



Long Island Rail Road (LIRR) Diversity and Equal Opportunity 3rd Quarter Progress Report

December 15, 2025



LIRR Workforce as of September 30, 2025

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NHOPI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	564		220	39%	344	61%	70	12%	57	10%	54	10%	2	0%	0	0%	37	7%	34	6%	14	2%
	F 135	24%	67	12%	68	12%	25	4%	19	3%	17	3%	0	0%	0	0%	6	1%	1	0%	4	1%
	M 429	76%	153	27%	276	49%	45	8%	38	7%	37	7%	2	0%	0	0%	31	5%	33	6%	10	2%
Professionals	386		193	50%	193	50%	51	13%	54	14%	57	15%	2	1%	0	0%	29	8%	23	6%	8	2%
	F 48	12%	29	8%	19	5%	8	2%	7	2%	8	2%	0	0%	0	0%	6	2%	2	1%	0	0%
	M 338	88%	164	42%	174	45%	43	11%	47	12%	49	13%	2	1%	0	0%	23	6%	21	5%	8	2%
Technicians	29		18	62%	11	38%	4	14%	7	24%	4	14%	1	3%	0	0%	2	7%	1	3%	0	0%
	F 4	14%	3	10%	1	3%	0	0%	0	0%	2	7%	0	0%	0	0%	1	3%	0	0%	0	0%
	M 25	86%	15	52%	10	34%	4	14%	7	24%	2	7%	1	3%	0	0%	1	3%	1	3%	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	20		8	40%	12	60%	5	25%	0	0%	3	15%	0	0%	0	0%	0	0%	2	10%	1	5%
	F 7	35%	4	20%	3	15%	3	15%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	1	5%
	M 13	65%	4	20%	9	45%	2	10%	0	0%	2	10%	0	0%	0	0%	0	0%	2	10%	0	0%
Administrative Support	357		211	59%	146	41%	122	34%	52	15%	15	4%	1	0%	0	0%	21	6%	6	2%	9	3%
	F 181	51%	127	36%	54	15%	80	22%	31	9%	6	2%	0	0%	0	0%	10	3%	2	1%	2	1%
	M 176	49%	84	24%	92	26%	42	12%	21	6%	9	3%	1	0%	0	0%	11	3%	4	1%	7	2%
Skilled Craft	3,243		1,314	41%	1,929	59%	517	16%	463	14%	124	4%	13	0%	3	0%	194	6%	207	6%	24	1%
	F 74	2%	52	2%	22	1%	29	1%	15	0%	1	0%	1	0%	0	0%	6	0%	1	0%	2	0%
	M 3,169	98%	1,262	39%	1,907	59%	488	15%	448	14%	123	4%	12	0%	3	0%	188	6%	206	6%	22	1%
Service Maintenance	2,904		1,251	43%	1,653	57%	602	21%	365	13%	95	3%	8	0%	0	0%	181	6%	70	2%	21	1%
	F 534	18%	322	11%	212	7%	191	7%	67	2%	22	1%	0	0%	0	0%	42	1%	13	0%	4	0%
	M 2,370	82%	929	32%	1,441	50%	411	14%	298	10%	73	3%	8	0%	0	0%	139	5%	57	2%	17	1%
Total	7,511		3,216	43%	4,295	57%	1,371	18%	998	13%	352	5%	27	0%	3	0%	465	6%	343	5%	77	1%

