

A3: African American Rankings across Four Employment Opportunity Dimensions

Table A3.1 Black Overall Representation, 2012: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% Establishments Underrepresenting	Sign Test Probability of Negative Comparison	% Establishments Significantly Lower than Baseline	
								State	State* Industry
National Level Summary:			239960	2.3%	4.2%				
A	1	Postal Service	7	18.8%	16.5%	14.3%	0.992	6.8%	29.6%
A	2	Transit and Ground Passenger Transportation	1303	17.1%	23.5%	36.1%	1.000	21.1%	33.1%
A	3	Nursing and Residential Care Facilities	14041	12.3%	22.4%	41.1%	1.000	32.6%	42.4%
A	4	Fishing, Hunting and Trapping	39	11.1%	18.8%	61.5%	0.100	50.2%	33.2%
A	5	Social Assistance	4363	10.4%	20.3%	39.8%	1.000	29.0%	39.2%
A	6	Private Households	24	10.1%	25.3%	41.7%	0.846	21.8%	28.9%
A	7	Clothing and Clothing Accessories Stores	3740	8.9%	17.4%	29.9%	1.000	33.0%	28.5%
A	8	Couriers and Messengers	1405	8.5%	14.3%	50.3%	0.416	17.9%	40.2%
A	9	Administrative and Support Services	11491	8.0%	18.6%	46.8%	1.000	38.4%	45.0%
A	10	Personal and Laundry Services	1392	7.8%	17.7%	40.5%	1.000	41.3%	40.0%
A	11	Furniture and Home Furnishings Stores	640	6.4%	12.4%	39.7%	1.000	33.9%	27.3%
A	12	Telecommunications	2490	6.2%	13.6%	48.4%	0.952	34.0%	41.5%
A	13	General Merchandise Stores	14679	6.2%	16.0%	46.2%	1.000	40.9%	46.9%
A	14	Broadcasting (except Internet)	1682	6.2%	13.9%	47.4%	0.985	33.4%	36.6%
A	15	Beverage and Tobacco Product Manufacturing	1164	5.8%	12.6%	45.1%	1.000	37.8%	32.9%
A	16	Rental and Leasing Services	965	4.8%	15.6%	41.7%	1.000	39.3%	41.9%
A	17	Wholesale Electronic Markets and Agents and Brokers	135	4.8%	8.1%	51.1%	0.432	44.1%	25.2%
B	18	Health and Personal Care Stores	740	4.7%	15.2%	49.1%	0.709	54.3%	39.0%

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								State	State* Industry
B	19	Warehousing and Storage	1648	4.7%	16.3%	51.3%	0.145	34.9%	54.9%
B	20	Performing Arts, Spectator Sports, and Related Industries	701	4.6%	13.3%	53.8%	0.025	47.0%	35.8%
B	21	Food Manufacturing	4031	4.5%	13.6%	57.1%	0.000	48.7%	47.6%
B	22	Accommodation	3965	4.5%	13.6%	42.4%	1.000	46.0%	33.7%
B	23	Public Administration	167	4.4%	20.1%	58.7%	0.015	32.3%	69.7%
B	24	Support Activities for Transportation	1304	3.9%	15.7%	55.1%	0.000	43.4%	50.5%
B	25	Waste Management and Remediation Services	1029	3.9%	13.8%	52.0%	0.106	45.2%	51.7%
B	26	Truck Transportation	3191	3.8%	13.4%	54.9%	0.000	36.9%	49.2%
B	27	Religious, Grantmaking, Civic, Professional, and Similar Organizations	2298	3.5%	17.7%	53.5%	0.000	55.0%	49.4%
B	28	Electronics and Appliance Stores	1433	3.4%	10.4%	43.5%	1.000	41.0%	37.6%
B	29	Ambulatory Health Care Services	8650	3.4%	15.4%	57.9%	0.000	45.6%	57.6%
B	30	Credit Intermediation and Related Activities	5358	3.3%	10.6%	64.1%	0.000	42.5%	44.1%
B	31	Insurance Carriers and Related Activities	4613	3.0%	10.1%	52.1%	0.002	42.0%	45.7%
B	32	Food and Beverage Stores	16282	2.8%	14.6%	56.5%	0.000	57.2%	51.9%
B	33	Building Material and Garden Equipment and Supplies Dealers	4509	2.7%	13.3%	56.1%	0.000	54.7%	51.1%
B	34	Animal Production	323	2.3%	11.7%	72.8%	0.000	77.3%	49.3%
B	35	Real Estate	1498	2.3%	11.8%	59.2%	0.000	51.8%	49.1%
B	36	Merchant Wholesalers, Nondurable Goods	3342	2.2%	10.2%	53.6%	0.000	56.4%	39.0%
B	37	Food Services and Drinking Places	20670	2.2%	15.5%	61.3%	0.000	62.6%	46.8%
B	38	Transportation Equipment	3063	2.2%	11.1%	63.3%	0.000	52.6%	39.3%

