

5) Native American

Figure 4.5 reports the distribution of estimates for each dimension across 92 detailed industries in 2012.¹ For all four indicators there is relatively small variation between industries in the level of Native Americans' employment opportunity.

The distribution of Native American under-representation is computed relative to the distribution of Native Americans in local labor markets and similar industries. There is racial sorting by industry, with some industries heavily White and others with relatively large Native American labor forces. Overall, 23.0% of industries show Native American under-representation in total employment. However, the proportion of underrepresentation is as small as -0.3%.

In contrast, Native American under-representation in managerial employment is much more widespread. 40.2% of industries display Native American under-representation in managerial jobs. Similar to total employment, the proportion of underrepresentation is as small as -0.2%. Native Americans are, however, occasionally more likely than non-Native Americans to be found in managerial jobs. For example of Rental and Leasing Services, Native Americans are 3.6% *more* likely to be found in managerial jobs than their availability in the local labor force. At the under-represented end of the distribution, Native Americans are under-represented in management by 1.2% in Fishing, Hunting and Trapping. In 84 industries more than 90% of establishments show shortfalls in Native Americans' managerial employment. Even given the most restrictive baseline (state-management-industry), in 64 industries more than 75% of establishments have statistically significant shortfalls of Native Americans in management. These sixty-four industries are:

¹ 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.

- Accommodation
- Administrative and Support Services
- Ambulatory Health Care Services
- Animal Production
- Apparel Manufacturing
- Broadcasting (except Internet)
- Building Material and Garden Equipment and Supplies Dealers
- Clothing and Clothing Accessories Stores
- Construction of Buildings
- Crop Production
- Educational Services
- Electrical Equipment, Appliance, and Component Manufacturing
- Electronics and Appliance Stores
- Fabricated Metal Product Manufacturing
- Fishing, Hunting and Trapping
- Food and Beverage Stores
- Food Services and Drinking Places
- Furniture and Home Furnishings Stores
- Furniture and Related Product Manufacturing
- General Merchandise Stores
- Heavy and Civil Engineering Construction
- Hospitals
- Internet Service Providers, Web Search Portals, and Data Processing Services
- Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)
- Machinery Manufacturing
- Merchant Wholesalers, Durable Goods
- Merchant Wholesalers, Nondurable Goods
- Miscellaneous Manufacturing
- Monetary Authorities - Central Bank
- Motion Picture and Sound Recording Industries
- Motor Vehicle and Parts Dealers
- Museums, Historical Sites, and Similar Institutions
- Nonmetallic Mineral Product Manufacturing
- Nonstore Retailers
- Nursing and Residential Care Facilities
- Paper Manufacturing
- Performing Arts, Spectator Sports, and Related Industries
- Personal and Laundry Services
- Plastics and Rubber Products Manufacturing
- Postal Service
- Primary Metal Manufacturing
- Printing and Related Support Activities
- Private Households
- Professional, Scientific, and Technical Services
- Public Administration
- Real Estate
- Religious, Grantmaking, Civic, Professional, and Similar Organizations
- Rental and Leasing Services
- Repair and Maintenance
- Scenic and Sightseeing Transportation
- Securities, Commodity Contracts, and Other Financial Investments and Related Activities
- Social Assistance
- Specialty Trade Contractors
- Sporting Goods, Hobby, Book, and Music Stores
- Support Activities for Agriculture and Forestry
- Textile Mills
- Textile Product Mills
- Transit and Ground Passenger Transportation
- Truck Transportation
- Warehousing and Storage
- Waste Management and Remediation Services
- Wood Product Manufacturing

Segregation captures the sorting of Native Americans and Whites into different occupations within the same workplace. The baseline here is a hypothetical workplace where Native Americans 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 Native American-White segregation in manufacturing, postal services, and animal and crop production:

- Animal Production
- Apparel Manufacturing
- Crop Production
- Fishing, Hunting and Trapping
- Food Manufacturing
- Furniture and Home Furnishings Stores
- Furniture and Related Product Manufacturing
- Health and Personal Care Stores
- Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)
- Miscellaneous Manufacturing
- Motion Picture and Sound Recording Industries
- Motor Vehicle and Parts Dealers
- Nonmetallic Mineral Product Manufacturing
- Nursing and Residential Care Facilities
- Plastics and Rubber Products Manufacturing
- Postal Service
- Printing and Related Support Activities
- Real Estate
- Support Activities for Agriculture and Forestry
- Textile Mills
- Textile Product Mills
- Warehousing and Storage
- Waste Management and Remediation Service

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 Native Americans' wages as a percentage of Whites' wages. In 15 industries Native Americans earn more than Whites, even after statistical adjustments for age, hours worked, education and local labor market. However, except for Amusement, Gambling, and Recreation Industries, the wage gap is not statistically significant at $p < 0.05$ level. The industries are:

