
MTA LIRR
Long Island Rail Road

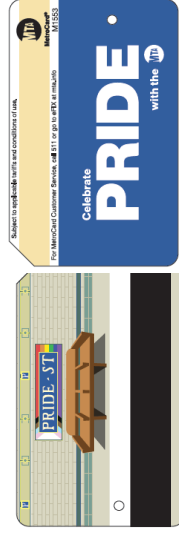
EEO Report – 1st Quarter 2023

June 26, 2023



EEO 1st Quarter Executive Summary

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

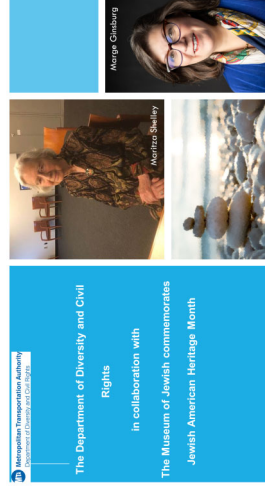


PRIDE EXPRESS hosted a Greenwich Village Historical Walking Tour to celebrate Pride Month. Historical sites instrumental to the LGBTQIA+ movement were visited. The members of Pride Express also attended The Hastings Pride Community Festival, which was an interactive family-friendly event.

Pride Express was instrumental in the roll out of the MTA Pride Month MetroCard and the Pride Decals on 50 MNR trains, 50 LIRR trains, NYCT subway cars, and 50 Bridges and Tunnels trucks.



B.E.G.I.N. - In celebration of Juneteenth, B.E.G.I.N. hosted a series of events. B.E.G.I.N. members created a video – broadcasted on the MTA monitors - that traced the origins and history of Juneteenth. In addition, a tour of the African Burial Ground and National Monument was hosted by the ERG, and a members-only networking event was held at a Black owned restaurant.



In Commemoration of Jewish American Heritage Month, the MTA in collaboration with **The Museum of Jewish Heritage** held a conversation with Holocaust survivor Maritza Shelley and Marge Ginsburg, MTA Deputy Chief Technology Officer. Maritza Shelley shared her stories and personal experiences. Employees joined in paying tribute to the generations of Jewish Americans who helped form the fabric of American history, culture, and society.



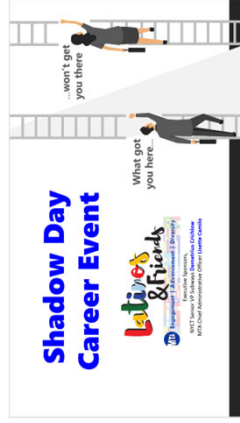
EEO 1st Quarter Executive Summary Cont.

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



Veterans - The MTA Veterans Employee Resource Group held a noontime Memorial Day Observance on May 17th at 2 Broadway to remember those who paid the ultimate sacrifice. The guest speaker was Patrick Warren, MTA Chief Security Officer and Retired Army Colonel.

Abilities - In recognition of May as Mental Health Awareness Month, Abilities ERG held a forum to discuss mental health challenges. Work Life Services and the Employee Assistance Program were available to offer their services and support to employees.



Latinos & Friends - hosted a Shadow Day which provided its members with the opportunity to gain insight into their colleagues' roles, responsibilities, and special projects throughout the MTA. Job shadowing gives you a small but critical window into the day-to-day operations of your ideal career.

TransportAsian - In celebration of Asian American Pacific Islander Month (AAPI), TransportAsian ERG streamed a two-part documentary to bring awareness to the many contributions and achievements made by the AAPI community. The documentary shared the challenges and triumphs experienced by Asian American Pacific Islanders in the United States.



EEO 1st Quarter Executive Summary Cont.

□ EEO

As of March 31, 2023, MTA LIRR's workforce consisted of 7,308 employees of which females represented 13% (969), minorities represented 40% (2,895), veterans represented 6% (545) and employees identifying as a person with a disability represented 0.5% (33) of the total workforce.

