# Private Sector Industry Disparities: A Report on Evidence of Systemic Disparities for Women, African Americans, Hispanics, Asians and Native Americans 

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We grade U.S. private sector industries based on 2012 group employment disparities. The EEOC primarily responds to discrimination complaints from citizens. When evaluating these complaints investigators often refer to EEO-1 data on workplace employment distributions compared to the available labor force to develop an estimate of employment disparity. Using the same logic, we produce industry estimates of employment disparities.

The report may be useful in a number of ways. It is possible for the EEOC to issue Commissioner's charges when systemic bias is suspected. This report identifies industries that might be considered for Commissioner's charges. The OFCCP currently selects firms for random audits of their employment practices. This report provides additional information useful for more targeted enforcement. Finally, the report could be useful if regulatory authorities wanted to identify industries with particularly good records to single out for public praise.

We employ 2012 EEO-1 private sector reports of annual reporting establishment workforce composition to produce industry level employment disparity and segregation estimates. This is a preliminary report and we look for ways to tailor the report more closely to the needs of the regulatory, employee, and business communities.

We focus on four types of workplace disparity: overall employment representation, managerial representation ${ }^{4}$, occupational segregation, and wage gaps. We describe industry variation in these employment outcomes for women, African Americans, Hispanics, Asians, and Native Americans.

We use 2007-2011 American Community Survey (ACS) Public Use Microdata Samples (PUMS) to compute a set of expected employment baselines and to estimate industry level wage disparities. Wage gap results are computed from the 2007-2011 American Community Survey (ACS) Public Use Microdata Samples (PUMS). ${ }^{5}$

[^0]We limited the 2012 EEO-1 data to single establishment employer reports, multiple establishment firms' individual establishment reports, and multiple establishment firms' headquarters reports. We examined data only for establishments with at least 50 employees.

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## Private Sector Industry Disparities: A Report on Evidence of Systemic Disparities for Women, African Americans, Hispanics, Asians and Native Americans

## 1. Introduction

We have long recognized that employment discrimination can be so pervasive as to be best described as systemic. When this is the case, all or nearly all workplaces display some biased behavior. Complaint driven approaches to employment discrimination may be insensitive to systemic bias, both because comparisons to other workplaces may be comparing high disparity establishments to high disparity establishments, and because employees in such environments may have such low expectations for fairness in employment practices that they fail to report discrimination.

The EEOC has recognized this disconnect and has for a number of years had the targeting of systemic bias on its agenda. This report provides an analytic approach to identify industries that display evidence of systemic disparities in their employment practices. The approach is easily extended to the ranking of firms or local labor markets.

Legal proceedings against firms accused of discrimination or industries with high levels of systemic disparity target bad behavior. It is also possible with the analytics developed in this report to identify and target industries with particularly low disparities for praise and as role models for firms in other industries.

Thus, we see this report as providing a preliminary model for future equal employment opportunity regulation: identifying industries with high systemic disparities as well as singling out leaders for acclaim.

The basic strategy in this report is to grade industries on a series of equal opportunity dimensions and then provide report card-like grades on employment equity across the four dimensions of total employment, managerial representation, occupational segregation, and pay gaps as well as an overall grade across the four dimensions. We do this by first computing disparity measures using multiple indicators for each dimension and then summing those scores across dimensions to form an overall grade. We follow classical measurement theory in using multiple indicators over multiple dimensions to reduce error in estimation.

## 2. Executive Summary

1) Across Group Comparison

- Fore each demographic group, industry final grades are calculated from the average of the grades for overall representation, managerial representation, segregation, and wage gaps. In general, industries with high grades on one dimension had high grades on the others. However, the reliability of the overall grade, based on the four components of employment opportunity varies across demographic groups. The Cronbach's alpha
measure of scale reliability is 0.73 for female and Hispanic, 0.62 for African American and Asian, and 0.38 for Native American disparity dimensions. The alphas in the three latter demographic groups are not high scale reliability scores, suggesting that the overall grade may obscure significant variation across the four indicators.
- In general industries with more federal contractors and so more OFCCP oversight have better average overall employment opportunities for African Americans, Hispanics, and Native Americans but worse for Women and Asians.
- For all demographic groups except for Asians, high wage industries tend to have worse employment records. High wage industries hire more men and generate high gender pay gaps. Larger African American-White wage gaps and higher segregation of African Americans from whites are also found in high wage industries. For Hispanics, this is true for all four dimensions of employment disparity. High wage industries tend to have marginally worse management representation for Native Americans but less segregation. Exceptionally, Asians have better employment records in high wage industries.
- The number of industries that receive failing overall grades ( F and Z ) varies across demographic groups. Gender employment disparity is more widespread than disparities for racial/ethnic groups. 24 industries received failing grades for female employment disparity, 4 industries for African American, zero for Hispanic, 2 for Native American, and only one for Asian disparity.
- In many cases, industries that receives low overall grade for one demographic group tends to receive low grade for another demographic group. 37 industries ( $40.2 \%$ ) receive low overall grade (D-Z) for multiple demographic groups. Although no industry received a low grade for all demographic groups, $4.4 \%$ of industries receive low grade for four demographic groups. Table 2.1 ranks all industries in terms of their overall grade for each industries and times of low grade received.

Table 2.1 Industries with Low Overall Grades (D-Z) for Multiple Demographic Groups

| Name | Low (D-Z) <br> Grades <br> Received | Overall Grade |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Female | African American | Hispanic | Asian | Native American |
| Paper Manufacturing | 4 | F | D+ | D | D+ | C |
| Textile Mills | 4 | D | D | D | D+ | C- |
| Wood Product Manufacturing | 4 | F | D | D | D | C+ |
| Motor Vehicle and Parts Dealers | 4 | Z | D+ | C | D+ | D+ |
| Forestry and Logging | 3 | D | D | D+ | C | B |
| Heavy and Civil Engineering Construction | 3 | Z | D | C- | D | B |
| Mining (except Oil and Gas) | 3 | Z | D+ | C | D+ | B |
| Electrical Equipment, Appliance, and Component Manufacturing | 3 | D+ | D+ | D+ | C | C |
| Merchant Wholesalers, Durable Goods | 3 | D | D | D+ | C- | C |


| Name | Low (D-Z) <br> Grades <br> Received | Overall Grade |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Female | African American | Hispanic | Asian | Native American |
| Fabricated Metal Product | 3 | F | D | D+ | C- | C |
| Manufacturing |  |  |  |  |  |  |
| Nonmetallic Mineral Product | 3 | Z | D+ | C | D | C |
| Manufacturing |  |  |  |  |  |  |
| Construction of Buildings | 3 | F | D | C- | D | C |
| Merchant Wholesalers, Nondurable Goods | 3 | D | C- | D+ | D | C |
| Pipeline Transportation | 3 | Z | D+ | C | D | C+ |
| Specialty Trade Contractors | 3 | F | D+ | C- | D | C+ |
| Support Activities for Agriculture and Forestry | 3 | C | F | C | D | D |
| Apparel Manufacturing | 3 | C+ | D | D+ | C+ | D+ |
| Crop Production | 3 | C- | F | C | D | D+ |
| Fishing, Hunting and Trapping | 3 | F | D | C- | C | F |
| Securities, Commodity Contracts, and Other Financial Investments and Related Activities | 2 | D+ | D+ | C | A- | B |
| Support Activities for Mining | 2 | Z | D | C | C+ | B- |
| Building Material and Garden Equipment and Supplies Dealers | 2 | D+ | B- | B- | D | B- |
| Monetary Authorities - Central Bank | 2 | D+ | D+ | C | B- | C |
| Oil and Gas Extraction | 2 | Z | D+ | C | C | C |
| Plastics and Rubber Products | 2 | D | D | C | C- | C |
| Manufacturing |  |  |  |  |  |  |
| Primary Metal Manufacturing | 2 | Z | C | C | D | C |
| Personal and Laundry Services | 2 | D | B- | C+ | D | C |
| Printing and Related Support Activities | 2 | C- | D+ | C- | D+ | C |
| Furniture and Related Product Manufacturing | 2 | C | D | C+ | D+ | C |
| Waste Management and Remediation Services | 2 | Z | C | C | D | C- |
| Computer and Electronic Product Manufacturing | 2 | D+ | D+ | C- | A- | C+ |
| Machinery Manufacturing | 2 | D | D | C- | C | C+ |
| Water Transportation | 2 | Z | F | C+ | C- | C+ |
| Truck Transportation | 2 | F | C+ | C | D+ | C+ |
| Rail Transportation | 2 | Z | C+ | C | D+ | C+ |
| Textile Product Mills | 2 | C- | F | C+ | C- | D+ |
| Lessors of Nonfinancial Intangible Assets (except Copyrighted Works) | 2 | D | C | C+ | C | F |
| Transportation Equipment Manufacturing | 1 | D+ | B- | C | B- | B |
| Gasoline Stations | 1 | D | C+ | C | C | B |
| Petroleum and Coal Products | 1 | Z | C- | C- | C- | B |


| Name | Low (D-Z) <br> Grades <br> Received | Overall Grade |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Female | African American | Hispanic | Asian | Native American |
| Manufacturing |  |  |  |  |  |  |
| Air Transportation | 1 | F | C | C+ | B | B- |
| Private Households | 1 | C | A | C- | F | B- |
| Rental and Leasing Services | 1 | D | B- | C | C | B+ |
| Postal Service | 1 | B- | B- | D+ | B | C |
| Couriers and Messengers | 1 | D+ | B+ | C+ | B- | C |
| Warehousing and Storage | 1 | D+ | C | C+ | C | C |
| Animal Production | 1 | C- | D+ | C+ | C | C |
| Beverage and Tobacco Product Manufacturing | 1 | F | B- | C | C- | C |
| Real Estate | 1 | C- | C- | D+ | C- | C |
| Miscellaneous Manufacturing | 1 | C | D+ | C- | C+ | C |
| Nursing and Residential Care Facilities | 1 | A | C | D | C | C- |
| Professional, Scientific, and Technical Services | 1 | D+ | C- | C | A | C+ |
| Repair and Maintenance | 1 | Z | C | B- | C | C+ |
| Leather and Allied Product Manufacturing | 1 | B- | D+ | C- | C | C+ |
| Support Activities for Transportation | 1 | F | C | C+ | C | C+ |
| Utilities | 1 | F | C | C | C+ | C+ |
| Electronics and Appliance Stores | 1 | D+ | C | C+ | C+ | C+ |
| Amusement, Gambling, and Recreation Industries | 0 | B- | B- | C | B | B |
| General Merchandise Stores | 0 | B- | B+ | B | C | B |
| Scenic and Sightseeing Transportation | 0 | B- | C | C+ | C | B |
| Other Information Services | 0 | C | C | C | A | B- |
| Management of Companies and Enterprises | 0 | C | C | C | B | B- |
| Chemical Manufacturing | 0 | C | C | C- | B | B- |
| Insurance Carriers and Related Activities | 0 | C+ | C+ | C+ | B- | B- |
| Hospitals | 0 | B+ | C | C | B+ | B- |
| Internet Service Providers, Web Search Portals, and Data Processing Services | 0 | C | C- | C | B+ | B- |
| Educational Services | 0 | B- | C | C | C+ | B- |
| Wholesale Electronic Markets and Agents and Brokers | 0 | B | C+ | C | B | B+ |
| Accommodation | 0 | B- | C+ | B- | B | C |
| Nonstore Retailers | 0 | C | C- | C | B | C |
| Telecommunications | 0 | C- | B | C+ | B | C |
| Ambulatory Health Care Services | 0 | C+ | C | C | B- | C |
| Health and Personal Care Stores | 0 | B- | C+ | B- | B+ | C |


| Name | Low (D-Z) <br> Grades <br> Received | Overall Grade |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Female | African American | Hispanic | Asian | Native American |
| Credit Intermediation and Related | 0 | C | C+ | C | B+ | C |
| Activities |  |  |  |  |  |  |
| Broadcasting (except Internet) | 0 | C- | B | B- | C | C |
| Public Administration | 0 | C | C+ | C+ | C | C |
| Food and Beverage Stores | 0 | C | B- | B | C- | C |
| Transit and Ground Passenger | 0 | C+ | A- | C | C- | C |
| Transportation |  |  |  |  |  |  |
| Museums, Historical Sites, and Similar Institutions | 0 | B | C- | C | C+ | C |
| Administrative and Support Services | 0 | C | B- | C+ | C+ | C |
| Furniture and Home Furnishings Stores | 0 | C- | C+ | C+ | C | C- |
| Performing Arts, Spectator Sports, and Related Industries | 0 | C- | B- | C- | C- | C- |
| Food Manufacturing | 0 | C- | C- | C+ | C- | C- |
| Publishing Industries (except Internet) | 0 | C+ | C- | C | A- | C+ |
| Clothing and Clothing Accessories Stores | 0 | B+ | B | B | B | C+ |
| Motion Picture and Sound Recording Industries | 0 | B- | C+ | C | B | C+ |
| Miscellaneous Store Retailers | 0 | C | C+ | C | B | C+ |
| Funds, Trusts, and Other Financial Vehicles | 0 | C | C- | C+ | B | C+ |
| Sporting Goods, Hobby, Book, and Music Stores | 0 | C | C+ | B- | B- | C+ |
| Religious, Grantmaking, Civic, Professional, and Similar Organizations | 0 | B | B- | C | C | C+ |
| Food Services and Drinking Places | 0 | C | B- | B | C- | C+ |
| Social Assistance | 0 | B | B+ | C+ | C- | C+ |

## 1) Female Employment Disparities Summary

- Fully $26.1 \%$ of industries receive failing grades in terms of women's employment opportunities. If the EEOC were to contemplate targeting industries for systemic bias across all dimensions these would be reasonable candidates to investigate.
- Industries with failing grades in terms of women's employment opportunities are:
- Air Transportation
- Beverage and Tobacco Product Manufacturing
- Construction of Buildings
- Fabricated Metal Product Manufacturing
- Fishing, Hunting and Trapping
- Heavy and Civil Engineering Construction
- Mining (except Oil and Gas)
- Motor Vehicle and Parts Dealers
- Nonmetallic Mineral Product Manufacturing
- Oil and Gas Extraction
- Paper Manufacturing
- Petroleum and Coal Products Manufacturing
- Pipeline Transportation
- Primary Metal Manufacturing
- Rail Transportation
- Repair and Maintenance
- Specialty Trade Contractors
- Support Activities for Mining
- Support Activities for Transportation
- Truck Transportation
- Utilities
- Waste Management and Remediation Services
- Water Transportation
- Wood Product Manufacturing
- $47.8 \%$ 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 employment 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.
- Only one industry, Nursing and Residential Care Facilities, can be singled out as having outstanding equal employment opportunities for women. This industry has high female overall representation and representations in managerial jobs as well as low occupational segregation and low gender wage gaps.
- In general high wage industries tend to have worse employment records for women and better outcomes for men. High wage industries hire more men and generate high pay gaps.
- In general industries with more federal contractors and so more OFCCP oversight have worse average overall employment opportunities for women. Federal oversight is most strongly associated with the employment of fewer women overall and fewer women in management than are available.


