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# MTA METRO-NORTH RAILROAD

## **EEO Report – 2nd Quarter 2022**

September 19, 2022



# Executive Summary

## ■ EEO

As of **June 30, 2022**, MTA MNR's workforce consisted of 5,912 employees of which females represented 13% (740) and minorities represented 40% (2,348) of the total workforce.

- MNR's workforce decreased by 258 employees in comparison with the second 2021 (2Q2021) workforce.
- Female percentage of representation increased by 1% and the percentage of Minority representation increased by 1%.
- The net change for female employees during the 2nd Quarter 2022 was a **negative 28 employees**.
- The net change for minority employees during the 2nd Quarter 2022 was a **negative 85 employees**.
- There were 14 veterans hired and 13 separated during 2nd 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.

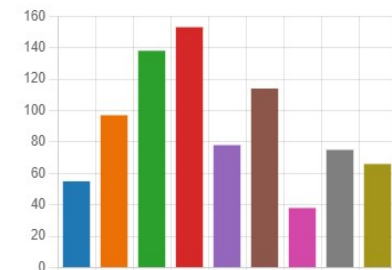
**March – Empowering Women in Transportation (EWT)** joined 100+ employees and MTA colleagues for a series of events celebrating “Women Providing Healing, Promoting Hope”.



**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

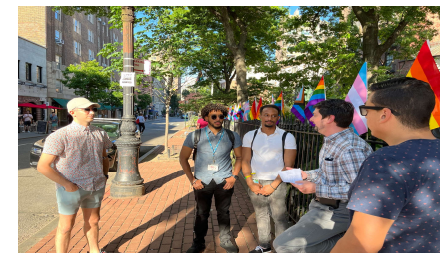
June 2022



**Black Employee Group for Inclusion and Networking (B.E.G.I.N.)** - Hosted a celebration in honor of Juneteenth (June 19<sup>th</sup>). 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 53<sup>rd</sup> 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**

