
Long Island Rail Road (LIRR)

EEO Report – 2nd Quarter 2022

September 19, 2022



Executive Summary

■ EEO

As of **June 30, 2022**, LIRR's workforce consisted of **7,126** employees of which females represented **13% (933)** and minorities represented **38% (2,727)** of the total workforce.

- LIRR's workforce **decreased** by **360** employees in comparison with the Second Quarter 2021 (2Q21) workforce.
- Female percentage of representation **decreased** by **1%** and the percentage of Minority representation **increased** by **1%**.
- The net change for female employees during the Second Quarter 2022 was a **positive change of 16 employees**.
- The net change for minority employees during the Second Quarter 2022 was a **positive change of 72 employees**.
- There were **19** veterans hired and **11** veterans separated during Second Quarter 2022



Executive Summary Cont.

□ D&I in Motion – All Agency Employee Resource Groups Quarterly Highlights

MTA Employee Resource Groups (ERGs) help foster a diverse and inclusive workplace aligned with our mission, values and goals, and offer a sense of community and belonging to all MTA employees.

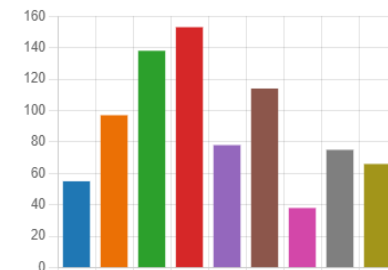
March – Empowering Women in Transportation (EWT) joined 100+ employees and MTA colleagues for a series of events celebrating “Women Providing Healing, Promoting Hope”.



April – Pride Express facilitated a lunch and learn utilizing games to educate employees of famous individuals within the LGBTQ+ community. They also informed participants of their upcoming events.

May – DDCR launched an All-Agency ERG Membership Drive. Over seven hundred (700+) members from all agencies joined one or more of the 9 Employee Resource Groups.

Abilities	55
All-Generational	97
Black Employees for Inclusion &...	138
Empowering Women in Transpo...	153
Latinos & Friends	78
Multicultural	114
Pride Express	38
TransportAsian	75
Veterans	66



MTA Strategic Priority – Revive Talent and Culture

Executive Summary Cont.

D&I in Motion – All Agency Employee Resource Groups Quarterly Highlights

May 2022



Veterans– Memorial Day Celebration - The MTA Veteran's Employee Resource Group (ERG) held a noontime observance on May 26 at 130 Livingston in Brooklyn. They also visited the WWII Memorial Wall that includes the names of MTA workers who paid the ultimate sacrifice during WWII.

TransportAsian, Multicultural and Latinos & Friends - Hosted a Cross Cultural Exchange discussion to exchange distinct ideas, experiences and perspectives on culture, identify and more.



TransportAsian – Hosted a dynamic dialogues roundtable discussion with MTA senior executives of the Asian/Pacific Islander communities. They also presented 2 cultural performances.



Executive Summary Cont.

□ D&I in Motion – All Agency Employee Resource Groups Quarterly Highlights

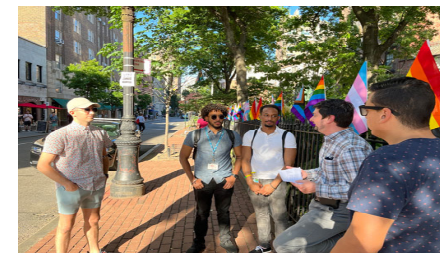
June 2022



Black Employee Group for Inclusion and Networking (B.E.G.I.N.) - Hosted a celebration in honor of Juneteenth (June 19th). B.E.G.I.N. held a 2.5-mile walk in honor and celebration of the “Opal Walk for Freedom” a walking campaign started by Ms. Lee Opal to make Juneteenth a national holiday. The women dressed in purple (in picture to the left) also participated in the African Burial Ground event.

Pride Express— In commemoration of the 53rd anniversary of the Stonewall Uprising Pride Express conducted a historical walking tour to the Stonewall National Monument.

Also, a **Lunch and Learn** on LGBTQ+ history was held with a focus on Stonewall. The discussion centered on the LGBTQ+ movement, a look back on the events leading to the Stonewall riots, the uprising and the gains in civil and human rights.