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

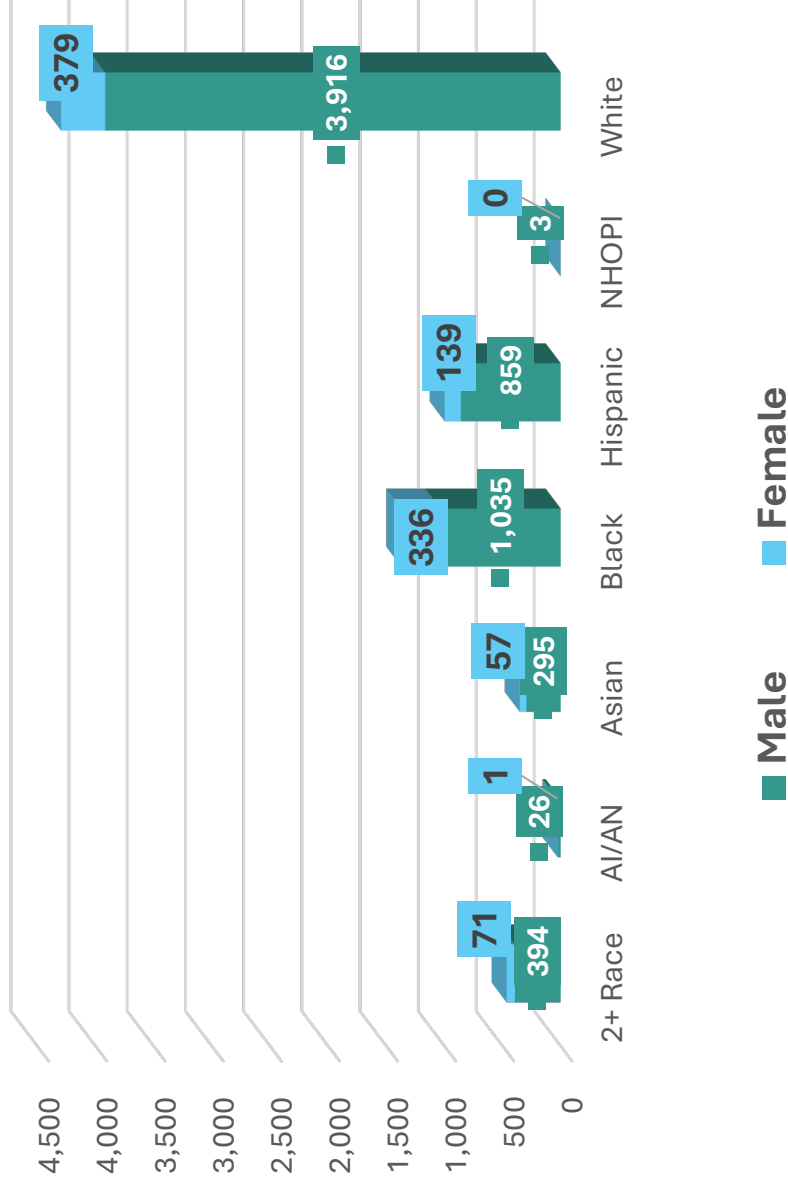


LIRR Workforce: Q3

7,511 strong as of September 30, 2025

- **13% (983) self-identified as females**
- **43% (3,216) self-identified as minorities**
- **5% (343) veterans**
- **1% (77) self-identified as persons with a disability**

