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MTA Long Island Rail Road (LIRR)

# EEO Report – 1<sup>st</sup> Quarter 2024

June 24, 2024



# EEO 1st Quarter Executive Summary

## □ EEO

As of **March 31, 2024**, **MTA LIRR's workforce** consisted of **7,517** employees of which self-identified **females** represented **13% (986)**, **minorities** represented **41% (3,097)**, **veterans** represented **6% (457)** and employees identifying as a **person with a disability** represented **1% (76)** of the total workforce.

In comparison with the **1st Quarter 2023** (1Q23):

- **MTA LIRR's 1st Quarter 2024 workforce increased by 209** employees.
- Self-identified **female** representation **remained the same** with a **net change of 17** employees.
- **Minority** representation **increased by 1 percentage point** with a **net change of 202** employees.
- There were **3** employees **hired** who self-identified as a **veteran** and **2** employees **separated** that self-identified as a **veteran**.
- **MTA LIRR** handled\* a total of 49 EEO complaints; of which 33 were internal and 16 were external. During 2024, LIRR received a total of 6 EEO complaints; of which 5 were internal and 1 were external (including lawsuits).
- **MTA LIRR** received 16 Title VI complaints and 0 lawsuits during this time period.

\* Complaints handled include incoming 2024 cases and cases that carried over from the prior years.



# EEO 1st Quarter Executive Summary Con't.



**MTA LIRR** conducted a utilization analysis of self-identified females and minorities in its workforce. The utilization analysis consists of comparing MTA **LIRR's March 31, 2024**, workforce percentages for self-identified females and minorities to the estimated availability of the self-identified females and minorities available within the relevant labor market.

Based on the **utilization analysis**, MTA **LIRR's 2024** workforce **estimated availability** targets are:

EEO4 Category	Self-Identified Females							
	Minorities	Identified	Black	Hispanic	Asian	Am Ind//AL Nat	NHOPI	2+Races
Official & 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 1st Quarter Executive Summary Con't.

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

## **All Self-Identified Females:**

- ☐ Professionals – Whites
- ☐ Administrative Support – Asian and Whites
- ☐ Skilled Craft – Hispanics and Whites

## **Minority Self-Identified Males:**

- ☐ Officials and Administrators – Hispanics

\*The utilization analysis compares the percentages of self-identified females and minorities employed in each job group to 80 percent of the self-identified females and minorities available within the relevant labor market.



# EEO 1st Quarter Executive Summary Con't.

- ❑ MTA LIRR's action strategy to address areas of underutilization:
  - ❑ **Forecast Future Opportunities**
    - ❑ Identify specific job titles to address underutilized categories
    - ❑ Meet with the People Department to determine windows of opportunities to address underutilization
  - ❑ **Departmental Engagement**
    - ❑ Meet with Department Heads to discuss specific areas of underutilization
    - ❑ Create customized strategies to address underutilization in job titles identified
  - ❑ **Focused Areas of Underutilization**
    - ❑ Predominate areas of underutilization for self-identified females were found in the **Professional, Administrative Support** and **Skilled Craft** job categories. The **Clerk** job title contains the greatest opportunities under the **Administrative Support** category. The **Machinist** job title contains the greatest opportunities under the **skilled craft** category.
    - ❑ Predominate areas of underutilization for minority self-identified males were found in the **Official & Administrator** category. **Transportation Manager** job titles contain the greatest opportunities under the **Official & Administrator** category.
    - ❑ Strategies are being put in place to address utilization in these areas. During the next 6 months, relevant stakeholders will meet to determine a specific recruitment plan.