In comparison with the 1st Quarter 2022 (1Q22):

- MTA LIRR's 1st Quarter 2023 workforce increased by 294 employees.
- Female representation slightly increased by 51 employees.
- Minority representation increased by 2% with a net change of **239** employees.
- There were 2 employees hired who self-identified as a veteran and 1 employee separated that self-identified veteran.
- MTA LIRR handled* a total of 43 EEO complaints; of which 28 were internal and 15 were external. In the 1st Quarter 2022, MTA LIRR handled a total of 37 EEO complaints; of which 21 were internal and 16 were external.
- MTA LIRR handled* a total of 16 Title VI complaints and 0 Title VI lawsuits.

* Complaints handled include incoming 2023 cases and cases that carried over from the prior years.



EEO 1st Quarter Executive Summary Cont.

□ EEO

MTA LIRR conducted a utilization analysis of females and minorities in its workforce. The utilization analysis consists of comparing MTA LIRR's March 31, 2023, workforce percentages for females and minorities to the estimated availability of the females and minorities available within the relevant labor market.

Based on the utilization analysis, MTA LIRR's 2023 workforce estimated availability targets are:

EEO4 Category	Minorities	Females	Black	Hispanic	Asian	Am Ind/Al Nat	NHOPI	2 Races
EEO Category 1	30.5%	13.7%	10.5%	9.8%	5.9%	0.3%	0.0%	4.0%
EEO Category 2	33.6%	10.1%	8.5%	10.0%	12.5%	0.4%	0.0%	2.3%
EEO Category 3	16.8%	8.0%	5.7%	6.7%	3.5%	0.0%	0.0%	0.8%
EEO Category 4	16.6%	7.4%	5.8%	9.5%	0.6%	0.0%	0.0%	0.5%
EEO Category 5	7.0%	9.6%	2.4%	2.8%	1.4%	0.0%	0.0%	0.3%
EEO Category 6	30.9%	56.7%	14.4%	10.5%	3.9%	0.1%	0.0%	2.0%
EEO Category 7	27.6%	4.9%	9.5%	13.1%	2.7%	0.1%	0.0%	2.2%
EEO Category 8	25.4%	12.9%	12.8%	8.1%	2.1%	0.2%	0.0%	2.2%



EEO 1st Quarter Executive Summary Cont.

Based on the MTA LIRR utilization analysis*, the underrepresentation for females and minorities occurred in the following EEO categories:

All Females:

- ☐ Professional – Whites
- ☐ Administrative Support – Whites
- ☐ Skilled Craft – Hispanics and Whites

Minority Males:

- ☐ Officials and Administrators – Hispanics

*The utilization analysis compares the percentages of females and minorities employed in each job group to 80 percent of the females and minorities available within the relevant labor market.



EEO 1st Quarter Executive Summary Cont.

- When vacancies occur for EEO job categories, MTA LIRR's action strategy to address areas of underutilization will include:
 - Identifying specific job groups/job titles within the underutilized category that present an opportunity for targeted recruitment;
 - Forecasting future opportunities for underutilized job groups/titles, in communication with hiring managers, and raising awareness of need to make extra efforts to achieve representation of targeted groups in the candidate pools.
 - Engaging with potential outreach sources relevant to the underutilized groups, such as hosting career fairs to attract qualified candidates into the pipeline for non-traditional technical positions.
 - Creating unique approaches to attract, promote and retain the specific job group/job title.
- MTA LIRR will create targeted strategies and initiatives for the following underutilization job groups: Officials & Administrators, Professionals, Administrative Support, and Skilled Craft.



MTA LIRR

Workforce

as of March 31, 2023



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 LIRR Workforce

The table below is a snapshot of MTA LIRR's workforce by race/ethnicity, gender and veterans as of **March 31, 2023**.

