

MTA Metro-North Railroad (MNR)

EEO Report – 3rd Quarter 2023

December 18, 2023



EEO 3rd Quarter Executive Summary

□ EEO

As of **September 30, 2023**, MTA MNR's **workforce** consisted of **6,219** employees of which **females** represented **11% (701)**, **minorities** represented **42% (2,583)**, **veterans** represented **7% (415)** and employees identifying as a **person with a disability** represented **2% (95)** of the total workforce.

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

- **MTA MNR's** 3rd Quarter 2023 workforce **increased by 258** employees.
- **Female** representation **constant** with an **increase of 47** employees.
- **Minority** representation **increased by 2 percentage points** with an **increase of 227** employees.
- There were **12** employees **hired** who self-identified as a **veteran** and **25** employees **separated** that self-identified as a **veteran**.
- **MTA MNR** handled* a total of 63 EEO complaints; of which 32 were internal and 31 were external (including lawsuits). During 2023, MNR received a total of 37 EEO complaints; of which 25 were internal and 12 were external.
- **MTA MNR received 14 Title VI complaints and did not receive any Title VI lawsuits** during this time period.

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



EEO 3rd Quarter Executive Summary Con't.

- ▣ 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 Technicians category. Rail Traffic Controller job titles were identified as areas of greatest opportunities and strategies have been put in place to address utilization in these categories.
 - ▣ Predominate areas of underutilization for minority males were in the Skilled Crafts categories. Sheetmetal workers and Machinists 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.



EEO 3rd Quarter Executive Summary Con't.

- **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. **For the remainder of the year, we focused on the MTA Strategic Priority *Revive Talent and Culture* with an emphasis on belonging, health and well being.**
- **All Generational – Generations in the Workforce – September 26, 2023**

A conversation Across Generations – embracing generational perspectives at the MTA. The panel included members of all five generations and centered on the following conversations. What is meant by generational differences? What traits, beliefs, and life experiences shape each generation? How do world events impact generational perspectives? What challenges do generational differences present to those who manage and lead others?
- **Empowering Women in Transportation – Breast Cancer Awareness Walk - October 15, 2023**

MTA employees united with the American Cancer Society for the Making Strides Against Breast Cancer Walk to raise funds and awareness, support survivors, thrivers, and caregivers and honor those we've lost. This year's walk was the 30th anniversary and it took place in Central Park.
- **All Generational – Winter Toy and Coat Drive – November 1 - December 8, 2023**

A winter toy and coat Drive to benefit The Henry Street Settlement and The Bronx Defenders. The Henry Street Settlement opens doors of opportunity for Lower East Side residents and other New Yorkers through social services, arts, and health care programs. The Bronx Defenders provides innovative, holistic, and client-centered criminal defense, family defense, civil legal services, social work support and advocacy to indigent people in the Bronx.
- **Veterans - Veterans Day Ceremony November 8, 2023**

The Veterans ERG held a luncheon ceremony to commemorate Veterans Day. Veterans were joined by MTA Veterans, Chairman Janno Lieber, Executive Sponsors, and employees to pay tribute to members of the Armed Service who served their nation.



EEO 3rd Quarter Executive Summary Con't.

EEO

MTA MNR conducted a utilization analysis of females and minorities in its workforce. The utilization analysis consists of comparing MTA MNR's **September 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 Nati | 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 3rd 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:

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

Minority Males:

- Officials and Administrators – Hispanics
- Skilled Craft Worker – 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.



MTA Metro-North Railroad (MNR)

Workforce

as of September 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 **September 30, 2023**.