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Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% Establishments Underrepresenting	Sign Test Probability of Negative Comparison	% Establishments Significantly Lower than Baseline	
								State	State* Industry
		Manufacturing							
B	39	Management of Companies and Enterprises	2380	2.0%	12.1%	58.4%	0.000	60.8%	40.9%
B	40	Funds, Trusts, and Other Financial Vehicles	199	1.9%	9.6%	59.8%	0.003	52.5%	53.3%
B	41	Repair and Maintenance	908	1.9%	12.4%	60.6%	0.000	59.0%	45.2%
B	42	Miscellaneous Store Retailers	1217	1.9%	13.4%	56.5%	0.000	52.7%	53.2%
B	43	Primary Metal Manufacturing	1334	1.8%	10.8%	62.3%	0.000	59.4%	50.0%
B	44	Museums, Historical Sites, and Similar Institutions	231	1.6%	10.1%	54.1%	0.118	53.5%	41.2%
C	45	Nonstore Retailers	680	1.5%	10.6%	61.0%	0.000	53.9%	53.8%
C	46	Motion Picture and Sound Recording Industries	713	1.5%	14.6%	56.2%	0.000	54.1%	58.2%
C	47	Rail Transportation	573	1.3%	8.4%	62.0%	0.000	46.1%	59.3%
C	48	Gasoline Stations	375	1.3%	12.2%	62.9%	0.000	56.3%	47.3%
C	49	Utilities	2501	1.2%	9.3%	60.5%	0.000	54.9%	48.7%
C	50	Educational Services	2230	1.1%	15.8%	61.3%	0.000	60.0%	59.6%
C	51	Wood Product Manufacturing	1097	1.1%	13.6%	72.1%	0.000	72.0%	67.4%
C	52	Hospitals	5952	0.8%	12.0%	63.5%	0.000	47.7%	60.5%
C	53	Plastics and Rubber Products Manufacturing	2684	0.8%	11.3%	62.7%	0.000	61.7%	54.4%
C	54	Amusement, Gambling, and Recreation Industries	2557	0.5%	11.4%	64.7%	0.000	67.2%	46.5%
C	55	Paper Manufacturing	1594	0.5%	11.3%	59.0%	0.000	63.5%	56.1%
C	56	Sporting Goods, Hobby, Book, and Music Stores	1429	0.5%	12.4%	61.8%	0.000	57.5%	65.1%
C	57	Electrical Equipment, Appliance, and Component Manufacturing	1418	0.5%	9.7%	66.4%	0.000	67.7%	54.1%

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Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% Establishments Underrepresenting	Sign Test Probability of Negative Comparison	% Establishments Significantly Lower than Baseline	
								State	State* Industry
C	58	Merchant Wholesalers, Durable Goods	4138	0.4%	9.0%	61.3%	0.000	67.3%	45.8%
C	59	Chemical Manufacturing	2850	0.3%	9.4%	59.2%	0.000	67.8%	39.3%
C	60	Professional, Scientific, and Technical Services	15754	0.3%	9.3%	64.8%	0.000	72.8%	42.6%
C	61	Petroleum and Coal Products Manufacturing	358	0.3%	10.6%	58.4%	0.001	62.6%	52.4%
C	62	Miscellaneous Manufacturing	3143	0.1%	10.0%	64.7%	0.000	69.2%	49.6%
C	63	Nonmetallic Mineral Product Manufacturing	1080	0.1%	11.1%	67.4%	0.000	68.4%	63.7%
C	64	Air Transportation	728	0.0%	11.8%	52.1%	0.141	47.9%	59.0%
C	65	Support Activities for Mining	1189	-0.2%	8.9%	64.8%	0.000	72.1%	37.6%
C	66	Leather and Allied Product Manufacturing	100	-0.4%	13.0%	63.0%	0.006	74.5%	64.6%
C	67	Printing and Related Support Activities	1056	-0.7%	8.0%	66.5%	0.000	66.0%	58.5%
C	68	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	12	-0.7%	4.4%	58.3%	0.387	68.0%	47.1%
C	69	Machinery Manufacturing	3085	-0.7%	8.6%	74.6%	0.000	73.7%	61.6%
C	70	Heavy and Civil Engineering Construction	2028	-0.7%	8.1%	66.9%	0.000	73.9%	49.5%
C	71	Motor Vehicle and Parts Dealers	3536	-0.7%	7.9%	62.7%	0.000	63.0%	57.6%
C	72	Monetary Authorities - Central Bank	482	-0.7%	8.5%	78.6%	0.000	55.5%	59.0%
C	73	Fabricated Metal Product Manufacturing	4209	-0.8%	9.3%	70.4%	0.000	70.5%	62.3%
C	74	Specialty Trade Contractors	3726	-0.8%	7.6%	68.8%	0.000	71.8%	51.1%
C	75	Construction of Buildings	1824	-1.0%	7.4%	69.4%	0.000	76.3%	47.0%
C	76	Computer and Electronic Product	3478	-1.0%	5.8%	74.0%	0.000	77.2%	47.5%

