Equal Employment Opportunity Tabulation 2006-2010

Pre-release Webinar
November 28, 2012

Webinar Access Information
Toll free number: 800-857-4620
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The U.S. Census Bureau Measures the Nation's People, Places, and Economy
Webinar Outline

• Highlights
• Equal Employment Opportunity Tabulation Basics
• What is the American Community Survey?
• Key Concepts
• Navigating the Equal Employment Opportunity Tabulation on American FactFinder
• Release Schedule
• Resources for More Information
Highlights of the Equal Employment Opportunity Tabulation

• Allows us to examine the diversity of the labor force

• The source for detailed occupational statistics by race, ethnicity, and sex in the labor force for local areas

• First time using the American Community Survey estimates, marking the maturity of the survey as an extension of the decennial census program

• Fully available online through American FactFinder

• Provides statistics by location-based geography – residence, worksite, commuting flows (“labor sheds”)
What can this tabulation tell you?

- Detailed occupation: What percentage of cashiers in Austin, Texas, are non-Hispanic Asian?
- Diversity: What is the demographic composition of elementary and middle school teachers in the Virginia Beach-Norfolk-Newport News, Va.-N.C. metro area?
- Age: What percentage of flight attendants in Atlanta are 40 to 44 years old?
- Education: How many workers in Suffolk, Worcester and Berkshire counties in Massachusetts are 35-to-39 year old high school graduates?
- Commuting flows: What percentage of financial analysts work in Los Angeles County and live in Orange County, California?
- Citizenship: How many professional workers in the Huntsville, Ala. metro area are not U.S. citizens?
- Industry: How many mechanical engineers in the transportation equipment manufacturing industry in Michigan are non-Hispanic black?

Answers to these questions available November 29, 2012
Largest release on American FactFinder

- Over 19 billion estimates
- Over 1 trillion calculations to produce
- Covers nearly 6,500 geographic entities
- Includes estimates and percentages of the labor force for race and ethnicity by sex for all counties and for places of 50,000 or more
- About 1 ½ times larger than the 5-year American Community Survey release
5 Decades of Equal Employment Opportunity Tabulations
Primary Purpose of the Equal Employment Opportunity Tabulation

• External benchmark for conducting comparisons between the racial, ethnic, and sex composition of each employer's workforce to its available labor market

• Used by organizations to develop and update their affirmative action plans
Sponsoring Agencies

Equal Employment Opportunity Commission (EEOC)

Department of Justice (DOJ) Employment Litigation Section of the Civil Rights Division

Department of Labor (DOL) Office of Federal Contract Compliance Programs (OFCCP)

Office of Personnel Management (OPM)
Civil Rights Laws

The statistics from the Equal Employment Opportunity Tabulation are used by Federal agencies that monitor employment practices and enforce civil rights laws in the workforce, and by employers so they can measure their compliance with the laws.

- Title VII of the Civil Rights Act of 1964 (Title VII)
- Age Discrimination in Employment Act (ADEA)
- Americans with Disabilities Act (ADA)
- Equal Pay Act of 1963 (EPA)
- Rehabilitation Act of 1973
What is in the Equal Employment Opportunity Tabulation?

• Custom tabulation of the civilian labor force aged 16 and older
• Detailed occupation by race and ethnicity and by sex
• Tables may also include citizenship, educational attainment, industry, age, earnings, and unemployment status
• Worksite, residence, and commuting flows
• For the nation, states, metro/micro areas, counties, EEO county sets, and places
New this time

- Developed from 5-year American Community Survey (2006-2010)
- Pre-calculated margins of error
- 2010 decennial census population base
- 488 Census Occupation Codes
  - Worksite tables exclude “unemployed” code
  - Occupation categories based on 2010 Standard Occupational Classification
- New measures: citizenship, unemployment status
- Puerto Rico tables
- Available through American FactFinder
New Measures

Citizenship

- **U.S. Citizen** — Respondents who indicated that they were born in the United States, Puerto Rico, a U.S. Island Area (such as Guam), or abroad of American (U.S. citizen) parent or parents are considered U.S. citizens at birth. Foreign-born people who indicated that they were U.S. citizens through naturalization also are considered U.S. citizens.

- **Not a U.S. Citizen** — Respondents who indicated that they were not U.S. citizens at the time of the survey.

