
Metro-North Railroad
Diversity and Equal Opportunity

EEO Report – 2nd Quarter 2023

September 18, 2023



EEO 2nd Quarter Executive Summary

□ EEO

As of **June 30, 2023**, MNR's workforce consisted of **6,136** employees of which **females** represented **11% (697)**, **minorities** represented **41% (2,523)**, **veterans** represented **7% (416)** and employees identifying as a **person with a disability** represented **2% (94)** of the total workforce.

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

- MNR's 2nd Quarter 2023 workforce **increased** by **224** employees.
- **Female** representation **remained constant** with a **net change** of **45** employees.
- **Minority** representation **increased** by **one percentage point** with a **net change** of **175** employees.
- There were **3** employees **hired** who self-identified as a **veteran** and **16** employees **separated** that self-identified as a **veteran**.
- MNR handled* a total of 54 EEO complaints; of which 27 were internal and 27 were external (including lawsuits). During 2023, MNR received a total of 28 EEO complaints; of which 20 were internal and 8 were external.
- MNR handled 10 Title VI complaints and 0 Title VI lawsuits.

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

EEO 2nd Quarter Executive Summary Cont.

- **D&I in Motion – All Agency Employee Resource Groups Quarterly Highlights** - Employee Resource Groups (ERGs) are important pillars of the MTA and contribute to a culture of inclusion and belonging while making a positive impact on the MTA. Ultimately all initiatives and programs should serve and champion members, maximize available resources, align with the MTA strategic priorities as well as the ERG goals and objectives. **This quarter we focused on the MTA Strategic Priority “Revive Talent and Culture” with a particular focus on retention. Following are a few of the training and initiatives to support this priority:**
- **Latinos & Friends, Shadow Day Initiative - April –June 2023**
Latino’s & Friends launched a job shadowing initiative supported by their Executive Sponsors Lisette Camillo and Demetrius Crichlow. The initiative provided employees with a window into career options in the workplace, which is important for employee engagement, career advancement and retention. Latinos & Friends hosted this initiative in direct response to their members requests for engagement in promotional opportunities.
- **Employee Resource Group Leader Training - July 18, 2023**
Employee Resource Groups are integral to the MTA and help foster a diverse and inclusive workplace aligned with our values and strategic priorities. The ERG Leadership Training centered on developing strong leaders. We covered leadership skills for being a responsive leader, alignment of the mission, vision and purpose of the respective ERGs with the MTA Strategic Priorities as well as tools to measure the success of each ERG.
- **Employee Resource Group All Member Meeting Workshop - August 3, 2023**
We continued our Personal Best: New Year, New You theme for 2023 focused on Emotional Intelligence (E.I.). The workshop covered The Importance of Emotional Intelligence, and best practices for elevating E.I. All member meetings allow colleagues of the nine ERGs to network, collaborate, connect, and share which aids in creating inclusivity and increases employees sense of belonging.



EEO 2nd Quarter Executive Summary Cont.

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

September 15 Como Yo - Fun and exciting free 4-week program for MTA colleagues to connect, learn, and practice conversational Spanish. Learning conversational Spanish allows employees to gain an appreciation for Spanish culture and allows them to better communicate with Spanish-speaking colleagues and customers.

September 21 Cafecito Chat with Demetrius Crichlow (virtual) - An invitation to have coffee and to welcome or get to know a person in the Hispanic community is referred to as a Cafecito chat. Latinos & Friends invited Demetrius Crichlow, SVP Subways- NYCT, to a Cafecito chat (an interview) to allow MTA employees to learn about his executive role, heritage and to obtain professional insight.

September 28 Cafecito Chat with Hugo Pizarro (virtual) - An invitation to have coffee and to welcome or get to know a person in the Hispanic community is referred to as a Cafecito chat. Latinos & Friends invited Hugo Pizarro, Chief People Officer to a Cafecito chat (an interview) to allow MTA employees to learn about his executive role, heritage and to obtain professional insight.

October 6 Discover your History by Latinos and Friends (virtual) -

This workshop will allow employees to acquire the knowledge and tools to conduct family history research. The session will focus on descendants from the Caribbean, Central, South and North America.



EEO 2nd Quarter Executive Summary Cont.



