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MTA Metro-North Railroad (MNR)

# EEO Report – 4<sup>th</sup> Quarter 2023

April 29, 2024



# EEO 4th Quarter Executive Summary

## □ EEO

As of **December 31, 2023**, MTA MNR's **workforce** consisted of **6,245** employees of which **females** represented **11% (716)**, **minorities** represented **42% (2,636)**, **veterans** represented **7% (413)** and employees identifying as a **person with a disability** represented **2% (98)** of the total workforce.

In comparison with the **4<sup>th</sup> Quarter 2022 (4Q22)**:

- **MTA MNR's** 4<sup>th</sup> Quarter 2023 workforce **increased** by **219** employees.
- **Female** representation **remained constant** with an **increase** of **55** employees.
- **Minority** representation **increased** by **2 percentage points** with an **increase** of **212** employees.
- There were **22** employees **hired** who self-identified as a **veteran** and **35** employees **separated** that self-identified as a **veteran**.
- **MTA MNR** handled\* a total of 70 EEO complaints; of which 33 were internal and 37 were external (including lawsuits).
- **MTA MNR** received 19 Title VI complaints and 0 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 MNR** conducted a utilization analysis of females and minorities in its workforce. The utilization analysis consists of comparing MTA MNR'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 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 4th 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 – Hispanics, Asians and Whites
- Administrative Support – Hispanics, Asians, and Whites
- Skilled Craft Worker – Hispanics and Whites
- Service Maintenance – Asians

## Minority Males:

- 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.



# EEO 4th Quarter Executive Summary Con't.

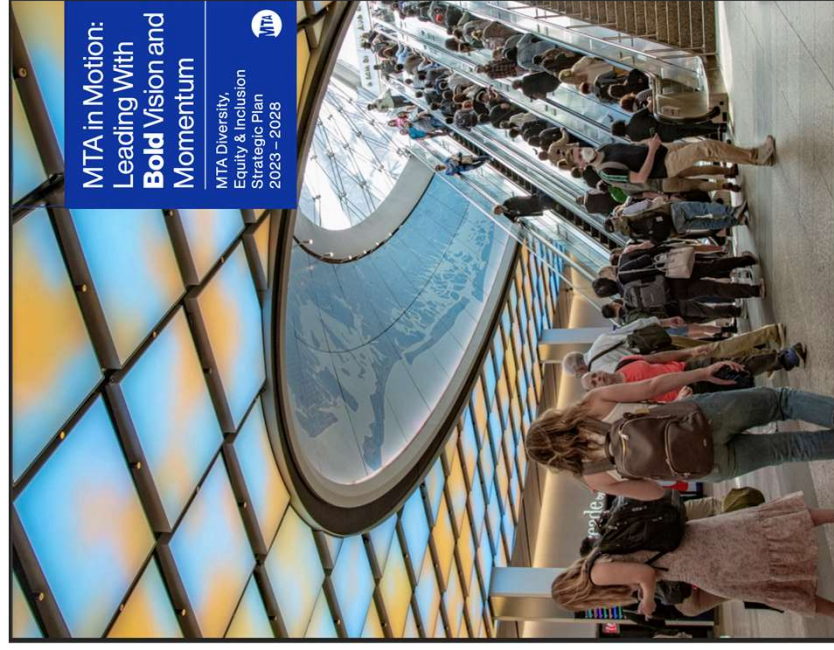
- MTA MNR's action strategy to address areas of underutilization:
  - **Forecast Future Opportunities**
    - Identify specific job titles within underutilized EEO categories
    - Meet with the People Department to gather historical data and determine windows of opportunities for future hiring
  - **Departmental Engagement**
    - Meet with Department Heads to discuss specific areas of underutilization
    - Create customized strategies for job titles identified
  - **Focus on Underutilized Categories**
    - Over the last 3 months, meetings were held with relevant stakeholders. We discussed targeted strategies to recruit on the job titles within the underutilized categories
    - Predominate areas of underutilization for females are in the Technicians category. Rail Traffic Controller (RTC) job titles were identified as areas of greatest opportunities. For an RTC class that began in April, 2024, two (2) of the eight hires were female. MNR participated in the March 2024 Women in Transportation job fair at the New York Public Library and highlighted open positions at the agency.
    - 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. A Sheetmetal class commenced in April 2024. A Skilled Trades Open House was also scheduled in April at the Croton-Harmon facility, and MNR will re-engage with a community college's Railroad program.



