



Long Island Rail Road

Diversity and Equal Opportunity

1st Quarter Report

June 23, 2025



LIRR's Workforce as of March 31, 2025

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	564		213	38%	351	62%	68	12%	57	10%	48	9%	3	1%	0	0%	37	7%	38	7%	14	2%
	F 133	24%	67	12%	66	12%	26	5%	18	3%	16	3%	1	0%	0	0%	6	1%	2	0%	3	1%
	M 431	76%	146	26%	285	51%	42	7%	39	7%	32	6%	2	0%	0	0%	31	5%	36	6%	11	2%
Professionals	378		193	51%	185	49%	53	14%	52	14%	58	15%	2	1%	0	0%	28	7%	23	6%	8	2%
	F 48	13%	29	8%	19	5%	10	3%	6	2%	8	2%	0	0%	0	0%	5	1%	2	1%	0	0%
	M 330	87%	164	43%	166	44%	43	11%	46	12%	50	13%	2	1%	0	0%	23	6%	21	6%	8	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	24		11	46%	13	54%	5	21%	3	13%	3	13%	0	0%	0	0%	0	0%	2	8%	1	4%
	F 9	38%	5	21%	4	17%	3	13%	1	4%	1	4%	0	0%	0	0%	0	0%	0	0%	1	4%
	M 15	63%	6	25%	9	38%	2	8%	2	8%	2	8%	0	0%	0	0%	0	0%	2	8%	0	0%
Administrative Support	364		215	59%	149	41%	120	33%	56	15%	16	4%	1	0%	0	0%	22	6%	7	2%	8	2%
	F 187	51%	132	36%	55	15%	79	22%	37	10%	5	1%	0	0%	0	0%	11	3%	2	1%	2	1%
	M 177	49%	83	23%	94	26%	41	11%	19	5%	11	3%	1	0%	0	0%	11	3%	5	1%	6	2%
Skilled Craft	3,288		1326	40%	1,962	60%	534	16%	463	14%	124	4%	12	0%	4	0%	189	6%	235	7%	27	1%
	F 76	2%	51	2%	25	1%	30	1%	14	0%	1	0%	0	0%	0	0%	6	0%	2	0%	2	0%
	M 3,212	98%	1275	39%	1,937	59%	504	15%	449	14%	123	4%	12	0%	4	0%	183	6%	233	7%	25	1%
Service Maintenance	2,889		1224	42%	1,665	58%	595	21%	352	12%	88	3%	7	0%	0	0%	182	6%	72	2%	21	1%
	F 537	19%	321	11%	216	7%	193	7%	63	2%	19	1%	0	0%	0	0%	46	2%	13	0%	4	0%
	M 2,352	81%	903	31%	1,449	50%	402	14%	289	10%	69	2%	7	0%	0	0%	136	5%	59	2%	17	1%
Total	7,542		3,200	42%	4,342	58%	1,379	18%	989	13%	341	5%	26	0%	4	0%	461	6%	379	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 – 1Q