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	643																					
F	135	21%	67	10%	68	11%	21	3%	20	3%	17	3%	1	0%	0	0%	0	0%	8	1%	3	0%
M	508	79%	172	27%	336	52%	55	9%	47	7%	35	5%	3	0%	0	0%	0	0%	32	5%	47	7%
Professionals	367																					
F	31	8%	22	6%	9	2%	6	2%	2	1%	9	2%	1	0%	0	0%	0	0%	4	1%	0	0%
M	336	92%	152	41%	184	50%	44	12%	45	12%	47	13%	1	0%	0	0%	0	0%	15	4%	19	5%
Technicians	23																					
F	3	13%	2	9%	1	4%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%	0	0%	0	0%
M	20	87%	12	52%	8	35%	4	17%	4	17%	2	9%	1	4%	0	0%	0	0%	1	4%	2	9%
Protective Services	6																					
F	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M	6	100%	0	0%	6	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Paraprofessionals	20																					
F	6	30%	2	10%	4	20%	1	5%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%
M	14	70%	4	20%	10	50%	1	5%	1	5%	2	10%	0	0%	0	0%	0	0%	0	0%	2	10%
Administrative Support	390																					
F	192	49%	134	34%	58	15%	88	23%	31	8%	6	2%	0	0%	0	0%	0	0%	9	2%	2	1%
M	198	51%	87	22%	111	28%	46	12%	20	5%	11	3%	1	0%	0	0%	0	0%	9	2%	8	2%
Skilled Craft	3,175																					
F	88	3%	53	2%	35	1%	38	1%	13	0%	0	0%	0	0%	0	0%	0	0%	2	0%	5	0%
M	3,087	97%	1,161	37%	1,926	61%	472	15%	421	13%	116	4%	7	0%	3	0%	0	0%	142	4%	273	9%
Service Maintenance	2,684																					
F	514	19%	278	10%	236	9%	178	7%	60	2%	16	1%	0	0%	0	0%	0	0%	24	1%	12	0%
M	2,170	81%	749	28%	1,421	53%	349	13%	255	10%	60	2%	7	0%	0	0%	0	0%	78	3%	81	3%
Total	7,308		2,895	40%	4,413	60%	1,303	18%	919	13%	324	4%	22	0%	3	0%	324	4%	454	6%	33	0%

* American Indian/Alaskan Native

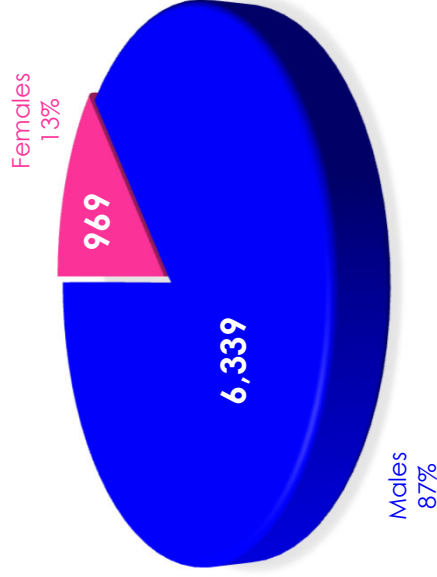
**Native Hawaiian Other Pacific Islander

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

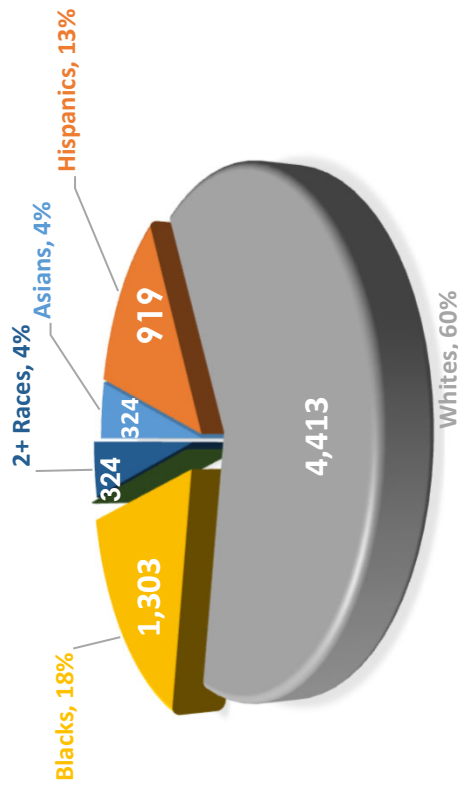


MTA LIRR's Workforce as of March 31, 2023

Workforce By Sex



Workforce By Race/Ethnicity



MTA LIRR employed **7,308** employees, 13% (969) of the workforce were females, 40% **(2,895)** minorities, 6% (454) veterans, and 0.5% (33) self-identified as a person with a disability.

