

5. Industry Grade Distributions

1) Female

Table 5.1 ranks all industries in terms of their overall grade on female employment opportunity. For each industry we also display their grades for the four dimensions of employment opportunity. In addition, we provide contextual information for each industry in terms of total number of employees and percentage of federal contractor establishment from EEO data and mean hourly wage (2011 constant dollar) from ACS data. In general, industries with high grades on one dimension had high grades on the others. The reliability of the overall grade, based on the four components of employment opportunity is 0.73.

In general, few industries receive high grades across all dimensions. Only 7 industries (7.6%) are consistently in the B range or better. These better performing industries are in a variety of sectors, although social service providers are particularly common.

Many more industries are struggling to provide employment opportunities for women commensurate with the supply of qualified women in their local labor market (overall and management representation) or among their employees (segregation and wage gaps).

In the C range, we see industries with a mix of high and low grades. These are probably the industries which could make the most progress if their managers committed themselves to actively managing for equal opportunity.

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 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.

Table 5.1 Industry Employment Opportunity Grades: All Women

Final Grade	Name	Overall Representation Grade	Management Representation Grade	Male-Female Segregation Grade	Male-Female Wage Gap Grade	Total Number of Employees	Mean Hourly Wage(\$)	% of Federal Contractor Establishments
A	Nursing and Residential Care Facilities	A	A	B	A	2,158,126	17.0	60.9
B+	Hospitals	B	A	A	C	5,017,446	29.0	41.5
B+	Clothing and Clothing Accessories Stores	A	A	B	C	390,865	16.1	48.0
B	Museums, Historical Sites, and Similar Institutions	B	B	A	C	62,848	19.1	10.8
B	Social Assistance	B	A	B	C	719,889	15.9	24.9
B	Religious, Grantmaking, Civic, Professional, and Similar Organizations	B	B	B	C	402,325	22.0	16.1
B	Wholesale Electronic Markets and Agents and Brokers	A	B	A	F	48,137	31.9	28.9
B-	Leather and Allied Product Manufacturing	A	C	C	C	20,200	31.3	35.0
B-	General Merchandise Stores	B	C	B	C	2,865,912	14.2	27.6
B-	Health and Personal Care Stores	A	C	B	D	105,739	23.0	68.9
B-	Accommodation	C	C	A	C	950,835	15.8	64.6
B-	Educational Services	C	B	B	C	419,932	23.5	24.2
B-	Amusement, Gambling, and Recreation Industries	C	C	A	C	618,884	16.3	46.3
B-	Scenic and Sightseeing Transportation	C	C	C	A	10,203	20.3	52.2
B-	Postal Service	A	F	B	B	734	25.6	42.9
B-	Motion Picture and Sound Recording Industries	C	D	A	B	86,442	28.2	17.4
C+	Apparel Manufacturing	A	C	D	C	69,483	18.3	35.1
C+	Transit and Ground Passenger Transportation	A	C	D	C	226,915	19.7	54.6
C+	Publishing Industries (except Internet)	C	D	A	C	494,007	29.6	49.8

Table 5.1 Industry Employment Opportunity Grades: All Women

Final Grade	Name	Overall Representation Grade	Management Representation Grade	Male-Female Segregation Grade	Male-Female Wage Gap Grade	Total Number of Employees	Mean Hourly Wage(\$)	% of Federal Contractor Establishments
C+	Insurance Carriers and Related Activities	B	C	A	F	1,371,870	31.6	48.0
C+	Ambulatory Health Care Services	B	A	C	F	1,733,832	28.2	42.6
C	Administrative and Support Services	C	D	B	C	2,594,878	18.7	50.6
C	Private Households	A	A	Z	D	4,483	13.9	37.5
C	Food and Beverage Stores	C	D	B	C	2,068,077	14.3	61.0
C	Miscellaneous Store Retailers	B	D	B	D	235,539	17.9	36.7
C	Nonstore Retailers	C	C	B	D	148,557	22.8	31.2
C	Credit Intermediation and Related Activities	C	C	B	D	1,296,269	30.1	52.4
C	Food Services and Drinking Places	C	D	C	C	1,889,044	12.2	60.9
C	Chemical Manufacturing	C	D	B	D	802,157	33.5	51.9
C	Sporting Goods, Hobby, Book, and Music Stores	D	D	B	C	157,579	15.7	29.3
C	Furniture and Related Product Manufacturing	B	F	B	D	183,192	18.9	38.5
C	Other Information Services	D	D	A	D	173,403	23.8	37.7
C	Public Administration	C	D	B	D	33,845	28.1	32.3
C	Support Activities for Agriculture and Forestry	B	D	C	D	65,098	16.8	39.7
C	Miscellaneous Manufacturing	B	D	C	D	686,572	25.1	49.4
C	Internet Service Providers, Web Search Portals, and Data Processing Services	C	D	B	D	107,187	31.7	64.4
C	Funds, Trusts, and Other Financial Vehicles	D	C	A	F	48,989	37.0	36.7
C	Management of Companies and Enterprises	C	C	B	F	547,831	48.0	64.1
C-	Real Estate	C	C	F	C	232,445	28.8	50.5

Table 5.1 Industry Employment Opportunity Grades: All Women

Final Grade	Name	Overall Representation Grade	Management Representation Grade	Male-Female Segregation Grade	Male-Female Wage Gap Grade	Total Number of Employees	Mean Hourly Wage(\$)	% of Federal Contractor Establishments
C-	Animal Production	B	F	C	D	65,885	17.4	49.8
C-	Furniture and Home Furnishings Stores	C	C	D	D	91,927	19.9	60.6
C-	Telecommunications	D	D	B	D	513,564	32.1	63.9
C-	Crop Production	B	F	C	D	137,932	15.6	33.5
C-	Textile Product Mills	B	F	C	D	77,955	17.6	47.4
C-	Food Manufacturing	B	F	C	D	1,181,641	19.0	51.7
C-	Broadcasting (except Internet)	D	D	C	C	307,367	29.8	76.0
C-	Printing and Related Support Activities	B	D	C	F	189,674	23.0	50.3
C-	Performing Arts, Spectator Sports, and Related Industries	D	D	B	D	209,224	29.4	53.4
D+	Warehousing and Storage	B	F	D	D	286,392	17.2	50.9
D+	Electronics and Appliance Stores	Z	D	B	C	151,591	24.8	5.6
D+	Couriers and Messengers	C	F	C	D	376,880	22.6	59.9
D+	Monetary Authorities - Central Bank	C	C	D	F	60,626	37.0	22.2
D+	Computer and Electronic Product Manufacturing	D	F	B	D	1,044,013	36.4	48.5
D+	Professional, Scientific, and Technical Services	D	D	B	F	3,306,410	37.5	42.2
D+	Electrical Equipment, Appliance, and Component Manufacturing	C	F	C	D	319,252	25.6	55.0
D+	Transportation Equipment Manufacturing	D	F	B	D	1,298,238	29.2	60.2
D+	Building Material and Garden Equipment and Supplies Dealers	D	F	B	D	676,756	18.1	49.2
D+	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	F	D	A	F	367,225	37.0	34.9
D	Gasoline Stations	C	D	F	D	66,606	13.6	18.4

