



Metro-North Railroad (MNR) Diversity and Equal Opportunity 3rd Quarter Progress Report

December 15, 2025



MNR Workforce as of September 30, 2025

JOB CATEGORY	TOTAL		Minorities		WHITES		BLACKS		HISPANICS		ASIANS		AI/AN*		NH/PI**		2+ RACES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	718		295	41%	423	59%	105	15%	82	11%	60	8%	3	0%	1	0%	44	6%	35	5%	23	3%
	F	21%	99	14%	52	7%	40	6%	30	4%	16	2%	2	0%	0	0%	11	2%	5	1%	5	1%
	M	79%	196	27%	371	52%	65	9%	52	7%	44	6%	1	0%	1	0%	33	5%	30	4%	18	3%
Professionals	192		113	59%	79	41%	31	16%	31	16%	35	18%	1	1%	0	0%	15	8%	2	1%	7	4%
	F	24%	32	17%	14	7%	10	5%	9	5%	7	4%	0	0%	0	0%	6	3%	0	0%	3	2%
	M	76%	81	42%	65	34%	21	11%	22	11%	28	15%	1	1%	0	0%	9	5%	2	1%	4	2%
Technicians	160		83	52%	77	48%	34	21%	24	15%	9	6%	0	0%	0	0%	16	10%	16	10%	6	4%
	F	9%	12	8%	2	1%	9	6%	2	1%	0	0%	0	0%	0	0%	1	1%	2	1%	2	1%
	M	91%	71	44%	75	47%	25	16%	22	14%	9	6%	0	0%	0	0%	15	9%	14	9%	4	3%
Protective Services	32		10	31%	22	69%	3	9%	4	13%	0	0%	0	0%	0	0%	3	9%	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%
	M	100%	10	31%	22	69%	3	9%	4	13%	0	0%	0	0%	0	0%	3	9%	2	6%	0	0%
Paraprofessionals	5		1	20%	4	80%	0	0%	1	20%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	F	20%	1	20%	0	0%	0	0%	1	20%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	M	80%	0	0%	4	80%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Administrative Support	199		138	69%	61	31%	74	37%	35	18%	6	3%	2	1%	1	1%	20	10%	8	4%	7	4%
	F	43%	70	35%	15	8%	40	20%	12	6%	3	2%	2	1%	1	1%	12	6%	2	1%	5	3%
	M	57%	68	34%	46	23%	34	17%	23	12%	3	2%	0	0%	0	0%	8	4%	6	3%	2	1%
Skilled Craft	2,962		1,171	40%	1,791	60%	530	18%	394	13%	55	2%	16	1%	1	0%	175	6%	202	7%	46	2%
	F	1%	31	1%	12	0%	23	1%	5	0%	1	0%	0	0%	0	0%	2	0%	2	0%	2	0%
	M	99%	1,140	38%	1,779	60%	507	17%	389	13%	54	2%	16	1%	1	0%	173	6%	200	7%	44	1%
Service Maintenance	2,169		1,056	49%	1,113	51%	545	25%	305	14%	46	2%	3	0%	1	0%	156	7%	93	4%	20	1%
	F	18%	253	12%	131	6%	158	7%	53	2%	5	0%	1	0%	1	0%	35	2%	8	0%	4	0%
	M	82%	803	37%	982	45%	387	18%	252	12%	41	2%	2	0%	0	0%	121	6%	85	4%	16	1%
Total	6,437		2,867	45%	3,570	55%	1,322	21%	876	14%	211	3%	25	0%	4	0%	429	7%	358	6%	109	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