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MTA MNR

# Workforce

as of June 30, 2022



# MTA MNR Workforce

| JOB CATEGORY                          | TOTAL        |    | Minorities   |     | WHITES       |     | BLACKS       |     | HISPANICS  |     | ASIANS     |     | AI/AN*    |    | NHOPI**  |    | 2+ RACES   |     | VETERANS   |     | PWD***    |    |
|---------------------------------------|--------------|----|--------------|-----|--------------|-----|--------------|-----|------------|-----|------------|-----|-----------|----|----------|----|------------|-----|------------|-----|-----------|----|
|                                       | #            | %  | #            | %   | #            | %   | #            | %   | #          | %   | #          | %   | #         | %  | #        | %  | #          | %   | #          | %   | #         | %  |
|                                       |              |    |              |     |              |     |              |     |            |     |            |     |           |    |          |    |            |     |            |     |           |    |
| <b>Officials &amp; Administrators</b> | <b>605</b>   |    | 224          | 37% | 539          | 89% | 88           | 15% | 56         | 9%  | 40         | 7%  | 3         | 0% | 1        | 0% | 36         | 6%  | <b>46</b>  | 8%  | <b>17</b> | 3% |
| F                                     | 116          | 0% | 66           | 11% | 50           | 8%  | 24           | 4%  | 19         | 3%  | 13         | 2%  | 2         | 0% | 0        | 0% | 8          | 1%  | 7          | 1%  | 2         | 0% |
| M                                     | 489          | 0% | 158          | 26% | 331          | 55% | 64           | 11% | 37         | 6%  | 27         | 4%  | 1         | 0% | 1        | 0% | 28         | 5%  | 39         | 6%  | 15        | 2% |
| <b>Professionals</b>                  | <b>146</b>   |    | 73           | 50% | 73           | 50% | 22           | 15% | 23         | 16% | 15         | 10% | 1         | 1% | 0        | 0% | 12         | 8%  | <b>6</b>   | 4%  | <b>0</b>  | 0% |
| F                                     | 29           | 0% | 22           | 15% | 7            | 5%  | 9            | 6%  | 7          | 5%  | 3          | 2%  | 1         | 1% | 0        | 0% | 2          | 1%  | 0          | 0%  | 0         | 0% |
| M                                     | 117          | 0% | 51           | 35% | 66           | 45% | 13           | 9%  | 16         | 11% | 12         | 8%  | 0         | 0% | 0        | 0% | 10         | 7%  | 6          | 4%  | 0         | 0% |
| <b>Technicians</b>                    | <b>132</b>   |    | 57           | 43% | 75           | 57% | 25           | 19% | 12         | 9%  | 11         | 8%  | 1         | 1% | 0        | 0% | 8          | 6%  | <b>15</b>  | 11% | <b>3</b>  | 2% |
| F                                     | 12           | 0% | 9            | 7%  | 3            | 2%  | 5            | 4%  | 3          | 2%  | 0          | 0%  | 0         | 0% | 0        | 0% | 1          | 1%  | 1          | 1%  | 1         | 1% |
| M                                     | 120          | 0% | 48           | 36% | 72           | 55% | 20           | 15% | 9          | 7%  | 11         | 8%  | 1         | 1% | 0        | 0% | 7          | 5%  | 14         | 11% | 2         | 2% |
| <b>Protective Services</b>            | <b>0</b>     |    | 0            | 0%  | 0            | 0%  | 0            | 0%  | 0          | 0%  | 0          | 0%  | 0         | 0% | 0        | 0% | 0          | 0%  | <b>0</b>   | 0%  | <b>0</b>  | 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% |
| <b>Paraprofessionals</b>              | <b>10</b>    |    | 3            | 30% | 7            | 70% | 1            | 10% | 1          | 10% | 0          | 0%  | 0         | 0% | 0        | 0% | 1          | 10% | <b>0</b>   | 0%  | <b>0</b>  | 0% |
| F                                     | 5            | 0% | 2            | 20% | 3            | 30% | 1            | 10% | 1          | 10% | 0          | 0%  | 0         | 0% | 0        | 0% | 0          | 0%  | 0          | 0%  | 0         | 0% |
| M                                     | 5            | 0% | 1            | 10% | 4            | 40% | 0            | 0%  | 0          | 0%  | 0          | 0%  | 0         | 0% | 0        | 0% | 1          | 10% | 0          | 0%  | 0         | 0% |
| <b>Administrative Support</b>         | <b>226</b>   |    | 147          | 65% | 79           | 35% | 88           | 39% | 35         | 15% | 7          | 3%  | 2         | 1% | 1        | 0% | 14         | 6%  | <b>12</b>  | 5%  | <b>4</b>  | 2% |
| F                                     | 95           | 0% | 78           | 35% | 17           | 8%  | 49           | 22% | 15         | 7%  | 3          | 1%  | 1         | 0% | 1        | 0% | 9          | 4%  | 2          | 1%  | 2         | 1% |
| M                                     | 131          | 0% | 69           | 31% | 62           | 27% | 39           | 17% | 20         | 9%  | 4          | 2%  | 1         | 0% | 0        | 0% | 5          | 2%  | 10         | 4%  | 2         | 1% |
| <b>Skilled Craft</b>                  | <b>3,169</b> |    | 1091         | 34% | 2,078        | 66% | 537          | 17% | 337        | 11% | 52         | 2%  | 12        | 0% | 0        | 0% | 153        | 5%  | <b>299</b> | 9%  | <b>33</b> | 1% |
| F                                     | 62           | 0% | 42           | 1%  | 20           | 1%  | 30           | 1%  | 7          | 0%  | 1          | 0%  | 0         | 0% | 0        | 0% | 4          | 0%  | 5          | 0%  | 3         | 0% |
| M                                     | 3,107        | 0% | 1049         | 33% | 2,058        | 65% | 507          | 16% | 330        | 10% | 51         | 2%  | 12        | 0% | 0        | 0% | 149        | 5%  | 294        | 9%  | 30        | 1% |
| <b>Service Maintenance</b>            | <b>1,624</b> |    | 753          | 46% | 871          | 54% | 421          | 26% | 213        | 13% | 32         | 2%  | 3         | 0% | 1        | 0% | 83         | 5%  | <b>70</b>  | 4%  | <b>14</b> | 1% |
| F                                     | 333          | 0% | 213          | 13% | 120          | 7%  | 136          | 8%  | 48         | 3%  | 5          | 0%  | 1         | 0% | 1        | 0% | 22         | 1%  | 7          | 0%  | 6         | 0% |
| M                                     | 1,291        | 0% | 540          | 33% | 751          | 46% | 285          | 18% | 165        | 10% | 27         | 2%  | 2         | 0% | 0        | 0% | 61         | 4%  | 63         | 4%  | 8         | 0% |
| <b>Total</b>                          | <b>5,912</b> |    | <b>2,348</b> | 40% | <b>3,722</b> | 63% | <b>1,182</b> | 20% | <b>677</b> | 11% | <b>157</b> | 3%  | <b>22</b> | 0% | <b>3</b> | 0% | <b>307</b> | 5%  | <b>448</b> | 8%  | <b>71</b> | 1% |