Table 5.1 Industry Employment Opportunity Grades: All Women

Final Grade	Name	Overall Representation Grade	Management Representation Grade	Male-Female Segregation Grade	Male-Female Wage Gap Grade	Total Number of Employees	Mean Hourly Wage(\$)	% of Federal Contractor Establishments
D	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	C	D	F	D	2,134	28.1	41.7
D	Personal and Laundry Services	B	D	Z	D	216,178	15.4	49.9
D	Merchant Wholesalers, Nondurable Goods	C	D	F	D	693,417	25.1	50.6
D	Merchant Wholesalers, Durable Goods	D	D	D	D	674,872	27.3	46.7
D	Rental and Leasing Services	D	F	F	B	134,555	18.4	50.8
D	Forestry and Logging	D	D	Z	C	3,560	20.5	17.9
D	Plastics and Rubber Products Manufacturing	C	F	D	F	488,057	21.7	44.9
D	Textile Mills	C	F	D	F	64,729	18.9	38.9
D	Machinery Manufacturing	D	F	D	D	720,558	25.9	56.1
F	Fishing, Hunting and Trapping	B	F	Z	F	6,585	24.3	25.6
F	Paper Manufacturing	D	F	D	F	301,505	25.5	48.7
F	Fabricated Metal Product Manufacturing	D	F	F	D	702,165	22.6	46.8
F	Air Transportation	C	D	Z	Z	421,854	30.1	44.8
F	Wood Product Manufacturing	D	Z	F	D	166,370	18.9	47.9
F	Support Activities for Transportation	D	F	Z	D	253,990	24.3	53.5
F	Utilities	D	F	F	F	476,408	32.0	45.5
F	Beverage and Tobacco Product Manufacturing	F	F	Z	C	230,043	26.5	75.1
F	Construction of Buildings	D	F	Z	D	308,473	23.8	31.4
F	Truck Transportation	D	F	Z	D	581,376	20.6	48.5
F	Specialty Trade Contractors	D	F	Z	D	595,919	23.8	36.5
Z	Rail Transportation	D	Z	Z	D	178,212	28.4	72.4
Z	Pipeline Transportation	D	F	F	Z	26,074	33.8	64.4
Z	Oil and Gas Extraction	D	F	F	Z	126,188	37.5	42.8

Table 5.1 Industry Employment Opportunity Grades: All Women

Final Grade	Name	Overall Representation Grade	Management Representation Grade	Male-Female Segregation Grade	Male-Female Wage Gap Grade	Total Number of Employees	Mean Hourly Wage(\$)	% of Federal Contractor Establishments
Z	Primary Metal Manufacturing	F	Z	F	D	329,361	24.3	43.8
Z	Heavy and Civil Engineering Construction	D	Z	Z	D	366,875	23.8	41.2
Z	Nonmetallic Mineral Product Manufacturing	D	Z	Z	F	168,394	22.7	63.0
Z	Water Transportation	D	F	Z	Z	44,655	29.3	60.1
Z	Waste Management and Remediation Services	F	Z	Z	D	121,405	21.3	65.2
Z	Petroleum and Coal Products Manufacturing	F	F	F	Z	106,450	36.8	57.8
Z	Repair and Maintenance	F	F	Z	F	139,333	18.6	40.3
Z	Mining (except Oil and Gas)	D	Z	Z	F	138,065	26.1	69.2
Z	Motor Vehicle and Parts Dealers	Z	Z	Z	D	424,963	20.6	52.3
Z	Support Activities for Mining	F	Z	Z	Z	245,887	31.7	43.3

2) African American

Table 5.2 ranks all industries in terms of their overall grade on Black employment opportunity. For each industry we also display their grades for the four dimensions of employment opportunity. In addition, we provide contextual information for each industry in terms of total number of employees and percentage of federal contractor establishment from EEO data and mean hourly wage (2011 constant dollar) from ACS data. In general, industries with high grades on one dimension had high grades on the others. The reliability of the overall grade, based on the four components of employment opportunity is 0.62. This is not a high scale reliability score, suggesting that the overall grade may obscure significant variation across the four indicators.

Consistently, few industries receive high grades across all dimensions. Only 8 industries (8.7%) are consistently in the B range or better. These better performing industries are in a variety of sectors, although social and public service providers are particularly common. These tend to be low wage industries providing direct personal services to households or persons.

Many more industries are struggling to provide employment opportunities for Blacks commensurate with the supply of qualified Blacks in their local labor market (overall and management representation) or among their employees (segregation and wage gaps).

In the C range, we see industries with a mix of high and low grades. These are probably the industries which could make the most progress if their managers committed themselves to actively managing for equal opportunity.

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%. Since African Americans make up only 13.9% of the private sector EEOC reporting labor force, under employment by 1% (overall) and 4% (managerial) represent substantial underrepresentation.

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.

Table 5.2. Industry Employment Opportunity Grades, 2012: African Americans

Final Grade	Name	Overall Representation Grade	Management Representation Grade	Black-White Segregation Grade	Black-White Wage Gap Grade	Total Number of Employees	Mean Hourly Wage(\$)	% of Federal Contractor Establishments
A	Private Households	A	A	B	A	4,483	13.9	37.5
A-	Transit and Ground Passenger Transportation	A	A	C	A	226,915	19.7	54.6
B+	General Merchandise Stores	A	B	B	B	2,865,912	14.2	27.6
B+	Couriers and Messengers	A	A	B	C	376,880	22.6	59.9
B+	Social Assistance	A	B	C	A	719,889	15.9	24.9
B	Clothing and Clothing Accessories Stores	A	B	C	C	390,865	16.1	48.0
B	Telecommunications	A	B	B	D	513,564	32.1	63.9
B	Broadcasting (except Internet)	A	B	B	D	307,367	29.8	76.0
B-	Religious, Grantmaking, Civic, Professional, and Similar Organizations	B	C	C	B	402,325	22.0	16.1
B-	Building Material and Garden Equipment and Supplies Dealers	B	C	B	C	676,756	18.1	49.2
B-	Food Services and Drinking Places	B	C	C	B	1,889,044	12.2	60.9
B-	Postal Service	A	A	Z	B	734	25.6	42.9
B-	Food and Beverage Stores	B	C	C	B	2,068,077	14.3	61.0
B-	Beverage and Tobacco Product Manufacturing	A	C	B	D	230,043	26.5	75.1
B-	Performing Arts, Spectator Sports, and Related Industries	B	C	C	B	209,224	29.4	53.4
B-	Administrative and Support Services	A	B	C	D	2,594,878	18.7	50.6
B-	Transportation Equipment Manufacturing	B	C	B	C	1,298,238	29.2	60.2
B-	Personal and Laundry Services	A	B	D	C	216,178	15.4	49.9
B-	Amusement, Gambling, and Recreation Industries	C	C	B	B	618,884	16.3	46.3
B-	Rental and Leasing Services	A	C	C	C	134,555	18.4	50.8
C+	Public Administration	B	C	C	C	33,845	28.1	32.3
C+	Health and Personal Care Stores	B	C	D	B	105,739	23.0	68.9
C+	Insurance Carriers and Related Activities	B	C	B	D	1,371,870	31.6	48.0
C+	Truck Transportation	B	C	C	C	581,376	20.6	48.5
C+	Motion Picture and Sound	C	C	B	C	86,442	28.2	17.4