# EEO 4<sup>th</sup> 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 2<sup>nd</sup> 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



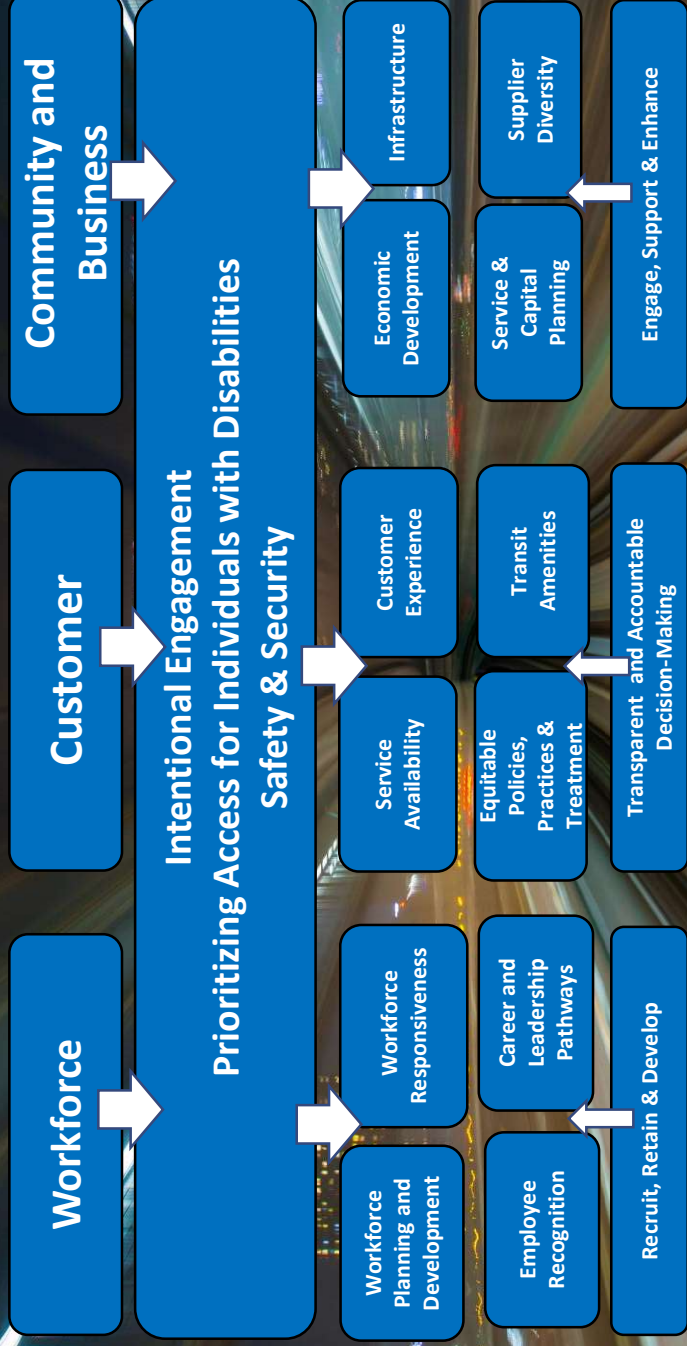
## Message from the Chair and CEO

"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 Metro-North Railroad (MNR)