# EEO 1<sup>st</sup> 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. **“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 our organization. We will explore how to leverage diversity to create an equitable and inclusive culture that allows for meaningful connections in the workplace.**
- **Young Professional Employee Resource Group** is the newest ERG, and its mission is twofold to support colleagues who are early in their careers or are new to the transportation industry. The Young Professionals ERG will foster a work environment that prioritizes retaining young professionals and makes the MTA an exciting place to build an impactful career in public service. The Young professionals held an after-hours networking event on April 17<sup>th</sup> for new members to meet and greet before their first official meeting.
- **All Generational Employee Resource Group** kicked off a yearlong Train Module Project on April 23<sup>rd</sup> led by member Jonathan Silhavey, Director Safety at LIRR Construction & Development. The project allows employees from different crafts to work together to discuss and build sections of an operating model railroad.
- **Young Professional Employee Resource Group** held their kickoff meeting on May 7<sup>th</sup> at 2 Broadway in the 20<sup>th</sup>-floor boardroom. The event launched the MTAs 10<sup>th</sup> ERG with over 100 attendees in person and online. Co-leads Hannah Spierer and Mira Philipson led the meeting supported by Executive Sponsors Catherine Sheridan and Mersida Ibric.

MTA Strategic Priority – Revive Talent and Culture



## EEO 1<sup>st</sup> Quarter Executive Summary Con't.

- **D&I in Motion – All Agency Employee Resource Groups Quarterly Highlights –cont.**
- **TransportAsian Employee Resource Group** held an in-person event to celebrate Asian American Islander Pacific Heritage Month on May 9<sup>th</sup>. The session focused on building an affinity for the TransportAsian Community in a large organization and an interactive activity of Japanese Haiku.
- **Abilities Employee Resource Group** in partnership with the Chaplains Office and The Employee Assistance Program hosted an active dialogue in observance of Mental Health Awareness Month on May 23. The dialogue was focused on positive employee wellness using reflection activities. They utilized up-to-date research to address challenges and provide MTA resources in support of Mental Health Awareness Month.
- **Veterans Employee Resource Group** held a noontime Memorial Day Observance on May 28<sup>th</sup>, at 2 Broadway to remember those who paid the ultimate sacrifice for our nation. The guest speakers were Kevin D. Branch, Vice President, Program Executive Career Development/Quality Management, Construction and Development, and Annie Suggs CSM (Ret) National Association of Black Military Women (NABMW) Brooklyn Chapter. The MTA Color Guard and Pipe and Drums along with The 78th Army Band from Fort Dix were part of the commemoration.
- **Pride Express Employee Resource Group** hosted a Village Historical Walking Tour to celebrate Pride Month on June 13<sup>th</sup>. The tour included historical sites instrumental to the LGBTQIA+ movement. Additionally on June 30<sup>th</sup> Pride Express and TWU Local 100 led MTA employees in the New York City Pride Parade down 5<sup>th</sup> Avenue.
- **BEGIN Employee Resource Group** in celebration of Juneteenth B.E.G.I.N. Hosted a tour of the African Burial Ground and National Monument. The African Burial Ground is the oldest and largest known excavated burial ground in North America for both free and enslaved Africans. It protects the historic role slavery played in building New Yor



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# MTA Long Island Rail Road (LIRR)

