# Equal Employment Opportunity Tabulation 2006-2010

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### What is it?

- Custom tabulation of the civilian workforce aged 16 and older
- Place of residence, place of work (worksite), and worksite commuting flows
- Occupation by sex by race/ethnicity
- Other tables include industry, age, educational attainment, earnings, and for the first time, citizenship and employment status
- For the nation, states, metro/micro areas (CBSA's), counties, county sets and places



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# Highlights of the Equal Employment Opportunity Tabulation

- Allows us to examine the diversity of the labor force
- It is 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
- Fully available online through American FactFinder
- Provides statistics by location-based geography residence, worksite, and commuting flows



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3

### 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?



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### 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



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### **5 Decades of EEO Tabulations**

1970 (ENSUS OF POPULATION



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1990 Census of Population
Detailed Occupation
and Other
Characteristics
From the EEO File
for the United States



2006-2010 American Community Survey



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### 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



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# What agencies sponsor this tabulation?



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)



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### **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)
- Equal Pay Act of 1963 (EPA)
- Rehabilitation Act of 1973



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### **New this time**

- ACS 2006-2010 5-year data
- Pre-calculated margins of error (MOE's)
- 2010 SOC Occupation categories
- Census Occupation categories: 487 for Worksite tables and 488 for Residence tables
- New variables: Citizenship and unemployment status
- Data will be disseminated through American FactFinder
- Includes Puerto Rico (PRCS) at sub-national level



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### **Data Products**

- 107 tables
  - Residence
  - Worksite
  - Worksite with commuting flow tables
- Population threshold-
  - 100,000 or more population for tables with CITIZENSHIP
  - 50,000 or more population for tables without CITIZENSHIP
- All tables have least 3 unweighted cases per cell
- Listed with "r" (residence) or "w" (worksite)
- Disclosure avoidance and rounding rules applied



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11

## **Types of Location**







### Residence

Where people live

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

#### Worksite

Where people work

Employed and at work last week

## Worksite or commuting flows

Where workers commute from Employed and at work last week

Census Bureau

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### **Race and Ethnicity Categories**

#### Tables Boxhead-

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

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.



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13

### **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



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### **Margins of Error**

- For the first time includes margins of errors (MOE's)
- 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 of error when available for totals and subtotals
- Instructions for deriving margins of error for calculated estimates:
  - http://www.census.gov/acs/www/Downloads/data\_documentation/Statistical \_Testing/2010StatisticalTesting3and5year.pdf



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### **Thresholds by Table Set**

			Geographies available by location					
			(Thresholds applied for geographic					
			level	reen)				
Table		Population			Commuting			
set	Characteristic	threshold	Residence	Worksite	Flow			
1	Detailed Census Occupation Categories	50,000	NSMCP <sup>1</sup>	NSMCP	CP			
2	Detailed Census Occupation Categories	100,000	NSMCP	NSMCP	CP			
3	EEO Occupation Groups	50,000	NSMCP	NSMCP	CP			
4	EEO-1 Job Categories	50,000	NSMCP	NSMCP	CP			
5	Federal Sector Job Categories	50,000	NSMCP	NSMCP	CP			
6	State and Local Government Job Groups	50,000	NSMCP	NSMCP	CP			
7	Educational Attainment and Younger Age groups	50,000	NSMCP		CP			
8	Detailed Census Occupation Categories and 5 Educational Attainment Levels	50,000		NSMCP				
9	Detailed Census Occupation Categories and 6 Educational Attainment Levels	100,000		NSMCP				
10	Detailed Census Occupation Categories and 90 Industry Groups	100,000		NSMCP				
11	Detailed Census Occupation Categories and Earnings	100,000		NSMCP				
12	<b>Detailed Census Occupation Categories and Older Age Groups</b>	100,000		NSMCP				
13	Detailed Occupation by Unemployment Status	100,000	NSMC					
14	Unemployment Status by Older Age Groups (no race/ethnicity)	100,000	NSMC					