| JOB CATEGORY | TOTAL | | Minorities | | WHITES | | BLACKS | | HISPANICS | | ASIANS | | AI/AN* | | NHOPI** | | 2+ RACES | | VETERANS | | PWD*** | |
|---------------------------------------|--------------|-------------|--------------|------------|--------------|------------|--------------|------------|------------|------------|------------|------------|-----------|-----------|----------|-----------|------------|------------|------------|------------|-----------|-----------|
| | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % |
| Officials & Administrators | 649 | | 249 | 38% | 400 | 62% | 91 | 14% | 65 | 10% | 50 | 8% | 3 | 0% | 1 | 0% | 39 | 6% | 40 | 6% | 19 | 3% |
| F | 135 | 21% | 84 | 13% | 51 | 8% | 32 | 5% | 23 | 4% | 16 | 2% | 2 | 0% | 0 | 0% | 11 | 2% | 4 | 1% | 4 | 1% |
| M | 514 | 79% | 165 | 25% | 349 | 54% | 59 | 9% | 42 | 6% | 34 | 5% | 1 | 0% | 1 | 0% | 28 | 4% | 36 | 6% | 15 | 2% |
| Professionals | 189 | | 112 | 59% | 77 | 41% | 43 | 23% | 28 | 15% | 27 | 14% | 1 | 1% | 0 | 0% | 13 | 7% | 4 | 2% | 4 | 2% |
| F | 45 | 24% | 34 | 18% | 11 | 6% | 19 | 10% | 7 | 4% | 4 | 2% | 1 | 1% | 0 | 0% | 3 | 2% | 1 | 1% | 2 | 1% |
| M | 144 | 76% | 78 | 41% | 66 | 35% | 24 | 13% | 21 | 11% | 23 | 12% | 0 | 0% | 0 | 0% | 10 | 5% | 3 | 2% | 2 | 1% |
| Technicians | 159 | | 68 | 43% | 91 | 57% | 30 | 19% | 17 | 11% | 8 | 5% | 0 | 0% | 0 | 0% | 13 | 8% | 18 | 11% | 6 | 4% |
| F | 16 | 10% | 14 | 9% | 2 | 1% | 9 | 6% | 4 | 3% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 1% | 3 | 2% | 2 | 1% |
| M | 143 | 90% | 54 | 34% | 89 | 56% | 21 | 13% | 13 | 8% | 8 | 5% | 0 | 0% | 0 | 0% | 12 | 8% | 15 | 9% | 4 | 3% |
| Protective Services | 31 | | 8 | 26% | 23 | 74% | 3 | 10% | 2 | 6% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 10% | 2 | 6% | 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 | 31 | 100% | 8 | 26% | 23 | 74% | 3 | 10% | 2 | 6% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 10% | 2 | 6% | 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 | 197 | | 131 | 66% | 66 | 34% | 70 | 36% | 30 | 15% | 9 | 5% | 2 | 1% | 1 | 1% | 19 | 10% | 7 | 4% | 3 | 2% |
| F | 83 | 42% | 63 | 32% | 20 | 10% | 38 | 19% | 11 | 6% | 2 | 1% | 1 | 1% | 1 | 1% | 10 | 5% | 1 | 1% | 2 | 1% |
| M | 114 | 58% | 68 | 35% | 46 | 23% | 32 | 16% | 19 | 10% | 7 | 4% | 1 | 1% | 0 | 0% | 9 | 5% | 6 | 3% | 1 | 1% |
| Skilled Craft | 2,864 | | 1,047 | 37% | 1,817 | 63% | 495 | 17% | 342 | 12% | 46 | 2% | 15 | 1% | 0 | 0% | 149 | 5% | 233 | 8% | 40 | 1% |
| F | 46 | 2% | 33 | 1% | 13 | 0% | 25 | 1% | 4 | 0% | 1 | 0% | 0 | 0% | 0 | 0% | 3 | 0% | 3 | 0% | 2 | 0% |
| M | 2,818 | 98% | 1,014 | 35% | 1,804 | 63% | 470 | 16% | 338 | 12% | 45 | 2% | 15 | 1% | 0 | 0% | 146 | 5% | 230 | 8% | 38 | 1% |
| Service Maintenance | 2,126 | | 967 | 45% | 1,159 | 55% | 518 | 24% | 276 | 13% | 45 | 2% | 3 | 0% | 1 | 0% | 124 | 6% | 111 | 5% | 23 | 1% |
| F | 374 | 18% | 237 | 11% | 137 | 6% | 148 | 7% | 53 | 2% | 5 | 0% | 1 | 0% | 1 | 0% | 29 | 1% | 9 | 0% | 5 | 0% |
| M | 1,752 | 82% | 730 | 34% | 1,022 | 48% | 370 | 17% | 223 | 10% | 40 | 2% | 2 | 0% | 0 | 0% | 95 | 4% | 102 | 5% | 18 | 1% |
| Total | 6,219 | | 2,583 | 42% | 3,636 | 58% | 1,250 | 20% | 761 | 12% | 185 | 3% | 24 | 0% | 3 | 0% | 360 | 6% | 415 | 7% | 95 | 2% |