## **Workforce** as of March 31, 2024





# 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 March 31, 2024.

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHAPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>Officials &amp; Administrators</b>	<b>600</b>		220	37%	380	63%	73	12%	56	9%	49	8%	3	1%	0	0%	39	7%	48	8%	17	3%
F	125	21%	62	10%	63	11%	21	4%	18	3%	16	3%	1	0%	0	0%	6	1%	2	0%	4	1%
M	475	79%	158	26%	317	53%	52	9%	38	6%	33	6%	2	0%	0	0%	33	6%	46	8%	13	2%
<b>Professionals</b>	<b>376</b>		187	50%	189	50%	52	14%	50	13%	59	16%	2	1%	0	0%	24	6%	24	6%	6	2%
F	37	10%	22	6%	15	4%	7	2%	4	1%	7	2%	0	0%	0	0%	4	1%	0	0%	0	0%
M	339	90%	165	44%	174	46%	45	12%	46	12%	52	14%	2	1%	0	0%	20	5%	24	6%	6	2%
<b>Technicians</b>	<b>27</b>		16	59%	11	41%	4	15%	5	19%	4	15%	1	4%	0	0%	2	7%	1	4%	0	0%
F	4	15%	3	11%	1	4%	0	0%	0	0%	2	7%	0	0%	0	0%	1	4%	0	0%	0	0%
M	23	85%	13	48%	10	37%	4	15%	5	19%	2	7%	1	4%	0	0%	1	4%	1	4%	0	0%
<b>Protective Services</b>	<b>7</b>		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	100%	0	0%	7	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Paraprofessionals</b>	<b>25</b>		11	44%	14	56%	5	20%	2	8%	4	16%	0	0%	0	0%	0	0%	2	8%	1	4%
F	10	40%	5	20%	5	20%	3	12%	0	0%	2	8%	0	0%	0	0%	0	0%	0	0%	1	4%
M	15	60%	6	24%	9	36%	2	8%	2	8%	2	8%	0	0%	0	0%	0	0%	2	8%	0	0%
<b>Administrative Support</b>	<b>361</b>		200	55%	161	45%	122	34%	48	13%	12	3%	2	1%	0	0%	16	4%	6	2%	7	2%
F	183	51%	123	34%	60	17%	84	23%	28	8%	4	1%	0	0%	0	0%	7	2%	2	1%	2	1%
M	178	49%	77	21%	101	28%	38	11%	20	6%	8	2%	2	1%	0	0%	9	2%	4	1%	5	1%
<b>Skilled Craft</b>	<b>3,253</b>		1,271	39%	1,982	61%	518	16%	444	14%	125	4%	10	0%	3	0%	171	5%	284	9%	26	1%
F	80	2%	52	2%	28	1%	33	1%	13	0%	1	0%	0	0%	0	0%	5	0%	4	0%	2	0%
M	3,173	98%	1,219	37%	1,954	60%	485	15%	431	13%	124	4%	10	0%	3	0%	166	5%	280	9%	24	1%
<b>Service Maintenance</b>	<b>2,868</b>		1,192	42%	1,676	58%	597	21%	342	12%	88	3%	6	0%	0	0%	159	6%	92	3%	19	1%
F	547	19%	316	11%	231	8%	196	7%	62	2%	20	1%	0	0%	0	0%	38	1%	12	0%	4	0%
M	2,321	81%	876	31%	1,445	50%	401	14%	280	10%	68	2%	6	0%	0	0%	121	4%	80	3%	15	1%
<b>Total</b>	<b>7,517</b>		<b>3,097</b>	<b>41%</b>	<b>4,420</b>	<b>59%</b>	<b>1,371</b>	<b>18%</b>	<b>947</b>	<b>13%</b>	<b>341</b>	<b>5%</b>	<b>24</b>	<b>0%</b>	<b>3</b>	<b>0%</b>	<b>411</b>	<b>5%</b>	<b>457</b>	<b>6%</b>	<b>76</b>	<b>1%</b>

\*American Indian/Alaskan Native

\*\*Native Hawaiian Other Pacific Islander

\*\*\*Persons With Disabilities

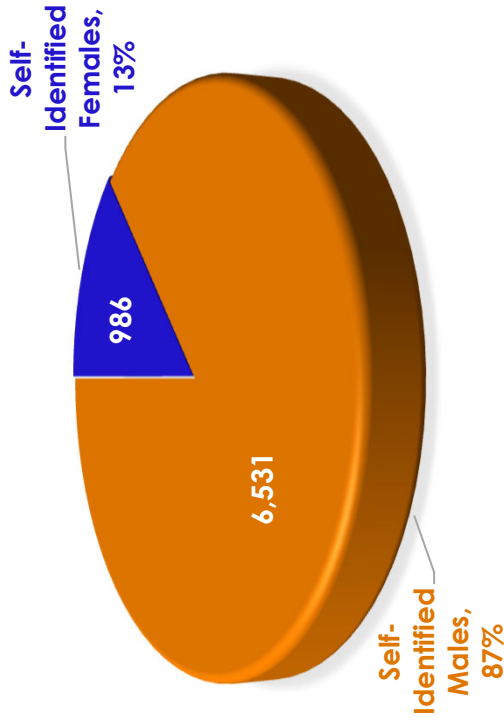


F represent employees who Self-identified as Females M represent employees who Self-identified as Males