## **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 MNR Workforce

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

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	660		259	39%	401	61%	90	14%	73	11%	52	8%	3	0%	1	0%	40	6%	39	6%	21	3%
	F	22%	92	14%	51	8%	32	5%	28	4%	18	3%	2	0%	0	0%	12	2%	4	1%	5	1%
M	517	78%	167	25%	350	53%	58	9%	45	7%	34	5%	1	0%	1	0%	28	4%	35	5%	16	2%
Professionals	197		116	59%	81	41%	44	22%	30	15%	26	13%	1	1%	0	0%	15	8%	4	2%	4	2%
	F	26%	38	19%	13	7%	20	10%	9	5%	4	2%	1	1%	0	0%	4	2%	1	1%	2	1%
M	146	74%	78	40%	68	35%	24	12%	21	11%	22	11%	0	0%	0	0%	11	6%	3	2%	2	1%
Technicians	163		73	45%	90	55%	34	21%	17	10%	8	5%	0	0%	0	0%	14	9%	18	11%	7	4%
	F	10%	15	9%	2	1%	10	6%	4	2%	0	0%	0	0%	0	0%	1	1%	3	2%	2	1%
M	146	90%	58	36%	88	54%	24	15%	13	8%	8	5%	0	0%	0	0%	13	8%	15	9%	5	3%
Protective Services	32		7	22%	25	78%	2	6%	2	6%	0	0%	0	0%	0	0%	3	9%	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%
M	32	100%	7	22%	25	78%	2	6%	2	6%	0	0%	0	0%	0	0%	3	9%	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	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		124	65%	67	35%	67	35%	28	15%	6	3%	2	1%	1	1%	20	10%	8	4%	4	2%
	F	45%	65	34%	20	10%	39	20%	10	5%	2	1%	1	1%	1	1%	12	6%	2	1%	4	2%
M	106	55%	59	31%	47	25%	28	15%	18	9%	4	2%	1	1%	0	0%	8	4%	6	3%	0	0%
Skilled Craft	2,859		1,059	37%	1,800	63%	498	17%	349	12%	47	2%	14	0%	0	0%	151	5%	230	8%	42	1%
	F	2%	33	1%	12	0%	25	1%	4	0%	1	0%	0	0%	0	0%	3	0%	3	0%	2	0%
M	2,814	98%	1,026	36%	1,788	63%	473	17%	345	12%	46	2%	14	0%	0	0%	148	5%	227	8%	40	1%
Service Maintenance	2,139		997	47%	1,142	53%	535	25%	283	13%	48	2%	3	0%	1	0%	127	6%	112	5%	20	1%
	F	17%	239	11%	134	6%	154	7%	51	2%	5	0%	1	0%	1	0%	27	1%	9	0%	3	0%
M	1,766	83%	758	35%	1,008	47%	381	18%	232	11%	43	2%	2	0%	0	0%	100	5%	103	5%	17	1%
<b>Total</b>	<b>6,245</b>		<b>2,636</b>	<b>42%</b>	<b>3,609</b>	<b>58%</b>	<b>1,270</b>	<b>20%</b>	<b>783</b>	<b>13%</b>	<b>187</b>	<b>3%</b>	<b>23</b>	<b>0%</b>	<b>3</b>	<b>0%</b>	<b>370</b>	<b>6%</b>	<b>413</b>	<b>7%</b>	<b>98</b>	<b>2%</b>

\* American Indian/Alaskan Native

\*\*Native Hawaiian Other Pacific Islander

\*\*\*Person with disabilities

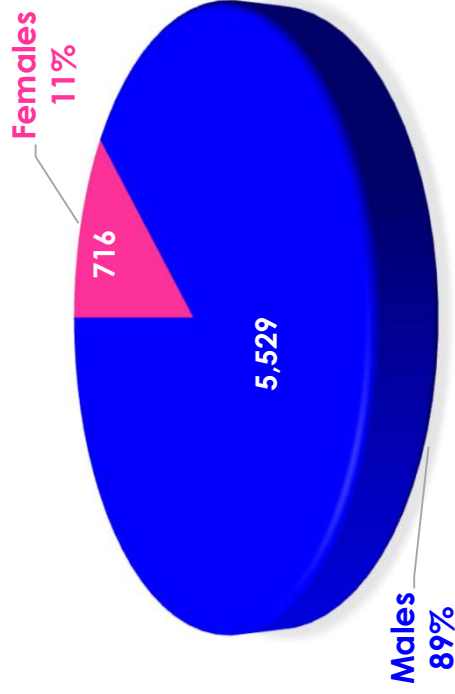
Note: All percentages have been rounded up to the nearest whole number.



