



Metro-North Railroad (MNR) Equal Opportunity Division 2nd Quarter Progress Report

September 29, 2025



MNR Workforce as of June 30, 2025

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOP1**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	726		293	40%	433	60%	103	14%	83	11%	59	8%	3	0%	1	0%	44	6%	40	6%	20	3%
	F 151	21%	99	14%	52	7%	39	5%	31	4%	16	2%	2	0%	0	0%	11	2%	6	1%	4	1%
	M 575	79%	194	27%	381	52%	64	9%	52	7%	43	6%	1	0%	1	0%	33	5%	34	5%	16	2%
Professionals	194		116	60%	78	40%	31	16%	32	16%	33	17%	2	1%	0	0%	18	9%	3	2%	8	4%
	F 45	23%	31	16%	14	7%	10	5%	9	5%	5	3%	1	1%	0	0%	6	3%	0	0%	3	2%
	M 149	77%	85	44%	64	33%	21	11%	23	12%	28	14%	1	1%	0	0%	12	6%	3	2%	5	3%
Technicians	165		86	52%	79	48%	36	22%	25	15%	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 148	90%	71	43%	77	47%	25	15%	22	13%	9	5%	0	0%	0	0%	15	9%	15	9%	4	2%
Protective Services	29		9	31%	20	69%	2	7%	4	14%	0	0%	0	0%	0	0%	3	10%	2	7%	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 29	100%	9	31%	20	69%	2	7%	4	14%	0	0%	0	0%	0	0%	3	10%	2	7%	0	0%
Paraprofessionals	6		1	17%	5	83%	0	0%	1	17%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	F 1	17%	1	17%	0	0%	0	0%	1	17%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	M 5	83%	0	0%	5	83%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Administrative Support	201		137	68%	64	32%	73	36%	33	16%	7	3%	1	0%	1	0%	22	11%	8	4%	7	3%
	F 86	43%	69	34%	17	8%	40	20%	11	5%	3	1%	1	0%	1	0%	13	6%	2	1%	5	2%
	M 115	57%	68	34%	47	23%	33	16%	22	11%	4	2%	0	0%	0	0%	9	4%	6	3%	2	1%
Skilled Craft	2,986		1,172	39%	1,814	61%	531	18%	394	13%	56	2%	16	1%	1	0%	174	6%	205	7%	47	2%
	F 44	1%	32	1%	12	0%	23	1%	5	0%	1	0%	0	0%	0	0%	3	0%	2	0%	2	0%
	M 2,942	99%	1,140	38%	1,802	60%	508	17%	389	13%	55	2%	16	1%	1	0%	171	6%	203	7%	45	2%
Service Maintenance	2,145		1,037	48%	1,108	52%	545	25%	297	14%	44	2%	3	0%	1	0%	147	7%	96	4%	20	1%
	F 380	18%	248	12%	132	6%	157	7%	52	2%	5	0%	1	0%	1	0%	32	1%	8	0%	4	0%
	M 1,765	82%	789	37%	976	46%	388	18%	245	11%	39	2%	2	0%	0	0%	115	5%	88	4%	16	1%
Total	6,452		2,851	44%	3,601	56%	1,321	20%	869	13%	208	3%	25	0%	4	0%	424	7%	371	6%	108	2%

NOTE: Data may vary by +/- 4% due to variations in reporting methodology and/or external factors affecting the data collection process and have been rounded up to the nearest whole number.

