



Annual Diversity Report FY 2022



Message from the Amtrak Executive Leadership Team

We are pleased to present you with Amtrak's FY 2022 Annual Diversity Report.

This is our third public report in which we are transparent in sharing our representation data across all levels and departments, and show our broader commitment to advancing Diversity, Inclusion, and Belonging (DI&B) across the company.

We have a clear vision for how we want to grow our business, we have a terrific team of people, and we have a group of committed stakeholders – who all want us to be successful.

The historic bipartisan infrastructure law enacted this year gives Amtrak a transformational investment to upgrade trains, stations, and infrastructure, and to hire the people to bring rail to millions more Americans. With our incredibly bright future, our people are a vital part of it.

We are a team of individuals with a range of backgrounds and experiences. We are a mix of new and tenured people who are passionate about Amtrak and delivering our services to America while at the same time, connecting with each other to create a great place to work. We are building Amtrak as an excellent destination for new hires and employees who choose to stay and grow their careers with us.

Through deepening our understanding, learning, and growing, we're making strides to empower our people to reimagine the Amtrak of the future and how we drive safety, deliver world-class service, grow sustainably, and support and expand our partnerships. We remain committed to holding ourselves accountable as we identify DI&B opportunity areas, set goals for improvement, measure our progress over time and, of course – celebrate our successes.

In our first Annual Diversity Report in FY 2020, we laid out our comprehensive strategy, and in our second report, in FY 2021, we highlighted how we renewed our DI&B commitment, invested in our employees through the launch of Employee Resource Groups, and expanded our Learning and Development. In this year's report, we share the meaningful progress we have made in the last 12 months and the impact we've had on our people, workplace, and community.

As Executive Leaders, it's our commitment to inclusion and building community that is core to our capabilities and all three of our Values, including Do the Right Thing, Put Customers First, and Excel Together.

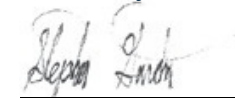
And we recognize we can't move this needle alone. In addition to championing inclusion, and fostering belonging in our culture, we want to drive positive change that moves our communities, industry, and country forward. To accomplish this, we must move together as our strategy incorporates our customers, suppliers, business partners, and the communities we serve.

It's our "open door" policy and our spirit of togetherness that will help us in our journey in FY 2023. No matter where you work or what you do for our great company, we want to hear from you. You can contact us directly with any ideas on how we can continue to improve our workplace, or you can send an email to diversityinclusionandbelonging@amtrak.com. And as always, you can join one of our eight Employee Resource Groups as they help to promote areas that we can keep making a difference in across our network.

We have seen through feedback that celebrating our diverse backgrounds, individuality and experiences makes Amtrak a better place to work. So, let's take it to the next level where everyone's ideas are heard, valued, and respected. Our future will be brighter when we all have the chance to shine.

Thank you for everything you do with us – together.

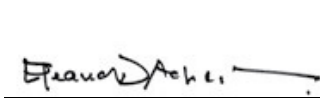
Sincerely,



Stephen Gardner
Chief Executive
Officer



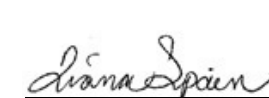
Roger Harris
President



Eleanor D. Acheson
EVP, General Counsel and
Corporate Secretary



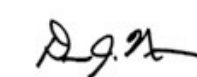
Steven Predmore
EVP, Chief Safety
Officer



Qiana L. Spain
EVP, Chief Human Resources
Officer



Gerhard Williams
EVP, Service Delivery &
Operations



Dennis Newman
EVP, Strategy and
Planning



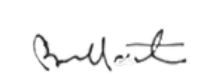
Laura K. Mason
EVP, Major Program
Delivery



Christian Zacariassen
EVP, Digital Technology and
Innovation



Tracie Winbigler
EVP, Chief Financial
Officer



Bruno Maestri
VP, Government Affairs &
Corporate Communications

CEO **ACT!ON** FOR DIVERSITY & INCLUSION

Amtrak signed the CEO Action for Diversity & Inclusion™ Pledge. As a signatory, we joined the largest CEO-driven business commitment to advance diversity and inclusion within the workplace and was comprised of over 2,000 companies and organizations across industries, geographies, size and scale.

Signing the pledge in June 2022 was a public acknowledgment of our continued commitment to cultivating a trusting environment where all ideas are welcomed, and employees feel comfortable and empowered to discuss diversity and inclusion.

We brought this commitment to life through implementing and sustaining four key actions:

1. Continuing to cultivate workplaces that support open dialogue on complex, and sometimes difficult, conversations about diversity and inclusion
2. Expanding our unconscious bias education
3. Sharing best practices and unsuccessful actions
4. Defining and promoting strategic inclusion and diversity plans with our board of directors

Diversity, inclusion and belonging is complex and multifaceted. We recognize that we cannot move the needle alone. In addition to continually improving diversity, inclusion and belonging in our own culture, we want to drive positive change that moves our communities, industry and the country forward. To accomplish this we continue to evaluate our strategy to ensure we are involving our customers, suppliers, business partners and the communities we serve in our efforts.

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Future

- FY 2023 Strategy

In our continued display of transparency, this report is both our internal and external reflection of our FY 2022 efforts. As such, for confidentiality, links to internal videos and sites are only accessible to Amtrak employees. For more information, visit [Amtrak.com](https://www.amtrak.com).

AVP Letter

At Amtrak, we often refer to Diversity, Inclusion, and Belonging (DI&B) as a journey. That's with intent because it's never something you fully arrive at. There are always opportunities to learn, grow and improve. As you read this year's third annual report, I am happy to share where we've been, what we've done, and where we are going.

In FY22, we focused on advancing DI&B through Amtrak's People strategy: Invest in talent, strengthen culture and advance technology. Within that, we zeroed in on three strategic focus areas—People, Workplace, and Community.



Benjamin Sims
Assistant Vice President
Inclusion, Culture and Talent

EMPOWERING OUR PEOPLE

Supporting our Employee Resource Groups (ERGs) was the primary focus in the People pillar. We expanded resources for leaders, supported development and visibility with Executive Leaders through Coffee Chats, and even established a new ERG this year—Train of Thought!

And our Department Diversity Committees in Human Resources, Law, and Digital Technology, continued their efforts to build community within their department (See page 19).

We've also made great strides on our Engagement Survey which includes a diversity, inclusion and belonging index to assess the favorability of belonging, modeling of inclusive behaviors, building and promoting diverse teams, and fairness within the organization. By leveraging this information, we hope to better understand the current experience of our employees and areas of opportunity.

AVP Letter

MAINTAINING AN INCLUSIVE WORKPLACE

Our focus on Workplace pillar evolved as we enhanced training, resource offerings, and workforce planning efforts. We continued with our employee storytelling series as we launched season 2 of Thriving at Amtrak, which provides D&I awareness, supports leader development (see page 20), and our #MicrolearningMonday efforts to educate employees on Heritage Month and D&I topics (see page 38).

It was also important for us to work with our Learning and Development team to begin to build organizational capabilities through learning that enable employee and leader awareness, accountability, and activation of our Diversity, Inclusion and Belonging framework.

EXPANDING PARTNERSHIPS AND ENGAGING OUR COMMUNITIES

Our efforts are paying off; as part of our Community pillar, where we are driving our brand recognition as an employer of choice. Because our CEO, Stephen Gardner, signed the CEO Action for Diversity & Inclusion™ this year we joined a coalition of 2,300+ CEOs representing over 85 industries that share our commitment to creating more inclusive workplaces for employees, communities, and society at large (see page 3).