MTA Strategic Priority – Revive Talent and Culture

Long Island Rail Road (LIRR)

Workforce

as of June 30, 2022



LIRR Workforce

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	1,180		447	38%	733	62%	153	13%	151	13%	71	6%	5	0%	0	0%	67	6%	95	8%	22	2%
F	183	16%	94	8%	89	8%	42	4%	25	2%	17	1%	0	0%	0	0%	10	1%	6	1%	7	1%
M	997	84%	353	30%	644	55%	111	9%	126	11%	54	5%	5	0%	0	0%	57	5%	89	8%	15	1%
Professionals	261		122	47%	139	53%	35	13%	33	13%	46	18%	0	0%	0	0%	8	3%	11	4%	4	2%
F	28	11%	15	6%	13	5%	1	0%	1	0%	10	4%	0	0%	0	0%	3	1%	0	0%	0	0%
M	233	89%	107	41%	126	48%	34	13%	32	12%	36	14%	0	0%	0	0%	5	2%	11	4%	4	2%
Technicians	13		8	62%	5	38%	2	15%	2	15%	1	8%	1	8%	0	0%	2	15%	1	8%	0	0%
F	1	8%	1	8%	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M	12	92%	7	54%	5	38%	1	8%	2	15%	1	8%	1	8%	0	0%	2	15%	1	8%	0	0%
Protective Services	0		0	0%	0	0%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Paraprofessionals	0		0	0%	0	0%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Administrative Support	289		166	57%	123	43%	101	35%	37	13%	13	4%	0	0%	0	0%	15	5%	10	3%	5	2%
F	148	51%	102	35%	46	16%	62	21%	26	9%	6	2%	0	0%	0	0%	8	3%	2	1%	2	1%
M	141	49%	64	22%	77	27%	39	13%	11	4%	7	2%	0	0%	0	0%	7	2%	8	3%	3	1%
Skilled Craft	4,437		1518	34%	2,919	66%	668	15%	514	12%	156	4%	10	0%	3	0%	167	4%	322	7%	23	1%
F	402	9%	185	4%	217	5%	122	3%	33	1%	16	0%	0	0%	0	0%	14	0%	13	0%	0	0%
M	4,035	91%	1333	30%	2,702	61%	546	12%	481	11%	140	3%	10	0%	3	0%	153	3%	309	7%	23	1%
Service Maintenance	946		466	49%	480	51%	265	28%	142	15%	16	2%	5	1%	0	0%	38	4%	33	3%	6	1%
F	171	18%	118	12%	53	6%	74	8%	35	4%	0	0%	1	0%	0	0%	8	1%	2	0%	1	0%
M	775	82%	348	37%	427	45%	191	20%	107	11%	16	2%	4	0%	0	0%	30	3%	31	3%	5	1%
Total	7,126		2,727	38%	4,399	62%	1,224	17%	879	12%	303	4%	21	0%	3	0%	297	4%	472	7%	60	1%

Unpaid Interns are Not Included. Due to employee movements, resulting from the transformation, all utilization goals will require recalculation to be provided in 2022

