
MTA Long Island Rail Road
Diversity and Equal Opportunity

EEO Report – 2nd Quarter 2023

September 18, 2023



EEO 2nd Quarter Executive Summary

□ EEO

As of **June 30 2023**, **MTA LIRR's** workforce consisted of **7,405** employees of which **females** represented **13% (987)**, **minorities** represented **40% (2,959)**, **veterans** represented **6% (448)** and employees identifying as a **person with a disability** represented **1% (73)** of the total workforce.

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

- **MTA LIRR's** 2nd Quarter 2023 workforce **increased** by **279** employees.
- **Female** representation slightly **increased** by **54** employees.
- **Minority** representation increased by **two percentage points** with a **net change** of **232** employees.
- There were **4** employees **hired** who self-identified as a **veteran** and **11** employees **separated** that self-identified as a **veteran**.
- MTA LIRR handled* a total of 53 EEO complaints; of which 35 were internal and 18 were external (including lawsuits). During 2023, MTA LIRR received a total of 14 EEO complaints; of which 9 were internal and 5 was external.
- MTA LIRR handled* a total of 31 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.

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EEO 2nd Quarter Executive Summary Con't.



MTA LIRR conducted a utilization analysis of females and minorities in its workforce. The utilization analysis consists of comparing MTA LIRR'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 LIRR's 2023 workforce **estimated availability** targets are:

EEO4 Category	Minorities	Females	Black	Hispanic	Asian	Am Ind/Al Nat	NHOPI	2 Races
Officials & Administrators	30.5%	13.7%	10.5%	9.8%	5.9%	0.3%	0.0%	4.0%
Professionals	33.6%	10.1%	8.5%	10.0%	12.5%	0.4%	0.0%	2.3%
Technicians	16.8%	8.0%	5.7%	6.7%	3.5%	0.0%	0.0%	0.8%
Protective Services	16.6%	7.4%	5.8%	9.5%	0.6%	0.0%	0.0%	0.5%
Paraprofessionals	7.0%	9.6%	2.4%	2.8%	1.4%	0.0%	0.0%	0.3%
Administrative Support	30.9%	56.7%	14.4%	10.5%	3.9%	0.1%	0.0%	2.0%
Skilled Craft	27.6%	4.9%	9.5%	13.1%	2.7%	0.1%	0.0%	2.2%
Service Maintenance	25.4%	12.9%	12.8%	8.1%	2.1%	0.2%	0.0%	2.2%



EEO 2nd Quarter Executive Summary Con't.

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

All Females:

- Professional – Whites
- Administrative Support – Asians and White
- Skilled Craft – Hispanics and Whites

Minority Males:

- Officials and Administrators – Hispanics

*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 LIRR'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 Administrative Support and Skilled Craft categories. Ticket Clerk, Customer Service Ambassador and Machinist job titles were identified as areas of greatest opportunities during 2024 recruitment.
 - ❑ Underutilization for minority males was found in the Officials & Administrator category. Management 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.

MTA Long Island Rail Road
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 LIRR Workforce

The table below is a snapshot of MTA LIRR's workforce by race/ethnicity, gender and veterans as of **June 30, 2023**.