## 2) African American Employment Disparities Summary

- $4.4 \%$ of industries receive failing grades in terms of Blacks' employment opportunities. ${ }^{6}$ If the EEOC were to contemplate targeting industries for systemic disparity across all dimensions these would be reasonable candidates to investigate.
- Industries with failing grades in terms of Blacks' employment opportunities are:
- Crop Production
- Support Activities for Agriculture and Forestry
- Textile Product Mills
- Water Transportation
- $34.8 \%$ 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 $-1 \%$. 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.
- Only $2.2 \%$ of industries have relatively equal employment opportunities for Blacks. These industries have high Black overall representation and representations in managerial jobs as well low Black-White wage gaps. However, they tend to have relatively high occupational segregation and are relatively low wage industries.
- Industries with outstanding grades in terms of Blacks' employment opportunities are:
- Private Households
- Transit and Ground Passenger Transportation
- In general high wage industries tend to have worse employment records for African Americans. This is particularly true for wage gaps and for segregation from whites.
- In general industries with more federal contractors and so more OFCCP oversight have slightly better than average overall employment opportunities for African Americans. This weak benefit of federal oversight is limited, however to employment. Segregation and wage gaps tend to be marginally higher in industries with high levels of federal contracting.
- Industries with more total employment tend to have larger wage gaps, but lower segregation and higher overall employment representation.


## 3) Hispanic Employment Disparities Summary

- No industry receives failing grades in terms of Hispanics' employment opportunities. ${ }^{7}$ However, $13 \%$ of industries receive near failing (D) grades. If the EEOC were to

[^1]contemplate targeting industries for systemic disparity across all dimensions these would be reasonable candidates to investigate.

- Industries with near failing grades in terms of Hispanics' employment opportunities are:
- Apparel Manufacturing
- Electrical Equipment, Appliance, and Component Manufacturing
- Fabricated Metal Product Manufacturing
- Forestry and Logging
- Merchant Wholesalers, Durable Goods
- Merchant Wholesalers, Nondurable Goods
- Nursing and Residential Care Facilities
- Paper Manufacturing
- Postal Service
- Real Estate
- Textile Mills
- Wood Product Manufacturing
- $13.0 \%$ 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 $-2 \%$. The very worst industries in terms of Hispanics' employment opportunities tend to be clustered in Manufacturing, Merchant Wholesalers, Postal Service, Real Estate and Forestry sectors of the economy.
- No industry has outstanding equal employment opportunities for Hispanics.
- In general high wage industries tend to have worse employment records for Hispanics. This is true for all four dimensions of employment disparity.
- In general industries with more federal contractors and so more OFCCP oversight have slightly better than average overall employment opportunities for Hispanics. This weak benefit of federal oversight is limited, however to segregation. Both overall and management representation, and wage gaps tend to be marginally higher in industries with high levels of federal contracting.
- Industries with more total employment tend to have larger wage gaps, but lower segregation.


## 4) Asian Employment Disparities Summary

- Only one industry, Private Households, receives failing grades in terms of Asians’ employment opportunities. ${ }^{8}$

[^2]- $24.0 \%$ 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 $-1.2 \%$. 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.
- Only $5.4 \%$ of industries have relatively equal employment opportunities for Asians. These industries have high Asian overall representation and representations in managerial jobs as well low Asian-White wage gaps and low occupational segregation. They are relatively high wage industries.
- Industries with outstanding grades in terms of Asians' employment opportunities are:
- Computer and Electronic Product Manufacturing
- Other Information Services
- Professional, Scientific, and Technical Services
- Publishing Industries (except Internet)
- Securities, Commodity Contracts, and Other Financial Investments and Related Activities
- In general high wage industries tend to have better employment records for Asians.
- In general industries with more federal contractors and so more OFCCP oversight have slightly worse than average overall employment opportunities for Asians. This weak negative effect of federal oversight is limited, however to employment and segregation. Asian-white wage gaps tend to be marginally lower in industries with high levels of federal contracting.
- Industries with more total employment tend to have larger wage gaps, but lower segregation and higher overall employment representation.


## 5) Native American Employment Disparities Summary

- $2.2 \%$ of industries receive failing grades in terms of Native Americans’ employment opportunities. ${ }^{9}$ If the EEOC were to contemplate targeting industries for systemic bias across all dimensions these would be reasonable candidates to investigate.
- Industries with failing grades in terms of Native Americans' employment opportunities are:
- Fishing, Hunting and Trapping
- Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)
- $7.6 \%$ of industries receive overall failing (F) or near failing (D) grades. In these industries

[^3]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 variations are small relatively to the baseline availability estimates. For this reason, segregation and wage gaps drive the overall negative grades of employment opportunities.

- No industry has relatively equal employment opportunities for Native Americans.
- In general industries with more federal contractors and so more OFCCP oversight have slightly better than average overall and management representation and less wage gap for Native Americans. High wage industries tend to have marginally worse management representation for Native Americans but less segregation. Industries with more total employment tend to have smaller wage gaps and lower segregation.
- Industries with more total employment tend to have smaller wage gaps and lower segregation.


## 3. Methodology

Ranking industries in terms of employment opportunities requires us to define what equal opportunity might look like. Since opportunity is not observable, we follow legal and social science precedence and focus on disparity in outcomes, after statistically adjusting for opportunity to employ. We focus on four dimensions of employment opportunity - overall employment, employment in managerial jobs, segregation across jobs, and wage disparity.

For each dimension, we construct a series of baseline comparisons to gauge the degree of disparity. Thus, disparity is measured as deviation from equality, given a reasonable employee availability baseline. In legal proceedings around employment discrimination the most common approaches for evaluating disparities in employment are comparisons to employment representation in the local labor marker and establishments in similar industries. These baselines conceptualize opportunity to hire as constrained by local labor market and industry representation of the target group. For example, if a workplace has significantly fewer women in management than other establishments in the same geographic area or the same industry within the same geographic area, then we can say that the disparity is indicative of failing to recruit or hire women that are available in the local labor market.

We describe these baselines in detail below. In brief, the baselines for our two indicators of employment representation - overall and managerial - are the occupation specific supply of the target group in the same state and the same state-industry. We use industry baselines at the two digit NAICS level, but calculate disparity at the three digit level. Thus the industry baseline is to workplaces with similar technology and labor requirements. For segregation, the baseline is the internal distribution of groups across occupations within the workplace and the workplace specific deviation from segregation in its two digit industry group. For earnings, the baseline is the target group relative to reference group wage, after statistical adjustment for industry specific group differences in education, labor market experiences, and local labor market wage levels.

As in any statistical exercise, we measure disparity with error. There are three basic sources of error in these estimates. The first is measurement error associated with the baselines. Following classical measurement theory, we use multiple baselines for each dimension to minimize the impact of measurement error. Appendices report scale reliabilities, all of which are quite high at the indicator level, building confidence in the scales we have computed. Sampling error is the second source of uncertainty in our estimates. For each measure, we report levels of statistical significance. Tests of statistical significance adjust for sample size and so become more conservative when samples are small.

The final source of error is unmeasured, but consequential, variables. The use of local labor market labor supply baselines does not directly observe job applications and so can mask group level self-selection away from particular employees. The EEO-1 data underestimate true segregation because only quite aggregate occupational distinctions are observed. Our estimates of wage gaps are based on Census, not workplace, data and incomplete adjustment measures of prior individual labor market experience. Thus, the wage gaps may be produced by disparity within establishments or by sorting between establishments. Both may be produced by
establishment level bias in hiring, pay or promotion, self-selection across establishments, and unmeasured differences in employment or training.

As a result of all three sources of error, we pay less attention to the estimated absolute disparity levels, and more to the relative ranking of industries in assigning grades. We describe how grades were assigned in Appendix A1. We use the conventional educational grading system, with one exception: we differentiate failing grades into two categories, F and $\mathrm{Z} . \mathrm{Z}$ grades go to industries whose disparity levels are extremely high.

## 4. Industry Distributions across Four Employment Opportunity Dimensions

## 1) Female

Figure 4.1 reports the distribution of estimates for each dimension across 92 detailed industries in 2012. ${ }^{10}$ For all four indicators there is substantial variation between industries in the level of women's employment opportunity.

The distribution of female under-representation is computed relative to the distribution of women in local labor markets and similar industries. There is substantial gender sorting by industry, with some industries heavily male and others with relatively large female labor forces. Overall, 53.3\% of industries show female under-representation in total employment.

In contrast, female under-representation in managerial employment is much more widespread. $80.4 \%$ of industries display female under-representation in managerial jobs. Women are rarely more likely than men to be found in managerial jobs. One example is Nursing and Residential Care Facilities where women are $20.8 \%$ more likely to be found in managerial jobs than their availability in the local labor force. At the more crowded end of the distribution, women are under-represented in management by $29.4 \%$ in Rail Transportation and $26.8 \%$ in Mining (except Oil and Gas). While these are the most extreme industries in terms of women's access to managerial jobs, in 21 industries more than $90 \%$ of establishments show shortfall's in women's managerial employment. Even given the most restrictive baseline (state-management-industry), in 14 industries more than $75 \%$ of establishments have statistically significant shortfalls of women in management. These fourteen industries are:

[^4]- Beverage and Tobacco Product

Manufacturing

- Couriers and Messengers
- Mining (except Oil and Gas)
- Motor Vehicle and Parts Dealers
- Nonmetallic Mineral Product Manufacturing
- Petroleum and Coal Products Manufacturing
- Primary Metal Manufacturing
- Rail Transportation
- Rental and Leasing Services
- Repair and Maintenance
- Securities, Commodity Contracts, and Other Financial Investments and Related Activities
- Warehousing and Storage
- Waste Management and Remediation Services
- Wood Product Manufacturing

Segregation captures the sorting of men and women into different occupations within workplaces. The baseline here is a hypothetical workplace where women and men were 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 understate actual job level segregation (e.g. engineers vs accountants). We find particularly high levels of gender segregation in:

- Air Transportation
- Beverage and Tobacco Product Manufacturing
- Construction of Buildings
- Fishing, Hunting and Trapping
- Forestry and Logging
- Heavy and Civil Engineering Construction
- Mining (except Oil and Gas)
- Motor Vehicle and Parts Dealers
- Nonmetallic Mineral Product Manufacturing
- Personal and Laundry Services
- Private Households
- Rail Transportation
- Repair and Maintenance
- Specialty Trade Contractors
- Support Activities for Mining
- Support Activities for Transportation
- Truck Transportation
- Waste Management and Remediation Services
- Water Transportation

We estimate wage gaps based on American Community Survey data produced by the United States Census Bureau. Our models control for gender differences in age, education, and community of employment, and we report women's wages as a percentage of men's wages. This distribution is almost entirely below $100 \%$. In only one industry, Scenic and Sightseeing Transportation, do women earn essentially the same wage as men after adjustments for age, hours worked, education and local labor market. Everywhere else women earn significantly less. In the mean industry, women earn $84 \%$ of what men earn. Pay gaps greater than $25 \%$ are found in:

- Air Transportation
- Ambulatory Health Care Services
- Fishing, Hunting and Trapping
- Funds, Trusts, and Other Financial Vehicles
- Insurance Carriers and Related Activities
- Management of Companies and Enterprises
- Mining (except Oil and Gas)
- Monetary Authorities - Central Bank
- Nonmetallic Mineral Product Manufacturing
- Oil and Gas Extraction
- Paper Manufacturing
- Petroleum and Coal Products Manufacturing
- Pipeline Transportation
- Plastics and Rubber Products Manufacturing
- Printing and Related Support Activities
- Professional, Scientific, and Technical Services
- Repair and Maintenance
- Securities, Commodity Contracts, and Other Financial Investments and Related Activities
- Support Activities for Mining
- Textile Mills
- Utilities
- Water Transportation
- Wholesale Electronic Markets and Agents and Brokers

Figure 4.1. Females' Disparities in Occupational Opportunities Across all EEO-1 Reporting Workplaces*


Male-Female



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

## 2) African American

Figure 4.2 reports the distribution of estimates for each dimension across 92 detailed industries in $2012 .{ }^{11}$ 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

[^5]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 socials 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*



Black-White


Note: Higher Scores Indicate More Segregation.


#### Abstract

Wages as a Perce Whites' Wages


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

## 3) Hispanic

Figure 4.3 reports the distribution of estimates for each dimension across 92 detailed industries in 2012. ${ }^{12}$ For all four indicators there is relatively small variation between industries in the level of Hispanics' employment opportunity.

The distribution of Hispanic under-representation is computed relative to the distribution of Hispanics in local labor markets and similar industries. There is racial sorting by industry, with some industries heavily White and others with relatively large Hispanic labor forces. Overall, $72.8 \%$ of industries show Hispanic under-representation in total employment.

