

The EEO Tabulation: Measuring Diversity in the Workplace

ACS Data Users Conference

May 29, 2014

Ana J. Montalvo

Industry and Occupation Statistics Branch

Social, Economic, and Housing Statistics Division

U.S. Census Bureau

What do you do?

ACS Occupation Questions

45 What kind of work was this person doing?
(For example: registered nurse, personnel manager, supervisor of order department, secretary, accountant)

46 What were this person's most important activities or duties?
(For example: patient care, directing hiring policies, supervising order clerks, typing and filing, reconciling financial records)

- 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)

The Equal Employment Opportunity (EEO) Tabulation

- Custom tabulation of the civilian labor force aged 16 and older, which 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. May also include citizenship, educational attainment, industry, age, earnings, and unemployment status
- First time published with the 1970 Decennial Census data

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?

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

Universe:

Total labor force
(employed + unemployed)

Worksite

Where people work

Universe:

Employed and at work last week

Worksite flow

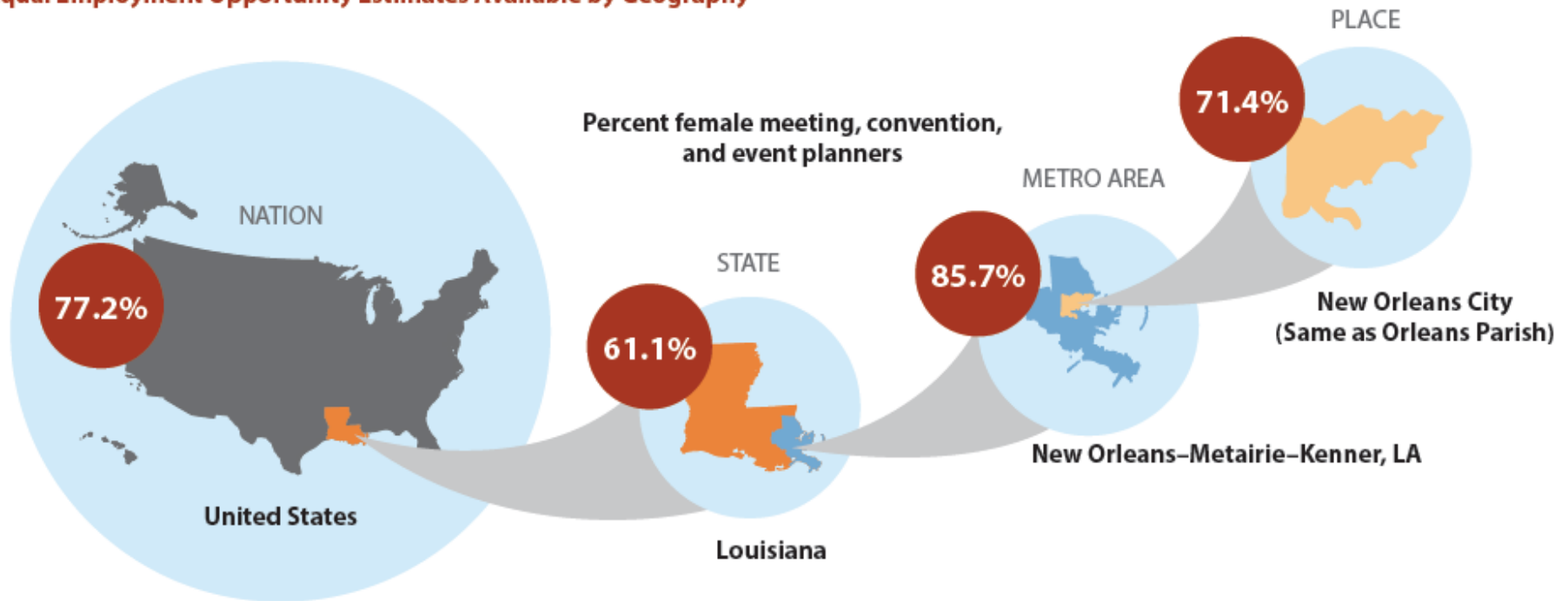
Where workers commute from (to their place of work)

Universe:

Employed and at work last week

More detailed geography

Equal Employment Opportunity Estimates Available by Geography



- The EEO Tabulation provides labor force estimates by race, ethnicity, and sex for 488 occupations and nearly 6,500 geographic entities.
- Available geographies include: nation, states, metro/micro areas, counties, EEO county sets, and places.