Amtrak also achieved the highest score possible on the 2022 Disability Equality Index and was recognized with a top score on the Human Rights Campaign Foundation's 2022 Corporate Equality Index (see page 42).

CONTINUING ON TRACK

We have strong plans to continue advancing diversity, inclusion and belonging in FY 2023 and every senior leader is committed to our DI&B efforts.

Thank you for your efforts and interest in our journey as we connect, contribute, and build community.



Benjamin Sims
Assistant Vice President
Inclusion, Culture and Talent

Our Beliefs

Mission

Amtrak is the nation's intercity passenger rail operator and infrastructure provider, charged with providing safe, efficient and effective intercity passenger rail mobility consisting of friendly, high-quality service that is trip-time competitive with other intercity travel options.

Values

Our Amtrak values are an expression of our principles and beliefs. They guide everything we do – and ultimately, define us as a company. We want Amtrak to be a place where our employees recognize, appreciate and live our values. When this connection is made, we make Amtrak a great place to work – and we create a powerful and engaged team capable of achieving any goal.



Our Core Capabilities

Our Core Capabilities are the knowledge, skills and abilities needed for all of us to be effective at Amtrak.

Our values are still at the center of what we do at Amtrak:

- We ensure that we Do the Right Thing in any situation.
- We continue to Excel Together as we look towards the future to find new ways to grow our business and each other.
- We always Put Our Customers First along the way.

These values guide us in everything we do at Amtrak.





Diversity, Inclusion and Belonging (DI&B) at Amtrak

Amtrak is a place where employees and customers have opportunities to thrive and be their authentic selves. We are proud of our diverse workforce and are committed to building a collaborative and connected community. As America's railroad, our organization aims to reflect the communities we serve.

We strive to foster an inclusive workplace where employees of all diversity dimensions, including but not limited to—race, ethnicity, age, gender identity, sexual orientation, religion, ability or veteran status—feel respected, expected, valued and heard.

Embracing diversity and respecting others is at the core of Amtrak's values. Of course, there is still work to do, but we continue to invest in moving our organization and industry forward—together.

DI&B Vision

Amtrak will be recognized amongst employees and customers as the preferred, safest provider of intercity passenger transportation that purposefully fosters belonging and builds a community where all can thrive.

Diversity

A collective mix of differences and similarities—including, but not limited to—organizational and individual characteristics such as gender, race, age, sexual orientation, culture, experiences, skill, physical ability, values, beliefs, backgrounds, preferences and behaviors.

Inclusion

Intentional actions to create a work environment where all people feel respected, accepted, supported and valued, allowing all employees to fully participate in decision-making processes and development opportunities at Amtrak.

Belonging

The sense of feeling seen, heard, and valued for your authentic self and the unique gifts, talents, and contributions you bring. Belonging is fostered when all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to Amtrak's success.



FY 2022 Strategy

In FY 2022, we focused on advancing DI&B through Amtrak's People strategy: Invest in talent, strengthen culture and advance technology. Within that, we zeroed in on three strategic focus areas—People, Workplace and Community.

Supporting our ERGs was the primary focus in the People category. Our focus on Workplace involved: enhancing training and resource offerings and workforce planning efforts. Finally, as part of our Community focus, we are driving our brand recognition as an employer of choice. Our efforts are paying off!



People

How we empower our people and strengthen the culture at Amtrak



Workplace

How we develop Amtrak as an organization and invest in our talent



Community

How we engage and partner to make a positive impact on the people and places we serve



PEOPLE

How we empower our people and strengthen the culture at Amtrak





New Inclusive Benefits

We've expanded inclusive benefits for eligible employees to include:



Expanded Medical Eligibility for Domestic Partners

- Our employees' domestic partners (same-sex and opposite-sex partners) became eligible for coverage under our medical plans



Additional Gender Affirmation Support

- Employees were provided health care coverage for addressing secondary gender characteristics (coverage for primary characteristics previously included under the Plan)



The Gender Affirmation benefit has been great for my family! My wife is transitioning and this benefit has made the process much easier."



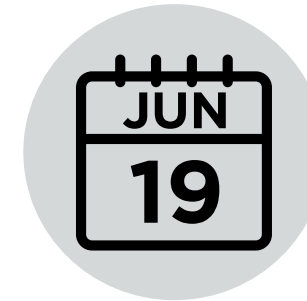
Rebecca Conner
Records and Information Management
Manager and Express Pride Co-Chair

We recognize everyone has unique needs and continue to create more inclusive health and wellness benefits for eligible employees that provide care and resources when they are needed most.



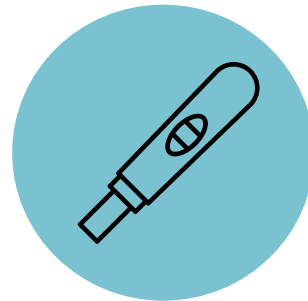
New Surrogacy Policy

- Employees were able to receive up to \$10,000 reimbursement when using a surrogate to grow their family



Additional Holiday Pay

- In recognition of Juneteenth, all employees received Juneteenth as an additional holiday which was observed on Monday, June 20



Fertility Health Care Services

- More easily accessible as they became available without an infertility diagnosis
 - Note: Prior to this change, you were required to have an infertility diagnosis to qualify for services



Floating Holidays

- Employees were able to take time off to observe a cultural or religious holiday that was special and personal to them



Community Day

- Employees may take up to eight hours of paid time off each year to participate in a 501(c)(3) non-profit community program



Inclusive Family Care and Time Off for Special Circumstances

- Baby bonding time was possible for birthing parents and non-birthing parents
- Caregivers were allowed time off to care for family members in need and access subsidized and vetted care through a network of providers

Employee Resource Groups

Six percent of our workforce belongs to one or more Employee Resource Groups (ERGs).

At Amtrak, ERGs are groups of employees who join together based on shared characteristics, interests, or life experiences. ERGs are voluntary, independent of any department, and are led by employees, for employees. They provide a way to connect, contribute and foster belonging.

ERGs promote Diversity, Inclusion and Belonging (DI&B) by raising awareness, ensuring group members have a voice in the organization, and allowing employees to participate directly with our ongoing DI&B initiatives.

8 ERGs

1200+
EMPLOYEES

40+
events

\$11,00K+ RAISED
FOR
#GIVINGTUESDAY

9 CULTURAL
HISTORY/HERITAGE
MONTHS
CELEBRATED

Where Community Matters



A. Philip Randolph

APR's goal is to increase awareness of cultural differences within their own community and the Amtrak community at large. They seek to create a welcoming environment to help employees feel supported, promote individual and collective growth through various resources and networking opportunities, focusing on areas such as recruitment, retention and professional development.

- In FY 2022, APR hosted their second annual Juneteenth Celebration which featured singers, guest speakers, remarks from Executive Sponsors, HBCU and Divine 9 presentations and a message from Guest Honoree Opal Lee, often known as the "Grandmother of Juneteenth."
- APR also launched their second scholarship and hosted discussions like the Mental Health Matters webinar about mental health impacts on the African American community due to the pandemic.

Asian Pacific American

APA's mission is to foster networking, professional development, mentoring, and leadership opportunities with a focus on the recruitment, retention, learning and advancement of Asian Pacific Americans at Amtrak; and to be a strategic partner with Amtrak to promote a culture of diversity, inclusion and belonging through continual learning.

