



Metro-North Railroad (MNR)

Diversity and Equal Opportunity 4th Quarter

March 24, 2025



MNR's Workforce as of December 31, 2024

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOP1**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	711		284	40%	427	60%	97	14%	82	12%	58	8%	3	0%	1	0%	43	6%	44	6%	22	3%
	F 152	21%	99	14%	53	7%	37	5%	31	4%	17	2%	2	0%	0	0%	12	2%	6	1%	5	1%
M 559		79%	185	26%	374	53%	60	8%	51	7%	41	6%	1	0%	1	0%	31	4%	38	5%	17	2%
Professionals	201		119	59%	82	41%	36	18%	33	16%	32	16%	2	1%	0	0%	16	8%	2	1%	5	2%
	F 46	23%	32	16%	14	7%	11	5%	9	4%	5	2%	1	0%	0	0%	6	3%	0	0%	3	1%
M 155		77%	87	43%	68	34%	25	12%	24	12%	27	13%	1	0%	0	0%	10	5%	2	1%	2	1%
Technicians	158		80	51%	78	49%	36	23%	19	12%	9	6%	0	0%	0	0%	16	10%	16	10%	6	4%
	F 16	10%	14	9%	2	1%	11	7%	2	1%	0	0%	0	0%	0	0%	1	1%	2	1%	2	1%
M 142		90%	66	42%	76	48%	25	16%	17	11%	9	6%	0	0%	0	0%	15	9%	14	9%	4	3%
Protective Services	33		9	27%	24	73%	2	6%	4	12%	0	0%	0	0%	0	0%	3	9%	2	6%	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 33		100%	9	27%	24	73%	2	6%	4	12%	0	0%	0	0%	0	0%	3	9%	2	6%	0	0%
Paraprofessionals	4		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%
M 2		50%	0	0%	2	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Administrative Support	201		139	69%	62	31%	77	38%	31	15%	9	4%	1	0%	1	0%	20	10%	7	3%	6	3%
	F 88	44%	72	36%	16	8%	43	21%	10	5%	4	2%	1	0%	1	0%	13	6%	1	0%	4	2%
M 113		56%	67	33%	46	23%	34	17%	21	10%	5	2%	0	0%	0	0%	7	3%	6	3%	2	1%
Skilled Craft	2,931		1,135	39%	1,796	61%	513	18%	380	13%	52	2%	15	1%	1	0%	174	6%	214	7%	45	2%
	F 42	1%	30	1%	12	0%	22	1%	4	0%	1	0%	0	0%	0	0%	3	0%	3	0%	2	0%
M 2,889		99%	1,105	38%	1,784	61%	491	17%	376	13%	51	2%	15	1%	1	0%	171	6%	211	7%	43	1%
Service Maintenance	2,147		1,027	48%	1,120	52%	536	25%	293	14%	45	2%	4	0%	1	0%	148	7%	101	5%	20	1%
	F 384	18%	251	12%	133	6%	156	7%	53	2%	5	0%	2	0%	1	0%	34	2%	9	0%	4	0%
M 1,763		82%	776	36%	987	46%	380	18%	240	11%	40	2%	2	0%	0	0%	114	5%	92	4%	16	1%
Total	6,386		2,794	44%	3,592	56%	1,297	20%	843	13%	205	3%	25	0%	4	0%	420	7%	386	6%	104	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 – 4Q

