

MTA MNR

EEO Report – 1st Quarter 2024

June 24, 2024



EEO 1st Quarter Executive Summary

□ EEO

As of **March 31, 2024**, MNR's workforce consisted of **6,315** employees of which self-identified **females** represented **11% (721)**, **minorities** represented **43% (2,696)**, **veterans** represented **7% (414)** and employees identifying as a **person with a disability** represented **1% (91)** of the total workforce.

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

- **MTA MNR 1st Quarter 2024** workforce **increased by 265** employees.
- Self-identified **female** representation **remained the same** with a **net change of 57** employees.
- **Minority** representation **increased by 3 percentage points** with a **net change of 249** employees.
- There were **8** employees **hired** who self-identified as a **veteran** and **7** employees **separated** that self-identified as a **veteran**.
- **MTA MNR** handled* a total of **47** EEO complaints; of which **20** were internal and **27** were external. During 2024, MNR received a total of **12** EEO complaints; of which **8** were internal and **4** were external (including lawsuits).
- **MTA MNR** received **5** 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.

EEO

MTA MNR conducted a utilization analysis of self-identified females and minorities in its workforce. The utilization analysis consists of comparing MTA MNR'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 MNR's 2024 workforce **estimated availability** targets are:

EEO4 Category	Self-Identified Females							
	Minorities	Identified	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 1st Quarter Executive Summary Con't.

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

All Self-Identified Females:

- Professionals – White
- Technicians- Asian and White
- Protective Services –White
- Administrative Support - Hispanic, Asian, White
- Skilled Craft – Hispanic, White
- Service Maintenance - Asian

Minority Self-Identified Males:

- Officials & Administrators – Black
- Skilled Craft- Hispanic , Asian
- Service Maintenance - Asian

*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 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
 - ❑ **Focused Areas of Underutilization**
 - ❑ Slight underutilization for self-identified females is in the Skilled Craft category. The General Foreman and Signal Trainee 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 self-identified males were in the Skilled Craft category. Foreman – Mechanical, and Assistant Signal Inspector job titles were identified as areas of greatest opportunities.
 - ❑ During the next 6 months, we will meet with relevant stakeholders to discuss targeted strategies to recruit on the job titles within the underutilized categories.

EEO 1st 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 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 17th 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 23rd 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 7th at 2 Broadway in the 20th-floor boardroom. The event launched the MTAs 10th 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 1st Quarter Executive Summary Con't.

- **D&I in Motion – All Agency Employee Resource Groups Quarterly Highlights –cont.**
- **Transport Asian Employee Resource Group** held an in-person event to celebrate Asian American Islander Pacific Heritage Month on May 9th. 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 28th, 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 13th. The tour included historical sites instrumental to the LGBTQIA+ movement. Additionally on June 30th Pride Express and TWU Local 100 led MTA employees in the New York City Pride Parade down 5th 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 York.



MTA Metro-North Railroad (MNR)

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 MNR Workforce

The table below is a snapshot of MTA MNR's workforce by race/ethnicity, gender and veterans as of **March 31, 2024**.