Due to employee movements, resulting from the transformation, all utilization goals will require recalculation to be provided later.

\* American Indian/Alaskan Native

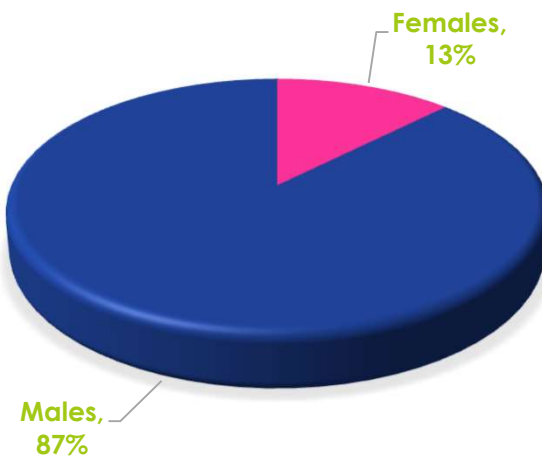
\*\*Native Hawaiian Other Pacific Islander

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

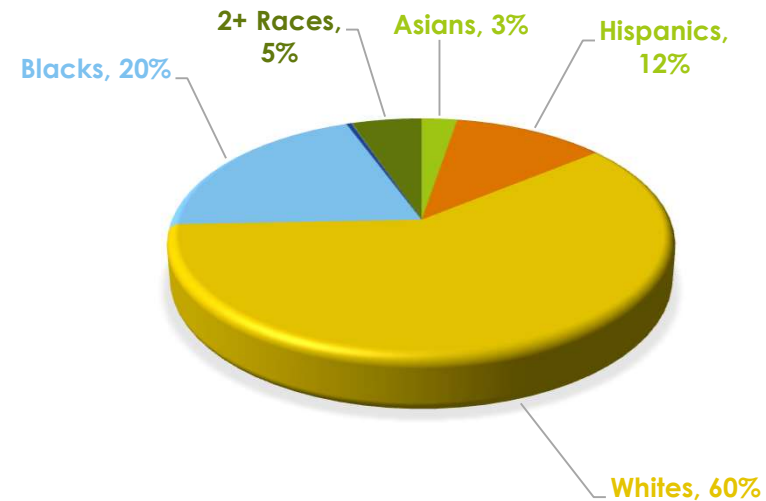


# MNR Workforce as of June 30, 2022

WORKFORCE BY GENDER



WORKFORCE BY RACE/ETHNICITY



MTA MNR employed **5,912** employees: **13%** of the workforce were females, **40%** minorities, and veterans comprised **8%**.

- ❑ The percentage of females employed in the workforce has **increased** by one percent when compared to Second Quarter 2021.
- ❑ The percentage of minorities in the workforce has **increased** by one percent when compared to Second Quarter 2021.



