411	53%	339	13%	244	9%	58	2%	7	0%	0	0%	77	3%	79	3%	11	0%
<b>Total</b>	<b>7,234</b>		<b>2,842</b>	<b>39%</b>	<b>4,392</b>	<b>61%</b>	<b>1,278</b>	<b>18%</b>	<b>905</b>	<b>13%</b>	<b>317</b>	<b>4%</b>	<b>22</b>	<b>0%</b>	<b>3</b>	<b>0%</b>	<b>317</b>	<b>4%</b>	<b>454</b>	<b>6%</b>	<b>67</b>	<b>1%</b>



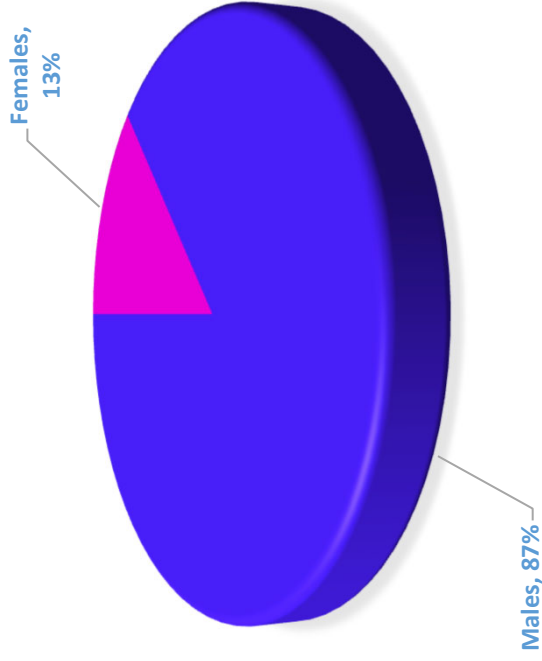
\* American Indian/Alaskan Native

\*\*Native Hawaiian Other Pacific Islander

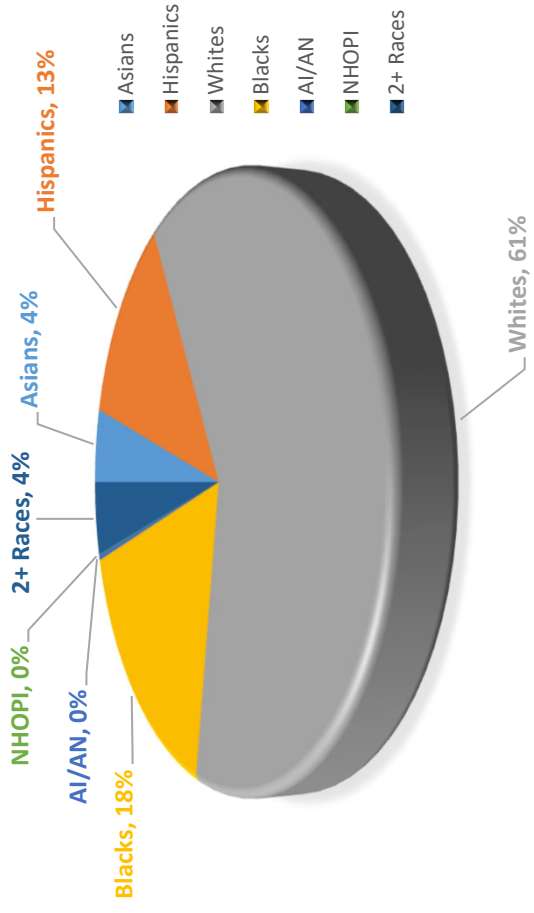
Note: All percentages have been rounded up to the nearest whole number.

# LIRR Workforce as of December 31, 2022

WORKFORCE BY GENDER



WORKFORCE BY RACE/ETHNICITY



MTA LIRR employed 7,234 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 3rd Quarter 2022.
- ❑ The percentage of minorities in the workforce remained constant when compared to 3rd Quarter 2022.