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	673		263	39%	410	61%	91	14%	73	11%	54	8%	3	0%	1	0%	41	6%	40	6%	20	3%
F	144	21%	93	14%	51	8%	34	5%	27	4%	18	3%	2	0%	0	0%	12	2%	4	1%	5	1%
M	529	79%	170	25%	359	53%	57	8%	46	7%	36	5%	1	0%	1	0%	29	4%	36	5%	15	2%
Professionals	188		116	62%	72	38%	42	22%	30	16%	27	14%	2	1%	0	0%	15	8%	3	2%	4	2%
F	46	24%	37	20%	9	5%	18	10%	9	5%	5	3%	1	1%	0	0%	4	2%	1	1%	2	1%
M	142	76%	79	42%	63	34%	24	13%	21	11%	22	12%	1	1%	0	0%	11	6%	2	1%	2	1%
Technicians	158		72	46%	86	54%	32	20%	16	10%	8	5%	0	0%	0	0%	16	10%	17	11%	7	4%
F	16	10%	14	9%	2	1%	9	6%	4	3%	0	0%	0	0%	0	0%	1	1%	2	1%	2	1%
M	142	90%	58	37%	84	53%	23	15%	12	8%	8	5%	0	0%	0	0%	15	9%	15	9%	5	3%
Protective Services	31		7	23%	24	77%	2	6%	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%	7	23%	24	77%	2	6%	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	191		124	65%	67	35%	66	35%	30	16%	5	3%	1	1%	1	1%	21	11%	7	4%	3	2%
F	83	43%	65	34%	18	9%	37	19%	12	6%	2	1%	1	1%	1	1%	12	6%	2	1%	3	2%
M	108	57%	59	31%	49	26%	29	15%	18	9%	3	2%	0	0%	0	0%	9	5%	5	3%	0	0%
Skilled Craft	2,901		1,093	38%	1,808	62%	504	17%	364	13%	47	2%	13	0%	0	0%	165	6%	229	8%	39	1%
F	45	2%	32	1%	13	0%	23	1%	4	0%	2	0%	0	0%	0	0%	3	0%	2	0%	2	0%
M	2,856	98%	1,061	37%	1,795	62%	481	17%	360	12%	45	2%	13	0%	0	0%	162	6%	227	8%	37	1%
Service Maintenance	2,169		1,020	47%	1,149	53%	545	25%	283	13%	46	2%	3	0%	1	0%	142	7%	116	5%	18	1%
F	385	18%	249	11%	136	6%	156	7%	52	2%	5	0%	1	0%	1	0%	34	2%	10	0%	3	0%
M	1,784	82%	771	36%	1,013	47%	389	18%	231	11%	41	2%	2	0%	0	0%	108	5%	106	5%	15	1%
Total	6,315		2,696	43%	3,619	57%	1,282	20%	799	13%	187	3%	22	0%	3	0%	403	6%	414	7%	91	1%

*American Indian/Alaskan Native

**Native Hawaiian Other Pacific Islander

***Persons With Disabilities

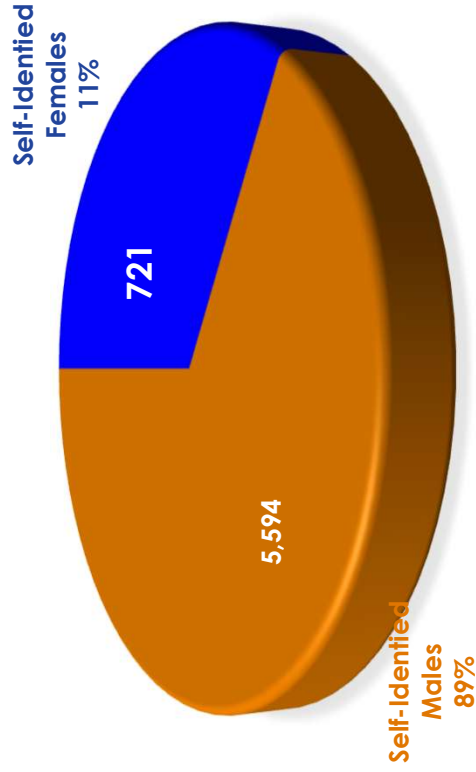
F represent employees who Self-Identified as Females **M** represent employees who Self-Identified as Males