- The percentage of females employed in the workforce remained constant with a slight increase of 51 employees when compared to 1st Quarter 2022.
- The percentage of minorities in the workforce has increased by 2% with a net change of 239 employees when compared to 1st Quarter 2022.



MTA LIRR's Underutilization Analysis

MTA LIRR has conducted an availability analysis of females and minorities in its workforce. The availability analysis consists of comparing **MTA LIRR's** March 31, 2023, workforce percentages for females and minorities to 80 percent of the 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**		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 %
Officials & Administrators	F	3%	3%	2%	3%	2%	3%	0%	0%	0%	0%	1%	1%	5%	11%
	M	8%	9%	8%	7%	4%	5%	0%	0%	0%	0%	3%	5%		
Professionals	F	1%	2%	1%	1%	2%	2%	0%	0%	0%	0%	0%	1%	5%	2%
	M	7%	12%	9%	12%	11%	13%	0%	0%	0%	0%	2%	4%		
Technicians	F	*1%	*0%	*1%	*0%	1%	9%	0%	0%	0%	0%	0%	0%	4%	4%
	M	5%	17%	5%	17%	3%	9%	0%	4%	0%	0%	1%	4%		
Protective Services	F	*1%	*0%	*3%	*0%	0%	0%	0%	0%	0%	0%	0%	0%	*3%	*0%
	M	*5%	*0%	*7%	*0%	*1%	*0%	0%	0%	0%	0%	*1%	*0%		

** American Indian/Alaskan Native

***Native Hawaiian Other Pacific Islander

Note: Pursuant to FTA Circular 4704.1A EEO Requirements and Guidelines, white males have been excluded from the availability analysis.



Percentages highlighted in green indicates underutilization

MTA LIRR's Underutilization Analysis Cont.

*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**		NHOP ***		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	2%	5%	*1%	*0%	1%	5%	0%	0%	0%	0%	0%	0%	5%	20%
	M	1%	5%	1%	5%	1%	10%	0%	0%	0%	0%	0%	0%		
Administrative Support	F	10%	23%	8%	8%	2%	2%	0%	0%	0%	0%	1%	2%	35%	15%
	M	4%	12%	3%	5%	2%	3%	0%	0%	0%	0%	1%	2%		
Skilled Craft	F	1%	1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	3%	1%
	M	9%	15%	12%	13%	3%	4%	0%	0%	0%	0%	2%	4%		
Service Maintenance	F	3%	7%	2%	2%	1%	1%	0%	0%	0%	0%	0%	1%	7%	9%
	M	10%	13%	6%	10%	2%	2%	0%	0%	0%	0%	2%	3%		

**American Indian/Alaskan Native

***Native Hawaiian Other Pacific Islander

Note: Pursuant to FTA Circular 4704.1A EEO Requirements and Guidelines, white males have been excluded from the availability analysis.

