



Long Island Rail Road (LIRR) Diversity and Equal Opportunity 4th Quarter Progress Report

March 23, 2026



LIRR Workforce as of December 31, 2025

JOB CATEGORY	TOTAL		Minorities		2+ RACES		AI/AN		ASIANS		BLACKS		HISPANICS		NHOPI		WHITES		VETERANS		PWD	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	563		221	39%	37	7%	2	0%	53	9%	70	12%	59	10%	0	0%	342	61%	32	6%	15	3%
F	134	24%	68	12%	6	1%	0	0%	18	3%	25	4%	19	3%	0	0%	66	12%	1	0%	4	1%
M	429	76%	153	27%	31	6%	2	0%	35	6%	45	8%	40	7%	0	0%	276	49%	31	6%	11	2%
Professionals	378		191	51%	31	8%	1	0%	56	15%	50	13%	53	14%	0	0%	187	49%	22	6%	7	2%
F	49	13%	30	8%	7	2%	0	0%	8	2%	8	2%	7	2%	0	0%	19	5%	2	1%	0	0%
M	329	87%	161	43%	24	6%	1	0%	48	13%	42	11%	46	12%	0	0%	168	44%	20	5%	7	2%
Technicians	29		18	62%	2	7%	1	3%	4	14%	5	17%	6	21%	0	0%	11	38%	1	3%	0	0%
F	4	14%	3	10%	1	3%	0	0%	2	7%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
M	25	86%	15	52%	1	3%	1	3%	2	7%	5	17%	6	21%	0	0%	10	34%	1	3%	0	0%
Protective Services	8		1	13%	1	13%	0	0%	0	0%	0	0%	0	0%	0	0%	7	88%	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%	1	13%	0	0%	0	0%	0	0%	0	0%	0	0%	7	88%	0	0%	0	0%
Paraprofessionals	20		8	40%	0	0%	0	0%	3	15%	5	25%	0	0%	0	0%	12	60%	1	5%	1	5%
F	7	35%	4	20%	0	0%	0	0%	1	5%	3	15%	0	0%	0	0%	3	15%	0	0%	1	5%
M	13	65%	4	20%	0	0%	0	0%	2	10%	2	10%	0	0%	0	0%	9	45%	1	5%	0	0%
Administrative Support	361		217	60%	21	6%	1	0%	20	6%	123	34%	52	14%	0	0%	144	40%	5	1%	8	2%
F	185	51%	130	36%	10	3%	0	0%	9	2%	80	22%	31	9%	0	0%	55	15%	2	1%	2	1%
M	176	49%	87	24%	11	3%	1	0%	11	3%	43	12%	21	6%	0	0%	89	25%	3	1%	6	2%
Skilled Craft	3,234		1314	41%	195	6%	13	0%	124	4%	515	16%	464	14%	3	0%	1,920	59%	206	6%	21	1%
F	74	2%	51	2%	6	0%	1	0%	1	0%	28	1%	15	0%	0	0%	23	1%	1	0%	1	0%
M	3,160	98%	1263	39%	189	6%	12	0%	123	4%	487	15%	449	14%	3	0%	1,897	59%	205	6%	20	1%
Service Maintenance	2,878		1243	43%	183	6%	8	0%	93	3%	595	21%	364	13%	0	0%	1,635	57%	70	2%	22	1%
F	531	18%	322	11%	42	1%	0	0%	22	1%	190	7%	68	2%	0	0%	209	7%	14	0%	4	0%
M	2,347	82%	921	32%	141	5%	8	0%	71	2%	405	14%	296	10%	0	0%	1,426	50%	56	2%	18	1%
Total	7,471		3,213	43%	470	6%	26	0%	353	5%	1,363	18%	998	13%	3	0%	4,258	57%	337	5%	74	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