6,386 strong as of December 31, 2024



11% (730) self-identified as females



44% (2,794) self-identified as minorities

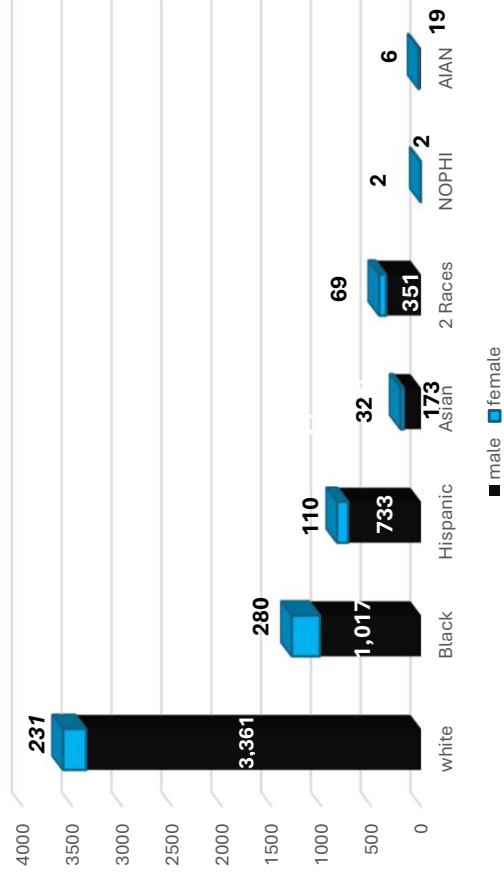


6% (386) veterans



2% (104) self-identified as a persons with a disability.

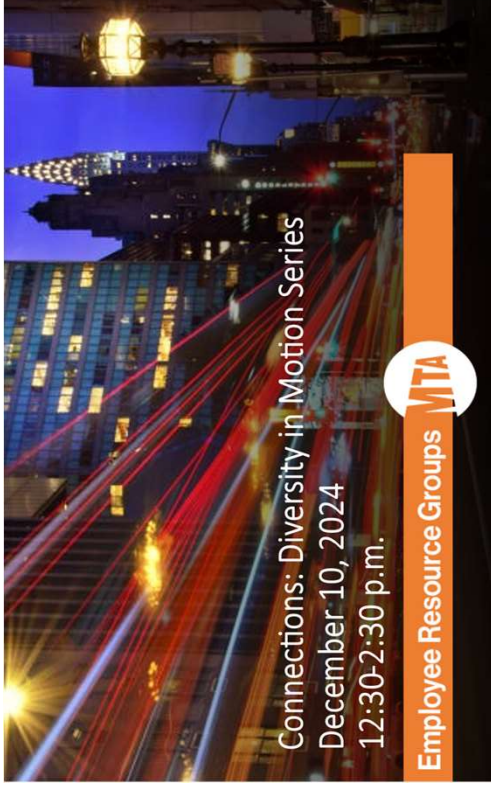
Workforce by Sex and Ethnicity



All Agency Employee Resource Groups (ERG) Quarterly Highlights

MTA Strategic Priority – Revive Talent and Culture

Employee Resource Groups (ERGs) are important pillars of the MTA and contribute to a culture of inclusion and belonging while making a positive impact on the MTA. Ultimately all initiatives and programs should serve and champion members, maximize available resources, align with the MTA strategic priorities as well as the ERG goals and objectives.

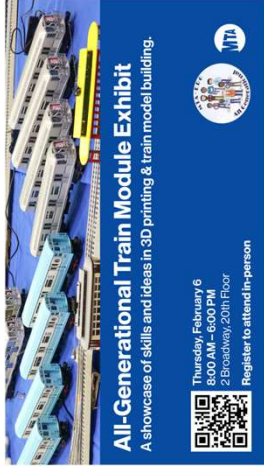


Employee Resource Group – All Member Meeting and Recruitment Fair Long Island Rail Road (LIRR) Hillside – December 10, 2024

- We continued our theme Connections: D&I in Motion for 2024. We focused on Sense of Belonging and ending the year thanking our ERG Leads who give tirelessly to their members and the MTA. We also had a recruitment fair for LIRR employees. We had twenty new members sign up for one of the ten employee resource groups.
- All member meetings allow colleagues of the ten ERGs to network, collaborate, and connect which aids in creating inclusivity and increases employees sense of belonging.