MTA MNR conducted a utilization analysis of females and minorities in its workforce. The utilization analysis consists of comparing MTA MNR's June 30, 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
Officials & Administrators	30.4%	13.0%	11.9%	9.0%	5.1%	0.3%	0.1%	4.0%
Professionals	36.6%	20.0%	11.4%	11.2%	10.7%	0.1%	0.0%	3.2%
Technicians	23.9%	18.7%	8.3%	9.6%	4.5%	0.0%	0.1%	1.3%
Protective Services	20.8%	3.0%	7.9%	9.3%	1.4%	0.1%	0.0%	2.2%
Paraprofessionals	29.6%	21.7%	10.0%	13.2%	5.2%	0.1%	0.0%	1.1%
Administrative Support	41.4%	53.2%	15.1%	17.3%	7.3%	0.1%	0.0%	1.7%
Skilled Craft	38.4%	3.0%	12.8%	19.4%	4.3%	0.1%	0.0%	1.8%
Service Maintenance	43.5%	13.2%	27.6%	10.3%	3.9%	0.0%	0.0%	1.8%



EEO 2nd 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 2nd Quarter Executive Summary Cont.

- ❑ MTA MNR's action strategy to address areas of underutilization:
 - ❑ **Forecast Future Opportunities**
 - ❑ Identify specific job titles within underutilized EEO categories
 - ❑ Meet with the People Department to gather historical data and determine windows of opportunities for future hiring
 - ❑ **Departmental Engagement**
 - ❑ Meet with Department Heads to discuss specific areas of underutilization
 - ❑ Create customized strategies for job titles identified
 - ❑ **Focus on Underutilized Categories**
 - ❑ Predominate areas of underutilization for females is in the Technician and Administrative Support categories. Rail Traffic Controller, Clerk and Cashier/Ticket Seller job titles were identified as areas of greatest opportunities.
 - ❑ Predominate areas of underutilization for minority males were in the Skilled Craft and Service Maintenance categories. Machinists, Conductors and Yard Masters job titles were identified as areas of greatest opportunities.
 - ❑ During the next 6 months, relevant stakeholders will meet to develop a plan specifically focused on the job titles within the underutilized categories.



Metro-North Railroad
Diversity and Equal Opportunity

Workforce

as of June 30, 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 **June 30, 2023**.

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	619		234	38%	385	62%	87	14%	59	10%	48	8%	3	0%	1	0%	36	6%	38	6%	18	3%
F	131	21%	80	13%	51	8%	31	5%	21	3%	16	3%	2	0%	0	0%	10	2%	6	1%	4	1%
M	488	79%	154	25%	334	54%	56	9%	38	6%	32	5%	1	0%	1	0%	26	4%	32	5%	14	2%
Professionals	193		117	61%	76	39%	41	21%	29	15%	31	16%	1	1%	0	0%	15	8%	5	3%	5	3%
F	47	24%	36	19%	11	6%	19	10%	8	4%	5	3%	1	1%	0	0%	3	2%	1	1%	2	1%
M	146	76%	81	42%	65	34%	22	11%	21	11%	26	13%	0	0%	0	0%	12	6%	4	2%	3	2%
Technicians	158		65	41%	93	59%	29	18%	16	10%	8	5%	0	0%	0	0%	12	8%	17	11%	6	4%
F	15	9%	12	8%	3	2%	8	5%	3	2%	0	0%	0	0%	0	0%	1	1%	3	2%	2	1%
M	143	91%	53	34%	90	57%	21	13%	13	8%	8	5%	0	0%	0	0%	11	7%	14	9%	4	3%
Protective Services	28		7	25%	21	75%	2	7%	2	7%	0	0%	0	0%	0	0%	3	11%	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	28	100%	7	25%	21	75%	2	7%	2	7%	0	0%	0	0%	0	0%	3	11%	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	188		122	65%	66	35%	64	34%	29	15%	7	4%	2	1%	1	1%	19	10%	7	4%	3	2%
F	81	43%	61	32%	20	11%	34	18%	11	6%	3	2%	1	1%	1	1%	11	6%	1	1%	2	1%
M	107	57%	61	32%	46	24%	30	16%	18	10%	4	2%	1	1%	0	0%	8	4%	6	3%	1	1%
Skilled Craft	2,828		1,021	36%	1,807	64%	488	17%	332	12%	47	2%	13	0%	0	0%	141	5%	238	8%	38	1%
F	48	2%	34	1%	14	0%	25	1%	5	0%	1	0%	0	0%	0	0%	3	0%	3	0%	2	0%
M	2,780	98%	987	35%	1,793	63%	463	16%	327	12%	46	2%	13	0%	0	0%	138	5%	235	8%	36	1%
Service Maintenance	2,118		956	45%	1,162	55%	518	24%	271	13%	46	2%	3	0%	1	0%	117	6%	109	5%	24	1%
F	373	18%	242	11%	131	6%	154	7%	54	3%	5	0%	1	0%	1	0%	27	1%	8	0%	6	0%
M	1,745	82%	714	34%	1,031	49%	364	17%	217	10%	41	2%	2	0%	0	0%	90	4%	101	5%	18	1%
Total	6,136		2,523	41%	3,613	59%	1,229	20%	739	12%	187	3%	22	0%	3	0%	343	6%	416	7%	94	2%