* 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



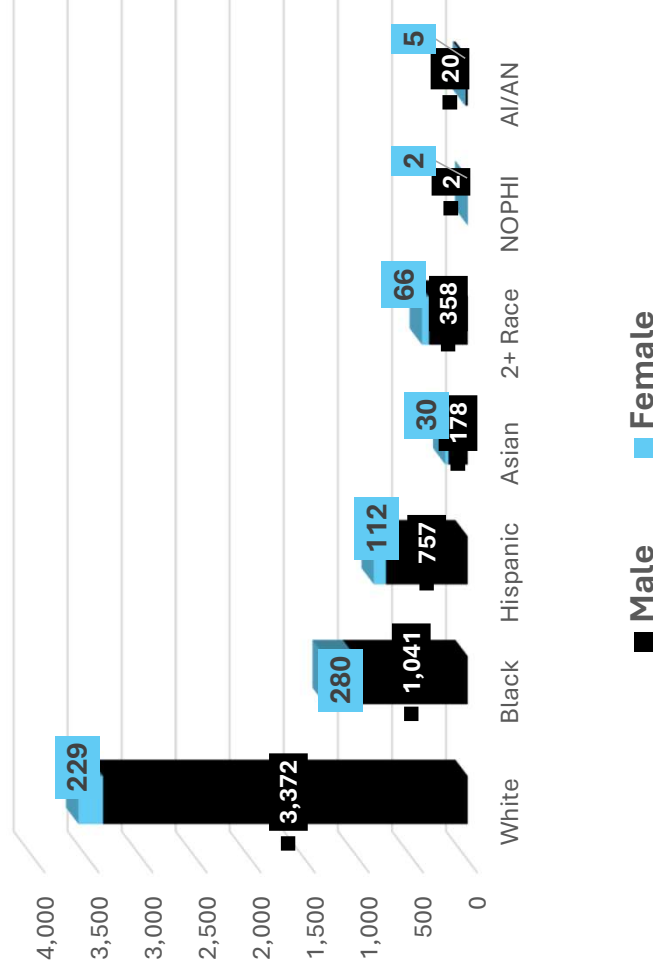
MNR Workforce: 2Q

6,452 strong as of June 30, 2025

- **11% (724) self-identified as females**
- **44% (2,851) self-identified as minorities**
- **6% (371) veterans**
- **2% (108) self-identified as a person with a disability**

NOTE: Data may vary by +/- 4% due to variations in reporting methodology and/or external factors affecting the data collection process

Workforce by Sex and Ethnicity



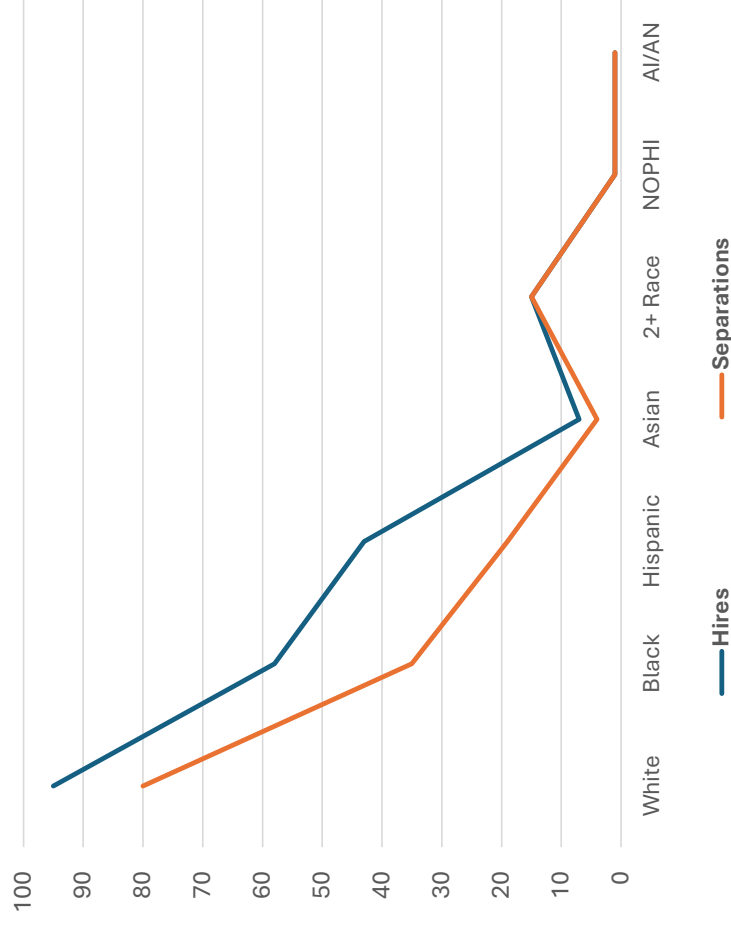
Join the team that moves millions



MNR Workforce: Q2

Hires and Separations
January 1, 2025 – June 30, 2025

- **220** new hires and **155** separations
- Net decrease of **1** self-identified female and a net increase of **66** self-identified male employees
- Net decrease of **2** self-identified veterans and a net decrease of **1** self-identified individual with a disability

