



Metro-North Railroad (MNR)

Diversity and Equal Opportunity 3rd Quarter Progress Report

December 16, 2024



MNR's Workforce SEPTEMBER 30, 2024 as of September 30, 2024

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOP1**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	692	21%	275	40%	417	60%	92	13%	80	12%	56	8%	3	0%	1	0%	43	6%	41	6%	20	3%
	F 148	21%	95	14%	53	8%	35	5%	29	4%	17	2%	2	0%	0	0%	12	2%	5	1%	5	1%
Professionals	544	79%	180	26%	364	53%	57	8%	51	7%	39	6%	1	0%	1	0%	31	4%	36	5%	15	2%
	F 197	59%	117	59%	80	41%	35	18%	33	17%	31	16%	2	1%	0	0%	16	8%	2	1%	5	3%
Technicians	47	24%	32	16%	15	8%	11	6%	9	5%	5	3%	1	1%	0	0%	6	3%	0	0%	3	2%
	M 150	76%	85	43%	65	33%	24	12%	24	12%	26	13%	1	1%	0	0%	10	5%	2	1%	2	1%
Protective Services	162	10%	79	49%	83	51%	37	23%	17	10%	9	6%	0	0%	0	0%	16	10%	16	10%	7	4%
	F 16	10%	14	9%	2	1%	11	7%	2	1%	0	0%	0	0%	0	0%	1	1%	1	1%	2	1%
Paraprofessionals	146	90%	65	40%	81	50%	26	16%	15	9%	9	6%	0	0%	0	0%	15	9%	15	9%	5	3%
	F 33	27%	9	27%	24	73%	2	6%	4	12%	0	0%	0	0%	0	0%	3	9%	2	6%	0	0%
Administrative Support	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	M 33	100%	9	27%	24	73%	2	6%	4	12%	0	0%	0	0%	0	0%	3	9%	2	6%	0	0%
Skilled Craft	4	25%	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%
Service Maintenance	2	50%	0	0%	2	50%	0	0%	0	0%	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%
Total	194	71%	137	71%	57	29%	75	39%	30	15%	8	4%	1	1%	1	1%	22	11%	5	3%	5	3%
	F 82	42%	68	35%	14	7%	40	21%	10	5%	4	2%	1	1%	1	1%	12	6%	1	1%	3	2%
Total	112	58%	69	36%	43	22%	35	18%	20	10%	4	2%	0	0%	0	0%	10	5%	4	2%	2	1%
	F 2,927	38%	1,121	38%	1,806	62%	507	17%	380	13%	51	2%	15	1%	0	0%	168	6%	210	7%	43	1%
Total	F 43	1%	31	1%	12	0%	22	1%	5	0%	1	0%	0	0%	0	0%	3	0%	2	0%	2	0%
	M 2,884	99%	1,090	37%	1,794	61%	485	17%	375	13%	50	2%	15	1%	0	0%	165	6%	208	7%	41	1%
Total	F 384	18%	249	11%	135	6%	155	7%	52	2%	5	0%	2	0%	1	0%	34	2%	8	0%	3	0%
	M 1,786	82%	783	36%	1,003	46%	383	18%	243	11%	40	2%	2	0%	0	0%	115	5%	104	5%	16	1%
Total	6,379	43%	2,771	43%	3,608	57%	1,286	20%	840	13%	200	3%	25	0%	3	0%	417	7%	388	6%	99	2%

*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.