American Indian/Alaskan Native

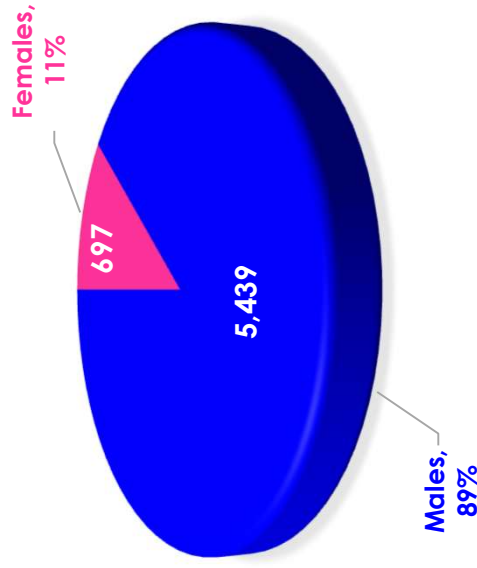
**Native Hawaiian Other Pacific Islander

***Person With Disabilities

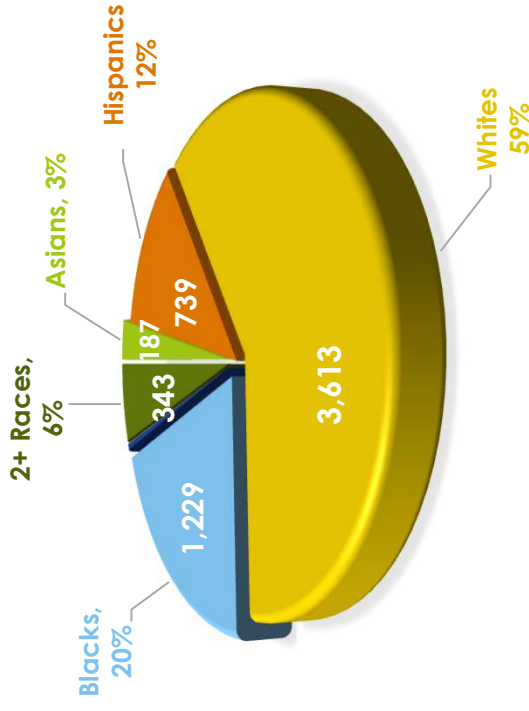
NOTE: All percentages have been rounded to the nearest whole number.

MNR Workforce as of June 30, 2023

WORKFORCE BY SEX



WORKFORCE BY RACE/ETHNICITY



MTA MNR employed **6,136** employees, **11%** (**697**) of the workforce were **females**, **41%** (**2,523**) minorities, **7%** (**416**) **veterans**, and **2%** (**94**) self identified as a **person with a disability**.

- The percentage of **females** employed in the workforce **remained constant** with a net change of **45** employees when compared to 2nd Quarter 2022.
- The percentage of **minorities** in the workforce **increased** by **one percentage point** with a **net change** of **175** employees when compared to 2nd Quarter 2022.