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOP1**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	639		237	37%	402	63%	76	12%	65	10%	53	8%	4	1%	0	0%	39	6%	49	8%	18	3%
F	136	21%	68	11%	68	11%	22	3%	20	3%	17	3%	1	0%	0	0%	8	1%	3	0%	6	1%
M	503	79%	169	26%	334	52%	54	8%	45	7%	36	6%	3	0%	0	0%	31	5%	46	7%	12	2%
Professionals	384		185	48%	199	52%	55	14%	50	13%	59	15%	2	1%	0	0%	19	5%	19	5%	4	1%
F	34	9%	24	6%	10	3%	8	2%	2	1%	9	2%	1	0%	0	0%	4	1%	0	0%	0	0%
M	350	91%	161	42%	189	49%	47	12%	48	13%	50	13%	1	0%	0	0%	15	4%	19	5%	4	1%
Technicians	22		13	59%	9	41%	4	18%	4	18%	4	18%	1	5%	0	0%	0	0%	2	9%	1	5%
F	3	14%	2	9%	1	5%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%	0	0%	0	0%
M	19	86%	11	50%	8	36%	4	18%	4	18%	2	9%	1	5%	0	0%	0	0%	2	9%	1	5%
Protective Services	6		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%
Paraprofessionals	25		11	44%	14	56%	6	24%	2	8%	3	12%	0	0%	0	0%	0	0%	2	8%	2	8%
F	8	32%	4	16%	4	16%	3	12%	0	0%	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%
M	17	68%	7	28%	10	40%	3	12%	2	8%	2	8%	0	0%	0	0%	0	0%	2	8%	0	0%
Administrative Support	405		232	57%	173	43%	141	35%	51	13%	19	5%	1	0%	0	0%	20	5%	9	2%	8	2%
F	204	50%	142	35%	62	15%	94	23%	32	8%	6	1%	0	0%	0	0%	10	2%	2	0%	3	1%
M	201	50%	90	22%	111	27%	47	12%	19	5%	13	3%	1	0%	0	0%	10	2%	7	2%	5	1%
Skilled Craft	3,205		1,229	38%	1,976	62%	506	16%	440	14%	119	4%	9	0%	3	0%	152	5%	276	9%	22	1%
F	84	3%	51	2%	33	1%	35	1%	14	0%	0	0%	0	0%	0	0%	2	0%	5	0%	1	0%
M	3,121	97%	1,178	37%	1,943	61%	471	15%	426	13%	119	4%	9	0%	3	0%	150	5%	271	8%	21	1%
Service Maintenance	2,719		1,052	39%	1,667	61%	542	20%	324	12%	76	3%	6	0%	0	0%	104	4%	91	3%	18	1%
F	518	19%	282	10%	236	9%	179	7%	63	2%	16	1%	0	0%	0	0%	24	1%	12	0%	4	0%
M	2,201	81%	770	28%	1,431	53%	363	13%	261	10%	60	2%	6	0%	0	0%	80	3%	79	3%	14	1%
Total	7,405		2,959	40%	4,446	60%	1,330	18%	936	13%	333	4%	23	0%	3	0%	334	5%	448	6%	73	1%

* American Indian/Alaskan Native

**Native Hawaiian Other Pacific Islander

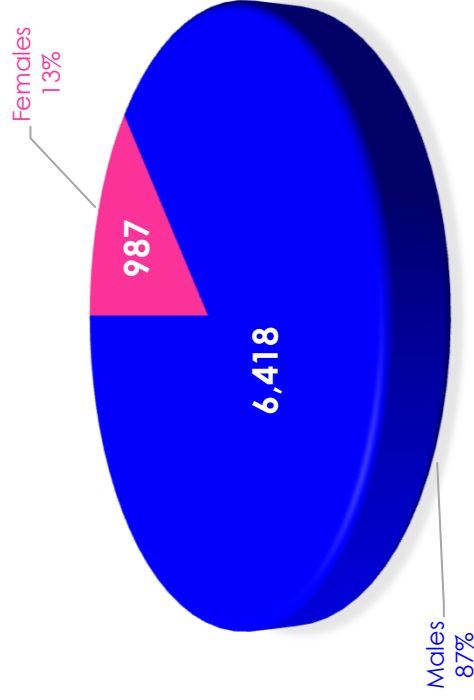
***Person With Disabilities

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

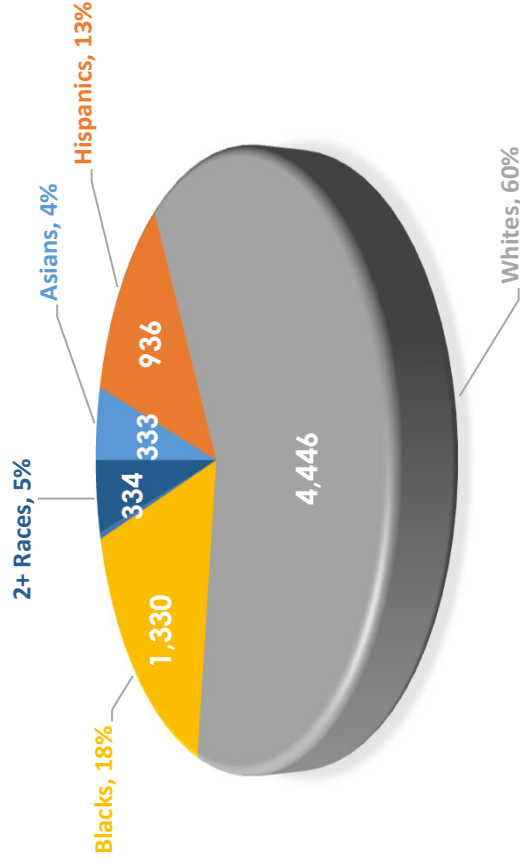


MTA LIRR's Workforce as of June 30, 2023

Workforce By Sex



WORKFORCE BY RACE/ETHNICITY



MTA LIRR employed **7,405** employees, **13% (987)** of the workforce were **females, 40% (2,959) minorities, 6% (448) veterans, and 1% (73)** self-identified as a **person with a disability**.