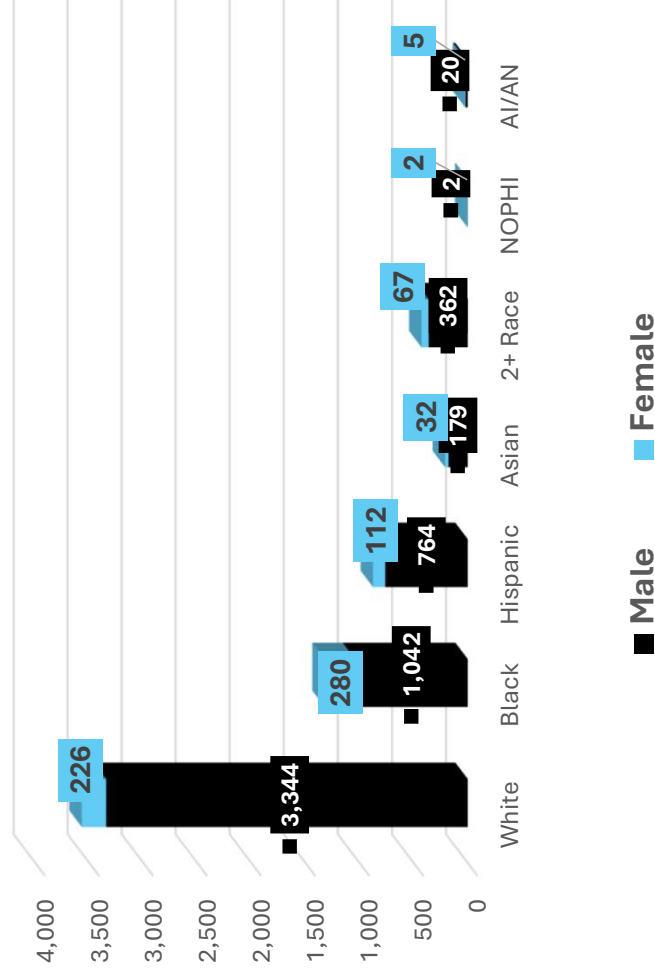


MNR Workforce: Q3

6,437 strong as of September 30, 2025

- **11% (724) self-identified as females**
- **45% (2,867) self-identified as minorities**
- **6% (358) veterans**
- **2% (109) self-identified as a person 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

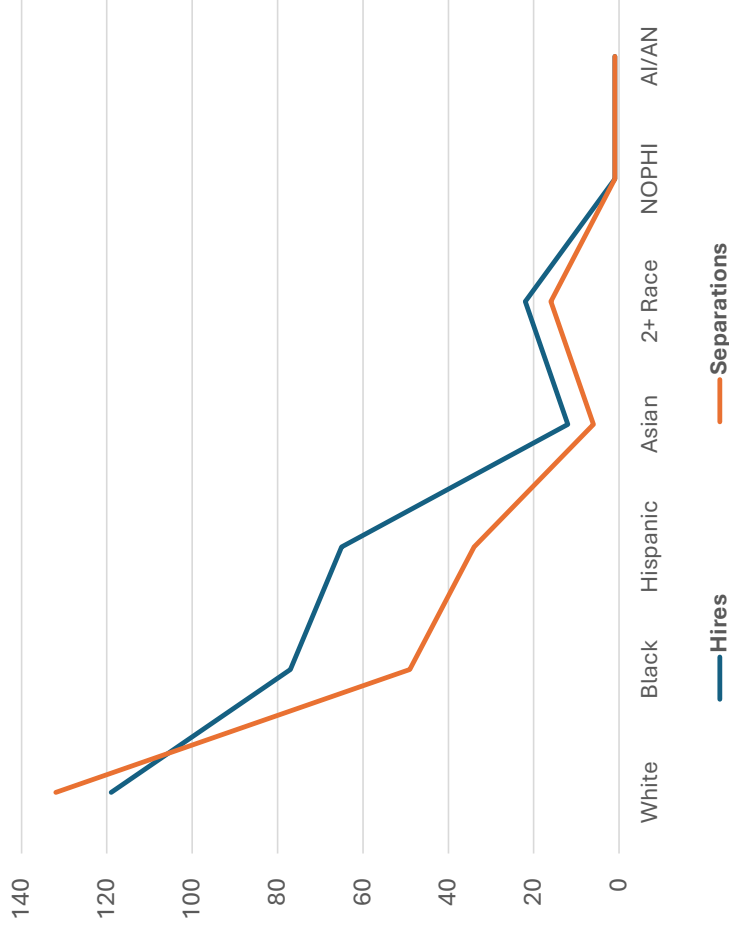


MNR Workforce: Q3

Hires and Separations

January 1, 2025 – September 30, 2025

- **297** new hires and **239** separations
- Net increase of **3** self-identified female and a net increase of **55** self-identified male employees
- Net decrease of **5** self-identified veterans and a net decrease of **3** 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

