
MTA MNR
Metro-North Railroad

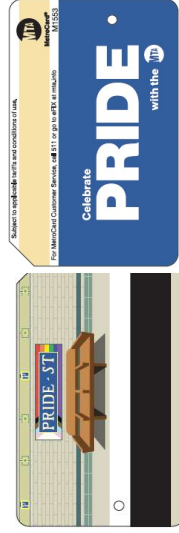
EEO Report – 1st Quarter 2023

June 26, 2023



EEO 1st Quarter Executive Summary

D&I in Motion – All Agency Employee Resource Groups Quarterly Highlights – JUNE
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 Greenwich Village Historical Walking Tour to celebrate Pride Month. Historical sites instrumental to the LGBTQIA+ movement were visited. The members of Pride Express also attended The Hastings Pride Community Festival which was an interactive family friendly event.



Pride Express was instrumental in the roll out of the MTA Pride Month MetroCard and the Pride Decals on 50 MNR, 50 LIRR and 50 NYCT Subway Cars and 50 Bridges and Tunnels Trucks.

B.E.G.I.N. - In celebration of Juneteenth, B.E.G.I.N. hosted a series of events. B.E.G.I.N. members created a video – broadcasted on the MTA monitors - to provide the origins and history of Juneteenth. In addition, a tour of the African Burial Ground and National Monument was hosted by the ERG, and a members-only networking event was held at a Black owned restaurant.



In Commemoration of Jewish American Heritage Month, the MTA in collaboration with **The Museum of Jewish Heritage** held a conversation with Holocaust survivor Maritza Shelley and Marge Ginsburg, MTA Deputy Chief Technology Officer. Maritza Shelley shared her stories and personal experiences. Employees joined in paying tribute to the generations of Jewish Americans who helped form the fabric of American history, culture, and society.



EEO 1st Quarter Executive Summary Cont.

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



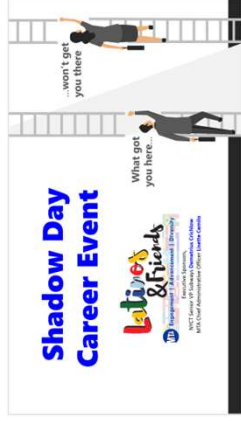
Veterans - - The MTA Veterans Employee Resource Group held a noontime Memorial Day Observance on May 17th , at 2 Broadway to remember those who paid the ultimate sacrifice. The guest speaker was Patrick Warren, MTA Chief Security Officer and Retired Army Colonel

Abilities – In recognition of May as Mental Health Awareness Month, Abilities ERG held a forum to discuss mental health challenges. Work Life Services and the Employee Assistance Program were available to offer their services and support to employees.



Thursday, May 18
Online or 2 Broadway
20th Floor Conference Room
12:00 pm - 1:00pm

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.



TransportAsian – In celebration of Asian American Pacific Islander Month (AAPI), The TransportAsian streamed a two-part documentary to bring awareness to the many contributions and achievements made by the AAPI community. The documentary shared the challenges and triumphs experienced by Asian American Pacific Islanders in the United States.



EEO 1st Quarter Executive Summary Cont.

□ EEO

As of March 31, 2023, MTA MNR's workforce consisted of 6,050 employees of which females represented 11% (664), minorities represented 40% (2,447), veterans represented 7% (425) and employees identifying as a person with a disability represented 1% (45) of the total workforce.

In comparison with the 1st Quarter 2022 (1Q22):

- MTA MNR's 1st Quarter 2023 workforce decreased by 964 employees
- Female representation increased by 215 employees.
- Minority representation increased by 150 employees.
- There were no employees hired who self-identified as a veteran and 5 employees separated that self-identified as a veteran.
- MTA MNR handled* a total of 40 EEO complaints; of which 19 were internal and 21 were external. In the 1st Quarter 2022, MTA MNR handled a total of 18 EEO complaints; of which 11 were internal and 7 were external.
- MTA MNR handled* a total of 3 Title VI complaints and 0 Title VI lawsuits.