Hispanic under-representation in managerial employment is much more widespread. $82.6 \%$ of industries display Hispanic under-representation in managerial jobs. Hispanics are, however, occasionally more likely than Whites to be found in managerial jobs. The most striking example of Hispanic overrepresentation in managerial jobs is Crop Production and Support Activities for Agriculture and Forestry, where Hispanics are $21.5 \%$ and $21.1 \%$ respectively more likely to be found in managerial jobs than their availability in the local labor force. At the under-represented end of the distribution, Hispanics are under-represented in management by $8.2 \%$ in Pipeline Transportation. In 4 industries more than $90 \%$ of establishments show shortfall's in Hispanics' managerial employment. Even given the most restrictive baseline (state-management-industry), in 20 industries more than $75 \%$ of establishments have statistically significant shortfalls of Hispanics in management. These twenty industries are:

[^6]- Ambulatory Health Care Services
- Fishing, Hunting and Trapping
- Forestry and Logging
- Hospitals
- Insurance Carriers and Related Activities
- Monetary Authorities - Central Bank
- Nursing and Residential Care Facilities
- Other Information Services
- Paper Manufacturing
- Pipeline Transportation
- Postal Service
- Printing and Related Support Activities
- Private Households
- Publishing Industries (except Internet)
- Rail Transportation
- Real Estate
- Scenic and Sightseeing Transportation
- Securities, Commodity Contracts, and Other Financial Investments and Related Activities
- Textile Mills
- Wood Product Manufacturing

Segregation captures the sorting of Hispanics and Whites into different occupations within the same workplace. The baseline here is a hypothetical workplace where Hispanics 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 Hispanic-White segregation in manufacturing, postal services, nursing and residential care facilities and productions:

- Animal Production
- Apparel Manufacturing
- Crop Production
- Fabricated Metal Product Manufacturing
- Fishing, Hunting and Trapping
- Food Manufacturing
- Nonmetallic Mineral Product Manufacturing
- Nursing and Residential Care Facilities
- Paper Manufacturing
- Personal and Laundry Services
- Plastics and Rubber Products Manufacturing
- Postal Service
- Support Activities for Agriculture and Forestry
- Textile Mills
- Textile Product Mills
- Waste Management and Remediation Services
- 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, as well as English language facility. We report Hispanics' wages as a percentage of Whites' wages. The Hispanic-White wage gap is generally small after these statistical adjustments. In three industries (Social Assistance, Textile Product Mills, and Transit and Ground Passenger Transportation) Hispanics earn more than Whites after statistical adjustments for age, hours worked, education, language, and local labor market. In addition, in 17 industries, the wage gap is under $5 \%$. The low wage gap industries are:

- Beverage and Tobacco Product

Manufacturing

- Couriers and Messengers
- Educational Services
- Food and Beverage Stores
- Food Services and Drinking Places
- Forestry and Logging
- Furniture and Home Furnishings Stores
- General Merchandise Stores
- Health and Personal Care Stores
- Mining (except Oil and Gas)
- Museums, Historical Sites, and Similar Institutions
- Pipeline Transportation
- Postal Service
- Public Administration
- Religious, Grantmaking, Civic, Professional, and Similar Organizations
- Scenic and Sightseeing Transportation
- Sporting Goods, Hobby, Book, and Music Stores

Generally though, Hispanics earn significantly less than Whites. In the mean industry, Hispanics earn $91.3 \%$ of what Whites earn. Adjusted pay gaps greater than $20 \%$ are found in:

- Apparel Manufacturing
- Leather and Allied Product Manufacturing

Figure 4.3. Industry Distributions of Hispanic Employment Opportunities, 2012*

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

## 4) Asian

Figure 4.4 reports the distribution of estimates for each dimension across 92 detailed industries in 2012. ${ }^{13}$ For all four indicators there is relatively small variation between industries in the level of Asians' employment opportunity.

The distribution of Asian under-representation is computed relative to the distribution of Asians in local labor markets and similar industries. There is racial sorting by industry, with some industries heavily White and others with relatively large Asian labor forces. Overall, $53.4 \%$ of industries show Asian under-representation in total employment. However, the proportion of underrepresentation is as small as $-1.1 \%$ on average in these industries and $4.8 \%$ at max.

In contrast, Asian under-representation in managerial employment is much more widespread. $79.3 \%$ of industries display Asian under-representation in managerial jobs. However, like the total employment underrepresentation, the proportion of underrepresentation in managerial positions is as small as $-1.7 \%$ on average in these industries. On the other hand, Asians are occasionally more likely than non-Asians to be found in managerial jobs, especially in IT industries. For example, in Computer and Electronic Product Manufacturing Private Household Services, Asians are $5.5 \%$ more likely to be found in managerial jobs than their availability in the local labor force. At the under-represented end of the distribution, Asians are under-represented in management by $5.9 \%$ in Support Activities for Agriculture and Forestry. In 15 industries more than $90 \%$ of establishments show shortfall's in Asians' managerial employment. Even given the most restrictive baseline (state-management-industry), in 39 industries more than $75 \%$ of establishments have statistically significant shortfalls of Asians in management. These eighteen industries are:

[^7]- Administrative and Support Services
- Animal Production
- Beverage and Tobacco Product Manufacturing
- Building Material and Garden Equipment and Supplies Dealers
- Construction of Buildings
- Crop Production
- Electronics and Appliance Stores
- Fabricated Metal Product Manufacturing
- Food and Beverage Stores
- Food Services and Drinking Places
- Furniture and Related Product Manufacturing
- Gasoline Stations
- General Merchandise Stores
- Heavy and Civil Engineering Construction
- Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)
- Merchant Wholesalers, Nondurable Goods
- Motor Vehicle and Parts Dealers
- Nonmetallic Mineral Product Manufacturing
- Nursing and Residential Care Facilities
- Paper Manufacturing
- Personal and Laundry Services
- Petroleum and Coal Products Manufacturing
- Plastics and Rubber Products Manufacturing
- Postal Service
- Primary Metal Manufacturing
- Printing and Related Support Activities
- Private Households
- Rail Transportation
- 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
- Waste Management and Remediation Services
- Wholesale Electronic Markets and Agents and Brokers
- Wood Product Manufacturing

Segregation captures the sorting of Asians and Whites into different occupations within the same workplace. The baseline here is a hypothetical workplace where Asians 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 Asian-White segregation in manufacturing, construction, and animal production:

- Animal Production Animal Production
- Apparel Manufacturing
- Construction of Buildings
- Crop Production
- Fabricated Metal Product Manufacturing
- Fishing, Hunting and Trapping
- Food Manufacturing
- Furniture and Related Product Manufacturing
- Heavy and Civil Engineering Construction
- Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)
- Mining (except Oil and Gas)
- Motor Vehicle and Parts Dealers
- Nonmetallic Mineral Product Manufacturing
- Nursing and Residential Care Facilities
- Paper Manufacturing
- Personal and Laundry Services
- Plastics and Rubber Products Manufacturing
- Primary Metal Manufacturing
- Rental and Leasing Services
- Specialty Trade Contractors
- Support Activities for Agriculture and Forestry
- Textile Mills
- Textile Product Mills
- Warehousing and Storage
- Waste Management and Remediation Services
- 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 Asians' wages as a percentage of Whites' wages. In 11 industries, Asians earn more than Whites, even after statistical adjustments for age, hours worked, education and local labor market. The industries are:

- Ambulatory Health Care Services
- Amusement, Gambling, and Recreation Industries
- Animal Production
- Hospitals
- Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)
- Museums, Historical Sites, and Similar Institutions
- Nonstore Retailers
- Postal Service
- Professional, Scientific, and Technical Services
- Telecommunications
- Motion Picture and Sound Recording Industries

However, the wage gap is statistically significant at $\mathrm{p}<0.05$ level only in Ambulatory Health Care Services, Hospitals, and Professional, Scientific, and Technical Services.

Generally though, Asians earn slightly less than Whites. In the mean industry, Asians earn $93.8 \%$ of what Whites earn. Adjusted pay gaps greater than $20 \%$ are found in:

- Fishing, Hunting and Trapping
- Pipeline Transportatiion

Figure 4.4. Industry Distributions of Asian Employment Opportunities, 2012*

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

## 5) Native American

Figure 4.5 reports the distribution of estimates for each dimension across 92 detailed industries in $2012 .{ }^{14}$ 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:

[^8]- 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 $\mathrm{p}<0.05$ 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.

## 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 preforming 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 <br> Representation Grade | Management Representation Grade | MaleFemale Segregation Grade | MaleFemale Wage Gap Grade | Total Number of Employees | Mean <br> Hourly <br> 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 <br> Representation Grade | Management Representation Grade | MaleFemale Segregation Grade | MaleFemale Wage Gap Grade | Total Number of Employees | Mean <br> Hourly <br> 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 | MaleFemale Segregation Grade | MaleFemale Wage Gap Grade | Total Number of Employees | Mean <br> Hourly <br> 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- <br> Female Segregation Grade | Male- <br> Female Wage Gap Grade | Total <br> Number of Employees | Mean <br> 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 | MaleFemale Segregation Grade | Male- <br> Female Wage Gap Grade | Total <br> Number of <br> Employees | Mean <br> Hourly <br> 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 preforming 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 | BlackWhite Wage Gap Grade | Total <br> Number of <br> Employees | Mean <br> Hourly <br> 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 |

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

| Final Grade | Name | Overall <br> Representation Grade | Management Representation Grade | Black-White Segregation Grade | Black- <br> White <br> Wage Gap Grade | Total <br> Number of Employees | Mean <br> Hourly <br> Wage(\$) | \% of Federal Contractor Establishments |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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 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 |

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

| Final Grade | Name | Overall Representation Grade | Management Representation Grade | Black-White Segregation Grade | BlackWhite Wage Gap Grade | Total <br> Number of Employees | Mean <br> Hourly <br> Wage(\$) | \% of Federal Contractor Establishments |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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 |
| 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 |

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

| Final Grade | Name | Overall Representation Grade | Management Representation Grade | Black-White Segregation Grade | BlackWhite Wage Gap Grade | Total <br> Number of <br> Employees | Mean <br> Hourly <br> Wage(\$) | \% of Federal Contractor Establishments |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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 |
| 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 |

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

| Final Grade | Name | Overall Representation Grade | Management Representation Grade | Black-White Segregation Grade | BlackWhite Wage Gap Grade | Total Number of Employees | Mean <br> Hourly Wage(\$) | \% of Federal Contractor Establishments |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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 preforming 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- <br> Hispanic Wage Gap Grade | Total <br> Number of Employees | Mean <br> Hourly <br> 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 | WhiteHispanic Wage Gap Grade | Total <br> Number of <br> Employees | Mean <br> Hourly <br> 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- <br> Hispanic Wage Gap Grade | Total Number of Employees | Mean <br> Hourly <br> 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- <br> Hispanic Wage Gap Grade | Total <br> Number of <br> Employees | Mean <br> 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 | WhiteHispanic Wage Gap Grade | Total <br> Number of Employees | Mean <br> 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 preforming 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 | AsianWhite Wage Gap Grade | Total <br> Number of <br> Employees | Mean <br> Hourly <br> 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 | B | D | B | A | 390,865 | 16.1 | 48.0 |

Table 5.4. Industry Employment Opportunity Grades, 2012: Asians

| Final Grade | Name | Overall Representation Grade | Management Representation Grade | Asian-White Segregation Grade | AsianWhite Wage Gap Grade | Total <br> Number of <br> Employees | Mean <br> Hourly Wage(\$) | \% of Federal Contractor <br> Establishments |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Stores |  |  |  |  |  |  |  |
| 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 |
| 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 |

Table 5.4. Industry Employment Opportunity Grades, 2012: Asians

| Final Grade | Name | Overall Representation Grade | Management Representation Grade | Asian-White Segregation Grade | AsianWhite Wage Gap Grade | Total Number of Employees | Mean <br> Hourly <br> Wage(\$) | \% of Federal Contractor Establishments |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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 |
| 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 |

Table 5.4. Industry Employment Opportunity Grades, 2012: Asians

| Final Grade | Name | Overall Representation Grade | Management Representation Grade | Asian-White Segregation Grade | AsianWhite Wage Gap Grade | Total Number of Employees | Mean <br> Hourly Wage(\$) | \% of Federal Contractor Establishments |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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 |
| 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 |

Table 5.4. Industry Employment Opportunity Grades, 2012: Asians

| Final Grade | Name | Overall Representation Grade | Management Representation Grade | Asian-White Segregation Grade | AsianWhite Wage Gap Grade | Total <br> Number of Employees | Mean <br> Hourly <br> Wage(\$) | \% of Federal Contractor Establishments |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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 preforming 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 AmericanWhite Segregation Grade | Native AmericanWhite Wage Gap Grade | Total <br> Number of Employees | Mean <br> Hourly <br> 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 |

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

| Final Grade | Name | Overall Representation Grade | Management Representation Grade | Native <br> AmericanWhite Segregation Grade | Native AmericanWhite Wage Gap Grade | Total <br> Number of Employees | Mean <br> Hourly <br> Wage(\$) | \% of Federal Contractor Establishments |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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 |
| 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 |

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

| Final Grade | Name | Overall Representation Grade | Management Representation Grade | Native AmericanWhite Segregation Grade | Native AmericanWhite Wage Gap Grade | Total Number of Employees | Mean <br> Hourly <br> Wage(\$) | \% of Federal Contractor Establishments |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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 |
| 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 | C | D | D | A | 60,626 | 37.0 | 22.2 |

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

| Final Grade | Name | Overall Representation Grade | Management Representation Grade | Native AmericanWhite Segregation Grade | Native AmericanWhite Wage Gap Grade | Total Number of Employees | Mean <br> Hourly Wage(\$) | \% of Federal Contractor Establishments |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Bank |  |  |  |  |  |  |  |
| 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 |
| 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 |

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

| Final Grade | Name | Overall Representation Grade | Management Representation Grade | Native AmericanWhite Segregation Grade | Native AmericanWhite Wage Gap Grade | Total Number of Employees | Mean <br> Hourly <br> Wage(\$) | \% of Federal Contractor Establishments |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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 |

## Appendix: Methodology (Measurement Detail)

## A1.1 Overall Grading Methodology

Industry final grades are calculated from the average of the grades for overall representation, managerial representation, segregation, and wage gaps. They are calculated in a grade point average format. We use the conventional U.S. education A-F scale, plus a "super" failing grade of Z for industries that are so far below passing on some dimension that we felt that they must be singled out. The letter grades for the four measures of disparity were assigned the following numeric values: 4 for A's, 3 for B's, 2 for C's, 1 for D's, 0 for F's, and -1 for Z's.