MNR's Workforce – 3Q

6,379 strong as of September 30, 2024



11% (722) self-identified as **females**



43% (2,771) self-identified as **minorities**

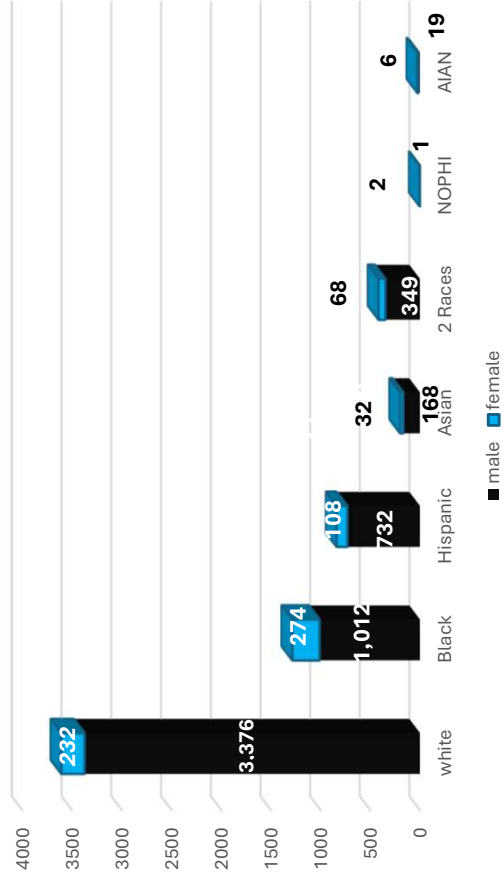


6% (388) **veterans**

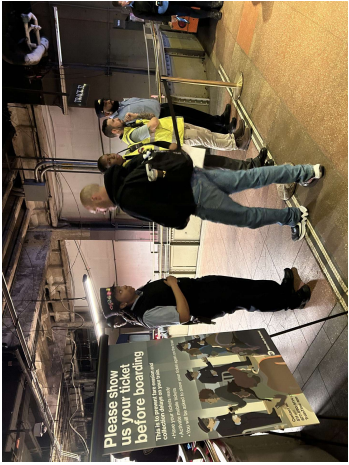
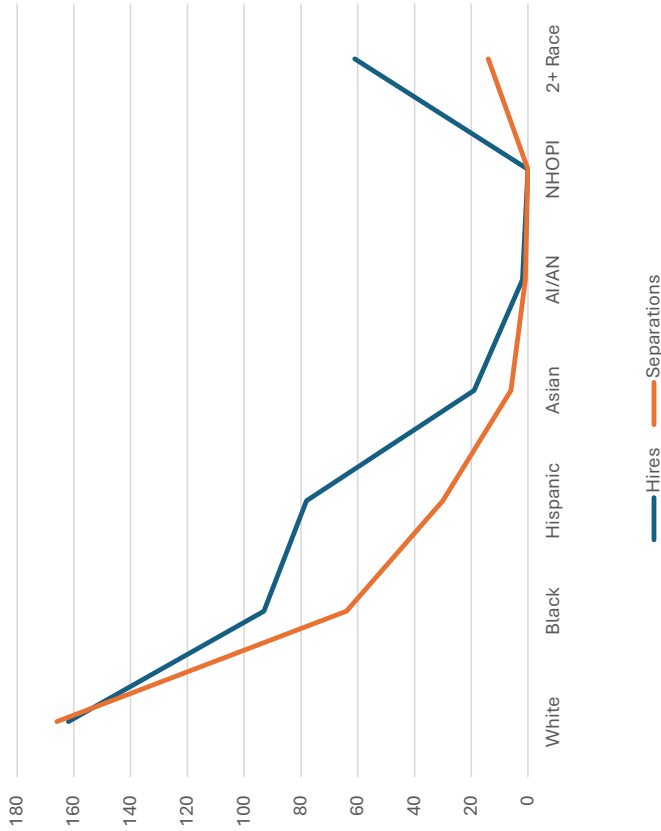


2% (99) self-identified as a **persons with a disability.**

Workforce by Sex and Ethnicity



Hires and Separations
January 1, 2024 – September 30, 2024



415 new hires and 281 separations resulted in the following:



A net increase of 8 self-identified female and 126 self-identified male employees.