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

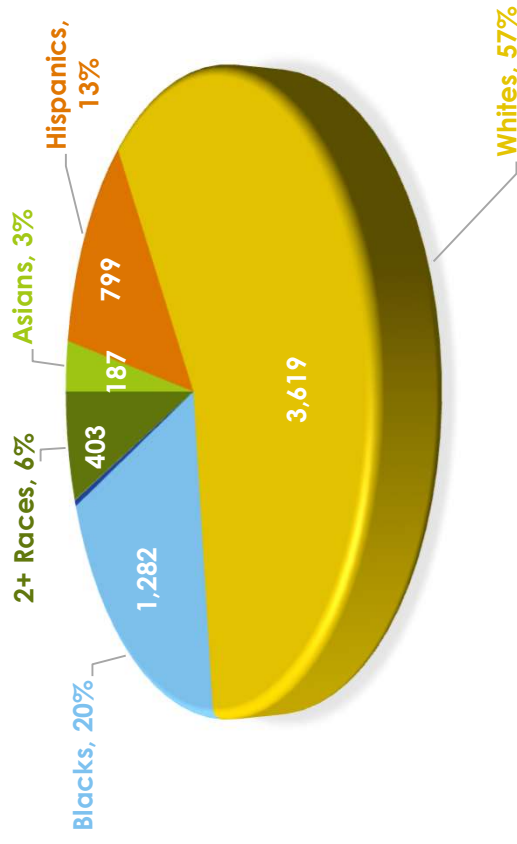


MTA MNR Workforce as of March 31, 2024

WORKFORCE BY SEX



WORKFORCE BY RACE/ETHNICITY



MTA MNR employed **6,315** employees, **11% (721)** of the workforce were self-identified **females**, **43% (2,696)** minorities, **7% (414)** veterans and **1% (91)** 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 **57** employees when compared to 1st Quarter 2023.
- ❑ The percentage of minorities in the workforce has **increased** by **3** percentage points with a net change of **249** employees when compared to 1st Quarter 2023.



MTA MNR Underutilization Analysis

MTA MNR has conducted an availability analysis of self-identified females and minorities in its workforce. The availability analysis consists of comparing **MTA MNR** 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**		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 %
Officials & Administrators	F	3%	5%	2%	4%	1%	3%	0%	0%	0%	0%	1%	2%	6%	8%
	M	9%	8%	7%	7%	4%	5%	0%	0%	0%	0%	3%	4%		
Professionals	F	4%	10%	3%	5%	2%	3%	0%	1%	0%	0%	1%	2%	9%	5%
	M	7%	13%	8%	11%	8%	12%	0%	1%	0%	0%	3%	6%		
Technicians	F	4%	6%	3%	3%	2%	0%	0%	0%	0%	0%	0%	1%	10%	1%
	M	5%	15%	7%	8%	3%	5%	0%	0%	0%	0%	1%	9%		
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%	10%		

** 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

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**		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%	6%	24%	9%
	M	4%	15%	5%	9%	3%	2%*	0%	0%	0%	0%	0%	5%		
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%	6%		
Service Maintenance	F	7%	7%	2%	2%	1%	0%	0%	0%	0%	0%	1%	2%	3%	6%
	M	20%	18%	8%	11%	3%	2%	0%	0%	0%	0%	1%	5%		

**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



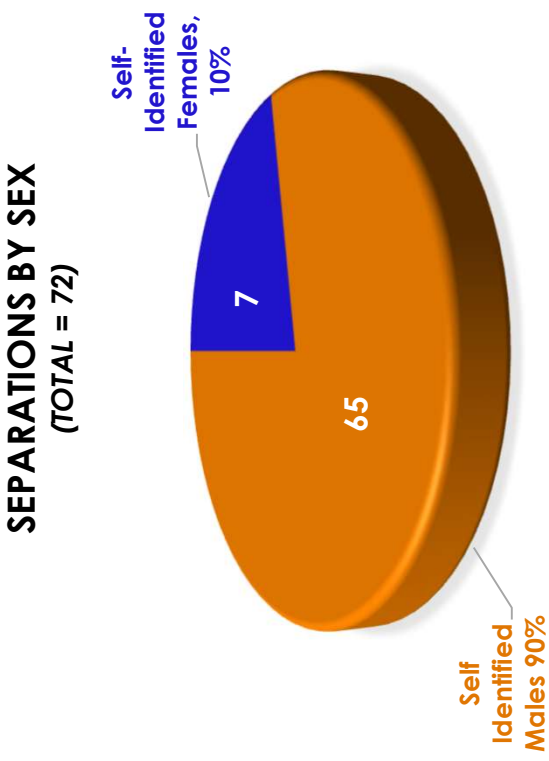
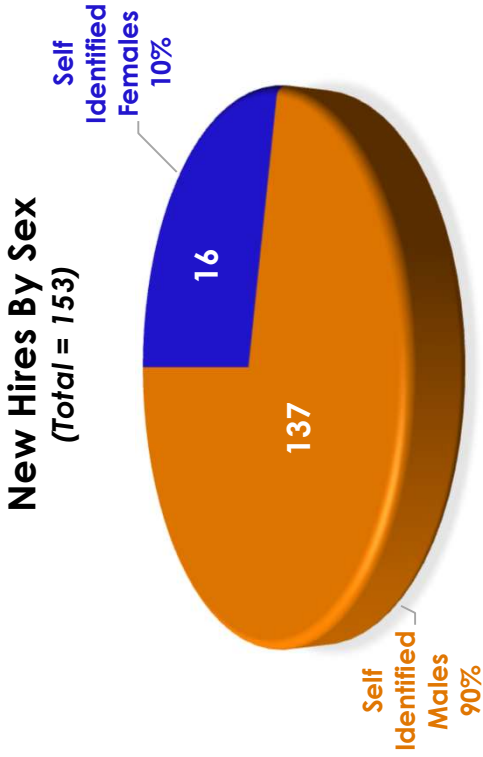
MTA Metro-North Railroad (MNR)