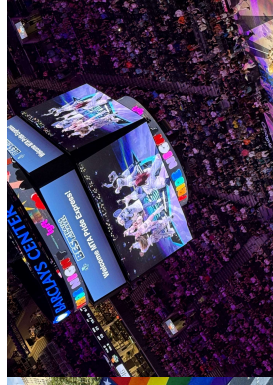
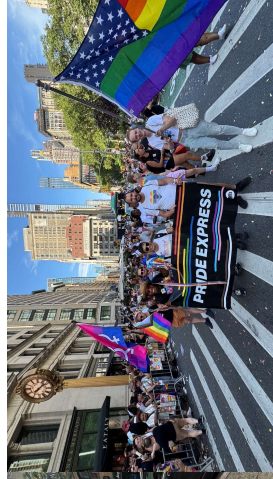


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All Agency Employee Resource Groups (ERG) Quarterly Highlights June-August

MTA Strategic Priority – Revive Talent and Culture

Employee Resource Groups (ERGs) are vital pillars of the MTA, contributing to a culture of inclusion and belonging while positively impacting the organization. Ultimately, all initiatives and programs should serve and champion members, maximize available resources, and align with the MTA's strategic priorities as well as the ERG's goals and objectives.



June Pride Month



- Mayor's Annual LGBTQ+ Pride Reception at Gracie Mansion, Wednesday, June 3, 2025 – Pride Express
- NYS Governor's Pride Reception, June 10, 2025 – Pride Express
- Stonewall Historical Walking Tour, June 12, 2025 – Pride Express
- NYC Pride Parade, June 29, 2025 – Pride Express



MTA Strategic Priority – Revive Talent and Culture

All Agency Employee Resource Groups Quarterly Highlights June-August



Caribbean Heritage Month, June 26, 2025 – B.E.G.I.N.



Coney Island Yard Tour, June 6 & 13, 2025 – Young Professional
Communication-Based Train Control (CBTC) Tour June 20 & 27, 2025 – Young Professional