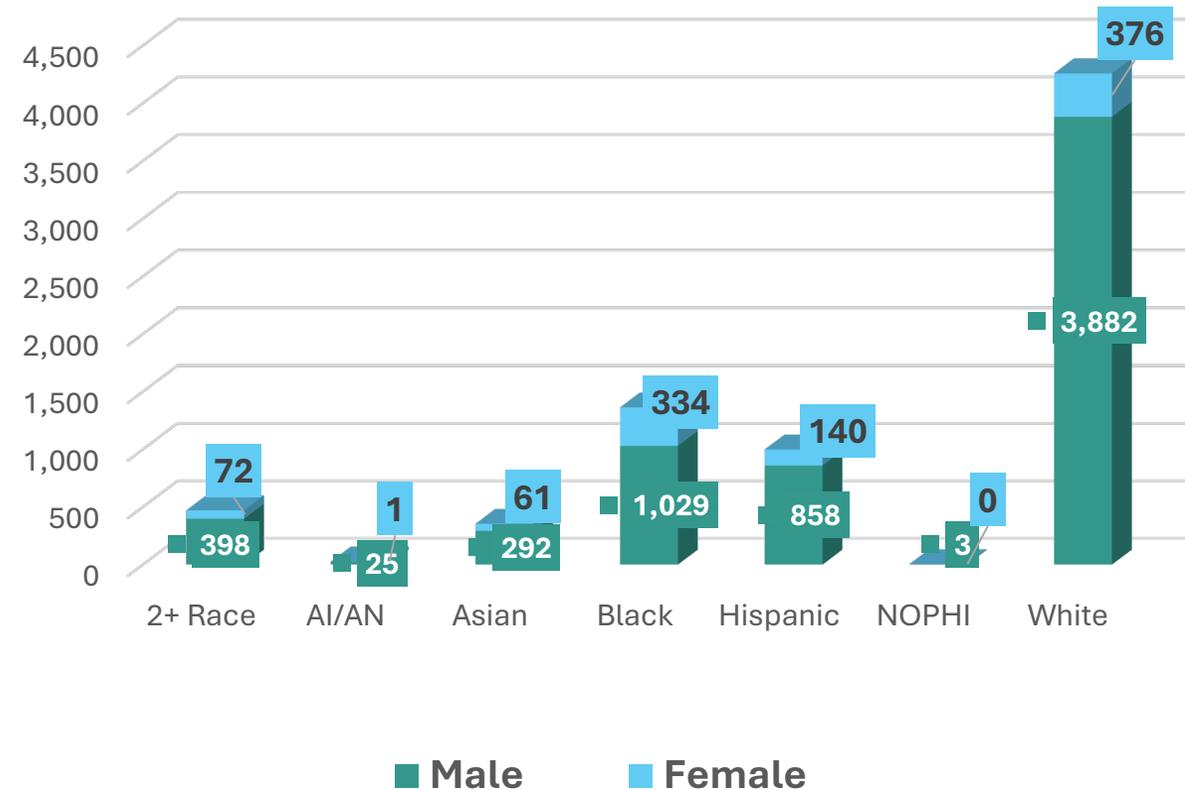
- F represent employees who Self-Identified as Females
- M represent employees who Self-Identified as Males

LIRR Workforce: Q4

7,471 strong as of December 31, 2025

- **13% (984)** self-identified as **females**
- **43% (3,213)** self-identified as **minorities**
- **5% (337)** are **veterans**
- **1% (74)** 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