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# MTA MNR

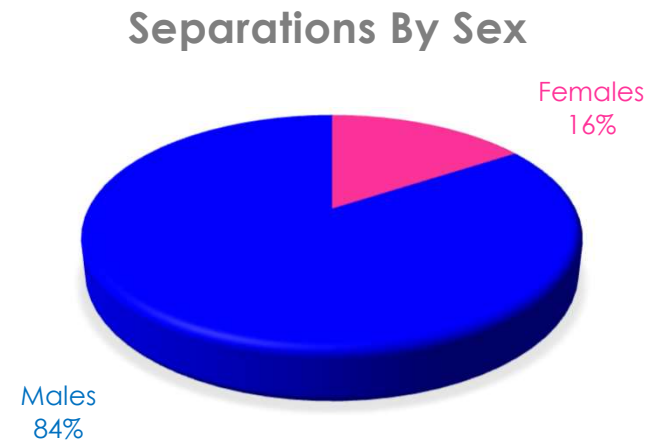
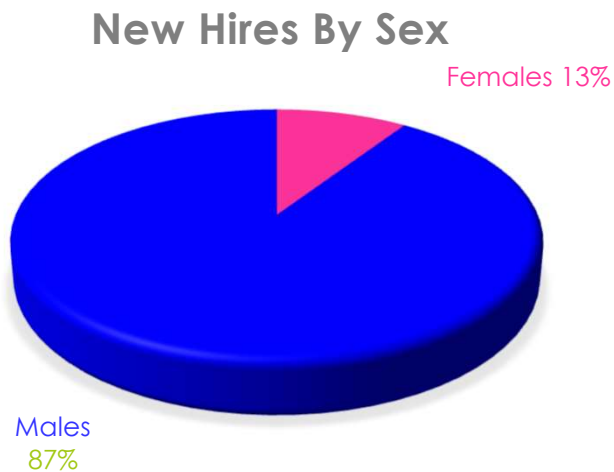
## **New Hires and Separation**

**January 1, 2022 – June 30, 2022**



# MTA MNR

## New Hires and Separations by Sex



During the Second Quarter 2022, MNR **hired 208** employees, 26 females and 182 males. During this same time period **128** employees **separated** from MNR, 21 females and 107 males.

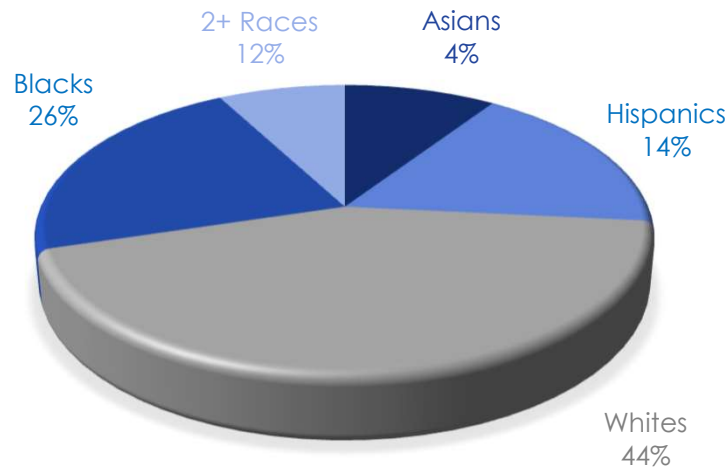
- ❑ The net change for female employees during the Second Quarter 2022 was **a positive five employees.**
- ❑ There was one female veteran hired and no female veterans separated during Second Quarter 2022.



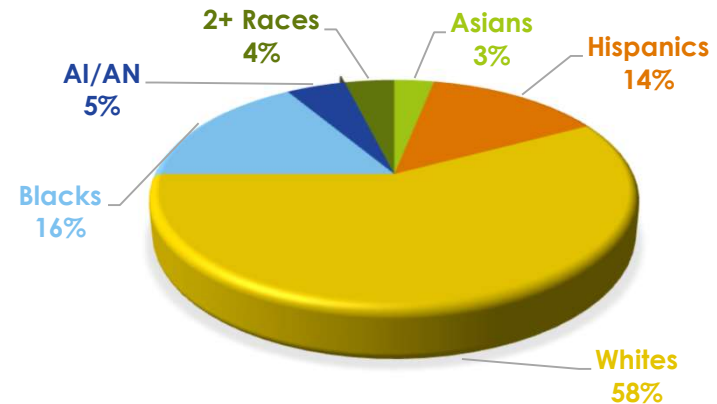
# MTA MNR

## New Hires and Separations by Race/Ethnicity

### New Hires By Race/Ethnicity



### SEPARATIONS BY RACE/ETHNICITY



During the Second Quarter 2022, MNR **hired 208** employees, 66 minorities and 96 non- minorities. During this same time period 128 employees **separated** from MNR, 54 minorities and 74 non-minorities.

- ❑ The net change for minority employees during the Second Quarter 2022 was **a positive twelve employees.**
- ❑ There were 14 veterans hired and 13 separated during Second Quarter 2022