All Generational: A Conversation: Generational Perspectives – Cross-generational insights in the workplace (September 15)

All Generational: Train Module Class – Learning and professional growth sessions (September 17)

BEGIN: 56th Annual African American Day Parade – Community pride (September 21)

BEGIN: From Storytelling to Support – Suicide Prevention Awareness Month (September 26)

All Generational: Back to School Photos – Celebrating families at the MTA (September 30)

Latinos & Friends: Como Yo – Honoring Hispanic Heritage Month- Conversational Spanish classes. (Sept 9-Oct 8)

Celebrate InterGenerational Month
with the MTA All Generational Employee Resource Group

A Conversation on Generational Perspectives
Jon Kaufman, Chief of Strategic Initiatives
Frank Joseph, Chief of Staff, NYCT

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 talent!
Learn 3D printing, design, and more.

Register to attend in-person or virtually
Wednesday, April 23
12 PM – 4:30 PM
2 Broadway, 20th Fl Conference Room



Join BEGIN Employee Resource Group for the 56th Annual African American Day Parade
Sunday, September 21
12:30 – 6 PM

Adam Clayton Powell Jr. Blvd 17 Ave
between 111 – 137 St

Register for NYCT with E.G.G.N.
Lined up begins at 11 AM
Open to all MTA employees



Join BEGIN, Young Professionals & Abilities Employee Resources Groups

“From Storytelling to Support”
Working together on suicide prevention and designing mental health.

Presented by:
• Ethna & Monique, Authors of “Heard”
• MTA Employee Assistance Program & HR Representatives

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!

Recommended by the
InterGenerational Employee Resource Group

Complete the submission form



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



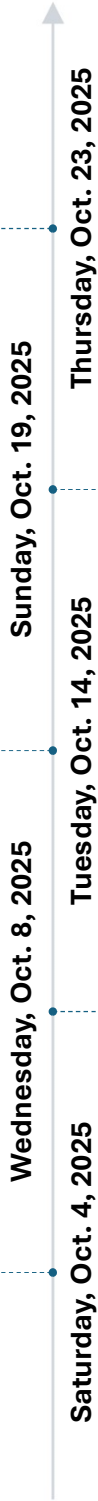
All Generational: MNR New Haven Open House -Train module showcase



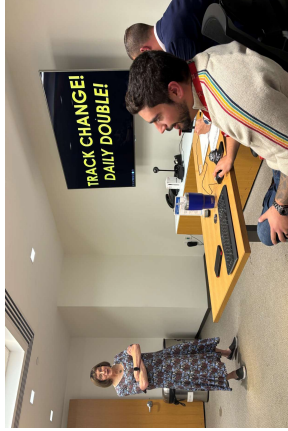
Latinos & Friends: Hispanic Heritage Month Celebration - Cultural pride