- ❑ The percentage of **females** employed in the workforce **remained constant** with a slight increase of **54** employees when compared to 2nd Quarter 2022.
- ❑ The percentage of **minorities** in the workforce has **increased** by **2 percentage points** with a **net change of 232** employees when compared to 2nd Quarter 2022.



MTA LIRR's Underutilization Analysis

MTA LIRR has conducted an availability analysis of females and minorities in its workforce. The availability analysis consists of comparing **MTA LIRR'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**		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%	3%	2%	3%	2%	3%	0%	0%	0%	0%	1%	1%	7%	11%
	M	8%	8%	8%	7%	4%	6%	0%	0%	0%	0%	3%	5%		
Professionals	F	1%	2%	1%	1%	2%	2%	0%	0%	0%	0%	0%	1%	5%	3%
	M	7%	12%	9%	13%	11%	13%	0%	0%	0%	0%	2%	4%		
Technicians	F	1%	0%*	1%	0%*	1%	9%	0%	0%	0%	0%	0%	0%	4%	5%
	M	5%	18%	5%	18%	3%	9%	0%	5%	0%	0%	1%	0%*		
Protective Services	F	1%	0%*	3%	0%*	0%	0%	0%	0%	0%	0%	0%	0%	3%	0%*
	M	4%	0%*	7%	0%*	1%	0%*	0%	0%	0%	0%	*0%	*0%		

** 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 LIRR's 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**		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	2%	12%	2%	0%*	1%	4%	0%	0%	0%	0%	0%	0%	5%	16%
	M	1%	12%	1%	8%	1%	8%	0%	0%	0%	0%	0%	0%		
Administrative Support	F	10%	23%	8%	8%	2%	1%	0%	0%	0%	0%	1%	2%	35%	15%
	M	4%	12%	3%	5%	2%	3%	0%	0%	0%	0%	1%	2%		
Skilled Craft	F	1%	1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	3%	1%
	M	9%	15%	12%	13%	3%	4%	0%	0%	0%	0%	2%	5%		
Service Maintenance	F	3%	7%	2%	2%	0%	1%	0%	0%	0%	0%	0%	1%	7%	9%
	M	10%	13%	6%	10%	2%	2%	0%	0%	0%	0%	2%	3%		

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Diversity and Equal Opportunity