7,542 strong as of March 31, 2025



13% (994) self-identified as females



42% (3,200) self-identified as minorities

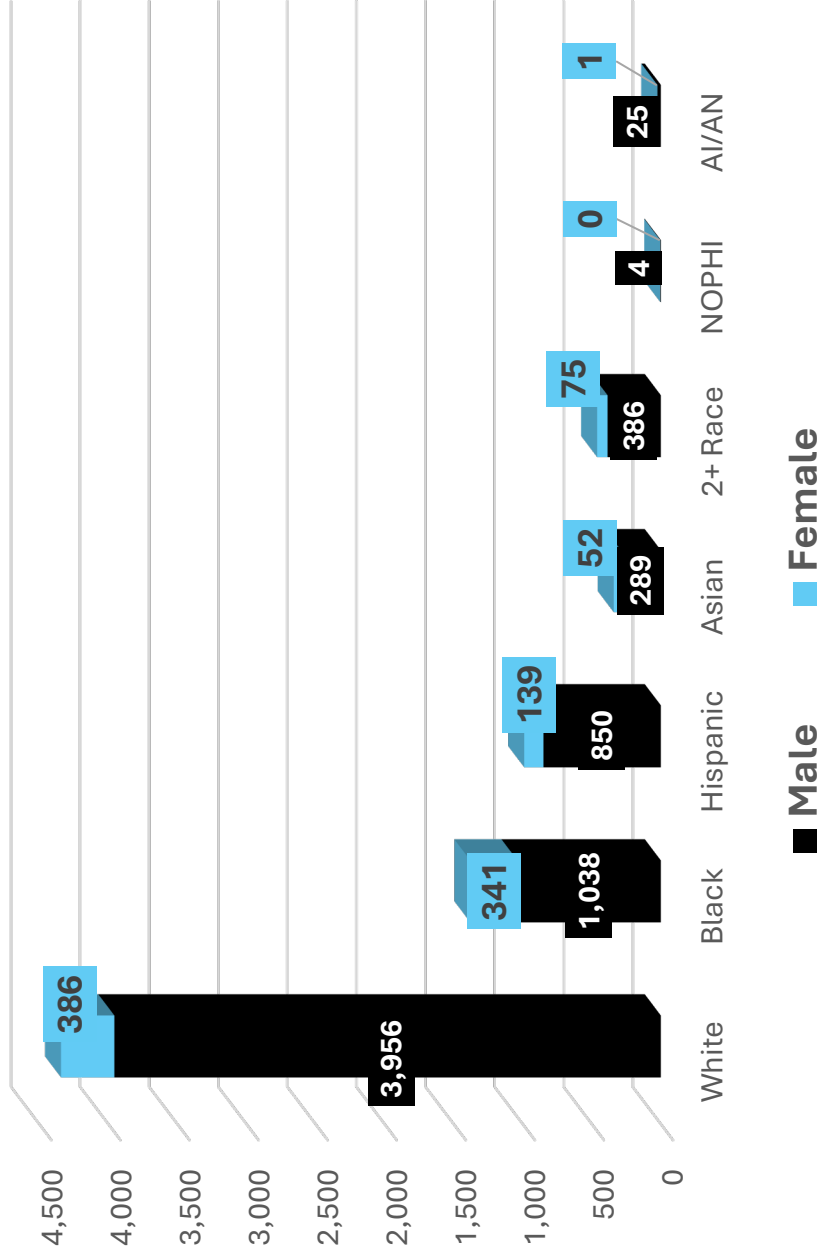


5% (379) veterans

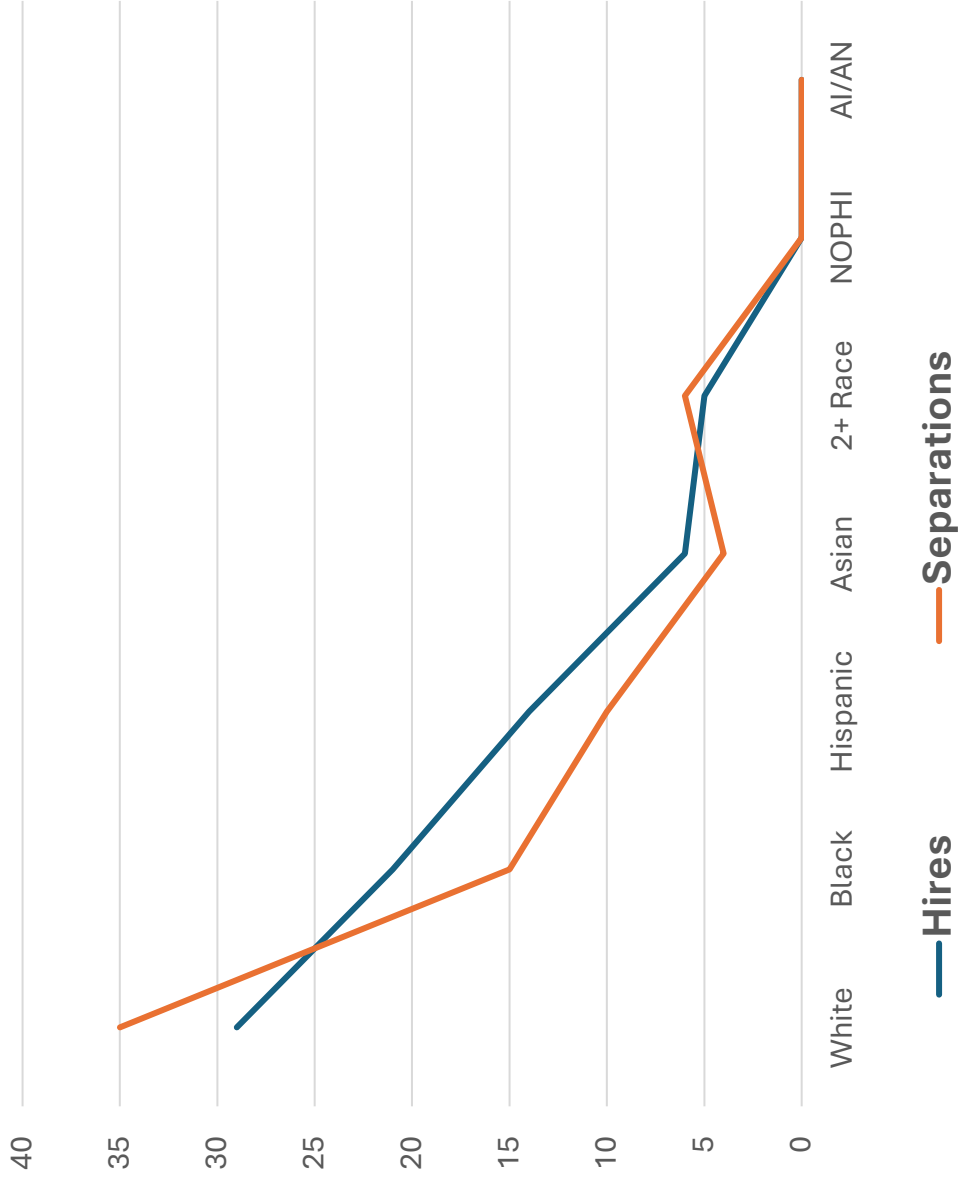


1% (79) self-identified as persons with a disability

Workforce by Sex and Ethnicity



1st Quarter Hires and Separations



75 new hires and 70 separations resulted in the following:



A net **increase of 3** self-identified female and **2** self-identified male employees



A net **decrease of 3** self identified veterans



A net **decrease of 1** self identified individual with a disability

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.

Join Latinos & Friends for a Cafecito Chat

Have a coffee and get to know an MTA executive

Guest: Justin Vonashek

President, Metro-North Railroad

Moderator:

Elizabeth “Liz” Rivera

Manager, Rail Charters & GCT Events
Metro-North Railroad

Opening Remarks:

Deborah O'Connor

Senior Manager, Emerging Talent
MTA People Department



All MTA employees are welcome – we look forward to seeing you there!



Wednesday, April 9
1 – 2 PM

Register to join virtually



Cafecito Chat, Wednesday, April 9, 2025 – Latinos & Friends

An invitation to have coffee and to welcome or get to know a person in the Hispanic Community is referred to as a Cafecito Chat. For this reason, Latinos & Friends invited Justin Vonashek, President of Metro-North Railroad to attend an informal Cafecito Chat designed to provide MTA employees an opportunity to learn about his MTA executive role and to obtain professional insights. The event was well attended included music and engagement from the audience.

MTA Strategic Priority – Revive Talent and Culture

All Agency Employee Resource Groups Quarterly Highlights

Transit-Themed “Tringo”