MTA MNR 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** June 30, 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**		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 %
Officials & Administrators	F	3%	5%	2%	3%	1%	3%	0%	0%	0%	0%	1%	2%	6%	8%
	M	9%	9%	7%	6%	4%	5%	0%	0%	0%	0%	3%	4%		
Professionals	F	4%	10%	3%	4%	2%	3%	0%	1%	0%	0%	1%	2%	9%	6%
	M	7%	11%	8%	11%	8%	13%	0%	0%	0%	0%	3%	6%		
Technicians	F	4%	5%	3%	2%	2%	0%	0%	0%	0%	0%	0%	1%	10%	2%
	M	5%	13%	7%	8%	3%	5%	0%	0%	0%	0%	1%	7%		
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%	11%		

** 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 Underutilization Analysis Con't.

* 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**		NHOP1***		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%	0%	1%	0%*		
Administrative Support	F	11%	18%	12%	6%	5%	2%	0%	1%	0%	1%	1%	6%	24%	11%
	M	4%	16%	5%	10%	3%	2%*	0%	1%	0%	0%	0%	4%		
Skilled Craft	F	1%	1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%
	M	12%	16%	19%	12%	4%	2%	0%	0%	0%	0%	2%	5%		
Service Maintenance	F	7%	7%	2%	3%	1%	0%	0%	0%	0%	0%	1%	1%	3%	6%
	M	20%	17%	8%	10%	3%	2%	0%	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

