American FactFinder (AFF) and The Equal Employment Opportunity Tabulation 2006-2010

Tutorial

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U.S. Census Bureau
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What do you do?

ACS Occupation Questions

- Occupation describes the kind of work a person does on the job
- 2 occupation questions
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
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)
5 Decades of Equal Employment Opportunity Tabulations
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?
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")
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
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
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
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 are included
- 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**
Data Source: 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, the 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
Data Products

- 107 tables
  - Provide residence and worksite geographic information
  - Worksite and commuting flow tables
- All tables have least 3 unweighted cases per cell
- Disclosure avoidance and rounding rules applied
- Population threshold
  - Tables that include the citizenship variable have a population threshold of 100,000 or more
  - Tables that do not include the citizenship variable have a population threshold of 50,000 or more
Race and Ethnicity Categories

<table>
<thead>
<tr>
<th>Race/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>White alone</td>
<td>All other Hispanic or Latino</td>
<td>White alone</td>
<td>Black or African American alone</td>
<td>American Indian and Alaska Native alone</td>
</tr>
</tbody>
</table>

U.S., except Hawaii-12 race/ethnicity categories (3 HI categories will be filled with an “X” on AFF) Hawaii-15 race/ethnicity categories

Notes:
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 of Not Hispanic or Latino’ includes the balance of non-Hispanic individuals who reported multiple races or reported Some Other Race alone.
Types of Location

**Residence**
Where people live

Universe: **Total labor force** (employed + unemployed)

**Worksite**
Where people work

Universe: Employed and at work last week

**Worksite flow**
Where workers commute from (to their place of work)

Universe: Employed and at work last week
Levels of Geography

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

- Census Bureau bound by strict laws to protect confidential information
- Disclosure Review Board approved
- Population thresholds are applied for some sub-state geographies to protect confidentiality
- Some cells are suppressed to protect identity of individuals
  - Used complementary suppression
- All estimates are rounded
- Empty tables (without cases) are not displayed
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:
## Thresholds by Table Set

<table>
<thead>
<tr>
<th>Table set</th>
<th>Characteristic</th>
<th>Population threshold</th>
<th>Geographies available by location</th>
<th>(Thresholds applied for geographic levels shown in green)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Detailed Census Occupation Categories</td>
<td>50,000</td>
<td>NSMCP¹</td>
<td>NSMCP² NSMCP CP</td>
</tr>
<tr>
<td>2</td>
<td>Detailed Census Occupation Categories</td>
<td>100,000</td>
<td>NSMCP</td>
<td>NSMCP CP</td>
</tr>
<tr>
<td>3</td>
<td>EEO Occupation Groups</td>
<td>50,000</td>
<td>NSMCP</td>
<td>NSMCP CP</td>
</tr>
<tr>
<td>4</td>
<td>EEO-1 Job Categories</td>
<td>50,000</td>
<td>NSMCP</td>
<td>NSMCP CP</td>
</tr>
<tr>
<td>5</td>
<td>Federal Sector Job Categories</td>
<td>50,000</td>
<td>NSMCP</td>
<td>NSMCP CP</td>
</tr>
<tr>
<td>6</td>
<td>State and Local Government Job Groups</td>
<td>50,000</td>
<td>NSMCP</td>
<td>NSMCP CP</td>
</tr>
<tr>
<td>7</td>
<td>Educational Attainment and Younger Age groups</td>
<td>50,000</td>
<td>NSMCP</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Detailed Census Occupation Categories and 5 Educational Attainment Levels</td>
<td>50,000</td>
<td>NSMCP</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Detailed Census Occupation Categories and 6 Educational Attainment Levels</td>
<td>100,000</td>
<td>NSMCP</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Detailed Census Occupation Categories and 90 Industry Groups</td>
<td>100,000</td>
<td>NSMCP</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Detailed Census Occupation Categories and Earnings</td>
<td>100,000</td>
<td>NSMCP</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>Detailed Census Occupation Categories and Older Age Groups</td>
<td>100,000</td>
<td>NSMCP</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Detailed Occupation by Unemployment Status</td>
<td>100,000</td>
<td>NSMC</td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>Unemployment Status by Older Age Groups (no race/ethnicity)</td>
<td>100,000</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.

Nation and state geographies do not have thresholds. Commuting flows require at least 50 unweighted cases.

