

MTA Long Island Rail Road (LIRR)

EEO Report – 4TH Quarter 2023

April 29, 2024



EEO 4th Quarter Executive Summary

□ EEO

As of **December 31, 2023**, MTA LIRR's **workforce** consisted of **7,456** employees of which **females** represented **13% (983)**, **minorities** represented **41% (3,039)**, **veterans** represented **6% (451)** and employees identifying as a **person with a disability** represented **1% (71)** of the total workforce.

In comparison with the **4th Quarter 2022** (4Q22):

- **MTA LIRR's 4th Quarter 2023** workforce **increased by 222** employees.
- **Female** representation **remained constant** with an **increase of 25** employees.
- **Minority** representation **increased by 2 percentage points** with an **increase of 197** employees.
- There were **15** employees **hired** who self-identified as a **veteran** and **21** employees **separated** that self-identified as a **veteran**.
- **MTA LIRR** handled* a total of 83 EEO complaints; of which 60 were internal and 23 were external (including lawsuits).
- **MTA LIRR** received 66 Title VI complaints and 1 lawsuits during this time period.



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

EEO 4th Quarter Executive Summary Con't.

□ EEO

MTA LIRR conducted a utilization analysis of females and minorities in its workforce. The utilization analysis consists of comparing MTA LIRR's **December 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 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 4th 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:

- Professionals – Whites
- Administrative Support – Asian and Whites
- 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 4th Quarter Executive Summary Con't.

- ❑ 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**
 - ❑ During the last 3 months, relevant stakeholders met to develop a plan specifically focused on the job titles within the underutilized categories.
 - ❑ Predominate areas of underutilization for females is in the Administrative Support and Skilled Craft categories. During the March MTA Women's job fair LIRR highlighted craft positions. LIRR will focus on community-based jobs fairs sponsored by Suffolk County library to highlight Administrative support positions
 - ❑ Underutilization for minority males was found in the Officials & Administrator category. Mid-Management job titles were identified as areas of greatest opportunities. We are highlighting Operations' career paths to mid management during open houses to prospective candidates for craft positions.



EEO 4th Quarter Executive Summary Con't.

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

“Connections: Diversity in Motion” is our theme for this year. Diversity, equity, inclusion, and belonging are essential components of our daily interactions, work relationships, & communication within the organization. The ERGs events and initiatives will highlight how the MTA leverages diversity to create an equitable and inclusive culture that allows for meaningful connections in the workplace.

□ Black Employees Group for Inclusion & Networking (B.E.G.I.N.) - Umoja Celebration (Post Kwanzaa Celebration) - January 18, 2024.

Kwanzaa is an annual African American cultural tradition. Its first principle Umoja confirms the importance of togetherness for the family and community. For the second year the B.E.G.I.N. ERG celebrated the end of Kwanzaa with an Umoja after-work networking event.

□ B.E.G.I.N. - Black History Month - February 2024

B.E.G.I.N. celebrated Black History Month (BHM) with a focus on African American Leaders in Transportation History. This theme was the focal point of the BHM Cultural Celebration on February 22, 2024; an article in MTA Today; and the out-front screens on the subway platforms and bus station stops. BEGIN highlighted the significance of public transportation and its role in civil rights movement. A particular focus was placed on individuals who played significant roles in making public transportation accessible as well as opening employment opportunities in the industry.

□ Empowering Women in Transportation (EWT) – Women’s History Month – March 2024

Empower Her-Bridging Generations, Building Futures” was the theme for 2024 Women’s History Month celebration. EWT led this year’s celebration with its 2nd annual Soles4Souls Shoe Drive, International Women Day Panel/Book Club Kick Off Event, and the Empower Her Celebration in which 24 women for 2024 were recognized for having shown outstanding dedication to “EmpowerHER” through their role within the MTA.



MTA'S Five Year Diversity Equity and Inclusion Strategic Plan



Message from the Chair and CEO

"As the Nation's largest transportation authority, MTA employs nearly 72,000 employees and moves nearly 6 million riders daily. As such, the activities, services, and capital projects led by the MTA are highly visible and serve as conduits for the advancement of diversity, equity, inclusion, and accessibility across our service region. Through this first-ever **MTA Diversity, Equity, & Inclusion Strategic Plan**, we're reaffirming our commitment to actively listen to the voices of our constituents and intentionally engage them as we strive to make meaningful improvements and expansion of our own DEI efforts."