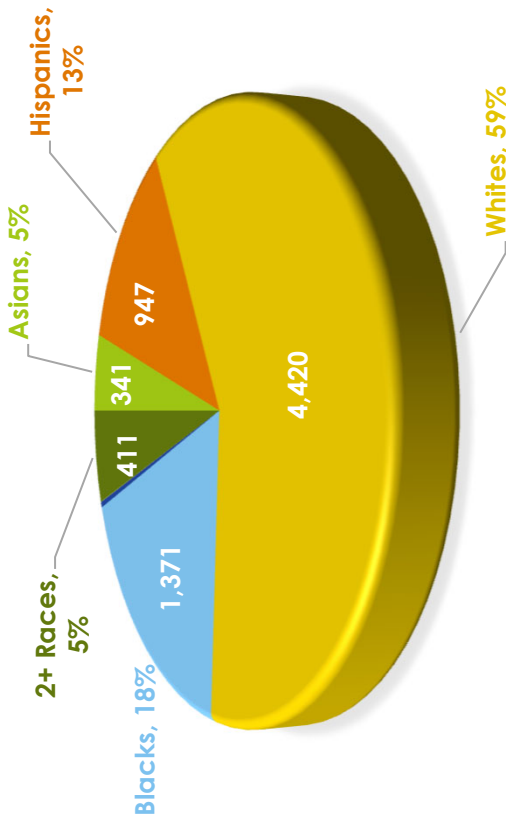
Note: All percentages have been rounded up to the nearest whole number.

# MTA LIRR Workforce as of March 31, 2024

## WORKFORCE BY SEX



## WORKFORCE BY RACE/ETHNICITY



MTA LIRR employed **7,517** employees: **13% (986)** of the workforce were self-identified females, **41% (3,097)** minorities, **6% (457)** veterans and **1% (76)** self-identified as a person with a disability.

- ❑ The percentage of self-identified females employed in the workforce **remained constant** with a net change of **17** employees when compared to 1<sup>st</sup> Quarter 2023.
- ❑ The percentage of minorities in the workforce has **increased** by **1** percentage point with a net change of **202** employees when compared to 1<sup>st</sup> Quarter 2023.

# MTA LIRR Underutilization Analysis

**MTA LIRR** has conducted an availability analysis of self-identified females and minorities in its workforce. The availability analysis consists of comparing **MTA LIRR's** March 31, 2024, workforce percentages for self-identified females and minorities to 80 percent of the self-identified 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**		NHPI***		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%	6%	4%	6%	0%	0%	0%	0%	3%	6%		
Professionals	F	1%	2%	1%	1%	2%	2%	0%	0%	0%	0%	0%	1%	5%	4%
	M	7%	12%	9%	12%	11%	14%	0%	1%	0%	0%	2%	5%		
Technicians	F	1%	0%*	1%	0%*	1%	7%	0%	0%	0%	0%	0%	4%	4%	4%
	M	5%	15%	5%	19%	3%	7%	0%	4%	0%	0%	1%	4%		
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%	0%	0%

\*\* American Indian/Alaskan Native

\*\*\*Native Hawaiian Other Pacific Islander

**F represent employees who Self-Identified as Females**

**M represent employees who Self-Identified as Males**

Note: Pursuant to FTA Circular 4704.1A EEO Requirements and Guidelines, white self-identified 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%	20%
	M	1%	8%	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%	17%
	M	4%	11%	3%	6%	2%	2%	0%	1%	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%	8%
	M	10%	14%	6%	10%	2%	2%	0%	0%	0%	0%	2%	4%		

\*\*American Indian/Alaskan Native

\*\*\*Native Hawaiian Other Pacific Islander

**F represent employees who Self-Identified as Females**

**M represent employees who Self-Identified as Males**

Note: Pursuant to FTA Circular 4704.1A EEO Requirements and Guidelines, white self-identified males have been excluded from the availability analysis.