**KEY**
- N = Nation
- S = States
- M = Metro/Micro areas
- C = Counties
- P = Places
How to access the EEO Tabulation Data

- EEO Tabulation Webpage from Census website (http://www.census.gov/people/eeotabulation/)
- American FactFinder’s Advanced Search (http://factfinder2.census.gov/faces/nav/jsf/pages/guided_search.xhtml)
- American FactFinder’s Download Center (http://factfinder2.census.gov/faces/nav/jsf/pages/download_center.xhtml)
- FTP site (http://www.census.gov/people/eeotabulation/)
Table ID on AFF

**EEO** = Equal Employment Opportunity Tabulation

**ALL** = Includes data for both citizens and non-citizens

**CIT** = Data for citizens only

**NCIT** = Data for non-citizens

### = Table set number 01-14

**W** = Worksite/Commuting flows data

*or* **R** = Residence data

Only for Table Set 7 (divided due to large amount of data)-

**N#** = Number - part # 1 or 2

**P#** = Percent - part # 1 or 2
How to access from www.census.gov

Click to access “Index A-Z”.
Click on the “E”, then scroll down.

Under “Equal Employment Opportunity (EEO),” click on “Census EEO Data Tabulation.”
Equal Employment Opportunity (EEO) Tabulation
Main Page
http://www.census.gov/people/eeotabulation/

Click on “Frequently Asked Questions” to access more than 50 FAQ’s for the 2006-2010 EEO Tabulation.
Equal Employment Opportunity (EEO) Tabulation
Frequently Asked Questions

http://www.census.gov/people/eeotabulation/about/faq5year.html

1. Why does the Census Bureau produce the EEO Tabulation 2006-2010 (5-year ACS data)?
2. What are the characteristics shown in the EEO Tabulation 2006-2010 (5-year ACS data)?
3. What geographic levels are available for this tabulation?
4. Compared to the Census 2000 tabulation, what is new this time?
5. What is the American Community Survey (ACS) 2006-2010 5-year data file?
6. How can I access the EEO Tabulation 2006-2010 (5-year ACS data)?
7. How can I download the data from American FactFinder?
8. What is the difference between Census 2000 data and American Community Survey (ACS) estimates?
9. Why was the EEO Tabulation 2006-2010 (5-year ACS data) released in 2012 when the data were collected between 2006 and 2010?
10. What is “worksite geography”?
11. What is “residence geography”?
12. What are “worksite flows”?
13. What are “county sets”?
14. How can I access data by “county set” geography?
15. Does the EEO Tabulation 2006-2010 (5-year ACS data) contain a total for the Civilian Labor Force and, if so, how is it defined?
16. What is the Relevant Civilian Labor Force (RCLF)?
17. What race and ethnicity (Hispanic origin) categories are included in the EEO Tabulation 2006-2010 (5-year ACS data)?
18. What is the definition of ethnicity?
19. What is the definition of citizenship?
20. What is the definition of earnings?
21. Are earnings data adjusted for inflation?
22. Do the occupations on the EEO Tabulation 2006-2010 (5-year ACS data) match the Standard Occupational Classification (SOC)?
23. Why do some tables in the EEO Tabulation 2006-2010 (5-year ACS data) contain 488 occupational categories and other tables contain 48?
24. Do the industries on the EEO Tabulation 2006-2010 (5-year ACS data) match the North American Industry Classification System (NAICS)?
Equal Employment Opportunity (EEO) Tabulation Main Page

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

Click on “Documentation” to access all documents and links to resources associated with the Tabulation.
EEO 2006-2010 Tabulation Documentation

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

This document contains most of the other documents on this page.

Errata documentation.

Click here to access the EEO Tab County sets crosswalk.
Equal Employment Opportunity (EEO) Tabulation

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

Click on “Data” to access direct links to tables on AFF.
Equal Employment Opportunity (EEO) Tabulation Data Page

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

EEO 2006-2010 Tabulation Data

http://www.census.gov/people/eeotabulation/data/eeotables20062010.html

Click to access FTP site.

Click to open most frequently accessed tables.

Click to access the Tabulation's table list on AFF.

Quickest way to access tables-
Click on table hyperlink to get to National Level Table directly. Once there click “Back to Search” to get specifics of table (e.g. detailed occupation, geography, etc.)
If you are looking for tables with:

- **EEO Occupational Groups** data, then access **Table Set 3**
- **EEO-1 Job Groups** data, then access **Table Set 4**
- **Federal Sector** data, then access **Table Set 5**
- **State and Local Government** data, then access **Table Set 6**
The American FactFinder

- New search functions.
- For EEO Tab use Advanced Search.
- If all occupations are needed for one table, use "Download Center"
Also on AFF main page – What We Provide?