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**MTA LIRR**

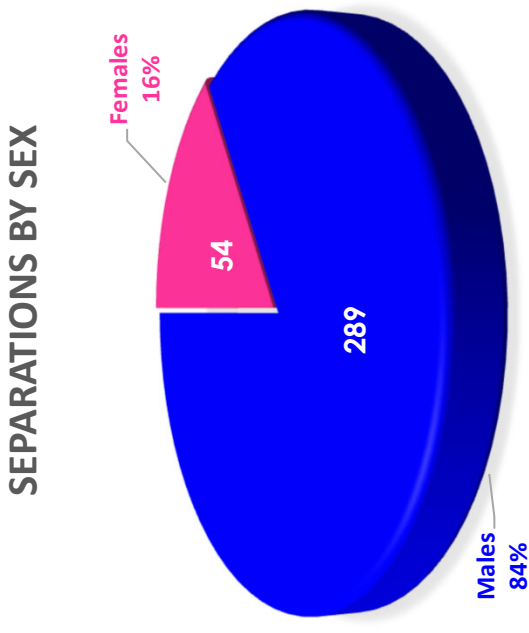
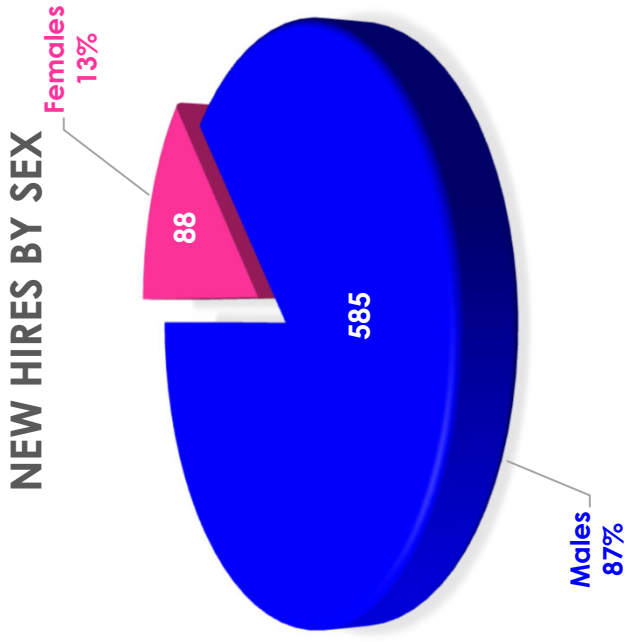
# **New Hires and Separations**

**January 1, 2022 – December 31, 2022**



# MTA LIRR

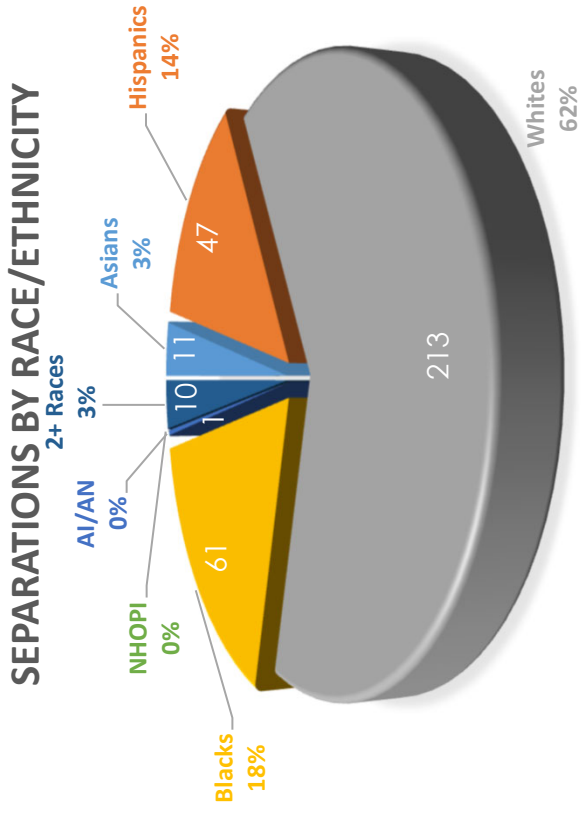
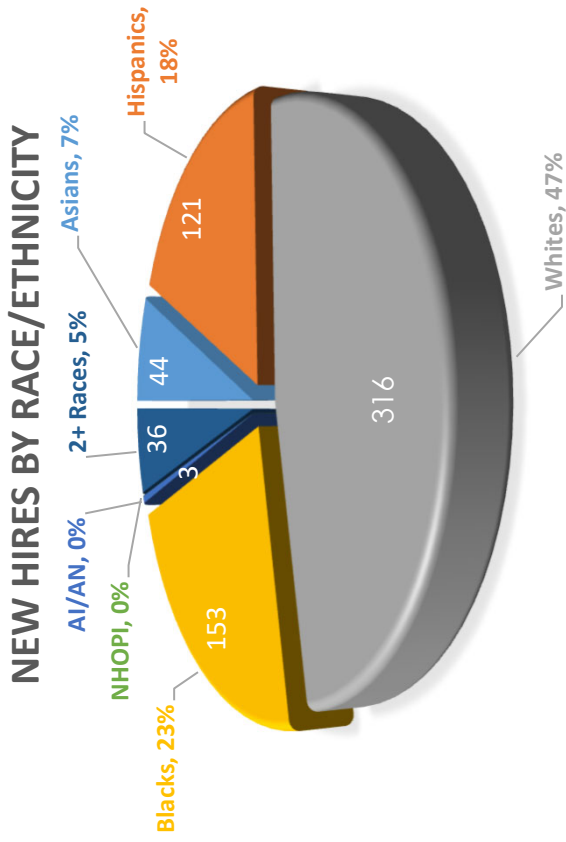
## New Hires and Separations by Sex



As of the 4th quarter 2022, LIRR **hired 673** employees, 88 females and 585 males. During this same time period, **343** employees **separated** from LIRR, 54 females and 289 males.

- The net change for females was a positive **34** employees.
- The net change for males was a positive **296** employees
- The net change for self identified veterans was a positive 1 male employee and self identified veterans that are female was a positive 2 employees.