The mean score of these gives the grade point average. The grade point average (GPA) is then converted into letter grades based on the following scale:

- A GPA greater than 3.67
- A- GPA greater than 3.33 and less than or equal to 3.67
- B+ GPA greater than 3.00 and less than or equal to 3.33
- B GPA greater than 2.67 and less than or equal to 3.00
- B- GPA greater than 2.33 and less than or equal to 2.67
- C+ GPA greater than 2.00 and less than or equal to 2.33
- C GPA greater than 1.67 and less than or equal to 2.00
- C- GPA greater than 1.33 and less than or equal to 1.67
- D+ GPA greater than 1.00 and less than or equal to 1.33
- D GPA greater than 0.67 and less than or equal to 1.00
- F GPA greater than 0.00 and less than or equal to 0.67
- Z GPA less than or equal to 0.00

For display in tables, industries are sorted by the mean of the industries' rankings from the four primary measures of disparity, within their overall grade.

## A1.2 Overall Representation

Overall representation is the proportion of all employees in a workplace that are of a particular demographic group. Focusing on establishments with at least 50 employees, we measured disparities in each group's overall representation by comparing representation in 2012 EEO-1 reporting establishments to representation in labor markets defined using the 2007-2011 ACS PUMS 5-year estimates.

To create the baselines, we limited the ACS sample to civilians who were engaged in paid work at the time of the survey. We used two complementary labor market baselines: the state labor market and the state-industry labor market. State labor markets include all workers in each state. State-industry labor markets include workers within a particular industry within each state. We used NAICS 2007 two-digit codes to determine baseline industry. For the purposes of calculating overall representation disparities, these labor markets were also divided into ten EEOC occupational categories. For each labor market, the baseline was calculated by taking the proportion of workers in that labor market in each occupation who were from the target demographic group.

We calculated workplace overall representational disparities separately using the state labor market baselines and the state-industry labor market baselines. To calculate within workplace overall representation disparities we first calculated the proportion of a particular demographic group of workers within each EEOC occupation in that workplace. Second, the occupation's state or state-industry labor market baseline was subtracted from the proportion; this gave the raw occupational representation disparity. Third, this raw occupational representation disparity was weighted by the number of employees in that occupation in the workplace. Finally, the weighted occupational representation disparities for all occupations were summed and divided by the total number of employees in the workplace.

Overall representational disparity can be represented algebraically as

$$
\left(\bar{X}-\mu_{0}\right)=\left[\sum_{o=1}^{10} n_{o}\left(\pi_{o}-\pi_{A C S}\right)\right] / n_{E E O}
$$

where $\left(\bar{X}-\mu_{0}\right)$ is the representational disparity, $n_{o}$ is the weight for number of workers in one of ten occupations within the establishment, $\pi_{o}$ is the proportion of each demographic group workers in an occupation within the establishment, $\pi_{A C S}$ is the proportion of workers in that demographic group within the ACS baseline labor market, and $n_{\text {EEO }}$ is the total number of workers in the establishment.

After state level and state-industry level representational disparities were calculated for each workplace, these two measures were averaged to create the overall representation scale. Positive values indicate greater representation of the demographic group in the workplace.

Description of Tables: Table A.2.1, A.3.1, A.4.1, A.5.1, A.6.1 display the mean values of these scales for each of 92 industries, along with their rankings and measures of statistical significance
for female, African American, Hispanic, Asian, and Native American respectively. The industries that under-represent each demographic group are listed first. Below are descriptions of the measures included in the tables.

- At the top of each table, we include the number of establishments analyzed, and the mean and standard deviation for the industries' mean values on the overall representation scale.
- Mean Value is the mean score on the overall representation scale among establishments in the industry (potential range -1.0 to 1.0). The Cronbach's alpha measure of scale reliability is 0.87 for female, 0.97 for African American, 0.97 for Hispanic, 0.98 for Asian, and 0.98 for Native American.
- S.D. is the standard deviation of the Mean Value.
- $\%$ Establishments Underrepresenting is the percent of establishments in the industry with an overall representation scale score below zero.
- Sign Test Probability of Negative Comparison is a one-sided binomial significance test. The null hypothesis is that the number of negative cases could have happened by chance in a normal distribution centered at zero. ${ }^{15}$
- \% Establishments Significantly Lower than Baseline reports results from a one-tailed ztests for difference of proportions between each establishment's representation of each demographic group and the labor markets' representation of the group. We use 0.05 as the alpha level. ${ }^{16}$

Grades and Rankings: Grades for overall representational disparity are based on the number of standard deviations (SD) away from zero (equal representation) overall representation scale score. The follow standards were applied:

- A is awarded if the industry's score is more than 1.14 SD above zero. ${ }^{17}$
- B is awarded if the industry's score is more than .39 SD above zero, but no more than 1.14 SD above zero. ${ }^{18}$
- C is awarded if the industry's score is no more than .39 SD above zero and no more than .39 below zero. ${ }^{19}$
- D is awarded if the industry's score is more than .39 SD below zero, but no more than 1.14 SD below zero. ${ }^{20}$

[^9]- F is awarded if the industry's score is more than 1.14 SD below zero, but no more than 1.96 SD below zero. ${ }^{21}$
- Z is awarded if the industry's score is more than 1.96 below zero. ${ }^{22}$

Rankings for overall representational disparity are based on scores from the overall representation scale. A ranking of one indicates relatively high representation of each demographic group. The rankings align with the grades. Industries with higher ranks get better grades.

## A1.3 Managerial Representation

Managerial representation is the proportion of managers in a workplace who are of a particular demographic group. We measured disparities in managerial representation through comparing the managerial representation of women in 2012 EEO-1 reporting establishments to their representation in labor markets defined using the 2007-2011 ACS PUMS 5-year estimates. We created a managerial representation scale for this report. The scale was constructed from three component variables:

1) Workplace managerial representation versus a state labor market baseline
2) Workplace managerial representation versus a state-manager labor market baseline
3) Workplace managerial representation versus a state-industry-manager labor market baseline

The labor market baselines from the ACS PUMS data are the following:

1) State labor market baselines are the proportion of the state's labor market in each demographic group
2) State-manager labor market baselines are the proportion of managers within the state in each demographic group
3) State-industry-management labor market baselines are the proportion of managers within the state and in the same NAICS 2-digit industry in each demographic group

Each workplace's managerial representational disparity was calculated by first subtracting the labor market baseline from the proportion of managers in each demographic group. This was done for the three labor market baselines, and then, the average of those three values became the managerial representation scale. Positive values indicate greater representation in management.

Managerial representational disparity can be represented algebraically as

$$
\left(\bar{X}-\mu_{0}\right)=\pi_{E E O}-\pi_{A C S}
$$

where $\pi_{A C S}$ is the proportion of each demographic group within the ACS baseline labor market, and $\pi_{E E O}$ is the proportion of managers in each demographic group within the establishment.

[^10]Description of Tables: Table A.2.2, A.3.2, A.4.2, A.5.2, A.6.2 display the mean values of these scales for each of 92 industries, along with their rankings and measures of statistical significance for female, African American, Hispanic, Asian, and Native American respectively. The industries that under-represent each demographic group the least are listed first. Below are descriptions of the measures included in the tables.

- At the top of each table, we include the number of establishments analyzed, and the mean and standard deviation for the industries' mean values on the managerial representation scale.
- Mean Value is the mean score on the managerial representation scale among establishments in the industry (Potential range -1.0 to 1.0). The Cronbach's alpha measure of scale reliability was 0.96 for female, 0.99 for African American, 0.98 for Hispanic, 0.99 for Asian, and 0.99 for Native American.
- $S . D$. is the standard deviation of the Mean Value.
- $\%$ Establishments Underrepresenting is the percent of establishments in the industry with a managerial representation scale score below zero.
- Sign Test Probability of Negative Comparison is a one-sided binomial significance test. The null hypothesis is that the number of negative cases could have happened by chance in a normal distribution centered at zero. ${ }^{23}$
- \% Establishments Significantly Lower than Baseline reports results for all establishments in the industry of a one-tailed z-test for difference of proportions between each establishment's representation of the demographic groups in management and the labor markets' representation of the demographic groups. We use 0.05 as the alpha level. ${ }^{24}$

Grades and Rankings: Grades for overall representational disparity are based on the number of standard deviations (SD) away from zero (equal representation to baseline) overall representation scale score. The follow standards were applied:

- A is awarded if the industry's score is more than 1.14 SD above zero.
- B is awarded if the industry's score is more than .39 SD above zero, but no more than 1.14 SD above zero.
- C is awarded if the industry's score is no more than .39 SD above zero and no more than .39 below zero.
- D is awarded if the industry's score is more than .39 SD below zero, but no more than 1.14 SD below zero.
- F is awarded if the industry's score is more than 1.14 SD below zero, but no more than 1.96 SD below zero.

Rankings for managerial representational disparity are based on scores from the managerial representation scale. A rank of one indicates relatively high in management. The rankings align with the grades. Industries with higher ranks get better grades.

[^11]
## A1.4 Workplace Segregation

We measure workplace segregation by examining how people from two demographic groups are distributed across occupations within establishments. Here we examine male-female, African American-White, Hispanic-White, Asian-White, and Native American-White segregation:

To measure segregation, we created a segregation scale composed of the mean of three measures: unadjusted segregation using the Duncan Index, adjusted segregation, and segregation by industry. Before compiling these measures to create the segregation scale, each was meancentered.

Unadjusted Measure: The unadjusted measure is the Duncan index of dissimilarity, which measures the degree to which two mutually exclusive groups are distributed across units making up a whole. In this case, the "whole" is the workplace, and the units are the following EEO-1 occupational categories:

1) Top Management
2) Middle Management
3) Professionals
4) Technicians
5) Sales workers
6) Administrative support workers
7) Craft workers
8) Operatives
9) Laborers and helpers
10) Service workers

The index of dissimilarity formula is:

$$
D=\frac{1}{2} \sum_{o e=1}^{10}\left|\frac{x_{o e}}{X}-\frac{y_{o e}}{Y}\right|
$$

Where $x_{o e}$ is the number of people from demographic group $X$ (females; African Americans: Hispanics; Asians; Native Americans) in an occupation within an establishment, $X$ is the number of people from demographic group $X$ in an establishment, $y_{o e}$ is the number of people from demographic group $Y$ (males; whites) in an occupation within an establishment, and $Y$ is the number of people from demographic group $Y$ in an establishment.

The index provides the proportion of a group that would need to change occupations in order for there to be no segregation in that workplace. The index ranges from 0 to 1 , with 1 indicating total segregation. Establishments do not receive an index of dissimilarity score if they have no members of one or both groups being compared.

Adjusted Measure: Because the EEOC occupation categories ignore within-occupation job-title segregation, the index of dissimilarity underestimates actual workplace segregation. To partially correct for this underestimation, the segregation value for each workplace is adjusted upward to take into account the degree of occupational heterogeneity within the workplace.

To do this, for each type of segregation we first calculated the Gibbs-Martin index of occupational heterogeneity. The formula for the Gibbs-Martin index of heterogeneity is:

$$
H=1-\sum_{o=1}^{10} p_{O}^{2}
$$

where $p_{o}$ is the proportion of employees in an establishment within an occupation. Next, we regressed unadjusted segregation on the index of heterogeneity for all EEO-1 establishments. We multiplied the estimated regression coefficient by the difference between .99 (the maximum value of the Gibbs-Martin index) and the observed workplace index of heterogeneity. This value was added to the unadjusted measure of segregation and values above 1 were recoded to 1 .

Segregation by Industry: For segregation by industry, the mean adjusted segregation value for the industry is subtracted from the workplace's segregation value. This measure asks, how segregated is this workplace relative to other workplaces in the same two-digit industry?

Description of Table: Table A3 displays the mean values of this scale for each of 92 industries, along with their rankings and measures of significance. Higher levels of segregation are listed first.

- At the top of each table, we include the number of establishments analyzed, and the mean and standard deviation for the industries' mean values on the segregation scale.
- Mean Value is the mean score on the segregation scale among establishments in the industry (Potential range 0 to 1.0). The Cronbach's alpha measure of scale reliability is 0.90 for female, 0.93 for African American, 0.93 for Hispanic, 0.94 for Asian, and 0.88 for Native American.
- S.D. is the standard deviation of the Mean Value.
- \% of Establishments Significantly Higher than National Average measures come from one-tailed t-tests for difference between the each establishment's segregation level and the national mean level of segregation. This is done separately for Observed Segregation (unadjusted measure) and Adjusted Segregation. We use 0.05 as the alpha level. ${ }^{25}$

Grades and Rankings: For segregation, grades are based on the percent of establishments in the industry that have adjusted segregation scores (among the three segregation measures: unadjusted segregation using the Duncan Index, adjusted segregation, and segregation by

[^12]industry) significantly higher than the national average (see above for description of measure). The grade scale is constructed as follows:

- A is awarded if the percent of establishments with adjusted segregation scores significantly higher than the national average is $15 \%$ or less.
- B is awarded if the percent of establishments with adjusted segregation scores significantly higher than the national average is more than $15 \%$, but no more than $25 \%$.
- C is awarded if the percent of establishments with adjusted segregation scores significantly higher than the national average is more than $25 \%$, but no more than $35 \%$.
- D is awarded if the percent of establishments with adjusted segregation scores significantly higher than the national average is more than $35 \%$, but no more than $45 \%$.
- F is awarded if the percent of establishments with adjusted segregation scores significantly higher than the national average is more than $45 \%$, but no more than $55 \%$.
- $\quad \mathrm{Z}$ is awarded if the percent of establishments with adjusted segregation scores significantly higher than the national average is more than $55 \%$.