- The APA ERG hosted an interactive training which encouraged the expansion of the heart and mind through learning about #StopAsianHate.
- APA also hosted a series of professional development, networking, and cultural celebration events to help build community at Amtrak including the Challenging Conversation workshop held in January and Speed Networking in May.

Don't DIS our ABILITY

DDOA will provide resources and support for employees with a disability; work with Amtrak leadership on making areas more accessible for people with disabilities; and create awareness campaigns that will explore the experiences of customers and employees. The end goal of DDOA will be to always encourage, uplift, and educate.

- DDOA hosted a Lunch and Learn about Language and Inclusivity which highlighted the importance of the language we use and what each of us can do to counter ableism and improve inclusivity for our colleagues and customers.
- DDOA also helped Amtrak achieve the Disability Equality Index Recognition for a Best Place to Work for Disability Inclusion.

Where Community Matters



Express Pride

The mission of the Express Pride (LGBTQIA+) Employee Resource Group is to celebrate the vibrant community of LGBTQIA+ employees, families, and friends at Amtrak and to facilitate access to resources needed for growth and development.

- The Express Pride ERG hosted a Pronouns Matter Lunch and Learn where participants left knowing how to better use pronouns as a means of inclusive language and behaviors through email signatures in the workplace.
- The Express Pride ERG also made appearances in both DC Capital Pride and NYC's Pride Fests this year in 2022!

Military Community Network

MCN will advance the understanding and inclusion of veterans, active-duty service members, military spouses, and their allies at Amtrak.

- MCN partnered with the Employee Assistance Program and hosted a Lunch and Learn Webinar on post-traumatic stress disorder (PTSD). Participants got a chance to learn the definition, common myths vs. facts, symptoms, relationships self-care and treatment.
- MCN also collaborated with Talent Acquisition on hiring events, such as Hiring our Heroes, to connect with transitioning service members, military spouses, and veteran candidates.

Notch 8

Notch 8 offers women and employees of Amtrak the opportunity to reach their full potential, while powerfully contributing to Amtrak's strategic goals and objectives through professional and leadership development, networking opportunities, teamwork and collaboration.

- In FY 2022, the Notch 8 ERG partnered with Learning and Development to host the 50 Ways to Fight Bias Virtual Series, a virtual training focusing on biases women face in the workplace with emphasis on intersectional identities.
- The Notch 8 ERG also hosted an International Women's Day Round Table and Open House events to continue to expand their network of women and allies.

Where Community Matters



TRAIN OF THOUGHT



Train of Thought

ToT's mission is to be a strategic partner with Amtrak to promote a culture of diversity, inclusion and belonging through continual learning and adopting mindfulness solutions in the workplace. They will create psychological safety and reduce stigma, place an emphasis on the importance of being "present in the moment," and also aid in connecting employees to the right resources in times of need that may impact them directly, a child, spouse, parent, or loved one.

- ToT launched in FY 2022 and hosted a Kick-Off Meeting with 350 attendees. The meeting featured an expert discussing the early warning signs of mental health concerns and helped connect mental health/wellbeing advocates, allies, and resources at Amtrak.
- ToT also held a Suicide Prevention Webinar which included education about suicide, the stigma, and what anyone can do to intervene with someone who may be at risk. The webinar highlighted Question, Persuade, Refer (QPR) Training, which is a simple but effective approach on how to approach someone who may be at risk.

UNIDOS

UNIDOS' mission is to create a meaningful impact to the communities we serve, through life experiences and inclusive learning. It is the goal to create experiences that enhance all employees' understanding and enjoyment of Hispanic/Latino(x) culture.

- In FY 2022, the UNIDOS ERG hosted a Special Town Hall in Celebration of Women's History Month which featured Jeanne Cantu, Vice President California, where she shared lessons from her career experience and discussed how she works to strengthen our culture in her role.
- The UNIDOS ERG also held Hispanic Heritage Month Programming including Fireside Chats and workshops on topics such as embracing Multiculturalism and improving interview skills.

“Embracing our employees, customers and team every day helps us learn from one another and grow together. Let's stay UNIDOS (UNITED) to create a welcoming environment for all.”



Ramona Vela,
Director HR Business Partners
and Membership Coordinator for UNIDOS ERG

BELONGING
INCLUSION
DIVERSITY
EQUITY
IDENTITY



Department Diversity Committees

Like Employee Resource Groups (ERGs), Department Diversity Committees serve as a collective where department members sponsor educational activities, trainings, and events for those within their department. Digital Technology (DT), Human Resources (HR), and Law have Department Committees.

FY 2022 Highlights of our department committees include:

- DT committee monthly workshops averaging 80 - 100 attendees. Topics included sessions on Microaggressions, Spreading Inclusion through Kindness, Diversity Statistics and Importance of a Diverse Workforce, and Employee Wellbeing and Inclusion
- DT committee Book Club series that launched in May featuring guest speakers Monica Diaz of "From Intent to Impact" and Lisa Roger of "The Joy Factor"
- DT committee Women in Technology events in partnership with Notch 8 (women of Amtrak and allies) employee resource group
- HR committee Heritage month lunch and learn series with employee resource groups during Black History Month and Asian Pacific Heritage Month
- HR committee special presentation on Martin Luther King Jr. Day
- The Law Committee is pursuing certification under Diversity Lab's Mansfield Rule: Legal Department Edition 3.0 which measures how corporate legal departments affirmatively consider historically underrepresented lawyers — women lawyers, LGBTQ+ lawyers, lawyers with disabilities, and underrepresented racial and ethnic lawyers — for the legal department's top roles and other positions, as well as the selection of outside counsel.
- The Law Committee participated in the 1L Scholars program of the Leadership Council for Legal Diversity, hosting two interns in the summer of 2022 and is making plans to participate again in the summer of 2023.

Thriving at Amtrak



"STORIES OF YESTERDAY SHAPE MOMENTS OF TODAY."

Thriving at Amtrak

Thriving at Amtrak is a multimedia series of storytelling, discussions, and interviews with our Employee Resource Groups.

Through utilizing podcast as the medium, this second season explored niche and intersectional conversations and provided some historical context during heritage and affinity months. It consisted of stories of yesterday that shape moments of today.

This series provided awareness and supported leader development while strengthening our culture, showing how our employees thrive.

In FY 2022, the Diversity, Inclusion, and Belonging team produced 5 episodes:

