

Equal Employment Opportunity Tabulation 2006-2010

Pre-release Webinar
November 28, 2012

Webinar Access Information

Toll free number: 800-857-4620

Passcode: CENSUS

URL: <https://www.mymeetings.com/nc/join/>

Conference/meeting number: PW7864526

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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

**1970
CENSUS OF
POPULATION**

CENSUS '90



1990 CP-S-1-1

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



**United States
Census
2000**

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

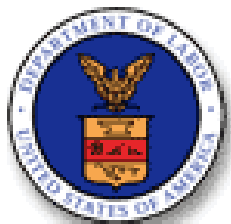
Sponsoring Agencies



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*

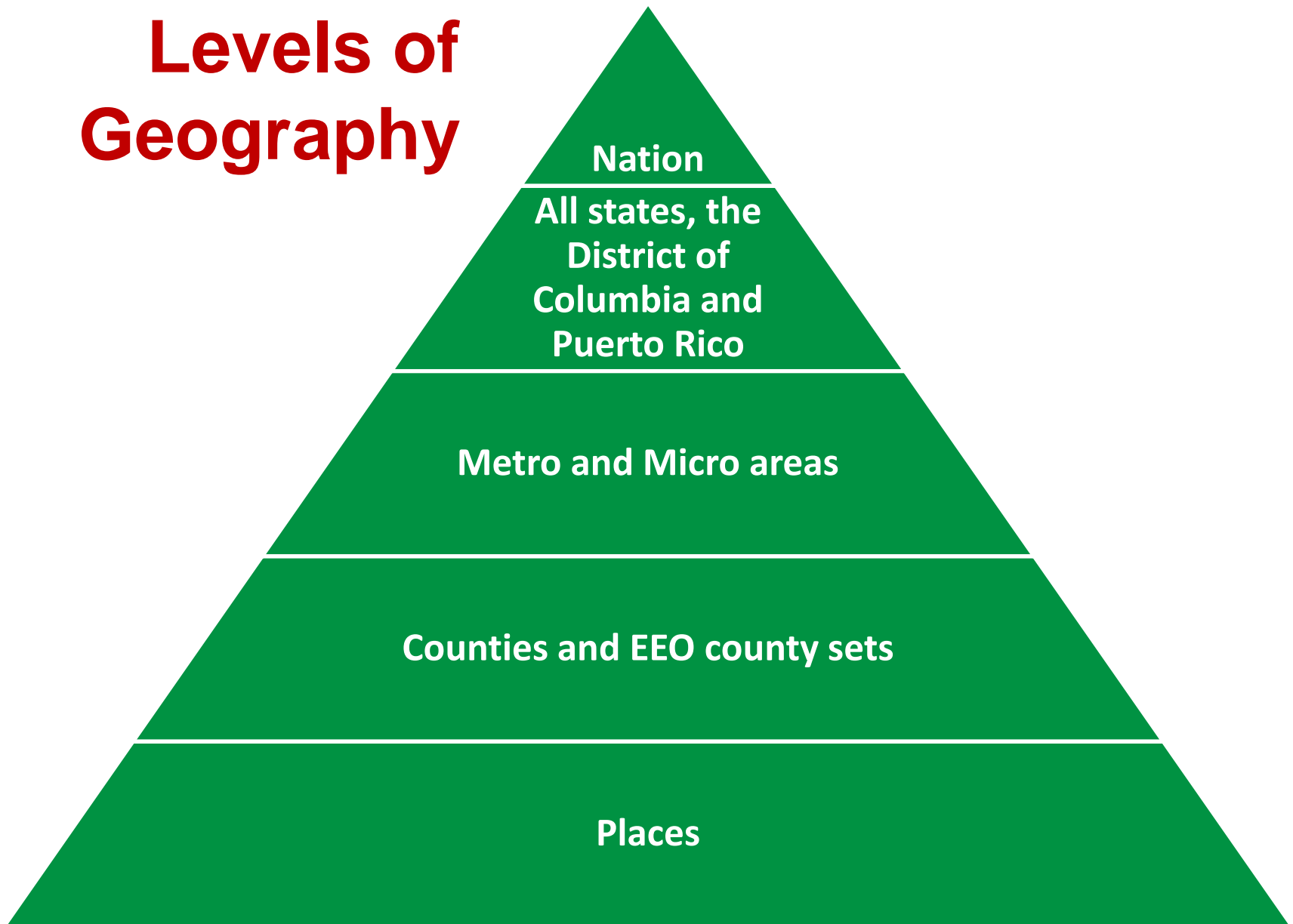
Statistics only shown
in tables for Hawaii