Enabling Regional Equity



Diversity, Equity and Inclusion Strategic Framework

MTA DEI GOALS

Goal 1: DELIVER EQUITABLE PROGRAMS AND SERVICES

Use an equity lens to establish policies, programs, and services, that boost economic vitality of New York State and result in inclusive decisions that improve the quality of life for our employees, customer's, communities, and stakeholders.

Goal 2: RECRUIT, RETAIN, AND DEVELOP A TALENTED WORKFORCE

Attract, recruit, engage, develop and retain a talented workforce capable of using their varied backgrounds and experiences to drive productivity and innovation.

Goal 3: FOSTER AN INCLUSIVE WORKPLACE CULTURE

Create an environment that encourages flexibility, fairness, and individuality by establishing processes, policies, and practices that reflect the diverse needs of the workforce and those we serve.

Goal 4: PROVIDE A PLATFORM FOR COLLABORATIVE AND ADAPTIVE COMMUNICATION AND ENGAGEMENT

By applying an equity lens to our decision-making process, we will collaborate with internal and external constituents to ensure their needs are taken into account. Incorporating stakeholder engagement as a standard practice across the MTA will strengthen the reach of our decisions and our ability to deliver excellent public service.

MTA Long Island Rail Road(LIRR)

Workforce as of December 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 LIRR Workforce

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

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOP**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	609		225	37%	384	63%	73	12%	59	10%	50	8%	3	0%	0	0%	40	7%	48	8%	15	2%
	F 129	22%	64	11%	65	11%	21	3%	19	3%	16	3%	1	0%	0	0%	7	1%	2	0%	4	1%
	M 480	83%	161	26%	319	52%	52	9%	40	7%	34	6%	2	0%	0	0%	33	5%	46	8%	11	2%
Professionals	416		199	48%	217	52%	56	13%	56	13%	60	14%	2	0%	0	0%	25	6%	24	6%	5	1%
	F 39	8%	24	6%	15	4%	7	2%	5	1%	9	2%	0	0%	0	0%	3	1%	0	0%	0	0%
	M 377	84%	175	42%	202	49%	49	12%	51	12%	51	12%	2	0%	0	0%	22	5%	24	6%	5	1%
Technicians	22		13	59%	9	41%	4	18%	4	18%	4	18%	1	5%	0	0%	0	0%	1	5%	0	0%
	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%	1	5%	0	0%
Protective Services	7		0	0%	7	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 7	86%	0	0%	7	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Paraprofessionals	25		12	48%	13	52%	6	24%	2	8%	4	16%	0	0%	0	0%	0	0%	2	8%	1	4%
	F 9	32%	5	20%	4	16%	3	12%	0	0%	2	8%	0	0%	0	0%	0	0%	0	0%	1	4%
	M 16	68%	7	28%	9	36%	3	12%	2	8%	2	8%	0	0%	0	0%	0	0%	2	8%	0	0%
Administrative Support	362		198	55%	164	45%	121	33%	46	13%	12	3%	2	1%	0	0%	17	5%	6	2%	6	2%
	F 183	56%	122	34%	61	17%	82	23%	28	8%	4	1%	0	0%	0	0%	8	2%	2	1%	2	1%
	M 179	56%	76	21%	103	28%	39	11%	18	5%	8	2%	2	1%	0	0%	9	2%	4	1%	4	1%
Skilled Craft	3,226		1,259	39%	1,967	61%	512	16%	447	14%	125	4%	10	0%	3	0%	162	5%	282	9%	24	1%
	F 79	3%	51	2%	28	1%	33	1%	14	0%	0	0%	0	0%	0	0%	4	0%	5	0%	2	0%
	M 3,147	97%	1,208	37%	1,939	60%	479	15%	433	13%	125	4%	10	0%	3	0%	158	5%	277	9%	22	1%
Service Maintenance	2,789		1,133	41%	1,656	59%	593	21%	336	12%	85	3%	6	0%	0	0%	113	4%	88	3%	20	1%
	F 541	19%	282	10%	230	8%	201	7%	65	2%	18	1%	0	0%	0	0%	27	1%	12	0%	4	0%
	M 2,248	79%	770	28%	1,426	51%	392	14%	271	10%	67	2%	6	0%	0	0%	86	3%	76	3%	16	1%
Total	7,456		3,039	41%	4,417	59%	1,365	18%	950	13%	340	5%	24	0%	3	0%	357	5%	451	6%	71	1%