* American Indian/Alaskan Native

**Native Hawaiian Other Pacific Islander

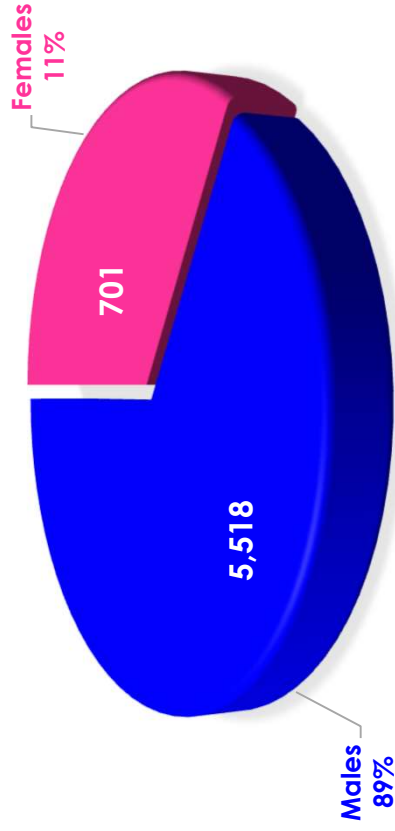
***Person with disabilities

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

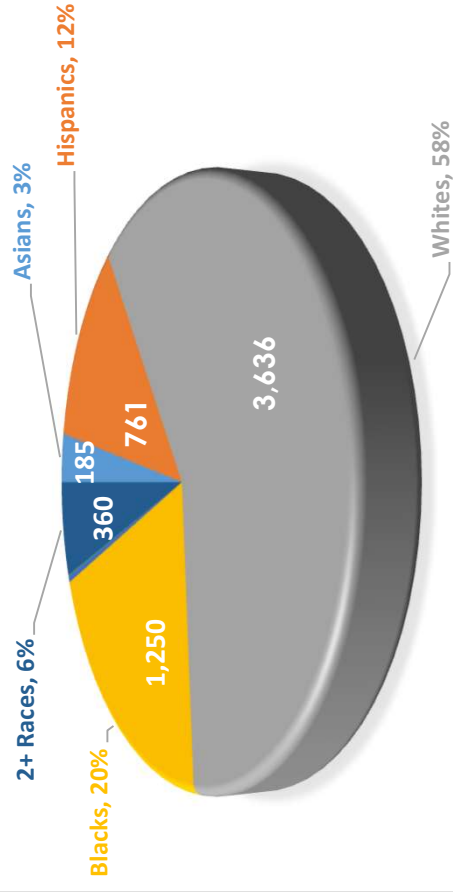


MTA MNR Workforce as of September 30, 2023

WORKFORCE BY SEX



WORKFORCE BY RACE/ETHNICITY



MTA **MNR** employed **6,219** employees, **11% (701)** of the workforce were **females**, **42% (2,583)** minorities, **7% (415)** veterans and **2% (95)** self identified as a **person with a disability**.

- The percentage of females employed in the workforce **remained constant** with a net change of **47** employees when compared to 3rd Quarter 2022.
- The percentage of minorities in the workforce has **increased** by **2** percentage points with a net change of **227** employees when compared to 3rd 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** September 30, 2023, workforce percentages for females and minorities to 80 percent of the females and minorities 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% | 4% | 1% | 2% | 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% | 2% | 0% | 1% | 0% | 0% | 1% | 2% | 9% | 6% |
| | M | 7% | 13% | 8% | 11% | 8% | 12% | 0% | 0% | 0% | 0% | 3% | 5% | | |
| Technicians | F | 4% | 6% | 3% | 3% | 2% | 0% | 0% | 0% | 0% | 0% | 0% | 1% | 10% | 1% |
| | M | 5% | 13% | 7% | 8% | 3% | 5% | 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% | 10% | 8% | 6%* | 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.