* Complaints handled include incoming 2023 cases and cases that carried over from the prior years.



EEO 1st Quarter Executive Summary Cont.

□ EEO

MTA MNR conducted a utilization analysis of females and minorities in its workforce. The utilization analysis consists of comparing MTA MNR's March 31, 2023, workforce percentages for females and minorities to the estimated availability of the females and minorities available within the relevant labor market.

Based on the utilization analysis, MTA MNR's 2023 workforce estimated availability targets are:

EEO4 Category	Minorities	Females	Black	Hispanic	Asian	Am Ind/Al Nat	NHOPI	2 Races
EEO Category 1	30.4%	13.0%	11.9%	9.0%	5.1%	0.3%	0.1%	4.0%
EEO Category 2	36.6%	20.0%	11.4%	11.2%	10.7%	0.1%	0.0%	3.2%
EEO Category 3	23.9%	18.7%	8.3%	9.6%	4.5%	0.0%	0.1%	1.3%
EEO Category 4	20.8%	3.0%	7.9%	9.3%	1.4%	0.1%	0.0%	2.2%
EEO Category 5	29.6%	21.7%	10.0%	13.2%	5.2%	0.1%	0.0%	1.1%
EEO Category 6	41.4%	53.2%	15.1%	17.3%	7.3%	0.1%	0.0%	1.7%
EEO Category 7	38.4%	3.0%	12.8%	19.4%	4.3%	0.1%	0.0%	1.8%
EEO Category 8	43.5%	13.2%	27.6%	10.3%	3.9%	0.0%	0.0%	1.8%



EEO 1st Quarter Executive Summary Con't.

Based on the MTA MNR utilization analysis*, the underrepresentation for females and minorities occurred in the following EEO categories:

All Females:

- Professional– Whites
- Technicians – Hispanics, Asians and Whites
- Administrative Support– Hispanics, Asians and Whites
- Skilled Craft – Hispanics and Whites
- Service Maintenance – Asians

Minority Males:

- Officials and Administrators – Hispanics
- Skilled Craft – Hispanics and Asians
- Service Maintenance – Blacks and Asians

*The utilization analysis compares the percentages of females and minorities employed in each job group to 80 percent of the females and minorities available within the relevant labor market.



EEO 1st Quarter Executive Summary Cont.

- When vacancies occur for EEO job categories, MTA MNR's action strategy to address areas of underutilization will include:
 - Identifying specific job groups/job titles within the underutilized category that present an opportunity for targeted recruitment;
 - Forecasting future opportunities for underutilized job groups/titles, in communication with hiring manager, and raising awareness of need to make extra efforts to achieve representation of targeted groups in the candidate pools
 - Engaging with potential outreach sources relevant to the underutilized groups such as hosting career fairs to attract qualified candidates into the pipeline for non-traditional technical positions
 - Creating unique approaches to attract, promote and retain the specific job group/job title;
- MTA MNR will create targeted strategies and initiatives for the following underutilized job groups: Administrative Support, Officials and Administrators, Professional, Service Maintenance, Skilled Craft, and Technicians.



MTA MNR

Workforce

as of March 31, 2023



Definitions of EEO Job Categories

- ❑ **Officials & Administrators** - Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis.
- ❑ **Professionals** - Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge.
- ❑ **Technicians** - Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training.
- ❑ **Protective Services** - Occupations in which workers are entrusted with public safety, security and protection from destructive forces.
- ❑ **Paraprofessionals** - Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status.
- ❑ **Administrative Support** - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office.
- ❑ **Skilled Craft** - Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the process involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs.
- ❑ **Service Maintenance** - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property.



MTA MNR Workforce

The table below is a snapshot of MTA MNR's workforce by race/ethnicity, gender and veterans as of **March 31, 2023**.

