



# Long Island Rail Road

## Diversity and Equal Opportunity 3rd Quarter Progress Report

**December 16, 2024**



# LIRR's Workforce as of September 30, 2024

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	550		205	37%	345	63%	70	13%	54	10%	46	8%	2	0%	0	0%	33	6%	41	7%	12	2%
	124	23%	60	11%	64	12%	23	4%	16	3%	16	3%	0	0%	0	0%	5	1%	2	0%	3	1%
M	426	77%	145	26%	281	51%	47	9%	38	7%	30	5%	2	0%	0	0%	28	5%	39	7%	9	2%
Professionals	413		196	47%	217	53%	56	14%	54	13%	58	14%	2	0%	0	0%	26	6%	27	7%	8	2%
	43	10%	24	6%	19	5%	7	2%	5	1%	7	2%	0	0%	0	0%	5	1%	1	0%	0	0%
M	370	90%	172	42%	198	48%	49	12%	49	12%	51	12%	2	0%	0	0%	21	5%	26	6%	8	2%
Technicians	29		17	59%	12	41%	4	14%	6	21%	4	14%	1	3%	0	0%	2	7%	2	7%	0	0%
	4	14%	3	10%	1	3%	0	0%	0	0%	2	7%	0	0%	0	0%	1	3%	0	0%	0	0%
M	25	86%	14	48%	11	38%	4	14%	6	21%	2	7%	1	3%	0	0%	1	3%	2	7%	0	0%
Protective Services	8		1	13%	7	88%	0	0%	0	0%	0	0%	0	0%	0	0%	1	13%	0	0%	0	0%
	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M	8	100%	1	13%	7	88%	0	0%	0	0%	0	0%	0	0%	0	0%	1	13%	0	0%	0	0%
Paraprofessionals	24		12	50%	12	50%	5	21%	3	13%	4	17%	0	0%	0	0%	0	0%	2	8%	1	4%
	9	38%	6	25%	3	13%	3	13%	1	4%	2	8%	0	0%	0	0%	0	0%	0	0%	1	4%
M	15	63%	6	25%	9	38%	2	8%	2	8%	2	8%	0	0%	0	0%	0	0%	2	8%	0	0%
Administrative Support	367		215	59%	152	41%	124	34%	53	14%	17	5%	1	0%	0	0%	20	5%	6	2%	7	2%
	190	52%	134	37%	56	15%	84	23%	34	9%	6	2%	0	0%	0	0%	10	3%	2	1%	2	1%
M	177	48%	81	22%	96	26%	40	11%	19	5%	11	3%	1	0%	0	0%	10	3%	4	1%	5	1%
Skilled Craft	3,268		1,307	40%	1,961	60%	524	16%	456	14%	126	4%	11	0%	4	0%	186	6%	259	8%	27	1%
	79	2%	53	2%	26	1%	31	1%	14	0%	1	0%	1	0%	0	0%	6	0%	3	0%	2	0%
M	3,189	98%	1,254	38%	1,935	59%	493	15%	442	14%	125	4%	10	0%	4	0%	180	6%	256	8%	25	1%
Service Maintenance	2,884		1,227	43%	1,657	57%	603	21%	352	12%	84	3%	6	0%	0	0%	182	6%	81	3%	21	1%
	551	19%	325	11%	226	8%	195	7%	64	2%	19	1%	0	0%	0	0%	47	2%	13	0%	4	0%
M	2,333	81%	902	31%	1,431	50%	408	14%	288	10%	65	2%	6	0%	0	0%	135	5%	68	2%	17	1%
<b>Total</b>	<b>7,543</b>		<b>3,180</b>	<b>42%</b>	<b>4,363</b>	<b>58%</b>	<b>1,386</b>	<b>18%</b>	<b>978</b>	<b>13%</b>	<b>339</b>	<b>4%</b>	<b>23</b>	<b>0%</b>	<b>4</b>	<b>0%</b>	<b>450</b>	<b>6%</b>	<b>418</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.