The rankings for segregation are based on the grades above and segregation scale scores. This allows more than one measure to influence the rankings. Industries are ranked within grades based on their mean rank score. Lower segregation results in higher grades and better rankings.

## A1.5 Wage Gap

The wage gap is the industry average difference in wages between the focal group and a comparison group (e.g. women relative to men), after statistically controlling for differences in education, potential labor market experience, actual labor supply behavior, English language skills, and local labor market average wage.

To estimate wage gaps, we used 2007-2011 ACS PUMS 5-year estimates, limiting the dataset to civilians engaged in paid labor at the time of the survey. Wages were calculated by dividing annual income in 2011 dollars by the number of hours the respondent worked in the past 12 months. For all calculations, the natural logarithm of wages was used to control for skewness in the wage distribution.

To obtain industry wage gaps, we performed 92 regressions, one for each NAICS three-digit industry. ${ }^{26}$ By estimating separate industry wage regressions for each industry, we allow each industry to have industry specific coefficients. We regressed logged wages on race and gender variables, human capital and labor supply variables, and fixed effects for 1238 Place of Work Public Use Microdata Areas. For each industry, we estimated the following regression:

$$
\begin{aligned}
Y_{\text {Industry } 1-92} & =\beta_{0}+\beta_{1} x_{\text {Female }}+\beta_{2} x_{\text {Black }}+\beta_{3} x_{\text {Hispanic }}+\beta_{4} x_{\text {Asian }}+\beta_{5} x_{\text {AIAN }} \\
& +\Sigma\left(\beta_{6-11} x_{\text {Educ. Attmt. }}\right)+\beta_{12} x_{\text {Yrs.Educ. }}+\beta_{13} x_{\text {Experience }} \\
& +\beta_{14} x_{\text {Experience Squared }}^{2}+\Sigma\left(\beta_{15-18} x_{\text {Eng.Ability }}\right)+\beta_{19} x_{\text {Weekly Hours Worked }} \\
& +\beta_{20} x_{\text {Weeks Worked }}+\Sigma\left(\beta_{21-1258} x_{\text {Community }}\right)+\varepsilon
\end{aligned}
$$

[^13]where $x_{\text {Female }}, x_{\text {Black }}, x_{\text {Hispanic }}, x_{\text {Asian }}$, and $x_{\text {AIAN }}$, are dichotomous variables for each demographic group (AIAN being American Indians/Alaska Natives), $x_{\text {Educ. Attmt. }}$ is a set of dichotomous variables for highest level of education achieved, $x_{Y r s . E d u c}$. is a continuous measure of years of education, $x_{\text {Experience }}$ is a continuous variable for estimated years of work experience, $x_{\text {Experience Squared }}^{2}$ is the square of $x_{\text {Experience }}, x_{\text {Eng.Ability }}$ is a set of dichotomous variables constructed from an ordinal measure of English speaking ability, $x_{\text {Weekly Hours Worked }}$ is the number of hours worked in the typical week in the past 12 months, $x_{\text {Weeks Worked }}$ is the number of weeks worked in the past 12 months, and $x_{\text {Community }}$ is a set of dichotomous variables, one for each Place of Work Public Use Microdata Area (with one community omitted). Years of work experience was estimated by taking age, minus years of education, minus 6 .

For example of male-female wage gap, for each industry, we stored the coefficient and the pvalue of a two-tailed t -test on the coefficient for female. The coefficients were exponentiated and multiplied by 100 to give female's wages as a percentage of male's wages.

Grades and Rankings: Wage gap grades are based on the wage gap estimates from the equation described above. We use the following grade scale:

- A is awarded if female wages are $95 \%$ or more of male wages.
- B is awarded if female wages are at least $90 \%$ of male wages, but less than $95 \%$ of males’ wages.
- C is awarded if female wages are at least $85 \%$ of male wages, but less than $90 \%$ of male wages.
- D is awarded if female wages are at least $80 \%$ of male wages, but less than $85 \%$ of male wages.
- F is awarded if female wages are at least $75 \%$ of male wages, but less than $80 \%$ of male wages.
- Z is awarded if female wages are less than $75 \%$ of male wages.

Wage gap rankings are based on the wage gap estimates as described above. Higher values result in better rankings.

## A1.6 Industry Size, Pay, and Federal Contractor Context

Employment opportunity disparities are associated with industry level context in important ways. We focus on industry density of federal contractors, and so OFCCP oversight, mean wages, and overall employment size. We estimated correlation coefficients between three industry level contextual variables and overall GPA and its four main components: overall representation, management representation, wage gap, and segregation.

## A2: Female Rankings across Four Employment Opportunity Dimensions

Table A2.1 Female Overall Representation: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Industry |
|  |  | National Level Summary: | 239960 | -0.2\% | 9.4\% |  |  |  |  |
| A | 1 | Apparel Manufacturing | 345 | 27.9\% | 19.7\% | 7.2\% | 1.000 | 4.7\% | 6.5\% |
| A | 2 | Wholesale Electronic Markets and Agents and Brokers | 135 | 23.2\% | 20.7\% | 42.2\% | 0.971 | 21.6\% | 9.3\% |
| A | 3 | Clothing and Clothing Accessories Stores | 3740 | 22.3\% | 14.0\% | 5.7\% | 1.000 | 8.8\% | 5.0\% |
| A | 4 | Private Households | 24 | 21.0\% | 32.7\% | 41.7\% | 0.846 | 31.8\% | 25.3\% |
| A | 5 | Leather and Allied Product Manufacturing | 100 | 18.9\% | 17.0\% | 16.0\% | 1.000 | 11.2\% | 15.3\% |
| A | 6 | Nursing and Residential Care Facilities | 14041 | 15.1\% | 11.3\% | 6.3\% | 1.000 | 1.6\% | 29.5\% |
| A | 7 | Postal Service | 7 | 14.9\% | 17.3\% | 28.6\% | 0.938 | 18.9\% | 18.9\% |
| A | 8 | Transit and Ground Passenger Transportation | 1303 | 14.1\% | 20.8\% | 23.6\% | 1.000 | 33.5\% | 18.8\% |
| A | 9 | Health and Personal Care Stores | 740 | 10.8\% | 14.0\% | 14.3\% | 1.000 | 16.4\% | 12.6\% |
| B | 10 | Hospitals | 5952 | 10.5\% | 8.6\% | 7.6\% | 1.000 | 0.8\% | 39.3\% |
| B | 11 | Ambulatory Health Care Services | 8650 | 10.5\% | 16.2\% | 17.3\% | 1.000 | 7.8\% | 41.9\% |
| B | 12 | Social Assistance | 4363 | 9.9\% | 15.1\% | 21.1\% | 1.000 | 7.1\% | 48.8\% |
| B | 13 | Animal Production | 323 | 9.5\% | 15.2\% | 40.6\% | 1.000 | 34.0\% | 21.0\% |
| B | 14 | Museums, Historical Sites, and Similar Institutions | 231 | 9.4\% | 9.8\% | 12.6\% | 1.000 | 17.7\% | 8.2\% |
| B | 15 | Support Activities for Agriculture and Forestry | 229 | 9.4\% | 20.2\% | 44.5\% | 0.957 | 28.0\% | 22.3\% |
| B | 16 | Crop Production | 544 | 8.9\% | 16.9\% | 38.1\% | 1.000 | 30.3\% | 23.8\% |
| B | 17 | Warehousing and Storage | 1648 | 7.9\% | 18.8\% | 50.6\% | 0.320 | 47.8\% | 32.2\% |
| B | 18 | Personal and Laundry Services | 1392 | 7.7\% | 19.9\% | 33.1\% | 1.000 | 29.6\% | 37.3\% |

Table A2.1 Female Overall Representation: Industry Rankings

|  |  |  |  |  |  | \% Establishments <br> Significantly Lower <br> than Baseline |
| :---: | :---: | :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Table A2.1 Female Overall Representation: Industry Rankings

|  |  |  |  |  |  |  | \% Establishments <br> Significantly Lower <br> than Baseline |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Table A2.1 Female Overall Representation: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | $\begin{gathered} \text { State* } \\ \text { Industry } \end{gathered}$ |
| D | 59 | Wood Product Manufacturing | 1097 | -4.9\% | 11.6\% | 77.6\% | 0.000 | 73.1\% | 60.3\% |
| D | 60 | Funds, Trusts, and Other Financial Vehicles | 199 | -5.3\% | 12.6\% | 58.3\% | 0.012 | 58.9\% | 73.6\% |
| D | 61 | Other Information Services | 711 | -5.5\% | 17.1\% | 64.3\% | 0.000 | 77.8\% | 61.5\% |
| D | 62 | Professional, Scientific, and Technical Services | 15754 | -5.5\% | 16.9\% | 65.6\% | 0.000 | 70.8\% | 52.5\% |
| D | 63 | Transportation Equipment Manufacturing | 3063 | -5.7\% | 13.2\% | 70.8\% | 0.000 | 81.5\% | 56.5\% |
| D | 64 | Oil and Gas Extraction | 619 | -5.7\% | 9.4\% | 81.3\% | 0.000 | 95.7\% | 40.7\% |
| D | 65 | Support Activities for Transportation | 1304 | -5.9\% | 13.6\% | 70.1\% | 0.000 | 83.3\% | 55.5\% |
| D | 66 | Fabricated Metal Product Manufacturing | 4209 | -6.1\% | 12.3\% | 77.5\% | 0.000 | 78.6\% | 65.1\% |
| D | 67 | Utilities | 2501 | -6.1\% | 9.3\% | 79.6\% | 0.000 | 93.2\% | 47.7\% |
| D | 68 | Computer and Electronic Product Manufacturing | 3478 | -6.2\% | 16.9\% | 66.3\% | 0.000 | 85.3\% | 36.5\% |
| D | 69 | Telecommunications | 2490 | -6.8\% | 14.0\% | 76.1\% | 0.000 | 79.4\% | 59.1\% |
| D | 70 | Nonmetallic Mineral Product Manufacturing | 1080 | -6.9\% | 12.2\% | 81.9\% | 0.000 | 77.8\% | 64.6\% |
| D | 71 | Rental and Leasing Services | 965 | -7.0\% | 13.4\% | 78.1\% | 0.000 | 79.1\% | 70.6\% |
| D | 72 | Construction of Buildings | 1824 | -7.1\% | 9.2\% | 85.0\% | 0.000 | 94.4\% | 66.3\% |
| D | 73 | Water Transportation | 168 | -7.2\% | 14.2\% | 73.2\% | 0.000 | 75.2\% | 64.2\% |
| D | 74 | Specialty Trade Contractors | 3726 | -7.2\% | 7.8\% | 94.8\% | 0.000 | 97.3\% | 75.5\% |
| D | 75 | Forestry and Logging | 28 | -7.6\% | 14.0\% | 89.3\% | 0.000 | 95.3\% | 60.6\% |
| D | 76 | Heavy and Civil Engineering Construction | 2028 | -7.6\% | 6.4\% | 93.3\% | 0.000 | 97.7\% | 68.8\% |
| D | 77 | Performing Arts, Spectator Sports, and Related Industries | 701 | -7.9\% | 15.6\% | 69.3\% | 0.000 | 78.6\% | 66.1\% |
| D | 78 | Broadcasting (except Internet) | 1682 | -8.4\% | 10.3\% | 83.2\% | 0.000 | 88.7\% | 65.3\% |
| D | 79 | Mining (except Oil and Gas) | 548 | -8.7\% | 7.4\% | 94.2\% | 0.000 | 97.4\% | 71.6\% |

Table A2.1 Female Overall Representation: Industry Rankings

|  |  |  |  |  |  | \% Establishments <br> Significantly Lower <br> than Baseline |
| :---: | :---: | :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |

Table A2.2 Female Management Representation: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | State* Industry* Management |
|  |  | National Level Summary: | 232099 | -9.1\% | 11.7\% |  |  |  |  |  |
| A | 1 | Nursing and Residential Care Facilities | 13451 | 20.8\% | 24.0\% | 17.5\% | 1.000 | 7.8\% | 5.5\% | 31.7\% |
| A | 2 | Clothing and Clothing Accessories Stores | 2730 | 19.4\% | 35.1\% | 23.6\% | 1.000 | 29.0\% | 22.6\% | 18.0\% |
| A | 3 | Private Households | 23 | 18.5\% | 32.9\% | 39.1\% | 0.895 | 33.8\% | 23.5\% | 23.5\% |
| A | 4 | Ambulatory Health Care Services | 8192 | 18.0\% | 26.3\% | 23.2\% | 1.000 | 13.2\% | 8.7\% | 38.6\% |
| A | 5 | Hospitals | 5889 | 17.3\% | 15.5\% | 10.1\% | 1.000 | 2.3\% | 1.0\% | 39.9\% |
| A | 6 | Social Assistance | 4178 | 16.7\% | 23.4\% | 21.5\% | 1.000 | 11.6\% | 6.7\% | 41.4\% |
| B | 7 | Museums, Historical Sites, and Similar Institutions | 231 | 12.4\% | 13.4\% | 16.0\% | 1.000 | 18.1\% | 5.6\% | 9.6\% |
| B | 8 | Wholesale Electronic Markets and Agents and Brokers | 134 | 10.3\% | 20.1\% | 61.2\% | 0.006 | 32.6\% | 24.9\% | 15.6\% |
| B | 9 | Religious, <br> Grantmaking, Civic, <br> Professional, and Similar Organizations | 2233 | 10.2\% | 26.3\% | 31.6\% | 1.000 | 32.9\% | 23.2\% | 32.0\% |
| B | 10 | Educational Services | 2161 | 6.1\% | 24.5\% | 34.5\% | 1.000 | 30.8\% | 17.3\% | 53.2\% |
| C | 11 | Insurance Carriers and Related Activities | 4549 | 4.5\% | 21.0\% | 45.1\% | 1.000 | 42.8\% | 21.9\% | 48.7\% |