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/.

Levels of Geography



Types of Location



Residence

Where people live

Total labor force
(employed + unemployed)



Worksite

Where people work

Employed and at work last week



Worksite flow

Where workers commute from

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		
				Residence	Worksite	Commuting Flow
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	X
4	EEO-1 Job Categories	Group	X	X	X	X
5	Federal Sector Job Categories	Group	X	X	X	X
6	State and Local Government Job Groups	Group	X	X	X	X
7	Educational Attainment and Younger Age groups		X	X		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		X	
10	Detailed Census Occupation Categories and 90 Industry Groups	Detailed	X		X	
11	Detailed Census Occupation Categories and Earnings	Detailed	X		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 set	Characteristic	Population threshold	Geographies available by location (Thresholds applied for geographic levels shown in green)		
			Residence	Worksite	Commuting Flow
1	Detailed Census Occupation Categories	50,000	NSMCP ¹	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	Detailed Census Occupation Categories and Older Age Groups	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		

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 have no thresholds
Commuting flows require at least 50 unweighted cases

KEY

N = Nation

S = States

M = Metro/Micro areas

C = Counties

P = Places

http://factfinder2.census.gov

U.S. Census Bureau

AMERICAN FactFinder

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"Your Selections" is empty

Search using the options below:

Topics
(age, income, year, dataset, ...)

Geographies
(states, counties, places, ...)

Race and Ethnic Groups
(race, ancestry, tribe)

Industry Codes
(NAICS industry, ...)

EEO Occupation Codes
(executives, analysts, ...)

Quick Facts
Quick, easy access to facts about people, business, and geography.
Select the U.S. or a state to begin:
United States GO

Your source for population, housing, economic, and geographic information

Quick Start

Enter search term(s) and click "GO"

topic or table name state, county or place (optional)
EEO for GO

topics race/ancestry industries occupations

Or use the options on the left to begin your search

News and Notes

GET EMAIL UPDATES

Nov 08, 2012
2011 Annual Survey of Manufactures (ASM) data are now available! The ASM provides sample estimates of statistics for all manufacturing establishments with one or more paid employees. Some key statistics include employment, payroll, supplemental labor costs, cost of materials consumed, operating expenses, value of shipments, value added by manufacturing, detailed capital expenditures, fuels and electric energy used, and inventories. [more »](#)

Oct 25, 2012
The 2009-2011 American Community Survey 3-year estimates are now available for cities, counties, and other geographic areas with populations of 20,000 or more. The 2009-2011 ACS 3-year data products are the first multiyear release to include the topic of Bachelor's Field of Degree. [more »](#)

Address Search
Find Census data by entering a street address.