* 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 % |
| 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% | 19% | 12% | 6% | 5% | 1% | 0% | 1% | 0% | 1% | 1% | 5% | 24% | 10% |
| | M | 4% | 16% | 5% | 10% | 3% | 4% | 0% | 1% | 0% | 0% | 0% | 5% | | |
| 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% | 1% | 0% | 0% | 2% | 5% | | |
| Service Maintenance | F | 7% | 7% | 2% | 2% | 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

MTA Metro-North Railroad (MNR)

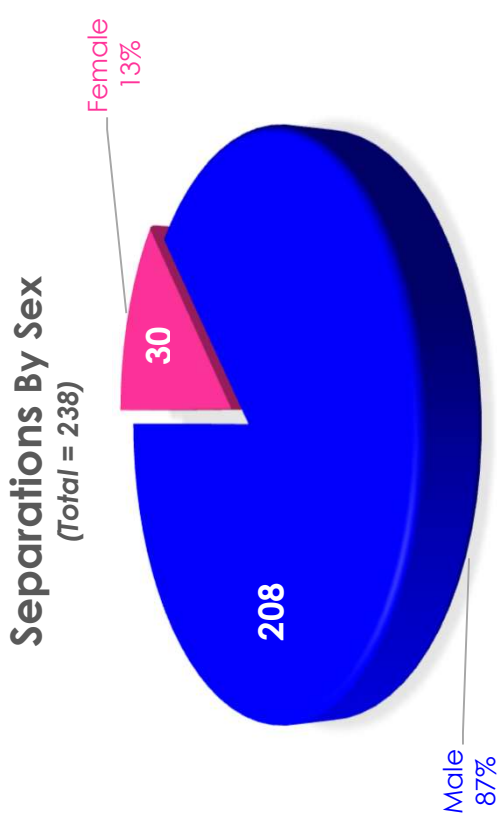
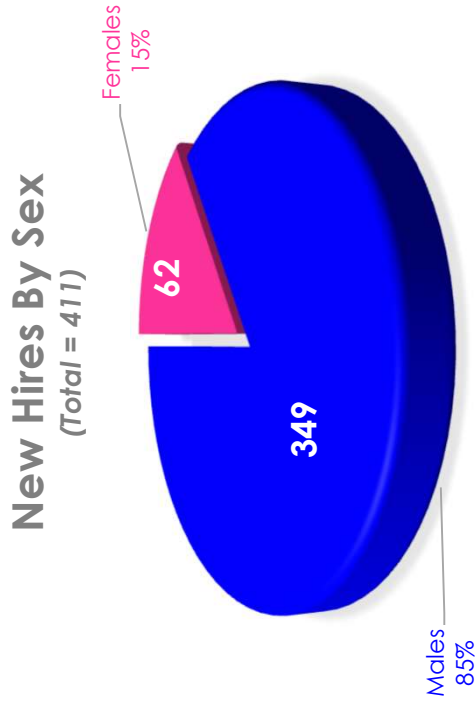
New Hires and Separation

January 1, 2023 – September 30, 2023



MTA MNR

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



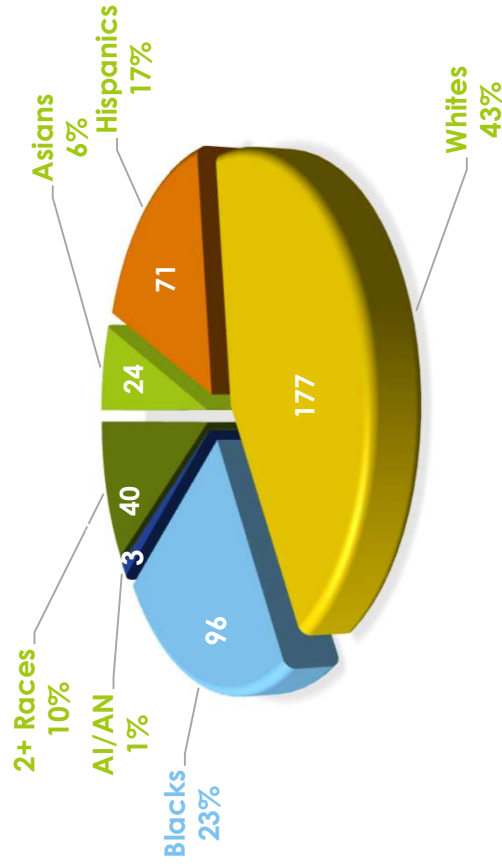
As of the 3rd Quarter 2023, MTA MNR hired **411** employees, **62** females and **349** males. During this same time period, **238** employees separated from MTA MNR, **30** females and **208** males