Table A2.2 Female Management Representation: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | State* Industry* Management |
| C | 12 | General Merchandise Stores | 14673 | 4.2\% | 22.8\% | 39.3\% | 1.000 | 47.1\% | 29.9\% | 40.9\% |
| C | 13 | Apparel Manufacturing | 340 | 3.0\% | 24.0\% | 43.5\% | 0.993 | 58.5\% | 42.5\% | 26.1\% |
| C | 14 | Health and Personal Care Stores | 654 | 2.4\% | 27.1\% | 48.0\% | 0.854 | 57.4\% | 39.9\% | 31.3\% |
| C | 15 | Scenic and Sightseeing Transportation | 42 | 2.3\% | 27.3\% | 52.4\% | 0.439 | 68.6\% | 33.6\% | 22.4\% |
| C | 16 | Monetary Authorities <br> - Central Bank | 478 | 2.2\% | 16.6\% | 39.7\% | 1.000 | 53.5\% | 17.9\% | 59.8\% |
| C | 17 | Real Estate | 1464 | 1.7\% | 23.0\% | 49.9\% | 0.531 | 47.8\% | 35.3\% | 50.7\% |
| C | 18 | Credit Intermediation and Related Activities | 5347 | 1.4\% | 18.2\% | 45.0\% | 1.000 | 50.5\% | 25.1\% | 55.9\% |
| C | 19 | Furniture and Home Furnishings Stores | 629 | -0.3\% | 23.4\% | 49.3\% | 0.655 | 64.4\% | 48.5\% | 33.6\% |
| C | 20 | Accommodation | 3912 | -1.2\% | 17.2\% | 50.5\% | 0.266 | 65.4\% | 34.8\% | 54.9\% |
| C | 21 | Nonstore Retailers | 672 | -1.7\% | 21.6\% | 60.7\% | 0.000 | 58.0\% | 42.0\% | 51.6\% |
| C | 22 | Leather and Allied Product Manufacturing | 78 | -2.6\% | 21.3\% | 57.7\% | 0.106 | 75.3\% | 53.7\% | 37.1\% |
| C | 23 | Funds, Trusts, and Other Financial Vehicles | 198 | -2.8\% | 18.8\% | 59.6\% | 0.004 | 60.0\% | 44.4\% | 62.1\% |
| C | 24 | Transit and Ground Passenger Transportation | 1208 | -3.4\% | 33.2\% | 55.5\% | 0.000 | 69.1\% | 59.5\% | 37.1\% |

Table A2.2 Female Management Representation: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | State* Industry* Management |
| C | 25 | Management of Companies and Enterprises | 2323 | -3.7\% | 25.1\% | 62.5\% | 0.000 | 71.4\% | 53.2\% | 48.7\% |
| C | 26 | Amusement, Gambling, and Recreation Industries | 2371 | -4.4\% | 27.1\% | 64.2\% | 0.000 | 73.2\% | 43.0\% | 44.7\% |
| D | 27 | Lessors of <br> Nonfinancial <br> Intangible Assets <br> (except Copyrighted <br> Works) | 12 | -4.7\% | 19.2\% | 83.3\% | 0.019 | 83.1\% | 67.4\% | 69.3\% |
| D | 28 | Administrative and Support Services | 10423 | -5.3\% | 29.4\% | 60.3\% | 0.000 | 67.5\% | 56.7\% | 51.3\% |
| D | 29 | Telecommunications | 2395 | -5.5\% | 23.5\% | 70.3\% | 0.000 | 71.9\% | 50.7\% | 52.0\% |
| D | 30 | Miscellaneous Store Retailers | 1204 | -5.7\% | 27.1\% | 55.5\% | 0.000 | 67.2\% | 51.1\% | 63.5\% |
| D | 31 | Air Transportation | 708 | -5.8\% | 23.0\% | 66.0\% | 0.000 | 84.6\% | 69.1\% | 27.1\% |
| D | 32 | Internet Service <br> Providers, Web Search <br> Portals, and Data <br> Processing Services | 543 | -5.9\% | 21.2\% | 65.0\% | 0.000 | 74.4\% | 57.9\% | 58.6\% |
| D | 33 | Public Administration | 157 | -6.0\% | 26.8\% | 47.8\% | 0.738 | 62.1\% | 50.8\% | 57.0\% |
| D | 34 | Other Information Services | 696 | -6.0\% | 20.1\% | 65.4\% | 0.000 | 78.0\% | 62.6\% | 65.1\% |
| D | 35 | Motion Picture and Sound Recording | 689 | -6.1\% | 26.7\% | 63.9\% | 0.000 | 67.1\% | 54.6\% | 54.9\% |

Table A2.2 Female Management Representation: Industry Rankings

|  |  |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- |
|  |  |  |  |  |  |  |

Table A2.2 Female Management Representation: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | State* Industry* Management |
| D | 48 | Securities, Commodity Contracts, and Other Financial Investments and Related Activities | 1228 | -12.0\% | 18.5\% | 76.1\% | 0.000 | 86.5\% | 66.2\% | 88.4\% |
| D | 49 | Merchant Wholesalers, Nondurable Goods | 3298 | -12.1\% | 18.2\% | 82.6\% | 0.000 | 85.8\% | 76.5\% | 56.5\% |
| D | 50 | Support Activities for <br> Agriculture and Forestry | 201 | -12.4\% | 21.3\% | 78.1\% | 0.000 | 91.8\% | 87.3\% | 38.3\% |
| D | 51 | Merchant Wholesalers, Durable Goods | 4111 | -12.5\% | 17.7\% | 82.4\% | 0.000 | 90.1\% | 81.0\% | 51.4\% |
| D | 52 | Printing and Related Support Activities | 1046 | -12.6\% | 17.2\% | 80.2\% | 0.000 | 90.4\% | 82.8\% | 51.0\% |
| D | 53 | Electronics and Appliance Stores | 1430 | -13.0\% | 22.2\% | 75.7\% | 0.000 | 80.5\% | 74.8\% | 60.8\% |
| F | 54 | Animal Production | 310 | -13.9\% | 17.2\% | 87.1\% | 0.000 | 95.4\% | 89.2\% | 39.2\% |
| F | 55 | Computer and Electronic Product Manufacturing | 3467 | -14.2\% | 13.8\% | 89.0\% | 0.000 | 97.8\% | 94.7\% | 50.5\% |
| F | 56 | Textile Product Mills | 351 | -14.3\% | 18.6\% | 79.8\% | 0.000 | 92.1\% | 83.9\% | 59.3\% |
| F | 57 | Building Material and Garden Equipment and Supplies Dealers | 4500 | -14.7\% | 16.3\% | 83.3\% | 0.000 | 90.3\% | 82.6\% | 64.2\% |
| F | 58 | Furniture and Related Product | 823 | -14.9\% | 17.2\% | 82.3\% | 0.000 | 94.8\% | 87.4\% | 44.8\% |

Table A2.2 Female Management Representation: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | State* Industry* Management |
| Manufacturing |  |  |  |  |  |  |  |  |  |  |
| F | 59 | Postal Service | 7 | -14.9\% | 17.8\% | 85.7\% | 0.063 | 91.3\% | 68.5\% | 68.5\% |
| F | 60 | Couriers and Messengers | 1398 | -15.3\% | 17.0\% | 82.0\% | 0.000 | 95.8\% | 89.5\% | 81.6\% |
| F | 61 | Water Transportation | 165 | -15.6\% | 20.4\% | 77.6\% | 0.000 | 88.6\% | 74.3\% | 56.2\% |
| F | 62 | Food Manufacturing | 3985 | -15.8\% | 16.1\% | 86.7\% | 0.000 | 95.8\% | 88.9\% | 63.8\% |
| F | 63 | Utilities | 2473 | -16.4\% | 16.1\% | 87.7\% | 0.000 | 94.7\% | 87.9\% | 53.2\% |
| F | 64 | Electrical Equipment, <br> Appliance, and <br> Component <br> Manufacturing | 1406 | -17.0\% | 13.3\% | 90.6\% | 0.000 | 98.1\% | 94.6\% | 55.3\% |
| F | 65 | Rental and Leasing Services | 934 | -17.1\% | 21.2\% | 83.8\% | 0.000 | 82.6\% | 71.5\% | 85.0\% |
| F | 66 | Support Activities for Transportation | 1260 | -17.1\% | 21.7\% | 77.5\% | 0.000 | 89.7\% | 83.1\% | 59.9\% |
| F | 67 | Textile Mills | 356 | -17.2\% | 16.9\% | 85.1\% | 0.000 | 94.3\% | 85.1\% | 67.8\% |
| F | 68 | Warehousing and Storage | 1630 | -17.3\% | 18.2\% | 87.1\% | 0.000 | 91.3\% | 83.1\% | 76.6\% |
| F | 69 | Oil and Gas Extraction | 610 | -17.7\% | 13.7\% | 92.0\% | 0.000 | 98.6\% | 95.6\% | 43.7\% |
| F | 70 | Crop Production | 515 | -18.3\% | 17.8\% | 85.8\% | 0.000 | 95.5\% | 92.3\% | 56.2\% |

Table A2.2 Female Management Representation: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | State* Industry* Management |
| F | 71 | Plastics and Rubber <br> Products <br> Manufacturing | 2665 | -18.8\% | 14.4\% | 91.0\% | 0.000 | 96.7\% | 92.8\% | 66.4\% |
| F | 72 | Pipeline Transportation | 145 | -19.1\% | 14.2\% | 93.8\% | 0.000 | 99.0\% | 95.7\% | 55.5\% |
| F | 73 | Truck Transportation | 3105 | -19.2\% | 17.2\% | 89.8\% | 0.000 | 96.0\% | 90.9\% | 61.5\% |
| F | 74 | Beverage and Tobacco Product Manufacturing | 1154 | -19.2\% | 14.0\% | 93.3\% | 0.000 | 96.4\% | 92.2\% | 75.7\% |
| F | 75 | Fishing, Hunting and Trapping | 38 | -19.8\% | 17.5\% | 89.5\% | 0.000 | 94.1\% | 94.1\% | 49.4\% |
| F | 76 | Transportation Equipment Manufacturing | 3006 | -20.2\% | 12.9\% | 93.1\% | 0.000 | 98.9\% | 97.8\% | 74.7\% |
| F | 77 | Paper Manufacturing | 1582 | -20.4\% | 12.8\% | 93.7\% | 0.000 | 98.5\% | 95.7\% | 69.1\% |
| F | 78 | Fabricated Metal Product <br> Manufacturing | 4177 | -20.6\% | 13.4\% | 93.1\% | 0.000 | 98.2\% | 95.6\% | 65.3\% |
| F | 79 | Machinery Manufacturing | 3072 | -20.7\% | 12.5\% | 94.4\% | 0.000 | 98.9\% | 97.5\% | 71.4\% |
| F | 80 | Construction of Buildings | 1785 | -21.0\% | 14.8\% | 89.9\% | 0.000 | 97.1\% | 94.6\% | 59.5\% |
| F | 81 | Specialty Trade Contractors | 3628 | -21.6\% | 14.4\% | 91.5\% | 0.000 | 97.2\% | 95.4\% | 59.0\% |
| F | 82 | Repair and Maintenance | 847 | -22.0\% | 17.9\% | 92.9\% | 0.000 | 93.2\% | 78.8\% | 81.8\% |