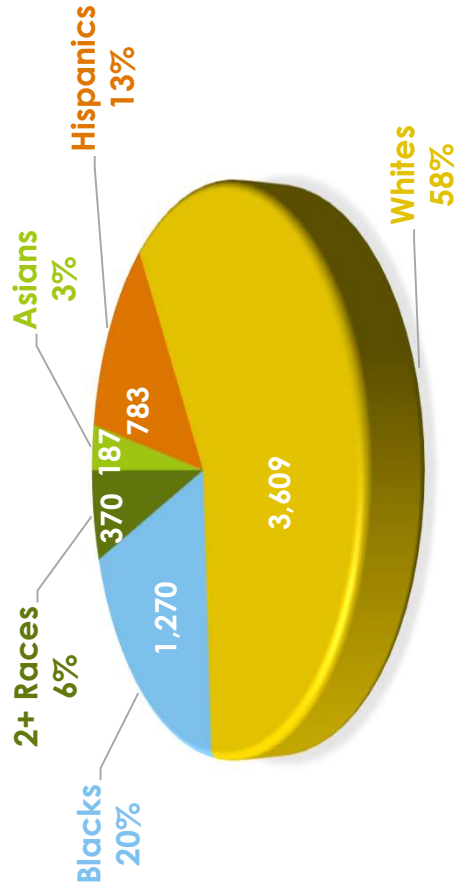


# MTA MNR Workforce as of December 31, 2023

## WORKFORCE BY SEX



## WORKFORCE BY RACE/ETHNICITY



MTA MNR employed **6,245** employees, **11% (716)** of the workforce were **females**, **42% (2,636)** minorities, **7% (413)** veterans and **2% (98)** self identified as a **person with a disability**.

- The percentage of females employed in the workforce **remained constant** with a net change of **55** employees when compared to 4<sup>th</sup> Quarter 2022.
- The percentage of minorities in the workforce has **increased** by **2** percentage points with a net change of **213** employees when compared to 4<sup>th</sup> 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 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%	5%	2%	3%	1%	3%	0%	0%	0%	0%	1%	2%	6%	8%
	M	9%	9%	7%	4%	4%	5%	0%	0%	0%	0%	3%	4%		
Professionals	F	4%	10%	3%	5%	2%	2%	0%	1%	0%	0%	1%	2%	9%	7%
	M	7%	12%	8%	11%	8%	11%	0%	0%	0%	0%	3%	6%		
Technicians	F	4%	6%	3%	2%	2%	0%	0%	0%	0%	0%	0%	1%	10%	1%
	M	5%	15%	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%	6%*	8%	6%*	1%	0%*	0%	0%	0%	0%	2%	9%		

\*\* American Indian/Alaskan Native

\*\*\*Native Hawaiian Other Pacific Islander

Note: Pursuant to FTA Circular 4704.1 A 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**		NH/PI***		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%	20%	12%	5%	5%	1%	0%	1%	0%	1%	1%	6%	24%	10%
	M	4%	15%	5%	9%	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%	17%	19%	12%	4%	2%	0%	0%	0%	0%	2%	5%		
Service Maintenance	F	7%	7%	2%	2%	1%	0%	0%	0%	0%	0%	1%	1%	3%	6%
	M	20%	18%	8%	11%	3%	2%	0%	0%	0%	0%	1%	5%		

\*\*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



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MTA Metro-North Railroad (MNR)