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOP1**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	605		227	38%	378	62%	84	14%	56	9%	48	8%	3	0%	1	0%	35	6%	39	6%	12	2%
	F 124	20%	75	12%	49	8%	30	5%	19	3%	16	3%	2	0%	0	0%	8	1%	6	1%	2	0%
	M 481	80%	152	25%	329	54%	54	9%	37	6%	32	5%	1	0%	1	0%	27	4%	33	5%	10	2%
Professionals	164		96	59%	68	41%	32	20%	31	19%	20	12%	0	0%	0	0%	13	8%	7	4%	1	1%
	F 42	26%	31	19%	11	7%	17	10%	9	5%	3	2%	0	0%	0	0%	2	1%	1	1%	1	1%
	M 122	74%	65	40%	57	35%	15	9%	22	13%	17	10%	0	0%	0	0%	11	7%	6	4%	0	0%
Technicians	158		66	42%	92	58%	30	19%	14	9%	9	6%	0	0%	0	0%	13	8%	16	10%	2	1%
	F 15	9%	12	8%	3	2%	8	5%	3	2%	0	0%	0	0%	0	0%	1	1%	3	2%	1	1%
	M 143	91%	54	34%	89	56%	22	14%	11	7%	9	6%	0	0%	0	0%	12	8%	13	8%	1	1%
Protective Services	30		7	23%	23	77%	2	7%	2	7%	0	0%	0	0%	0	0%	3	10%	2	7%	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 30	100%	7	23%	23	77%	2	7%	2	7%	0	0%	0	0%	0	0%	3	10%	2	7%	0	0%
Paraprofessionals	4		1	25%	3	75%	0	0%	1	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	F 2	50%	1	25%	1	25%	0	0%	1	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	M 2	50%	0	0%	2	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Administrative Support	191		127	66%	64	34%	68	36%	29	15%	8	4%	3	2%	1	1%	18	9%	8	4%	1	1%
	F 75	39%	59	31%	16	8%	32	17%	12	6%	2	1%	2	1%	1	1%	10	5%	1	1%	1	1%
	M 116	61%	68	36%	48	25%	36	19%	17	9%	6	3%	1	1%	0	0%	8	4%	7	4%	0	0%
Skilled Craft	2,813		1,000	36%	1,813	64%	479	17%	325	12%	43	2%	13	0%	0	0%	140	5%	241	9%	19	1%
	F 47	2%	33	1%	14	0%	24	1%	5	0%	1	0%	0	0%	0	0%	3	0%	3	0%	2	0%
	M 2,766	98%	967	34%	1,799	64%	455	16%	320	11%	42	1%	13	0%	0	0%	137	5%	238	8%	17	1%
Service Maintenance	2,085		923	44%	1,162	56%	501	24%	260	12%	44	2%	4	0%	1	0%	113	5%	112	5%	10	0%
	F 359	17%	230	11%	129	6%	144	7%	52	2%	5	0%	1	0%	1	0%	27	1%	8	0%	2	0%
	M 1,726	83%	693	33%	1,033	50%	357	17%	208	10%	39	2%	3	0%	0	0%	86	4%	104	5%	8	0%
Total	6,050		2,447	40%	3,603	60%	1,196	20%	718	12%	172	3%	23	0%	3	0%	335	6%	425	7%	45	1%

* American Indian/Alaskan Native

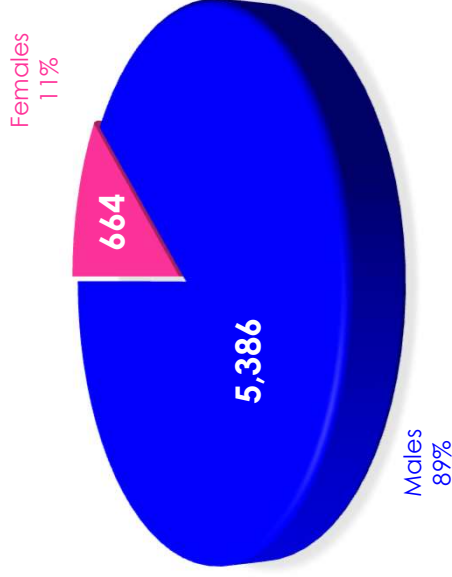
**Native Hawaiian Other Pacific Islander

