

Our People Integrity

Increase Employee Engagement and Morale

A heartfelt thank you to all our employee heroes who never stopped working and who helped pull the region through the darkest days of the pandemic.

WAY AHEAD

MOVING FORWARD

Our dedicated and diverse workforce combined with the pride we take in our work is what will make our recovery through the **Moving Forward** plan possible. We also know that engaged and appreciated employees are more productive. However, the events of the past year have also shown us that we need to work harder to address issues of racism, discrimination and bias in the workplace. Building on “respect” as one of our core values, our commitment to making all employees feel included and supported has never been stronger.

Moving Forward – we will:

- ▶ Provide regular opportunities for **employee dialogue** and **input**, improving access to managers and senior leaders
- ▶ Highlight our employees through various **employee recognition programs**
- ▶ **Explore new approaches and technologies** to engage with, communicate and inform employees



Metro-North Railroad

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WAY AHEAD

MOVING FORWARD

Deliver on Our Commitment to Diversity and Inclusion

Moving Forward – we will:

- ▶ **Increase diversity** hiring, promotions and training
- ▶ **Support** the work of the Diversity, Respect, Inclusion and Leadership (DRIL) Working Group
- ▶ Partner with the MTA to expand participation in **Employee Resource Groups**