* American Indian/Alaskan Native

**Native Hawaiian Other Pacific Islander

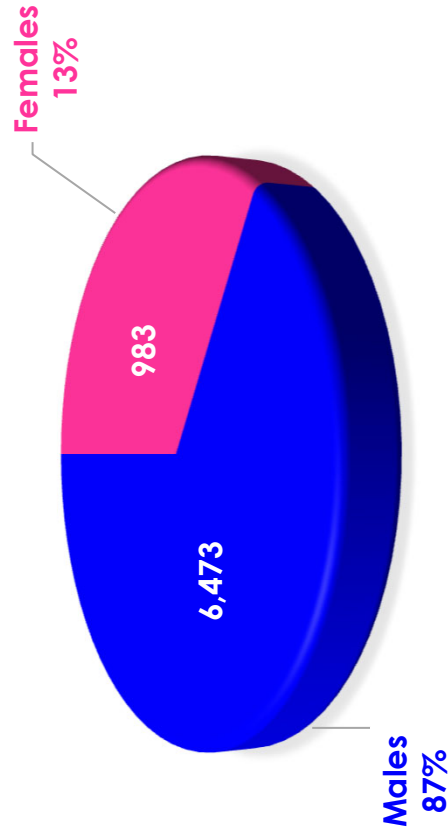
***Person with disabilities

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

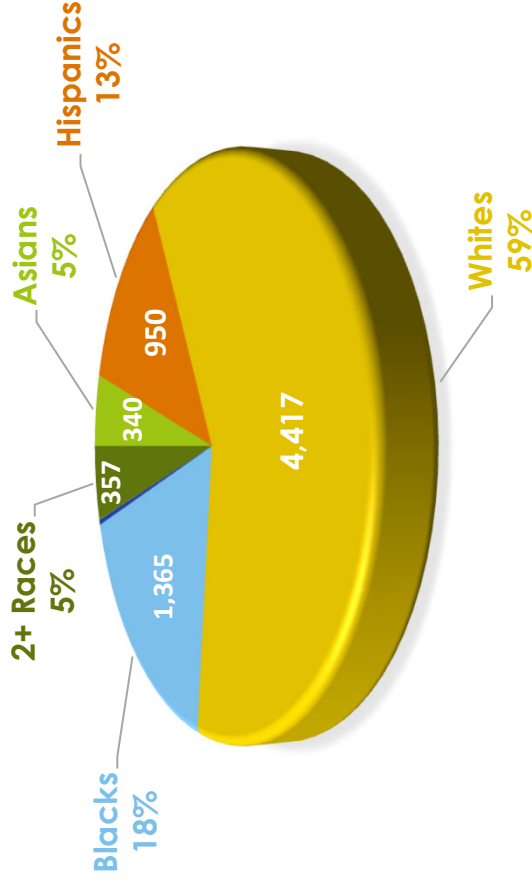


MTA LIRR Workforce as of December 31, 2023

WORKFORCE BY SEX



WORKFORCE BY RACE/ETHNICITY



MTA LIRR employed **7,456** employees, **13% (983)** of the workforce were **females**, **41% (3,039)** minorities, **6% (451)** veterans and **1% (71)** self identified as a **person with a disability**.