Unemployment Status

- **Currently employed**

- **Currently unemployed and worked in the last year**

- **Currently unemployed and last worked 1 to 5 years ago**
Source Data: American Community Survey (ACS)

• The largest survey in the United States with a sample size of about 3½ million household addresses annually
• Monthly data collection that yields aggregate estimates every year
• Fully implemented in 2005
• Collects data on a wide range of demographic, social, economic, and housing characteristics
• Includes all 50 states, District of Columbia, and Puerto Rico
American Community Survey
Similarities with
Census 2000 Long-Form Sample

• Both produce estimates on characteristics from a sample of the population

• Many of the same questions asked and produces many of the same basic statistics
  • Race and ethnicity items are the same and produce similar statistics to 2000
  • Most occupation and industry codes similar, though some codes have changed

• Same detailed geography -- Five-year estimates are produced for the same broad set of geographic areas that received sample statistics from Census 2000
5-Year Estimates

- Period estimate rather than point-in-time estimate
- Information collected continuously nearly every day from independent monthly samples over 60 months (January 2006 to December 2010)
- Aggregated results over period
- Describes no specific day, month, or year within period
- Cumulative sample allows measurement of characteristics in local geographies and increases precision of its estimates
- Best source for detailed occupation by race and ethnicity by sex for local areas
Race and Ethnicity Categories

**Hispanic or Latino**
1. White alone Hispanic or Latino
2. Other Hispanic or Latino

**Not Hispanic or Latino, One Race**
3. White alone
4. Black or African American alone
5. American Indian and Alaska Native alone
6. Asian alone
7. Native Hawaiian and Other Pacific Islander alone

**Not Hispanic or Latino, Two or More Races**
8. White and Black
9. White and AIAN
10. White and Asian
11. Black and AIAN
12. NHPI and White (Hawaii only)
13. NHPI and Asian (Hawaii only)
14. NHPI and Asian and White (Hawaii only)
15. Balance of Not Hispanic or Latino*

Statistics only shown in tables for Hawaii

Note: Black refers to Black or African American; AIAN refers to American Indian and Alaska Native; and NHPI refers to Native Hawaiian and Other Pacific Islander.

*Balance’ includes the balance of non-Hispanic individuals who reported multiple races or reported Some Other Race alone

For more information on race and Hispanic origin, see the Subject Definitions at [http://www.census.gov/acs/www/statistics_documentation/documentation_main/](http://www.census.gov/acs/www/statistics_documentation/documentation_main/).
Levels of Geography

- Nation
- All states, the District of Columbia and Puerto Rico
- Metro and Micro areas
- Counties and EEO county sets
- Places
Types of Location

- **Residence**: Where people live
- **Worksite**: Where people work
- **Worksite flow**: Where workers commute from

- **Total labor force**: (employed + unemployed)
- **Employed and at work last week**
Commuting Flows

Commuting flow products from the Census Bureau

• Census Transportation Planning Products (CTPP) (ACS)
• County-to-County and MCD-to-MCD commuting flows (ACS) – *expected release February 2013*
• Local Employment Dynamics (LED) OnTheMap (QCEW)
• Equal Employment Opportunity Tabulation (ACS)

About the Equal Employment Opportunity Tabulation Commuting Flows

• Designed to benchmark labor force characteristics by occupation
• Universe includes civilians only
• Data source based on household survey (ACS) rather than administrative records
• Unit of analysis is people rather than jobs
• County flows and place flows geographies only
• Geographic coverage incomplete
  • Population thresholds and minimum of 50 records per flow applies
  • Up to 9 largest flows to worksite; all other residences combined into one flow
# Table Sets and Iterations

| Table set | Characteristic                                      | Occupation definition | Citizenship | Location | | | |
|-----------|-----------------------------------------------------|-----------------------|-------------|----------|---------|
| 1         | Detailed Census Occupation Categories               | Detailed              |             | X        | X       | X       |
| 2         | Detailed Census Occupation Categories               | Detailed              | X           | X        | X       | X       |
| 3         | EEO Occupation Groups                               | Group                 |             | X        | X       | X       |
| 4         | EEO-1 Job Categories                               | Group                 |             | X        | X       | X       |
| 5         | Federal Sector Job Categories                       | Group                 |             | X        | X       | X       |
| 6         | State and Local Government Job Groups               | Group                 |             | X        | X       | X       |
| 7         | Educational Attainment and Younger Age groups       | X                     |             |          |         |         |
| 8         | Detailed Census Occupation Categories and 5 Educational Attainment Levels | Detailed              | X           |          |         |         |
| 9         | Detailed Census Occupation Categories and 6 Educational Attainment Levels | Detailed              | X           |          |         |         |
| 10        | Detailed Census Occupation Categories and 90 Industry Groups | Detailed              | X           |          |         |         |
| 11        | Detailed Census Occupation Categories and Earnings  | Detailed              | X           |          |         |         |
| 12        | Detailed Census Occupation Categories and Older Age Groups | Detailed              | X           |          |         |         |
| 13        | Detailed Occupation by Unemployment Status          | Detailed              | X           |          |         |         |
| 14        | Unemployment Status by Older Age Groups (no race/ethnicity) | Detailed              | X           |          |         |         |