MTA Strategic Priority – Revive Talent and Culture

All Agency Employee Resource Groups (ERG) Quarterly Highlights



Train Module Exhibit, February 6, 2025 – All Generational hosted an all-day exhibition showcasing the efforts and creativity of the All-Generational members that participated in a year long joint train module building initiative.



Black History Month Celebration February 20, 2025 - Black Employee Group for Inclusion and Networking (B.E.G.I.N.) hosted their Annual Black History Program. The theme African Americans and Labor focuses on the various and profound ways that work and working of all kinds – free and unfree, skilled, and unskilled, vocational, and voluntary – intersect with the collective experiences of Black people. This was a multimedia presentation including speakers, music, displays and presentations on the screens in the room.



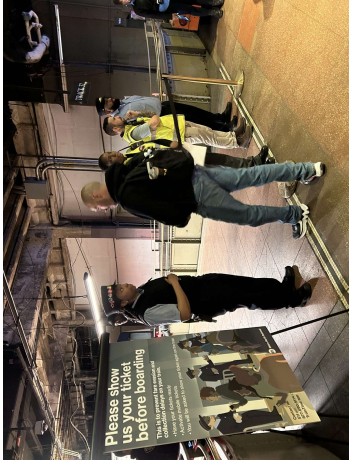
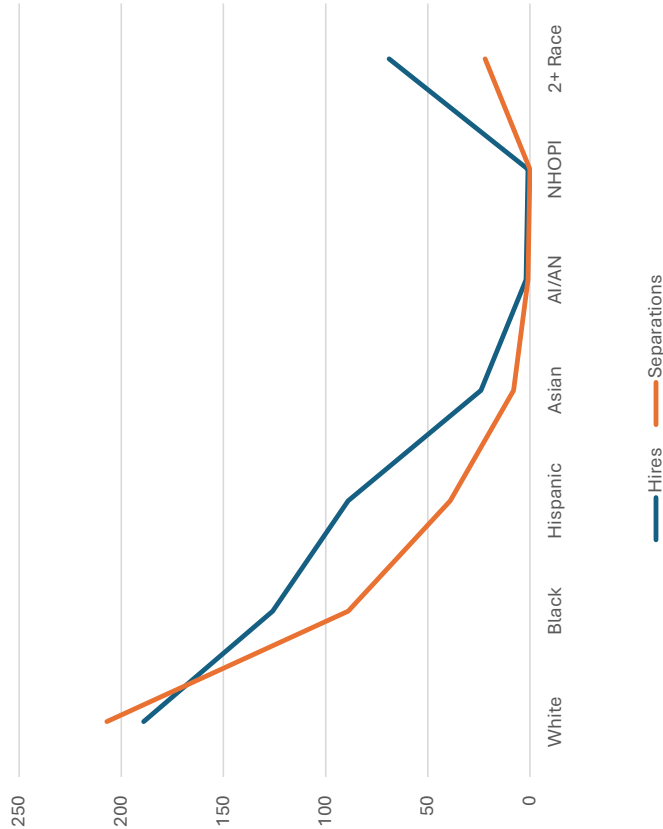
Empowering Women in Transportation (EWT) - Women History Month Expanding HERizons, March 2025

EWT had the following events for 2025 Women's History celebration:

Expanding HERizons Through The ERG Experience Panel Discussion, Dual Employment Informational Panel Event, and The Expanding HERizons Celebration

MTA Strategic Priority – Revive Talent and Culture

Hires and Separations January 1, 2024 – December 31, 2024



- 500 new hires and 366 separations resulted in the following:
 - A net increase of 17 self-identified female and 117 self-identified male employees.
 - A net increase of 152 minorities
 - A net decrease of 20 self identified veteran, and
 - A net decrease of 7 self identified individuals with a disability