A net increase of 138 minorities



A net decrease of 10 self-identified veteran, and



A net decrease of 5 self-identified individuals with a disability

All Agency Employee Resource Groups Quarterly Highlights

Advancing Black Excellence in the Workplace, October 2024 - B.E.G.I.N. held a panel discussion centered on Advancing Black Excellence in the Workplace Exploring Lessons Moving Forward. Several MTA executives from operations and headquarters took part in this critical dialogue, they shared lessons learned, tips, and helpful hints that shaped their trajectory of their careers.

Making Strides Against Breast Cancer Walk, October 2024 - Empowering Women in Transportation (EWT) led the MTA's participation in the Making Strides for Breast Cancer Walk. This is the second year that EWT spearheaded this initiative. EWT expanded many this years walk to include two walk locations, MTA Breast Cancer Walk T-shirts, and partnerships with other departments. The goal was to raise \$30,000 and we raised over \$40,000.

Winter Coat & Toy Drive, November 2024 – All Generational hosted their annual winter toy and coat drive to benefit The Henry Street Settlement. Collection boxes were available at all MTA Agencies for employees to drop off their donations

MTA Strategic Priority – Revive Talent and Culture

All Agency Employee Resource Groups (ERG) Quarterly Highlights

Veterans ERG Veteran Day Ceremony and Parade, November 2024 - The **Veteran ERG** held their annual Veteran Day Ceremony to commemorate the service and sacrifice of our Armed Service Veterans. MTA Pipes and Drums, as well as The Color Guard, participated in the observance. Additionally, Veterans took part in the New York City Veterans Day Parade.

Lunch & Learn, November 2024 – **Pride Express** hosted a lunch and learn detailing the timeline of historical events that shaped the LGBTQ+ rights in the workplace.

Professional Speed Networking, November 2024 - **Young Professional (YP)** members had the opportunity to meet employees from different agencies and crafts; to introduce themselves describe their roles and responsibilities. The networking opportunity is one method that allows YP ERG to build community.