Total number of tables: 107 tables
Disclosure Avoidance

- Census Bureau bound by strict laws to protect confidential information
- Disclosure Review Board approved
- Population thresholds for some sub-state geographies
- Some cells suppressed to protect identity of individuals
  - Used complementary suppression
- Rounded estimates
- Empty tables not displayed
# Thresholds by Table Set

<table>
<thead>
<tr>
<th>Table set</th>
<th>Characteristic</th>
<th>Population threshold</th>
<th>Geographies available by location</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Detailed Census Occupation Categories</td>
<td>50,000</td>
<td>NSMCP</td>
</tr>
<tr>
<td>2</td>
<td>Detailed Census Occupation Categories</td>
<td>100,000</td>
<td>NSMCP</td>
</tr>
<tr>
<td>3</td>
<td>EEO Occupation Groups</td>
<td>50,000</td>
<td>NSMCP</td>
</tr>
<tr>
<td>4</td>
<td>EEO-1 Job Categories</td>
<td>50,000</td>
<td>NSMCP</td>
</tr>
<tr>
<td>5</td>
<td>Federal Sector Job Categories</td>
<td>50,000</td>
<td>NSMCP</td>
</tr>
<tr>
<td>6</td>
<td>State and Local Government Job Groups</td>
<td>50,000</td>
<td>NSMCP</td>
</tr>
<tr>
<td>7</td>
<td>Educational Attainment and Younger Age groups</td>
<td>50,000</td>
<td>NSMCP</td>
</tr>
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<td>8</td>
<td>Detailed Census Occupation Categories and 5 Educational Attainment Levels</td>
<td>50,000</td>
<td>NSMCP</td>
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<tr>
<td>9</td>
<td>Detailed Census Occupation Categories and 6 Educational Attainment Levels</td>
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<td>NSMCP</td>
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<tr>
<td>10</td>
<td>Detailed Census Occupation Categories and 90 Industry Groups</td>
<td>100,000</td>
<td>NSMCP</td>
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<td>11</td>
<td>Detailed Census Occupation Categories and Earnings</td>
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<td>NSMCP</td>
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<td>12</td>
<td>Detailed Census Occupation Categories and Older Age Groups</td>
<td>100,000</td>
<td>NSMCP</td>
</tr>
<tr>
<td>13</td>
<td>Detailed Occupation by Unemployment Status</td>
<td>100,000</td>
<td>NSMC</td>
</tr>
<tr>
<td>14</td>
<td>Unemployment Status by Older Age Groups (no race/ethnicity)</td>
<td>100,000</td>
<td>NSMC</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Residency</th>
<th>Worksite</th>
<th>Commuting</th>
</tr>
</thead>
<tbody>
<tr>
<td>NSMCP</td>
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<td>CP</td>
</tr>
<tr>
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<td>NSMCP</td>
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<tr>
<td>NSMC</td>
<td>NSMC</td>
<td></td>
</tr>
</tbody>
</table>

1 EEO county sets are used in Table Set 1 for residence. EEO county sets are aggregations of counties that together have a population of 50,000 or more.

**KEY**

<table>
<thead>
<tr>
<th>N</th>
<th>Nation</th>
</tr>
</thead>
<tbody>
<tr>
<td>S</td>
<td>States</td>
</tr>
<tr>
<td>M</td>
<td>Metro/Micro areas</td>
</tr>
<tr>
<td>C</td>
<td>Counties</td>
</tr>
<tr>
<td>P</td>
<td>Places</td>
</tr>
</tbody>
</table>

Nation and state geographies have no thresholds.