- ❑ The percentage of females employed in the workforce **remained constant** with a net change of **25** employees when compared to 4th Quarter 2022.
- ❑ The percentage of minorities in the workforce has **increased** by **2** percentage points with a net change of **197** employees when compared to 4th 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** December 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%	4%	2%	3%	2%	3%	0%	0%	0%	0%	1%	1%	7%	11%
	M	8%	9%	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%	4%
	M	7%	12%	9%	12%	11%	12%	0%	0%	0%	0%	2%	5%		
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**		NHOPJ***		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%	8%	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%	35%	17%	
	M	4%	11%	3%	5%	2%	2%	0%	1%	0%	0%	1%			
Skilled Craft	F	1%	1%	1%	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%	8%
	M	10%	14%	6%	10%	2%	2%	0%	0%	0%	0%	2%	3%		

**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 Long Island Rail Road (LIRR)

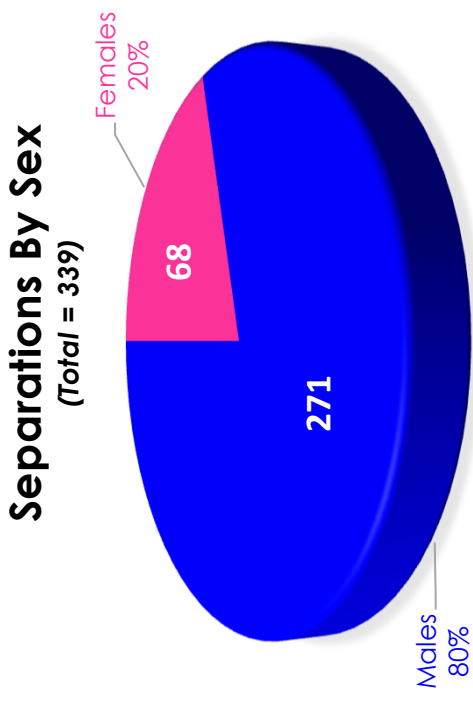
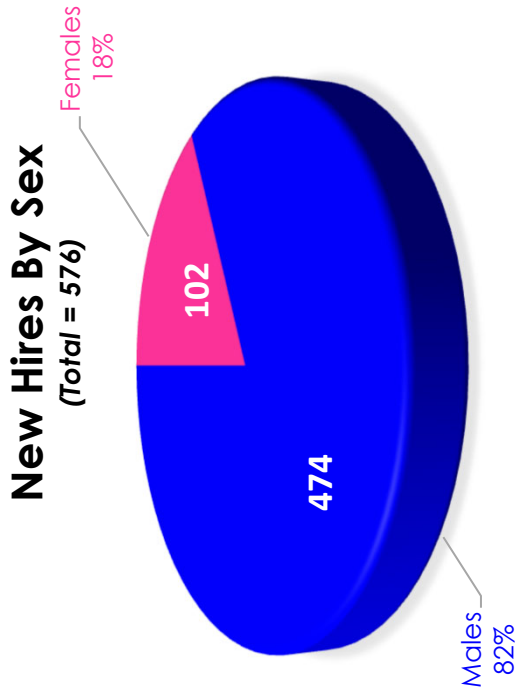
New Hires and Separation

January 1, 2023 – December 31, 2023



MTA LIRR

New Hires and Separations by Sex January 1, 2023 to December 31, 2023

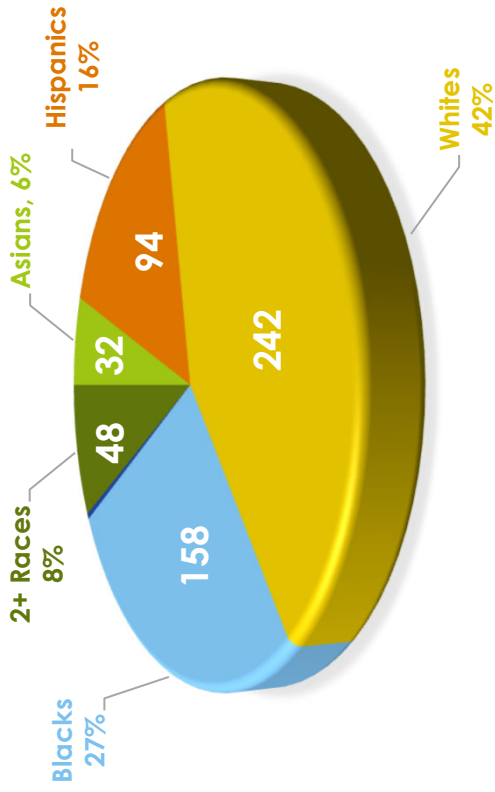


As of the 4th Quarter 2023, MTA LIRR hired **576** employees, **102** females and **474** males. During this same time period, 339 employees separated from MTA LIRR, **68** females and **271** males