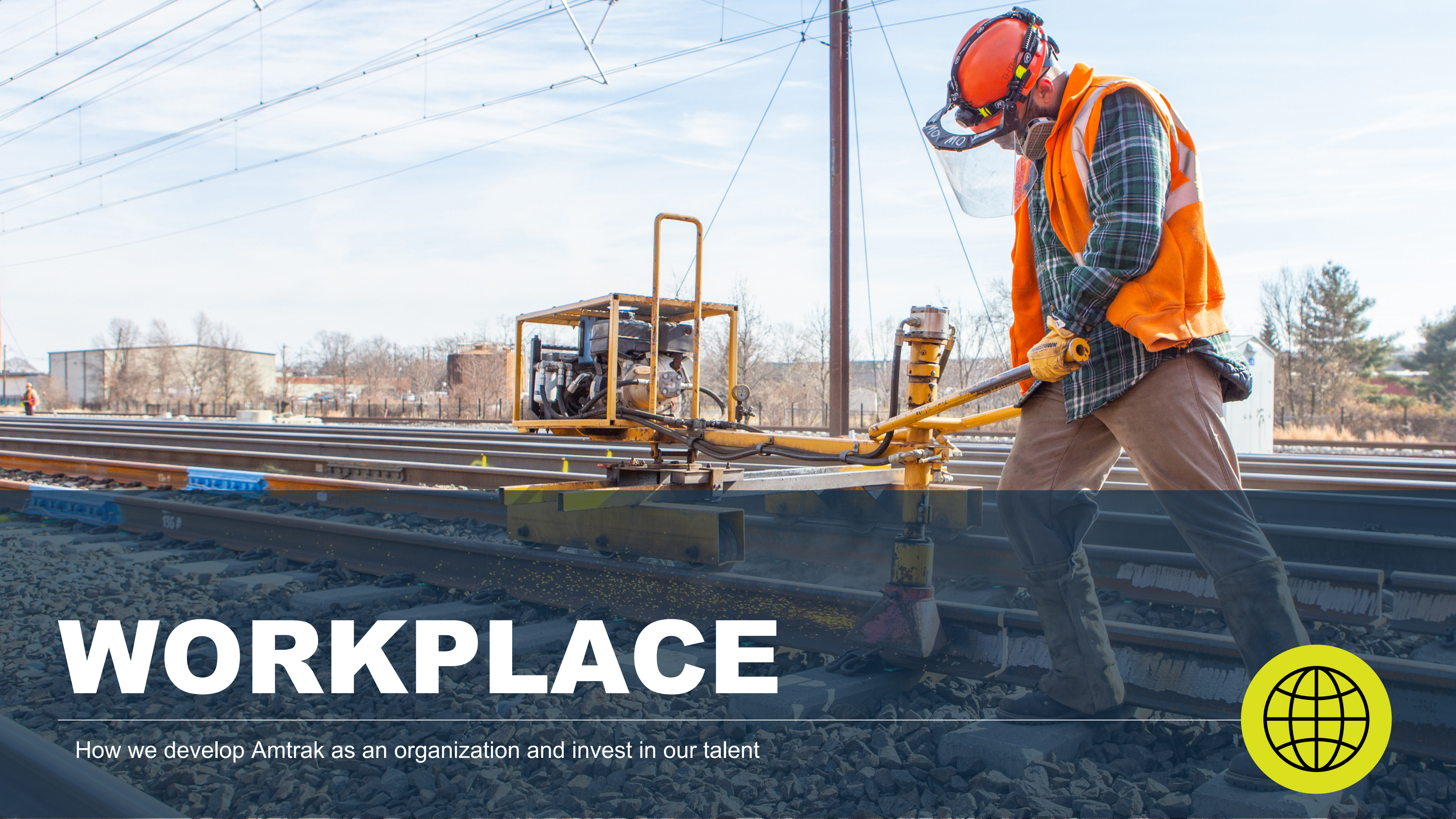
- Black History Month
- Women's History Month
- Asian Pacific American Heritage Month
- Pride Month
- Hispanic Heritage Month

Click on each icon to listen to the episode!

Our Women's History Month episode featured Whitney LaChew, the Assistant Conductor on the first ever all-women crew on the California Zephyr.

Whitney points out, “All of us are the lowest seniority, so our working together was a cool luck of the draw. The women of our crew base are really friendly and knowledgeable, and I look forward to working with them more!”





WORKPLACE

How we develop Amtrak as an organization and invest in our talent



Workforce Demographics

As we continue to create a diverse and inclusive workplace that leads to a culture of belonging, we are continually assessing, analyzing, and taking strategic steps in response to our diversity data. Data is important and impactful. We aim to present our data in a way that is simple, salient, and comparable with year-over-year insights. We will use it to leverage company-wide action and set diversity goals that in turn increase accountability with key stakeholders, and develop plans that account for the diversity within each team. We know that maintaining an inclusive work environment isn't just about the employees we hire, but also about the employees we retain.



Amtrak Workforce Terminology

Management Employees:
Non-union employees; includes full-time and part-time positions.

Agreement:
Employees governed by collective bargaining agreements.

Who We Are

More than

19,000 Employees

16,401 Agreement

3,441 Management

Gender

20% Female

18% Agreement

31% Management

80% Male

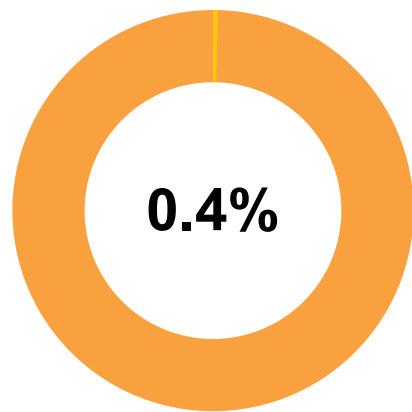
82% Agreement

69% Management

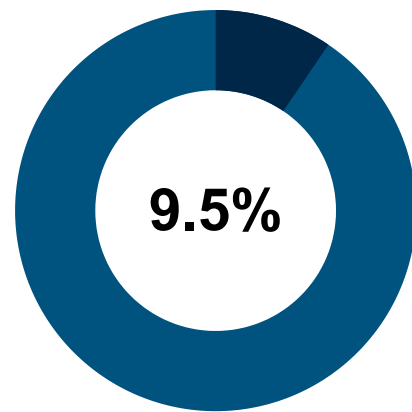
Management

Representation Data by Race/Ethnicity

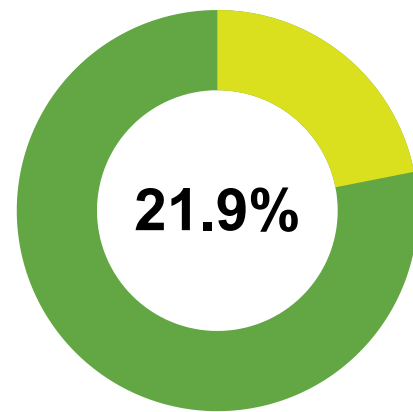
American Indian/
Alaskan Native



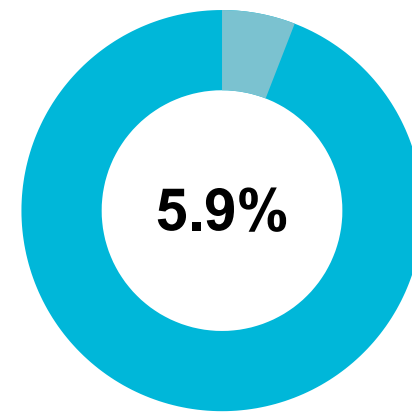
Asian



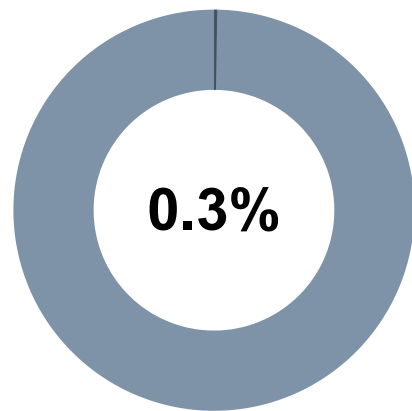
Black/African
American



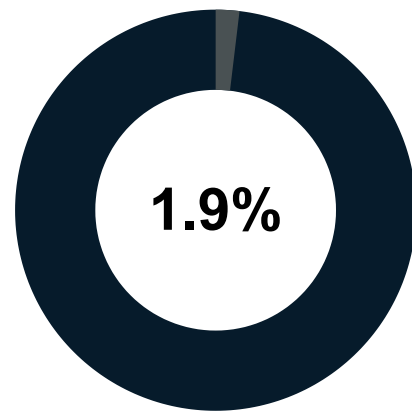
Hispanic/Latino



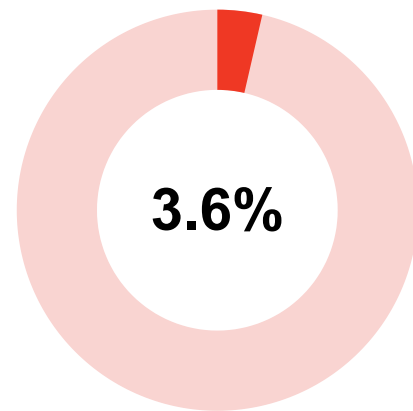
Native Hawaiian or
Other Pacific Islander