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Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% Establishments Underrepresenting	Sign Test Probability of Negative Comparison	% Establishments Significantly Lower than Baseline	
								State	State* Industry
C	77	Manufacturing Support Activities for Agriculture and Forestry	229	-1.1%	7.5%	84.7%	0.000	93.4%	70.2%
C	78	Scenic and Sightseeing Transportation	46	-1.2%	9.8%	71.7%	0.002	45.9%	50.3%
C	79	Internet Service Providers, Web Search Portals, and Data Processing Services	550	-1.3%	8.4%	66.4%	0.000	62.3%	66.1%
C	80	Oil and Gas Extraction	619	-1.4%	5.4%	72.5%	0.000	83.3%	45.2%
C	81	Pipeline Transportation	146	-1.6%	6.2%	76.7%	0.000	57.9%	62.4%
C	82	Mining (except Oil and Gas)	548	-1.6%	7.6%	81.6%	0.000	88.1%	49.2%
D	83	Forestry and Logging	28	-1.7%	3.2%	92.9%	0.000	65.8%	54.2%
D	84	Other Information Services	711	-1.8%	9.1%	71.4%	0.000	73.3%	76.7%
D	85	Crop Production	544	-1.8%	7.1%	87.7%	0.000	93.6%	70.2%
D	86	Textile Mills	357	-2.1%	17.9%	65.3%	0.000	61.2%	68.2%
D	87	Publishing Industries (except Internet)	2004	-2.2%	7.5%	77.9%	0.000	75.2%	78.1%
D	88	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	1245	-2.4%	6.6%	81.4%	0.000	69.2%	69.4%
D	89	Apparel Manufacturing	345	-2.6%	12.5%	74.8%	0.000	76.0%	72.0%
D	90	Water Transportation	168	-2.8%	9.2%	68.5%	0.000	57.5%	65.6%
D	91	Furniture and Related Product Manufacturing	838	-3.2%	10.8%	74.0%	0.000	77.7%	71.9%
F	92	Textile Product Mills	359	-6.7%	16.6%	72.4%	0.000	69.6%	70.8%

Table A3.2 Black Management Representation, 2012: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% Establishments Underrepresenting	Sign Test Probability of Negative Comparison	% Establishments Significantly Lower than Baseline		
								State	State* Management	State* Industry*
National Level Summary:			232099	-1.0%	4.6%					
A	1	Private Households	23	27.4%	23.7%	69.6%	0.047	50.1%	50.1%	47.1%
A	2	Postal Service	7	18.3%	24.2%	42.9%	0.773	28.2%	28.2%	28.2%
A	3	Couriers and Messengers	1398	10.2%	16.0%	45.9%	0.999	24.8%	18.6%	22.3%
A	4	Transit and Ground Passenger Transportation	1208	6.8%	24.2%	69.6%	0.000	61.6%	58.5%	56.6%
B	5	Social Assistance	4178	5.0%	19.9%	61.8%	0.000	56.7%	48.8%	58.3%
B	6	General Merchandise Stores	14673	3.4%	15.2%	62.2%	0.000	59.8%	51.4%	50.1%
B	7	Broadcasting (except Internet)	1681	3.0%	13.8%	61.7%	0.000	56.4%	43.7%	40.8%
B	8	Telecommunications	2395	2.9%	16.1%	64.4%	0.000	61.2%	48.2%	47.0%
B	9	Administrative and Support Services	10423	2.8%	18.3%	68.7%	0.000	65.6%	56.5%	54.5%
B	10	Clothing and Clothing Accessories Stores	2730	2.4%	23.6%	73.9%	0.000	76.3%	70.5%	61.6%
B	11	Air Transportation	708	2.3%	13.6%	65.0%	0.000	54.7%	35.9%	37.3%
B	12	Personal and Laundry Services	1312	1.9%	15.6%	66.8%	0.000	64.6%	58.3%	59.4%
C	13	Public Administration	157	1.8%	21.5%	65.0%	0.000	69.6%	62.2%	69.6%
C	14	Beverage and Tobacco Product Manufacturing	1154	1.4%	10.7%	64.0%	0.000	63.2%	50.5%	41.7%
C	15	Warehousing and Storage	1630	1.3%	15.0%	65.7%	0.000	62.5%	49.3%	58.5%
C	16	Nursing and Residential Care Facilities	13451	1.2%	18.9%	71.3%	0.000	67.8%	62.0%	69.4%
C	17	Building Material and	4500	1.1%	14.5%	68.8%	0.000	70.4%	64.7%	61.8%

Table A3.2 Black Management Representation, 2012: Industry Rankings

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								State	State* Management	State* Industry* Management
		Garden Equipment and Supplies Dealers								
C	18	Food Manufacturing	3985	0.8%	10.3%	73.8%	0.000	72.6%	60.7%	49.6%
C	19	Furniture and Home Furnishings Stores	629	0.8%	11.6%	64.2%	0.000	65.3%	52.4%	44.4%
C	20	Health and Personal Care Stores	654	0.8%	17.7%	72.8%	0.000	75.0%	69.9%	54.6%
C	21	Religious, Grantmaking, Civic, Professional, and Similar Organizations	2233	0.6%	18.6%	67.3%	0.000	69.3%	62.5%	62.9%
C	22	Food Services and Drinking Places	19387	0.5%	17.2%	73.8%	0.000	72.7%	68.7%	69.4%
C	23	Electronics and Appliance Stores	1430	0.4%	14.6%	73.4%	0.000	72.8%	69.7%	67.2%
C	24	Rail Transportation	503	0.3%	14.8%	69.8%	0.000	70.3%	55.8%	53.3%
C	25	Food and Beverage Stores	16020	0.0%	14.6%	74.3%	0.000	76.4%	69.1%	63.4%
C	26	Accommodation	3912	-0.1%	10.8%	63.1%	0.000	67.2%	49.8%	52.0%
C	27	Motion Picture and Sound Recording Industries	689	-0.3%	15.1%	71.8%	0.000	76.6%	64.8%	68.8%
C	28	Waste Management and Remediation Services	1017	-0.5%	11.7%	72.0%	0.000	73.3%	63.5%	62.2%
C	29	Fishing, Hunting and Trapping	38	-0.7%	7.8%	76.3%	0.001	79.7%	63.8%	52.0%
C	30	Utilities	2473	-0.7%	11.3%	70.9%	0.000	73.1%	61.9%	51.0%
C	31	Miscellaneous Store Retailers	1204	-0.7%	14.0%	74.0%	0.000	75.0%	63.6%	63.3%