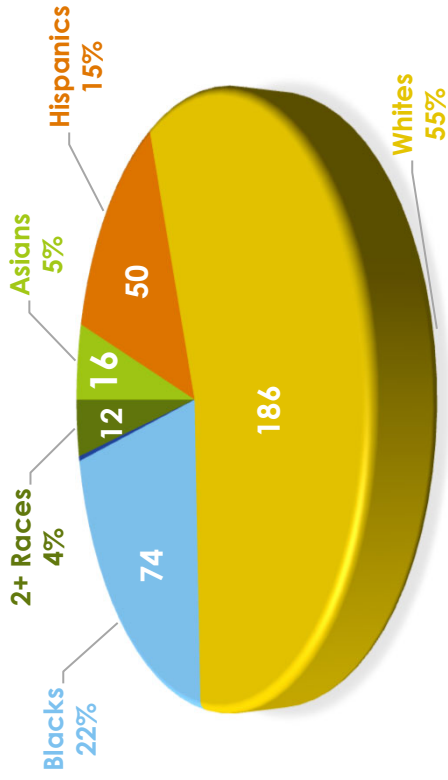
- ❑ The result was a net **increase** of **34** female and **203** male employees.
- ❑ The number of employees who self-identified as veterans **decreased** by **11** employees. There were **15** veterans **hired** and **21** veterans **separated** during 2023.

MTA LIRR New Hires and Separations by Race/Ethnicity

NEW HIRES BY RACE/ETHNICITY
(TOTAL = 576)



SEPARATIONS BY RACE/ETHNICITY
(TOTAL = 339)



During the 4th Quarter 2023, MTA LIRR hired **576** employees, **334** minorities and **242** non-minorities. During this same time period **339** employees separated from MTA LIRR, **153** minorities and **186** non-minorities.

- The result was a net **increase** of **181 minority** employees.
- The number of employees that self identified as a person with a disability **decreased** by **5** employees. There was 1 person with disabilities **hired** and **6** persons with disabilities **separated** during 2023.



MTA Long Island Rail Road (LIRR)