Percentages highlighted in green indicate underutilization



MTA LIRR

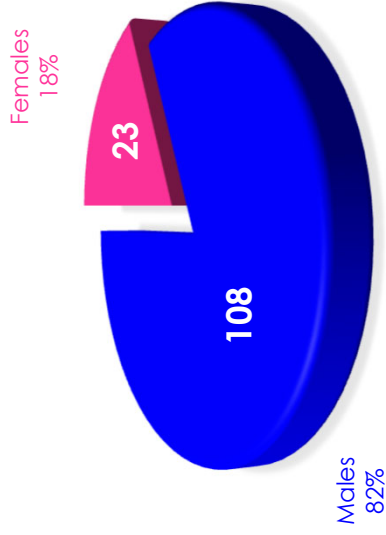
New Hires and Separation

January 1, 2023 – March 31, 2023

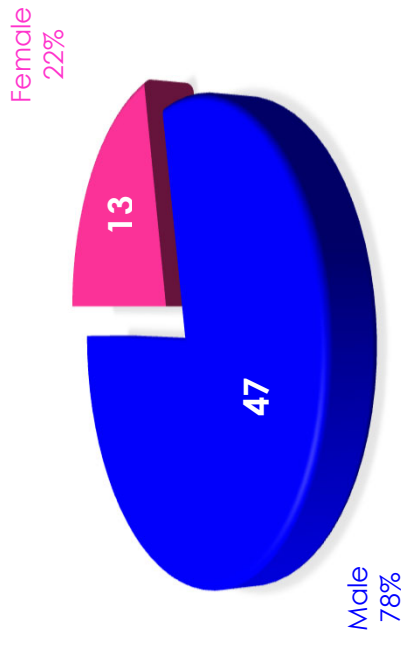


MTA LIRR'S New Hires and Separations by Sex

New Hires By Sex



Separations By Sex

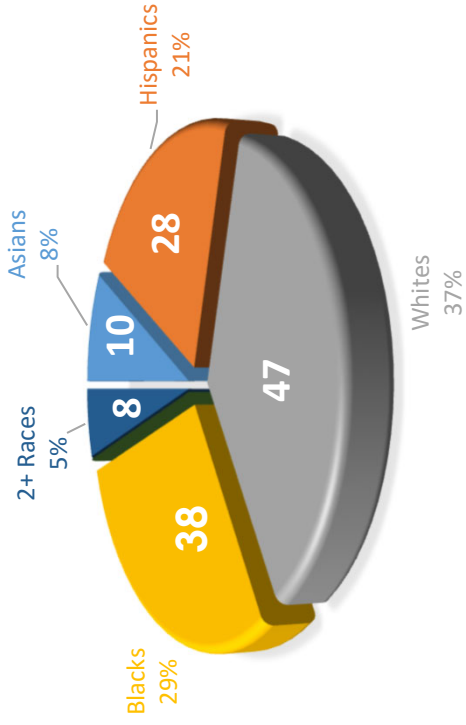


As of the 1st Quarter 2023, MTA LIRR hired 131 employees, 23 females and 108 males. During this same time period, 60 employees separated from MTA LIRR, 13 females and 47 males.

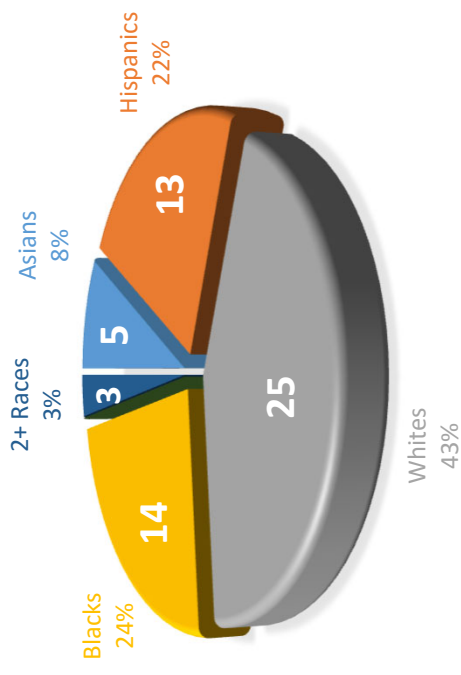
- ❑ The net change for female was a positive 10 employees.
- ❑ The net change for males was a positive 61 employees.
- ❑ The number of employees who self-identified as veterans increased by 1 employee.

MTA LIRR'S New Hires and Separations by Race/Ethnicity

New Hires By Race/Ethnicity



Separations By Race/Ethnicity



During the 1st Quarter 2023, MTA LIRR hired 131 employees, 84 minorities and 47 non-minorities. During this same time period, 60 employees separated from MTA LIRR, 35 minorities and 25 non-minorities.

- ❑ The net change for minority employees during the 1st Quarter 2023 was positive 49 employees.
- ❑ The number of employees that self identified as a person with a disability remained constant.