# New Hires and Separation

January 1, 2023 – December 31, 2023

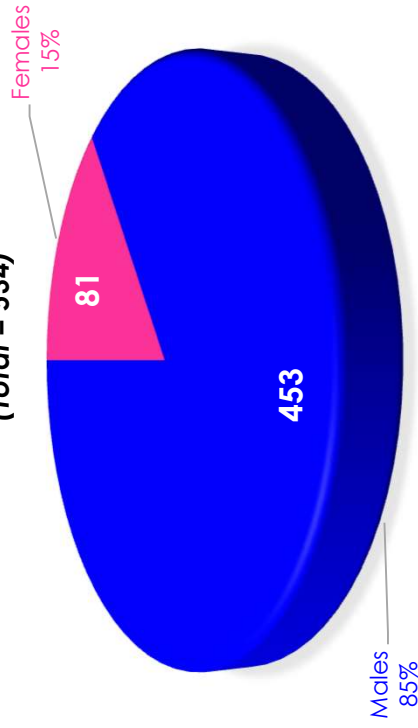


# MTA MNR

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

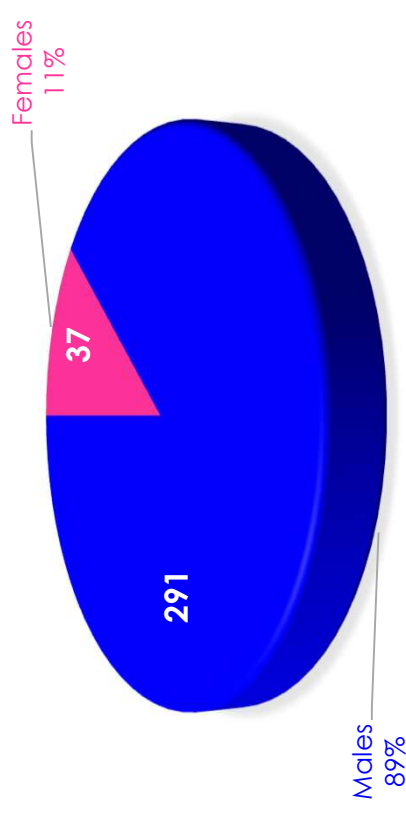
### New Hires By Sex

(Total = 534)



### Separations By Sex

(Total = 328)

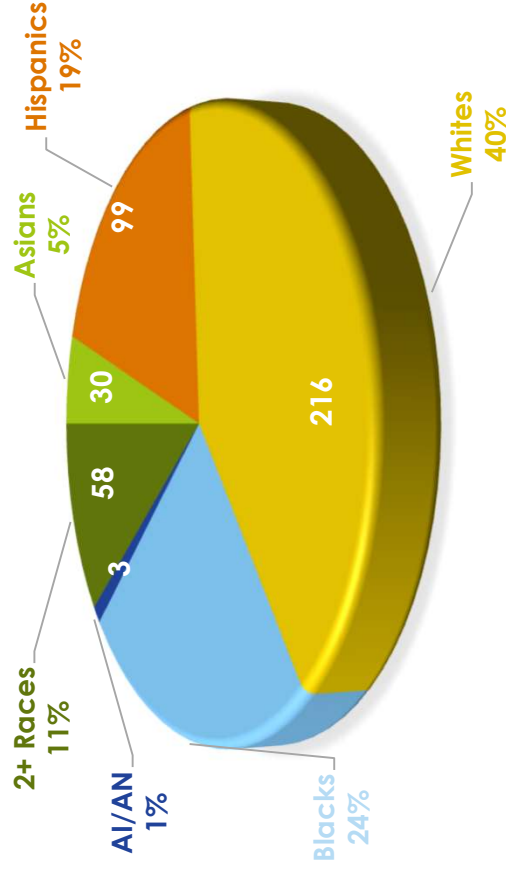


As of the 4<sup>th</sup> Quarter 2023, MTA MNR hired **534** employees, **81** females and **453** males. During this same time period, **328** employees separated from MTA MNR, **37** females and **291** males