Access information on Tab or access data.

Using American FactFinder
Learn about American FactFinder’s functions and features.

What We Provide
The following data are available on American FactFinder:
- American Community Survey more | get data
- American Housing Survey more | get data
- Annual Economic Surveys more
- Annual Surveys of Governments more
- Census of Governments more | get data
- Decennial Census more | get data
- Economic Census more | get data
- Equal Employment Opportunity (EEO) Tabulation more | get data
- Population Estimates Program more | get data
- Puerto Rico Community Survey more | get data

Deep Linking Guide
A how-to guide for Building Deep Links into American Factfinder (PDF) is available.
AFF – What We Provide?

Click to access data tables, the EEO Tabulation Main page, or the ACS main page.
Advanced Search – recommended
Search all data, geographies and datasets

Community Facts
Find popular facts (population, income, etc.) and frequently requested data about your community.
Enter a state, county, city, town, or zip code:

Guided Search

Advanced Search

Download Center

American FactFinder provides access to data about the United States, Puerto Rico and the Island Areas. The data in American FactFinder come from several censuses and surveys. For more information see Using FactFinder and What We Provide.

Using American FactFinder
Learn about American FactFinder’s functions and features.

News and Notes

View all news, release schedules, and more

September 18, 2014
The 2013 American Community Survey 1-year estimates are now available...
Advanced Search – Main page

1. Enter topic (EEO) or enter occupation. For an occupation, click on the "occupations" radio button.

2. Enter geography (optional)

Select EEO Program, Dataset, or Characteristics

Select Geography

Disabled for EEO Tabulation

Select Detailed Occupation Codes ONLY
To search for tables and other files in American FactFinder:

1. Enter search terms and an optional geography and click GO

   - topic or table name
   - state, county or place (optional)

   - EEO Tabulation 2005-2010 FTP Download Information
   - EEO Tabulation Code Lists
   - EEO Tabulation County Set Geography
   - EEO Tabulation
   - EEO Tabulation 2006-2010 (5-year ACS data)
   - EEO Occupation Codes

2. Next, select Geographies (states, counties, cities, towns, etc.)

   - these are added to 'Your Selections'
   - the Search Results are updated

3. Select one or more Search Results and click View

Easiest process when looking for the whole dataset:
In the topic search box, enter “eeo”. A drop-down list comes up. Select “EEO Tabulation” or “EEO Tabulation 2006-2010 (5-year ACS data)”.

If data user knows the geography, then enter it in the search box “state, county or place (optional)”. 
Advanced Search – List of available tables for EEO Tabulation

“Your Selections” box lets the data user know what is showing up in the “Search Results” section.
Advanced Search –  
→ Select detailed occupations →

Select detailed occupations here.

Change number of occupations per page here.

Access links to occupation resources and information.
Occupation Information

To find synonyms for an occupation, SOC code, Census occupation code, and Census occupation title or description.
Advanced Search –

→ Select detailed occupations →

1. Click on one of these hyperlinks to select an occupational grouping by SOC code.

Change number of occupations per page here.
Advanced Search –
→ Select detailed occupations →

2. Click on occupation(s) checkbox(es) OR on the hyperlink of the occupation code.
When you click on occupation(s) checkbox(es), you need to click on the “Add” button.

If you clicked directly on the hyperlink (Census code), it gets automatically added. In this case, we used “Counselors 2000 (SOC 21-1010)”. It gets added in “Your Selections” box.
4. Once you click on “Add,” then the occupations show on “Your Selections”.

5. Click on “Close”.

Advanced Search – ➔ Select detailed occupations ➔
Advanced Search –
→ Select topics →

Available topics will show here. For this example, select “Occupation”.

All tables with “occupation” are displayed.
Advanced Search – → Select geographies →

All available geographies, including county sets, will show by clicking here.

Most requested available geographies will show here. This is the default.

Available geographies will NOT be grayed out.
Advanced Search –

→ Select geographies example: District of Columbia →

Select county and state from the drop-down list.

Then click the geography desired. Then click to "Add to Your Selections".
Advanced Search – Final Search results

Your selections includes what items the user has searched for.

List of all tables that include the combination of what data user searched for. In this example, there are 57 tables.

Details on table, including shell.

To access table, click on table ID (hyperlinked) or click on the checkbox next to the table, then “View” or “Download”.

United States Census Bureau
U.S. Department of Commerce
Economics and Statistics Administration
U.S. CENSUS BUREAU
census.gov
Advanced Search – Table

Click here to toggle between Estimate and Margin of Error.

