

2. Executive Summary

1) Across Group Comparison

- For each demographic group, industry final grades are calculated from the average of the grades for overall representation, managerial representation, segregation, and wage gaps. In general, industries with high grades on one dimension had high grades on the others. However, the reliability of the overall grade, based on the four components of employment opportunity varies across demographic groups. The Cronbach's alpha measure of scale reliability is 0.73 for female and Hispanic, 0.62 for African American and Asian, and 0.38 for Native American disparity dimensions. The alphas in the three latter demographic groups are not high scale reliability scores, suggesting that the overall grade may obscure significant variation across the four indicators.
- In general industries with more federal contractors and so more OFCCP oversight have *better* average overall employment opportunities for African Americans, Hispanics, and Native Americans but *worse* for Women and Asians.
- For all demographic groups except for Asians, high wage industries tend to have worse employment records. High wage industries hire more men and generate high gender pay gaps. Larger African American-White wage gaps and higher segregation of African Americans from whites are also found in high wage industries. For Hispanics, this is true for all four dimensions of employment disparity. High wage industries tend to have marginally worse management representation for Native Americans but less segregation. Exceptionally, Asians have better employment records in high wage industries.
- The number of industries that receive failing overall grades (F and Z) varies across demographic groups. Gender employment disparity is more widespread than disparities for racial/ethnic groups. 24 industries received failing grades for female employment disparity, 4 industries for African American, zero for Hispanic, 2 for Native American, and only one for Asian disparity.
- In many cases, industries that receives low overall grade for one demographic group tends to receive low grade for another demographic group. 37 industries (40.2%) receive low overall grade (D-Z) for multiple demographic groups. Although no industry received a low grade for all demographic groups, 4.4% of industries receive low grade for four demographic groups. Table 2.1 ranks all industries in terms of their overall grade for each industries and times of low grade received.

Table 2.1 Industries with Low Overall Grades (D-Z) for Multiple Demographic Groups

Name	Low (D-Z) Grades Received	Overall Grade				
		Female	African American	Hispanic	Asian	Native American
Paper Manufacturing	4	F	D+	D	D+	C
Textile Mills	4	D	D	D	D+	C-

Name	Low (D-Z) Grades Received	Overall Grade				
		Female	African American	Hispanic	Asian	Native American
Wood Product Manufacturing	4	F	D	D	D	C+
Motor Vehicle and Parts Dealers	4	Z	D+	C	D+	D+
Forestry and Logging	3	D	D	D+	C	B
Heavy and Civil Engineering Construction	3	Z	D	C-	D	B
Mining (except Oil and Gas)	3	Z	D+	C	D+	B
Electrical Equipment, Appliance, and Component Manufacturing	3	D+	D+	D+	C	C
Merchant Wholesalers, Durable Goods	3	D	D	D+	C-	C
Fabricated Metal Product Manufacturing	3	F	D	D+	C-	C
Nonmetallic Mineral Product Manufacturing	3	Z	D+	C	D	C
Construction of Buildings	3	F	D	C-	D	C
Merchant Wholesalers, Nondurable Goods	3	D	C-	D+	D	C
Pipeline Transportation	3	Z	D+	C	D	C+
Specialty Trade Contractors	3	F	D+	C-	D	C+
Support Activities for Agriculture and Forestry	3	C	F	C	D	D
Apparel Manufacturing	3	C+	D	D+	C+	D+
Crop Production	3	C-	F	C	D	D+
Fishing, Hunting and Trapping	3	F	D	C-	C	F
Securities, Commodity Contracts, and Other Financial Investments and Related Activities	2	D+	D+	C	A-	B
Support Activities for Mining	2	Z	D	C	C+	B-
Building Material and Garden Equipment and Supplies Dealers	2	D+	B-	B-	D	B-
Monetary Authorities - Central Bank	2	D+	D+	C	B-	C
Oil and Gas Extraction	2	Z	D+	C	C	C
Plastics and Rubber Products Manufacturing	2	D	D	C	C-	C
Primary Metal Manufacturing	2	Z	C	C	D	C
Personal and Laundry Services	2	D	B-	C+	D	C
Printing and Related Support Activities	2	C-	D+	C-	D+	C
Furniture and Related Product Manufacturing	2	C	D	C+	D+	C
Waste Management and Remediation Services	2	Z	C	C	D	C-
Computer and Electronic Product Manufacturing	2	D+	D+	C-	A-	C+
Machinery Manufacturing	2	D	D	C-	C	C+
Water Transportation	2	Z	F	C+	C-	C+