Trivia + Bingo with the Young Professionals Employee Resource Group

Play for MTA-branded prizes and network with colleagues.

All employees are welcome!

Monday, April 21

4 – 6 PM

Register to join in person at 22 Broadway, 20th Floor

Transit-Themed “Tringo”, April 21, 2025 – Young Professional

The Young Professional (YP) ERG hosted a transit-themed bingo night, open to employees from across the agency. This event encouraged colleagues to network, meet new people, and make connections with folks from different departments in a fun, laid-back setting. The event started with guided networking component which allowed participants to meet new employees or reconnect with colleagues. Following the guided networking YP held an hour-long transit-themed bingo session, in which participants learned about MTA transportation and had the opportunity to win MTA-branded prizes.

The Subway is Storytelling with Pride, April 24, 2025 – Pride Express, The Generation Project, and The Transit Museum.

The Transit Museum “The Subway is...” is an exhibit that highlights the millions of people and/or objects that use or are part of the NYC Subway. It highlights the history and future of the transit system with artifacts, photos, multimedia installations, models, etc. This year’s exhibit focused on a program that provided a platform to uplift LGBTQIA+ voices, to highlight our MTA colleagues, and their work experiences. Pride Express in partnership with the Generations Project participated in this exhibit by sharing their stories in a curated program to include storytelling at the Transit Museum.

NEW YORK TRANSIT MUSEUM

The Subway is...
Storytelling with Pride

Thursday, April 24 at 6PM
99 Schermerhorn Street

Facilitated by The Generations Project, join us for a show to hear transit stories from the MTA’s LGBTQIA+ communities.