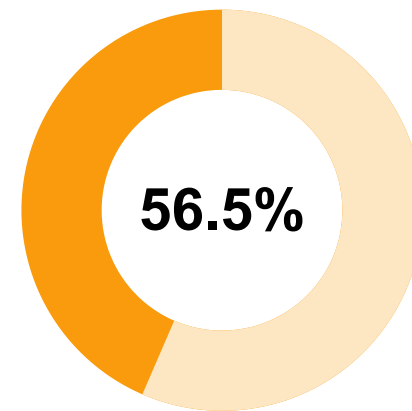
Two or More Races



Undisclosed



White



Our management employees represent 17% of our workforce.

We have seen an increase in the representation of our Asian employees (+0.4%), Black/African American employees (+0.3%), and Hispanic/Latino (+0.8%) employees.

Management

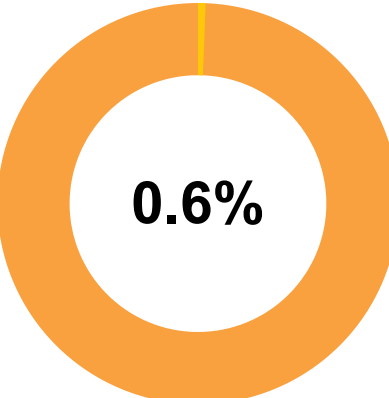
Representation Data by Race/Ethnicity - Year-Over-Year

Race/Ethnicity	FY 2020	FY 2021	FY 2022
American Indian/Alaskan Native	0.4%	0.5%	0.4%
Asian	8.9%	9.1%	9.5%
Black/African American	21.4%	21.6%	21.9%
Hispanic/Latino	5.0%	5.1%	5.9%
Native Hawaiian or Other Pacific Islander	0.3%	0.3%	0.3%
Non-Hispanic/Latino	1.0%	1.1%	N/A
Undisclosed	N/A	N/A	3.6%
Two or More Races	1.2%	1.5%	1.9%
White	61.8%	60.8%	56.5%

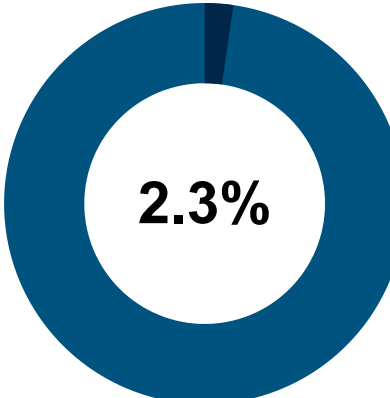
Agreement

Representation Data by Race/Ethnicity

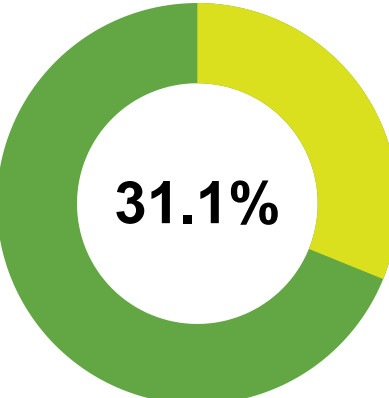
American Indian/
Alaskan Native



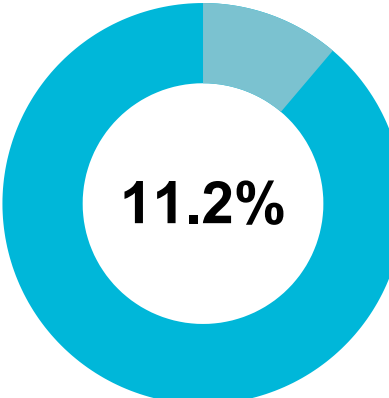
Asian



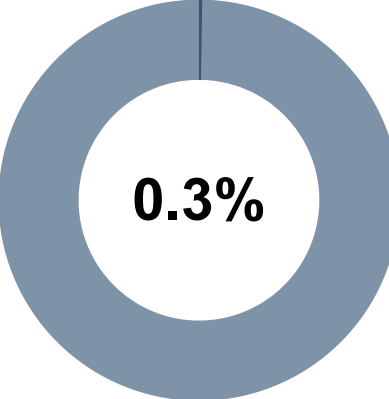
Black/African
American



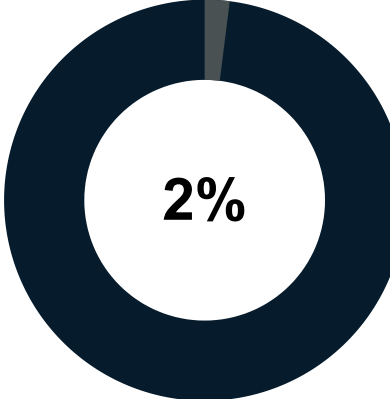
Hispanic/Latino



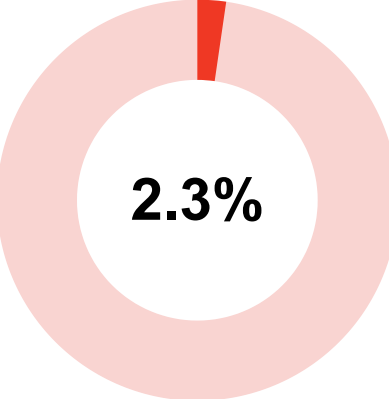
Native Hawaiian or
Other Pacific Islander



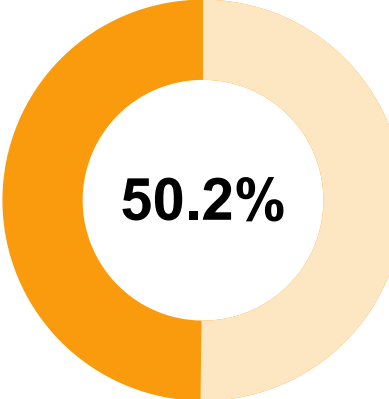
Two or More Races



Undisclosed



White



Our agreement employees represent 83% of our workforce.

Whether from career fairs or virtual hiring events, we have seen specific increases with Black/African American agreement employees by 1.2% and Hispanic/Latino employees by 0.3%.

We've also seen 0.1% increases within the American Indian/Alaskan Native, Asian, and Native Hawaiian or Other Pacific Islander communities.

Agreement

Representation Data by Race/Ethnicity - Year-Over-Year

Race/Ethnicity	FY 2020	FY 2021	FY 2022
American Indian/Alaskan Native	0.6%	0.5%	0.6%
Asian	2.3%	2.2%	2.3%
Black/African American	30.3%	29.9%	31.1%
Hispanic/Latino	10.6%	10.9%	11.2%
Native Hawaiian or Other Pacific Islander	0.2%	0.2%	0.3%
Non-Hispanic/Latino	0.8%	1.0%	N/A
Undisclosed	N/A	N/A	2.3%
Two or More Races	1.8%	1.7%	2%
White	53.4%	53.5%	50.2%



Diversity Recruiting



Our Strategic Partnerships team launched the Next Stop Amtrak Virtual Hiring Event Initiative in June 2022. We are proud of our diverse workforce and are committed to fostering an inclusive workplace where employees of all diversity dimensions, including but not limited to—age, race, ethnicity, gender identity, sexual orientation, religion, ability and/or veteran status—feel respected, expected, valued and heard.