Workforce by Sex and Ethnicity



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

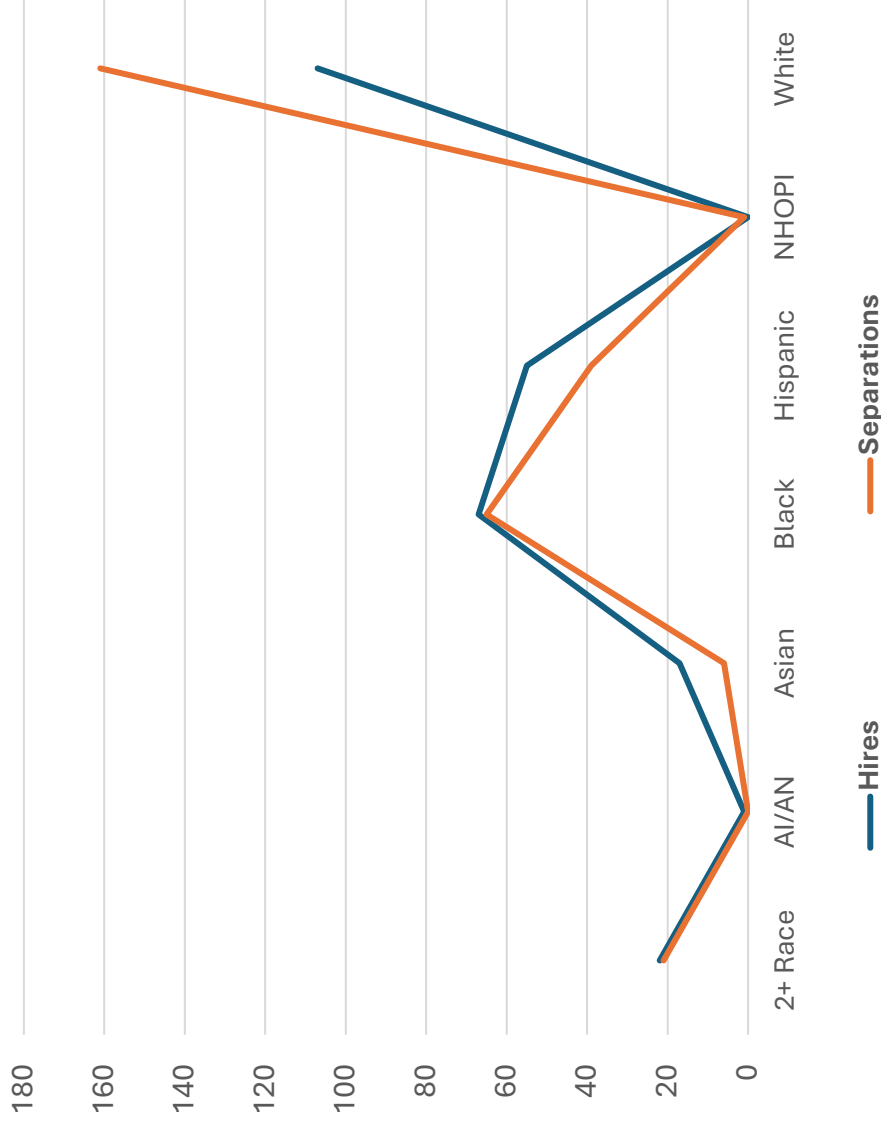


LIRR Workforce: Q3

Hires and Separations

January 1, 2025 – September 30, 2025

- **269** new hires and **293** separations
- Net **decrease** of **2** self-identified **female** and a net **decrease** of **22** self-identified **male** employees
- Net **increase** of **30** employees who self-identified as **minorities**
- Net **decrease** of **24** **veterans**
- Net **decrease** of **6** self-identified **individuals with a disability**



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

All Agency Employee Resource Groups (ERG)

September Highlights: Connection and Learning





Celebrate Intergenerational Month
with the MTA All Generational Employee Resource Group

A Conversation on Generational Perspectives

featuring
Jon Kaufman, Chief of Strategic Initiatives
Franck Joseph, Chief of Staff, NYCT

Working together on suicide prevention and destigmatizing mental health.

Monday, September 15
12 PM – 1 PM

Register to join virtually.
Everyone is welcome!





Tabletop Model Train Project

Design. Build. Collaborate.

Showcase your skills and ideas! Learn 3D printing, design, and more.

Register to attend in-person or virtually

Tuesday, April 23
12 PM – 1:30 PM
2 Broadway, 20th Fl. Conference Room



Join B.E.G.I.N., Employee Resource Group for the

56th Annual African American Day Parade

Sunday, September 21
12:30 – 6 PM

Adam Clayton Powell Jr. Blvd (7 Ave) between 111 – 137 St.

Register to march with B.E.G.I.N.
Lineup begins at 11 AM

Open to all MTA employees







Join B.E.G.I.N., Young Professionals & Abilities Employee Resources Groups

“From Storytelling to Support”

Working together on suicide prevention and destigmatizing mental health.

Register to attend virtually

Friday, September 26
11:45 AM – 1 PM

Open to all MTA employees
Register to attend virtually







Back to School Photos

Snap a back to school picture – preschool to post-grad – and send it to us!

Submit your photos by September 8
All are welcome to participate!

Register to attend virtually

Tuesday, April 23
12 PM – 1:30 PM
2 Broadway, 20th Fl. Conference Room



Celebrate **Hispanic Heritage Month**

Como Yo (Like me)

Practice Spanish

Fun and exciting free 4-week program where MTA colleagues connect to learn and practice conversational Spanish.

Begins Tuesday, Sept 9
Sign up to participate today!
All MTA employees are welcome.