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

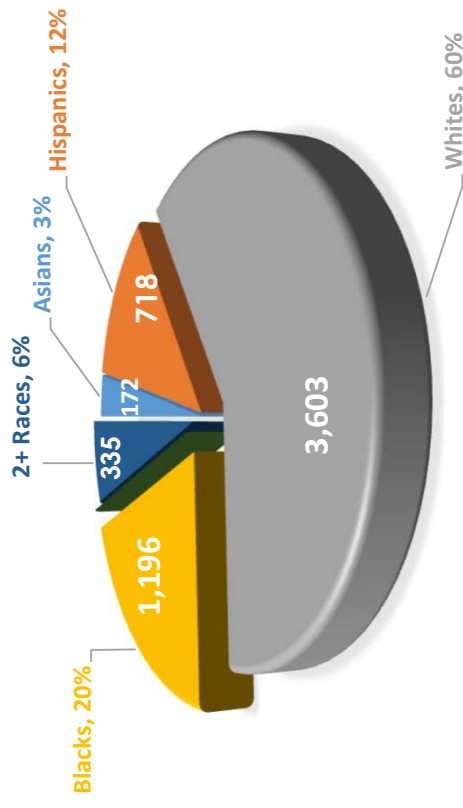


MTA MNR's Workforce as of March 31, 2023

Workforce By Sex



Workforce By Race/Ethnicity



MTA **MNR** employed **6,050** employees, 11% (664) of the workforce were females, 40% (**2,447**) minorities, 7% (425) veterans and 1% (45) self identified as a person with a disability.

- ❑ The percentage of females employed in the workforce remained constant with a slight increase of 22 employees when compared to 1st Quarter 2022.
- ❑ The percentage of minorities in the workforce has increased by 1 percentage point with a net change of 239 employees when compared to 1st Quarter 2022.



MTA MNR's Underutilization Analysis

MTA MNR has conducted an availability analysis of females and minorities in its workforce. The availability analysis consists of comparing **MTA MNR's** March 31, 2023, workforce percentages for females and minorities to 80 percent of the females and minorities available within the relevant labor market based on the U.S. Census.

*** The Whole-Person Rule was used to determine underutilization, where Actual % < Estimated Availability % by 1 whole person**

JOB CATEGORY	SEX	BLACKS		HISPANIC		ASIANS		AI/AN**		NHOPi***		2+ RACES		WHITES	
		Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %
Officials & Administrators	F	3%	5%	2%	3%	1%	3%	0%	0%	0%	0%	1%	1%	6%	8%
	M	9%	9%	7%	6%	4%	5%	0%	0%	0%	0%	3%	4%		
Professionals	F	4%	10%	3%	5%	2%	2%	0%	0%	0%	0%	1%	1%	9%	7%
	M	7%	9%	8%	13%	8%	10%	0%	0%	0%	0%	3%	7%		
Technicians	F	4%	5%	3%	2%	2%	0%	0%	0%	0%	0%	1%	1%	10%	2%
	M	5%	14%	7%	7%	3%	6%	0%	0%	0%	0%	1%	8%		
Protective Services	F	0%	0%	1%	*0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	*0%
	M	7%	7%	8%	*7%	1%	*0%	0%	0%	0%	0%	2%	10%		

**American Indian/Alaskan Native

***Native Hawaiian Other Pacific Islander

Note: Pursuant to FTA Circular 4704.1A EEO Requirements and Guidelines, white males have been excluded from the availability analysis.



Percentages highlighted in green indicates underutilization

MTA MNR's Underutilization Analysis Con't.