Table A2.2 Female Management Representation: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | State* Industry* Management |
| F | 83 | Petroleum and Coal <br> Products <br> Manufacturing | 353 | -22.8\% | 12.7\% | 94.9\% | 0.000 | 98.4\% | 97.3\% | 81.0\% |
| Z | 84 | Nonmetallic Mineral Product Manufacturing | 1060 | -23.0\% | 13.4\% | 95.7\% | 0.000 | 98.6\% | 97.1\% | 78.2\% |
| Z | 85 | Support Activities for Mining | 1174 | -23.7\% | 12.4\% | 95.2\% | 0.000 | 99.1\% | 97.8\% | 68.9\% |
| Z | 86 | Motor Vehicle and Parts Dealers | 3514 | -24.0\% | 12.8\% | 96.1\% | 0.000 | 97.7\% | 95.3\% | 88.5\% |
| Z | 87 | Wood Product Manufacturing | 1080 | -24.2\% | 13.6\% | 96.0\% | 0.000 | 98.3\% | 96.8\% | 80.7\% |
| Z | 88 | Primary Metal Manufacturing | 1327 | -24.4\% | 11.0\% | 96.2\% | 0.000 | 99.3\% | 98.1\% | 82.0\% |
| Z | 89 | Heavy and Civil Engineering Construction | 1958 | -24.5\% | 12.5\% | 95.2\% | 0.000 | 98.4\% | 97.5\% | 71.0\% |
| Z | 90 | Waste Management and Remediation Services | 1017 | -24.6\% | 16.2\% | 94.3\% | 0.000 | 96.2\% | 92.6\% | 89.8\% |
| Z | 91 | Mining (except Oil and Gas) | 531 | -26.8\% | 10.4\% | 96.6\% | 0.000 | 99.6\% | 99.3\% | 80.5\% |
| Z | 92 | Rail Transportation | 503 | -29.4\% | 11.1\% | 98.4\% | 0.000 | 99.3\% | 99.3\% | 85.7\% |


|  |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- |


|  |  |  |  |  |  |  |
| :---: | :---: | :--- | :---: | :---: | :---: | :---: | :---: | :---: |


| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% of Establishments Significantly Higher than National Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  | Observed Segregation | Adjusted Segregation |
| D | 56 | Plastics and Rubber Products Manufacturing | 2681 | 0.293 | 0.171 | 50.8\% | 36.4\% |
| D | 57 | Merchant Wholesalers, Durable Goods | 4129 | 0.312 | 0.197 | 57.5\% | 43.2\% |
| D | 58 | Warehousing and Storage | 1631 | 0.317 | 0.203 | 44.1\% | 43.0\% |
| D | 59 | Paper Manufacturing | 1590 | 0.323 | 0.177 | 62.7\% | 42.3\% |
| D | 60 | Machinery Manufacturing | 3081 | 0.331 | 0.203 | 60.7\% | 41.4\% |
| D | 61 | Furniture and Home Furnishings Stores | 638 | 0.331 | 0.167 | 50.9\% | 41.0\% |
| F | 62 | Gasoline Stations | 374 | 0.327 | 0.144 | 46.5\% | 46.7\% |
| F | 63 | Real Estate | 1494 | 0.329 | 0.175 | 59.9\% | 48.5\% |
| F | 64 | Lessors of Nonfinancial Intangible Assets (except Copyrighted Works) | 12 | 0.330 | 0.180 | 53.4\% | 48.2\% |
| F | 65 | Utilities | 2492 | 0.339 | 0.198 | 70.4\% | 53.5\% |
| F | 66 | Oil and Gas Extraction | 608 | 0.341 | 0.231 | 58.4\% | 52.4\% |
| F | 67 | Merchant Wholesalers, Nondurable Goods | 3336 | 0.343 | 0.196 | 63.5\% | 54.2\% |
| F | 68 | Petroleum and Coal Products Manufacturing | 355 | 0.345 | 0.188 | 78.6\% | 45.7\% |
| F | 69 | Wood Product Manufacturing | 1085 | 0.352 | 0.217 | 58.3\% | 45.4\% |
| F | 70 | Pipeline Transportation | 146 | 0.355 | 0.222 | 65.1\% | 49.9\% |
| F | 71 | Rental and Leasing Services | 959 | 0.362 | 0.195 | 64.6\% | 51.8\% |
| F | 72 | Primary Metal Manufacturing | 1328 | 0.383 | 0.208 | 72.6\% | 52.4\% |
| F | 73 | Fabricated Metal Product Manufacturing | 4195 | 0.387 | 0.202 | 69.5\% | 54.3\% |
| Z | 74 | Private Households | 24 | 0.292 | 0.191 | 15.3\% | 64.1\% |
| Z | 75 | Personal and Laundry Services | 1389 | 0.321 | 0.165 | 42.6\% | 57.8\% |
| Z | 76 | Support Activities for Transportation | 1289 | 0.340 | 0.204 | 63.5\% | 59.6\% |
| Z | 77 | Fishing, Hunting and Trapping | 39 | 0.347 | 0.177 | 53.3\% | 55.7\% |
| Z | 78 | Rail Transportation | 508 | 0.363 | 0.224 | 69.7\% | 62.2\% |
| Z | 79 | Beverage and Tobacco Product Manufacturing | 1161 | 0.364 | 0.187 | 71.4\% | 55.5\% |
| Z | 80 | Air Transportation | 725 | 0.382 | 0.191 | 69.1\% | 66.3\% |
| Z | 81 | Nonmetallic Mineral Product Manufacturing | 1065 | 0.406 | 0.218 | 67.4\% | 57.5\% |
| Z | 82 | Mining (except Oil and Gas) | 511 | 0.411 | 0.187 | 87.8\% | 76.4\% |
| Z | 83 | Repair and Maintenance | 888 | 0.415 | 0.216 | 63.6\% | 58.3\% |
| Z | 84 | Forestry and Logging | 28 | 0.419 | 0.216 | 58.8\% | 63.2\% |

Table A2.3 Male-Female Segregation: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% of Establishments Significantly Higher than National Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  | Observed Segregation | Adjusted Segregation |
| Z | 85 | Water Transportation | 164 | 0.420 | 0.234 | 74.7\% | 59.6\% |
| Z | 86 | Construction of Buildings | 1794 | 0.453 | 0.186 | 90.7\% | 84.2\% |
| Z | 87 | Heavy and Civil Engineering Construction | 2005 | 0.458 | 0.184 | 90.6\% | 85.6\% |
| Z | 88 | Truck Transportation | 3128 | 0.482 | 0.205 | 76.8\% | 84.6\% |
| Z | 89 | Support Activities for Mining | 1148 | 0.498 | 0.204 | 87.5\% | 79.0\% |
| Z | 90 | Motor Vehicle and Parts Dealers | 3532 | 0.514 | 0.139 | 95.7\% | 86.6\% |
| Z | 91 | Specialty Trade Contractors | 3656 | 0.547 | 0.157 | 94.3\% | 94.4\% |
| Z | 92 | Waste Management and Remediation Services | 1018 | 0.579 | 0.190 | 88.9\% | 82.9\% |

Table A2.4 Male-Female Wage Gap: Industry Rankings

| Grade | Rank | Name | Females' <br> Wages as a Percentage of Males' Wages | p-Value |
| :---: | :---: | :---: | :---: | :---: |
|  |  | National Average (Mean): | 83.0\% |  |
| A | 1 | Scenic and Sightseeing Transportation | 103.4\% | 0.587 |
| A | 2 | Nursing and Residential Care Facilities | 97.9\% | 0.000 |
| B | 3 | Postal Service | 93.6\% | 0.000 |
| B | 4 | Motion Picture and Sound Recording Industries | 90.7\% | 0.000 |
| B | 5 | Rental and Leasing Services | 90.7\% | 0.000 |
| C | 6 | Food Services and Drinking Places | 89.8\% | 0.000 |
| C | 7 | Administrative and Support Services | 89.5\% | 0.000 |
| C | 8 | Leather and Allied Product Manufacturing | 89.3\% | 0.000 |
| C | 9 | Hospitals | 89.3\% | 0.000 |
| C | 10 | General Merchandise Stores | 89.1\% | 0.000 |
| C | 11 | Religious, Grantmaking, Civic, Professional, and Similar Organizations | 89.0\% | 0.000 |
| C | 12 | Amusement, Gambling, and Recreation Industries | 89.0\% | 0.000 |
| C | 13 | Electronics and Appliance Stores | 88.9\% | 0.000 |
| C | 14 | Social Assistance | 88.5\% | 0.000 |
| C | 15 | Museums, Historical Sites, and Similar Institutions | 88.3\% | 0.000 |
| C | 16 | Forestry and Logging | 88.2\% | 0.000 |
| C | 17 | Accommodation | 87.8\% | 0.000 |
| C | 18 | Broadcasting (except Internet) | 87.7\% | 0.000 |
| C | 19 | Educational Services | 87.7\% | 0.000 |
| C | 20 | Clothing and Clothing Accessories Stores | 86.7\% | 0.000 |
| C | 21 | Transit and Ground Passenger Transportation | 86.5\% | 0.000 |
| C | 22 | Food and Beverage Stores | 86.2\% | 0.000 |
| C | 23 | Real Estate | 85.9\% | 0.000 |
| C | 24 | Publishing Industries (except Internet) | 85.6\% | 0.000 |
| C | 25 | Apparel Manufacturing | 85.4\% | 0.000 |
| C | 26 | Beverage and Tobacco Product Manufacturing | 85.4\% | 0.000 |
| C | 27 | Sporting Goods, Hobby, Book, and Music Stores | 85.0\% | 0.000 |
| D | 28 | Couriers and Messengers | 84.8\% | 0.000 |
| D | 29 | Furniture and Related Product Manufacturing | 84.8\% | 0.000 |
| D | 30 | Health and Personal Care Stores | 84.5\% | 0.000 |
| D | 31 | Warehousing and Storage | 84.4\% | 0.000 |
| D | 32 | Rail Transportation | 84.1\% | 0.000 |
| D | 33 | Wood Product Manufacturing | 84.1\% | 0.000 |
| D | 34 | Chemical Manufacturing | 84.0\% | 0.000 |
| D | 35 | Motor Vehicle and Parts Dealers | 83.8\% | 0.000 |
| D | 36 | Private Households | 83.5\% | 0.000 |
| D | 37 | Telecommunications | 83.5\% | 0.000 |
| D | 38 | Gasoline Stations | 83.2\% | 0.000 |
| D | 39 | Animal Production | 83.1\% | 0.000 |
| D | 40 | Building Material and Garden Equipment and Supplies Dealers | 83.1\% | 0.000 |
| D | 41 | Furniture and Home Furnishings Stores | 83.0\% | 0.000 |
| D | 42 | Support Activities for Agriculture and Forestry | 83.0\% | 0.000 |

Table A2.4 Male-Female Wage Gap: Industry Rankings

| Grade | Rank | Name | Females' <br> Wages as a <br> Percentage of Males' Wages | p-Value |
| :---: | :---: | :---: | :---: | :---: |
| D | 43 | Nonstore Retailers | 82.8\% | 0.000 |
| D | 44 | Merchant Wholesalers, Durable Goods | 82.8\% | 0.000 |
| D | 45 | Lessors of Nonfinancial Intangible Assets (except Copyrighted Works) | 82.7\% | 0.000 |
| D | 46 | Merchant Wholesalers, Nondurable Goods | 82.7\% | 0.000 |
| D | 47 | Waste Management and Remediation Services | 82.6\% | 0.000 |
| D | 48 | Crop Production | 82.3\% | 0.000 |
| D | 49 | Public Administration | 82.1\% | 0.000 |
| D | 50 | Miscellaneous Store Retailers | 82.0\% | 0.000 |
| D | 51 | Other Information Services | 82.0\% | 0.000 |
| D | 52 | Electrical Equipment, Appliance, and Component Manufacturing | 81.9\% | 0.000 |
| D | 53 | Miscellaneous Manufacturing | 81.9\% | 0.000 |
| D | 54 | Credit Intermediation and Related Activities | 81.8\% | 0.000 |
| D | 55 | Transportation Equipment Manufacturing | 81.7\% | 0.000 |
| D | 56 | Support Activities for Transportation | 81.6\% | 0.000 |
| D | 57 | Truck Transportation | 81.2\% | 0.000 |
| D | 58 | Textile Product Mills | 80.9\% | 0.000 |
| D | 59 | Personal and Laundry Services | 80.6\% | 0.000 |
| D | 60 | Performing Arts, Spectator Sports, and Related Industries | 80.6\% | 0.000 |
| D | 61 | Food Manufacturing | 80.5\% | 0.000 |
| D | 62 | Specialty Trade Contractors | 80.4\% | 0.000 |
| D | 62 | Construction of Buildings | 80.4\% | 0.000 |
| D | 62 | Heavy and Civil Engineering Construction | 80.4\% | 0.000 |
| D | 65 | Internet Service Providers, Web Search Portals, and Data Processing Services | 80.4\% | 0.000 |
| D | 66 | Primary Metal Manufacturing | 80.3\% | 0.000 |
| D | 67 | Computer and Electronic Product Manufacturing | 80.1\% | 0.000 |
| D | 68 | Fabricated Metal Product Manufacturing | 80.0\% | 0.000 |
| D | 69 | Machinery Manufacturing | 80.0\% | 0.000 |
| F | 70 | Printing and Related Support Activities | 80.0\% | 0.000 |
| F | 71 | Paper Manufacturing | 79.5\% | 0.000 |
| F | 72 | Utilities | 79.2\% | 0.000 |
| F | 73 | Plastics and Rubber Products Manufacturing | 79.2\% | 0.000 |
| F | 74 | Nonmetallic Mineral Product Manufacturing | 79.1\% | 0.000 |
| F | 75 | Insurance Carriers and Related Activities | 78.8\% | 0.000 |
| F | 76 | Textile Mills | 78.7\% | 0.000 |
| F | 77 | Repair and Maintenance | 78.5\% | 0.000 |
| F | 78 | Wholesale Electronic Markets and Agents and Brokers | 78.4\% | 0.000 |
| F | 79 | Professional, Scientific, and Technical Services | 78.2\% | 0.000 |
| F | 80 | Fishing, Hunting and Trapping | 77.6\% | 0.001 |
| F | 81 | Mining (except Oil and Gas) | 77.2\% | 0.000 |
| F | 82 | Ambulatory Health Care Services | 77.2\% | 0.000 |
| F | 83 | Securities, Commodity Contracts, and Other Financial Investments and Related Activities | 76.7\% | 0.000 |

Table A2.4 Male-Female Wage Gap: Industry Rankings

|  |  |  | Females' <br> Wages as a |  |
| :---: | :---: | :--- | :---: | :---: | :---: |
| Grade | Rank |  | Nercentage of <br> Males' Wages | p-Value |
| F | 83 | Monetary Authorities - Central Bank | $76.7 \%$ | 0.000 |
| F | 83 | Funds, Trusts, and Other Financial Vehicles | $76.7 \%$ | 0.000 |
| F | 86 | Management of Companies and Enterprises | $76.3 \%$ | 0.000 |
| Z | 87 | Petroleum and Coal Products Manufacturing | $74.7 \%$ | 0.000 |
| Z | 88 | Support Activities for Mining | $73.6 \%$ | 0.000 |
| Z | 89 | Pipeline Transportation | $73.3 \%$ | 0.000 |
| Z | 90 | Oil and Gas Extraction | $70.9 \%$ | 0.000 |
| Z | 91 | Water Transportation | $70.9 \%$ | 0.000 |
| Z | 92 | Air Transportation | $70.4 \%$ | 0.000 |

