

# Getting Started with American Community Survey's Equal Employment Opportunity (EEO) Tables

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This webinar is being recorded. The recording will be available after the webinar.

# The American Community Survey

## Slides & QR Codes

Scan QR codes  
throughout the  
webinar to access  
resources



Slides are available at

<https://www.census.gov/data/academy/webinars/2023/acs-eeo-data.html>

# The American Community Survey

## The Introduction to the ACS



- New to the American Community Survey (ACS)?
- Please see the video “Introduction to the American Community” Survey
- The first module of the recently launched course titled "Discovering the American Community Survey."
- The comprehensive course is designed for researchers, students, grant-writers, local planners, business owners and those who need to understand and access the fundamentals of the ACS in order to use our data.

# The American Community Survey Outline

- **About the EEO Tables**
- Accessing EEO Tables
- Resources for learning more
- Questions

# The American Community Survey

## EEO Tables Overview



### EEO Tabulations:

- Uses ACS data providing a single resource for data necessary to perform equal opportunity analyses.
- Provides statistical data on race, ethnicity, sex and other demographic data.
- Sponsored by four agencies:
  - Equal Employment Opportunity Commission (EEOC)
  - Employment Litigation Section of the Civil Rights Division at the Department of Justice (DOJ)
  - Department of Labor's Office of Federal Contract Compliance Programs (DOL-OFCCP)
  - Office of Personnel Management (OPM)

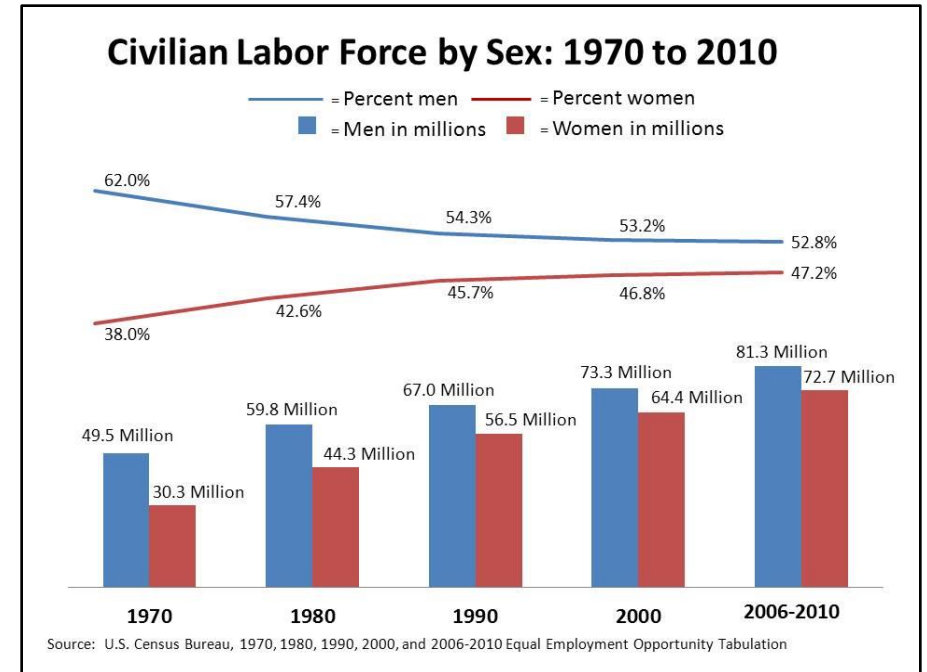


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## Purpose of the EEO Tabulations

EEO Tabulations are used for a variety of purposes:

- Monitoring employment practices and enforcement of Civil Right laws
- Self-assessments by employers:  
For example, employers use the data to determine if they are utilizing the reasonably expected percentage of minorities and women available in their job market.
- Research



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## EEO Tabulation Overview



### Federal Laws Related to EEO

- A variety of anti-discrimination laws and workplace regulations are designed to protect the rights of individuals
  - The Civil Rights Act of 1964
  - Equal Pay Act of 1963
  - Age Discrimination in Employment Act of 1967 (ADEA)
  - Americans with Disabilities Act
  - Sections 501 and 505 of the Rehabilitation Act of 1973



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## Who Uses EEO Tabulation Data?