View the American FactFinder Data Release Schedule

Download large volume data from the Census Bureau's FTP Site

A how-to guide for Building Deep Links into American Factfinder (PDF) is available

Reference Maps
Reference Maps show selected geographic boundaries for an area along with orienting features, such as roads.
United States GO

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

Only used for the EEO tabulation

"i" button for more information

Census Occupation Code	Description (SOC Code)	About
0000	Total, all occupations	i
0010	Chief executives and legislators 0010 (SOC 11-10XX)	i
0020	General and operations managers 0020 (SOC 11-1021)	i
0040	Advertising and promotions managers 0040 (SOC 11-2011)	i
0050	Marketing and sales managers 0050 (SOC 11-2020)	i
0060	Public relations and fundraising managers 0060 (SOC 11-2031)	i
0100	Administrative services managers 0100 (SOC 11-3011)	i
0110	Computer and information systems managers 0110 (SOC 11-3021)	i
0120	Financial managers 0120 (SOC 11-3031)	i
0135	Compensation and benefits managers 0135 (SOC 11-3111)	i
0136	Human resources managers 0136 (SOC 11-3121)	i
0137	Training and development managers 0137 (SOC 11-3131)	i
0140	Industrial production managers 0140 (SOC 11-3051)	i
0150	Purchasing managers 0150 (SOC 11-3061)	i
0160	Transportation, storage, and distribution managers 0160 (SOC 11-3071)	i
0205	Farmers, ranchers, and other agricultural managers 0205 (SOC 11-9013)	i
0220	Construction managers 0220 (SOC 11-9021)	i
0230	Education administrators 0230 (SOC 11-9030)	i
0300	Architectural and engineering managers 0300 (SOC 11-9041)	i
0310	Food service managers 0310 (SOC 11-9051)	i
0330	Gaming managers 0330 (SOC 11-9071)	i
0340	Lodging managers 0340 (SOC 11-9081)	i
0350	Medical and health services managers 0350 (SOC 11-9111)	i

Occupation Information

American FactFinder - About the Data - Windows Internet Explorer

FACTFINDER HELP ABOUT THE DATA

Occupation Code

Chief executives and legislators 0010 (SOC 11-10XX)

Description:

Occupation describes the kind of work a person does on the job. Data were derived from answers to the following questions on the American Community Survey (ACS) questionnaire- "What kind of work was this person doing?" and "What were this person's most important activities or duties?" These questions were asked of all people 15 years old and over who had worked in the past 5 years. For employed people, the data refer to the person's job during the previous week. For those who worked two or more jobs, the data refer to the job where the person worked the greatest number of hours. For unemployed people and people who are not currently employed but report having a job within the last five years, the data refer to their last job.

The complete Census 2010 Occupational Classification System consists of 539 detailed categories, including four military-specific occupations. Due to the U.S. Census Bureau's Disclosure Review Board Requirements for the Equal Employment Opportunity (EEO) tabulation, any occupational category containing fewer than 10,000 people employed nationwide cannot be shown separately and must be combined with related occupational categories to create aggregates containing 10,000 or more people. In the EEO Tabulation there are 487 detailed occupation codes included in the worksite and worksite/residence tables, and 488 detailed occupation codes in the residence tables. The residence geography tables include an "unemployed, no work experience in the last 5 years or most recent job was in a military-specific occupation" category.

The Census classification is based on the 2010 Standard Occupational Classification (SOC) and arranged into 23 major groups. Occupation categories are listed by both the Census occupation code and the equivalent 6-digit SOC code. When a Census code does not have a single matching SOC equivalent, the SOC code shown may contain alpha characters, such as "11-10XX" with a description of the SOC codes combined included. To find the SOC code for an occupation, visit the following websites:

- [The SOC Direct Match Title File \(Bureau of Labor Statistics\)](#)
- [O*NET Quick Search \(Employment and Training Administration\)](#)

To find the Census code for an occupation, search the occupation index on the industry and occupation topic website:

- [Industry and occupation topic website](#)

For more information, visit the:

- [EEO Tabulation topic website](#)
- [American Community Survey website](#)

To find synonyms for an occupation, SOC code, Census occupation code, and Census occupation title or description

Box Head and Table Display

Estimate: ← Or Margin of error

Geography:

	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)	NHPI and Asian and White (Hawaii only)	
Total, all occupations																
Worksite																
Total, both sexes																
Number																
Percent																
Male																
Number																
Percent																
Female																
Number																
Percent																

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

Explanation of Symbols:

An "***" entry in the margin of error column indicates that either no sample observations or too few sample observations were available to compute a standard error and thus the margin of error. A statistical test is not appropriate.