Percentages highlighted in green indicate underutilization

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MTA Long Island Rail Road(LIRR)

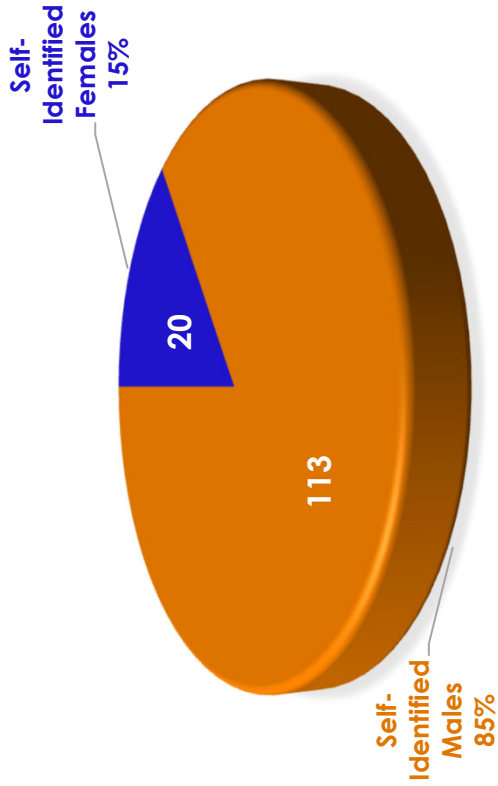
# New Hires and Separations

January 1, 2024 – March 31, 2024

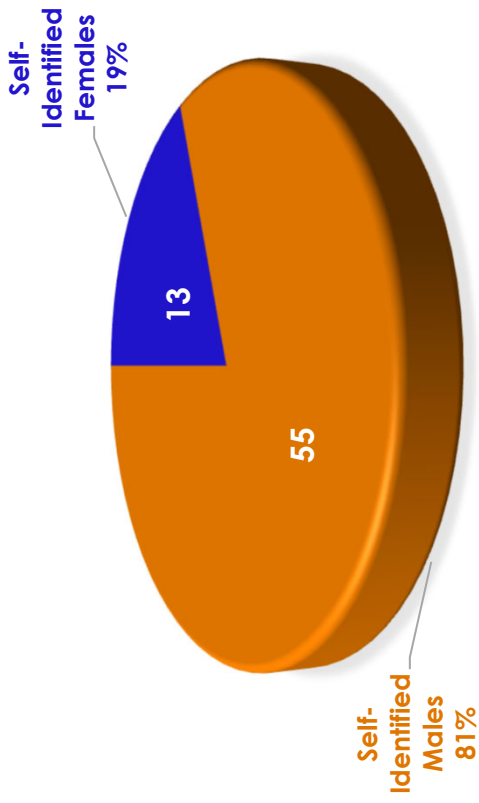


# MTA LIRR New Hires and Separations by Sex January 1, 2024 to March 31, 2024

New Hires By Sex  
(Total = 133)



SEPARATIONS BY SEX  
(TOTAL = 68)



As of the 1<sup>st</sup> Quarter 2024, MTA LIRR hired **133** employees, **20** self-identified females and **113** self-identified males. During this same time period, **68** employees separated from LIRR, **13** self-identified females and **55** self-identified males.

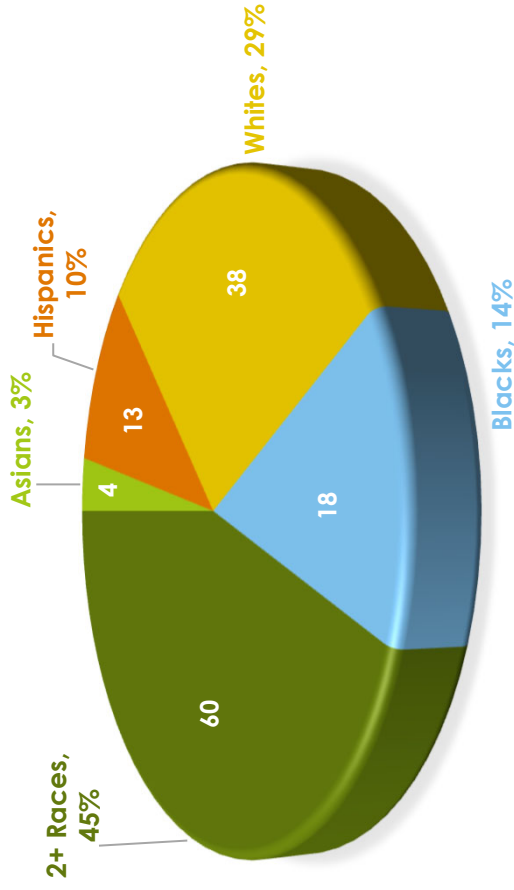
- The result was a net **increased** of **7** self-identified female and **58** self-identified male employees.
- The number of employees who self-identified as veterans **increased** by **1** employee. There were **2** veterans **hired** and **1** veteran **separated** during 2024.