These are the number of lines on the table.

Selected detailed occupations will show on this side. Aggregated groups will also.

If more than one geography is selected, toggle here between these.

Click here to go back to “Advanced Search” and change any selections.
Guided Search –
Step-by-step access to Census Information

Click here.
Guided Search –
Start ➔

Select to look for information from a specific dataset.
Guided Search – Dataset → Topics →

Select “EEO Tabulation 2006-2010 (5-year ACS data)”.

Select Topic(s). If not selected data, user will see all tables from EEO Dataset.
Guided Search – Geographies →

Only geographies available in the EEO Tabulation tables will appear on this drop-down list. EEO county sets are accessed differently.

Example of selection of a state. In this case, District of Columbia. It is added to the “Your Selections” box on the right of the screen.

Name of state, county, city, town or zip code can be entered here.
Guided Search –
Search Results –

Guided Search - Step-by-step access to Census information

Select a table, file or document from these top 10 search results:

<table>
<thead>
<tr>
<th>Table, File or Document Title</th>
<th>ID</th>
<th>Dataset</th>
</tr>
</thead>
<tbody>
<tr>
<td>EEO 1w, Detailed Census Occupation by Sex and Race/Ethnicity for Worksite Geography</td>
<td>EEO-ALL01W</td>
<td>EEO Tabulation 2008-2010</td>
</tr>
<tr>
<td>EEO 2r, Detailed Census Occupation by Sex, and Race/Ethnicity for Residence Geography, Total Population</td>
<td>EEO-ALL02R</td>
<td>EEO Tabulation 2008-2010</td>
</tr>
<tr>
<td>EEO 2w, Detailed Census Occupation by Sex, and Race/Ethnicity for Worksite Geography, Total Population</td>
<td>EEO-ALL02W</td>
<td>EEO Tabulation 2008-2010</td>
</tr>
<tr>
<td>EEO 3r, EEO Occupational Groups by Sex, and Race/Ethnicity for Residence Geography, Total Population</td>
<td>EEO-ALL03R</td>
<td>EEO Tabulation 2008-2010</td>
</tr>
<tr>
<td>EEO 3w, EEO Occupational Groups by Sex, and Race/Ethnicity for Worksite Geography, Total Population</td>
<td>EEO-ALL03W</td>
<td>EEO Tabulation 2008-2010</td>
</tr>
<tr>
<td>EEO 4r, EEO-1 Job Categories by Sex, and Race/Ethnicity for Residence Geography, Total Population</td>
<td>EEO-ALL04R</td>
<td>EEO Tabulation 2008-2010</td>
</tr>
<tr>
<td>EEO 4w, EEO-1 Job Categories by Sex, and Race/Ethnicity for Worksite Geography, Total Population</td>
<td>EEO-ALL04W</td>
<td>EEO Tabulation 2008-2010</td>
</tr>
<tr>
<td>EEO 5r, Federal Sector Job Groups by Sex, and Race/Ethnicity for Residence Geography, Total Population</td>
<td>EEO-ALL05R</td>
<td>EEO Tabulation 2008-2010</td>
</tr>
<tr>
<td>EEO 5w, Federal Sector Job Groups by Sex, and Race/Ethnicity for Worksite Geography, Total Population</td>
<td>EEO-ALL05W</td>
<td>EEO Tabulation 2008-2010</td>
</tr>
<tr>
<td>EEO 6r, State and Local Government Job Groups by Sex, and Race/Ethnicity for Residence Geography, Total Population</td>
<td>EEO-ALL06R</td>
<td>EEO Tabulation 2008-2010</td>
</tr>
</tbody>
</table>

Top 10 Results (in order of table ID). To view a table, click on the Table Title.

To view ALL results, select “Advanced Search” in the second bullet of this page.
Guided and Advanced Search – Table Viewer

Data products that you select to “View” will be displayed in a new page. From there, you can choose from several options to work with your data product. These options include:

- Modify Table
- Bookmark
- Print
- Download
- Create a Map
- View All As PDFs (limited to 3 tables at one time)
- View Geography Notes
- View Table Notes
- Back to Search Results

Toggle between Estimate or Margin of Error.
Modify Table

Select the Modify Table option to see “Table Tools” that allow you to modify the view of your table. “Table Tools” include:

- Show/hide rows and columns
- Collapse/Expand data categories
- Rearrange columns and rows
- Sort ascending/descending
- Filter rows
- Reset Table (to original view)
- Show Hidden rows/columns
- Transpose Rows and Columns
Bookmark

Select this option to create a **Bookmark** or to “Save a Query” of a table selection. You can either save a bookmark to your Internet Browser, copy the URL, or save it as a “Query” in the location you designate. A Query will save a .aff file to your computer that you can later access to return back to see the same table. Save Query will be the only option available for complex tables or tables that you have modified using the table tools. Use the “Load Query” option from the Main page to access previously saved tables.
Download Function

Used to extract and save tables from AFF in the following formats:

**Comma delimited (.csv)**
- Data and annotations in a single file (.csv)
- Data and annotations in separate files (.csv)

By default, descriptive data element names are included on the .csv format.