All Agency Employee Resource Groups

October Highlights: Celebration and Engagement



All Generational: MNR New Haven Open House -Train module showcase



Latinos & Friends: Hispanic Heritage Month Celebration - Cultural pride



BEGIN: Leadership Conversations with MTA Presidents - Featuring Rob Free

Wednesday, Oct. 8, 2025

Saturday, Oct. 4, 2025

Pride Express: Jeopardy with Bernie Wagenblast - Fun and learning



Sunday, Oct. 19, 2025

Tuesday, Oct. 14, 2025

EWT: ACS Making Strides Against Cancer Walk - Supporting a cause

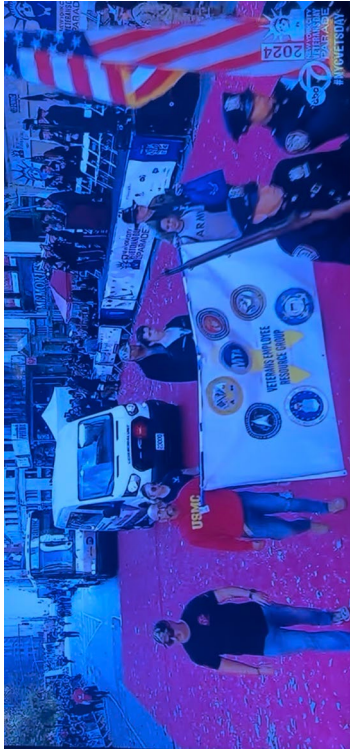


Thursday, Oct. 23, 2025

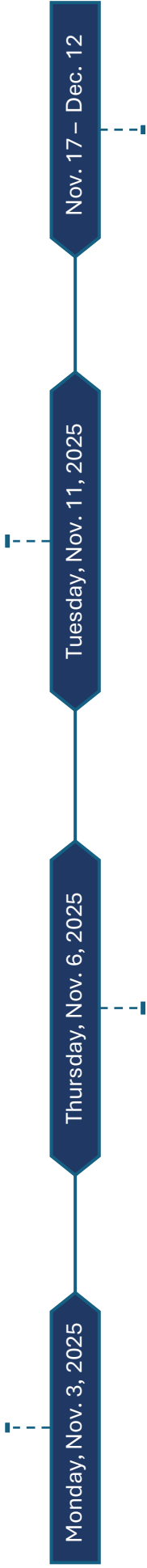
All Agency Employee Resource Groups November & December Highlights: Service and Recognition



Abilities: Voices of Care – Honoring caregivers during National Caregiver Awareness Month



Veterans ERG: Veterans Day Parade – Celebrating service and sacrifice



Veterans ERG: Veterans Day Ceremony – Celebrating service and sacrifice

MTA Veterans Employee Resource Group presents
Honor Our Heroes
Veterans Day Ceremony

Speakers:
Matt Quick Retired U.S. Army Sergeant Major (SGM) & Head of Military Affairs (PM) MTA
Nicole Orlando Deputy Chief of Staff, NYC Department of Veteran Affairs
Rob Free LIRR President
Kevin Branch C&D Vets President
Jesse DeMino President, Veterans Employee Resource Group

Thursday, November 6
2 Broadway, 20th Fl
12 – 1PM

All employees are welcome!