<sup>1</sup> 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 have no thresholds Commuting flows require at least 50 unweighted cases N = Nation S = States

C = Counties

M = Metro/Micro areas

Census Bureau

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# How to access the EEO Tabulation Data

EEO Tabulation Webpage from Census website

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

- American FactFinder's Advanced Search (<a href="http://factfinder2.census.gov/faces/nav/jsf/pages/guided\_search.xhtml">http://factfinder2.census.gov/faces/nav/jsf/pages/guided\_search.xhtml</a>)
- FTP site (http://www2.census.gov/EEO\_2006\_2010/)



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17

### **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 (large amount of data)-

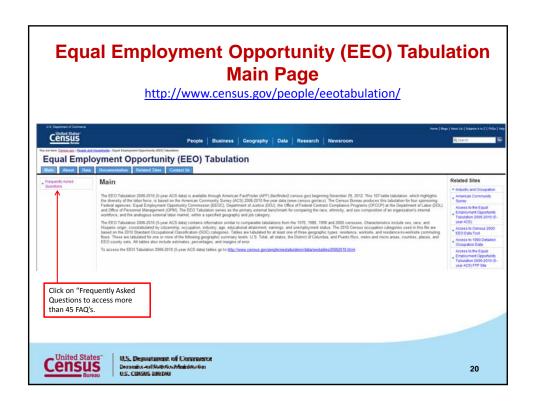
**N#** = Number - part # 1 or 2

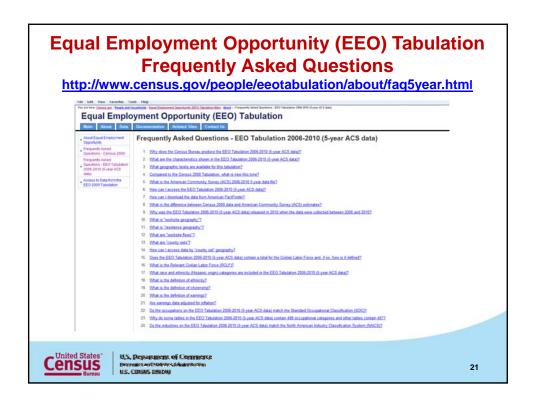
**P#** = Percent - part # 1 or 2

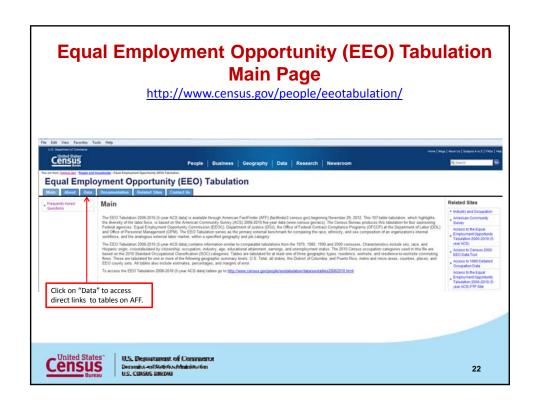


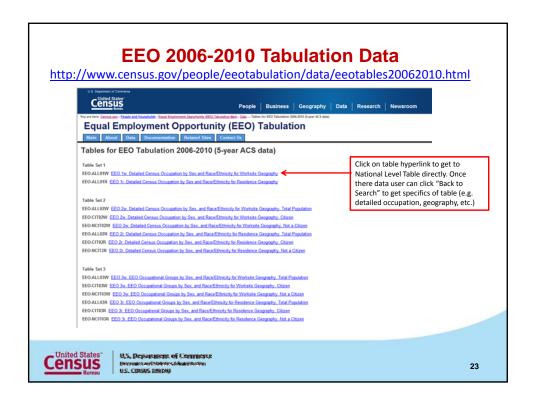
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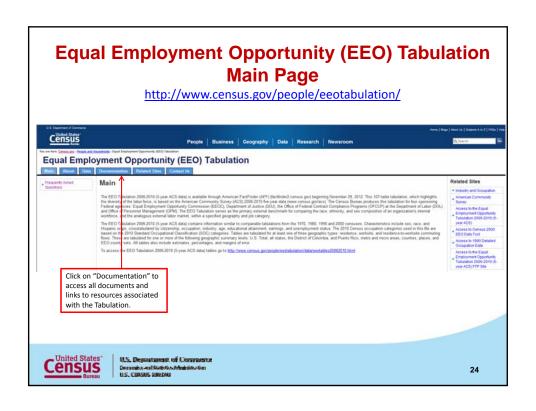


