Using the EEO Tabulation to Examine 21st Century Workforce Diversity

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United States Census Bureau

What is the Equal Employment Opportunity Tabulation?

- The source for detailed occupational statistics by race, ethnicity, and sex for local areas.
- Allows us to examine the diversity of the labor force aged 16 and older.
- 107 tables available for:
  - citizenship
  - educational attainment
  - unemployment status
  - earnings
  - age
  - industry
- Data available for worksite, residence, and commuting flows.
- Geography: nation, states, metro/micro areas, counties, EEO county sets, and places.

5 Decades of Equal Employment Opportunity Tabulations

1970 Census of Population

1980 Census of Population

CENSUS '90 — 1990 CPH-L-1 — 1990 Census of Population: Detailed Occupation and Other Characteristics From the EEO File for the United States

United States Census 2000 — American Community Survey 2006–2010

Used to monitor and enforce civil rights laws

Employers and federal agencies that monitor employment practices use the EEO Tabulation to measure compliance with civil rights 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

Sponsoring Agencies

- Equal Employment Opportunity Commission (EEOC)
- Department of Justice (DOJ) Employment Litigation Section of the Civil Rights Division
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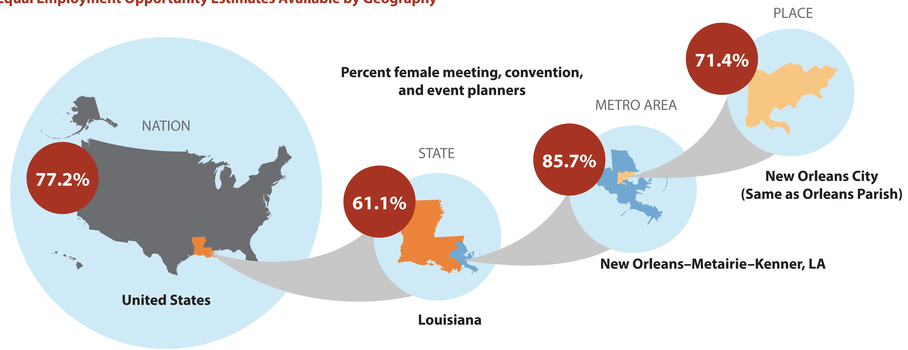
- Office of Personnel Management (OPM)

Equal Employment Opportunity Estimates Available by Geography



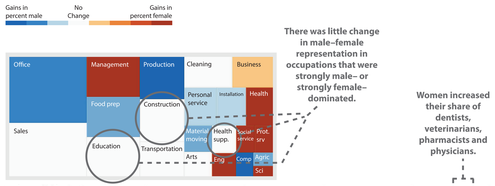
- The EEO Tabulation provides labor force estimates by race, ethnicity, and sex for 488 occupations and nearly 6,500 geographic entities.
- Available geographies include: nation, states, metro/micro areas, counties, EEO county sets, and places.

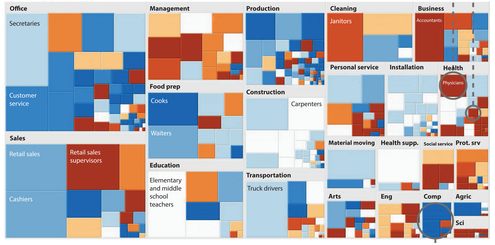
Source: U.S. Census Bureau, 2000 and 2006-2010 Equal Employment Opportunity Tabulation

Shifting occupational shares by sex: 2000 to 2006-2010

For each occupation group, the change in representation is shown by color and intensity. The deeper the color, the larger the shift.

Deeper blue shades indicate gains in percent male.
Deeper orange shades indicate gains in percent female.





Leading Occupations

Men:
- Truck drivers 3.2M
- Miscellaneous managers 2.1M
- Freight, stock, and material moving 1.9M

Women:
- Secretaries and administrative assistants 3.8M
- Cashiers 2.8M
- Elementary and middle school teachers 2.7M

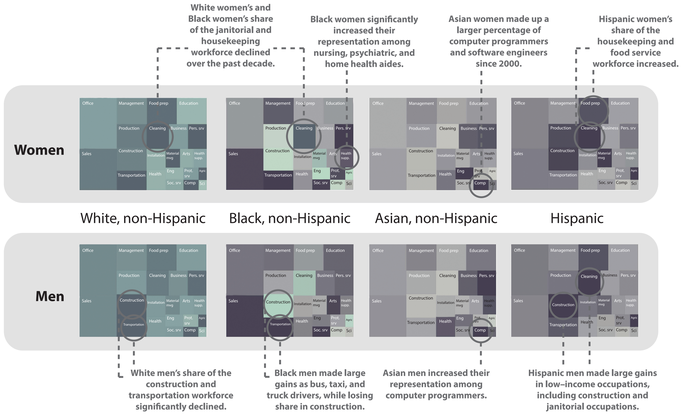
Source: U.S. Census Bureau, 2000 and 2006-2010 Equal Employment Opportunity Tabulation

Shifting occupational shares by race, ethnicity, and sex: 2000 to 2006–2010

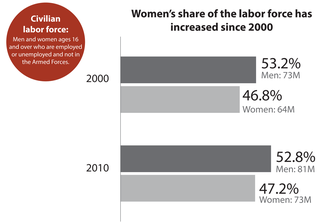
For each occupation group, the change in representation by race, ethnicity, and sex is shown by color and intensity. The deeper the color, the larger the shift.

Deeper green shades indicate losses for that group.
Deeper purple shades indicate gains for that group.

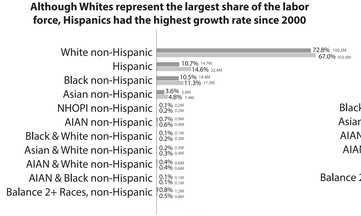
Source: U.S. Census Bureau, 2000 and 2006-2010 Equal Employment Opportunity Tabulation



Shifting labor force shares by race, ethnicity, and sex: 2000 to 2006-2010



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



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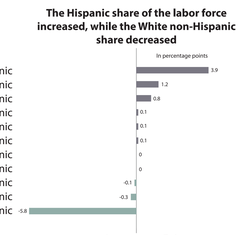

Source: U.S. Census Bureau, 2000 and 2006-2010 Equal Employment Opportunity Tabulation

This poster is released to inform interested parties of ongoing research and to encourage discussion.
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census.gov

For more information, visit
www.census.gov/people/eeotabulation

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