Register to attend online or in-person



All Generational: Toy & Coat Drive – Giving back to the community



Complaints and Lawsuits

January 1, 2025 – September 30, 2025

Title VI and Related Discrimination Complaints



33 Title VI and Related** complaints **filed**,
citing **33** separate bases

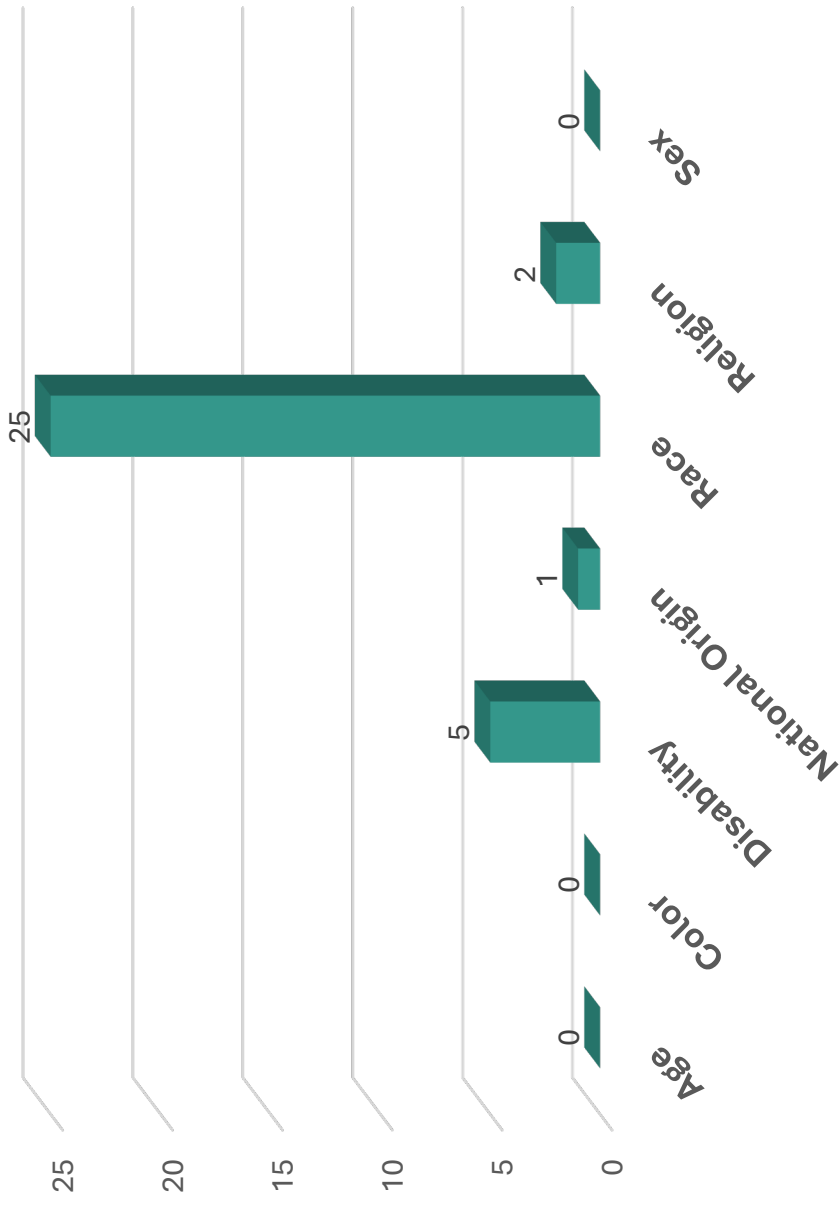


The most frequently cited basis was **Race**



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

Title VI and Related Discrimination Complaints
by Bases
(January 1, 2025 – September 30, 2025)



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.



**Metropolitan
Transportation
Authority**
Department of
Diversity and Civil Rights

Employee Discrimination Complaints



16 complaints were **filed** citing **23** separate bases



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

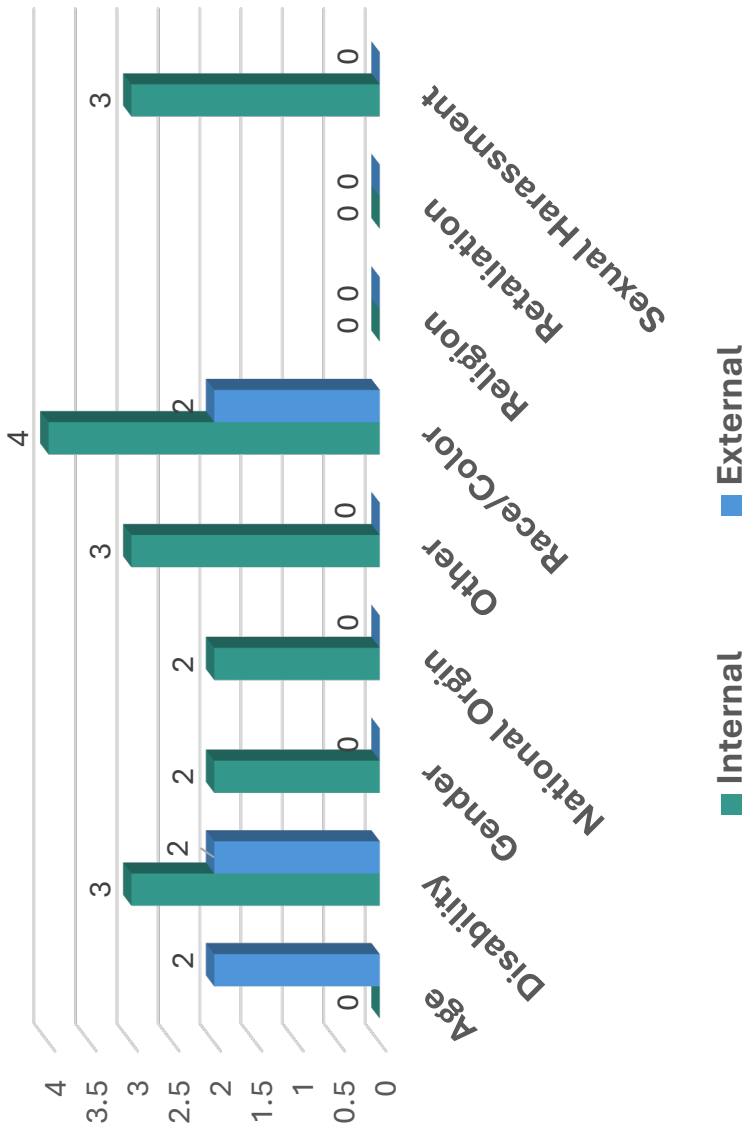


There was **1 Lawsuit** filed

Internal and External Complaints

by Bases

(January 1, 2025 – September 30, 2025)



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.