- Private sector employers
- Federal contractors with 50 or more employees
- Equal Employment Opportunity Commission
- Department of Justice's Employment Litigation Section of the Civil Rights Division
- Department of Labor's Office of Federal Contract Compliance Programs
- Office of Personnel Management





# The American Community Survey

## Development of the EEO Tabulation



**2014-2018 EEO Tables**  
(ACS 5-Year Data)

Supported Browsers: Firefox, Chrome, and Microsoft Edge

Step 1. — Select a Table  
Note: Availability of geographies depends upon the table selected.

Show All Hide All

- ▼ Detailed Census Occupation by Sex and Race/Ethnicity
  - EEO-ALL01W/ALL01WC — Occupation by Sex and Race/Ethnicity for Worksite Geography
  - EEO-ALL01R/ALL01RC — Occupation by Sex and Race/Ethnicity for Residence Geography
- ▼ Detailed Census Occupation by Sex and Race/Ethnicity (incl. Citizenship)
  - EEO-ALL02W — Occupation by Sex and Race/Ethnicity for Worksite Geography, Total Population
  - EEO-CIT02W — Occupation by Sex and Race/Ethnicity for Worksite Geography, Citizen
  - EEO-ALL02R — Occupation by Sex and Race/Ethnicity for Residence Geography, Total Population
  - EEO-CIT02R — Occupation by Sex and Race/Ethnicity for Residence Geography, Citizen
- ▼ EEO Occupational Groups by Sex and Race/Ethnicity (incl. Citizenship)
  - EEO-ALL03W — EEO Occupational Groups by Sex and Race/Ethnicity for Worksite Geography, Total Population
  - EEO-CIT03W — EEO Occupational Groups by Sex and Race/Ethnicity for Worksite Geography, Citizen
  - EEO-ALL03R — EEO Occupational Groups by Sex and Race/Ethnicity for Residence Geography, Total Population
  - EEO-CIT03R — EEO Occupational Groups by Sex and Race/Ethnicity for Residence Geography, Citizen
- ▼ EEO-1 Job Categories by Sex and Race/Ethnicity

- They are published approximately every ten years with non-overlapping ACS 5-year data.
- The most recent EEO tabulation was developed from the 2014-2018 5-year American Community Survey data.
- Sponsoring agencies will start planning for the next tabulation later this year.

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## Development of EEO Tabulation

- ACS data on topics below are used to create the EEO Tabulation:
  - Labor force by sex, race, and ethnicity (Hispanic origin)
  - Occupations
  - Educational attainment
  - Age groups
  - Industry
  - Citizenship
  - Median and mean earnings
  - Employment status
  - Residence geography
  - Worksite geography
  - Commuting

# The American Community Survey Outline

- About the EEO Tabulation
- **Accessing EEO Tabulation**
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# The American Community Survey

## Accessing EEO Tables

- What questions can the EEO Tabulation help you answer?
  - Detailed occupation: What percentage of cashiers in Austin, Texas, are non-Hispanic Asian alone?
  - Diversity: What is the demographic composition of elementary and middle school teachers in the Denver-Aurora-Lakewood, CO metro area?
  - Age: What percentage of registered nurses in Atlanta are 40 to 44 years old?
  - Education: How many workers in Suffolk county, Massachusetts are 35-to-39 year old high school graduates?
  - Industry: How many mechanical engineers in the manufacturing industry in Michigan are non-Hispanic black?

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## Accessing EEO Tables

- EEO Tabulation Race and Ethnicity (Hispanic origin) Categories

		Not Hispanic or Latino, one race					
Total, race and ethnicity	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	Balance of not Hispanic or Latino

- There are a total of 7 race and ethnicity (Hispanic origin) categories
- Ethnicity is categorized into two categories:
  - Hispanic or Latino
  - Not Hispanic or Latino (in the EEO Tab one race alone or balance)
- “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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## Accessing EEO Tables

### Levels of Geography

- Nation
- All states, the District of Columbia and Puerto Rico
- Core-Based Statistical Areas (CBSA's)
- Counties
- EEO County Sets
- Places

