



Metro-North Railroad (MNR)

Diversity and Equal Opportunity 1st Quarter

June 23, 2025



MNR's Workforce as of March 31, 2025

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOP1**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	718		291	41%	427	59%	100	14%	83	12%	59	8%	3	0%	1	0%	45	6%	41	6%	21	3%
	F 151	21%	99	14%	52	7%	37	5%	31	4%	17	2%	2	0%	0	0%	12	2%	6	1%	4	1%
M 567		79%	192	27%	375	52%	63	9%	52	7%	42	6%	1	0%	1	0%	33	5%	35	5%	17	2%
Professionals	195		117	60%	78	40%	34	17%	33	17%	32	16%	2	1%	0	0%	16	8%	3	2%	6	3%
	F 47	24%	33	17%	14	7%	11	6%	10	5%	5	3%	1	1%	0	0%	6	3%	0	0%	3	2%
M 148		76%	84	43%	64	33%	23	12%	23	12%	27	14%	1	1%	0	0%	10	5%	3	2%	3	2%
Technicians	166		85	51%	81	49%	36	22%	24	14%	9	5%	0	0%	0	0%	16	10%	17	10%	6	4%
	F 17	10%	15	9%	2	1%	11	7%	3	2%	0	0%	0	0%	0	0%	1	1%	2	1%	2	1%
M 149		90%	70	42%	79	48%	25	15%	21	13%	9	5%	0	0%	0	0%	15	9%	15	9%	4	2%
Protective Services	31		9	29%	22	71%	2	6%	4	13%	0	0%	0	0%	0	0%	3	10%	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 31		100%	9	29%	22	71%	2	6%	4	13%	0	0%	0	0%	0	0%	3	10%	2	6%	0	0%
Paraprofessionals	3		1	33%	2	67%	0	0%	1	33%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	F 1	33%	1	33%	0	0%	0	0%	1	33%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
M 2		67%	0	0%	2	67%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Administrative Support	205		141	69%	64	31%	75	37%	33	16%	9	4%	1	0%	1	0%	22	11%	7	3%	6	3%
	F 88	43%	69	34%	19	9%	40	20%	10	5%	4	2%	1	0%	1	0%	13	6%	1	0%	4	2%
M 117		57%	72	35%	45	22%	35	17%	23	11%	5	2%	0	0%	0	0%	9	4%	6	3%	2	1%
Skilled Craft	2,994		1,173	39%	1,821	61%	530	18%	395	13%	55	2%	15	1%	2	0%	176	6%	213	7%	46	2%
	F 44	1%	32	1%	12	0%	23	1%	5	0%	1	0%	0	0%	0	0%	3	0%	3	0%	2	0%
M 2,950		99%	1,141	38%	1,809	60%	507	17%	390	13%	54	2%	15	1%	2	0%	173	6%	210	7%	44	1%
Service Maintenance	2,162		1,045	48%	1,117	52%	546	25%	300	14%	45	2%	4	0%	1	0%	149	7%	103	5%	21	1%
	F 379	18%	248	11%	131	6%	156	7%	53	2%	5	0%	2	0%	1	0%	31	1%	9	0%	4	0%
M 1,783		82%	797	37%	986	46%	390	18%	247	11%	40	2%	2	0%	0	0%	118	5%	94	4%	17	1%
Total	6,474		2,862	44%	3,612	56%	1,323	20%	873	13%	209	3%	25	0%	5	0%	427	7%	386	6%	106	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 – 1Q