Each month our Recruiting Team celebrated a different diversity dimension and invited 1-3 Amtrak guests from the featured Employee Resource Groups to talk about their experience at Amtrak with candidates. Events were advertised in the community, including handing out Amtrak giveaways for our Next stop Amtrak - Celebrates Pride Month event at New York City and Washington, D.C. Prides as well as flyers at Fiesta DC for our Next stop Amtrak – Celebrates Hispanic Heritage Month.

This year's events included:

- Next Stop Amtrak – Celebrates Pride Month
- Next Stop Amtrak – Military Spouses Career Fair
- Next Stop Amtrak – Women in Tech Career Fair
- Next Stop Amtrak – Celebrates Hispanic Heritage Month

These events had over 700 attendees and connected 412 candidates with recruiters to find their next job at Amtrak.

Diversity Recruiting Efforts



■ ■ *We want our employees to reflect the diverse customers and communities that Amtrak serves every day. That's why our recruiting strategy values the intentional inclusion of people from all backgrounds – it's the right thing to do."*



Christa Carter,
Lead Diversity Program
Recruiter

**8+
IN-PERSON
EVENTS**

**11
SCHOLARSHIPS**

**700+
ATTENDEES**

**92% OFFER
ACCEPTANCE
RATE**

Hiring Our Heroes

In 2022, Amtrak Diversity Recruiting formalized a partnership with Hiring Our Heroes (HOH), a U.S. Chamber of Commerce Foundation that connects the military community with American businesses to create diverse workforces. This partnership has provided access to high-caliber talent, including transitioning service members, veterans, and military spouses. We attended several virtual hiring events with HOH, resulting in 400+ candidate leads generated.

Amtrak also participated in an on-site career summit at Joint Base Lewis-McChord in Tacoma, WA, where we engaged with 30+ strong candidates who are seeking civilian employment. This partnership has also benefitted our Talent Acquisition team as a whole, as our partner Allison Chamberlayne of HOH presented a session to Amtrak recruiters on the benefits of hiring military spouses and how to evaluate their unique resumes.

We also started to participate in the HOH Corporate Fellowship Program, an offshoot of the DoD Skillbridge program which helps transitioning service members to complete paid fellowships at companies like Amtrak.

Through this effort, we're offering transitional support to our U.S. troops, while also building a pipeline of military-connected talent to continue strengthening the diversity of our people at Amtrak.



“Connecting with military spouses and transitioning service members on the many benefits of working at Amtrak and sharing the ways Amtrak embraces applicants and employees with military-related experience has been very rewarding.”

Adria Boetig,
Sr. Director, Employee Relations & Investigations and MCN Co-Chair



University & Early Careers Program



Amtrak partnered with Historically Black Colleges and Universities (HBCUs) across the country including:

- Morgan State
- Bowie State University
- Florida A&M
- Clark Atlanta University
- Spelman College
- Morehouse College
- Delaware State University, and
- Howard University

to increase engagement and brand awareness.

Over the past year, we attended over 10 HBCU career fairs as well as 9 resume-building workshops, information sessions, and panel discussions. This initiative was to create not only access to early career options but also to provide guidance on applying, interviewing, and networking at an organization.

This year we initiated the Amtrak on the Yard series, which highlighted HBCUs. With this initiative, we partnered with our ERGs and former HBCU alumni to share thoughts on how to produce a supportive environment for HBCU candidates and better bridge a pipeline to our company.



Fiesta DC Parade

The University Recruiting team partnered with members of the UNIDOS ERG to attend the Fiesta DC parade, an event celebrating and highlighting Hispanic Heritage Month. They showcased Amtrak's internships, scholarship programs and full-time career opportunities during the event.

As an Amtrak employee attending Fiesta DC, I had the opportunity to share Amtrak's employment opportunities with people in the community. Amtrak welcomes and embraces different cultures, beliefs and backgrounds, making it the ideal place to be and express your true self."



Jesus Salas,
Superintendent Mechanical



Apprentice Program to Increase Representation

The Apprenticeship Training Program (ATP) attempts to increase the representation of women and underrepresented groups within the higher-paid, skilled agreement positions at Amtrak.

The ATP is initially focused on graduating apprentices into the five traditional Shop Crafts (Electricians, Sheet Metal Workers, Machinists, Carmen, and Boilermakers/Blacksmiths), crafts in which women especially have not historically worked in large numbers.

Future iterations of the program will include other railroad crafts such as those that perform work in the Engineering Department, or those that are directly involved with train operations. Increasing the female and minority populations in these crafts will result in a more diverse agreement workforce at Amtrak, something that will not only benefit Amtrak's employees and its customers but will also serve to make Amtrak stronger as an organization and better equipped to face the challenges of the future.

Supplier Diversity

The Amtrak Supplier Diversity Office (SDO) is an integral part of the Procurement Department. Amtrak afforded maximum practicable contracting opportunities to Disadvantaged Business Enterprises (DBE) and small business concerns.

In addition, our efforts recognized the LGBTQ+ vendor community, veteran-owned businesses, service-disabled owned businesses, minority and women-owned businesses and disabled-owned business enterprises. These communities were identified by different class codes to track, monitor and report our diversity spend.

Amtrak has consistently achieved our corporate goal of 10% year over year. As we look to the future, we have committed to increasing the corporate goal to 15% for FY 2023.

The SDO has representation in Philadelphia including a small business resource center, as well as in Washington, DC and Chicago, IL. Our outreach efforts extended across the map wherever there is Amtrak ridership, facilities, stations and offices.



(L-R) Philadelphia Supplier Diversity Team: Patricia Barmore, Supplier Diversity Specialist; Eboni Smith, Supplier Diversity Specialist, Jesse Wilson, II, Supplier Diversity Manager

Increasing DI&B Education

Ray Corollary Initiative

Labor Relations (LR) Manager Craig Roodenburg attended a virtual learning seminar from the Labor and Employment Relations Association. He first learned of the “Ray Corollary Initiative,” an effort to increase diversity and inclusion in arbitrator selection under the National Labor Relations Act.

Roodenburg was inspired by this lecture and sought to do the same for arbitrators selected to hear cases cited by Amtrak boards. Working with the various LR Managers for each craft, Craig and the arbitration team sought amendments to Amtrak’s board agreements with the various unions containing language stipulating the 30% goal.

Through the efforts of Craig and the arbitration team, Amtrak was able to get over 50% of its board agreements to have this inclusive language.

Amtrak was recognized by the Director of Arbitration Services for the National Mediation Board (NMB) for its efforts in this area and held up as an example to other railroads of what could be achieved in the sphere of diversity, inclusion, and belonging in arbitrator selection.

Additionally, LR has worked with the various unions to add four new female neutral arbitrators to its boards since the initiative began.



“Amtrak and the Unions have a mutual interest in diverse panels of arbitrators reflecting Amtrak’s population. Research shows arbitrator selection panels with 30% of the candidates from traditionally under-represented communities will significantly improve the likelihood of such candidates’ selection.”