JOB CATEGORY	SEX	BLACKS		HISPANIC		ASIANS		AI/AN**		NHOP ***		2+ RACES		WHITES	
		Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %	Est Avail	Actual %
Paraprofessionals	F	4%	*0%	5%	25%	2%	*0%	0%	0%	0%	0%	0%	0%	11%	25%
	M	6%	*0%	8%	*0%	3%	*0%	0%	0%	0%	1%	*0%			
Administrative Support	F	11%	17%	12%	6%	5%	1%	0%	1%	0%	1%	5%	24%	8%	
	M	4%	19%	5%	9%	3%	3%	0%	1%	0%	0%	4%			
Skilled Craft	F	1%	1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%	
	M	12%	16%	19%	11%	4%	1%	0%	0%	0%	2%	5%			
Service Maintenance	F	7%	7%	2%	2%	1%	0%	0%	0%	0%	1%	1%	3%	6%	
	M	20%	17%	8%	10%	3%	2%	0%	0%	0%	1%	4%			

**American Indian/Alaskan Native

***Native Hawaiian Other Pacific Islander

Note: Pursuant to FTA Circular 4704.1A EEO Requirements and Guidelines, white males have been excluded from the availability analysis.

Percentages highlighted in green indicate underutilization



MTA MNR

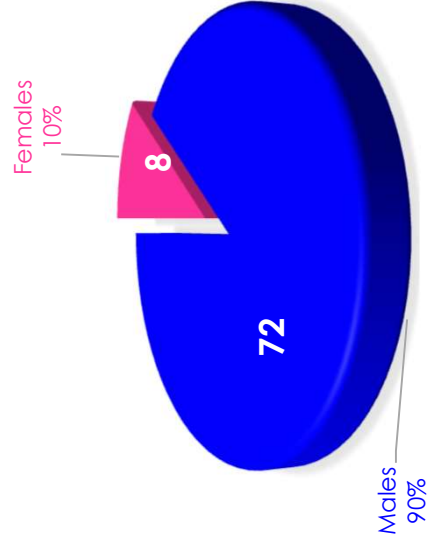
New Hires and Separation

January 1, 2023 – March 31, 2023

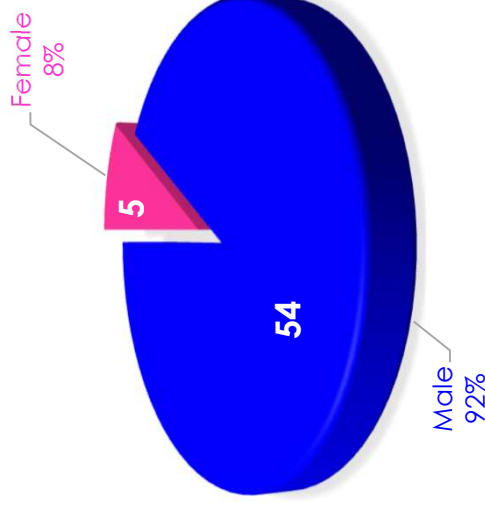


MTA MNR'S New Hires and Separations by Sex

New Hires By Sex



Separations By Sex

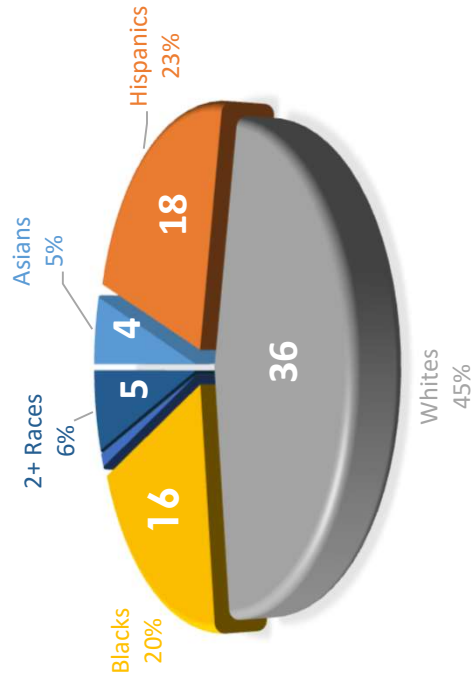


As of the 1st Quarter 2023, MTA MNR hired 80 employees, 8 females and 72 males. During this same time period, 59 employees separated from MTA MNR, 5 females and 54 males.