# MTA LIRR New Hires and Separations by Race/Ethnicity

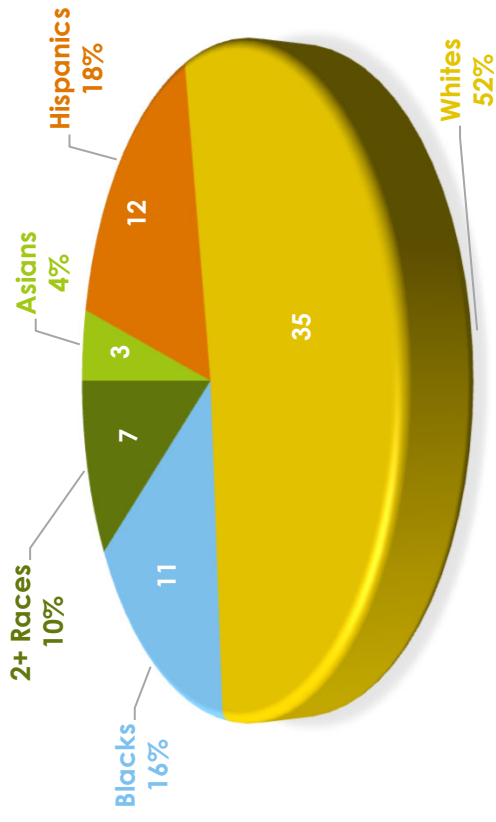
## NEW HIRES BY RACE/ETHNICITY

(TOTAL = 133)



## SEPARATIONS BY RACE/ETHNICITY

(TOTAL = 68)



During the 1<sup>st</sup> Quarter 2024, MTA LIRR hired **133** employees, **95** minorities and **38** non-minorities. During this same time period **68** employees separated from MTA LIRR, **33** minorities and **35** non-minorities.

- The result was a net **increased** of **62 minority** employees.
- The number of employees that self identified as a person with a disability **remained constant**. There were **no** self identified persons with disabilities **hired** and **no** self identified persons with disabilities **separated** during 2024.





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# MTA Long Island Rail Road (LIRR)