BEGIN: Leadership Conversations with MTA Presidents - Featuring Rob Free



Pride Express: Jeopardy with Bernie Wagenblast - Fun and learning



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



All Agency Employee Resource Groups

November & December Highlights: Service and Recognition



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



Veterans ERG: Veterans Day Parade – Celebrating service and sacrifice

Monday, Nov. 3, 2025

Thursday, Nov. 6, 2025

Tuesday, Nov. 11, 2025

Nov. 17 – Dec. 12

Veterans ERG: Veterans Day Ceremony – Celebrating service and sacrifice



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



22 Title VI and Related** complaints were **filed**, citing **22** separate bases

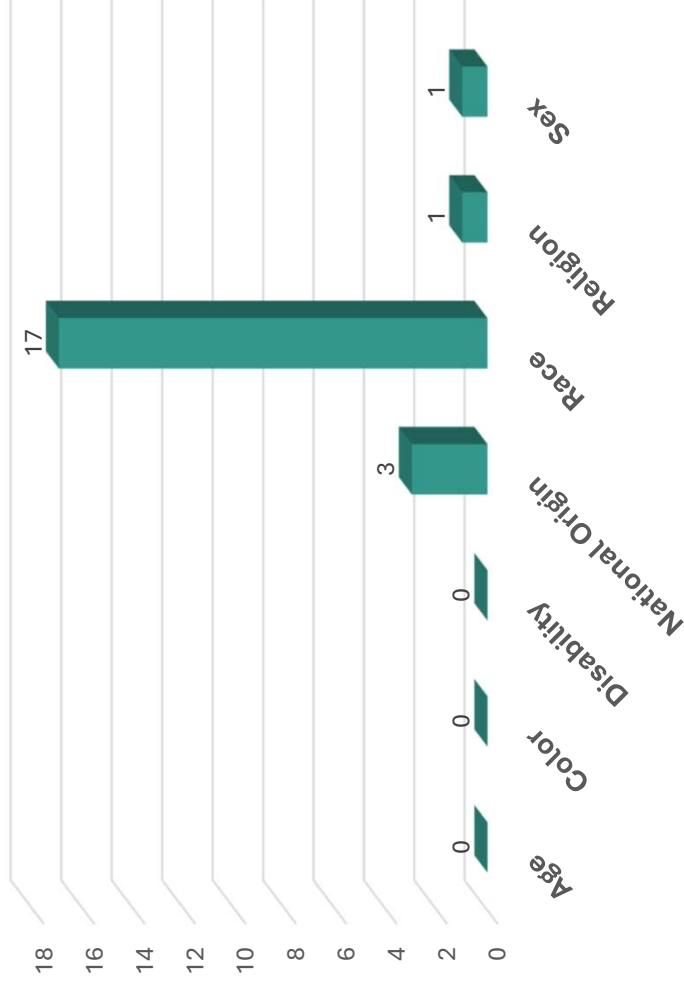


The most frequently cited basis was
Race



There were **0** 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.*

Title VII Employee Discrimination Complaints



19 complaints were **filed** citing **26** separate bases



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

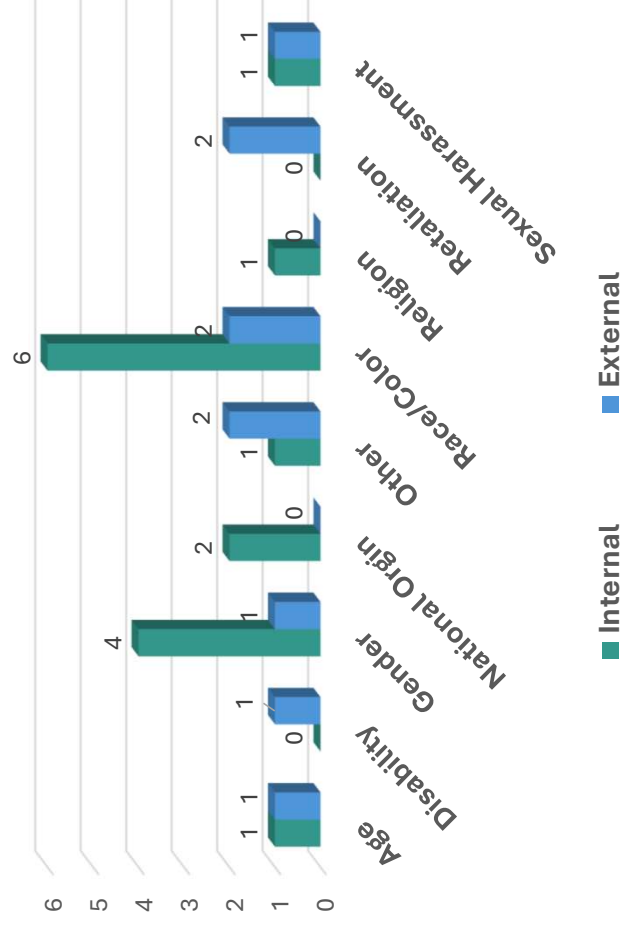


The were **0** **Lawsuits** filed

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.