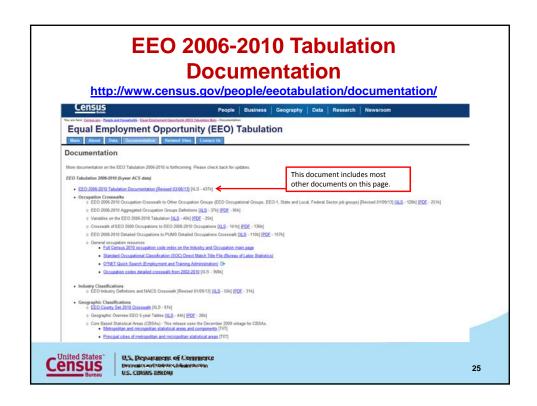




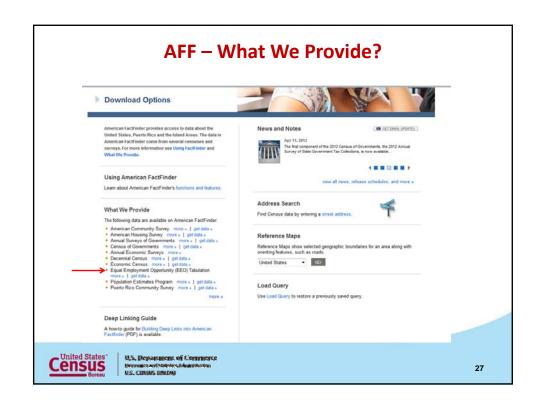


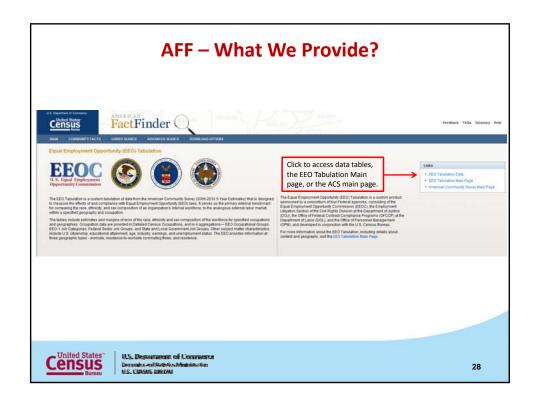


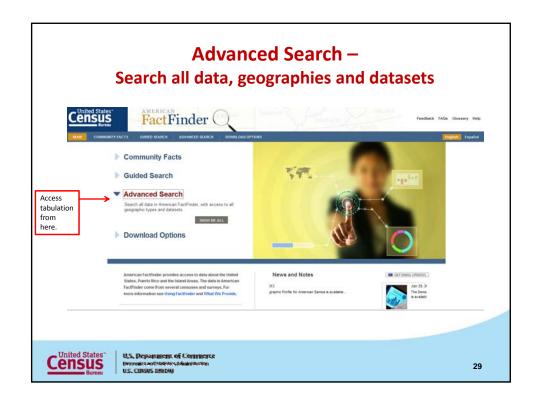




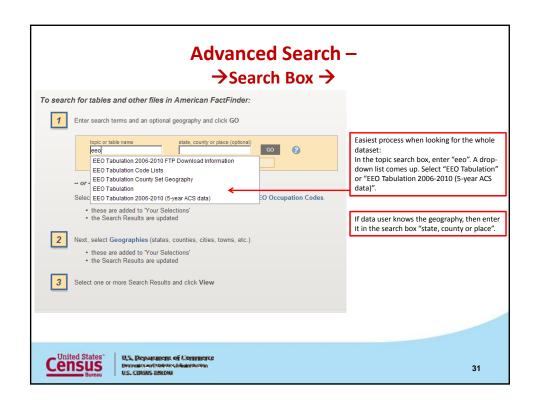


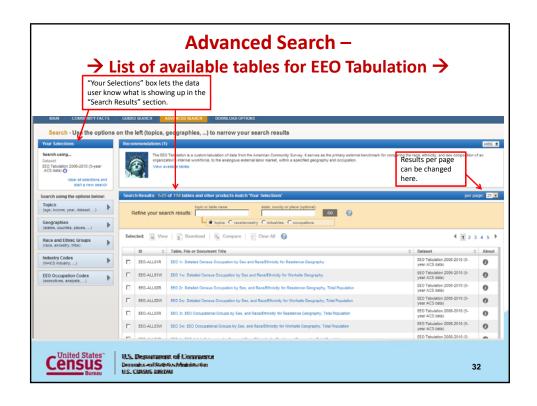


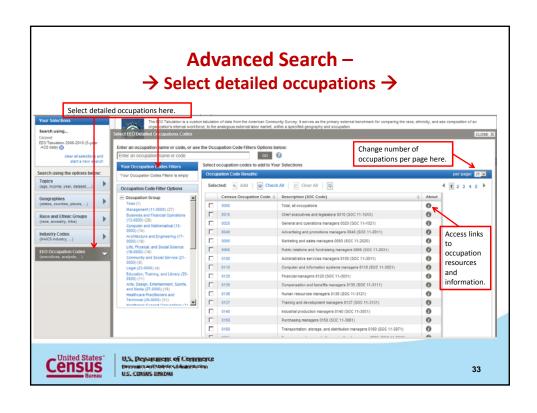


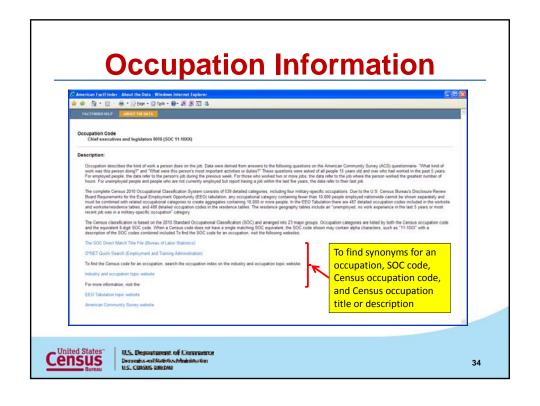


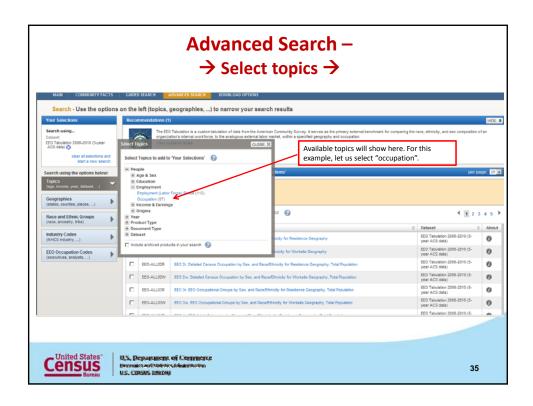


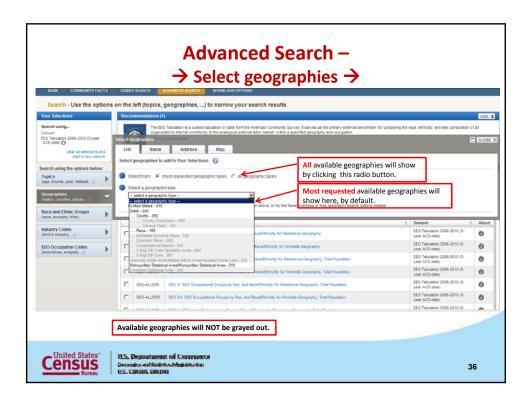


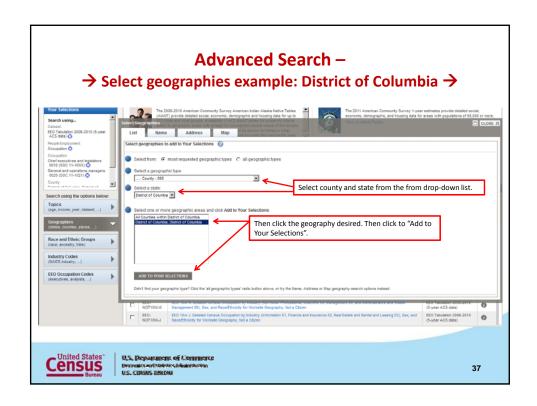


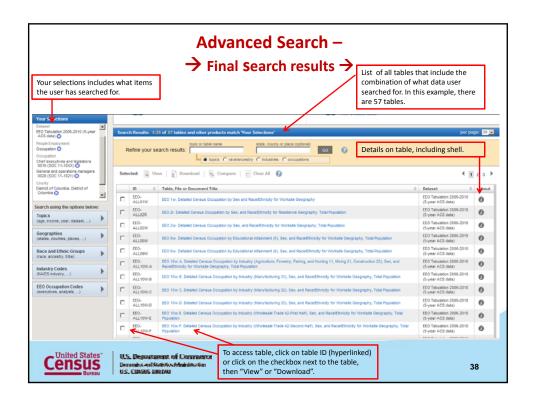