6,474 strong as of March 31, 2025



11% (727) self-identified as females



44% (2,862) self-identified as minorities

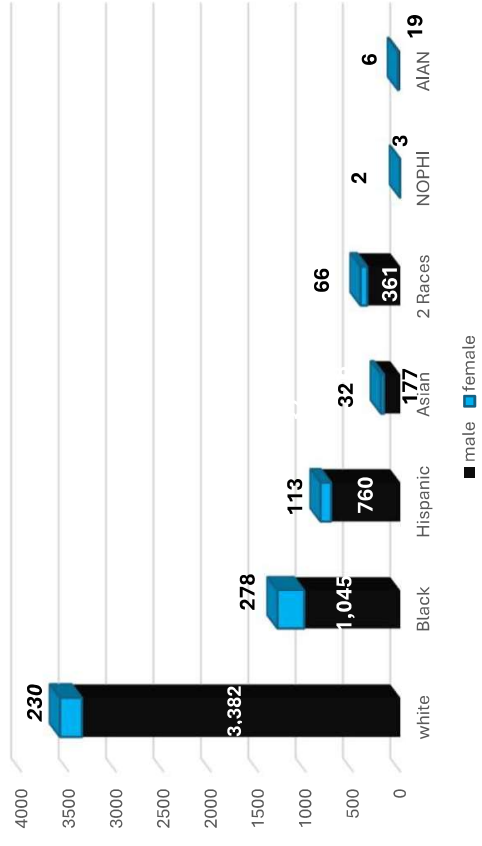


6% (386) self-identified as veterans



1% (106) self-identified as a person 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.

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 & GCIT 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

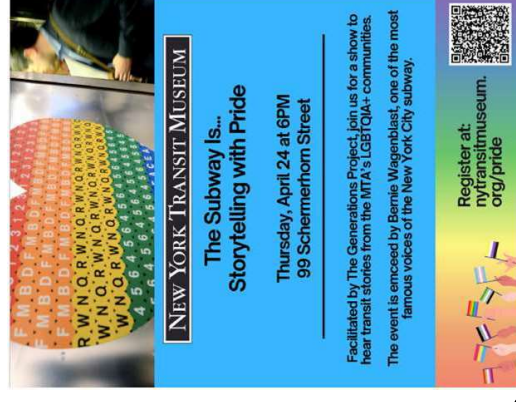


Transit-Themed “Tringo”, April 21, 2025 – Young Professional

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.



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.



MTA Strategic Priority – Revive Talent and Culture

All Agency Employee Resource Groups Quarterly Highlights

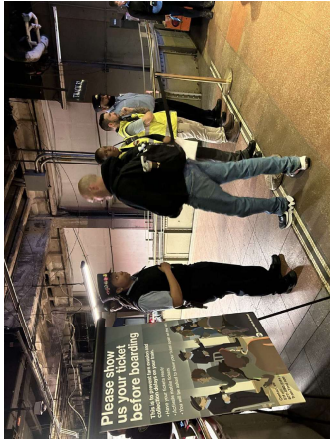
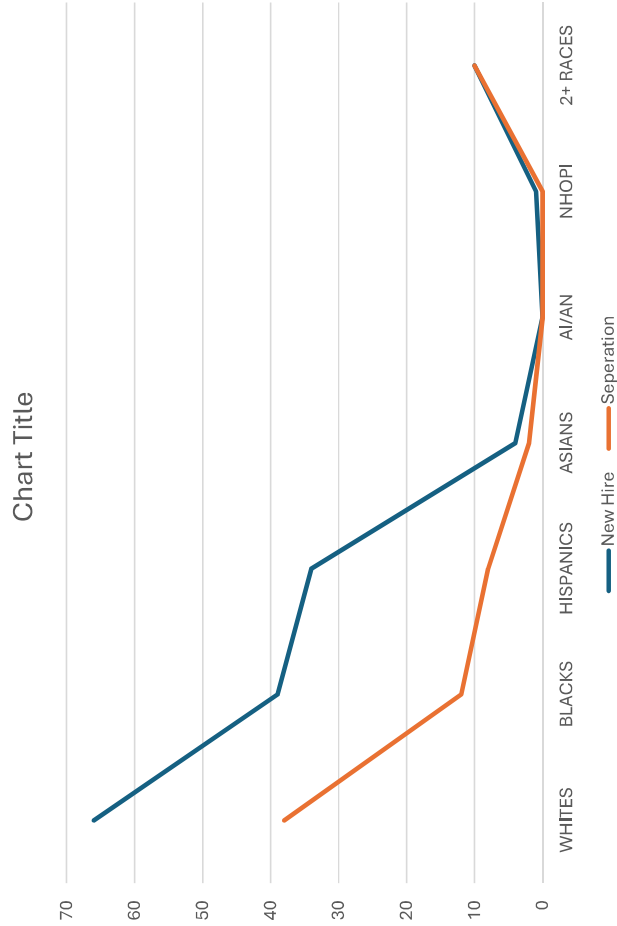


Grand Central Madison Tour, June 16, 2025 – Multicultural

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.

