

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

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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
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	C	C	C	B	494,007	29.6	49.8

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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
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

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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	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
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

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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