Table A3.2 Black Management Representation, 2012: Industry Rankings

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								State	State* Management	State* Industry*
C	32	Rental and Leasing Services	934	-0.8%	13.4%	64.0%	0.000	68.3%	60.3%	59.4%
C	33	Transportation Equipment Manufacturing	3006	-0.9%	7.7%	79.9%	0.000	76.0%	64.4%	40.3%
C	34	Insurance Carriers and Related Activities	4549	-0.9%	9.8%	72.0%	0.000	74.5%	56.1%	59.7%
C	35	Performing Arts, Spectator Sports, and Related Industries	670	-1.0%	11.0%	68.5%	0.000	68.6%	58.8%	54.2%
C	36	Credit Intermediation and Related Activities	5347	-1.0%	9.4%	77.2%	0.000	72.8%	55.3%	58.2%
C	37	Support Activities for Transportation	1260	-1.0%	14.4%	78.0%	0.000	77.1%	68.4%	66.2%
C	38	Ambulatory Health Care Services	8192	-1.1%	15.8%	78.0%	0.000	71.8%	64.0%	75.3%
C	39	Amusement, Gambling, and Recreation Industries	2371	-1.2%	15.3%	80.6%	0.000	78.8%	65.4%	58.1%
C	40	Gasoline Stations	359	-1.4%	11.4%	74.7%	0.000	78.4%	69.0%	60.0%
C	41	Truck Transportation	3105	-1.5%	12.2%	74.8%	0.000	75.2%	66.0%	65.1%
C	42	Management of Companies and Enterprises	2323	-1.7%	10.9%	78.8%	0.000	82.2%	69.7%	47.9%
C	43	Merchant Wholesalers, Nondurable Goods	3298	-1.7%	8.5%	76.5%	0.000	82.6%	71.8%	50.3%
D	44	Funds, Trusts, and Other Financial Vehicles	198	-1.8%	9.1%	76.8%	0.000	83.0%	71.6%	74.2%

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								State	State* Management	State* Industry*
D	45	Wholesale Electronic Markets and Agents and Brokers	134	-1.8%	7.8%	79.9%	0.000	84.4%	74.7%	45.9%
D	46	Petroleum and Coal Products Manufacturing	353	-1.8%	8.5%	74.2%	0.000	81.1%	64.3%	43.6%
D	47	Nonstore Retailers	672	-1.8%	9.5%	80.4%	0.000	81.6%	72.2%	67.5%
D	48	Educational Services	2161	-1.9%	17.7%	73.3%	0.000	74.8%	62.3%	74.6%
D	49	Real Estate	1464	-2.4%	10.3%	78.3%	0.000	78.9%	68.2%	68.5%
D	50	Support Activities for Agriculture and Forestry	201	-2.6%	8.2%	92.0%	0.000	96.6%	95.7%	74.1%
D	51	Forestry and Logging	27	-2.6%	5.3%	92.6%	0.000	65.9%	65.9%	55.7%
D	52	Chemical Manufacturing	2837	-2.6%	8.4%	77.6%	0.000	87.4%	76.7%	43.8%
D	53	Scenic and Sightseeing Transportation	42	-2.6%	9.3%	78.6%	0.000	86.2%	85.0%	81.1%
D	54	Merchant Wholesalers, Durable Goods	4111	-2.6%	8.5%	81.0%	0.000	85.8%	77.9%	58.1%
D	55	Primary Metal Manufacturing	1327	-2.6%	7.5%	83.4%	0.000	85.0%	75.4%	55.3%
D	56	Museums, Historical Sites, and Similar Institutions	231	-2.7%	7.3%	76.2%	0.000	82.5%	71.2%	57.5%
D	57	Computer and Electronic Product Manufacturing	3467	-2.8%	5.5%	85.5%	0.000	88.6%	79.7%	54.4%
D	58	Animal Production	310	-2.8%	11.3%	88.4%	0.000	92.2%	82.3%	56.9%
D	59	Hospitals	5889	-3.1%	10.3%	79.8%	0.000	76.9%	60.2%	81.1%
D	60	Miscellaneous Manufacturing	3096	-3.1%	6.7%	84.4%	0.000	90.1%	81.1%	61.6%
D	61	Crop Production	515	-3.1%	5.2%	93.4%	0.000	95.3%	93.2%	77.6%