Commuting flows require at least 50 unweighted cases.
Use Quick Start search to limit tables to “EEO”
EEO Occupation codes overlay

- Enter occupation names or codes
- Occupation titles display
- For tables with detailed occupations
- “i” button for more information

Only used for the EEO tabulation
Occupation Information

To find synonyms for an occupation, SOC code, Census occupation code, and Census occupation title or description.
Box Head and Table Display

<table>
<thead>
<tr>
<th>Total, race and ethnicity</th>
<th>Hispanic or Latino</th>
<th>Not Hispanic or Latino, one race</th>
<th>Not Hispanic or Latino, two or more races</th>
<th>Balance of not Hispanic or Latino</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>White alone</td>
<td>Black or African American alone</td>
<td>Asian alone</td>
<td>White and Black</td>
</tr>
<tr>
<td></td>
<td>Hispanic or Latino</td>
<td>American Indian and Alaska Native</td>
<td>Native Hawaiian and Other Pacific Islander</td>
<td>White and AIAN</td>
</tr>
<tr>
<td></td>
<td>All other Hispanic</td>
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<td></td>
<td>White and Asian</td>
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<tr>
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<td>Latino</td>
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<td>Black and AIAN</td>
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<td></td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>NHPI and Asian and White (Hawaii only)</td>
</tr>
</tbody>
</table>

Source: U.S. Census Bureau, 2006-2010 American Community Survey

Explanation of Symbols:
An "**" entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lower interval or upper interval of an open-ended distribution. An "**" following a median estimate means the median falls in the lower interval of an open-ended distribution.
Margins of Error

• Check margins of error to ensure estimates have sufficient reliability for their intended use

• Based on a 90-percent confidence level

• Use the pre-calculated estimates and margins or error when available for totals and subtotals

• Instructions for deriving margins of error for calculated estimates:

Equal Employment Opportunity Subject Web page

http://www.census.gov/people/eeotabulation/

- Table titles and content
- Occupational listings
- Crosswalks
- County set listing
- Geography links
- Tutorials
- Direct links to specific AFF tables
- Frequently Asked Questions (FAQs)
Equal Employment Opportunity Tabulation

Thursday, November 29: Public Release

Equal Employment Opportunity Tabulation – continued
Thursday, December 13: Public Release
  • Detailed occupation and industry group for non-citizens (Tables EEO-NCIT10wA –M)
  • Place flows (Tables 1w-6w)
  • Unemployment status – counties (Tables 13 and 14)

Equal Employment Opportunity Tabulation – continued
Late December 2012
  • Entire file available for download through FTP

Disability Employment Tabulation (2008-2010)
Spring 2013
Recap

• The Equal Employment Opportunity Tabulation allows us to examine the diversity of the labor force

• The source for detailed occupational statistics by race, ethnicity, and sex in the labor force for local areas

• First time using American Community Survey as source for EEO statistics, marking the maturity of the ACS survey

• Released via American FactFinder on Thursday, November 29, 2012
References

Equal Employment Opportunity Tabulation Information
http://www.census.gov/people/eeotabulation/

List of Tables
http://www.census.gov/people/eeotabulation/documentation/

Standard Occupational Classification
http://www.bls.gov/SOC/

American Community Survey Information
http://www.census.gov/acs/

American FactFinder:
http://factfinder2.census.gov

Understanding and Using ACS statistics
Sponsor Agencies
Contact Information

Equal Employment Opportunity Commission

Joseph R. Donovan
Research and Analytic Services
Office of General Counsel
Joseph.Donovan@eeoc.gov
Phone: 202-663-4745

Marc J. Rosenblum
Federal Sector Programs
Office of Federal Operations
Marc.Rosenblum@eeoc.gov
Phone: 202-663-7110

http://www.eeoc.gov/

Department of Justice

Lisa R. Moore
Employment Litigation Section
Civil Rights Division
Lisa.Moore@usdoj.gov
Phone: 202-514-3831


Department of Labor

Naomi Levin
Policy Development & Procedures
Office of Federal Contract Compliance Programs
levin.naomi@dol.gov
Phone: 202-693-1047

http://www.dol.gov/ofccp

Office of Personnel Management

Gary A. Lukowski
Office of Planning and Policy Analysis
Office of the Director
Gary.Lukowski@opm.gov
Phone: 202-606-1449

www.opm.gov
For Further Information

Media
Public Information Office
301-763-3030
pio@census.gov

General Public
Customer Services Center
1-800-923-8282 or
301-763-INFO (4636)

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