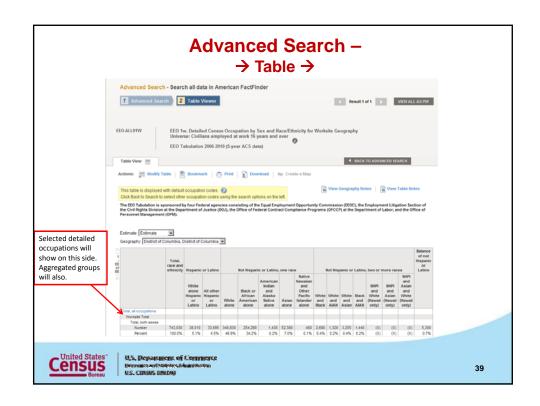


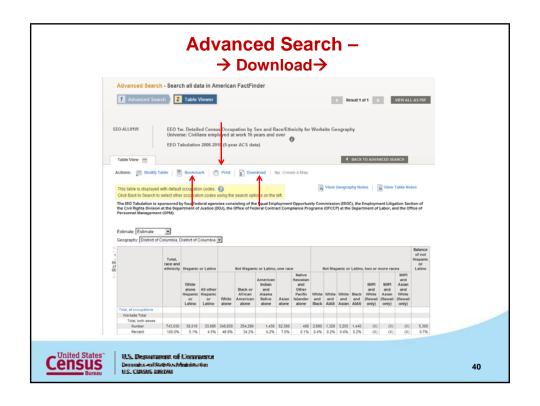


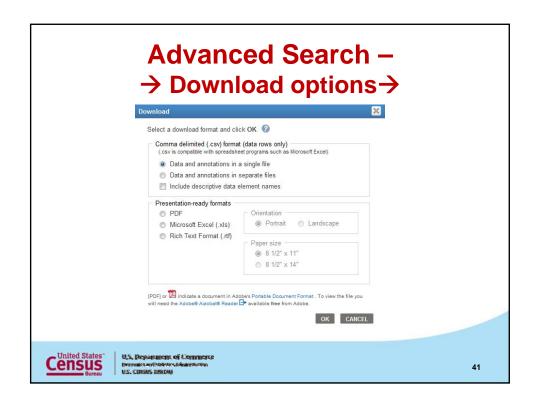


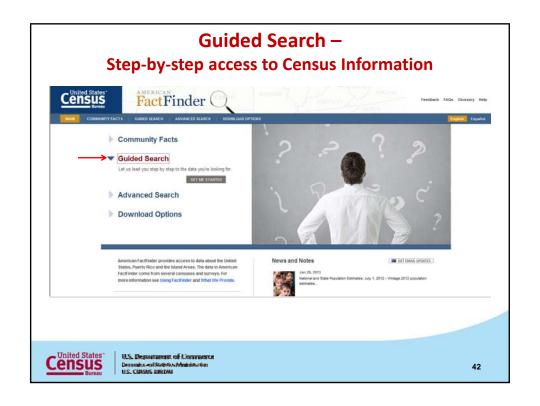


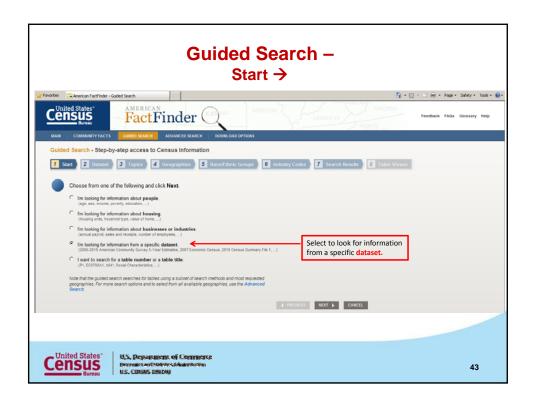


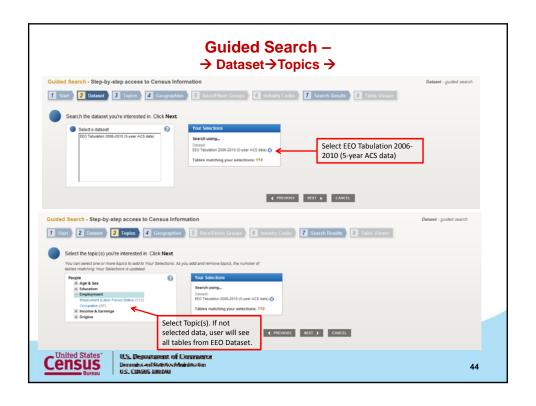


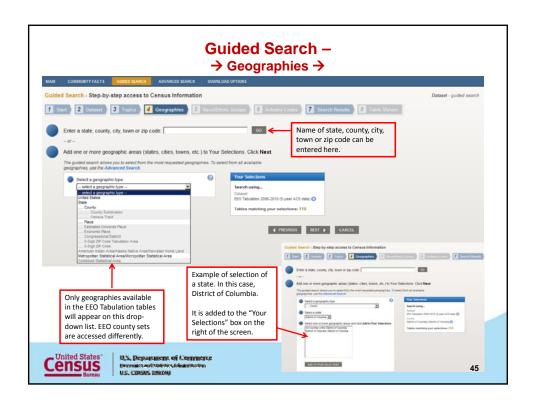


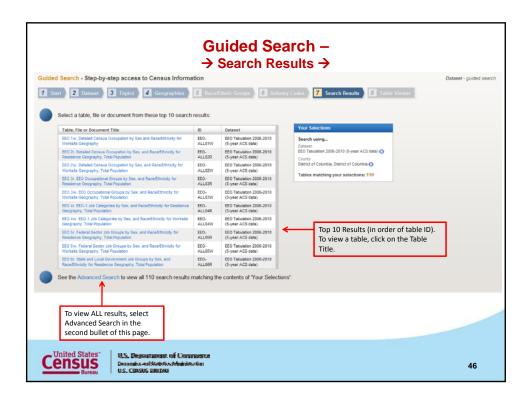


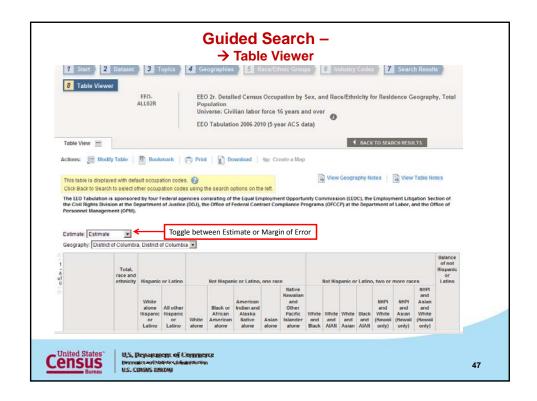


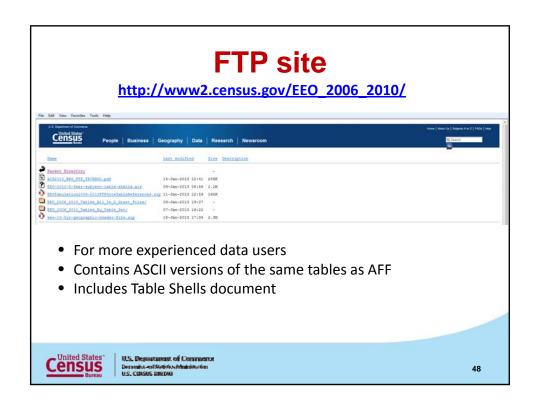