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								State	State* Management	State* Industry*
D	62	Plastics and Rubber Products Manufacturing	2665	-3.2%	7.7%	82.4%	0.000	85.6%	77.4%	64.8%
D	63	Sporting Goods, Hobby, Book, and Music Stores	1107	-3.2%	13.4%	85.5%	0.000	85.4%	79.1%	81.0%
D	64	Monetary Authorities - Central Bank	478	-3.2%	8.0%	85.6%	0.000	79.0%	67.9%	67.8%
D	65	Paper Manufacturing	1582	-3.2%	8.6%	78.8%	0.000	86.1%	76.8%	63.3%
D	66	Motor Vehicle and Parts Dealers	3514	-3.3%	8.5%	81.0%	0.000	84.5%	75.3%	69.2%
D	67	Mining (except Oil and Gas)	531	-3.4%	5.1%	92.8%	0.000	92.2%	87.5%	54.1%
D	68	Nonmetallic Mineral Product Manufacturing	1060	-3.4%	7.2%	84.3%	0.000	89.6%	82.1%	64.1%
D	69	Electrical Equipment, Appliance, and Component Manufacturing	1406	-3.4%	6.7%	85.8%	0.000	90.6%	81.9%	63.7%
D	70	Wood Product Manufacturing	1080	-3.5%	9.1%	89.1%	0.000	91.9%	86.6%	80.0%
D	71	Machinery Manufacturing	3072	-3.5%	6.3%	88.1%	0.000	89.9%	83.6%	65.5%
D	72	Other Information Services	696	-3.6%	9.4%	82.9%	0.000	87.1%	80.1%	79.7%
D	73	Repair and Maintenance	847	-3.6%	12.4%	82.6%	0.000	83.7%	64.9%	77.4%
D	74	Oil and Gas Extraction	610	-3.6%	7.2%	88.2%	0.000	95.4%	88.0%	57.3%
D	75	Internet Service Providers, Web Search Portals, and Data	543	-3.7%	9.6%	80.5%	0.000	84.6%	75.8%	74.8%

Table A3.2 Black Management Representation, 2012: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% Establishments Underrepresenting	Sign Test Probability of Negative Comparison	% Establishments Significantly Lower than Baseline		
								State	State* Management	State* Industry* Management
D	76	Processing Services	1046	-3.7%	7.4%	86.5%	0.000	91.8%	86.1%	73.7%
D	77	Printing and Related Support Activities	78	-3.7%	7.3%	87.2%	0.000	89.2%	84.6%	83.5%
D	78	Leather and Allied Product Manufacturing	145	-3.8%	7.0%	86.2%	0.000	90.0%	82.6%	82.8%
D	79	Pipeline Transportation	4177	-3.9%	6.3%	87.1%	0.000	90.2%	84.3%	71.3%
D	80	Fabricated Metal Product Manufacturing	12	-3.9%	3.9%	83.3%	0.019	88.7%	88.7%	83.5%
D	81	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	15395	-4.0%	10.0%	83.1%	0.000	88.6%	80.5%	68.6%
D	82	Professional, Scientific, and Technical Services	1996	-4.0%	7.4%	87.2%	0.000	91.1%	82.6%	81.3%
D	83	Publishing Industries (except Internet)	340	-4.1%	9.0%	85.3%	0.000	85.3%	75.4%	72.9%
D	84	Apparel Manufacturing	1174	-4.3%	7.9%	88.7%	0.000	92.7%	89.4%	62.5%
D	85	Support Activities for Mining	1228	-4.4%	7.3%	87.9%	0.000	92.6%	81.3%	82.8%
D	86	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	1785	-4.8%	8.6%	92.0%	0.000	95.7%	92.6%	76.0%
D	87	Construction of Buildings	3628	-5.2%	7.6%	92.2%	0.000	94.2%	91.3%	82.0%
F	88	Specialty Trade Contractors	356	-5.5%	11.7%	80.6%	0.000	87.4%	74.1%	68.7%
F	89	Textile Mills	1958	-5.6%	6.1%	92.5%	0.000	95.3%	91.8%	77.6%
		Heavy and Civil Engineering Construction								

Table A3.2 Black Management Representation, 2012: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% Establishments Underrepresenting	Sign Test Probability of Negative Comparison	% Establishments Significantly Lower than Baseline		
								State	State* Management	State* Industry*
F	90	Furniture and Related Product Manufacturing	823	-5.6%	7.7%	87.4%	0.000	92.7%	88.9%	77.1%
F	91	Water Transportation	165	-5.9%	9.3%	83.0%	0.000	88.4%	76.3%	75.1%
F	92	Textile Product Mills	351	-7.5%	12.2%	84.6%	0.000	87.7%	79.8%	68.7%