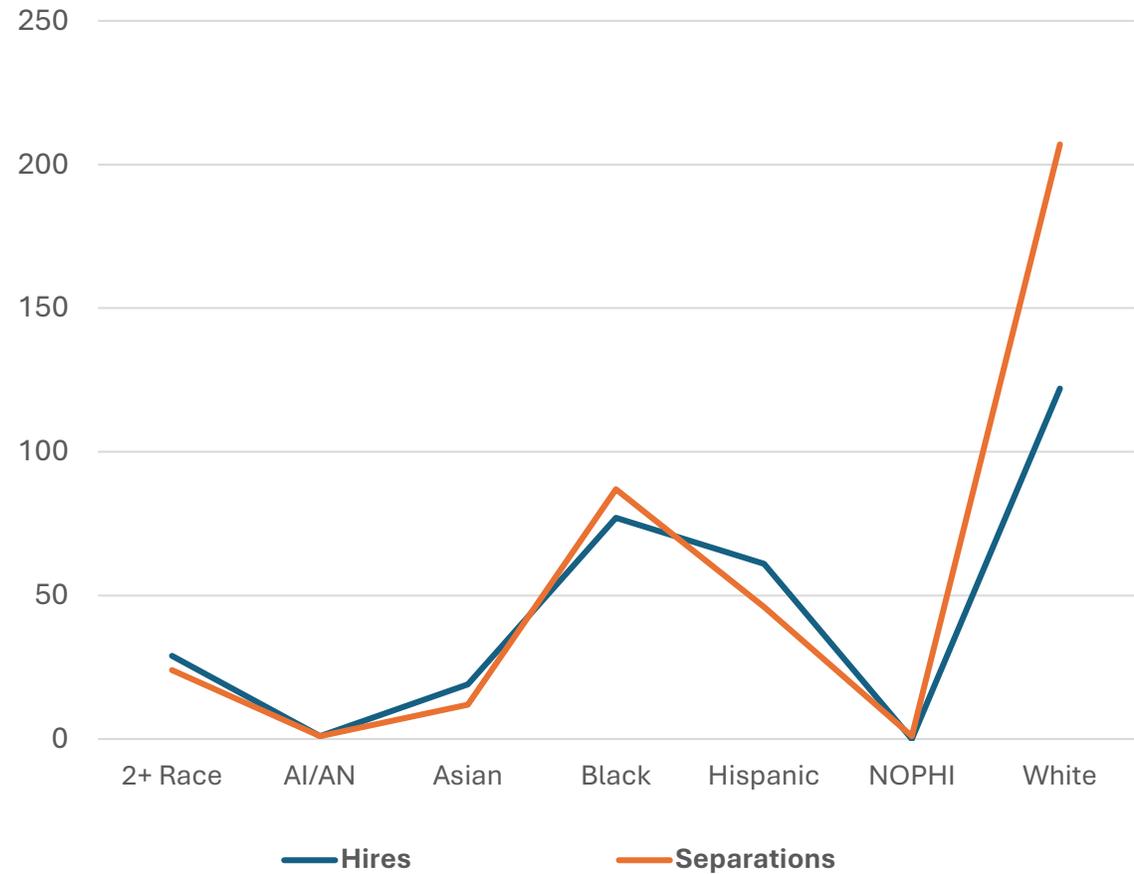


LIRR Workforce: Q4

Hires and Separations

January 1, 2025 – December 31, 2025

- **309** new hires and **378** separations
- Net decrease of **6** self-identified female and **63** self-identified male employees
- Net decrease of **26** veterans and a net decrease of **9** 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 Quarterly Highlights - December

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.



B.E.G.I.N: Holiday Gathering - December 2, 2025

B.E.G.I.N. invited members to a networking and pre-holiday celebration at Public House and Kitchen, creating a space for meaningful connection, relationship-building, and engagement across teams in advance of the holiday season.

All Generational: MNR Train Module Workshop & Exhibition (2 Broadway) - December 4, 2025

All Generational continued their Train Module building workshops at MTA Headquarters in which MTA employees from different crafts and agencies worked together to discuss and build individual sections of an operating model railroad. MTA employees shared their expertise, work experience and skills sets to model a miniature R-211 digital screen. This was a valuable opportunity to deepen understanding of operations and foster skill-building, engagement, and career growth. The workshop culminated in a public exhibition at 2 Broadway, where completed modules were assembled into a full operating layout and showcased to colleagues and leadership. The exhibition highlighted the collective talent across agencies and allowed employees to demonstrate their work, exchange ideas, and take pride in their contributions to a shared, interactive display.



MTA Strategic Priority – Revive Talent and Culture

All Agency Employee Resource Groups Quarterly Highlights - December



All Generational: Holiday Get Together – December 12, 2025

All Generational invited their members to a Holiday Get Together to celebrate the diverse cultural year end traditions and reflect on All Generational accomplishments in 2025. The event reinforced the value of cross generational collaboration, employee recognition, and contributed to creating an inclusive work environment.

Latinos & Friends: Cafecito Chat with Hector Garcia – December 18, 2025

Latinos & Friends hosted Hector Garcia, LIRR Chief of Staff – President’s Office, for a “Cafecito Chat,” providing employees with direct access to senior leadership to gain insight into executive decision-making, leadership philosophy, career pathways, and professional development advice.