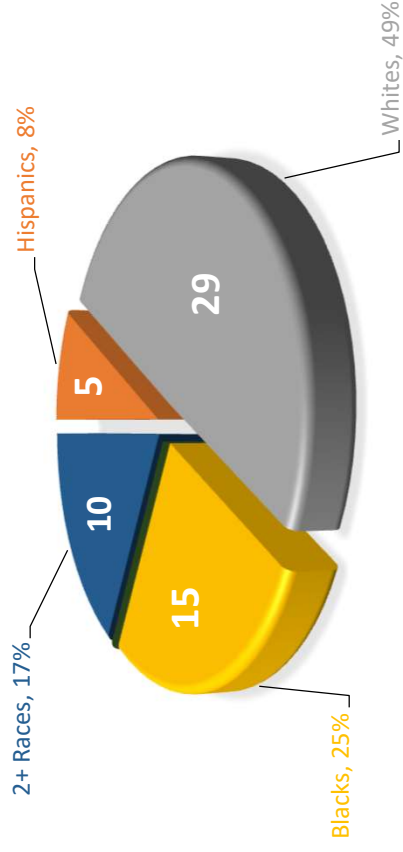
- ❑ The net change for female was a positive 3 employees.
- ❑ The net change for males was a positive 18 employees.
- ❑ The number of employees who self-identified as veterans decreased by 5 employees.

MTA MNR's New Hires and Separations by Race/Ethnicity

New Hires By Race/Ethnicity



Separations By Race/Ethnicity



During the 1st Quarter 2023, MTA MNR hired 80 employees, 44 minorities and 36 non-minorities. During this same time period 59 employees separated from MTA HQ, 30 minorities and 29 non-minorities.

- ❑ The net change for minority employees during the 1st Quarter 2023 was positive 14 employees.
- ❑ The number of employees that self identified as a person with a disability decreased by 1 employee .



Metropolitan Transportation Authority Department of Diversity and Civil Rights

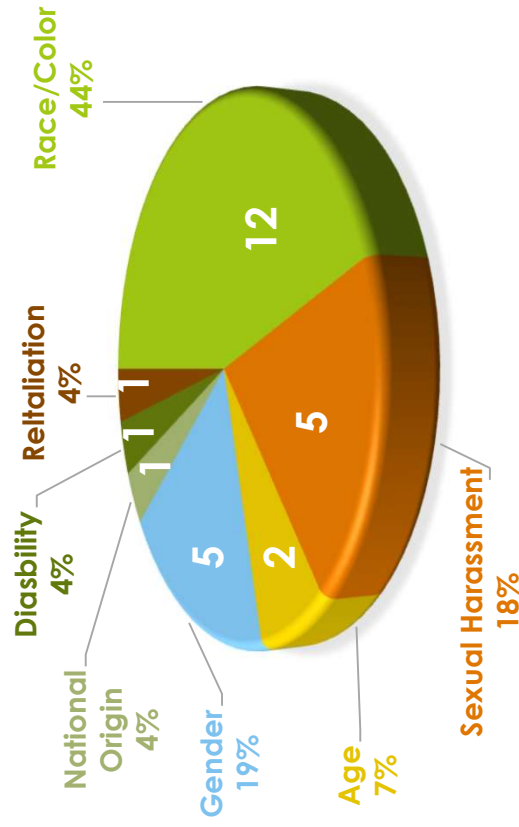
MTA MNR Complaints and Lawsuits First Quarter 2023