Table A3.3 Black-White Segregation, 2012: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% of Establishments Significantly Higher than National Average	
						Observed Segregation	Adjusted Segregation
National Level Summary:			213487	0.283	0.045		
A	1	Rail Transportation	521	0.181	0.175	11.6%	13.0%
A	2	Wholesale Electronic Markets and Agents and Brokers	124	0.213	0.194	20.2%	9.6%
A	3	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	11	0.250	0.124	51.8%	5.5%
B	4	Petroleum and Coal Products Manufacturing	319	0.196	0.180	30.0%	16.7%
B	5	Transportation Equipment Manufacturing	2727	0.209	0.175	26.9%	19.2%
B	6	Broadcasting (except Internet)	1564	0.220	0.173	25.3%	16.2%
B	7	Chemical Manufacturing	2596	0.222	0.180	39.1%	22.4%
B	8	Insurance Carriers and Related Activities	4298	0.230	0.153	28.1%	17.4%
B	9	General Merchandise Stores	13684	0.230	0.153	20.9%	19.0%
B	10	Other Information Services	655	0.236	0.156	24.7%	19.5%
B	11	Management of Companies and Enterprises	2114	0.237	0.179	32.0%	24.3%
B	12	Telecommunications	2338	0.239	0.157	26.7%	22.1%
B	13	Couriers and Messengers	1329	0.239	0.156	26.3%	19.6%
B	14	Amusement, Gambling, and Recreation Industries	2267	0.241	0.170	26.6%	19.1%
B	15	Motion Picture and Sound Recording Industries	670	0.242	0.139	17.6%	23.7%
B	16	Gasoline Stations	313	0.248	0.160	21.8%	21.6%
B	17	Beverage and Tobacco Product Manufacturing	1063	0.252	0.165	45.0%	24.8%
B	18	Air Transportation	675	0.252	0.161	37.9%	22.5%
B	19	Utilities	2183	0.254	0.184	38.4%	22.3%
B	20	Private Households	24	0.260	0.172	24.8%	22.1%
B	21	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	1110	0.260	0.191	32.9%	21.8%
B	22	Publishing Industries (except Internet)	1740	0.261	0.186	39.9%	24.8%
B	23	Building Material and Garden Equipment and Supplies Dealers	4119	0.262	0.158	18.2%	23.9%
B	24	Credit Intermediation and Related Activities	4627	0.263	0.161	34.1%	24.9%
B	25	Sporting Goods, Hobby, Book, and Music Stores	1214	0.266	0.111	15.7%	21.9%
B	26	Internet Service Providers, Web Search Portals, and Data Processing	505	0.267	0.166	31.1%	21.3%

Table A3.3 Black-White Segregation, 2012: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% of Establishments Significantly Higher than National Average	
						Observed Segregation	Adjusted Segregation
		Services					
B	27	Pipeline Transportation	121	0.272	0.179	43.7%	20.6%
C	28	Food Services and Drinking Places	18475	0.237	0.109	8.1%	26.7%
C	29	Administrative and Support Services	10572	0.244	0.156	18.5%	27.3%
C	30	Computer and Electronic Product Manufacturing	3029	0.246	0.193	41.6%	28.5%
C	31	Clothing and Clothing Accessories Stores	3508	0.252	0.131	21.8%	29.3%
C	32	Religious, Grantmaking, Civic, Professional, and Similar Organizations	2119	0.256	0.163	34.6%	27.1%
C	33	Electronics and Appliance Stores	1372	0.258	0.134	31.2%	25.8%
C	34	Truck Transportation	2949	0.260	0.143	23.0%	25.5%
C	35	Food and Beverage Stores	14177	0.261	0.152	23.1%	25.0%
C	36	Public Administration	141	0.262	0.163	26.9%	30.0%
C	37	Performing Arts, Spectator Sports, and Related Industries	637	0.262	0.170	36.4%	29.7%
C	38	Support Activities for Mining	985	0.263	0.180	37.9%	27.4%
C	39	Transit and Ground Passenger Transportation	1198	0.268	0.138	21.8%	32.4%
C	40	Professional, Scientific, and Technical Services	14175	0.268	0.178	35.9%	31.8%
C	41	Miscellaneous Store Retailers	1044	0.269	0.174	26.7%	26.1%
C	42	Leather and Allied Product Manufacturing	83	0.269	0.181	34.4%	31.0%
C	43	Oil and Gas Extraction	486	0.270	0.187	38.9%	30.3%
C	44	Accommodation	3716	0.270	0.151	31.5%	33.1%
C	45	Social Assistance	4019	0.272	0.161	33.6%	32.9%
C	46	Support Activities for Transportation	1219	0.275	0.170	33.9%	33.0%
C	47	Repair and Maintenance	795	0.278	0.183	36.2%	27.9%
C	48	Furniture and Home Furnishings Stores	597	0.280	0.169	42.3%	31.5%
C	49	Funds, Trusts, and Other Financial Vehicles	183	0.281	0.169	36.9%	26.2%
C	50	Hospitals	5393	0.285	0.164	63.4%	32.2%
C	51	Monetary Authorities - Central Bank	335	0.285	0.172	42.9%	29.4%
C	52	Primary Metal Manufacturing	1165	0.285	0.172	53.3%	31.6%
C	53	Real Estate	1370	0.286	0.177	48.1%	31.6%

