

## 2) African American

Figure 4.2 reports the distribution of estimates for each dimension across 92 detailed industries in 2012.<sup>1</sup> For all four indicators there is relatively small variation between industries in the level of Blacks' employment opportunity.

The distribution of Black under-representation is computed relative to the distribution of Blacks in local labor markets and similar industries. There is racial sorting by industry, with some industries heavily White and others with relatively large Black labor forces. Overall, 30.4% of industries show Black under-representation in total employment.

In contrast, Black under-representation in managerial employment is much more widespread. 72.8% of industries display Black under-representation in managerial jobs. Blacks are, however, occasionally more likely than non-Blacks to be found in managerial jobs. The most striking example of Black over-representation in managerial jobs is Private Household Services, where Blacks are 27.4% *more* likely to be found in managerial jobs than their availability in the local labor force. At the under-represented end of the distribution, Blacks are under-represented in management by 7.5% in Textile Product Mills. In 7 industries more than 90% of establishments show shortfall's in Blacks' managerial employment. Even given the most restrictive baseline (state-management-industry), in 18 industries more than 75% of establishments have statistically significant shortfalls of Blacks in management. These eighteen industries are:

- Ambulatory Health Care Services
- Construction of Buildings
- Crop Production
- Furniture and Related Product Manufacturing
- Heavy and Civil Engineering Construction
- Hospitals
- Leather and Allied Product Manufacturing
- Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)
- Other Information Services
- Pipeline Transportation
- Publishing Industries (except Internet)
- Repair and Maintenance
- Scenic and Sightseeing Transportation
- Securities, Commodity Contracts, and Other Financial Investments and Related Activities
- Specialty Trade Contractors
- Sporting Goods, Hobby, Book, and Music Stores
- Water Transportation
- Wood Product Manufacturing

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<sup>1</sup> Ninety-nine three-digit NAICS industries are available in the 2012 EEO-1; however, to maintain confidentiality, we collapse industries 921-928 to the two-digit level.

Segregation captures the sorting of Blacks and Whites into different occupations within the same workplace. The baseline here is a hypothetical workplace where Blacks and Whites are equally distributed across jobs. The EEO-1 surveys collect data at the major occupation level (e.g. executives, managers, professionals, technicians, sales, clerical, craft, operative, laborers, service) and so understates actual job level segregation (e.g. engineers vs accountants). We find particularly high levels of Black-White segregation in rural industries and postal services:

- Animal Production
- Crop Production
- Fishing, Hunting and Trapping
- Food Manufacturing
- Postal Service
- Support Activities for Agriculture and Forestry
- Wood Product Manufacturing

We estimate wage gaps based on American Community Survey data produced by the United States Census Bureau. Our models control for racial differences in gender, age, education, and community of employment, and we report Blacks' wages as a percentage of Whites' wages. In no industry do Blacks earn more than Whites, even after statistical adjustments for age, hours worked, education and local labor market. The Black-White wage gap is quite low, under 5%, in four industries, and in two of them –Social Assistance and Private Household Services— not statistically significantly different from 0. The low wage gap industries are:

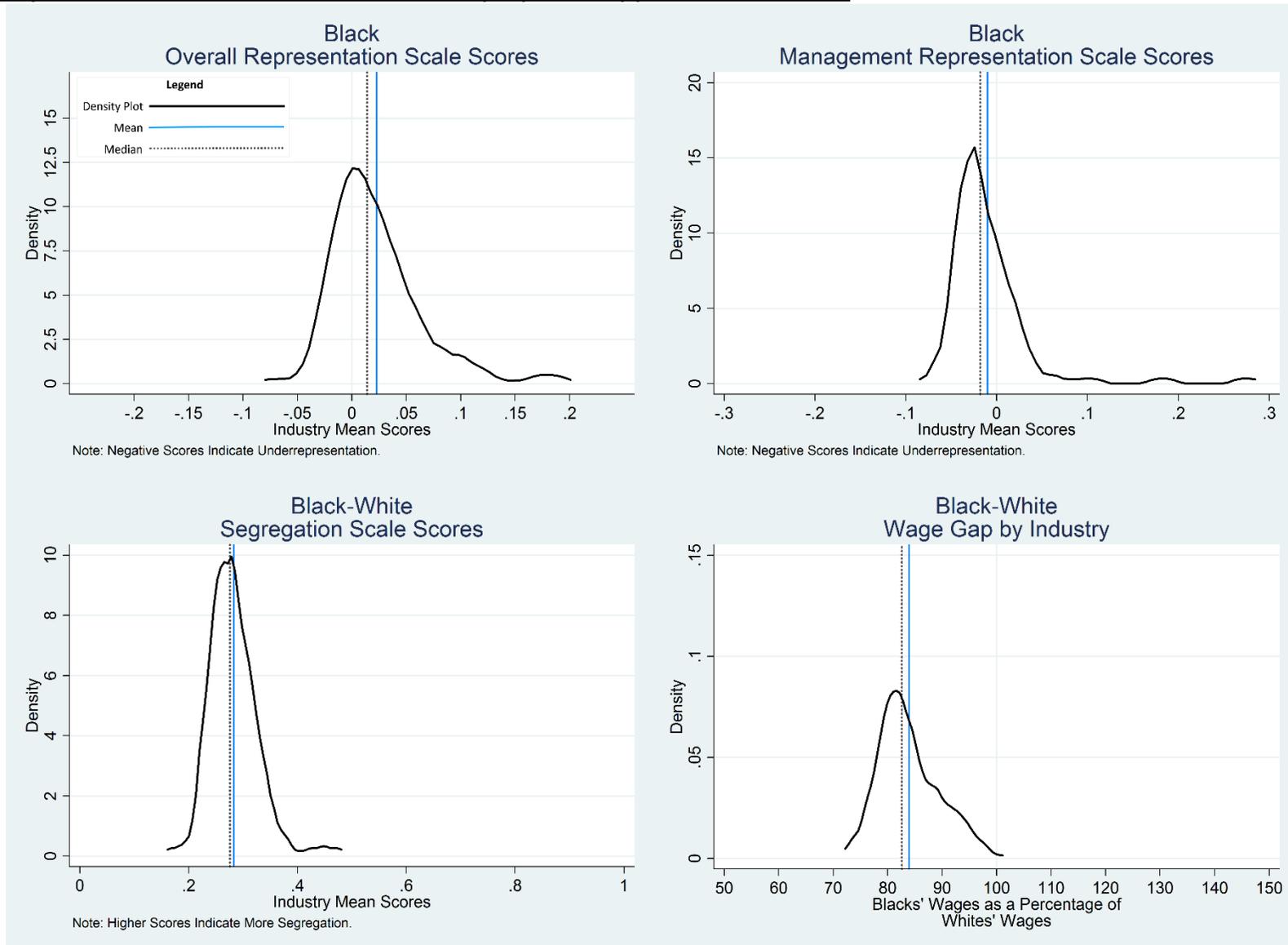
- Social Assistance
- Private Household Services
- Educational Services
- Transit and Ground Passenger Transportation

Schools, direct social services to needy clients, housecleaning services, and bus and taxi services, all low wage workplaces, have the lowest Black-White wage inequalities.

Generally though, Blacks earn significantly less than Whites. In the mean industry, Blacks earn 83.9% of what Whites earn. Adjusted pay gaps greater than 20% are found more often in high wage industries, including:

- Air Transportation
- Computer and Electronic Product Manufacturing
- Crop Production
- Fabricated Metal Product Manufacturing
- Fishing, Hunting and Trapping
- Funds, Trusts, and Other Financial Vehicles
- Internet Service Providers, Web Search Portals, and Data Processing Services
- Leather and Allied Product Manufacturing
- Machinery Manufacturing
- Management of Companies and Enterprises
- Merchant Wholesalers, Durable Goods
- Merchant Wholesalers, Nondurable Goods
- Monetary Authorities - Central Bank
- Oil and Gas Extraction
- Petroleum and Coal Products Manufacturing
- Pipeline Transportation
- Real Estate
- Securities, Commodity Contracts, and Other Financial Investments and Related Activities
- Support Activities for Agriculture and Forestry
- Support Activities for Mining
- Support Activities for Transportation
- Water Transportation
- Wholesale Electronic Markets and Agents and Brokers

**Figure 4.2. Industry Distributions of African American Employment Opportunities, 2012\***



\*Note that axes vary across dimensions due to differing metrics and for optimal visualization of variation by industry.