Table 5.2. Industry Employment Opportunity Grades, 2012: African Americans

Final Grade	Name	Overall Representation Grade	Management Representation Grade	Black-White Segregation Grade	Black-White Wage Gap Grade	Total Number of Employees	Mean Hourly Wage(\$)	% of Federal Contractor Establishments
	Recording Industries							
C+	Furniture and Home Furnishings Stores	A	C	C	D	91,927	19.9	60.6
C+	Gasoline Stations	C	C	B	C	66,606	13.6	18.4
C+	Rail Transportation	C	C	A	D	178,212	28.4	72.4
C+	Accommodation	B	C	C	C	950,835	15.8	64.6
C+	Miscellaneous Store Retailers	B	C	C	C	235,539	17.9	36.7
C+	Credit Intermediation and Related Activities	B	C	B	D	1,296,269	30.1	52.4
C+	Wholesale Electronic Markets and Agents and Brokers	A	D	A	F	48,137	31.9	28.9
C+	Sporting Goods, Hobby, Book, and Music Stores	C	D	B	B	157,579	15.7	29.3
C	Nursing and Residential Care Facilities	A	C	F	C	2,158,126	17.0	60.9
C	Warehousing and Storage	B	C	D	C	286,392	17.2	50.9
C	Electronics and Appliance Stores	B	C	C	D	151,591	24.8	5.6
C	Utilities	C	C	B	D	476,408	32.0	45.5
C	Educational Services	C	D	D	A	419,932	23.5	24.2
C	Management of Companies and Enterprises	B	C	B	F	547,831	48.0	64.1
C	Air Transportation	C	B	B	F	421,854	30.1	44.8
C	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	C	D	A	D	2,134	28.1	41.7
C	Ambulatory Health Care Services	B	C	D	D	1,733,832	28.2	42.6
C	Chemical Manufacturing	C	D	B	D	802,157	33.5	51.9
C	Other Information Services	D	D	B	C	173,403	23.8	37.7
C	Hospitals	C	D	C	C	5,017,446	29.0	41.5
C	Primary Metal Manufacturing	B	D	C	D	329,361	24.3	43.8
C	Support Activities for Transportation	B	C	C	F	253,990	24.3	53.5
C	Waste Management and Remediation Services	B	C	D	D	121,405	21.3	65.2
C	Repair and Maintenance	B	D	C	D	139,333	18.6	40.3
C	Scenic and Sightseeing Transportation	C	D	C	C	10,203	20.3	52.2

Table 5.2. Industry Employment Opportunity Grades, 2012: African Americans

Final Grade	Name	Overall Representation Grade	Management Representation Grade	Black-White Segregation Grade	Black-White Wage Gap Grade	Total Number of Employees	Mean Hourly Wage(\$)	% of Federal Contractor Establishments
C-	Food Manufacturing	B	C	Z	C	1,181,641	19.0	51.7
C-	Petroleum and Coal Products Manufacturing	C	D	B	F	106,450	36.8	57.8
C-	Museums, Historical Sites, and Similar Institutions	B	D	F	C	62,848	19.1	10.8
C-	Funds, Trusts, and Other Financial Vehicles	B	D	C	F	48,989	37.0	36.7
C-	Nonstore Retailers	C	D	C	D	148,557	22.8	31.2
C-	Real Estate	B	D	C	F	232,445	28.8	50.5
C-	Professional, Scientific, and Technical Services	C	D	C	D	3,306,410	37.5	42.2
C-	Merchant Wholesalers, Nondurable Goods	B	C	D	F	693,417	25.1	50.6
C-	Publishing Industries (except Internet)	D	D	B	D	494,007	29.6	49.8
C-	Internet Service Providers, Web Search Portals, and Data Processing Services	C	D	B	F	107,187	31.7	64.4
D+	Animal Production	B	D	Z	C	65,885	17.4	49.8
D+	Paper Manufacturing	C	D	D	D	301,505	25.5	48.7
D+	Computer and Electronic Product Manufacturing	C	D	C	F	1,044,013	36.4	48.5
D+	Nonmetallic Mineral Product Manufacturing	C	D	D	D	168,394	22.7	63.0
D+	Electrical Equipment, Appliance, and Component Manufacturing	C	D	D	D	319,252	25.6	55.0
D+	Miscellaneous Manufacturing	C	D	D	D	686,572	25.1	49.4
D+	Motor Vehicle and Parts Dealers	C	D	D	D	424,963	20.6	52.3
D+	Printing and Related Support Activities	C	D	D	D	189,674	23.0	50.3
D+	Monetary Authorities - Central Bank	C	D	C	F	60,626	37.0	22.2
D+	Leather and Allied Product Manufacturing	C	D	C	F	20,200	31.3	35.0
D+	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	D	D	B	F	367,225	37.0	34.9

