

## 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                                   |

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| 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 Recording Industries                        | C                            | C                               | B                             | C                          | 86,442                    | 28.2                 | 17.4                                   |
| 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                                   |

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| 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                                   |
| 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                                   |

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|-------------|---|------------------------------|---------------------------------|-------------------------------|----------------------------|---------------------------|----------------------|--|
| 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                                   |
| 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                                   |

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|--------------------|---|-------------------------------------|--|--------------------------------------|-----------------------------------|----------------------------------|-----------------------------|---|
| 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  |