# LIRR's Workforce – 3Q

## 7,543 strong as of September 30, 2024



**13% (1,000) self-identified as females**



**42% (3,180) self-identified as minorities**

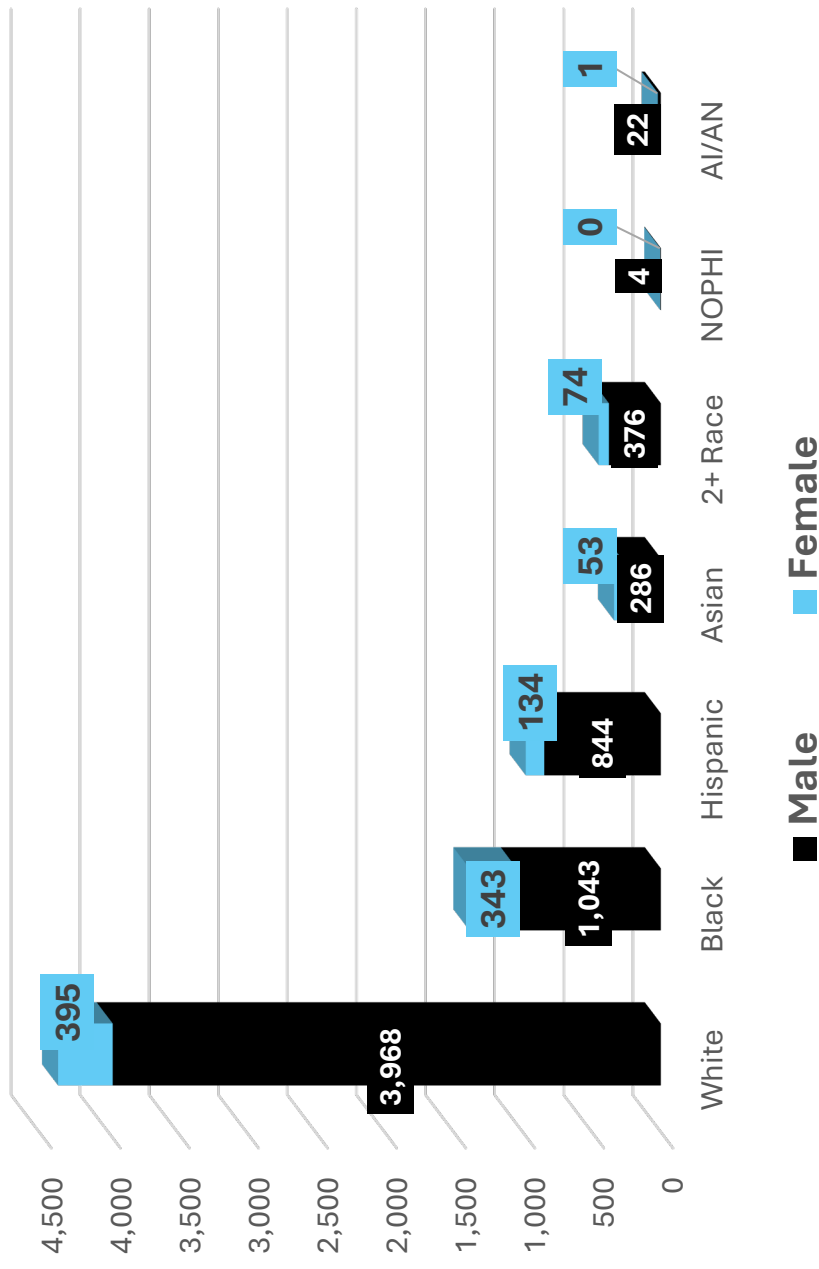


**6% (418) veterans**

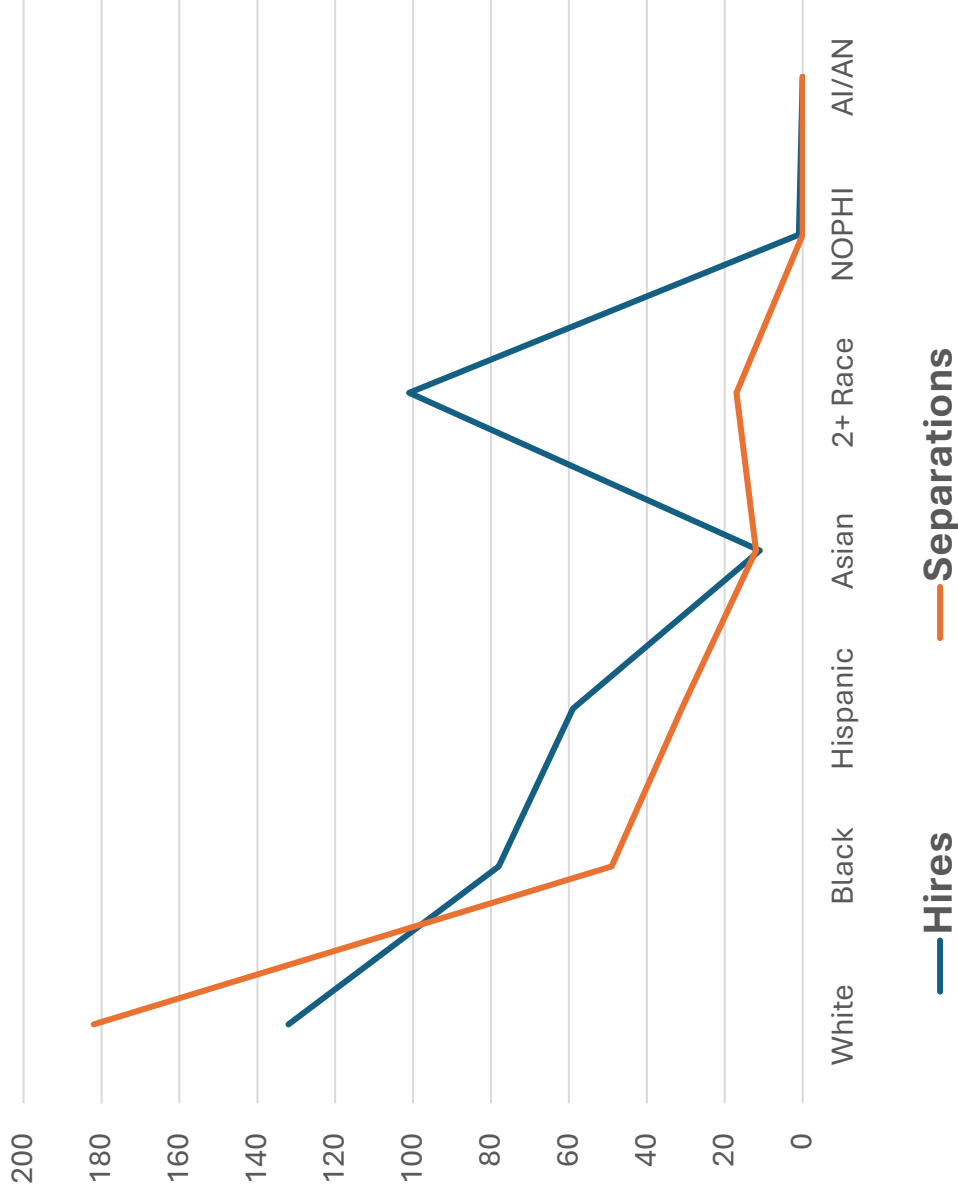


**1% (76) self-identified as persons with a disability**

Workforce by Sex and Ethnicity



## 3<sup>rd</sup> Quarter Hires and Separations



Join the team that moves millions



**382 new hires and 291 separations resulted in the following:**



A net increase of **16** self-identified female and **75** self-identified male employees



A net increase of **141** minorities



A net decrease of **11** self identified veterans .