New Hires and Separations

January 1, 2024 – March 31, 2024



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



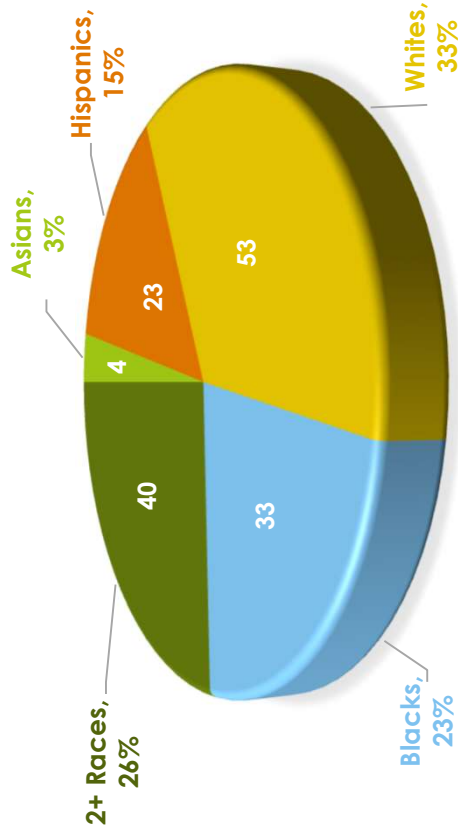
As of the 1st Quarter 2024, MTA MNR hired **153** employees, **16** self-identified **females** and **137** self-identified **males**. During this same time-period, **72** employees separated from **MTA MNR**, **7** self-identified **females** and **65** self-identified **males**.

- The result was a net **increase** of **9** self-identified **females** and **72** self-identified **male**.
- The number of employees who self-identified as veterans **increased** by **1** employee. There were **8** veterans **hired** and **7** veterans **separated** during 2024.

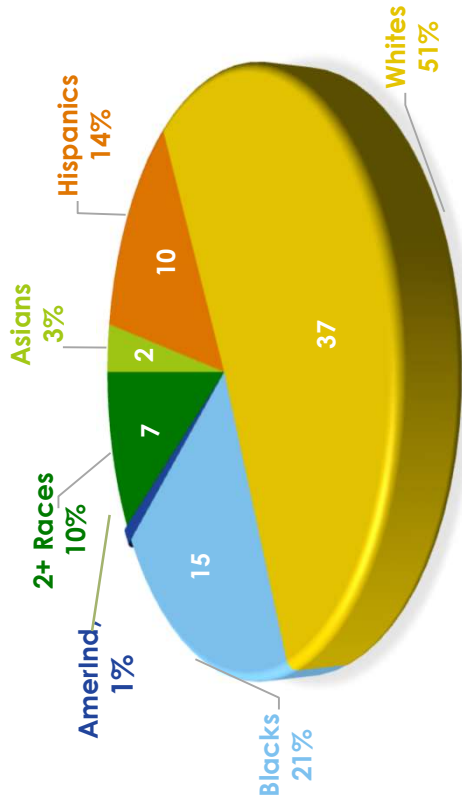


MTA MNR New Hires and Separations by Race/Ethnicity

NEW HIRES BY RACE/ETHNICITY
(TOTAL = 153)



SEPARATIONS BY RACE/ETHNICITY
(TOTAL = 72)



During the 1st Quarter 2024, MTA MNR hired **153** employees, **100** minorities and **53** non-minorities. During this same time-period **72** employees separated from MTA MNR, **35** minorities and **37** non-minorities.

- The result was a net **increase** of **65 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 2024.