Table 5.2. Industry Employment Opportunity Grades, 2012: African Americans

Final Grade	Name	Overall Representation Grade	Management Representation Grade	Black-White Segregation Grade	Black-White Wage Gap Grade	Total Number of Employees	Mean Hourly Wage(\$)	% of Federal Contractor Establishments
D+	Pipeline Transportation	C	D	B	Z	26,074	33.8	64.4
D+	Mining (except Oil and Gas)	C	D	D	D	138,065	26.1	69.2
D+	Oil and Gas Extraction	C	D	C	F	126,188	37.5	42.8
D+	Specialty Trade Contractors	C	D	D	D	595,919	23.8	36.5
D	Fishing, Hunting and Trapping	A	C	Z	Z	6,585	24.3	25.6
D	Plastics and Rubber Products Manufacturing	C	D	F	D	488,057	21.7	44.9
D	Merchant Wholesalers, Durable Goods	C	D	D	F	674,872	27.3	46.7
D	Machinery Manufacturing	C	D	D	F	720,558	25.9	56.1
D	Furniture and Related Product Manufacturing	D	F	D	C	183,192	18.9	38.5
D	Support Activities for Mining	C	D	C	Z	245,887	31.7	43.3
D	Heavy and Civil Engineering Construction	C	F	D	D	366,875	23.8	41.2
D	Construction of Buildings	C	D	F	D	308,473	23.8	31.4
D	Wood Product Manufacturing	C	D	Z	D	166,370	18.9	47.9
D	Textile Mills	D	F	D	D	64,729	18.9	38.9
D	Forestry and Logging	D	D	F	D	3,560	20.5	17.9
D	Fabricated Metal Product Manufacturing	C	D	F	F	702,165	22.6	46.8
D	Apparel Manufacturing	D	D	F	D	69,483	18.3	35.1
F	Textile Product Mills	F	F	D	D	77,955	17.6	47.4
F	Water Transportation	D	F	D	F	44,655	29.3	60.1
F	Support Activities for Agriculture and Forestry	C	D	Z	Z	65,098	16.8	39.7
F	Crop Production	D	D	Z	F	137,932	15.6	33.5

3) Hispanic

Table 5.3 ranks all industries in terms of their overall grade on Hispanic employment opportunity. For each industry we also display their grades for the four dimensions of employment opportunity. In addition, we provide contextual information for each industry in terms of total number of employees and percentage of federal contractor establishment from EEO data and mean hourly wage (2011 constant dollar) from ACS data. In general, industries with high grades on one dimension had high grades on the others. The reliability of the overall grade, based on the four components of employment opportunity is 0.73.

No industry receives high grades across all dimensions. Only 4 industries (4.4%) receive overall B range while no industry is in the A range. These better performing industries are in a variety of sectors, although service sectors are particularly common. These tend to be low wage industries, many relying on tips from customers as part of the pay package.

Many more industries are struggling to provide employment opportunities for Hispanics commensurate with the supply of qualified Hispanics in their local labor market (overall and management representation) or among their employees (segregation).

In the C range, we see industries with a mix of high and low grades. These are probably the industries which could make the most progress if their managers committed themselves to actively managing for equal opportunity.

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%.

While no industry receives failing grades, the relatively poor performing industries in terms of Hispanics' employment opportunities tend to be clustered in Manufacturing, Postal Service, Real Estate, and Forestry workplaces.

Table 5.3. Industry Employment Opportunity Grades, 2012: Hispanics

Final Grade	Name	Overall Representation Grade	Management Representation Grade	White-Hispanic Segregation Grade	White-Hispanic Wage Gap Grade	Total Number of Employees	Mean Hourly Wage(\$)	% of Federal Contractor Establishments
B	Food Services and Drinking Places	B	C	B	A	1,889,044	12.2	60.9
B	Clothing and Clothing Accessories Stores	A	B	C	B	390,865	16.1	48.0
B	General Merchandise Stores	C	C	B	A	2,865,912	14.2	27.6
B	Food and Beverage Stores	C	C	B	A	2,068,077	14.3	61.0
B-	Broadcasting (except Internet)	C	C	B	B	307,367	29.8	76.0
B-	Repair and Maintenance	B	C	C	B	139,333	18.6	40.3
B-	Health and Personal Care Stores	C	C	C	A	105,739	23.0	68.9
B-	Building Material and Garden Equipment and Supplies Dealers	C	C	B	B	676,756	18.1	49.2
B-	Accommodation	B	C	C	B	950,835	15.8	64.6
B-	Sporting Goods, Hobby, Book, and Music Stores	C	D	B	A	157,579	15.7	29.3
C	Transit and Ground Passenger Transportation	D	D	C	A	226,915	19.7	54.6
C	Gasoline Stations	D	D	B	B	66,606	13.6	18.4
C	Ambulatory Health Care Services	C	D	C	B	1,733,832	28.2	42.6
C	Amusement, Gambling, and Recreation Industries	D	D	B	B	618,884	16.3	46.3
C	Management of Companies and Enterprises	C	D	B	C	547,831	48.0	64.1
C	Pipeline Transportation	D	F	B	A	26,074	33.8	64.4
C	Credit Intermediation and Related Activities	C	D	B	C	1,296,269	30.1	52.4
C	Miscellaneous Store Retailers	C	D	C	B	235,539	17.9	36.7
C	Educational Services	C	D	D	A	419,932	23.5	24.2
C	Crop Production	A	A	Z	D	137,932	15.6	33.5
C	Support Activities for Agriculture and Forestry	A	A	Z	D	65,098	16.8	39.7
C	Nonstore Retailers	C	D	C	B	148,557	22.8	31.2

Table 5.3. Industry Employment Opportunity Grades, 2012: Hispanics

Final Grade	Name	Overall Representation Grade	Management Representation Grade	White-Hispanic Segregation Grade	White-Hispanic Wage Gap Grade	Total Number of Employees	Mean Hourly Wage(\$)	% of Federal Contractor Establishments
C	Rental and Leasing Services	C	D	C	B	134,555	18.4	50.8
C	Monetary Authorities - Central Bank	C	D	C	B	60,626	37.0	22.2
C	Religious, Grantmaking, Civic, Professional, and Similar Organizations	D	D	C	A	402,325	22.0	16.1
C	Motor Vehicle and Parts Dealers	C	D	C	B	424,963	20.6	52.3
C	Hospitals	C	D	B	C	5,017,446	29.0	41.5
C	Waste Management and Remediation Services	C	C	F	B	121,405	21.3	65.2
C	Plastics and Rubber Products Manufacturing	C	C	F	B	488,057	21.7	44.9
C	Transportation Equipment Manufacturing	D	D	B	C	1,298,238	29.2	60.2
C	Beverage and Tobacco Product Manufacturing	F	D	C	A	230,043	26.5	75.1
C	Truck Transportation	D	D	C	B	581,376	20.6	48.5
C	Mining (except Oil and Gas)	D	D	D	A	138,065	26.1	69.2
C	Primary Metal Manufacturing	C	C	D	C	329,361	24.3	43.8
C	Support Activities for Mining	D	D	B	C	245,887	31.7	43.3
C	Other Information Services	D	F	B	B	173,403	23.8	37.7
C	Internet Service Providers, Web Search Portals, and Data Processing Services	D	F	B	B	107,187	31.7	64.4
C	Professional, Scientific, and Technical Services	C	F	C	B	3,306,410	37.5	42.2
C	Nonmetallic Mineral Product Manufacturing	C	C	F	B	168,394	22.7	63.0
C	Wholesale Electronic Markets and Agents and Brokers	F	F	A	B	48,137	31.9	28.9
C	Utilities	D	D	B	C	476,408	32.0	45.5