Join Latinos & Friends for a Cafecito Chat
Have a coffee and get to know an MTA executive

Guest: Hector Garcia
Chief of Staff, Long Island Rail Road

Moderator:
Caryl Perez
Director, Energy Management & Contract
New York City Transit

Opening Remarks:
Erica Rodriguez
Office Manager, Delivery Services
MTA Construction & Development



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



Wednesday, December 18
12 – 1PM

Register to join virtually



MTA Strategic Priority – Revive Talent and Culture



All Agency Employee Resource Groups Quarterly Highlights – January - March



All Generational: Train Module Workshop & Exhibition (LIRR-Hillside) – January 15, 2026

All Generational continued their Train Module building workshops at LIRR-Hillside specifically working on a LIRR Dual-Mode locomotive. Participants shared their technical expertise, work experience, and skill sets to authentically represent MTA’s railroads and transit system. This hands-on experience provided a valuable opportunity to deepen understanding of operations while fostering skill-building, engagement, and career growth. The event concluded with an exhibition where the completed modules were displayed and operated for staff and leadership. The exhibition served as a visual representation of teamwork and innovation, showcasing employee creativity and reinforcing the value of collaboration across the organization.

B.E.G.I.N. A Celebration of the Culture: A Century of Black History – February 18, 2026

B.E.G.I.N.’s Black History Month celebration brought employees together for a meaningful cultural experience centered on the 2026 theme, A Century of Black History. Presented by B.E.G.I.N. members, the program featured multimedia presentations, a soloist performance, and poetry readings, highlighting Black history, achievements, and voices while fostering learning, engagement, and inclusion.

Young Professionals Speed Networking – March 11, 2026

The Young Professionals ERG hosted its second Professional Speed Networking event for ERG members and MTA employees. The structured, fast-paced format provided participants with opportunities to build cross-agency and cross-craft connections, share professional backgrounds, and refine elevator pitches. The event strengthened collaboration, increased visibility, and promoted meaningful engagement across the organization.