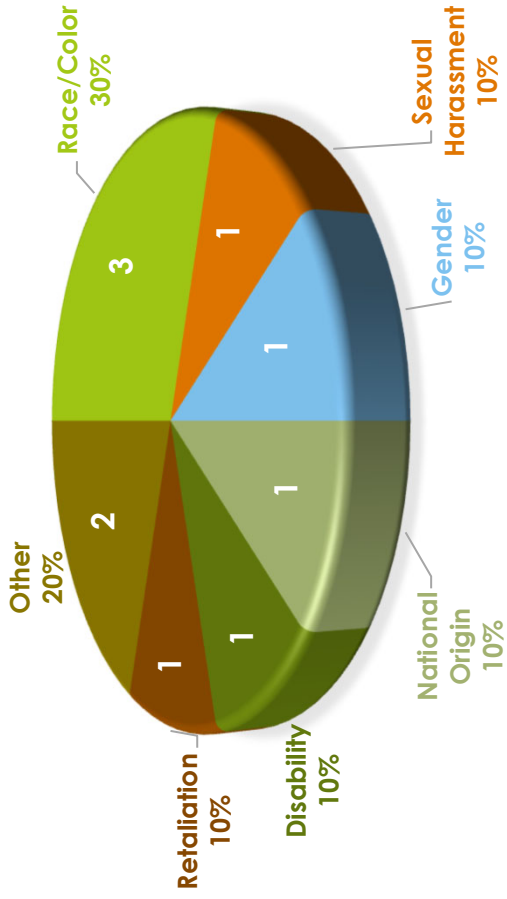
## Complaints and Lawsuits

January 1, 2024 – March 31, 2024

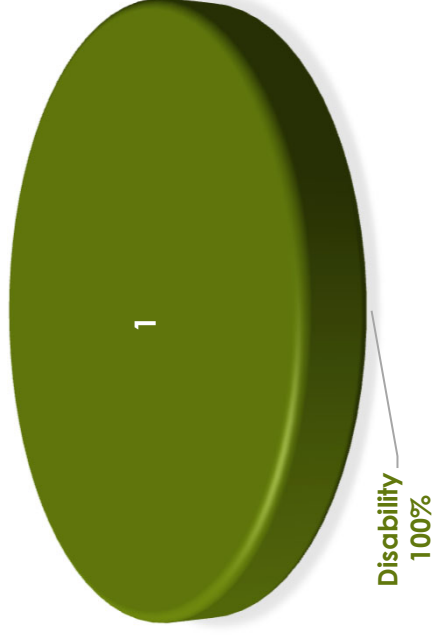


# MTA LIRR EEO Internal and External Discrimination Complaints by Bases January 1, 2024 to March 31, 2024

INTERNAL EEO COMPLAINTS BY BASES



EXTERNAL EEO COMPLAINTS BY BASES



6 EEO complaints were filed\* citing **11** separate bases, and **no** lawsuits were filed.

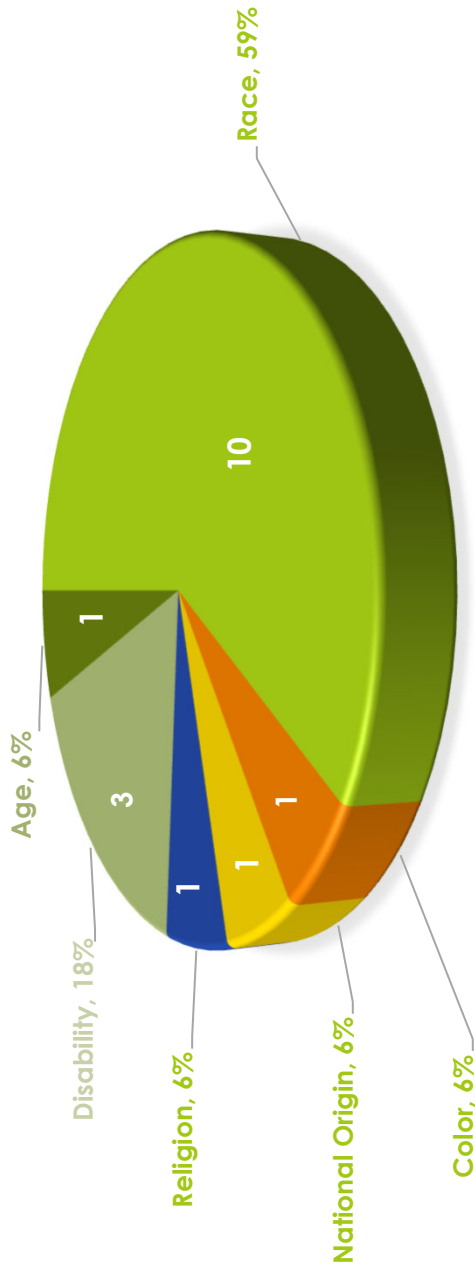
- 5 filed internal complaints.
- 1 filed external complaints, including lawsuits.
- The most frequently cited basis internally was **Race/Color**.

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, 2024 to March 31, 2024

## TITLE VI AND RELATED DISCRIMINATION COMPLAINTS



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

- **16** Title VI complaints were filed.
- **1** related discrimination complaint\*\* 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.