The event is emceed by Bernie Wagenblast, one of the most famous voices of the New York City subway.

Register at:
nytransitmuseum.org/pride

MTA Strategic Priority – Revive Talent and Culture

All Agency Employee Resource Groups Quarterly Highlights



AAPI Heritage Month, May 20, 2025 – TransportAsian

In celebration of Asian American Pacific Islander Heritage Month TransportAsian in partnership with MakeUsVisible hosted a presentation focused on the contributions, history, and experiences of the Asian American Community. TransportAsian ERG Members Vidya Jaikarran and Gita Vora along with Kate Lee and Jeff Gu of Make us Visible highlighted notable, yet often overlooked, Asian American figures and their contributions to U.S. history. MakeUsVisible is an inspiring organization dedicated to promoting AAPI representation through education and advocacy.

Memorial Day Commemoration, May 22, 2025 – Veterans ERG

The Veterans Employee Resource Group commemorated Memorial Day with a Wreath ceremony in the lobby of 2 Broadway. Veterans ERG Vice President Jesse Walker along with Veterans ERG Treasurer Angela Walker gave words of remembrance in honor of service members who made the ultimate sacrifice to ensure freedom for all. Thank you to all the Veterans who serve.



All Agency Employee Resource Groups Quarterly Highlights



Grand Central Madison Tour, June 16, 2025 – Multicultural

Multicultural Employee Resource Group along with their Executive Sponsor Jamie Torres-Springer, President, Capital & Development and Peter Crawford Assistant Director, Construction Manager, MNR and Multicultural member hosted a tour of Grand Central Madison. The tour began at Grand Central Terminal and progress through Grand Central Madison. The tour had stopping at points of interests paying homage to the diverse talent instrumental in the construction and design of Grand Central Madison.



Complaints and Lawsuits

January 1, 2025 – March 31, 2025

Employment Discrimination Complaints



7 complaints were **filed** citing **10** separate bases

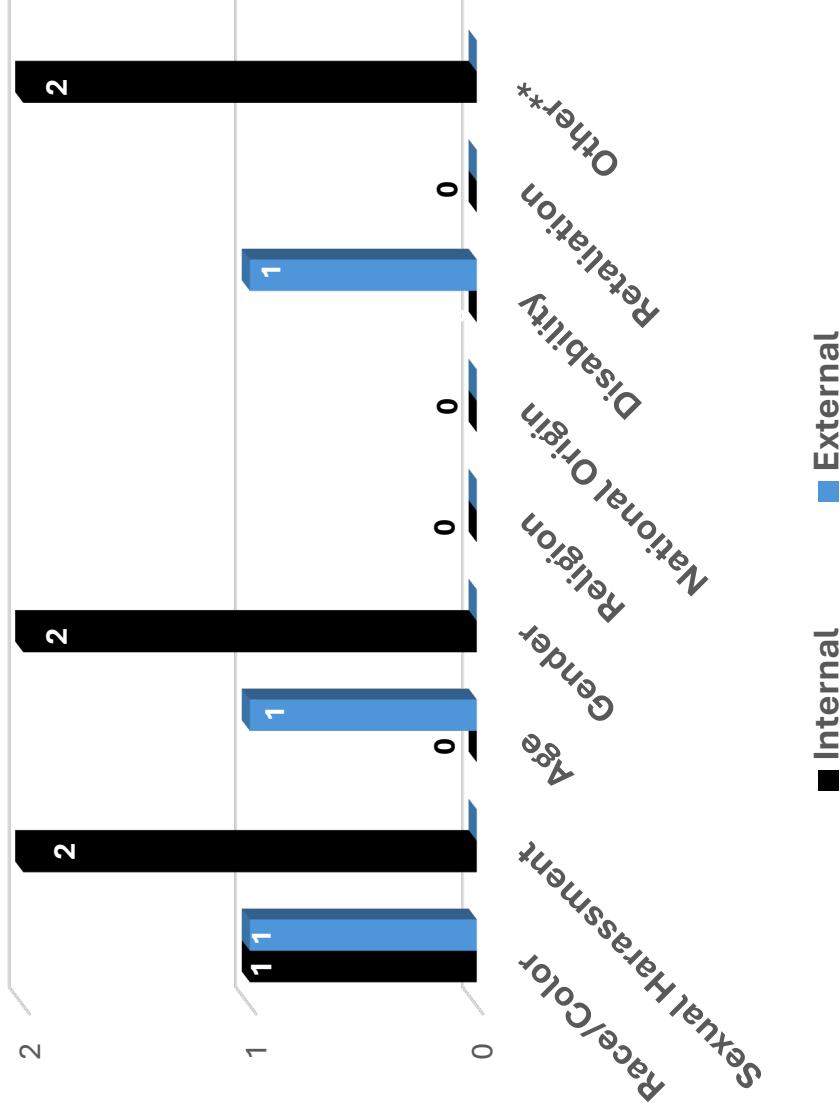


The most frequently singularly-cited basis was **Sexual Harassment, Gender and Other.**