Name	Low (D-Z) Grades Received	Overall Grade				
		Female	African American	Hispanic	Asian	Native American
Truck Transportation	2	F	C+	C	D+	C+
Rail Transportation	2	Z	C+	C	D+	C+
Textile Product Mills	2	C-	F	C+	C-	D+
Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	2	D	C	C+	C	F
Transportation Equipment Manufacturing	1	D+	B-	C	B-	B
Gasoline Stations	1	D	C+	C	C	B
Petroleum and Coal Products Manufacturing	1	Z	C-	C-	C-	B
Air Transportation	1	F	C	C+	B	B-
Private Households	1	C	A	C-	F	B-
Rental and Leasing Services	1	D	B-	C	C	B+
Postal Service	1	B-	B-	D+	B	C
Couriers and Messengers	1	D+	B+	C+	B-	C
Warehousing and Storage	1	D+	C	C+	C	C
Animal Production	1	C-	D+	C+	C	C
Beverage and Tobacco Product Manufacturing	1	F	B-	C	C-	C
Real Estate	1	C-	C-	D+	C-	C
Miscellaneous Manufacturing	1	C	D+	C-	C+	C
Nursing and Residential Care Facilities	1	A	C	D	C	C-
Professional, Scientific, and Technical Services	1	D+	C-	C	A	C+
Repair and Maintenance	1	Z	C	B-	C	C+
Leather and Allied Product Manufacturing	1	B-	D+	C-	C	C+
Support Activities for Transportation	1	F	C	C+	C	C+
Utilities	1	F	C	C	C+	C+
Electronics and Appliance Stores	1	D+	C	C+	C+	C+
Amusement, Gambling, and Recreation Industries	0	B-	B-	C	B	B
General Merchandise Stores	0	B-	B+	B	C	B
Scenic and Sightseeing Transportation	0	B-	C	C+	C	B
Other Information Services	0	C	C	C	A	B-
Management of Companies and Enterprises	0	C	C	C	B	B-
Chemical Manufacturing	0	C	C	C-	B	B-
Insurance Carriers and Related Activities	0	C+	C+	C+	B-	B-
Hospitals	0	B+	C	C	B+	B-
Internet Service Providers, Web Search Portals, and Data Processing Services	0	C	C-	C	B+	B-

Name	Low (D-Z) Grades Received	Overall Grade				
		Female	African American	Hispanic	Asian	Native American
Educational Services	0	B-	C	C	C+	B-
Wholesale Electronic Markets and Agents and Brokers	0	B	C+	C	B	B+
Accommodation	0	B-	C+	B-	B	C
Nonstore Retailers	0	C	C-	C	B	C
Telecommunications	0	C-	B	C+	B	C
Ambulatory Health Care Services	0	C+	C	C	B-	C
Health and Personal Care Stores	0	B-	C+	B-	B+	C
Credit Intermediation and Related Activities	0	C	C+	C	B+	C
Broadcasting (except Internet)	0	C-	B	B-	C	C
Public Administration	0	C	C+	C+	C	C
Food and Beverage Stores	0	C	B-	B	C-	C
Transit and Ground Passenger Transportation	0	C+	A-	C	C-	C
Museums, Historical Sites, and Similar Institutions	0	B	C-	C	C+	C
Administrative and Support Services	0	C	B-	C+	C+	C
Furniture and Home Furnishings Stores	0	C-	C+	C+	C	C-
Performing Arts, Spectator Sports, and Related Industries	0	C-	B-	C-	C-	C-
Food Manufacturing	0	C-	C-	C+	C-	C-
Publishing Industries (except Internet)	0	C+	C-	C	A-	C+
Clothing and Clothing Accessories Stores	0	B+	B	B	B	C+
Motion Picture and Sound Recording Industries	0	B-	C+	C	B	C+
Miscellaneous Store Retailers	0	C	C+	C	B	C+
Funds, Trusts, and Other Financial Vehicles	0	C	C-	C+	B	C+
Sporting Goods, Hobby, Book, and Music Stores	0	C	C+	B-	B-	C+
Religious, Grantmaking, Civic, Professional, and Similar Organizations	0	B	B-	C	C	C+
Food Services and Drinking Places	0	C	B-	B	C-	C+
Social Assistance	0	B	B+	C+	C-	C+