Table A3.3 Black-White Segregation, 2012: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% of Establishments Significantly Higher than National Average	
						Observed Segregation	Adjusted Segregation
C	54	Rental and Leasing Services	881	0.294	0.177	52.0%	31.7%
C	55	Scenic and Sightseeing Transportation	36	0.299	0.160	67.9%	25.9%
C	56	Nonstore Retailers	608	0.303	0.171	45.2%	30.6%
D	57	Textile Mills	328	0.281	0.156	48.2%	37.3%
D	58	Ambulatory Health Care Services	7731	0.287	0.178	45.6%	36.8%
D	59	Educational Services	2024	0.290	0.187	42.9%	37.6%
D	60	Health and Personal Care Stores	645	0.294	0.185	42.3%	36.8%
D	61	Machinery Manufacturing	2511	0.297	0.185	56.1%	36.5%
D	62	Heavy and Civil Engineering Construction	1664	0.301	0.188	54.7%	38.7%
D	63	Warehousing and Storage	1553	0.303	0.164	36.7%	38.6%
D	64	Specialty Trade Contractors	3021	0.305	0.187	45.1%	40.8%
D	65	Merchant Wholesalers, Durable Goods	3584	0.305	0.185	55.8%	38.7%
D	66	Furniture and Related Product Manufacturing	685	0.306	0.190	50.8%	39.2%
D	67	Water Transportation	158	0.308	0.178	61.1%	40.3%
D	68	Textile Product Mills	315	0.308	0.165	52.3%	41.7%
D	69	Merchant Wholesalers, Nondurable Goods	2973	0.309	0.180	57.2%	40.3%
D	70	Miscellaneous Manufacturing	2695	0.311	0.183	60.0%	40.4%
D	71	Electrical Equipment, Appliance, and Component Manufacturing	1237	0.316	0.178	60.9%	40.7%
D	72	Paper Manufacturing	1396	0.320	0.177	59.0%	42.3%
D	73	Mining (except Oil and Gas)	339	0.324	0.202	58.2%	42.7%
D	74	Personal and Laundry Services	1299	0.327	0.196	43.6%	44.6%
D	75	Nonmetallic Mineral Product Manufacturing	887	0.327	0.180	58.8%	44.9%
D	76	Printing and Related Support Activities	917	0.341	0.186	70.1%	44.8%
D	77	Motor Vehicle and Parts Dealers	3132	0.342	0.189	69.7%	39.6%
D	78	Waste Management and Remediation Services	905	0.345	0.177	58.7%	44.5%
F	79	Forestry and Logging	14	0.226	0.228	41.1%	46.6%
F	80	Plastics and Rubber Products Manufacturing	2317	0.332	0.175	58.6%	45.1%
F	81	Apparel Manufacturing	272	0.333	0.180	58.5%	53.4%

Table A3.3 Black-White Segregation, 2012: Industry Rankings

Grade	Rank	Name	Number of Establishments	Mean Value	S.D.	% of Establishments Significantly Higher than National Average	
						Observed Segregation	Adjusted Segregation
F	82	Construction of Buildings	1488	0.333	0.192	61.3%	46.7%
F	83	Museums, Historical Sites, and Similar Institutions	214	0.339	0.164	77.4%	46.6%
F	84	Nursing and Residential Care Facilities	12738	0.340	0.156	57.6%	53.0%
F	85	Fabricated Metal Product Manufacturing	3457	0.348	0.178	65.4%	49.1%
Z	86	Animal Production	215	0.352	0.182	75.7%	64.8%
Z	87	Postal Service	6	0.353	0.189	22.1%	69.4%
Z	88	Food Manufacturing	3477	0.363	0.188	63.8%	56.4%
Z	89	Wood Product Manufacturing	753	0.382	0.179	69.6%	58.5%
Z	90	Support Activities for Agriculture and Forestry	99	0.391	0.205	78.1%	68.3%
Z	91	Crop Production	235	0.452	0.197	76.2%	76.4%
Z	92	Fishing, Hunting and Trapping	25	0.487	0.178	84.8%	87.6%

Table A3.4 Black-White Wage Gap, 2012: Industry Rankings

Grade	Rank	Name	Blacks' Wages as a Percentage of Whites' Wages	p-Value
National Average (Mean):			83.9%	
A	1	Social Assistance	99.0%	0.121
A	2	Private Households	97.2%	0.200
A	3	Educational Services	96.2%	0.000
A	4	Transit and Ground Passenger Transportation	95.1%	0.000
B	5	Food and Beverage Stores	94.9%	0.000
B	6	Sporting Goods, Hobby, Book, and Music Stores	93.0%	0.000
B	7	Postal Service	92.8%	0.000
B	8	Food Services and Drinking Places	92.7%	0.000
B	9	General Merchandise Stores	92.5%	0.000
B	10	Performing Arts, Spectator Sports, and Related Industries	91.5%	0.002
B	11	Religious, Grantmaking, Civic, Professional, and Similar Organizations	91.2%	0.000
B	12	Health and Personal Care Stores	91.2%	0.000
B	13	Amusement, Gambling, and Recreation Industries	90.6%	0.000
C	14	Gasoline Stations	90.0%	0.000
C	15	Truck Transportation	89.9%	0.000
C	16	Other Information Services	89.9%	0.000
C	17	Nursing and Residential Care Facilities	89.7%	0.000
C	18	Building Material and Garden Equipment and Supplies Dealers	88.7%	0.000
C	19	Clothing and Clothing Accessories Stores	88.1%	0.000
C	20	Public Administration	87.5%	0.000
C	21	Miscellaneous Store Retailers	87.3%	0.000
C	22	Museums, Historical Sites, and Similar Institutions	87.0%	0.000
C	23	Personal and Laundry Services	87.0%	0.000
C	24	Rental and Leasing Services	86.9%	0.000
C	25	Furniture and Related Product Manufacturing	86.6%	0.000
C	26	Animal Production	86.1%	0.000
C	27	Couriers and Messengers	86.0%	0.000
C	28	Hospitals	86.0%	0.000

