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Each year the U.S. Census Bureau prepares Equal Employment Opportunity (EEO) tabulations. These tabulations are used by businesses in developing affirmative action plans. Federal agencies that are responsible for monitoring employment practices also use this data as a means to measure employers’ compliance with the law. The most current EEO data was released in December 2012 on the American FactFinder website (http://factfinder2.census.gov). This tabulation now reflects 5-year American Community Survey data for 2006 to 2010 and contains similar information to earlier tabulations. Additional data in the 2006-2010 release includes calculated margins of error, citizenship, and unemployment status. All geographies now include worksite and resident tables, allowing for analysis on commuting patterns. The American FactFinder website is very different from previous versions, and the process for pulling specific data businesses need is very detailed.

Here are the steps to pull EEO data on the American FactFinder website.

2. Under the Data menu, click on American Fact Finder.
3. Click on Advanced Search.
4. Click on Show Me All button.
5. Click on Topics on the left hand side.
6. In the pop-up box, click the + in front of Dataset. In the displayed list, click on EEO Tabulation 2006-2010 (5-year ACS data). The link is around the twelfth link down from the top. In the box in the top left of the web page will now show EEO tabulations in Your Selections. Close out of the Select Topics box at the top right.
7. On the left hand side, click on Geographies.
8. In the pop-up box, change the second select box to State-040 and select New Mexico from the displayed list of states. Click the Add to Selections button to update the Your Selections box. Close out of the Select Geographies box.
9. Now click on the EEO Occupation Codes bottom left button.
10. Check the box in front of the occupation(s) you are interested in such as food service managers 0310 (SOC 11-9051). Note that the Census job titles are now based on the 2010 Standard Occupational Classification. You can click the Check All button to select all the job titles, but note that the site limits you to 75 occupation codes at any one time. You may need to do this step multiple times to pull data for all the occupations in which you are interested. Once you have made your selections, click the Add button to update the Your Selection box. Close out of the Select EEO Detailed Occupations Codes box.
11. In the Search Results box, put a check in front of EEO-ALL01R EEO 1r. Detailed Census Occupation by Sex and Race/Ethnicity for Residence Geography AND/OR the EEO 1w. Detailed Census Occupation by Sex and Race/Ethnicity for Worksite Geography (the first two selections). Now click the View button at the top.

Below is an example of a report pulled following the above steps.

The EEO Tabulation is sponsored by four Federal agencies consisting of the Equal Employment Opportunity Commission (EEOC), the Employment Litigation Section of the Civil Rights Division at the Department of Justice (DOJ), the Office of Federal Contract Compliance Programs (OFCCP) at the Department of Labor, and the Office of Personnel Management (OPM).

<table>
<thead>
<tr>
<th>Total, both sexes</th>
<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></td>
<td>White alone</td>
<td>Hispanic or Latino</td>
<td>White alone</td>
<td>Black and African American</td>
<td>Asian alone</td>
</tr>
<tr>
<td></td>
<td></td>
<td>']</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number</td>
<td>6,285</td>
<td>1,380</td>
<td>1,240</td>
<td>2,820</td>
<td>110</td>
</tr>
<tr>
<td>Percent</td>
<td>100.0%</td>
<td>22.0%</td>
<td>19.7%</td>
<td>44.9%</td>
<td>1.8%</td>
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<td>Male</td>
<td>3,295</td>
<td>580</td>
<td>655</td>
<td>1510</td>
<td>100</td>
</tr>
<tr>
<td>Percent</td>
<td>52.4%</td>
<td>9.2%</td>
<td>10.4%</td>
<td>24.0%</td>
<td>1.6%</td>
</tr>
<tr>
<td>Female</td>
<td>2,990</td>
<td>800</td>
<td>585</td>
<td>1310</td>
<td>10</td>
</tr>
<tr>
<td>Percent</td>
<td>47.6%</td>
<td>12.7%</td>
<td>9.3%</td>
<td>20.8%</td>
<td>0.2%</td>
</tr>
</tbody>
</table>

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

Explanation of Symbols:
An “X” entry in the margin of error columns 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.

An ‘-’ following a median estimate means the median falls in the upper interval of an open-ended distribution.

An ‘#’ entry in the margin of error indicates that the estimate is controlled. A statistical test for sampling variability is not appropriate.

An ‘##’ entry in the margin of error columns indicates that the estimate is the median falls in the lowest interval or upper interval of an open-ended distribution. A statistical test is not appropriate.

A ‘###’ entry in the margin of error columns indicates that the estimate is the median falls in the lowest interval of an open-ended distribution. A statistical test is not appropriate.

A ‘####’ entry in the estimate column indicates that data for this geographic area cannot be displayed because the number of sample cases is too small.

An ‘EX’ means that the estimate is not applicable or not available.

The U.S. Census Bureau collects race data in accordance with guidelines provided by the U.S. Office of Management and Budget (OMB). Except for the total, all race and ethnicity categories are mutually exclusive. “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. The reference to “Hawaii only” indicates that these columns are only tabulated for areas in the state of Hawaii. “Balance of Not Hispanic or Latino” 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/data_documentation/documentation_main/.

Race and Hispanic origin are separate concepts on the American Community Survey. “White alone Hispanic or Latino” includes respondents who reported Hispanic or Latino origin and reported race as “White” and no other race. “All other Hispanic or Latino” includes respondents who reported Hispanic or Latino origin and reported a race other than “White,” either alone or in combination. To get a total for “Hispanic or Latino,” add the two columns for “White alone Hispanic or Latino” and “All other Hispanic or Latino.”

Occupation codes are 4-digit codes and are based on Standard Occupational Classification 2010.