1) Female Employment Disparities Summary

- Fully 26.1% of industries receive failing grades in terms of women's employment opportunities. If the EEOC were to contemplate targeting industries for systemic bias across all dimensions these would be reasonable candidates to investigate.
- Industries with failing grades in terms of women's employment opportunities are:
 - Air Transportation
 - Beverage and Tobacco Product Manufacturing
 - Construction of Buildings
 - Fabricated Metal Product Manufacturing
 - Fishing, Hunting and Trapping
 - Heavy and Civil Engineering Construction
 - Mining (except Oil and Gas)
 - Motor Vehicle and Parts Dealers
 - Nonmetallic Mineral Product Manufacturing
 - Oil and Gas Extraction
 - Paper Manufacturing
 - Petroleum and Coal Products Manufacturing
 - Pipeline Transportation
 - Primary Metal Manufacturing
 - Rail Transportation
 - Repair and Maintenance
 - Specialty Trade Contractors
 - Support Activities for Mining
 - Support Activities for Transportation
 - Truck Transportation
 - Utilities
 - Waste Management and Remediation Services
 - Water Transportation
 - Wood Product Manufacturing

- 47.8% of industries receive overall failing (F or Z) or near failing (D) grades. In these industries mean wage gaps tend to be over 20%, mean segregation above 0.35, mean managerial representation below -17%, and mean overall employment representation below -6%. The very worst industries in terms of women's employment opportunities tend to be clustered in mining, transportation, and construction sectors of the economy.
- Only one industry, *Nursing and Residential Care Facilities*, can be singled out as having outstanding equal employment opportunities for women. This industry has high female overall representation and representations in managerial jobs as well as low occupational segregation and low gender wage gaps.
- In general high wage industries tend to have *worse* employment records for women and better outcomes for men. High wage industries hire more men and generate high pay gaps.
- In general industries with more federal contractors and so more OFCCP oversight have *worse* average overall employment opportunities for women. Federal oversight is most strongly associated with the employment of fewer women overall and fewer women in management than are available.

2) African American Employment Disparities Summary

- 4.4% of industries receive failing grades in terms of Blacks' employment opportunities.¹ If the EEOC were to contemplate targeting industries for systemic disparity across all dimensions these would be reasonable candidates to investigate.
- Industries with failing grades in terms of Blacks' employment opportunities are:
 - Crop Production
 - Support Activities for Agriculture and Forestry
 - Textile Product Mills
 - Water Transportation
- 34.8% of industries receive overall failing (F) or near failing (D) grades. In these industries wage gaps tend to be over 20%, segregation above 0.32, managerial representation below -4%, and overall representation below -1%. The very worst industries in terms of Blacks' employment opportunities tend to be clustered in Manufacturing, Water Transportation, Agriculture and Forestry sectors of the economy.
- Only 2.2% of industries have relatively equal employment opportunities for Blacks. These industries have high Black overall representation and representations in managerial jobs as well low Black-White wage gaps. However, they tend to have relatively high occupational segregation and are relatively low wage industries.

¹ See Appendix for grade calculation method.

- Industries with outstanding grades in terms of Blacks' employment opportunities are:
 - Private Households
 - Transit and Ground Passenger Transportation
- In general high wage industries tend to have worse employment records for African Americans. This is particularly true for wage gaps and for segregation from whites.
- In general industries with more federal contractors and so more OFCCP oversight have slightly better than average overall employment opportunities for African Americans. This weak benefit of federal oversight is limited, however to employment. Segregation and wage gaps tend to be marginally *higher* in industries with high levels of federal contracting.
- Industries with more total employment tend to have larger wage gaps, but lower segregation and higher overall employment representation.