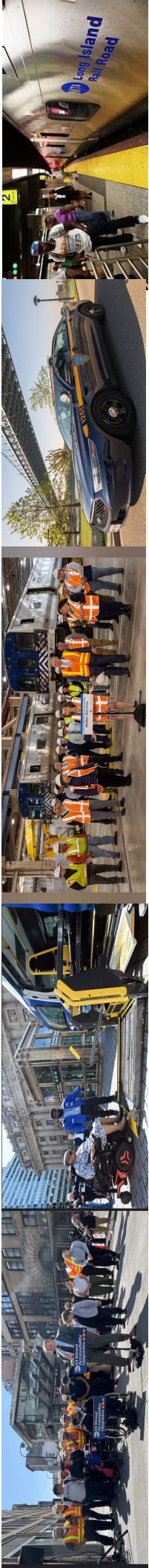


BEGIN the Dialogue Series, July 24, 2025 – B.E.G.I.N. with Demetrius Crichlow



Cafecito Chat, August 6, 2025 – Latinos & Friends with Catherine Sheridan

MTA Strategic Priority – Revive Talent and Culture



Complaints and Lawsuits

January 1, 2025 – June 30, 2025

Title VI and Related Discrimination Complaints



10 Title VI and Related** complaints were **filed**, citing 10 separate bases

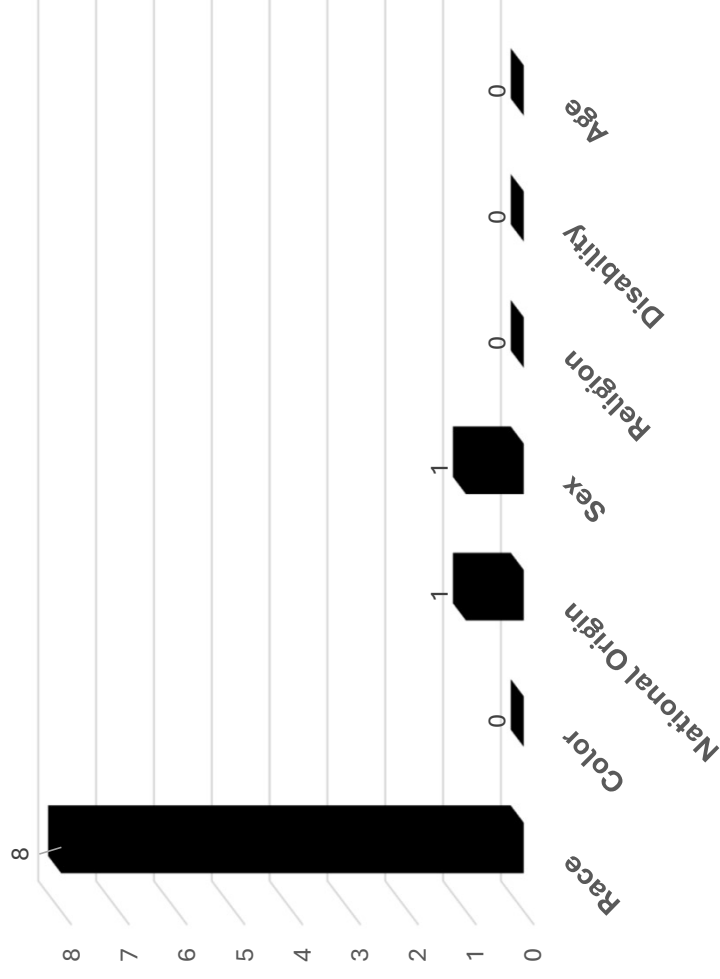


The most frequently cited basis was **Race**



There were no Title VI **Lawsuits** filed

Title VI and Related Discrimination Complaints
by Bases



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

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

Title VII Employee Discrimination Complaints



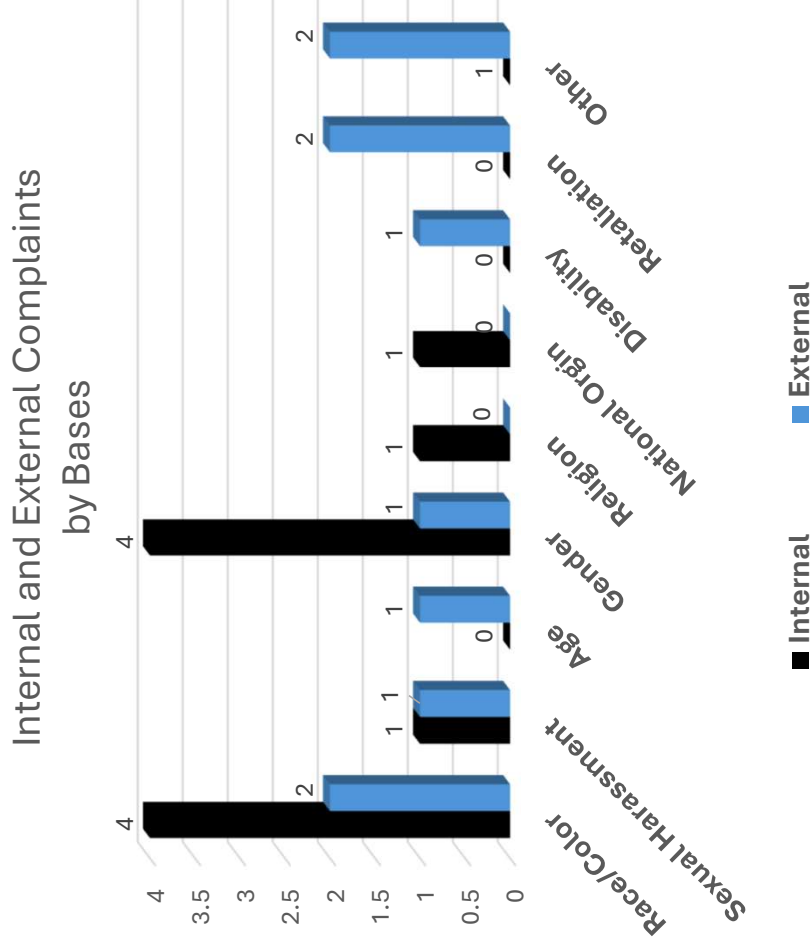
15 complaints were **filed** citing
22 separate bases



The most frequently singularly-
cited** basis was **Race/Color** and
Sexual Harassment



The were 0 **Lawsuits** filed



Note: *Formal complaints 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.