### Tables are presented by-

- Residence (R tables):
  - Provide data based on where people lived at the time of the survey
- Worksite (W tables):
  - Provide data based on where people worked at the time of the survey; only employed included
- Worksite Flows (W tables):
  - where people work (worksite) and provide additional information on where people commute from (place of residence)

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## Accessing EEO Tables

- EEO Tabulation Occupations
- Five different types of occupational groups:
  - Census detailed occupations (236 occupations)
  - EEO Occupational Groups (14 categories)
  - EEO-1 Job Categories (9 categories)
  - Federal Sector Job Groups (9 categories)
  - State and Local Government Jobs (8 categories)

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## Accessing EEO Tables

- Ways to access:
  - EEO Table Tool: a custom tool created for this tabulation
    - <https://www.census.gov/acs/www/data/eo-data/eo-tables-2018/>
  - Through data.census.gov, the data dissemination platform to access demographic and economic data from the U.S. Census Bureau.
    - Limited table available; enter "EEO" into the search box
    - <https://data.census.gov/>
  - Census Bureau's File Transfer Protocol (FTP) site:
    - [https://www2.census.gov/programs-surveys/acs/data/eo\\_tabulation/EEO\\_2014\\_2018/](https://www2.census.gov/programs-surveys/acs/data/eo_tabulation/EEO_2014_2018/)
  - U.S. Census Bureau's API
    - Limited tables available
    - <https://www.census.gov/data/developers/data-sets/acs-5year.html>



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## Accessing EEO Tables

Table ID scheme:

**EEO-ALL01R: EEO 1r. Detailed Census Occupation by Sex and Race/Ethnicity for Residence Geography**

**EEO** = Equal Employment Opportunity Tabulation

**ALL** = Includes data for both citizens and non-citizens

**CIT** = Data for citizens only (some tables)

**##** = Table set number 01-12

**W** = Worksite/Worksite flow data *or* **R** = Residence data

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## Accessing EEO Tables

- EEO Table Tool Walkthrough

# The American Community Survey Outline

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# The American Community Survey

## Accessing Guidance



Within Equal Employment Opportunity Tabulation

[About this Topic](#)

[Data](#)

**[Guidance for Data Users](#)**

[Library](#)

[News & Updates](#)

[Programs and Surveys](#)

## Guidance for Equal Employment Opportunity Tabulation Data Users

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We have created this page to help you figure out how to use these statistics. The guidance may explain which data sources to use and how to make comparisons. Related sites may offer further information.

The 2014-2018 EEO Tabulation is currently available via the Census Bureau's file transfer protocol (FTP) server. [Index of /EEO\\_2014\\_2018 \(census.gov\)](#)

### EEO Tabulation 2014-2018 (5-year ACS data)

[View and download documentation for the 2014-2018 EEO Tabulation](#)

### EEO Tabulation 2006-2010 (5-year ACS data)

[View and download documentation for the 2006-2010 EEO Tabulation](#)

### EEO 2000 Tabulation

[View and download documentation for the 2000 EEO Tabulation](#)

[General occupation resources](#)

# The American Community Survey

## EEO Guidance- FAQ's



### Frequently Asked Questions on Equal Employment Opportunity Tabulation



Search, browse and explore [FAQs](#) on [census.gov](#) by topic, subtopic or group. You can search by text or FAQ number. Many answers contain links to more information. If you cannot find what you are looking for, click on [Submit Request](#) to reach our support team. We will find the answer for you soon. Each answer online ends with a survey question, "Was this answer helpful?" Please select Yes or No and help us improve our FAQs. Thank you.

#### Questions by Data Source:

- [EEO Tabulation 2014-2018 \(5-year ACS Data\)](#)
- [EEO Tabulation 2006-2010 \(5-year ACS Data\)](#)
- [EEO Census 2000 Tabulation](#)

#### **EEO Tabulation 2014-2018 (5-year ACS Data) Frequently Asked Questions**

# The American Community Survey

## Data Tell Stories. Tell us Yours!



LIBRARY SURVEYS/ PROGRAMS INFORMATION FOR...

[census.gov](#) / [Our Surveys & Programs](#) / [American Community Survey \(ACS\)](#) / [Share Your ACS Data Story](#)

## Share Your ACS Data Story

We want to hear about how you use American Community Survey (ACS) data to make an important decision, help open/expand a business, etc? If so, we are eager to learn more about your story by completing the fields below to help us showcase the various ways ACS data is used.