Table 5.3. Industry Employment Opportunity Grades, 2012: Hispanics

Final Grade	Name	Overall Representation Grade	Management Representation Grade	White-Hispanic Segregation Grade	White-Hispanic Wage Gap Grade	Total Number of Employees	Mean Hourly Wage(\$)	% of Federal Contractor Establishments
C	Oil and Gas Extraction	D	F	B	B	126,188	37.5	42.8
C	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	D	F	B	B	367,225	37.0	34.9
C	Publishing Industries (except Internet)	D	F	B	B	494,007	29.6	49.8
C	Museums, Historical Sites, and Similar Institutions	D	F	C	A	62,848	19.1	10.8
C	Rail Transportation	F	D	B	B	178,212	28.4	72.4
C	Motion Picture and Sound Recording Industries	D	D	B	C	86,442	28.2	17.4
C-	Leather and Allied Product Manufacturing	B	C	D	F	20,200	31.3	35.0
C-	Fishing, Hunting and Trapping	B	B	Z	D	6,585	24.3	25.6
C-	Specialty Trade Contractors	C	D	D	C	595,919	23.8	36.5
C-	Miscellaneous Manufacturing	C	D	D	C	686,572	25.1	49.4
C-	Private Households	F	D	C	B	4,483	13.9	37.5
C-	Petroleum and Coal Products Manufacturing	F	F	B	B	106,450	36.8	57.8
C-	Printing and Related Support Activities	C	D	D	C	189,674	23.0	50.3
C-	Chemical Manufacturing	D	D	C	C	802,157	33.5	51.9
C-	Heavy and Civil Engineering Construction	C	D	D	C	366,875	23.8	41.2
C-	Computer and Electronic Product Manufacturing	D	F	B	C	1,044,013	36.4	48.5
C-	Construction of Buildings	C	D	D	C	308,473	23.8	31.4
C-	Machinery Manufacturing	D	D	C	C	720,558	25.9	56.1
C-	Performing Arts, Spectator Sports, and Related Industries	D	D	C	C	209,224	29.4	53.4
C+	Furniture and Home Furnishings	C	C	C	B	91,927	19.9	60.6

Table 5.3. Industry Employment Opportunity Grades, 2012: Hispanics

Final Grade	Name	Overall Representation Grade	Management Representation Grade	White-Hispanic Segregation Grade	White-Hispanic Wage Gap Grade	Total Number of Employees	Mean Hourly Wage(\$)	% of Federal Contractor Establishments
	Stores							
C+	Public Administration	C	D	C	A	33,845	28.1	32.3
C+	Textile Product Mills	B	C	F	A	77,955	17.6	47.4
C+	Social Assistance	C	C	D	A	719,889	15.9	24.9
C+	Administrative and Support Services	C	B	C	C	2,594,878	18.7	50.6
C+	Electronics and Appliance Stores	C	D	B	B	151,591	24.8	5.6
C+	Couriers and Messengers	F	C	B	A	376,880	22.6	59.9
C+	Personal and Laundry Services	B	B	F	B	216,178	15.4	49.9
C+	Telecommunications	C	D	B	B	513,564	32.1	63.9
C+	Scenic and Sightseeing Transportation	C	D	C	A	10,203	20.3	52.2
C+	Support Activities for Transportation	C	C	C	B	253,990	24.3	53.5
C+	Warehousing and Storage	B	C	D	B	286,392	17.2	50.9
C+	Food Manufacturing	A	B	Z	B	1,181,641	19.0	51.7
C+	Animal Production	A	B	Z	B	65,885	17.4	49.8
C+	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	C	F	A	B	2,134	28.1	41.7
C+	Furniture and Related Product Manufacturing	A	C	D	C	183,192	18.9	38.5
C+	Water Transportation	C	C	B	C	44,655	29.3	60.1
C+	Air Transportation	D	D	A	B	421,854	30.1	44.8
C+	Funds, Trusts, and Other Financial Vehicles	C	D	B	B	48,989	37.0	36.7
C+	Insurance Carriers and Related Activities	C	D	B	B	1,371,870	31.6	48.0
D	Wood Product Manufacturing	C	D	F	D	166,370	18.9	47.9
D	Nursing and Residential Care Facilities	D	D	Z	B	2,158,126	17.0	60.9

Table 5.3. Industry Employment Opportunity Grades, 2012: Hispanics

Final Grade	Name	Overall Representation Grade	Management Representation Grade	White-Hispanic Segregation Grade	White-Hispanic Wage Gap Grade	Total Number of Employees	Mean Hourly Wage(\$)	% of Federal Contractor Establishments
D	Paper Manufacturing	D	D	F	C	301,505	25.5	48.7
D	Textile Mills	D	D	Z	C	64,729	18.9	38.9
D+	Apparel Manufacturing	A	C	Z	F	69,483	18.3	35.1
D+	Fabricated Metal Product Manufacturing	C	D	F	C	702,165	22.6	46.8
D+	Electrical Equipment, Appliance, and Component Manufacturing	C	D	D	D	319,252	25.6	55.0
D+	Merchant Wholesalers, Nondurable Goods	D	D	D	C	693,417	25.1	50.6
D+	Forestry and Logging	F	F	D	A	3,560	20.5	17.9
D+	Postal Service	F	D	F	A	734	25.6	42.9
D+	Real Estate	D	F	C	C	232,445	28.8	50.5
D+	Merchant Wholesalers, Durable Goods	D	D	D	C	674,872	27.3	46.7

4) Asian

Table 5.4 ranks all industries in terms of their overall grade on Asian employment opportunity. For each industry we also display their grades for the four dimensions of employment opportunity. In addition, we provide contextual information for each industry in terms of total number of employees and percentage of federal contractor establishment from EEO data and mean hourly wage (2011 constant dollar) from ACS data. In general, industries with high grades on one dimension had high grades on the others. The reliability of the overall grade, based on the four components of employment opportunity is 0.62. This is not a high scale reliability score, suggesting that the overall grade may obscure significant variation across the four indicators.

Consistently, relatively large number of industries receives high grades across all dimensions. 22 industries (24.0%) are consistently in the B range or better. These better performing industries are in a variety of sectors, although Computer and Information Technology industries such as Information Services, Professional, Scientific, and Technical Services, and Computer and Electronic Product Manufacturing are particularly common. These tend to be very high wage industries.

In the C range, we see industries with a mix of high and low grades. These are probably the industries which could make the most progress if their managers committed themselves to actively managing for equal opportunity.

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%. Since Asians make up only 5.5% of the private sector EEOC reporting labor force, under employment by 1.2% (overall) and 2.6% (managerial) represent substantial underrepresentation.