## Disability Employment Tabulation 2008-2010

- Provides in-depth labor force characteristics of people with a disability.
- 49-table tabulation
- Shows the disability status and diversity of the labor force and population 16 and over.
- Based on ACS three-year data 2008-2010 file.
- Sponsoring Federal agencies:
  - Department of Labor's Office of Disability Employment Policy (ODEP)
  - Office of Federal Contracting Compliance Programs (OFCCP)



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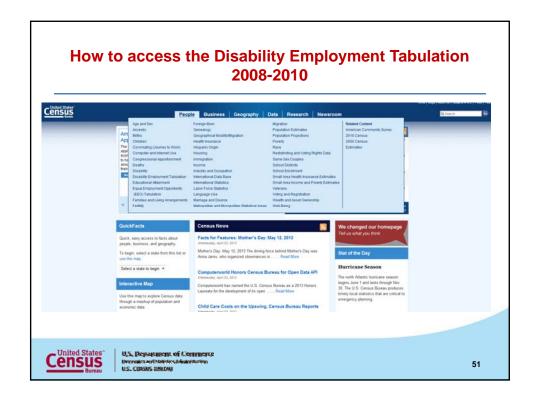
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## Disability Employment Tabulation 2008-2010

- Over 1 billion estimates
- More than 4000 unique geographic entities:
  - U.S. Total
  - 50 states, DC and Puerto Rico
  - Metro/micro areas
  - EEO County Sets
  - PUMA's
- Tables may include employment status, detailed occupation, occupation groups, citizenship, educational attainment, age, race, sex and earnings.
- All tables include estimates, percentages, and margins of error.



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### Other ways to access the Disability Employment Tab Data

- American FactFinder's Advanced Search (<a href="http://factfinder2.census.gov/faces/nav/jsf/pages/guided\_search.xhtml">http://factfinder2.census.gov/faces/nav/jsf/pages/guided\_search.xhtml</a>)
- FTP site (will be up late Spring/early Summer 2013)

(http://www2.census.gov/EEO\_Disability\_2008-2010/)



### For questions, contact:

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