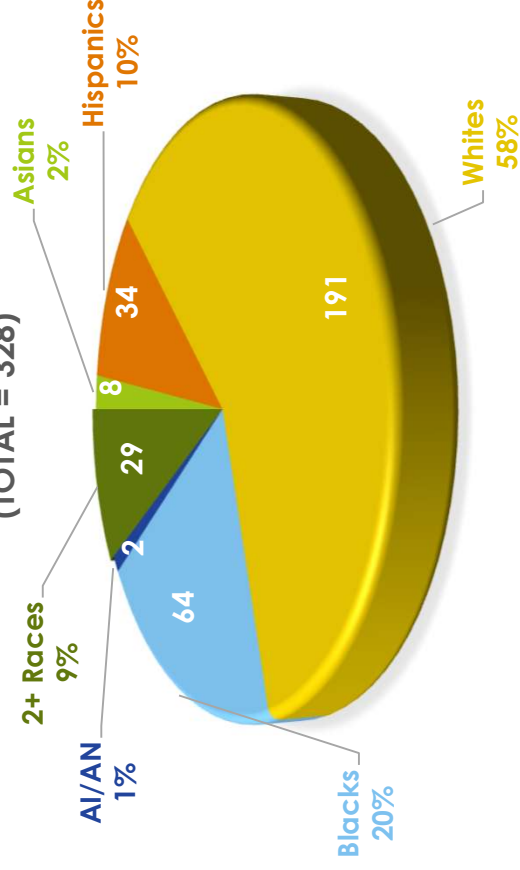
- The result was a net **increase** of **44** female and **162** male employees.
- The number of employees who self-identified as veterans **decreased** by **13** employees. There were **22** veterans **hired** and **35** veterans **separated** during 2023.

# New Hires and Separations by Race/Ethnicity

NEW HIRES BY RACE/ETHNICITY  
(TOTAL = 534)



SEPARATIONS BY RACE/ETHNICITY  
(TOTAL = 328)



During the 4<sup>th</sup> Quarter 2023, MTA MNR hired **534** employees, **318** minorities and **216** non-minorities. During this same time period **328** employees separated from MTA MNR, **137** minorities and **191** 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 **3** employees. There were **5** persons with disabilities **hired** and **8** persons with disabilities **separated** during 2023.