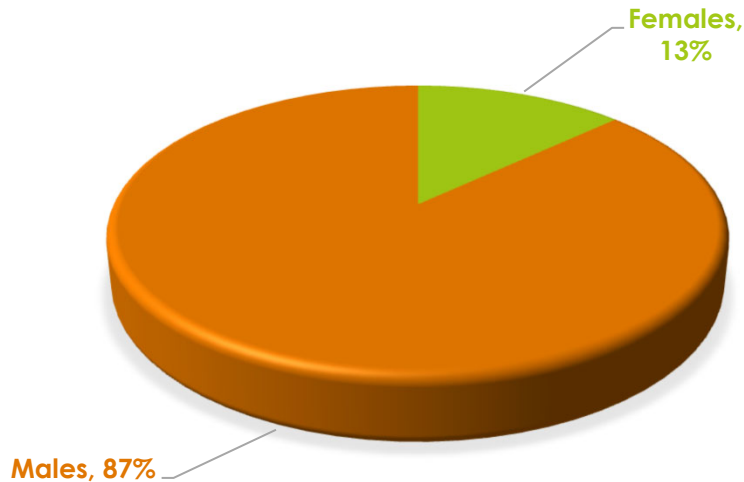
* American Indian/Alaskan Native

**Native Hawaiian Other Pacific Islander

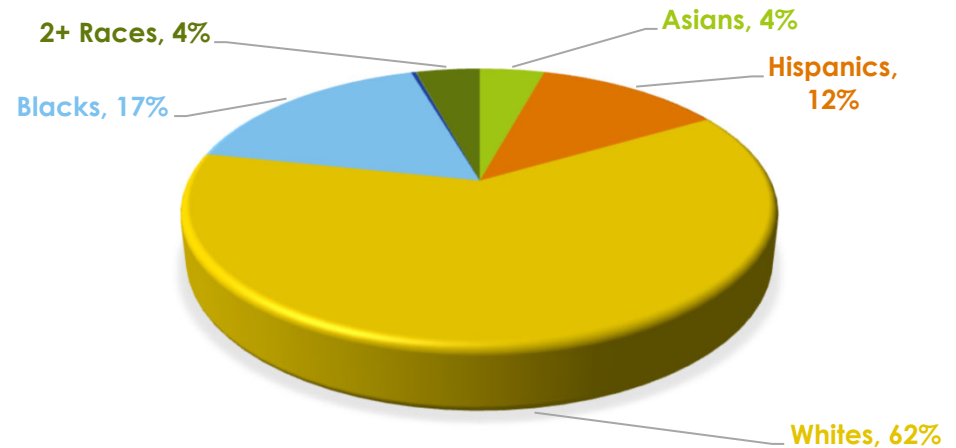


LIRR Workforce as of June 30, 2022

WORKFORCE BY GENDER



WORKFORCE BY RACE/ETHNICITY



LIRR employed **7,126** employees. **13%** of the workforce were females, **38%** minorities, and veterans comprised **7%**.

- ❑ The percentage of females employed in the workforce has **decreased** by **1%** when compared to First Quarter 2021.
- ❑ The percentage of minorities in the workforce has **increased** by **1%** when compared to First Quarter 2021.

MTA LIRR

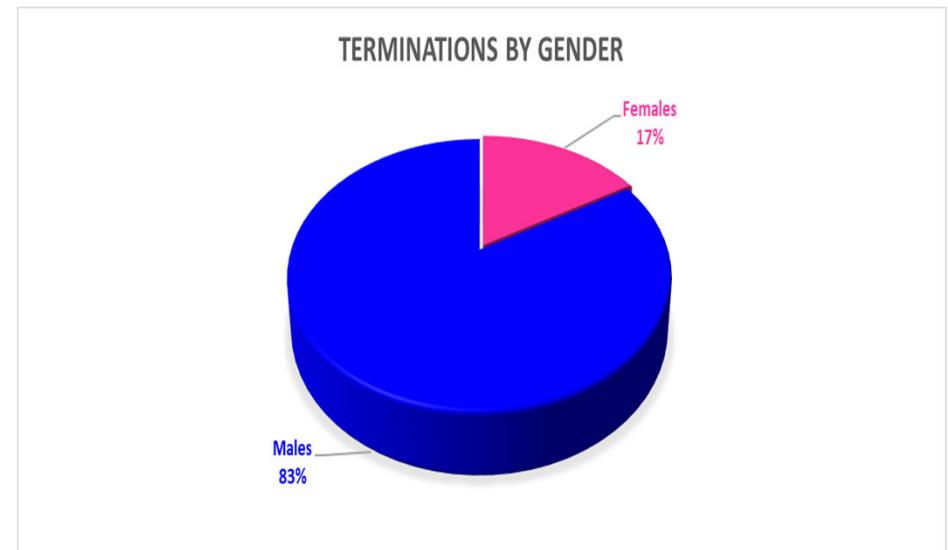
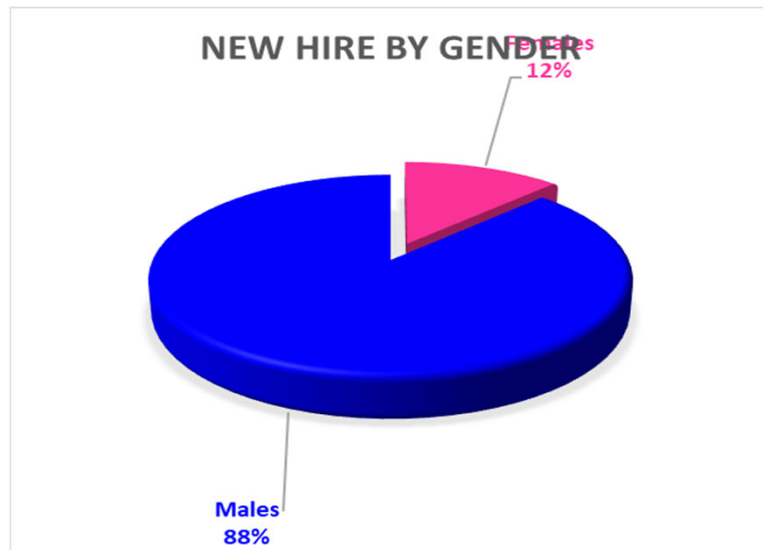
New Hires and Separation