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.

Table 5.4. Industry Employment Opportunity Grades, 2012: Asians

Final Grade	Name	Overall Representation Grade	Management Representation Grade	Asian-White Segregation Grade	Asian-White Wage Gap Grade	Total Number of Employees	Mean Hourly Wage(\$)	% of Federal Contractor Establishments
A	Other Information Services	A	A	A	A	173,403	23.8	37.7
A	Professional, Scientific, and Technical Services	A	A	B	A	3,306,410	37.5	42.2
A-	Publishing Industries (except Internet)	A	B	B	A	494,007	29.6	49.8
A-	Computer and Electronic Product Manufacturing	A	A	B	B	1,044,013	36.4	48.5
A-	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	A	B	A	B	367,225	37.0	34.9
B+	Internet Service Providers, Web Search Portals, and Data Processing Services	A	C	B	A	107,187	31.7	64.4
B+	Credit Intermediation and Related Activities	B	B	B	A	1,296,269	30.1	52.4
B+	Health and Personal Care Stores	A	B	C	A	105,739	23.0	68.9
B+	Hospitals	B	C	A	A	5,017,446	29.0	41.5
B	Postal Service	B	B	C	A	734	25.6	42.9
B	Telecommunications	B	C	B	A	513,564	32.1	63.9
B	Management of Companies and Enterprises	B	C	B	A	547,831	48.0	64.1
B	Chemical Manufacturing	B	A	C	B	802,157	33.5	51.9
B	Wholesale Electronic Markets and Agents and Brokers	C	C	A	A	48,137	31.9	28.9
B	Miscellaneous Store Retailers	A	B	C	B	235,539	17.9	36.7
B	Amusement, Gambling, and Recreation Industries	B	D	B	A	618,884	16.3	46.3
B	Nonstore Retailers	B	C	C	A	148,557	22.8	31.2
B	Motion Picture and Sound Recording Industries	C	C	B	A	86,442	28.2	17.4
B	Clothing and Clothing Accessories Stores	B	D	B	A	390,865	16.1	48.0
B	Funds, Trusts, and Other Financial Vehicles	B	C	B	B	48,989	37.0	36.7
B	Accommodation	A	C	C	B	950,835	15.8	64.6
B	Air Transportation	B	C	A	C	421,854	30.1	44.8
B-	Ambulatory Health Care Services	C	C	C	A	1,733,832	28.2	42.6

Table 5.4. Industry Employment Opportunity Grades, 2012: Asians

Final Grade	Name	Overall Representation Grade	Management Representation Grade	Asian-White Segregation Grade	Asian-White Wage Gap Grade	Total Number of Employees	Mean Hourly Wage(\$)	% of Federal Contractor Establishments
B-	Transportation Equipment Manufacturing	C	C	C	A	1,298,238	29.2	60.2
B-	Sporting Goods, Hobby, Book, and Music Stores	C	D	B	A	157,579	15.7	29.3
B-	Insurance Carriers and Related Activities	C	D	B	A	1,371,870	31.6	48.0
B-	Couriers and Messengers	C	D	B	A	376,880	22.6	59.9
B-	Monetary Authorities - Central Bank	B	C	C	B	60,626	37.0	22.2
C+	Electronics and Appliance Stores	C	C	C	B	151,591	24.8	5.6
C+	Administrative and Support Services	C	D	C	A	2,594,878	18.7	50.6
C+	Apparel Manufacturing	A	A	F	D	69,483	18.3	35.1
C+	Support Activities for Mining	C	D	C	A	245,887	31.7	43.3
C+	Museums, Historical Sites, and Similar Institutions	C	D	C	A	62,848	19.1	10.8
C+	Miscellaneous Manufacturing	A	C	D	C	686,572	25.1	49.4
C+	Utilities	C	D	C	A	476,408	32.0	45.5
C+	Educational Services	D	D	B	A	419,932	23.5	24.2
C	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	C	C	F	A	2,134	28.1	41.7
C	Nursing and Residential Care Facilities	C	C	F	A	2,158,126	17.0	60.9
C	Public Administration	C	D	C	B	33,845	28.1	32.3
C	Support Activities for Transportation	B	D	C	C	253,990	24.3	53.5
C	Warehousing and Storage	B	D	F	A	286,392	17.2	50.9
C	Electrical Equipment, Appliance, and Component Manufacturing	B	C	D	C	319,252	25.6	55.0
C	Machinery Manufacturing	C	C	D	B	720,558	25.9	56.1
C	General Merchandise Stores	C	D	C	B	2,865,912	14.2	27.6
C	Repair and Maintenance	C	D	C	B	139,333	18.6	40.3
C	Scenic and Sightseeing Transportation	D	B	B	D	10,203	20.3	52.2
C	Furniture and Home Furnishings Stores	C	D	C	B	91,927	19.9	60.6

Table 5.4. Industry Employment Opportunity Grades, 2012: Asians

Final Grade	Name	Overall Representation Grade	Management Representation Grade	Asian-White Segregation Grade	Asian-White Wage Gap Grade	Total Number of Employees	Mean Hourly Wage(\$)	% of Federal Contractor Establishments
C	Gasoline Stations	D	D	B	B	66,606	13.6	18.4
C	Animal Production	B	D	Z	A	65,885	17.4	49.8
C	Fishing, Hunting and Trapping	A	B	F	F	6,585	24.3	25.6
C	Leather and Allied Product Manufacturing	C	D	D	B	20,200	31.3	35.0
C	Rental and Leasing Services	C	D	F	A	134,555	18.4	50.8
C	Oil and Gas Extraction	C	D	B	D	126,188	37.5	42.8
C	Forestry and Logging	D	F	B	B	3,560	20.5	17.9
C	Broadcasting (except Internet)	D	D	C	B	307,367	29.8	76.0
C	Religious, Grantmaking, Civic, Professional, and Similar Organizations	D	D	C	B	402,325	22.0	16.1
C-	Textile Product Mills	C	D	Z	A	77,955	17.6	47.4
C-	Food Manufacturing	B	D	Z	B	1,181,641	19.0	51.7
C-	Merchant Wholesalers, Durable Goods	C	D	D	C	674,872	27.3	46.7
C-	Plastics and Rubber Products Manufacturing	B	D	Z	B	488,057	21.7	44.9
C-	Fabricated Metal Product Manufacturing	C	D	F	B	702,165	22.6	46.8
C-	Real Estate	C	D	D	C	232,445	28.8	50.5
C-	Food Services and Drinking Places	D	F	C	B	1,889,044	12.2	60.9
C-	Performing Arts, Spectator Sports, and Related Industries	D	F	C	B	209,224	29.4	53.4
C-	Social Assistance	D	F	D	A	719,889	15.9	24.9
C-	Water Transportation	C	F	C	C	44,655	29.3	60.1
C-	Food and Beverage Stores	D	D	D	B	2,068,077	14.3	61.0
C-	Beverage and Tobacco Product Manufacturing	D	F	D	A	230,043	26.5	75.1
C-	Transit and Ground Passenger Transportation	D	F	D	A	226,915	19.7	54.6
C-	Petroleum and Coal Products Manufacturing	D	F	C	B	106,450	36.8	57.8
D+	Textile Mills	C	D	Z	B	64,729	18.9	38.9
D+	Motor Vehicle and Parts Dealers	D	F	F	A	424,963	20.6	52.3
D+	Mining (except Oil and Gas)	D	D	Z	A	138,065	26.1	69.2