A net decrease of **3** self identified individuals with a disabilities

# 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

# 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.



# Complaints and Lawsuits

January 1, 2024 – September 30, 2024

# Employment Discrimination Complaints



**26** complaints were **filed** citing **40** separate bases

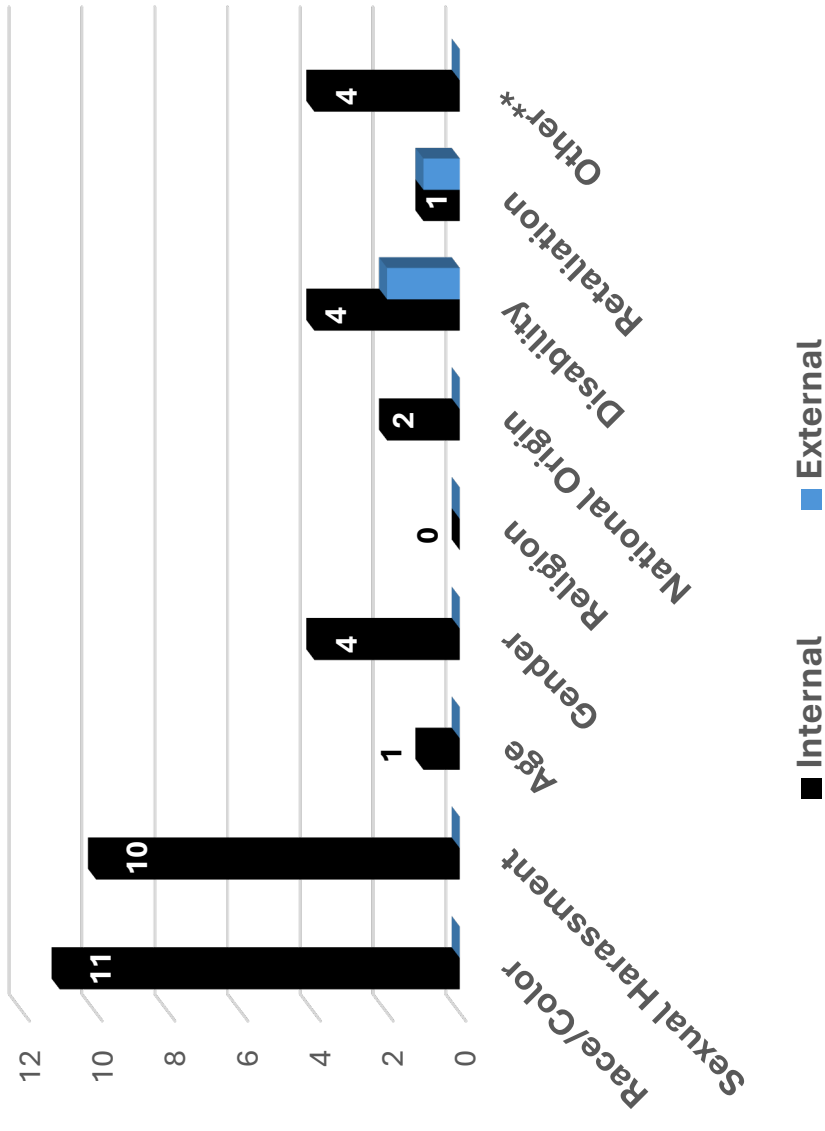


The most frequently singularly-cited basis was **Race/Color**.



There were **0** **Lawsuits** filed

Internal and External Complaints  
by Bases



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

**Note:** \*\* "Other" consists of any of the remaining 12 legally protected bases not individually shown



# Title VI and Related Discrimination Complaints



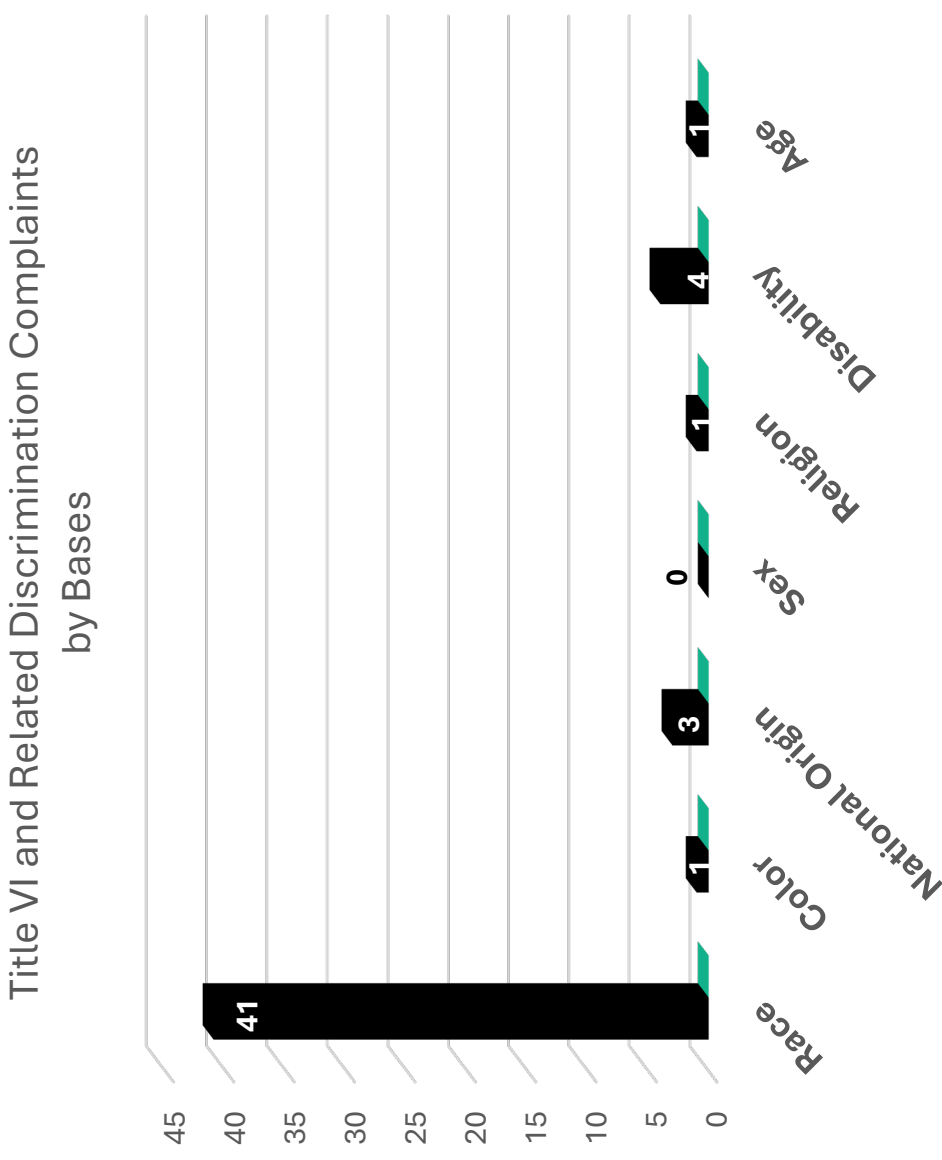
**48** Title VI and Related\*\* complaints, citing **51** separate bases



The most frequently cited basis was **Race**



There were **0** Title VI **Complaints** filed with **external agencies** and **0** Title VI **Lawsuits** filed



■ Title VI & Related ■ External

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

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