Complaints and Lawsuits

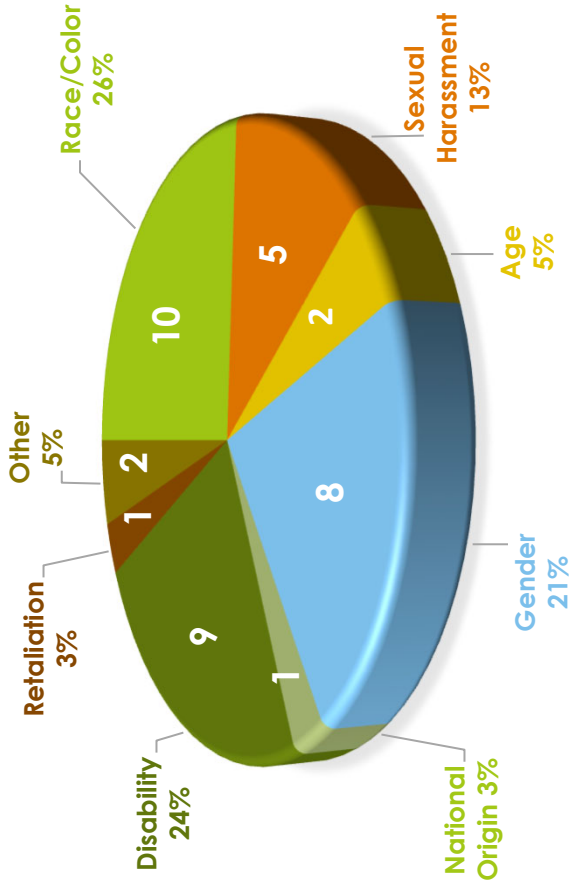
January 1, 2023 – December 31, 2023



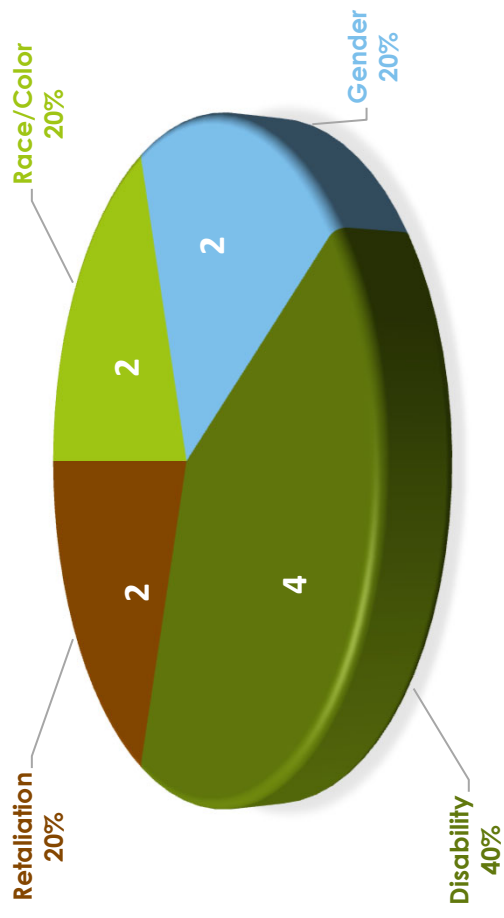
MTA LIRR

EEO Internal/External Discrimination Complaints by Bases January 1, 2023 to December 31, 2023

INTERNAL EEO COMPLAINTS BY BASIS



EXTERNAL EEO COMPLAINTS BY BASIS



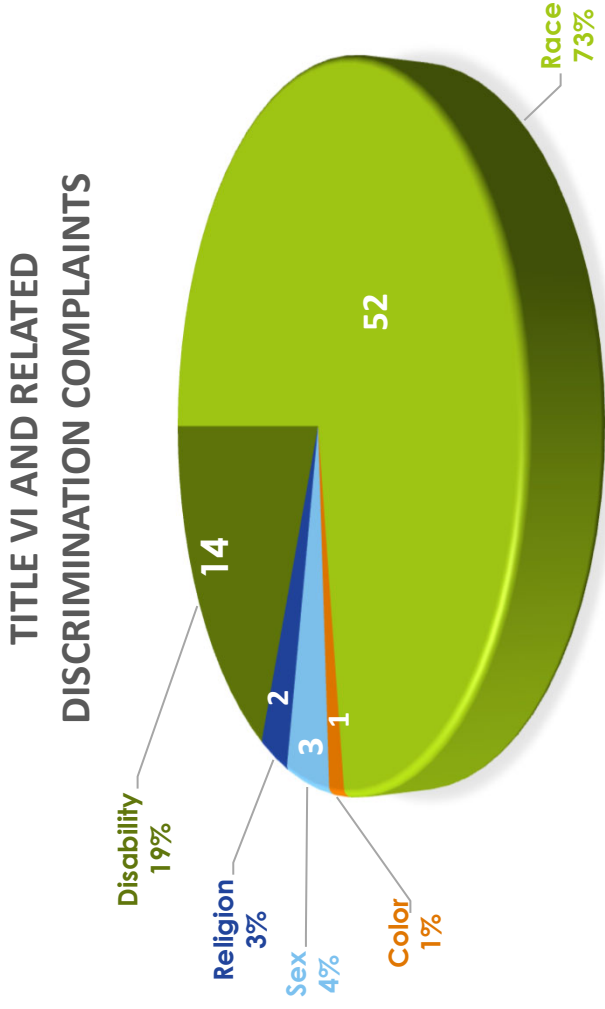
36 EEO complaints were filed* citing **48** separate bases, and **2** lawsuits were filed.

- **28** filed internal complaints.
- **10** filed external complaints, including lawsuits.
- 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 LIRR Internal/External Title VI and Related Discrimination Complaints by Bases January 1, 2023 to December 31, 2023



66 Title VI and related discrimination complaints were filed, citing 72 separate bases and **1** Title VI lawsuit.

- **66** Title VI complaints were filed.
- **5** 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.