



Long Island Rail Road

Diversity and Equal Opportunity

4th Quarter Report

March 24, 2025



LIRR's Workforce as of December 31, 2024

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	564		214	38%	350	62%	70	12%	57	10%	48	9%	3	1%	0	0%	36	6%	37	7%	13	2%
	F 131	23%	65	12%	66	12%	25	4%	18	3%	16	3%	1	0%	0	0%	5	1%	2	0%	3	1%
M	433	77%	149	26%	284	50%	45	8%	39	7%	32	6%	2	0%	0	0%	31	5%	35	6%	10	2%
Professionals	374		184	49%	190	51%	49	13%	51	14%	56	15%	2	1%	0	0%	26	7%	25	7%	7	2%
	F 43	11%	23	6%	20	5%	6	2%	5	1%	7	2%	0	0%	0	0%	5	1%	2	1%	0	0%
M	331	89%	161	43%	170	45%	43	11%	46	12%	49	13%	2	1%	0	0%	21	6%	23	6%	7	2%
Technicians	27		17	63%	10	37%	4	15%	6	22%	4	15%	1	4%	0	0%	2	7%	2	7%	0	0%
	F 4	15%	3	11%	1	4%	0	0%	0	0%	2	7%	0	0%	0	0%	1	4%	0	0%	0	0%
M	23	85%	14	52%	9	33%	4	15%	6	22%	2	7%	1	4%	0	0%	1	4%	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%
	F 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	23		11	48%	12	52%	5	22%	3	13%	3	13%	0	0%	0	0%	0	0%	2	9%	1	4%
	F 8	35%	5	22%	3	13%	3	13%	1	4%	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%
M	15	65%	6	26%	9	39%	2	9%	2	9%	2	9%	0	0%	0	0%	0	0%	2	9%	0	0%
Administrative Support	371		219	59%	152	41%	126	34%	56	15%	16	4%	1	0%	0	0%	20	5%	6	2%	9	2%
	F 193	52%	137	37%	56	15%	84	23%	37	10%	6	2%	0	0%	0	0%	10	3%	2	1%	2	1%
M	178	48%	82	22%	96	26%	42	11%	19	5%	10	3%	1	0%	0	0%	10	3%	4	1%	7	2%
Skilled Craft	3,289		1,322	40%	1,967	60%	531	16%	460	14%	127	4%	12	0%	4	0%	188	6%	246	7%	28	1%
	F 76	2%	51	2%	25	1%	31	1%	13	0%	1	0%	0	0%	0	0%	6	0%	2	0%	2	0%
M	3,213	98%	1,271	39%	1,942	59%	500	15%	447	14%	126	4%	12	0%	4	0%	182	6%	244	7%	26	1%
Service Maintenance	2,894		1,226	42%	1,668	58%	596	21%	355	12%	84	3%	7	0%	0	0%	184	6%	78	3%	21	1%
	F 540	19%	321	11%	219	8%	192	7%	63	2%	19	1%	0	0%	0	0%	47	2%	13	0%	4	0%
M	2,354	81%	905	31%	1,449	50%	404	14%	292	10%	65	2%	7	0%	0	0%	137	5%	65	2%	17	1%
Total	7,550		3,194	42%	4,356	58%	1,381	18%	988	13%	338	4%	26	0%	4	0%	457	6%	396	5%	79	1%