MTA MNR

Complaints and Lawsuits

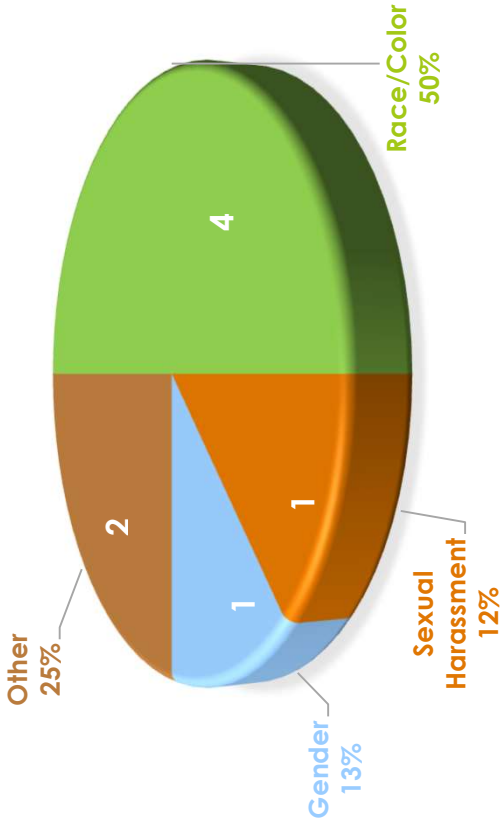
January 1, 2024 – March 31, 2024



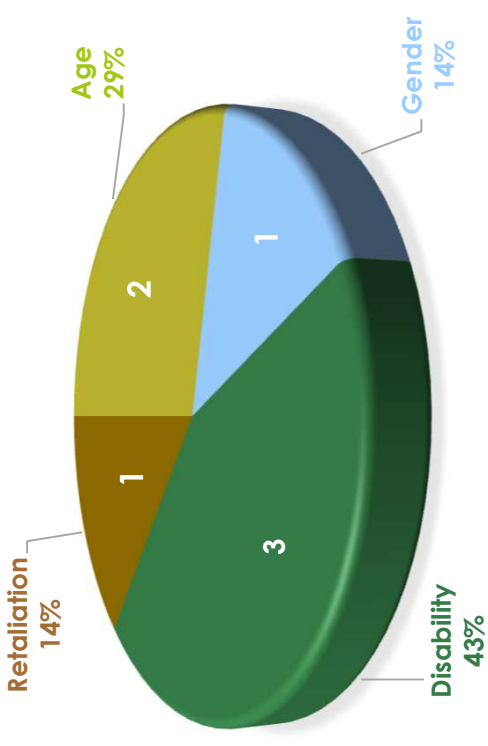
MTA MNR

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



16 EEO complaints were filed* citing **15** separate bases, and **1** lawsuit were filed.

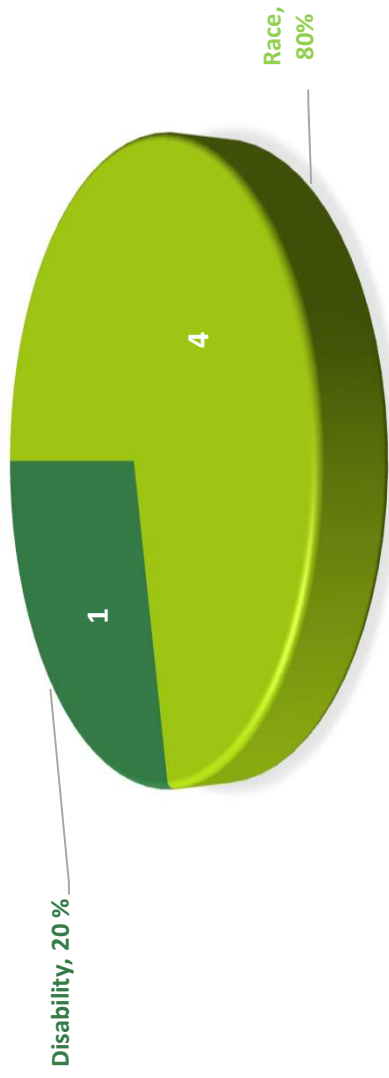
- 8 filed internal complaints.
- 8 filed external complaints, including lawsuits.
- The most frequently cited basis internally was **race**.

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, 2024 to March 31, 2024

TITLE VI AND RELATED
DISCRIMINATION COMPLAINTS



5 Title VI and related discrimination complaints were filed citing 5 separate bases.

- 5 Title VI complaints were filed.
- 0 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.