**Presentation-ready**
- PDF
- Microsoft Excel (.xls), and
- Rich Text Formats (.rtf)
Download Center

http://factfinder2.census.gov/faces/nav/jsf/pages/download_center.xhtml

Click here, to access “Download Center”.

Best to open in Mozilla Firefox.
Download Center

http://factfinder2.census.gov/faces/nav/jsf/pages/download_center.xhtml

Choose from one of the following and click Next.

- I know the dataset or table(s) that I want to download.
- I want to find prepackaged data that I can download.

Click here, then click on Next.
Download Center
http://factfinder2.census.gov/faces/nav/jsf/pages/download_center.xhtml

Click on arrow for drop-down menu, then select “EEO Tabulation”, then click on Next.
Select “EEO Tabulation 2006-2010 (5-year ACS data)”, then click on “Add to your Selections”.

Selection gets added to the “Your Selections” box. Click on Next.
Click on the arrow to open the drop-down menu, then select Geography.

As an example, select county, then state (CA), then “All counties within California”. Click on “Add to your Selections”. Selection gets added to the “Your Selections” box. Click on Next.
Based on the items in “Your Selections” box, a listing of tables appears on the “Search Results”. Click on the checkbox next to the desired table. Then click on “Download”. You can select all tables by clicking on “Check All”.

http://factfinder2.census.gov/faces/nav/jsf/pages/download_center.xhtml
Do not uncheck “Include descriptive data element names”. Click “OK”. The file gets created. Once created, click on “Download”.

Some downloads can take a long time, depending on the number of geographies and tables included in your download.
Download Center
http://factfinder2.census.gov/faces/nav/jsf/pages/download_center.xhtml

To view the data, click on the filename that ends with “_with_ann.csv”.

![Image of file download and unzipping process]
### Download Center - Example of Downloaded Table

<table>
<thead>
<tr>
<th>Column 1</th>
<th>Column 2</th>
<th>Column 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>GEO.id</td>
<td>GEO.id2</td>
<td>GEO.display-label</td>
</tr>
<tr>
<td>OCCUPAT</td>
<td>OCCUPATION2010</td>
<td>display-label</td>
</tr>
<tr>
<td>FLOW.id</td>
<td>FLOW.display-label</td>
<td></td>
</tr>
<tr>
<td>EST HC1</td>
<td>EST HC2</td>
<td>EST HC3</td>
</tr>
<tr>
<td>EST HC4</td>
<td>EST HC5</td>
<td>EST HC6</td>
</tr>
</tbody>
</table>

#### Column names:
- GEO.id: Identification number for geographic area.
- GEO.display-label: Display label for geographic area.
- OCCUPAT: Occupation.
- FLOW.id: Flow identification number.
- FLOW.display-label: Display label for flow.
- EST HC1 to EST HC6: Estimated or projected counts for different racial and ethnic categories.

#### Example Data:
- GEO.id: 00000001, GEO.display-label: Alameda County, California
- OCCUPAT: Total, all occupations
- OCCUPATION2010: display-label
- FLOW.id: 00000001, FLOW.display-label: Worksite Total
- EST HC1: Total, both sexes
- EST HC2: Total, both sexes
- EST HC3: Total, both sexes
- EST HC4: Total, both sexes
- EST HC5: Total, both sexes
- EST HC6: Total, both sexes

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United States Census Bureau
U.S. Department of Commerce
Economics and Statistics Administration
U.S. CENSUS BUREAU
census.gov
FTP site

http://www2.census.gov/EEO_2006_2010/

- For more experienced data users
- Contains ASCII versions of the same tables as AFF
- Contains SAS programs to convert ASCII files to SAS files
- Includes Table Shells document and sample file layout
For questions, contact:

Industry and Occupation Statistics Branch
Social, Economic, and Housing Statistics Division
U.S. Census Bureau

301-763-3239
http://www.census.gov/people/eeotabulation/