Source: U.S. Census Bureau, 2000 and 2006-2010 Equal Employment Opportunity Tabulation

New this time

- Developed from 5-year American Community Survey (2006-2010)
- Pre-calculated margins of error
- Available through American FactFinder
- 488 Census Occupation Codes -
 - Occupation categories based on 2010 Standard Occupational Classification
- New measures: citizenship, unemployment status
- Puerto Rico tables are included
- Over 19 billion estimates
- Over 1 trillion calculations to produce

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 Products

- 107 tables
 - Provide residence and worksite geographic information
 - Worksite and commuting flow tables
- 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
- All tables have at least 3 unweighted cases per cell
- Disclosure avoidance and rounding rules applied

Race and Ethnicity Categories

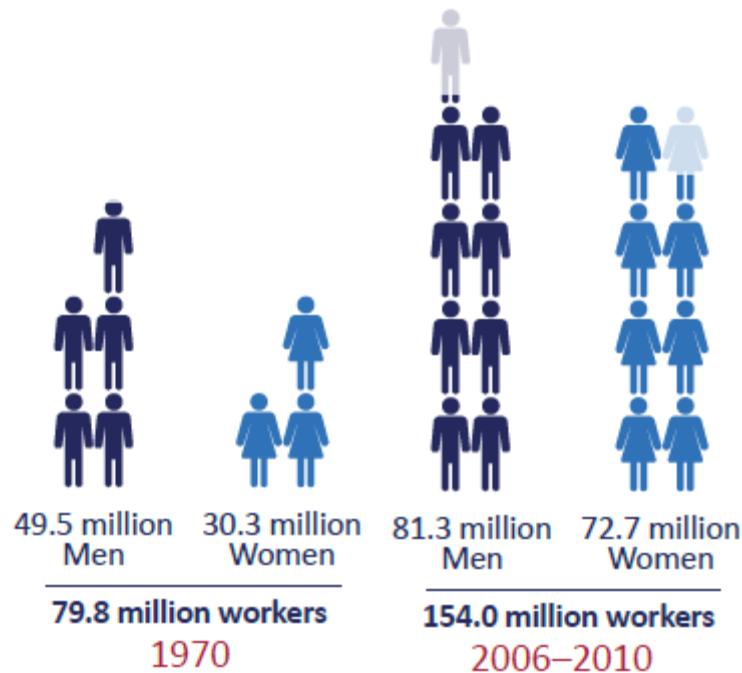
Tables Boxhead-

| 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 |
|---------------------------|-----------------------------------|---------------------------------|----------------------------------|---------------------------------|---|-------------|--|---|----------------|-----------------|----------------|------------------------------|------------------------------|-----------------------------------|
| | White alone Hispanic or Latino | All other Hispanic or Latino | White alone | 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 (Hawaii only) | NHPI and Asian (Hawaii only) | |

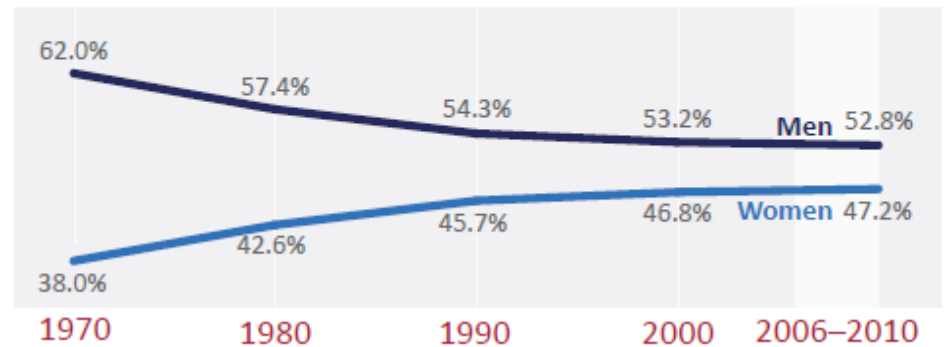
U.S., except Hawaii-12 race/ethnicity categories (3 HI categories will be filled with an “X” on AFF)
 Hawaii-15 race/ethnicity categories

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.

Composition of the Labor Force by Sex



Women's representation in the labor force has increased



Composition of the Labor Force by Sex

Men

Women

Leading Occupations

2006–2010



Truck drivers **3.2M**
 Miscellaneous managers ... **2.1M**
 Freight, stock, and material
 movers **1.9M**



Secretaries and administrative
 assistants **3.8M**
 Cashiers **2.8M**
 Elementary and middle school
 teachers **2.7M**

1970



Miscellaneous managers **1.9M**
 Truck drivers **1.5M**
 Production supervisors . **1.4M**



Secretaries **2.8M**
 Bookkeepers **1.4M**
 Elementary school teachers **1.3M**

Increase in women's share of some healthcare occupations

Occupational Growth Since 2000



Men's representation grew among tellers, loan interviewers and clerks, and insurance claims and policy processing clerks.