Metro-North Railroad
Diversity and Equal Opportunity

New Hires and Separation

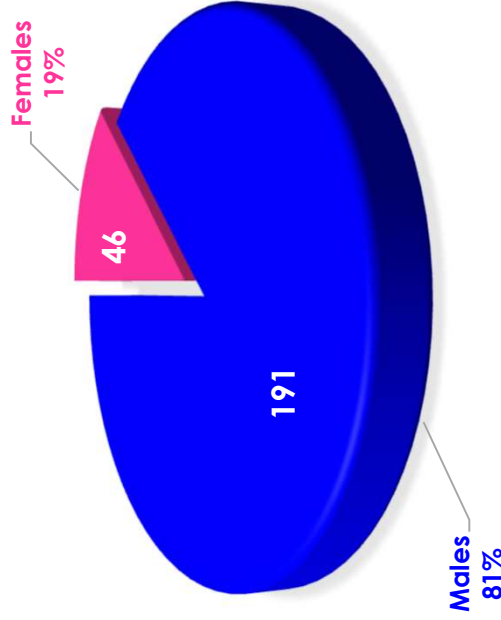
January 1, 2023 – June 30, 2023



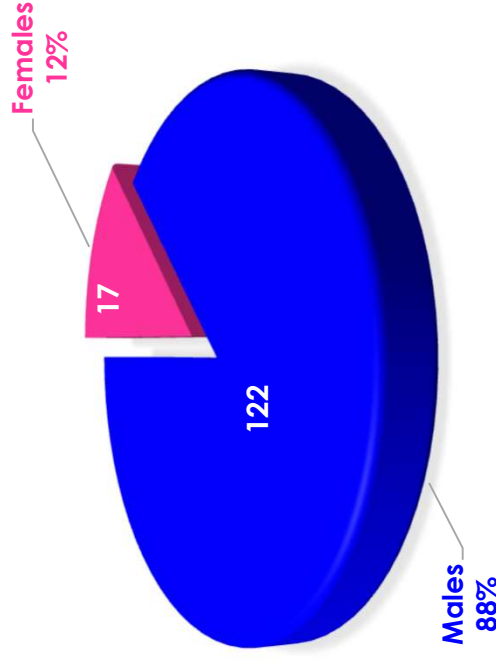
MTA MNR

New Hires and Separations by Sex January 1, 2023 to June 30, 2023

NEW HIRES BY SEX



SEPARATIONS BY SEX



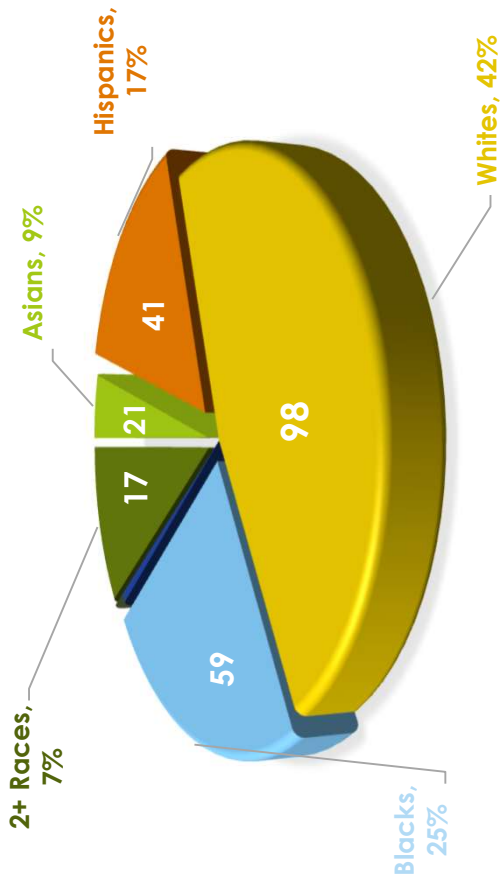
As of the 2nd Quarter 2023, MNR hired **237** employees, **46** females and **191** males. During this same time period **139** employees separated from MTA MNR, **17** females and **122** males.

- The result was a **net increase 29 female** and **69 male** employees.
- The number of employees who self-identified as **veterans decreased by 13** employees. There were **3** veteran **hired** and **16** veteran **separated** during 2023.

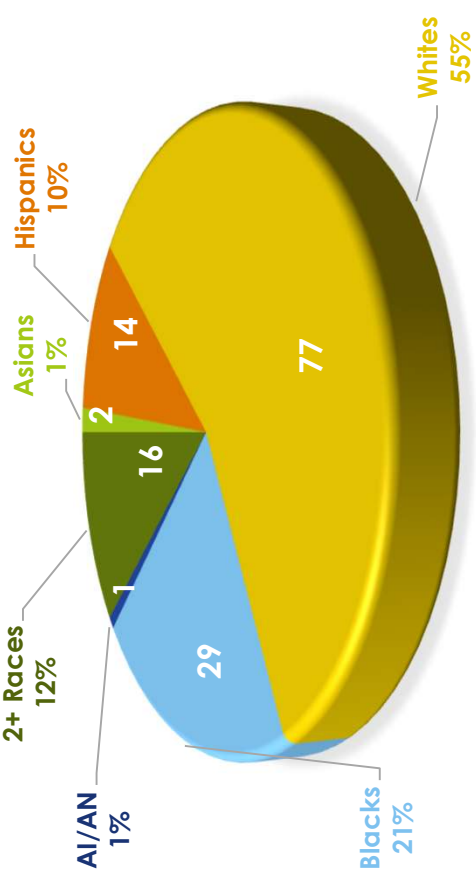


MTA MNR New Hires and Separations by Race/Ethnicity

NEW HIRES BY RACE/ETHNICITY



SEPARATIONS BY RACE/ETHNICITY



During 2023, MTA MNR **hired 237** employees, **139** minorities and **98** non-minorities. During this same time period **139** employees **separated** from MNR, **62** minorities and **77** non-minorities.

- The result was a net increase of **77 minorities** employees.
- The number of employees that self identified as a **person with a disability decreased by 3** employees. There was **1** person with a disability **hired** and **4** persons with disabilities **separated** during 2023.