Table 5.4. Industry Employment Opportunity Grades, 2012: Asians

Final Grade	Name	Overall Representation Grade	Management Representation Grade	Asian-White Segregation Grade	Asian-White Wage Gap Grade	Total Number of Employees	Mean Hourly Wage(\$)	% of Federal Contractor Establishments
D+	Printing and Related Support Activities	C	F	D	C	189,674	23.0	50.3
D+	Truck Transportation	D	F	D	B	581,376	20.6	48.5
D+	Rail Transportation	D	F	D	B	178,212	28.4	72.4
D+	Paper Manufacturing	C	D	Z	B	301,505	25.5	48.7
D+	Furniture and Related Product Manufacturing	C	F	F	B	183,192	18.9	38.5
D	Primary Metal Manufacturing	D	D	Z	B	329,361	24.3	43.8
D	Construction of Buildings	D	F	F	B	308,473	23.8	31.4
D	Specialty Trade Contractors	D	F	F	B	595,919	23.8	36.5
D	Merchant Wholesalers, Nondurable Goods	D	F	D	C	693,417	25.1	50.6
D	Waste Management and Remediation Services	D	F	Z	A	121,405	21.3	65.2
D	Building Material and Garden Equipment and Supplies Dealers	F	F	C	C	676,756	18.1	49.2
D	Pipeline Transportation	C	D	D	Z	26,074	33.8	64.4
D	Nonmetallic Mineral Product Manufacturing	D	F	Z	B	168,394	22.7	63.0
D	Support Activities for Agriculture and Forestry	D	Z	Z	A	65,098	16.8	39.7
D	Heavy and Civil Engineering Construction	D	F	Z	B	366,875	23.8	41.2
D	Crop Production	C	Z	Z	B	137,932	15.6	33.5
D	Personal and Laundry Services	D	D	Z	C	216,178	15.4	49.9
D	Wood Product Manufacturing	D	F	Z	B	166,370	18.9	47.9
F	Private Households	Z	Z	D	B	4,483	13.9	37.5

5) Native American

Table 5.5 ranks all industries in terms of their overall grade on Native American employment opportunity. For each industry we also display their grades for the four dimensions of employment opportunity. In addition, we provide contextual information for each industry in terms of total number of employees and percentage of federal contractor establishment from EEO data and mean hourly wage (2011 constant dollar) from ACS data. In general, industries with high grades on one dimension had high grades on the others. The reliability of the overall grade, based on the four components of employment opportunity is 0.38. This is a very low scale reliability score, suggesting that the overall grade obscure significant variation across the four indicators.

Consistently, few industries receive high grades across all dimensions. Only 12 industries (13.0%) are consistently in the B range or better. These better performing industries are in a variety of sectors, although tourism related industries and manufacturing are particularly common.

In the C range, we see industries with a mix of high and low grades. These are probably the industries which could make the most progress if their managers committed themselves to actively managing for equal opportunity.

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 disparities relative to the baseline estimates tend to be quite small. For that reason, segregation and wage gaps drive the overall negative grades of employment opportunities.

The very worst industries in terms of Native Americans' employment opportunities tend to be clustered in Apparel Manufacturing, Textile Product Mills, Crop Production, Support Activities for Agriculture and Forestry.

Table 5.5. Industry Employment Opportunity Grades, 2012: Native Americans

Final Grade	Name	Overall Representation Grade	Management Representation Grade	Native American-White Segregation Grade	Native American-White Wage Gap Grade	Total Number of Employees	Mean Hourly Wage(\$)	% of Federal Contractor Establishments
B+	Wholesale Electronic Markets and Agents and Brokers	B	C	A	A	48,137	31.9	28.9
B+	Rental and Leasing Services	A	A	D	A	134,555	18.4	50.8
B	Petroleum and Coal Products Manufacturing	B	C	B	A	106,450	36.8	57.8
B	General Merchandise Stores	B	B	C	A	2,865,912	14.2	27.6
B	Gasoline Stations	B	C	B	A	66,606	13.6	18.4
B	Forestry and Logging	D	B	A	A	3,560	20.5	17.9
B	Transportation Equipment Manufacturing	C	C	B	A	1,298,238	29.2	60.2
B	Scenic and Sightseeing Transportation	B	C	C	A	10,203	20.3	52.2
B	Heavy and Civil Engineering Construction	A	B	C	C	366,875	23.8	41.2
B	Mining (except Oil and Gas)	B	C	B	B	138,065	26.1	69.2
B	Amusement, Gambling, and Recreation Industries	C	C	B	A	618,884	16.3	46.3
B	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	C	C	B	A	367,225	37.0	34.9
B-	Internet Service Providers, Web Search Portals, and Data Processing Services	C	C	C	A	107,187	31.7	64.4
B-	Support Activities for Mining	A	C	C	C	245,887	31.7	43.3
B-	Chemical Manufacturing	C	C	C	A	802,157	33.5	51.9
B-	Management of Companies and Enterprises	C	C	C	A	547,831	48.0	64.1
B-	Air Transportation	C	C	A	C	421,854	30.1	44.8
B-	Insurance Carriers and Related Activities	C	C	C	A	1,371,870	31.6	48.0
B-	Building Material and Garden Equipment and Supplies Dealers	B	B	C	C	676,756	18.1	49.2
B-	Other Information Services	C	C	C	A	173,403	23.8	37.7
B-	Educational Services	C	C	C	A	419,932	23.5	24.2
B-	Private Households	C	D	B	A	4,483	13.9	37.5