Need help getting started? Check out featured examples from our [data stories](#).

Note: If you have questions or need assistance with ACS data, please contact [acso.users.support@census.gov](mailto:acso.users.support@census.gov). You can also reach out to the ACS Online Helpdesk.

**Privacy Act Statement (click to read)**  
OMB Control NO: 0690-0030  
Expiration Date: 07/31/2023

**Your Story \***  
Tell us how you use ACS data.



Your story



Your data details



Your outcome



AMERICAN COMMUNITY SURVEY  
DATA USERS GROUP



- Purpose:
  - Improve understanding of the value and utility of ACS data.
  - Promote information sharing among data users about key ACS data issues and applications.
- Includes users group website and online community
- ACS Data Users Conference
- Membership is free and open to all interested ACS data users

[acsdatacommunity.prb.org](https://acsdatacommunity.prb.org)

# Data Dissemination and Training

- ✓ **Bring our data experts to you.**

Request a free data training for your organization.

- ✓ **Receive our Data Gems.**

These short “how-to” videos are an easy and quick way to increase your knowledge of Census data. Get them in your inbox!

- ✓ **Get access to our Courses.**

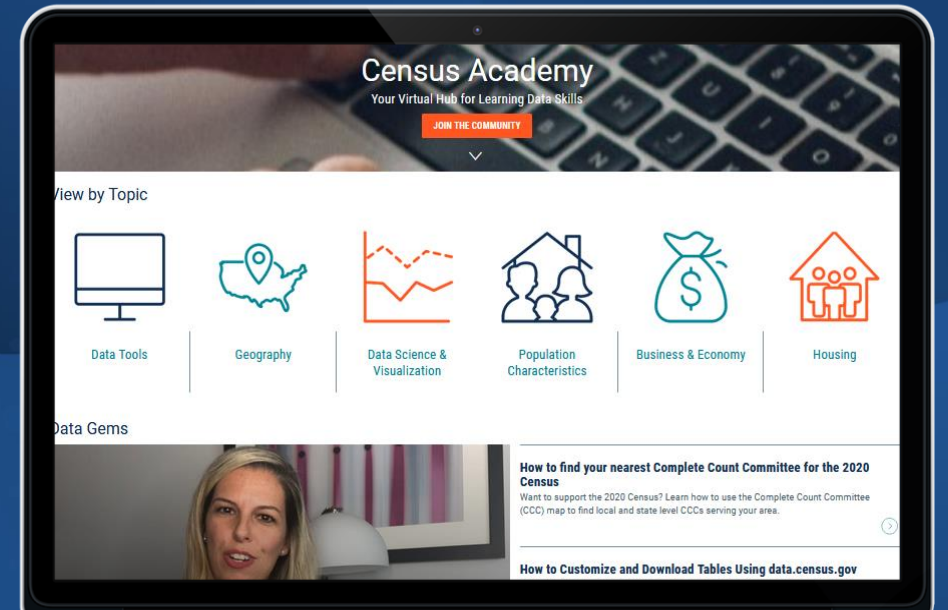
You will learn-at-your-own-pace with these video-tutorials designed for different skill levels.

- ✓ **Interact with our instructors via Webinars.**

Learn about our data releases and tools while attending these live virtual classes.



# Census.gov/Academy



**Contact us:**

[Census.askdata@census.gov](mailto:Census.askdata@census.gov)

1-844-ASK-DATA

*Share your ideas and feedback at  
[census.academy@census.gov](mailto:census.academy@census.gov)*



# The American Community Survey

## Continue the Conversation

### Websites

Census.gov/acs

### EEO

<https://www.census.gov/topics/employment/equal-employment-opportunity-tabulation.html>

### ACS User Support

acso.users.support@census.gov

### EEO Customer Support

EEO Subject Matter Experts

(301) 763-3239

sehds.iosb.list@census.gov



### Email Alerts

<https://public.govdelivery.com/accounts/USCENSUS/signup/12426>

### Social Media

@uscensusbureau

#ACSdata

### Source Us

U.S. Census Bureau, [YYYY – YYYY] American Community Survey

[1/5]-year [estimates/statistics/data release]