- ❑ The result was a net **increase** of **32** female and **141** male employees.
- ❑ The number of employees who self-identified as veterans **decreased** by **13** employees. There were **12** veterans **hired** and **25** veterans **separated** during 2023.

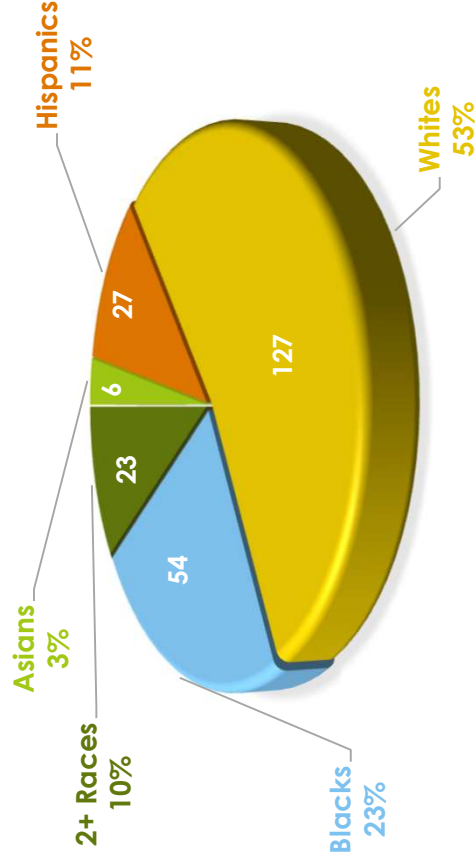
MTA MNR

New Hires and Separations by Race/Ethnicity

NEW HIRES BY RACE/ETHNICITY
(TOTAL = 411)



SEPARATIONS BY RACE/ETHNICITY
(TOTAL = 238)



During the 3rd Quarter 2023, MTA MNR hired **411** employees, **234** minorities and **177** non-minorities. During this same time period **238** employees separated from MTA MNR, **111** minorities and **127** non-minorities.

- The result was a net **increase** of **123 minority** employees.
- The number of employees that self identified as a person with a disability **decreased** by **3** employees. There were **2** persons with disabilities **hired** and **5** persons with disabilities **separated** during 2023.



MTA Metro-North Railroad (MNR)