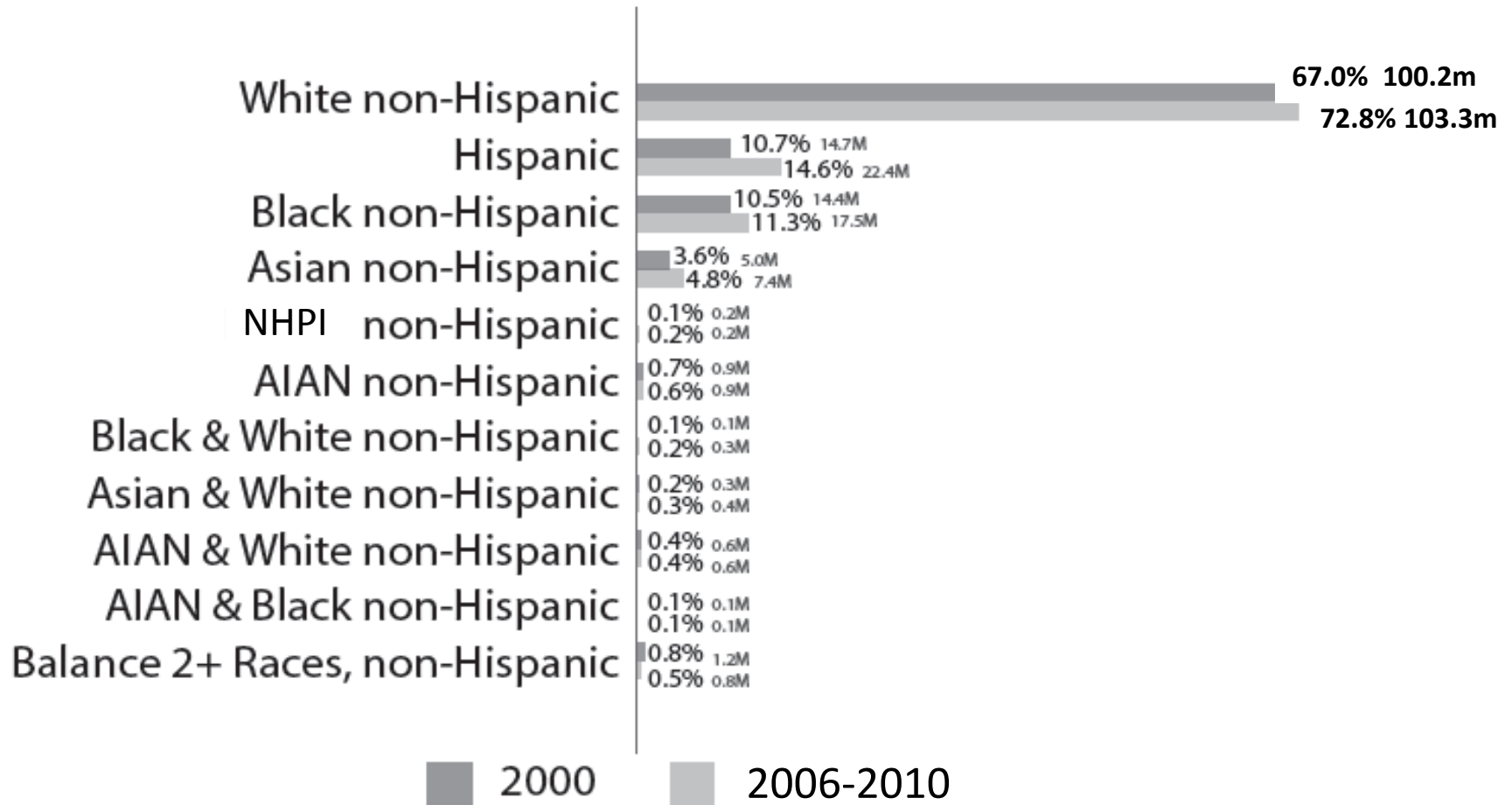


Some of the occupations with the largest increases in women's representation were dentists, veterinarians, and physicians and surgeons.