# MTA Metro-North Railroad (MNR)

## **Complaints and Lawsuits**

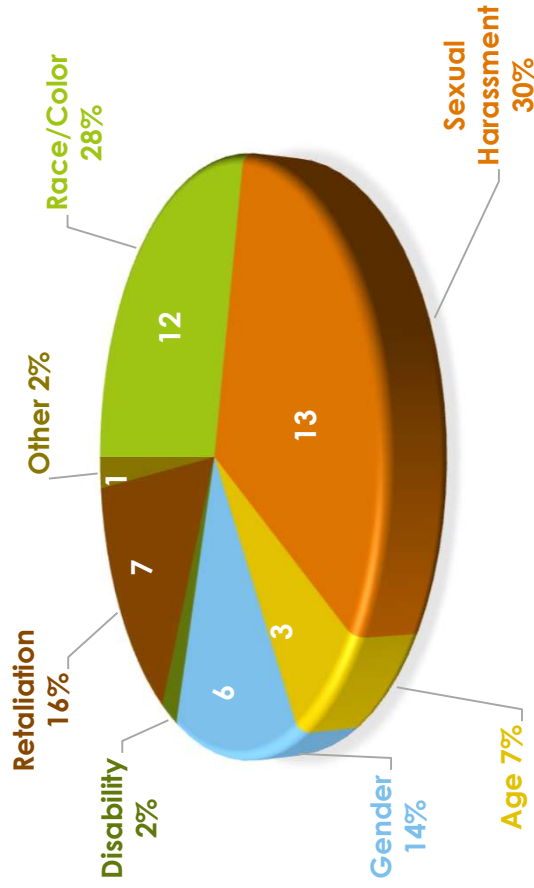
January 1, 2023 – December 31, 2023



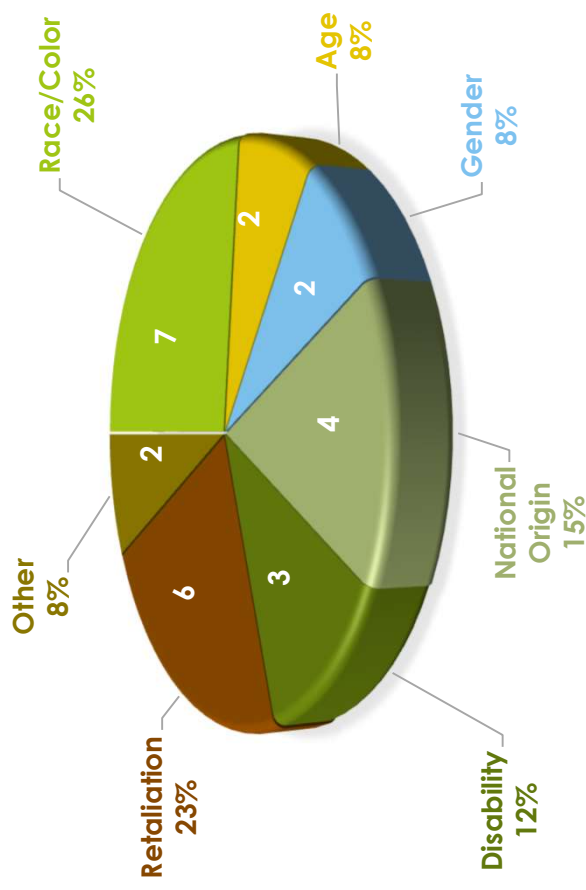
# MTA MNR

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

**INTERNAL EEO COMPLAINTS BY BASES**



**EXTERNAL EEO COMPLAINTS BY BASES**



**42** EEO complaints were filed\* citing **69** separate bases, and **4** lawsuits were filed.

- **28** filed internal complaints.
- **18** filed external complaints, including lawsuits.
- The most frequently cited basis internally was sexual harassment.

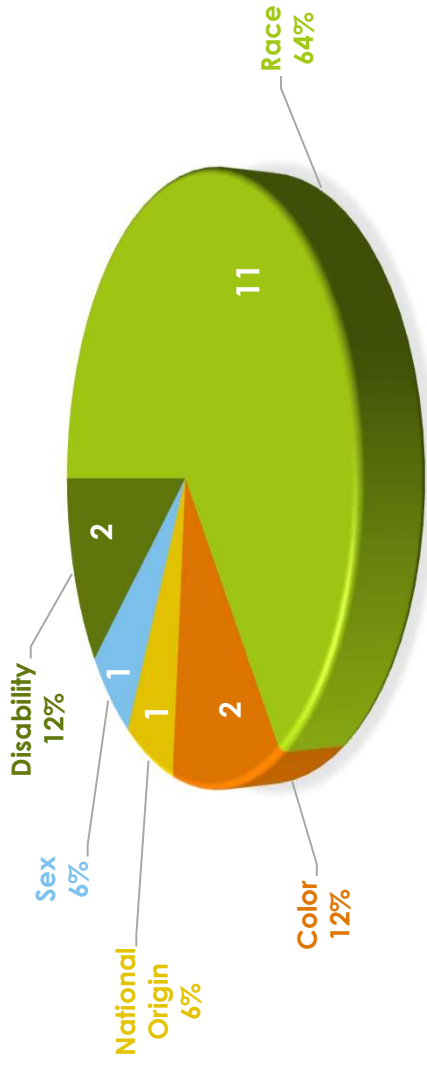
Note: \*Formal complaints can be filed alleging multiple bases. Additionally, numerous incoming matters were also handled during this time





# MTA MNR Internal/External Title VI and Related Discrimination Complaints by Bases January 1, 2023 to December 31, 2023

## TITLE VI AND RELATED DISCRIMINATION COMPLAINTS



**17** Title VI and related discrimination complaints were filed, citing 17 separate bases.

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