3) Hispanic Employment Disparities Summary

- No industry receives failing grades in terms of Hispanics' employment opportunities.² However, 13% of industries receive near failing (D) grades. If the EEOC were to contemplate targeting industries for systemic disparity across all dimensions these would be reasonable candidates to investigate.
- Industries with near failing grades in terms of Hispanics' employment opportunities are:
 - Apparel Manufacturing
 - Electrical Equipment, Appliance, and Component Manufacturing
 - Fabricated Metal Product Manufacturing
 - Forestry and Logging
 - Merchant Wholesalers, Durable Goods
 - Merchant Wholesalers, Nondurable Goods
 - Nursing and Residential Care Facilities
 - Paper Manufacturing
 - Postal Service
 - Real Estate
 - Textile Mills
 - Wood Product Manufacturing
- 13.0% of industries receive overall near failing (D) grades. In these industries, on average, wage gaps tend to be over 11.5%, segregation above 0.33, managerial representation below -3%, and overall representation below -2%. The very worst industries in terms of Hispanics' employment opportunities tend to be clustered in Manufacturing, Merchant Wholesalers, Postal Service, Real Estate and Forestry sectors of the economy.
- No industry has outstanding equal employment opportunities for Hispanics.

² See Appendix for grade calculation method.

- In general high wage industries tend to have worse employment records for Hispanics. This is true for all four dimensions of employment disparity.
- In general industries with more federal contractors and so more OFCCP oversight have slightly better than average overall employment opportunities for Hispanics. This weak benefit of federal oversight is limited, however to segregation. Both overall and management representation, and wage gaps tend to be marginally *higher* in industries with high levels of federal contracting.
- Industries with more total employment tend to have larger wage gaps, but lower segregation.

4) Asian Employment Disparities Summary

- Only one industry, Private Households, receives failing grades in terms of Asians' employment opportunities.³
- 24.0% of industries receive overall failing (F) or near failing (D) grades. In these industries wage gaps tend to be over 8.7%, segregation above 0.39, managerial representation below -2.6%, and overall representation below -1.2%. The very worst industries in terms of Asians' employment opportunities tend to be clustered in Manufacturing, Construction, Transportation, and Crop Production sectors of the economy.
- Only 5.4% of industries have relatively equal employment opportunities for Asians. These industries have high Asian overall representation and representations in managerial jobs as well low Asian-White wage gaps and low occupational segregation. They are relatively high wage industries.
- Industries with outstanding grades in terms of Asians' employment opportunities are:
 - Computer and Electronic Product Manufacturing
 - Other Information Services
 - Professional, Scientific, and Technical Services
 - Publishing Industries (except Internet)
 - Securities, Commodity Contracts, and Other Financial Investments and Related Activities
- In general high wage industries tend to have better employment records for Asians.
- In general industries with more federal contractors and so more OFCCP oversight have slightly worse than average overall employment opportunities for Asians. This weak negative effect of federal oversight is limited, however to employment and segregation. Asian-white wage gaps tend to be marginally lower in industries with high levels of federal contracting.
- Industries with more total employment tend to have larger wage gaps, but lower segregation and higher overall employment representation.

³ See Appendix for grade calculation method.

5) Native American Employment Disparities Summary

- 2.2% of industries receive failing grades in terms of Native Americans' employment opportunities.⁴ If the EEOC were to contemplate targeting industries for systemic bias across all dimensions these would be reasonable candidates to investigate.
- Industries with failing grades in terms of Native Americans' employment opportunities are:
 - Fishing, Hunting and Trapping
 - Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)
- 7.6% of industries receive overall failing (F) or near failing (D) grades. In these industries wage gaps tend to be over 12.2%, segregation above 0.50, managerial representation below -0.3%, and overall representation below -0.3%. Since Native Americans make up only 0.6% of the private sector EEOC reporting labor force, representation variations are small relatively to the baseline availability estimates. For this reason, segregation and wage gaps drive the overall negative grades of employment opportunities.
- No industry has relatively equal employment opportunities for Native Americans.
- In general, industries with more federal contractors and so more OFCCP oversight have slightly better than average overall and management representation and less wage gap for Native Americans. High wage industries tend to have marginally worse management representation for Native Americans but less segregation. Industries with more total employment tend to have smaller wage gaps and lower segregation.
- Industries with more total employment tend to have smaller wage gaps and lower segregation.

⁴ See Appendix for grade calculation method.