Complaints and Lawsuits

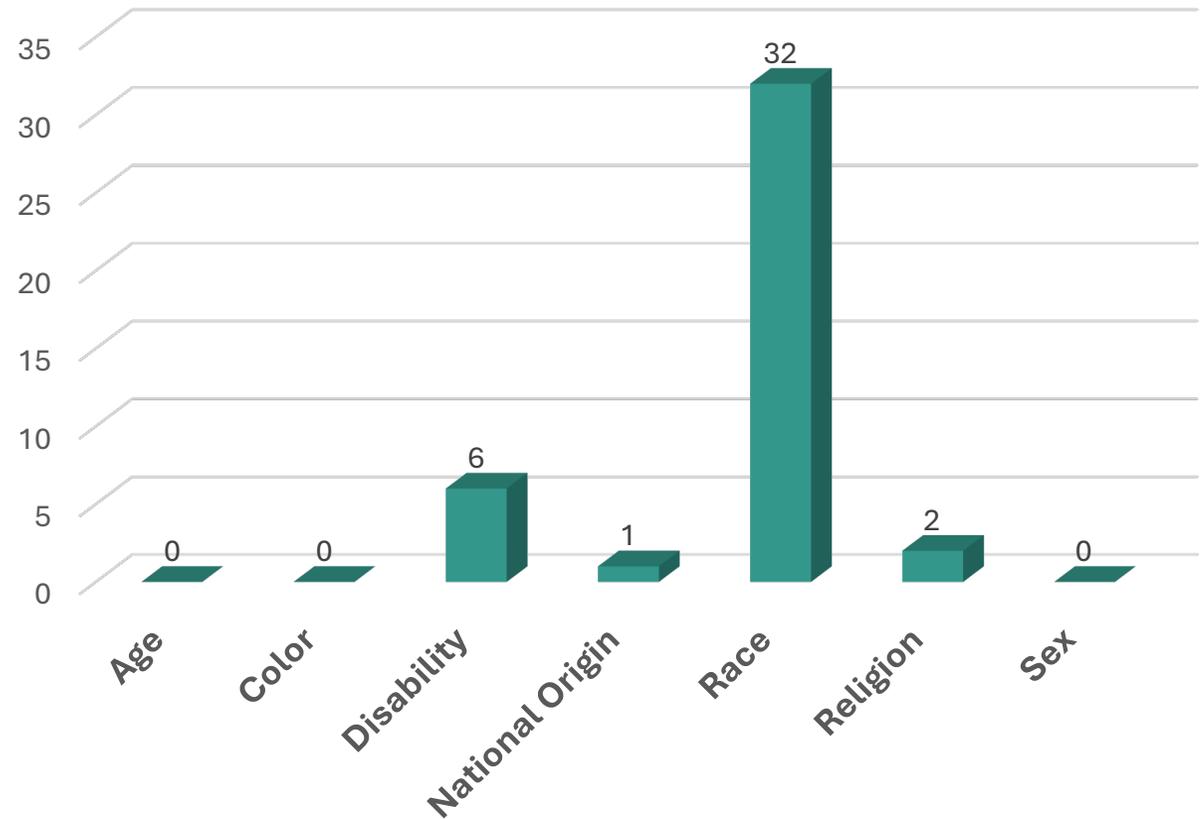
January 1, 2025 – December 31, 2025

Title VI and Related Discrimination Complaints



- **41** Title VI and Related** complaints were **filed**, citing **41** separate bases
- The most frequently cited basis was **Race**
- There were **no** Title VI **Lawsuits** filed

Title VI and Related Discrimination Complaints
by Bases
(January 1, 2025 – December 31, 2025)



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

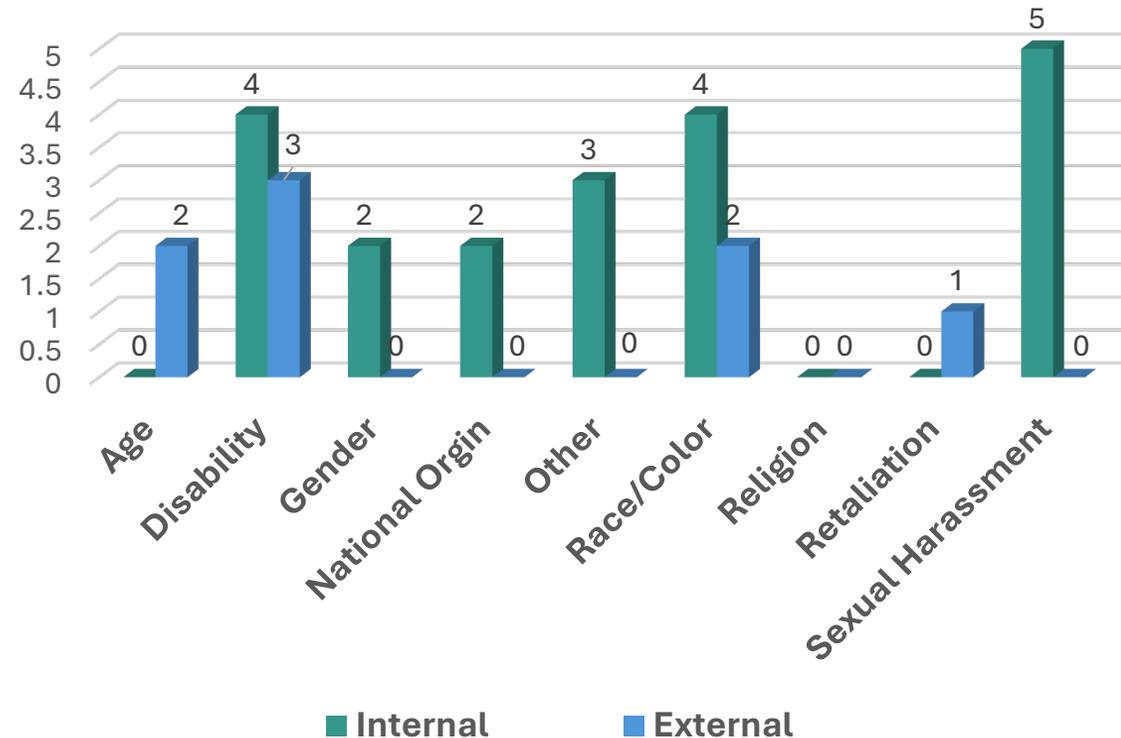
Note: **Related Discrimination complaints are filed by customers based on age, disability, religion and sex.

Employee Discrimination Complaints



- **20** complaints were **filed** citing **28** separate bases
- The most frequently singularly-cited** basis was **Disability**
- There were **3 Lawsuits** filed

Internal and External Complaints
by Bases
(January 1, 2025 – December 31, 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.