There were **no lawsuits** 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



19 Title VI and Related** complaints, citing 20 separate bases

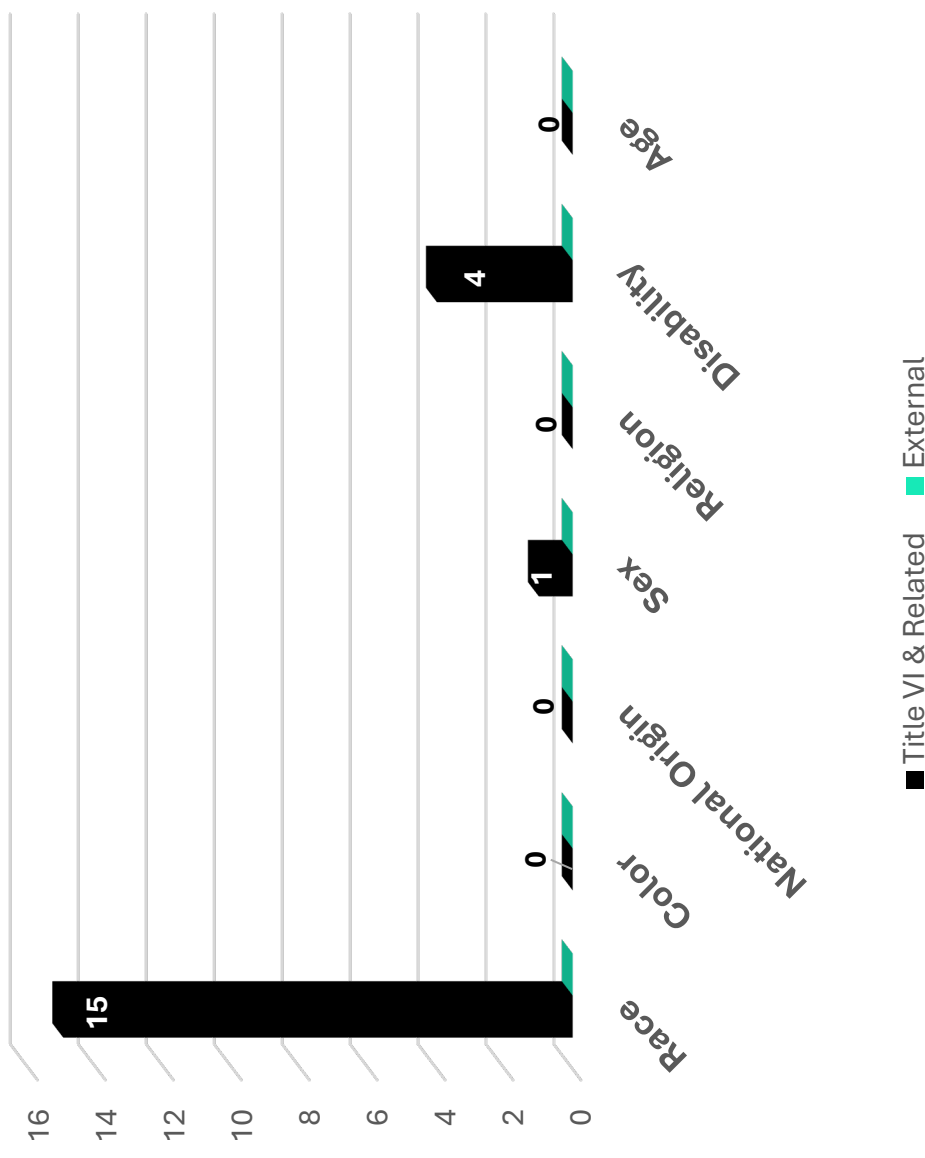


The most frequently cited basis was **Race**



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

Title VI and Related Discrimination Complaints
by Bases



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

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