# MTA LIRR New Hires and Separations by Race/Ethnicity



As of the end of 4th quarter 2022, LIRR hired **673** employees, **357** minorities and **316** non-minorities. During this same time period **343** employees **separated** from LIRR, **130** minorities and **213** non-minorities.

- ❑ The net change for minorities was a **positive 227** employees.
- ❑ The net change for non-minorities was a **positive 103** employees.
- ❑ The net change for self identified veterans was a **positive 3** employees.



Metropolitan Transportation Authority  
Department of Diversity and  
Civil Rights

MTA LIRR Complaints and Lawsuits  
Fourth Quarter 2022

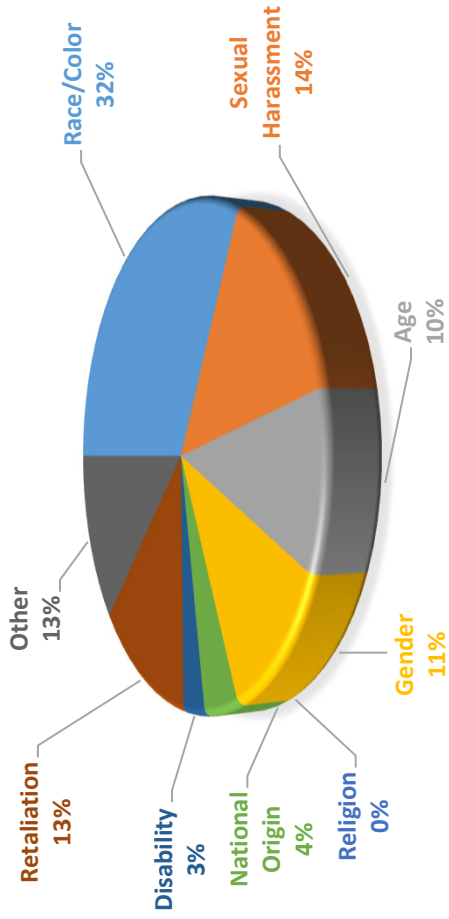


April 24, 2023

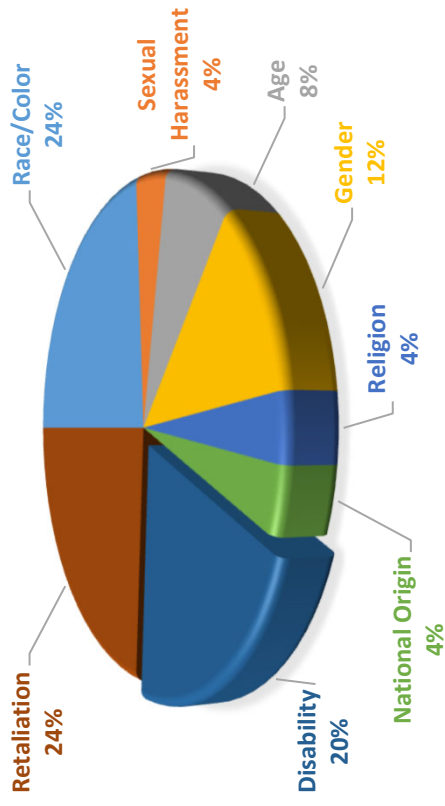
# MTA LIRR

## EEO Internal/External Discrimination Complaints by Bases January 1, 2022 to December 31, 2022

### INTERNAL EEO COMPLAINTS



### EXTERNAL EEO COMPLAINTS



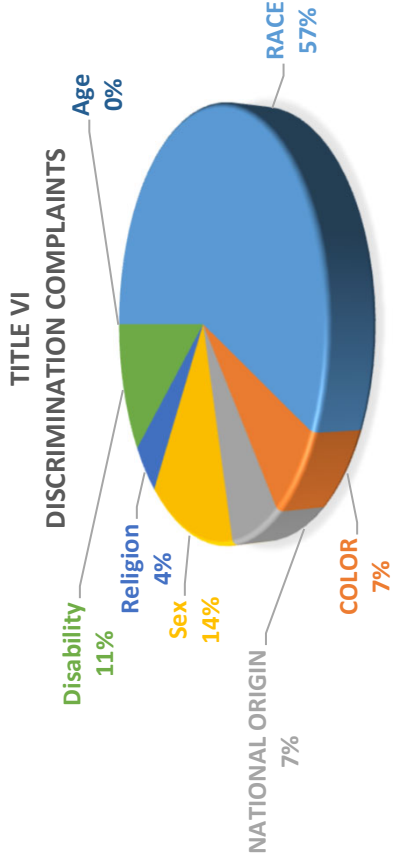
**23** EEO complaints were filed\* citing **43** separate bases, and **0** lawsuits were filed.

- 19 filed internal complaints.
- 4 filed external complaints.
- The most frequently cited basis internally was race.



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 December 31, 2022



9 Title VI and related discrimination complaints were filed citing 11 separate bases: race (8); color (1); age (1); religion (1).

- 9 Title VI complaints were filed.
- 2 related discrimination complaint\*\* were filed (age and religion).
- 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.