*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 – 4Q

7,550 strong as of December 31, 2024



13% (995) self-identified as females



42% (3,194) self-identified as minorities

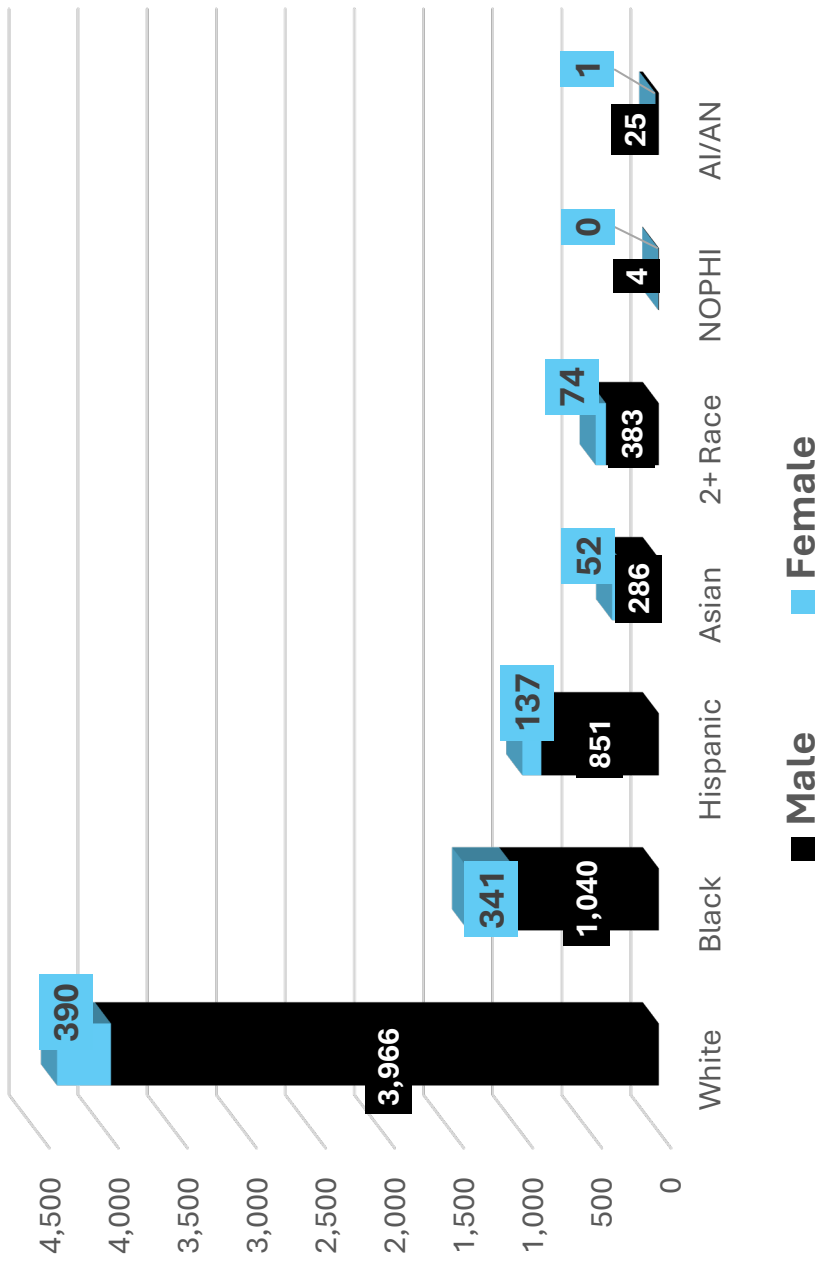


5% (396) veterans

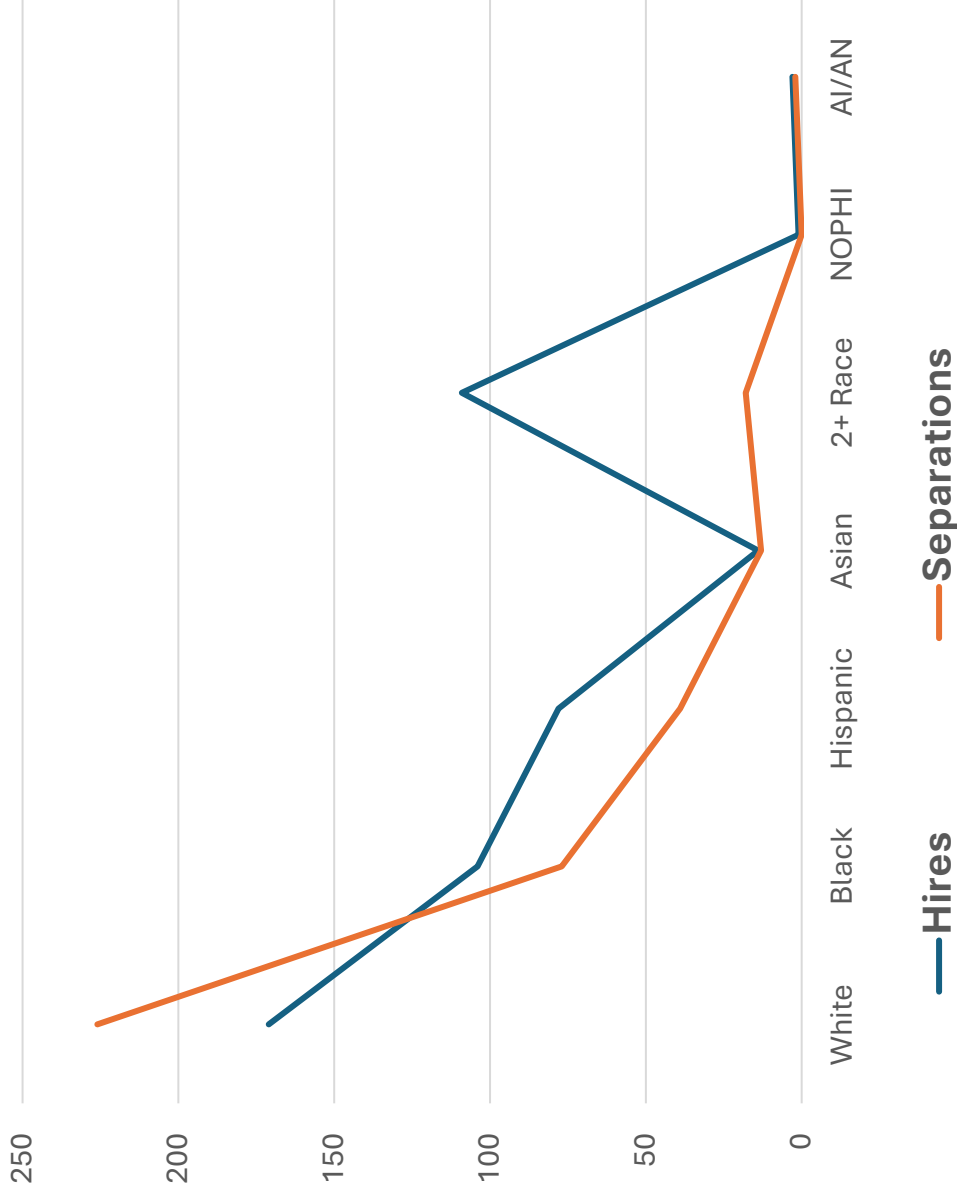


1% (79) self-identified as persons with a disability

Workforce by Sex and Ethnicity



4th Quarter Hires and Separations



Join the team that moves millions



480 new hires and 375 separations resulted in the following:



A net increase of 7 self-identified female and 98 self-identified male employees



A net increase of 160 minorities



A net decrease of 21 self identified veterans



A net decrease of 2 self identified individuals with a disabilities

All Agency Employee Resource Groups (ERG) Quarterly Highlights

MTA Strategic Priority – Revive Talent and Culture

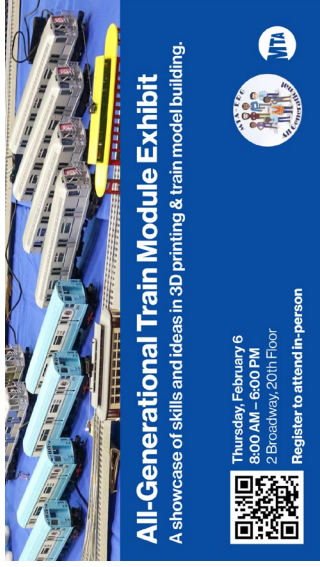
Employee Resource Groups (ERGs) are important pillars of the MTA and contribute to a culture of inclusion and belonging while making a positive impact on the MTA. Ultimately all initiatives and programs should serve and champion members, maximize available resources, align with the MTA strategic priorities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



All Agency Employee Resource Groups (ERG) Quarterly Highlights



All-Generational Train Module Exhibit
A showcase of skills and ideas in 3D printing & train model building.