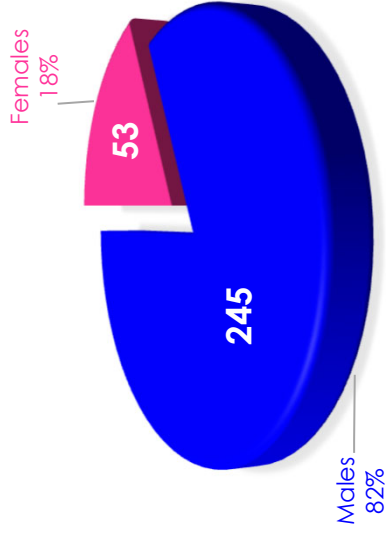
New Hires and Separation

January 1, 2023 – June 30, 2023

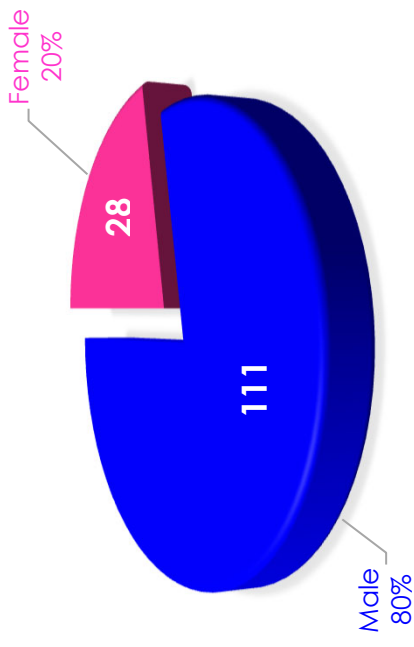


MTA LIRR's New Hires and Separations by Sex January 1, 2023 to June 30, 2023

NEW HIRES BY SEX



SEPARATIONS BY SEX

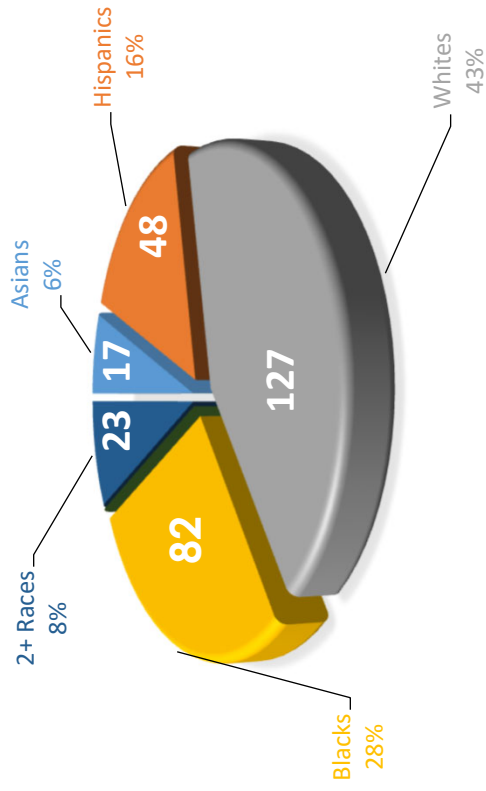


As of the 2nd Quarter 2023, MTA LIRR hired **298** employees, **53** females and **245** males. During this same time period, **139** employees separated from MTA LIRR, **28** females and **111** males.

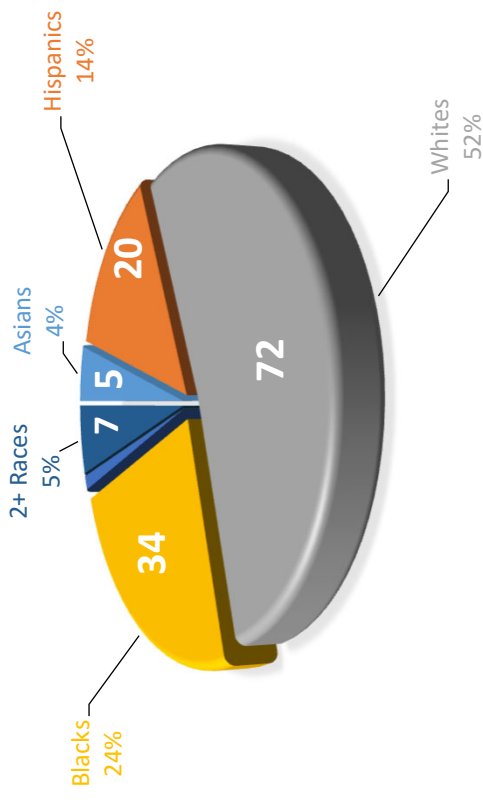
- The result was a net **increase** of **25 female** and **134 male** employees.
- The number of employees who self-identified as **veterans decreased** by **9** employees. There were **2** veteran **hired** and **11** veteran **separated** during 2023.

MTA LIRR'S New Hires and Separations by Race/Ethnicity

New Hires By Race/Ethnicity



Separations By Race/Ethnicity



During 2023, MTA LIRR **hired 298** employees, **171** minorities and **127** non-minorities. During this same time period, **139** employees **separated** from MTA LIRR, **67** minorities and **72** non-minorities.

- The result was a net **increase** of **104 minority** employees.
- The number of employees that self identified as a **person with a disability decreased by 2** employees. There were **1** persons with disabilities **hired** and **3** persons with disabilities **separated** during 2023.