January 1, 2022 – June 30, 2022



LIRR

New Hires and Separations by Gender



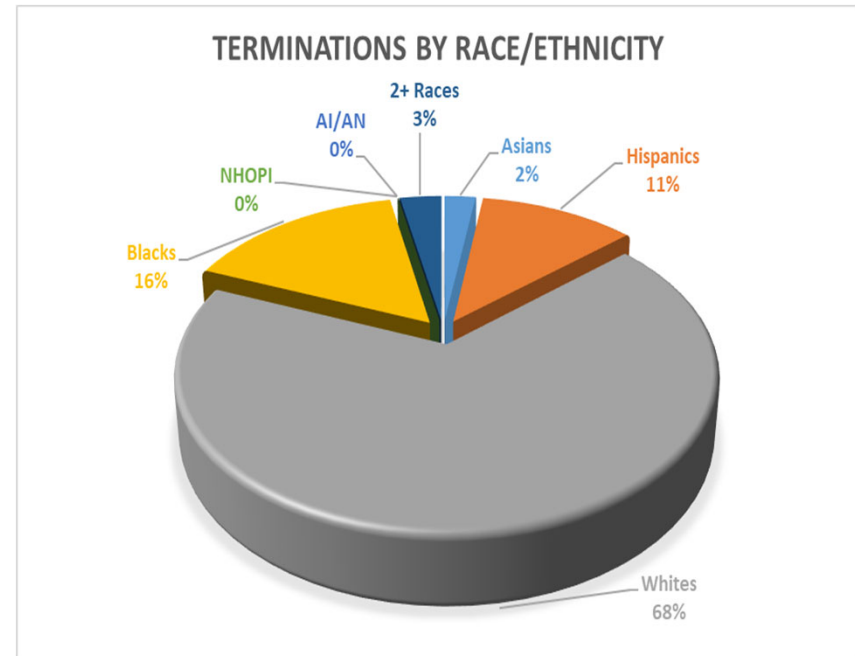
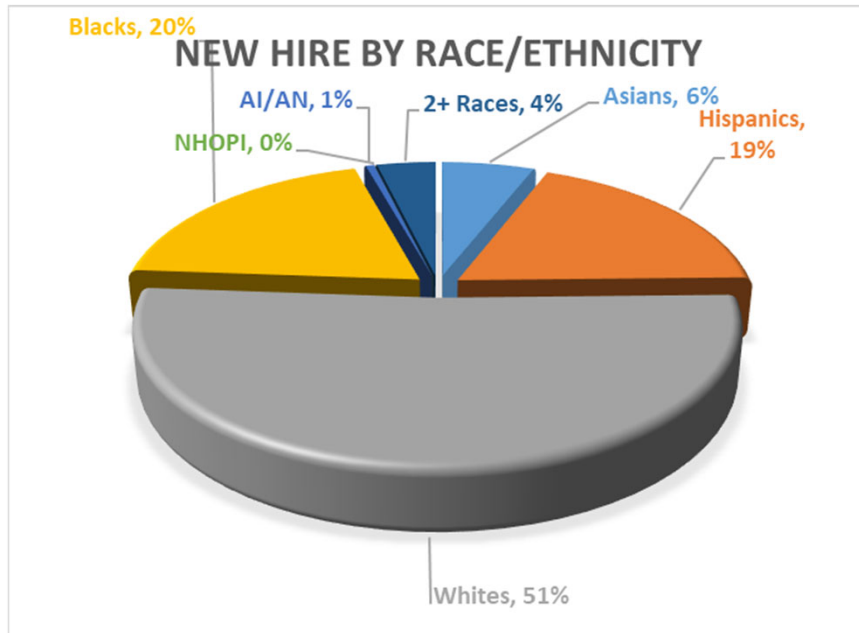
During the second quarter 2022, LIRR **hired 369** employees, **46** females and **323** males. During this same time period, **133** employees **separated** from LIRR, **22** females and **111** males.

- The net change for female employees during the 2nd Quarter 2022 was a **positive change of 16 employees.**
- There were **2** female veterans hired and **0** female veterans separated during 2nd Quarter 2022.



LIRR

New Hires and Separations by Race/Ethnicity



During the second quarter 2022, LIRR **hired 369** employees, **179** minorities and **190** non-minorities. During this same time period, **133** employees **separated** from LIRR, **43** minorities and **90** non-minorities.

- ❑ The net change for minority employees during the 2nd Quarter 2022 was a **positive change of 72 employees**.
- ❑ There were **6** minority veterans hired and **0** minority veterans separated during 2nd Quarter 2022.

