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
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

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?
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 EEO Tabulations

Census of Population

1970 Census of Population

1980 Census of Population

Census '90

1990 Census of Population

Detailed Occupation and Other Characteristics From the EEO File for the United States

United States Census 2000

2006-2010

American Community Survey
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 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)
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

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
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

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
# Race and Ethnicity Categories

Tables Boxhead:

<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>White alone All other Hispanic or Latino Black or African American alone American Indian and Alaska Native alone Asian alone Native Hawaiian and Other Pacific Islander alone White and Black White and AIAN White and Asian Black and AIAN NHPI and White (Hawaiian only) NHPI and Asian and White (Hawaiian only)</td>
<td></td>
<td></td>
<td></td>
<td></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.

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## 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
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:

Thresholds by Table Set

Geographies available by location
(Thresholds applied for geographic levels shown in green)

<table>
<thead>
<tr>
<th>Table set Characteristics</th>
<th>Population thresholds</th>
<th>Geographies available by location</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>(Thresholds applied for geographic levels shown in green)</td>
</tr>
<tr>
<td></td>
<td></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
N = Nation
S = States
M = Metro/Micro areas
C = Counties
P = Places

Nation and state geographies have no thresholds
Commuting flows require at least 50 unweighted cases
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)
- FTP site (http://www2.census.gov/EEO_2006_2010/)

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
How to access from www.census.gov

Equal Employment Opportunity (EEO) Tabulation Main Page
http://www.census.gov/people/eeotabulation/

Click on “Frequently Asked Questions to access more than 45 FAQs.”
Equal Employment Opportunity (EEO) Tabulation

Frequently Asked Questions

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

Click on “Data” to access direct links to tables on AFR.
EEO 2006-2010 Tabulation Data
http://www.census.gov/people/eeotabulation/data/eeotables20062010.html

Equal Employment Opportunity (EEO) Tabulation Main Page
http://www.census.gov/people/eeotabulation/

Click on table hyperlink to get to National Level Table directly. Once there data user can click “Back to Search” to get specifics of table (e.g. detailed occupation, geography, etc.)

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 includes most other documents on this page.

The New American FactFinder

Access from here also.

New search functions. For EEO Tab use Advanced Search.

Released January 29th, 2013
AFF – What We Provide?

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

Access tabulation from here.

Advanced Search – Main page
Advanced Search –

→ Search Box →

Easiest process when looking for the whole dataset:
In the topic search box, enter “eoe”. 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”.

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.

Results per page can be changed here.
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 topics →

Available topics will show here. For this example, let us select “occupation”.

Advanced Search –
→ Select geographies →

All available geographies will show by clicking this radio button.

Most requested available geographies will show here, by 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”.
Selected detailed occupations will show on this side. Aggregated groups will also.
Advanced Search – → Download options

Guided Search –
Step-by-step access to Census Information
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.

Guided Search – Search Results

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 Search – Table Viewer

- Toggle between Estimate or Margin of Error

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

- For more experienced data users
- Contains ASCII versions of the same tables as AFF
- Includes Table Shells document
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)

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.
How to access the Disability Employment Tabulation 2008-2010

Disability Employment Tabulation 2008-2010 Data Main Page

http://www.census.gov/people/disabilityemptab/
Disability Employment Tabulation
2008-2010 Data

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

Other ways to access the Disability Employment Tab Data

- American FactFinder’s Advanced Search (http://factfinder2.census.gov/faces/nav/jsf/pages/guided_search.xhtml)
- 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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