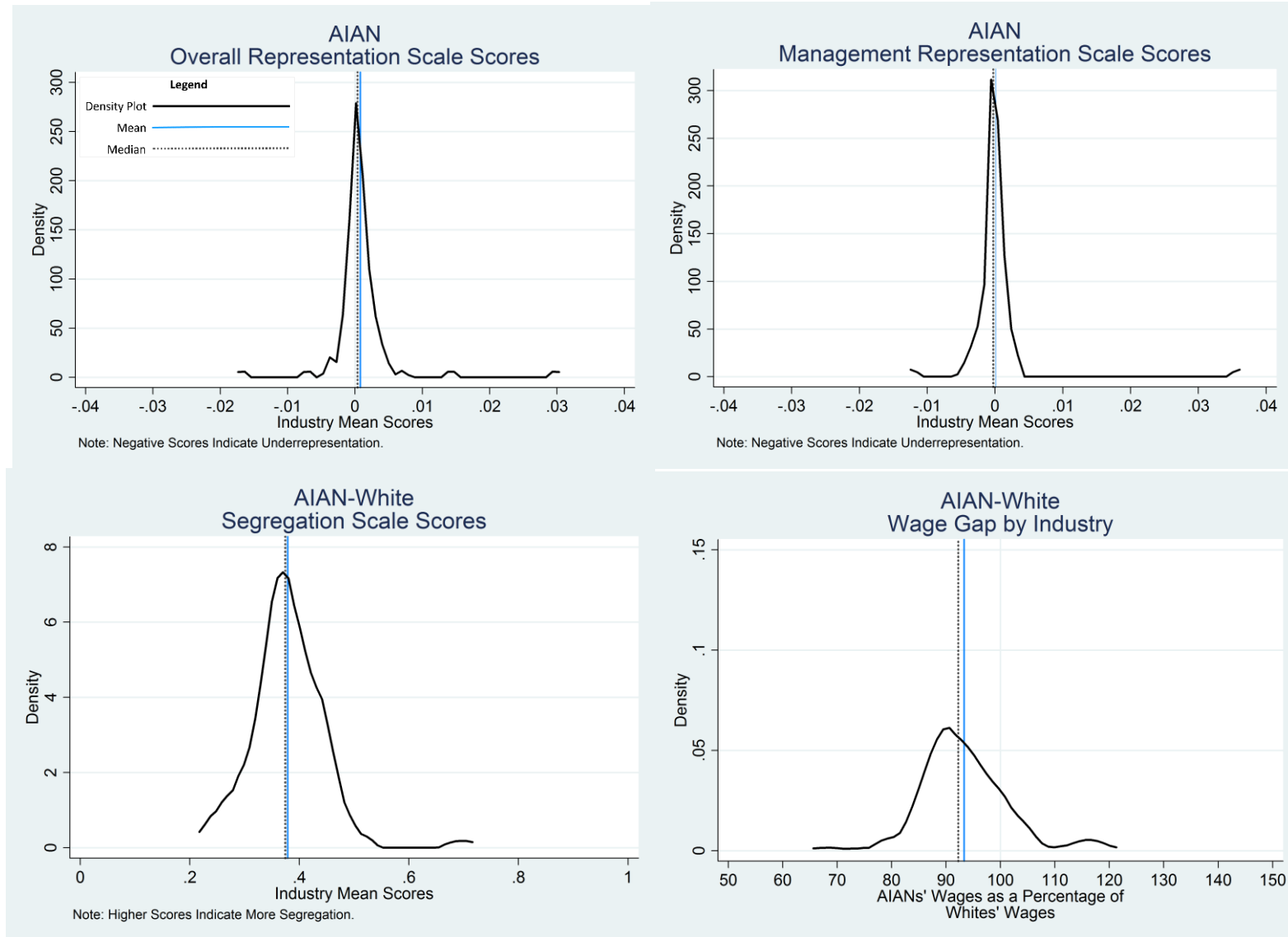
- Amusement, Gambling, and Recreation Industries
- Educational Services
- Fishing, Hunting and Trapping
- Internet Service Providers, Web Search Portals, and Data Processing Services
- Leather and Allied Product Manufacturing
- Management of Companies and Enterprises
- Nonstore Retailers
- Other Information Services
- Petroleum and Coal Products Manufacturing
- Private Households
- Religious, Grantmaking, Civic, Professional, and Similar Organizations
- Scenic and Sightseeing Transportation
- Social Assistance
- Sporting Goods, Hobby, Book, and Music Stores
- Wholesale Electronic Markets and Agents and Brokers

Native Americans earn more than Whites in typical industries exclusively protected for them such as Amusement, Gambling, and Recreation Industries and Scenic and Sightseeing Transportation.

Generally though, Native Americans earn significantly less than Whites. In the mean industry, Native Americans earn 93.3% of what Whites earn. Adjusted pay gaps greater than 20% are found more often in high wage industries, including:

- Rail Transportation
- Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)

Figure 4.5. Industry Distributions of Native American Employment Opportunities, 2012*



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