June 26, 2023

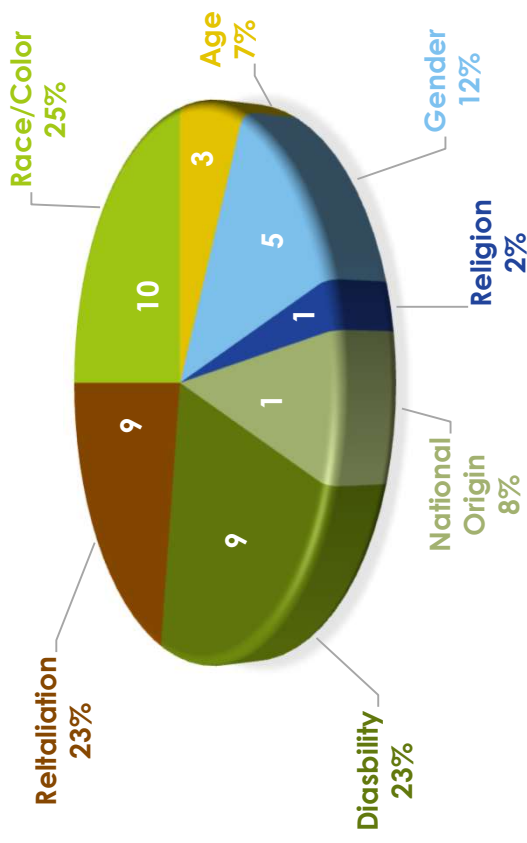


EEO Internal and External Discrimination Complaints by Bases January 1, 2023 to March 31, 2023

INTERNAL EEO COMPLAINTS BY BASIS



EXTERNAL EEO COMPLAINTS BY BASIS



40 EEO complaints were filed* citing **67** separate bases, and **4** lawsuits were filed.

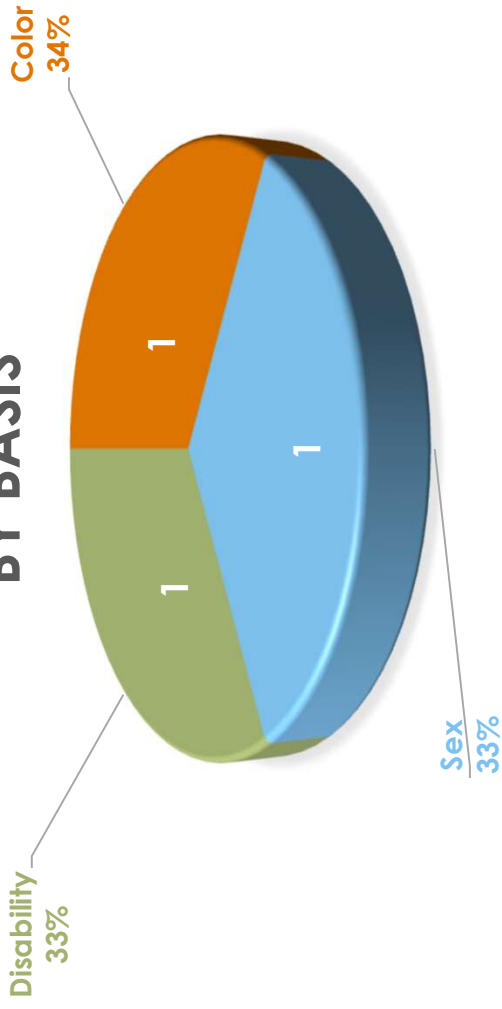
- **19** filed internal complaints.
- **21** filed external complaints.
- The most frequently cited basis internally was Race/Color.

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

MTA MNR Title VI and Related Discrimination Complaints by Bases

January 1, 2023, to March 31, 2023

TITLE VI AND RELATED COMPLAINTS BY BASIS



3 Title VI and related discrimination complaints were filed citing **3** separate bases.

- ☐ **3** Title VI complaints were filed.
- ☐ **0** related discrimination complaints** were filed.
- ☐ The most frequently cited basis was color, sex and disability.



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

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