MTA Strategic Priority – Revive Talent and Culture



Complaints and Lawsuits

January 1, 2024 – September 30, 2024

Title VI and Related Discrimination Complaints



37 Title VI and Related** complaints were **filed** citing **37** separate bases

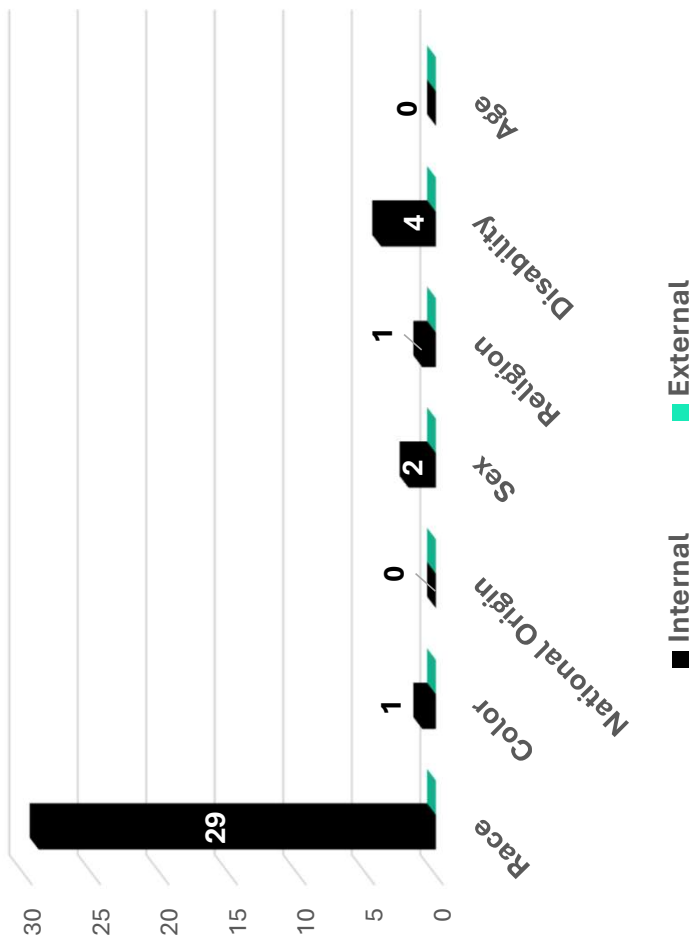


The most frequently cited basis was **Race**



The were **0** Title VI complaints filed with **external agencies** and **0** Title VI **Lawsuits** filed

Title VI and Related Discrimination Complaints
by Bases



Note: *Formal complaints can be filed alleging multiple bases.

Note: **Related Discrimination complaints are filed by customers based on age, disability, religion and sex.

Employment Discrimination Complaints



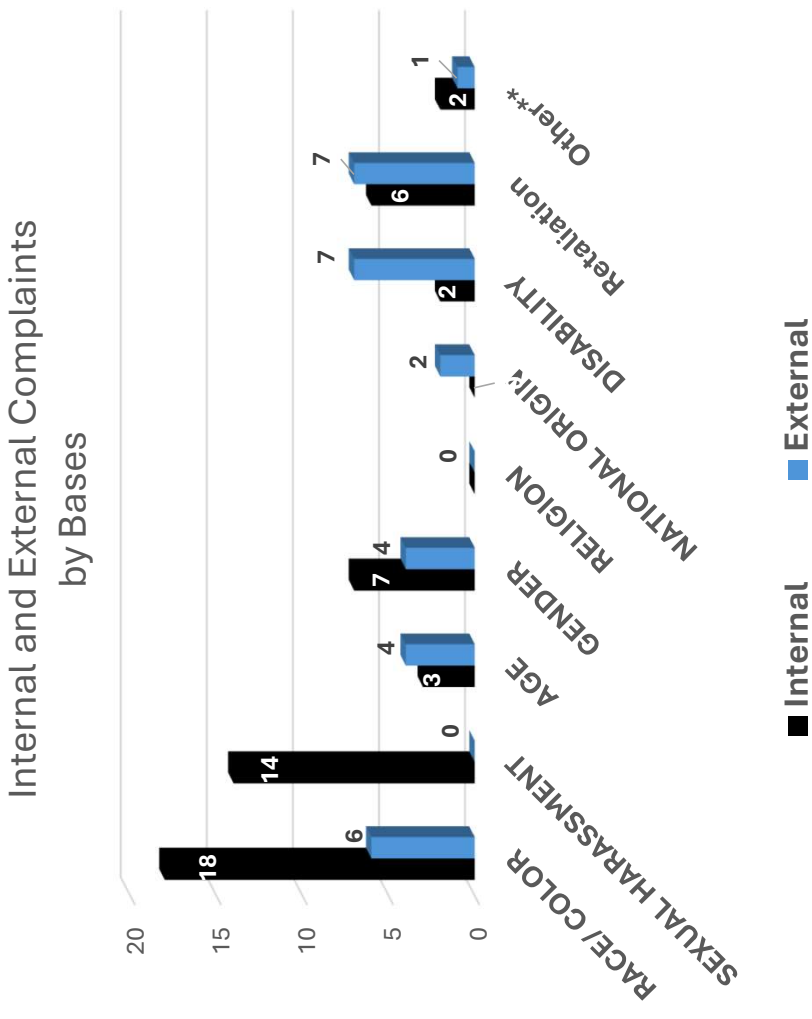
75 complaints were filed citing 83 separate bases



The most frequent singularly-cited basis was **Race/Color**



There were 2 lawsuits filed



Note: *Formal complaints and lawsuits can be filed alleging multiple bases.

Note: **“Other” consists of any of the remaining 12 legally protected bases not individually shown. Additionally, numerous incoming matters were also handled during this time period.