Complaints and Lawsuits

January 1, 2024 – December 31, 2024

Title VI and Related Discrimination Complaints



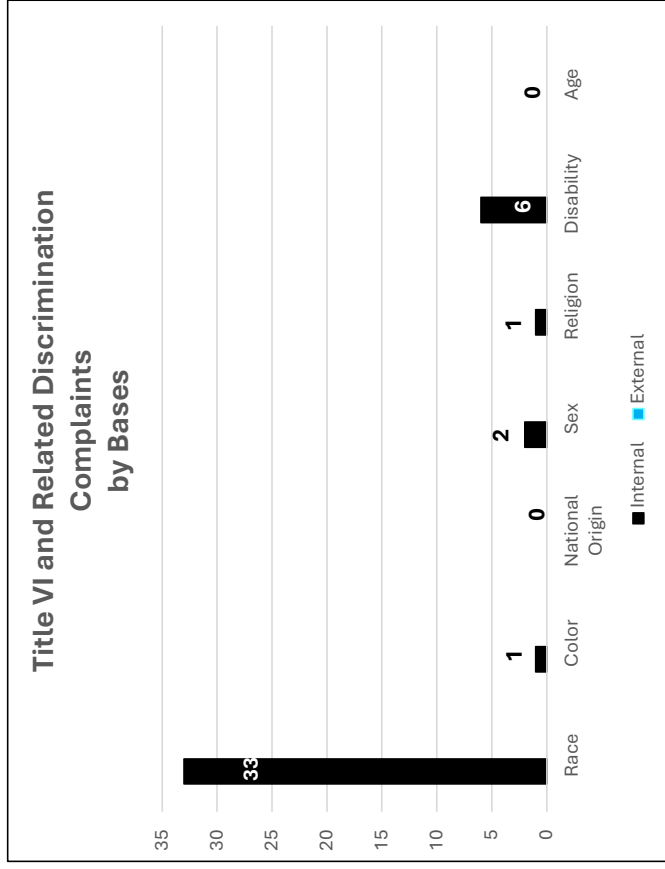
41 Title VI and Related** complaints were **filed** citing **43** separate bases*



The most frequently cited basis was **Race**



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



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



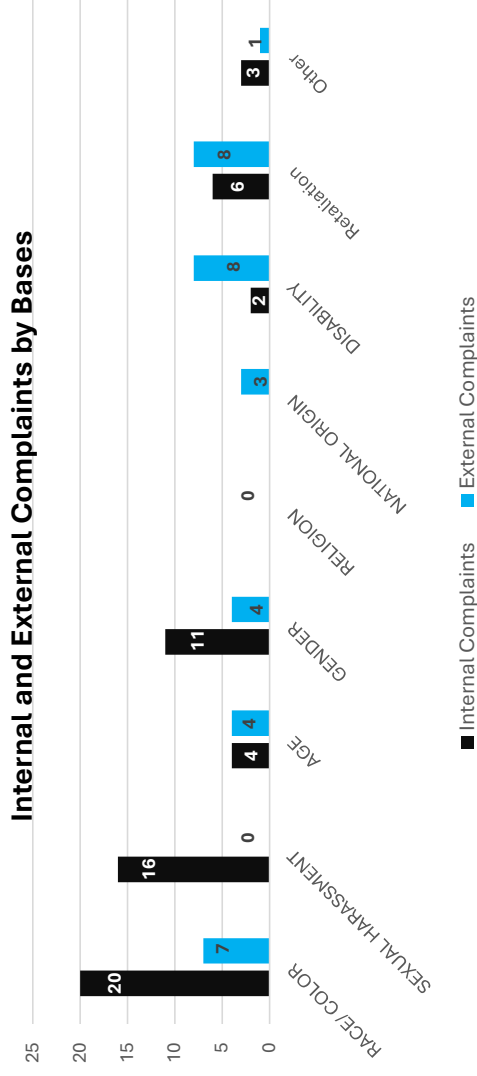
63 complaints were **filed** citing **97** separate bases



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



There were **3** 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.