Metro-North Railroad Diversity and Equal Opportunity

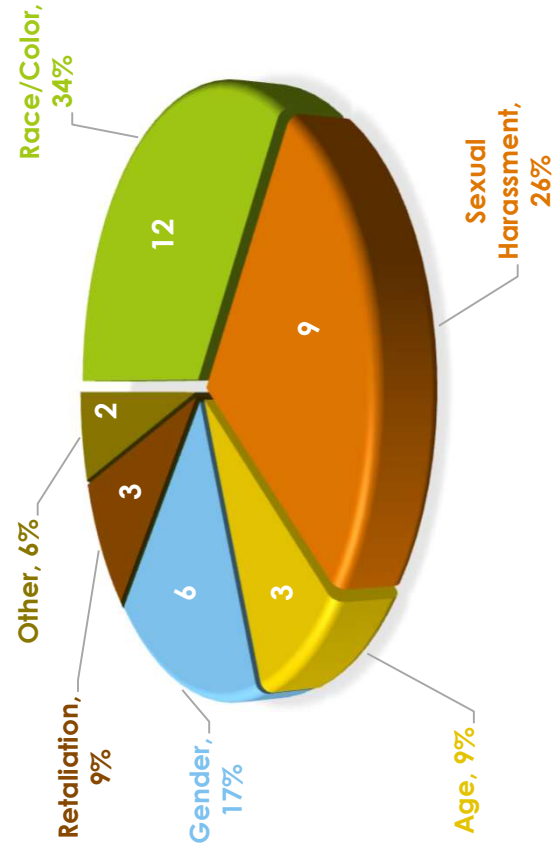
Complaints and Lawsuits

January 1, 2023 – June 30, 2023

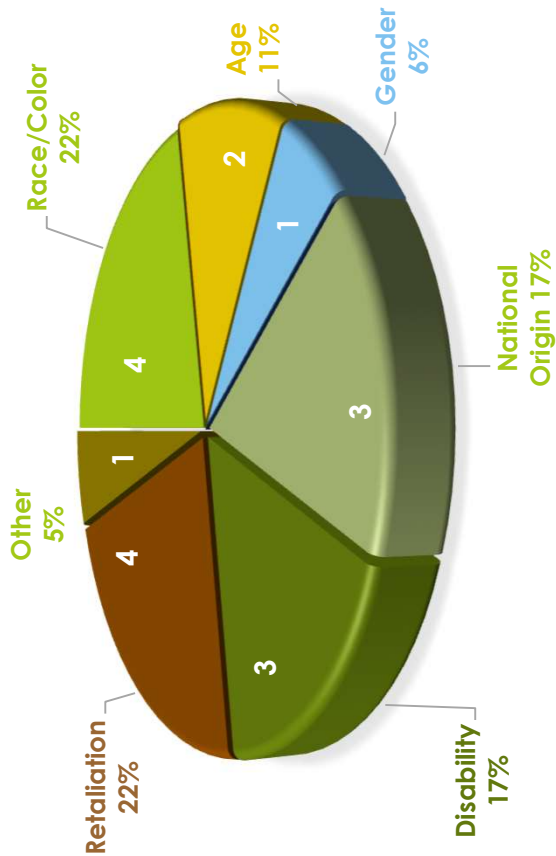


MTA MNR EEO Internal/External Discrimination Complaints by Bases January 1, 2023, to June 30, 2023

INTERNAL EEO COMPLAINTS



EXTERNAL EEO COMPLAINTS



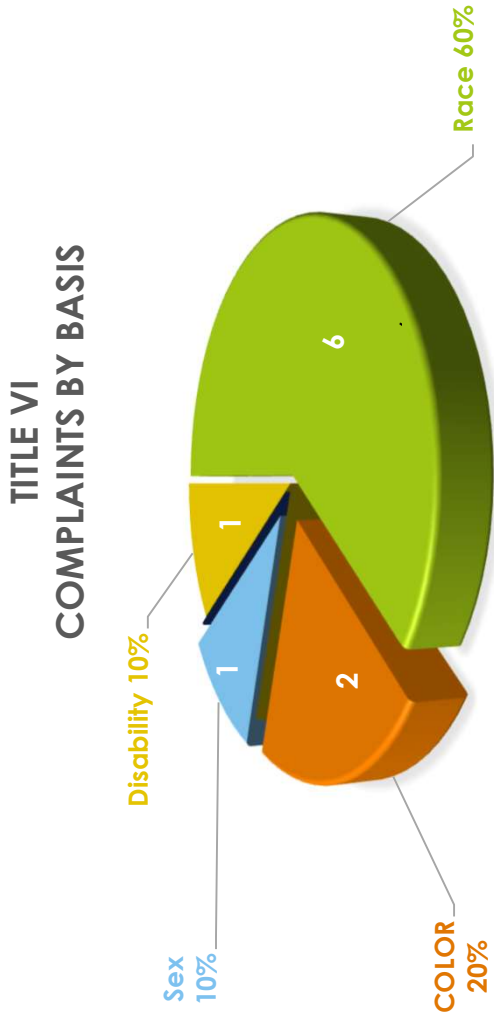
28 EEO complaints were filed* citing **53** separate bases, and **0** lawsuits were filed.

- **20** filed internal complaints.
- **8** 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 June 30, 2023



10 Title VI and related discrimination complaints were filed citing **10** separate bases.

- **8** Title VI complaints were filed.
- **2** related discrimination complaint** was filed
- 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.