Metropolitan Transportation Authority Department of Diversity and Civil Rights

MTA LIRR Complaints and Lawsuits First Quarter 2023

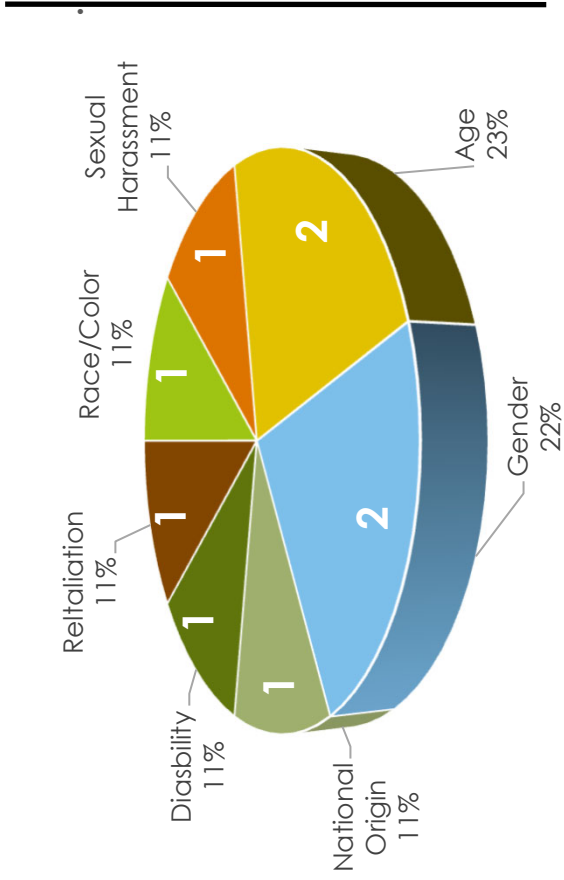
June 26, 2023



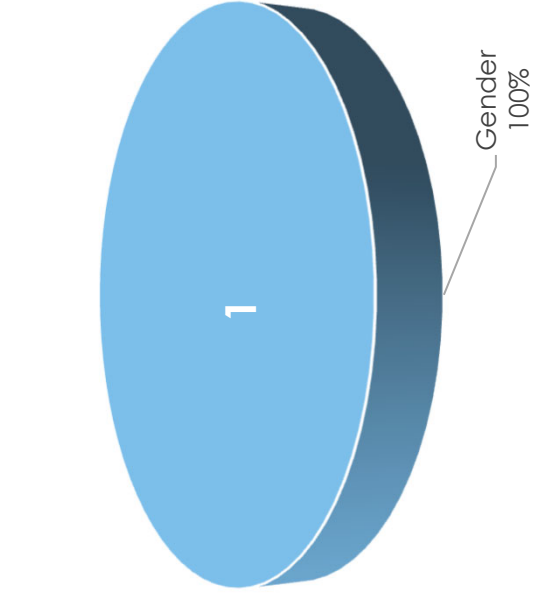
MTA LIRR

EEO Internal and External Discrimination Complaints by Bases January 1, 2023 to March 31, 2023

Internal EEO Complaints by Basis



External EEO Complaints by Basis



5 EEO complaints were filed* citing **10** separate bases, and **0** lawsuit was filed.

- **4** filed internal complaints.
- **1** filed external complaints.
- The most frequently cited basis internally was Age and Gender.

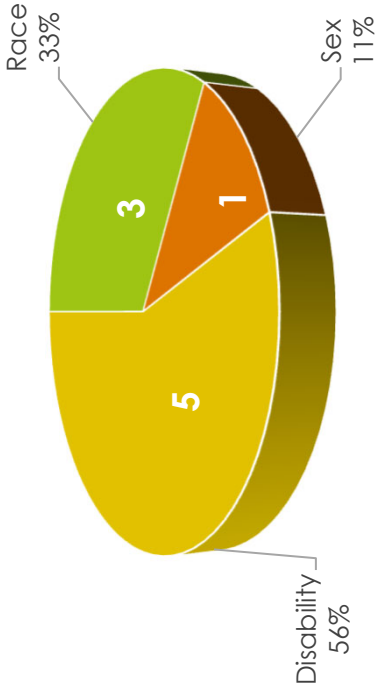


Note: *Formal complaints can be filed alleging multiple bases. Additionally, numerous incoming matters were also handled during this time

MTA LIRR Title VI and Related Discrimination Complaints by Bases

January 1, 2023, to March 31, 2023

Internal EEO Complaints by Basis



8 Title VI and related discrimination complaints were filed citing **9** separate bases.

- 3 Title VI complaints were filed.
- 5 related discrimination complaints** were filed.
- The most frequently cited basis was Disability.



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

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