MTA Long Island Rail Road
Diversity and Equal Opportunity

Complaints and Lawsuits

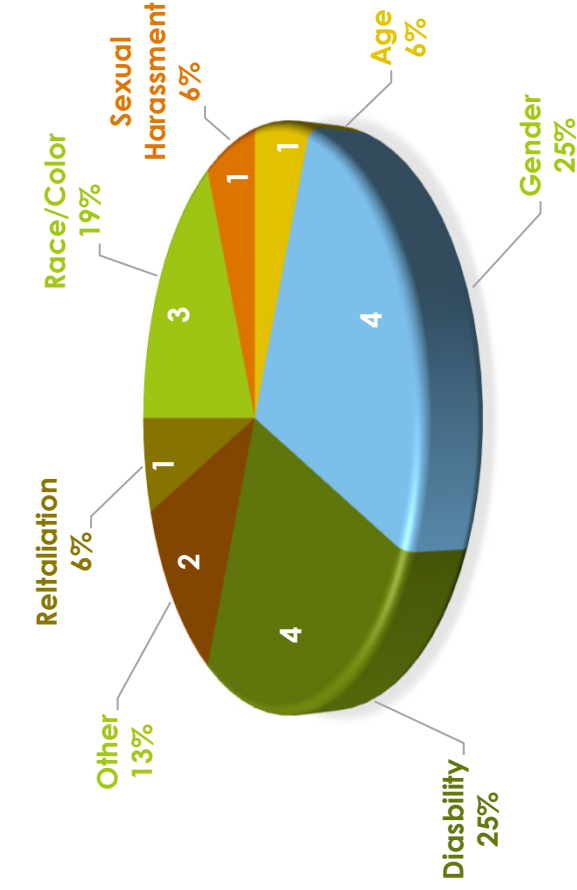
January 1, 2023 – June 30, 2023



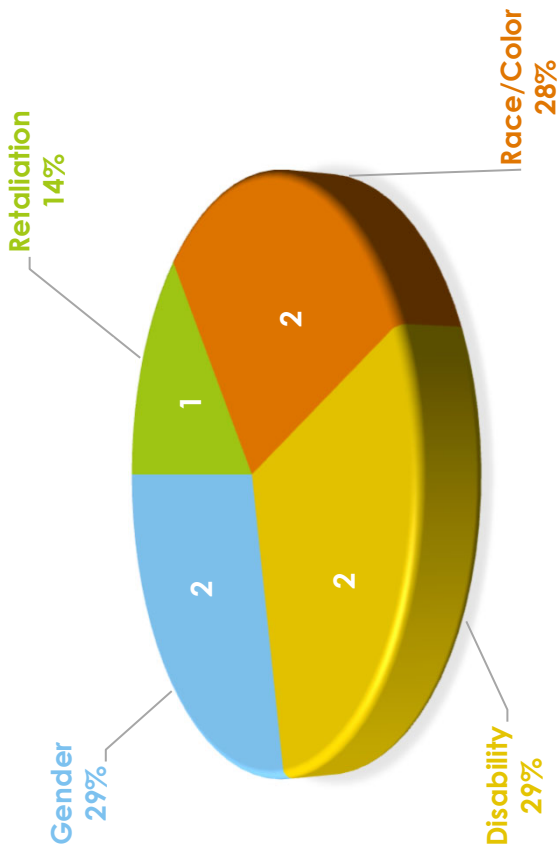
MTA LIRR

EEO Internal and External Discrimination Complaints by Bases January 1, 2023 to June 30, 2023

INTERNAL EEO COMPLAINTS BY BASIS



EXTERNAL EEO COMPLAINTS BY BASIS



14 EEO complaints were filed* citing **23** separate bases, and **0** lawsuit was filed.

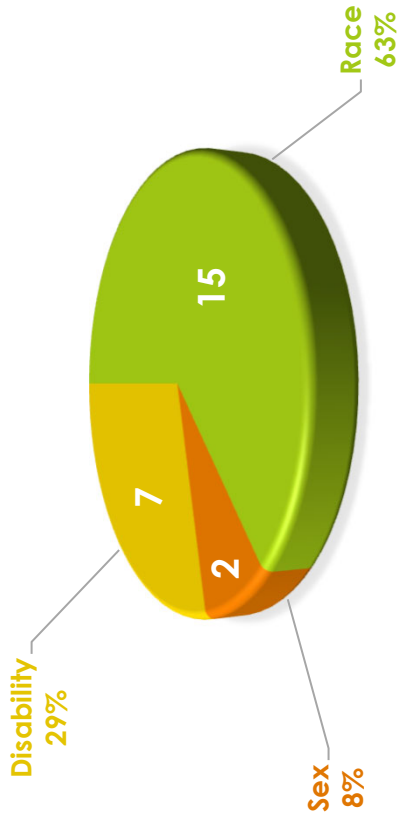
- **9** filed internal complaints.
- **5** filed external complaints.
- The **most frequently** cited basis internally was **Disability** and **Gender**.

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



LIRR Title VI and Related Discrimination Complaints by Bases January 1, 2023, to June 30, 2023

TITLE VI COMPLAINTS BY BASIS



22 Title VI and related discrimination complaints were filed citing **24** separate bases.

- **21** Title VI complaints were filed.
- **1** related discrimination complaints** were 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.