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 lowest interval or upper interval of an open-ended distribution.

An "-" following a median estimate means the median falls in the lowest interval of an open-ended distribution.

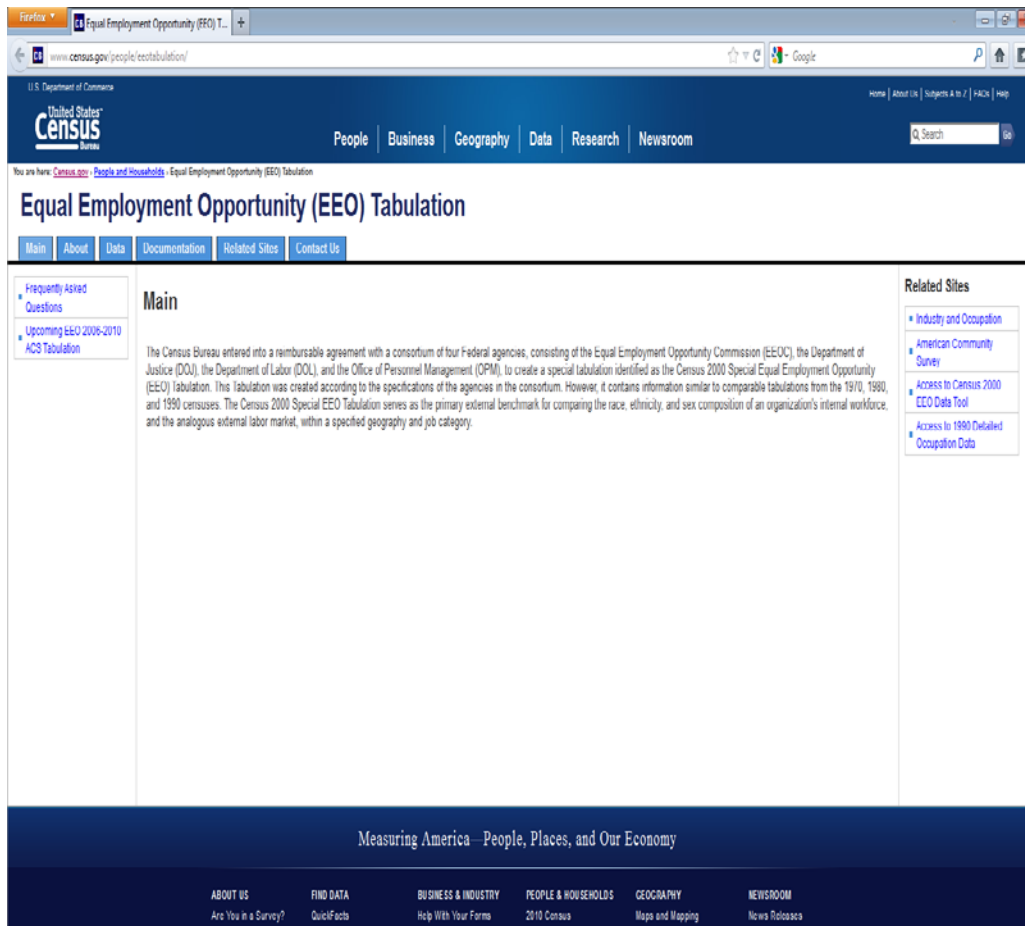
Margins of Error

- 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:

http://www.census.gov/acs/www/Downloads/data_documentation/Statistical_Testing/2010StatisticalTesting3and5year.pdf

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 Release Schedule

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

<http://www.census.gov/acs/www/Downloads/handbooks/ACSGeneralHandbook.pdf>

Sponsor Agencies

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http://www.census.gov/newsroom/releases/archives/news_conferences/20121128_eeo.html