- In the 2006-2010 EEO Tab-
 - 32% of physicians and surgeons were women, increasing from 27% in 2000
 - 23% of dentists were women, increasing from 18% in 2000

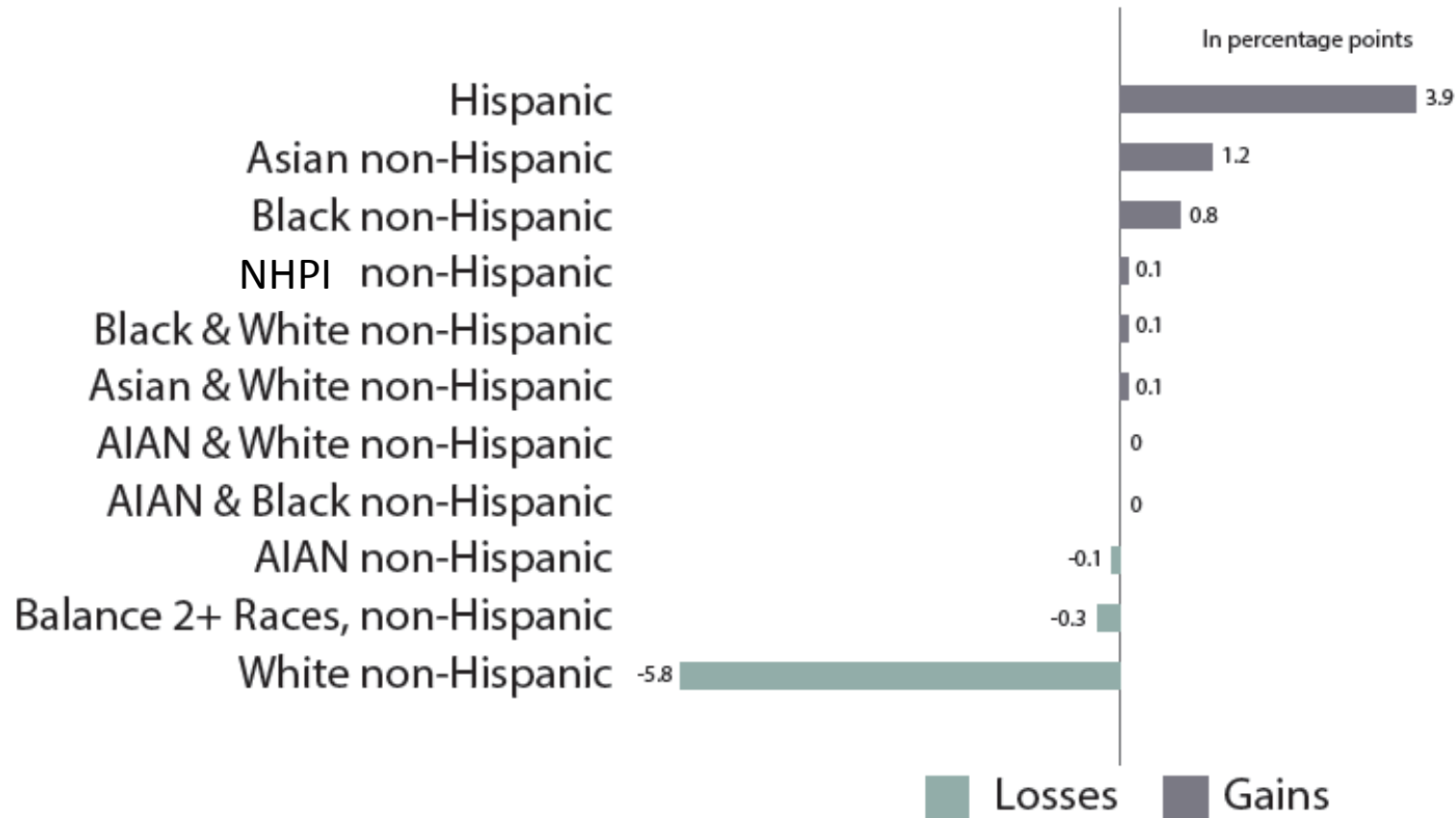
By Race and Hispanic Origin

Although Whites represent the largest share of the labor force, Hispanics had the highest growth rate since 2000



By Race and Hispanic Origin

The Hispanic share of the labor force increased, while the White non-Hispanic share decreased



Disparities in education of the workforce

- Percent of the civilian labor force in the U.S. that had at least a bachelor's degree was around-
 - 23% White alone
 - 3% Asian
 - 2% Hispanic
 - 2% Black or African American

How to access the EEO Tabulation Data

- EEO Tabulation Webpage from Census website
(<http://www.census.gov/people/eeotabulation/>)
- American FactFinder's Advanced Search or Download Center
(<http://factfinder2.census.gov/faces/nav/jsf/pages/index.xhtml>)
- FTP site
(<http://www.census.gov/people/eeotabulation/>)

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/>

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

Ana J. Montalvo, Project Lead

301-763-5977