Thursday, February 6
8:00 AM – 6:00 PM
2 Broadway, 20th Floor
Register to attend in-person

MTA
All-Generational Train Module Exhibit

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 Cultural Celebration

Hosted by the MTA's Black Employees Group for Inclusion & Networking (B.E.G.I.N.)
Join us as we honor the legacy of Black labor leaders.
Come for refreshments and stay for the amazing **Black History**!

Thursday, February 20, 2025
12:00 – 1:30 p.m.
MTA Headquarters
2 Broadway
20th Floor Boardroom

MTA
B.E.G.I.N.

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
Presents
International Women's Day
EXPANDING HERIZONS THROUGH THE ERG EXPERIENCE & ART SHOWCASE
20th FLOOR CONFERENCE ROOM
TUESDAY, MARCH 4, 2025
12:00-1:30PM

WOMEN Who Advocate for Equity, Diversity, and Inclusion

MODERATOR
Arlene Miller, Chief Labor & ERG, IIG

PANELISTS:
Ella Morrow, Deputy Chief Diversity Officer
Nancy Corbo, Director Diversity & Inclusion
Haley Steh, General Counsel, IIR
Robin Rallon, Program and Social Capital
Alejandra Hernandez, Manager, Arts & Design

MTA
EWT

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



Complaints and Lawsuits

January 1, 2024 – December 31, 2024

Employment Discrimination Complaints



32 complaints were **filed** citing **52** separate bases

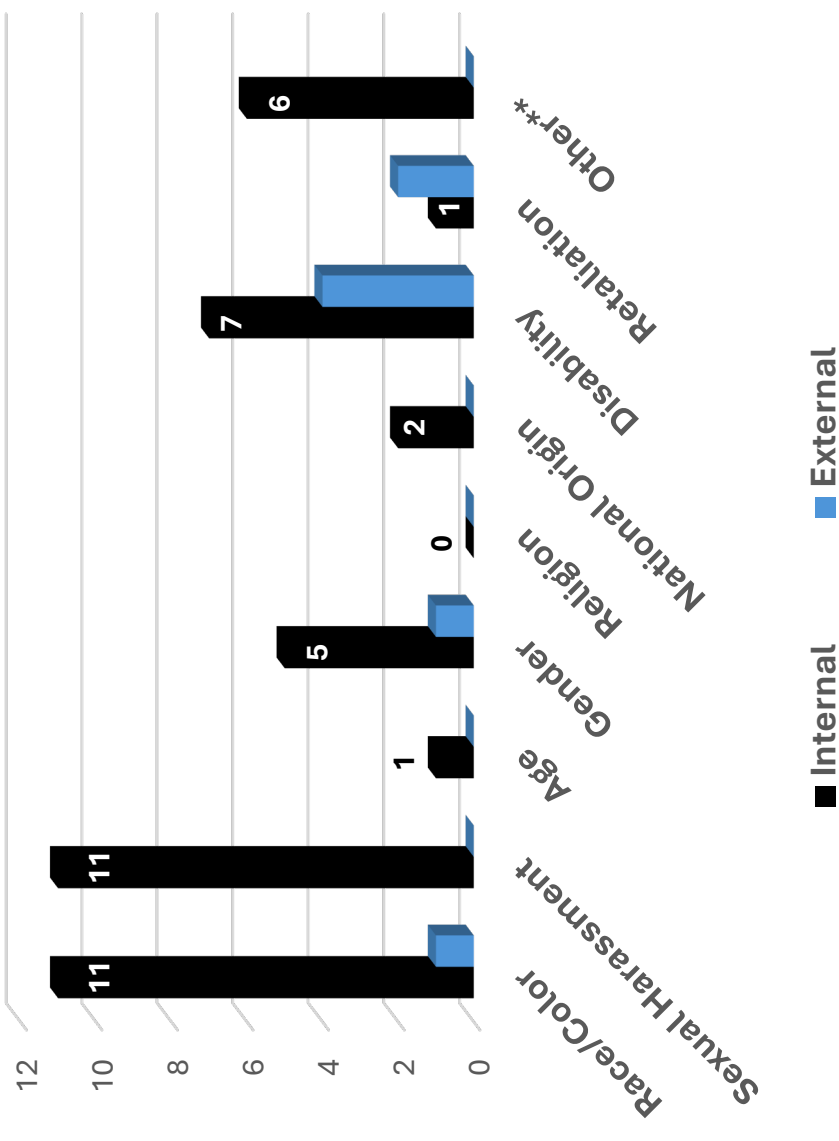


The most frequently singularly-cited basis was **Race/Color**.



The was **1** **lawsuit** 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



72 Title VI and Related** complaints, citing **76** separate bases

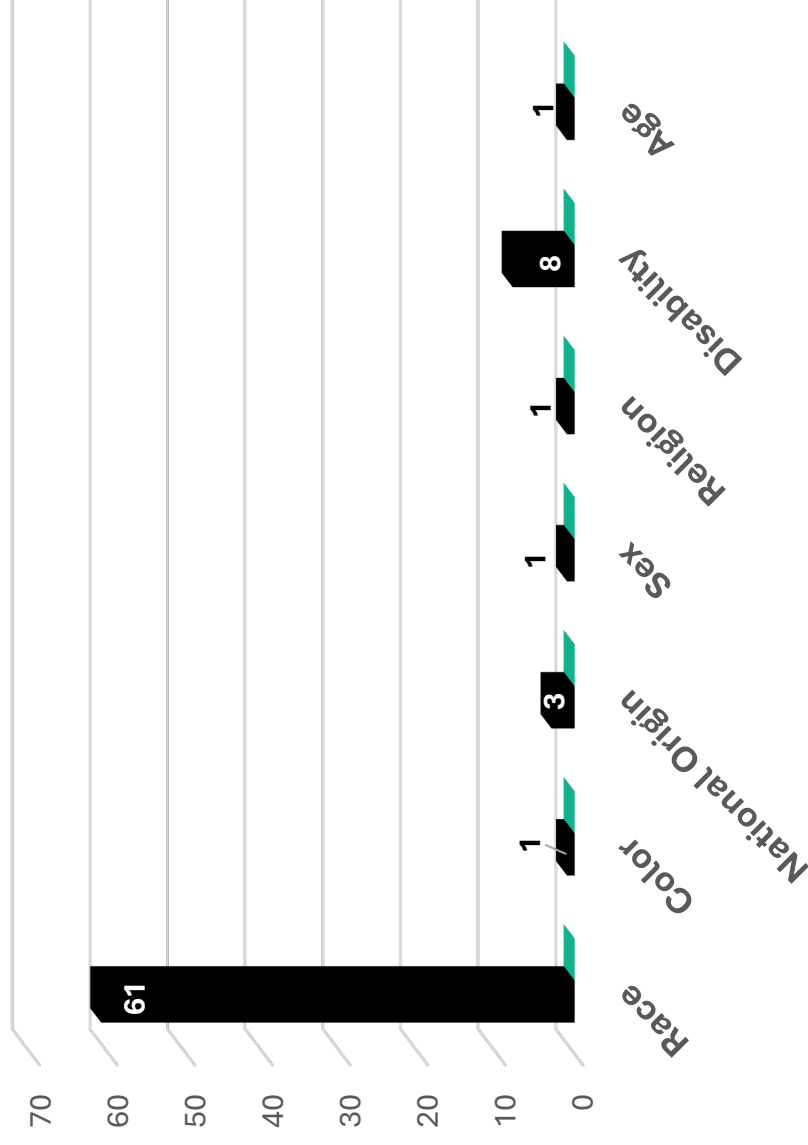


The most frequently cited basis was **Race**



There were **no Title VI Complaints** filed with **external agencies** and **no Title VI Lawsuits** filed

Title VI and Related Discrimination Complaints
by Bases



■ 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.