Complaints and Lawsuits

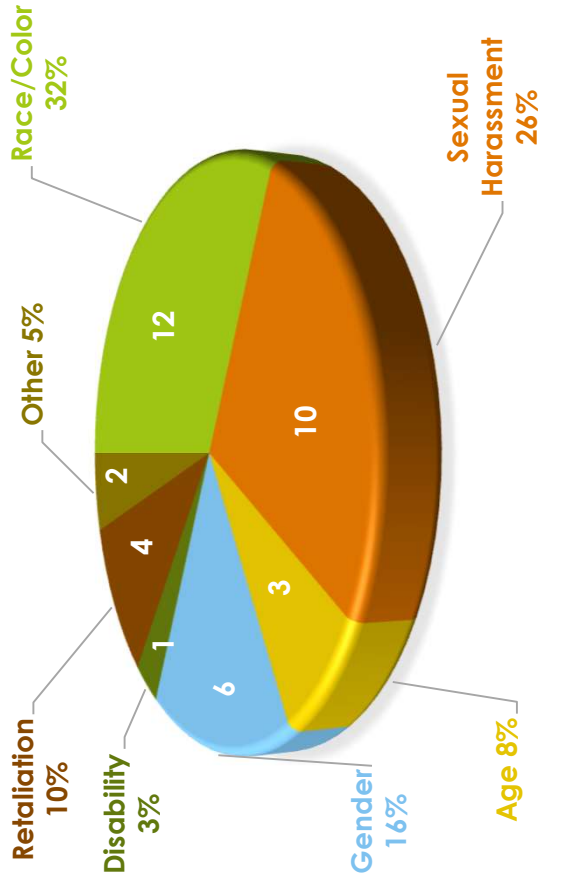
January 1, 2023 – September 30, 2023



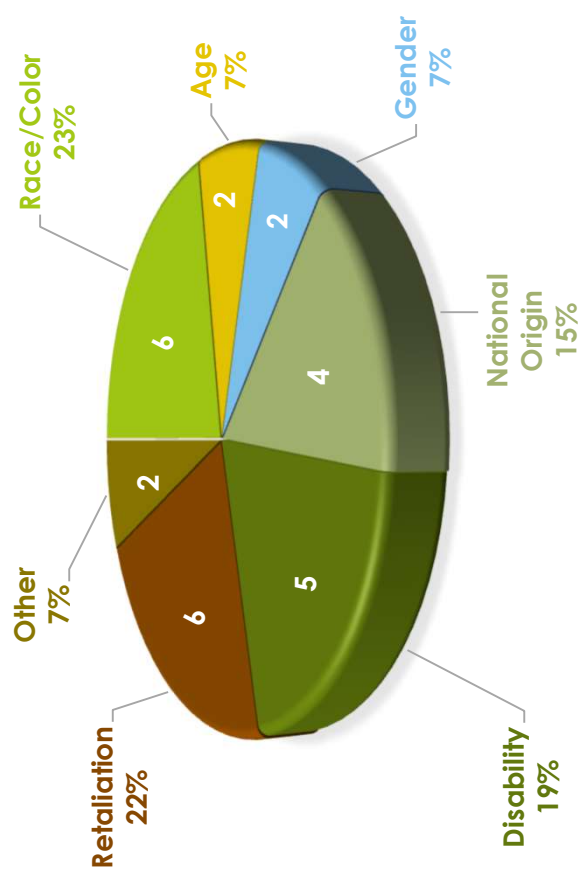
MTA MNR

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

INTERNAL EEO COMPLAINTS BY BASES



EXTERNAL EEO COMPLAINTS BY BASES



34 EEO complaints were filed* citing **58** separate bases, and **3** lawsuits were filed.

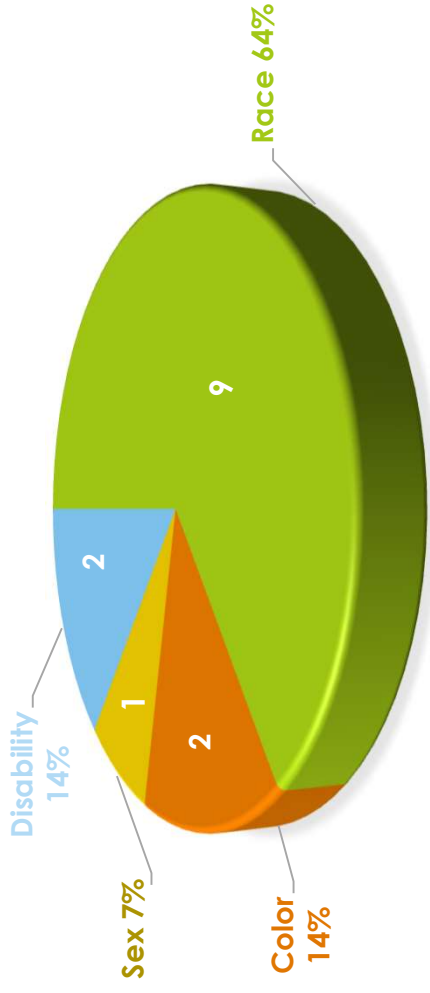
- **25** filed internal complaints.
- **12** filed external complaints, including lawsuits.
- The most frequently cited basis internally was Race.

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



MTA MNR Internal/External Title VI and Related Discrimination Complaints by Bases January 1, 2023 to September 30, 2023

TITLE VI AND RELATED
DISCRIMINATION COMPLAINTS



14 Title VI and related discrimination complaints were filed, citing 14 separate bases.

- **11** Title VI complaints were filed.
- **3** 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.