Craig Roodenburg,
Claim & Discipline Administration Mgr

New Employee Orientation

New Amtrak employees learn about the Annual Diversity Report, Employee Resource Groups and our commitment to DI&B during the recently launched New Employee Orientation (NEO).

As we work to restore and grow our workforce to meet the challenges of the future, the development and implementation of an instructor-led and immersive NEO was foundational to the retention of talent and their success within Amtrak.

In support of our People Pillar and FY 2022 Focus to Empower Our People through investment in talent and optimization of our organization and processes, the Human Resources Talent Development team built an interactive orientation experience for new hires that has brought consistency and process to onboarding for all Management employees.

This shared experience and continuously evolving content has been an engaging, interactive and informative introduction to Amtrak's values, core capabilities, history, current business and future vision, all delivered by instructors, departmental representatives and members of the Senior and Executive Leadership Teams.



#MicrolearningMonday



On Mondays, we offered a microlesson on a focus of a cultural observance each month. These 10-minute training courses offered employees an opportunity to consistently engage in diversity education that furthers understanding and action toward Diversity, Inclusion, and Belonging.

This professional development tool helped Amtrak employees continue their education with relevant content and a world-class learning experience. The lessons provided soft skills training needed for teams to excel in the workforce.

Anytime. Anywhere. These lessons can be found in the Amtrak Learning Center.



Microlessons have been great doses of knowledge and have helped me become more aware of my surroundings, my coworkers and myself. These courses include lessons and stories that hold so much power for change and building community."



Britney Vaing,
Diversity, Inclusion and Belonging Specialist

Inclusive Management Course

Management 201 – Operations

In this voluntary development program, operations managers took a deeper dive into crucial management and leadership skills needed to achieve team success and drive bottom-line performance. Interactive activities took them through the paces of emotional intelligence, leading inclusively, developing the team, managing resistance, discipline in a Just Culture and individual development planning.

This development program consisted of three training days. Two were virtual and one was in person.

Learners:

- Identified emotional intelligence strategies to increase leadership effectiveness
- Demonstrated active listening skills
- Applied inclusive leadership strategies to challenge bias and exclusive behavior
- Gave and received constructive feedback to promote a learning organization
- Communicated effectively during times of change
- Recognized the key elements of a learning culture environment
- Gathered the necessary evidence to support formal investigations
- Updated and maintained a personal development plan



Fostering Belonging

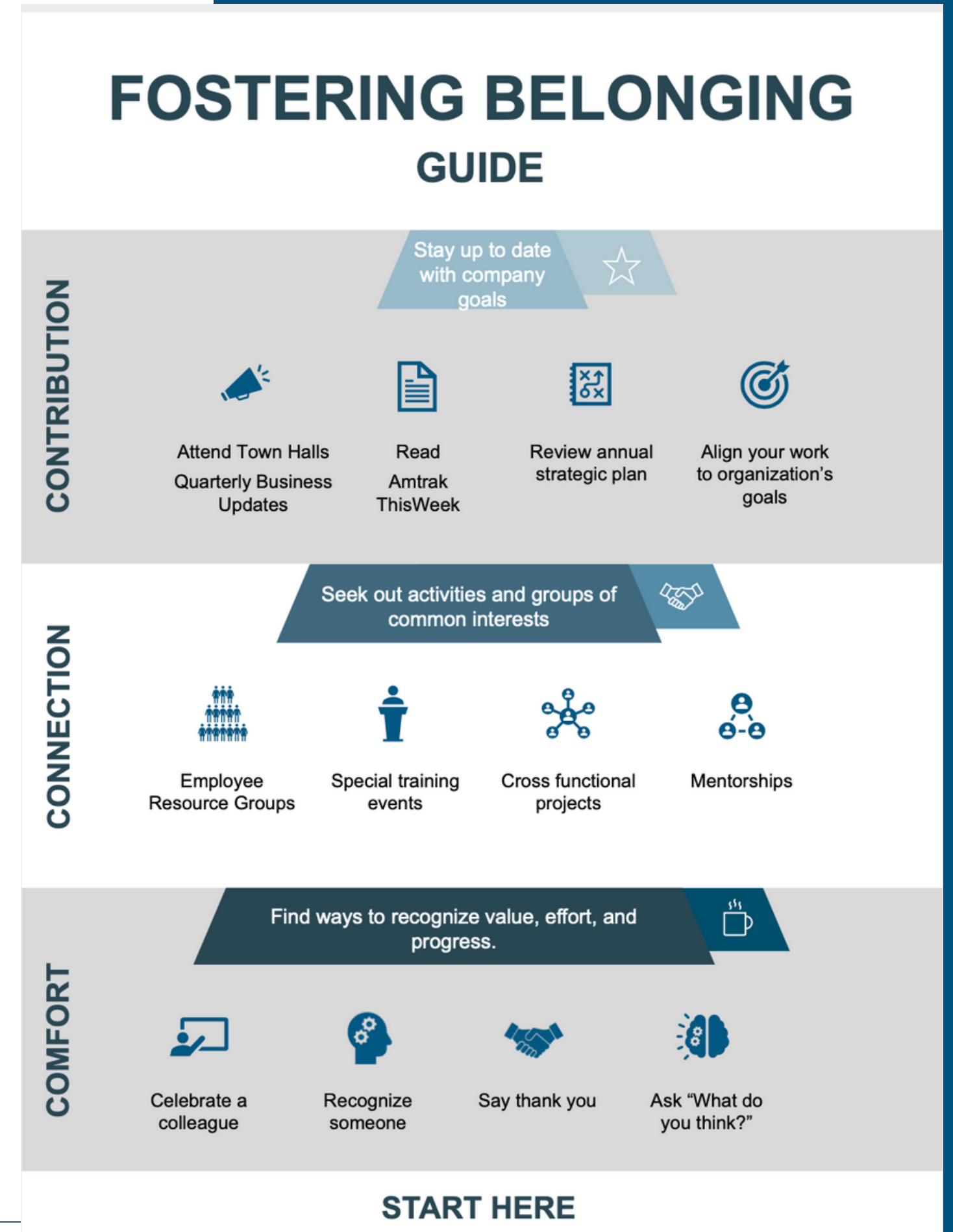
This professional development webinar focused on creating a greater sense of belonging in the workplace. Attendees were provided an overview of how to engage and leverage Amtrak Employee Resource Groups to establish meaningful connections.

50+ employees representing over a dozen departments joined the session to discuss strategies for fostering belonging at Amtrak.

Belonging at Amtrak is all about bringing your authentic self to work. No matter what department you work in or your work location, you're valued, appreciated, and heard here."



Joshua Dantzler,
Sr Diversity, Inclusion and Belonging Specialist



Diversity, Inclusion and Belonging Awards and Recognition



“At Amtrak, diversity and inclusion are a movement, not a moment...we will continue to advance an environment to empower our people and strengthen our culture to be an organization reflective of our customers and the communities we serve.”



Qiana Spain
EVP Chief Human Resources Officer

Title

Description

Corporate Equality Index

Click on the icon to watch the video!



For the first time, Amtrak was acknowledged for our efforts to support the LGBTQ+ community by the Human Rights Campaign (HRC) Foundation. This recognition came as the result of our efforts to create a diverse workplace where we strive to make all employees feel respected, expected, valued and heard. Amtrak earned 90 out of 100 possible points, considered a “top score.” This number resulted from meeting detailed criteria in non-discrimination policies across business entities, equitable benefits for LGBTQ+ workers and their families, supporting an inclusive culture and corporate social responsibility.

Disability Equality Index

Click on the icon to watch the video!