Table A3.4 Black-White Wage Gap, 2012: Industry Rankings

Grade	Rank	Name	Blacks' Wages as a Percentage of Whites' Wages	p-Value
C	29	Motion Picture and Sound Recording Industries	85.9%	0.000
C	30	Transportation Equipment Manufacturing	85.7%	0.000
C	31	Warehousing and Storage	85.6%	0.000
C	32	Food Manufacturing	85.5%	0.000
C	33	Accommodation	85.4%	0.000
C	34	Scenic and Sightseeing Transportation	85.3%	0.105
D	35	Ambulatory Health Care Services	84.0%	0.000
D	36	Professional, Scientific, and Technical Services	84.0%	0.000
D	37	Repair and Maintenance	83.5%	0.000
D	38	Telecommunications	83.4%	0.000
D	39	Primary Metal Manufacturing	83.0%	0.000
D	40	Furniture and Home Furnishings Stores	83.0%	0.000
D	41	Insurance Carriers and Related Activities	82.9%	0.000
D	42	Utilities	82.7%	0.000
D	43	Printing and Related Support Activities	82.6%	0.000
D	44	Textile Mills	82.5%	0.000
D	45	Nonmetallic Mineral Product Manufacturing	82.5%	0.000
D	46	Motor Vehicle and Parts Dealers	82.4%	0.000
D	47	Paper Manufacturing	82.3%	0.000
D	48	Broadcasting (except Internet)	82.3%	0.000
D	49	Credit Intermediation and Related Activities	82.1%	0.000
D	50	Publishing Industries (except Internet)	82.1%	0.000
D	51	Electronics and Appliance Stores	82.0%	0.000
D	52	Plastics and Rubber Products Manufacturing	82.0%	0.000
D	53	Rail Transportation	81.9%	0.000
D	54	Textile Product Mills	81.8%	0.000
D	55	Electrical Equipment, Appliance, and Component Manufacturing	81.8%	0.000
D	56	Beverage and Tobacco Product Manufacturing	81.8%	0.000
D	57	Administrative and Support Services	81.8%	0.000
D	58	Wood Product Manufacturing	81.7%	0.000

Table A3.4 Black-White Wage Gap, 2012: Industry Rankings

Grade	Rank	Name	Blacks' Wages	p-Value
			as a Percentage of Whites' Wages	
D	59	Mining (except Oil and Gas)	81.7%	0.000
D	60	Chemical Manufacturing	81.6%	0.000
D	61	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	81.4%	0.000
D	62	Nonstore Retailers	81.4%	0.000
D	63	Apparel Manufacturing	80.9%	0.000
D	64	Miscellaneous Manufacturing	80.7%	0.000
D	65	Waste Management and Remediation Services	80.7%	0.000
D	66	Construction of Buildings	80.7%	0.000
D	66	Specialty Trade Contractors	80.7%	0.000
D	66	Heavy and Civil Engineering Construction	80.7%	0.000
D	69	Forestry and Logging	80.4%	0.000
F	70	Machinery Manufacturing	79.9%	0.000
F	71	Merchant Wholesalers, Nondurable Goods	79.8%	0.000
F	72	Internet Service Providers, Web Search Portals, and Data Processing Services	79.7%	0.000
F	73	Fabricated Metal Product Manufacturing	79.4%	0.000
F	74	Real Estate	79.4%	0.000
F	75	Funds, Trusts, and Other Financial Vehicles	79.4%	0.000
F	75	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	79.4%	0.000
F	75	Monetary Authorities - Central Bank	79.4%	0.000
F	78	Computer and Electronic Product Manufacturing	79.1%	0.000
F	79	Wholesale Electronic Markets and Agents and Brokers	78.8%	0.002
F	80	Water Transportation	78.5%	0.000
F	81	Petroleum and Coal Products Manufacturing	78.5%	0.000
F	82	Leather and Allied Product Manufacturing	78.4%	0.002
F	83	Support Activities for Transportation	77.8%	0.000
F	84	Merchant Wholesalers, Durable Goods	77.5%	0.000
F	85	Crop Production	77.4%	0.000

Table A3.4 Black-White Wage Gap, 2012: Industry Rankings

Grade	Rank	Name	Blacks' Wages as a Percentage of Whites' Wages	p-Value
F	86	Management of Companies and Enterprises	77.4%	0.000
F	87	Oil and Gas Extraction	76.7%	0.000
F	88	Air Transportation	75.0%	0.000
Z	89	Pipeline Transportation	75.0%	0.012
Z	90	Support Activities for Agriculture and Forestry	73.5%	0.000
Z	91	Support Activities for Mining	73.3%	0.000
Z	92	Fishing, Hunting and Trapping	71.2%	0.040

Table A3.5 Correlations with Industry Level % of Federal Contractor Establishment, Total Employment Size, Mean Hourly Wage.

Industry Contextual Variables	Overall GPA	Overall Representation	Management Representation	Wage Gap	Segregation*
% of Federal Contractor Establishments	0.12	0.09	0.05	-0.09	-0.12
Mean Hourly Wage	-0.17	-0.23	-0.22	-0.52	-0.33
Total Employment Size	0.19	0.11	0.02	0.20	-0.11

* Positive numbers mean higher segregation