Table 5.5. Industry Employment Opportunity Grades, 2012: Native Americans

Final Grade	Name	Overall Representation Grade	Management Representation Grade	Native American-White Segregation Grade	Native American-White Wage Gap Grade	Total Number of Employees	Mean Hourly Wage(\$)	% of Federal Contractor Establishments
B-	Hospitals	C	C	B	B	5,017,446	29.0	41.5
C+	Support Activities for Transportation	B	C	C	C	253,990	24.3	53.5
C+	Rail Transportation	B	B	B	F	178,212	28.4	72.4
C+	Water Transportation	B	C	B	D	44,655	29.3	60.1
C+	Religious, Grantmaking, Civic, Professional, and Similar Organizations	C	C	D	A	402,325	22.0	16.1
C+	Clothing and Clothing Accessories Stores	C	C	D	A	390,865	16.1	48.0
C+	Utilities	B	C	C	C	476,408	32.0	45.5
C+	Pipeline Transportation	B	C	D	B	26,074	33.8	64.4
C+	Professional, Scientific, and Technical Services	C	C	C	B	3,306,410	37.5	42.2
C+	Repair and Maintenance	C	C	C	B	139,333	18.6	40.3
C+	Food Services and Drinking Places	C	C	C	B	1,889,044	12.2	60.9
C+	Wood Product Manufacturing	B	C	C	C	166,370	18.9	47.9
C+	Electronics and Appliance Stores	B	B	D	C	151,591	24.8	5.6
C+	Specialty Trade Contractors	B	C	C	C	595,919	23.8	36.5
C+	Truck Transportation	C	C	C	B	581,376	20.6	48.5
C+	Motion Picture and Sound Recording Industries	C	B	F	A	86,442	28.2	17.4
C+	Social Assistance	C	C	D	A	719,889	15.9	24.9
C+	Machinery Manufacturing	C	C	C	B	720,558	25.9	56.1
C+	Leather and Allied Product Manufacturing	C	D	C	A	20,200	31.3	35.0
C+	Miscellaneous Store Retailers	C	C	C	B	235,539	17.9	36.7
C+	Publishing Industries (except Internet)	C	C	C	B	494,007	29.6	49.8
C+	Sporting Goods, Hobby, Book, and Music Stores	C	D	C	A	157,579	15.7	29.3
C+	Computer and Electronic Product Manufacturing	C	C	C	B	1,044,013	36.4	48.5
C+	Funds, Trusts, and Other Financial Vehicles	C	C	D	A	48,989	37.0	36.7

Table 5.5. Industry Employment Opportunity Grades, 2012: Native Americans

Final Grade	Name	Overall Representation Grade	Management Representation Grade	Native American-White Segregation Grade	Native American-White Wage Gap Grade	Total Number of Employees	Mean Hourly Wage(\$)	% of Federal Contractor Establishments
C	Food and Beverage Stores	C	C	D	B	2,068,077	14.3	61.0
C	Couriers and Messengers	C	C	C	C	376,880	22.6	59.9
C	Oil and Gas Extraction	C	C	B	D	126,188	37.5	42.8
C	Primary Metal Manufacturing	C	C	D	B	329,361	24.3	43.8
C	Electrical Equipment, Appliance, and Component Manufacturing	C	C	D	B	319,252	25.6	55.0
C	Administrative and Support Services	C	C	C	C	2,594,878	18.7	50.6
C	Postal Service	A	F	F	A	734	25.6	42.9
C	Transit and Ground Passenger Transportation	C	C	D	B	226,915	19.7	54.6
C	Nonstore Retailers	C	D	D	A	148,557	22.8	31.2
C	Accommodation	C	C	D	B	950,835	15.8	64.6
C	Construction of Buildings	B	C	D	C	308,473	23.8	31.4
C	Credit Intermediation and Related Activities	C	C	C	C	1,296,269	30.1	52.4
C	Merchant Wholesalers, Nondurable Goods	C	C	D	B	693,417	25.1	50.6
C	Monetary Authorities - Central Bank	C	D	D	A	60,626	37.0	22.2
C	Telecommunications	C	C	C	D	513,564	32.1	63.9
C	Health and Personal Care Stores	C	B	F	C	105,739	23.0	68.9
C	Paper Manufacturing	B	C	D	D	301,505	25.5	48.7
C	Beverage and Tobacco Product Manufacturing	C	C	D	C	230,043	26.5	75.1
C	Personal and Laundry Services	C	C	D	C	216,178	15.4	49.9
C	Printing and Related Support Activities	C	C	Z	A	189,674	23.0	50.3
C	Merchant Wholesalers, Durable Goods	C	C	D	C	674,872	27.3	46.7
C	Broadcasting (except Internet)	C	C	D	C	307,367	29.8	76.0
C	Nonmetallic Mineral Product Manufacturing	C	C	F	B	168,394	22.7	63.0
C	Animal Production	C	C	Z	A	65,885	17.4	49.8
C	Warehousing and Storage	C	D	F	A	286,392	17.2	50.9

Table 5.5. Industry Employment Opportunity Grades, 2012: Native Americans

Final Grade	Name	Overall Representation Grade	Management Representation Grade	Native American-White Segregation Grade	Native American-White Wage Gap Grade	Total Number of Employees	Mean Hourly Wage(\$)	% of Federal Contractor Establishments
C	Plastics and Rubber Products Manufacturing	C	C	F	B	488,057	21.7	44.9
C	Fabricated Metal Product Manufacturing	C	C	D	C	702,165	22.6	46.8
C	Ambulatory Health Care Services	C	C	D	C	1,733,832	28.2	42.6
C	Public Administration	D	D	C	B	33,845	28.1	32.3
C	Miscellaneous Manufacturing	C	C	F	B	686,572	25.1	49.4
C	Real Estate	C	C	F	B	232,445	28.8	50.5
C	Museums, Historical Sites, and Similar Institutions	D	D	D	A	62,848	19.1	10.8
C	Furniture and Related Product Manufacturing	C	C	F	B	183,192	18.9	38.5
C-	Food Manufacturing	C	C	Z	B	1,181,641	19.0	51.7
C-	Waste Management and Remediation Services	C	C	F	C	121,405	21.3	65.2
C-	Textile Mills	C	C	F	C	64,729	18.9	38.9
C-	Performing Arts, Spectator Sports, and Related Industries	F	D	C	B	209,224	29.4	53.4
C-	Furniture and Home Furnishings Stores	C	D	F	B	91,927	19.9	60.6
C-	Nursing and Residential Care Facilities	C	C	F	C	2,158,126	17.0	60.9
D+	Apparel Manufacturing	C	C	Z	C	69,483	18.3	35.1
D+	Textile Product Mills	C	C	Z	C	77,955	17.6	47.4
D+	Motor Vehicle and Parts Dealers	C	C	Z	C	424,963	20.6	52.3
D+	Crop Production	C	C	Z	C	137,932	15.6	33.5
D	Support Activities for Agriculture and Forestry	D	D	Z	B	65,098	16.8	39.7
F	Fishing, Hunting and Trapping	Z	Z	Z	A	6,585	24.3	25.6
F	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	D	C	Z	Z	2,134	28.1	41.7