Amtrak was proud to be recognized as a “2022 Best Places to Work for People with Disabilities” after we received the score of 100 on the Disability Equality Index (DEI). The DEI is a tool that helps measure tangible actions that companies take to achieve disability inclusion and equality based on several categories such as community engagement and employment practices.

Forbes Best Place to Work for New Graduates



The Best Employers for New Graduates 2022 were identified in an independent survey taken by approximately 20,000 young professionals working for companies in the United States on work-related issues and their experiences in the workplace. Amtrak is committed to fostering an environment where diverse ideas, backgrounds and perspectives are cultivated and respected. We empower employees to reach their full potential with a wide range of professional and personal advancement opportunities.



COMMUNITY

How we engage and partner to make a positive impact on the people and places we serve



Honoring the Pullman Porters

Amtrak was a proud sponsor of the first annual Pullman National Monument Train Days event that was held on May 14-15 in Chicago.

Ray and Al Quiroz are brothers that worked at Pullman and were part of the crew who built the last car to roll off the Pullman Company Assembly Line in 1981 before the company shut down.

That car, #32009, Superliner sleeper “George Pullman” is still in Amtrak service. The car is behind them in the photo. Amtrak displayed the car at Pullman Train Days in Chicago for public tours.

The Advisory Board for the Friends of Pullman National Monument is made up of members throughout the Chicago area, including the immediate community, which is primarily racially and ethnically diverse. The tours were open to all residents and a sizable number from the community attended, including an organized group from the local technical high school.



*From Left to Right
Ismael Cuevas, Manager Government Affairs, Amtrak; Ray Quiroz, Al Quiroz, Derrick James,
Senior Manager Government Affairs, Amtrak*

Increasing Diverse Artists' Presence in Our Stations

Amtrak launched its inaugural “Art at Amtrak” program at New York Penn Station in June 2022. The program showcased the creative vibrancy and diversity of the New York metropolitan region by inviting artists from New York and New Jersey to create original art for Penn Station.

The first two installations were from two visionary artists: Dahlia Elsayed and Saya Woolfalk. Their work was on view until September 2022.

Elsayed’s vibrant work, *Parallel Incantations*, pulled inspiration from ancient Egyptian temples and Islamic architecture.

Woolfalk created a series of new digital collages focusing on natural healing and the innate human instinct to connect with nature. The Art at Amtrak program has also engaged an advisory committee including local art-world and community leaders.



Engaging with Baltimore High School Students

Amtrak and its developer Penn Station Partners, along with public- and private-sector partners, recently welcomed students from Patterson High School for a visit to the Penn Station redevelopment project. During their visit, the students toured the station's iconic headhouse and participated in a Q&A session and presentations with female engineers and project partners from the Maryland Department of Transportation, Amtrak, Gensler, and WSP Baltimore. They also engaged in a STEM learning activity on how to make bridges using materials such as paper towel rolls, string, and scotch tape.

As we move towards the future of Amtrak, we are committed to advancing an environment where women and their experiences and ideas are welcomed, heard, and respected.

We were thrilled to welcome these young women to Penn Station to get a rare, behind-the-scenes look at our redevelopment efforts and show them potential future career opportunities that exist in the rail, transportation and construction industries.



“At its core, Amtrak is about connecting communities. I am pleased to work for an organization that not only connects communities through efficient rail service but also sees the importance of creating meaningful relationships in the places we serve.”



Danelle Hunter,
Senior Director of Community Engagement

University City District's Baltimore Avenue Dollar Stroll

The Office of Community Engagement (OCE) was joined by Talent Acquisition and Supplier Diversity at the University City District's Baltimore Avenue Dollar Stroll community event in Philadelphia on Thursday, September 15. This event was hosted by the University City District, an organization made up of institutional and corporate partners within West Philadelphia and brings out the community in West Philadelphia for a fun evening of engagement and activities in the spirit of supporting local small business. Amtrak staff had the pleasure of engaging with hundreds of community members providing information related to hiring, our new supplier diversity resource center, the redevelopment of Gray 30th Street Station and general Amtrak inquiries. Staff also provided giveaways to the community thanks to the Amtrak Marketing Department.

This event was an opportunity for Amtrak to engage with members of the West Philadelphia community. To inform about job opportunities, raise awareness about the redevelopment work happening at the station and generally promote the Amtrak brand.



National Rail Safety Week



During the recent National Rail Safety Week, Amtrak joined with California Operation Lifesaver, LOSSAN, Metrolink, BNSF, the San Bernardino Railroad Historical Society and the Fullerton Train Museum to host an event for regional first responders and community members. Executive Vice President and Chief Safety Officer Stephen Predmore and Amtrak Chief of Police Sam Dotson spoke at the press conference that kicked off the event, which was held at the [Fullerton Transportation Center](#).

Approximately 90 active first responders were in attendance from the Orange County area, including members of the Highway Patrol and Homeland Security. First responders participated in demonstrations and discussions about how to respond to critical incidents, and an estimated 17,000 members of the public toured various train equipment (including Amtrak's [Operation Lifesaver locomotive](#)) and learned about railroad safety tips. Amtrak set up booths and distributed safety giveaways, including a "Rail Safety Tip" postcard.

Rounding out the week of festivities, the community got to watch a steam locomotive depart the Fullerton Transportation Center and journey back to Amtrak's Eighth Street Yard in Los Angeles – sights and sounds that truly made the railroad come alive and brought out the child in everyone in attendance.

This event provided a great opportunity for Amtrak to raise awareness and educate a diverse community about railroad safety. It also allowed us to promote the Amtrak brand in a positive light.

West Baltimore Community Cleanup

On July 18, Amtrak teamed up with members of the West Baltimore community for a cleanup project. More than 40 volunteers--both Amtrak employees and local residents--cleaned up three locations in the Rosemont section of West Baltimore. This effort is part of our ongoing engagement with the West Baltimore community in support of the B&P Tunnel Replacement Program.

This clean-up effort brought together a diverse group of Amtrak employees representing various departments, including agreement and non-agreement. Everyone worked together toward a singular goal of helping clean up a community in West Baltimore that will be impacted by the construction of the new Frederick Douglass Tunnel (the replacement of the B&P Tunnel in Baltimore).



THE FUTURE



FY 2023 Strategy

In FY 2023, we remain focused on People, Workplace and Community.

ERG support and activation through the maturity model remain paramount. Work is underway to launch an Employee Resource Group platform to drive collaboration through improved engagement features, and reporting functionality to enhance our visibility of ERG impact on company culture.

Workplace efforts are two-fold. We'll build organizational capabilities to enhance employee and leader awareness, accountability, and activation of our Diversity, Inclusion and Belonging framework. Additionally, we are focusing on fostering an inclusive environment through celebrations and storytelling in partnership with our ERGs.

We are proud of the accolades earned in FY 2022. In FY 2023 and beyond, we want to sustain those earned and increase our visibility as an employer of choice.



The Diversity, Inclusion and Belonging Team



Georgette Fletcher

Director



Erika White

Manager



Jaime Snelgrove

Manager



Joshua Dantzler

Senior Specialist



Britney Vaing

Specialist

The Diversity, Inclusion and Belonging (DI&B) department develops and executes Amtrak's enterprise-wide strategic goals and initiatives tied to culture. As passionate professionals, the team promotes a healthy work environment where we celebrate employee differences, listen to employees and support a positive employee experience where everyone feels safe to be their authentic selves.

We look forward to continued work ahead in FY 2023 centered on People, Workplace and Community. Thank you for reading.

AMTRAK[®]