MTA Strategic Priority – Revive Talent and Culture

Hires and Separations
January 1, 2025 – March 31, 2025



154 new hires and 70 separations resulted in the following:



A net **increase** of **2** self-identified **female** and **82** self-identified **male** employees.



A net **increase** of **8** self-identified **veterans**, and



A net **increase** of **0** self-identified **individuals with disabilities** .



Complaints and Lawsuits

January 1, 2025 – March 31, 2025

Title VI and Related Discrimination Complaints



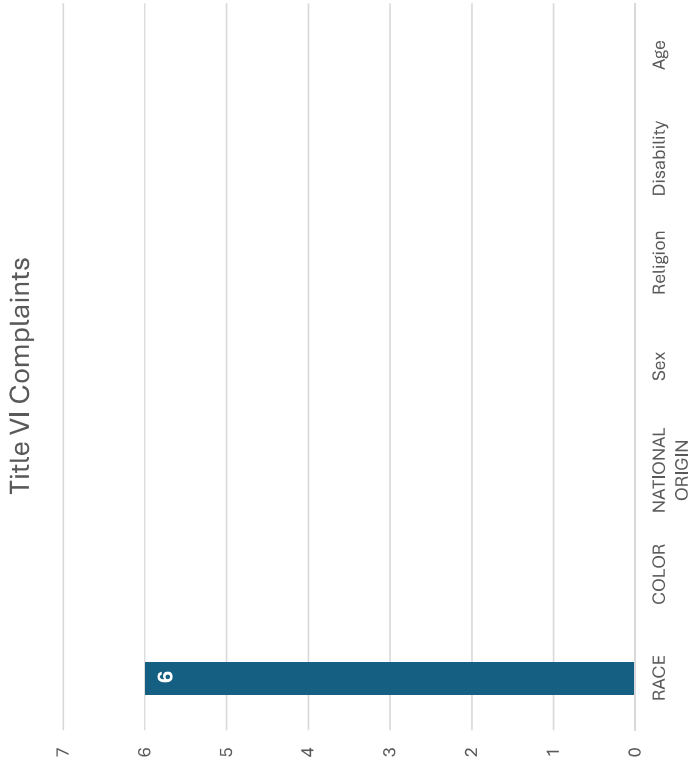
6 Title VI and Related** complaints were **filed** citing 1 separate basis*



The most frequently cited basis was **Race**



The 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



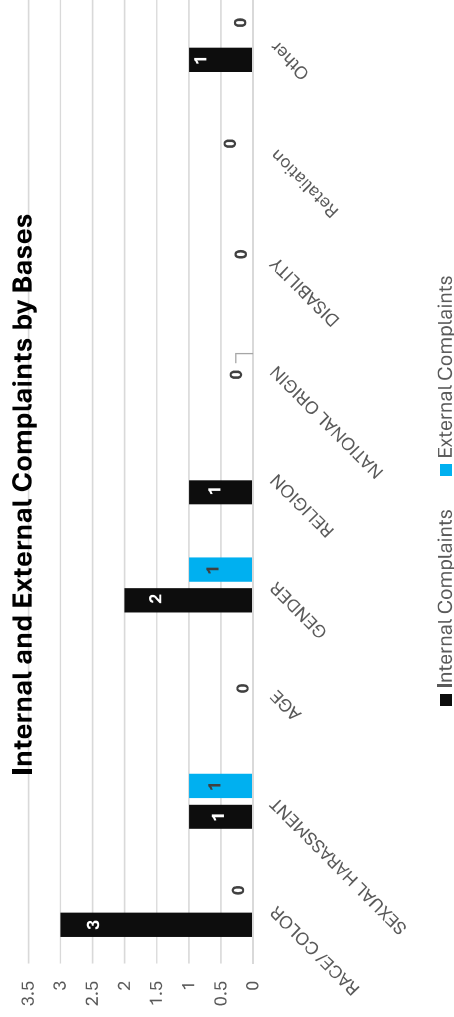
8 complaints were **filed** citing 10 separate bases



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



There were **0** 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.