Table A2.5 Correlations with Industry Level \% of Federal Contractor Establishment, Total Employment Size, Mean Hourly Wage.

| Industry Contextual <br> Variables | Overall GPA | Overall <br> Representation | Management <br> Representation | Wage Gap | Segregation* |
| :---: | :---: | :---: | :---: | :---: | :---: |
| \% of Federal Contractor <br> Establishments | -0.24 | -0.20 | -0.29 | -0.10 | 0.14 |
| Mean Hourly Wage | -0.20 | -0.29 | -0.09 | -0.49 | -0.06 |
| Total Employment Size | 0.32 | 0.09 | 0.32 | 0.19 | -0.30 |

* Positive numbers mean higher segregation


## A3: African American Rankings across Four Employment Opportunity Dimensions

Table A3.1 Black Overall Representation, 2012: Industry Rankings

|  |  |  |  |  |  | \% Establishments <br> Significantly Lower <br> than Baseline |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Table A3.1 Black Overall Representation, 2012: Industry Rankings

|  |  |  |  |  |  | \% Establishments <br> Significantly Lower <br> than Baseline |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Table A3.1 Black Overall Representation, 2012: Industry Rankings

|  |  |  |  |  |  |  | \% Establishments <br> Significantly Lower <br> than Baseline |
| :---: | :---: | :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Table A3.1 Black Overall Representation, 2012: Industry Rankings

|  |  |  |  |  | \% Establishments <br> Significantly Lower <br> than Baseline |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Table A3.1 Black Overall Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments Underrepresenting | Sign Test <br> Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Industry |
| C | 79 | Internet Service Providers, Web Search Portals, and Data Processing Services | 550 | -1.3\% | 8.4\% | 66.4\% | 0.000 | 62.3\% | 66.1\% |
| C | 80 | Oil and Gas Extraction | 619 | -1.4\% | 5.4\% | 72.5\% | 0.000 | 83.3\% | 45.2\% |
| C | 81 | Pipeline Transportation | 146 | -1.6\% | 6.2\% | 76.7\% | 0.000 | 57.9\% | 62.4\% |
| C | 82 | Mining (except Oil and Gas) | 548 | -1.6\% | 7.6\% | 81.6\% | 0.000 | 88.1\% | 49.2\% |
| D | 83 | Forestry and Logging | 28 | -1.7\% | 3.2\% | 92.9\% | 0.000 | 65.8\% | 54.2\% |
| D | 84 | Other Information Services | 711 | -1.8\% | 9.1\% | 71.4\% | 0.000 | 73.3\% | 76.7\% |
| D | 85 | Crop Production | 544 | -1.8\% | 7.1\% | 87.7\% | 0.000 | 93.6\% | 70.2\% |
| D | 86 | Textile Mills | 357 | -2.1\% | 17.9\% | 65.3\% | 0.000 | 61.2\% | 68.2\% |
| D | 87 | Publishing Industries (except Internet) | 2004 | -2.2\% | 7.5\% | 77.9\% | 0.000 | 75.2\% | 78.1\% |
| D | 88 | Securities, Commodity Contracts, and Other Financial Investments and Related Activities | 1245 | -2.4\% | 6.6\% | 81.4\% | 0.000 | 69.2\% | 69.4\% |
| D | 89 | Apparel Manufacturing | 345 | -2.6\% | 12.5\% | 74.8\% | 0.000 | 76.0\% | 72.0\% |
| D | 90 | Water Transportation | 168 | -2.8\% | 9.2\% | 68.5\% | 0.000 | 57.5\% | 65.6\% |
| D | 91 | Furniture and Related Product Manufacturing | 838 | -3.2\% | 10.8\% | 74.0\% | 0.000 | 77.7\% | 71.9\% |
| F | 92 | Textile Product Mills | 359 | -6.7\% | 16.6\% | 72.4\% | 0.000 | 69.6\% | 70.8\% |

Table A3.2 Black Management Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | State* Industry* Management |
|  |  | National Level Summary: | 232099 | -1.0\% | 4.6\% |  |  |  |  |  |
| A | 1 | Private Households | 23 | 27.4\% | 23.7\% | 69.6\% | 0.047 | 50.1\% | 50.1\% | 47.1\% |
| A | 2 | Postal Service | 7 | 18.3\% | 24.2\% | 42.9\% | 0.773 | 28.2\% | 28.2\% | 28.2\% |
| A | 3 | Couriers and Messengers | 1398 | 10.2\% | 16.0\% | 45.9\% | 0.999 | 24.8\% | 18.6\% | 22.3\% |
| A | 4 | Transit and Ground Passenger Transportation | 1208 | 6.8\% | 24.2\% | 69.6\% | 0.000 | 61.6\% | 58.5\% | 56.6\% |
| B | 5 | Social Assistance | 4178 | 5.0\% | 19.9\% | 61.8\% | 0.000 | 56.7\% | 48.8\% | 58.3\% |
| B | 6 | General Merchandise Stores | 14673 | 3.4\% | 15.2\% | 62.2\% | 0.000 | 59.8\% | 51.4\% | 50.1\% |
| B | 7 | Broadcasting (except Internet) | 1681 | 3.0\% | 13.8\% | 61.7\% | 0.000 | 56.4\% | 43.7\% | 40.8\% |
| B | 8 | Telecommunications | 2395 | 2.9\% | 16.1\% | 64.4\% | 0.000 | 61.2\% | 48.2\% | 47.0\% |
| B | 9 | Administrative and Support Services | 10423 | 2.8\% | 18.3\% | 68.7\% | 0.000 | 65.6\% | 56.5\% | 54.5\% |
| B | 10 | Clothing and Clothing Accessories Stores | 2730 | 2.4\% | 23.6\% | 73.9\% | 0.000 | 76.3\% | 70.5\% | 61.6\% |
| B | 11 | Air Transportation | 708 | 2.3\% | 13.6\% | 65.0\% | 0.000 | 54.7\% | 35.9\% | 37.3\% |
| B | 12 | Personal and Laundry Services | 1312 | 1.9\% | 15.6\% | 66.8\% | 0.000 | 64.6\% | 58.3\% | 59.4\% |
| C | 13 | Public Administration | 157 | 1.8\% | 21.5\% | 65.0\% | 0.000 | 69.6\% | 62.2\% | 69.6\% |
| C | 14 | Beverage and Tobacco Product Manufacturing | 1154 | 1.4\% | 10.7\% | 64.0\% | 0.000 | 63.2\% | 50.5\% | 41.7\% |
| C | 15 | Warehousing and Storage | 1630 | 1.3\% | 15.0\% | 65.7\% | 0.000 | 62.5\% | 49.3\% | 58.5\% |
| C | 16 | Nursing and Residential Care Facilities | 13451 | 1.2\% | 18.9\% | 71.3\% | 0.000 | 67.8\% | 62.0\% | 69.4\% |
| C | 17 | Building Material and Garden Equipment and | 4500 | 1.1\% | 14.5\% | 68.8\% | 0.000 | 70.4\% | 64.7\% | 61.8\% |

Table A3.2 Black Management Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | State* Industry* Management |
|  |  | Supplies Dealers |  |  |  |  |  |  |  |  |
| C | 18 | Food Manufacturing | 3985 | 0.8\% | 10.3\% | 73.8\% | 0.000 | 72.6\% | 60.7\% | 49.6\% |
| C | 19 | Furniture and Home Furnishings Stores | 629 | 0.8\% | 11.6\% | 64.2\% | 0.000 | 65.3\% | 52.4\% | 44.4\% |
| C | 20 | Health and Personal Care Stores | 654 | 0.8\% | 17.7\% | 72.8\% | 0.000 | 75.0\% | 69.9\% | 54.6\% |
| C | 21 | Religious, Grantmaking, Civic, Professional, and Similar Organizations | 2233 | 0.6\% | 18.6\% | 67.3\% | 0.000 | 69.3\% | 62.5\% | 62.9\% |
| C | 22 | Food Services and Drinking Places | 19387 | 0.5\% | 17.2\% | 73.8\% | 0.000 | 72.7\% | 68.7\% | 69.4\% |
| C | 23 | Electronics and Appliance Stores | 1430 | 0.4\% | 14.6\% | 73.4\% | 0.000 | 72.8\% | 69.7\% | 67.2\% |
| C | 24 | Rail Transportation | 503 | 0.3\% | 14.8\% | 69.8\% | 0.000 | 70.3\% | 55.8\% | 53.3\% |
| C | 25 | Food and Beverage Stores | 16020 | 0.0\% | 14.6\% | 74.3\% | 0.000 | 76.4\% | 69.1\% | 63.4\% |
| C | 26 | Accommodation | 3912 | -0.1\% | 10.8\% | 63.1\% | 0.000 | 67.2\% | 49.8\% | 52.0\% |
| C | 27 | Motion Picture and Sound Recording Industries | 689 | -0.3\% | 15.1\% | 71.8\% | 0.000 | 76.6\% | 64.8\% | 68.8\% |
| C | 28 | Waste Management and Remediation Services | 1017 | -0.5\% | 11.7\% | 72.0\% | 0.000 | 73.3\% | 63.5\% | 62.2\% |
| C | 29 | Fishing, Hunting and Trapping | 38 | -0.7\% | 7.8\% | 76.3\% | 0.001 | 79.7\% | 63.8\% | 52.0\% |
| C | 30 | Utilities | 2473 | -0.7\% | 11.3\% | 70.9\% | 0.000 | 73.1\% | 61.9\% | 51.0\% |
| C | 31 | Miscellaneous Store Retailers | 1204 | -0.7\% | 14.0\% | 74.0\% | 0.000 | 75.0\% | 63.6\% | 63.3\% |
| C | 32 | Rental and Leasing Services | 934 | -0.8\% | 13.4\% | 64.0\% | 0.000 | 68.3\% | 60.3\% | 59.4\% |

Table A3.2 Black Management Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | State* Industry* Management |
| C | 33 | Transportation Equipment Manufacturing | 3006 | -0.9\% | 7.7\% | 79.9\% | 0.000 | 76.0\% | 64.4\% | 40.3\% |
| C | 34 | Insurance Carriers and Related Activities | 4549 | -0.9\% | 9.8\% | 72.0\% | 0.000 | 74.5\% | 56.1\% | 59.7\% |
| C | 35 | Performing Arts, Spectator Sports, and Related Industries | 670 | -1.0\% | 11.0\% | 68.5\% | 0.000 | 68.6\% | 58.8\% | 54.2\% |
| C | 36 | Credit Intermediation and Related Activities | 5347 | -1.0\% | 9.4\% | 77.2\% | 0.000 | 72.8\% | 55.3\% | 58.2\% |
| C | 37 | Support Activities for Transportation | 1260 | -1.0\% | 14.4\% | 78.0\% | 0.000 | 77.1\% | 68.4\% | 66.2\% |
| C | 38 | Ambulatory Health Care Services | 8192 | -1.1\% | 15.8\% | 78.0\% | 0.000 | 71.8\% | 64.0\% | 75.3\% |
| C | 39 | Amusement, Gambling, and Recreation Industries | 2371 | -1.2\% | 15.3\% | 80.6\% | 0.000 | 78.8\% | 65.4\% | 58.1\% |
| C | 40 | Gasoline Stations | 359 | -1.4\% | 11.4\% | 74.7\% | 0.000 | 78.4\% | 69.0\% | 60.0\% |
| C | 41 | Truck Transportation | 3105 | -1.5\% | 12.2\% | 74.8\% | 0.000 | 75.2\% | 66.0\% | 65.1\% |
| C | 42 | Management of Companies and Enterprises | 2323 | -1.7\% | 10.9\% | 78.8\% | 0.000 | 82.2\% | 69.7\% | 47.9\% |
| C | 43 | Merchant Wholesalers, Nondurable Goods | 3298 | -1.7\% | 8.5\% | 76.5\% | 0.000 | 82.6\% | 71.8\% | 50.3\% |
| D | 44 | Funds, Trusts, and Other Financial Vehicles | 198 | -1.8\% | 9.1\% | 76.8\% | 0.000 | 83.0\% | 71.6\% | 74.2\% |
| D | 45 | Wholesale Electronic Markets and Agents and Brokers | 134 | -1.8\% | 7.8\% | 79.9\% | 0.000 | 84.4\% | 74.7\% | 45.9\% |
| D | 46 | Petroleum and Coal | 353 | -1.8\% | 8.5\% | 74.2\% | 0.000 | 81.1\% | 64.3\% | 43.6\% |

Table A3.2 Black Management Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | State* Industry* Management |
|  |  | Products Manufacturing |  |  |  |  |  |  |  |  |
| D | 47 | Nonstore Retailers | 672 | -1.8\% | 9.5\% | 80.4\% | 0.000 | 81.6\% | 72.2\% | 67.5\% |
| D | 48 | Educational Services | 2161 | -1.9\% | 17.7\% | 73.3\% | 0.000 | 74.8\% | 62.3\% | 74.6\% |
| D | 49 | Real Estate | 1464 | -2.4\% | 10.3\% | 78.3\% | 0.000 | 78.9\% | 68.2\% | 68.5\% |
| D | 50 | Support Activities for Agriculture and Forestry | 201 | -2.6\% | 8.2\% | 92.0\% | 0.000 | 96.6\% | 95.7\% | 74.1\% |
| D | 51 | Forestry and Logging | 27 | -2.6\% | 5.3\% | 92.6\% | 0.000 | 65.9\% | 65.9\% | 55.7\% |
| D | 52 | Chemical Manufacturing | 2837 | -2.6\% | 8.4\% | 77.6\% | 0.000 | 87.4\% | 76.7\% | 43.8\% |
| D | 53 | Scenic and Sightseeing Transportation | 42 | -2.6\% | 9.3\% | 78.6\% | 0.000 | 86.2\% | 85.0\% | 81.1\% |
| D | 54 | Merchant Wholesalers, Durable Goods | 4111 | -2.6\% | 8.5\% | 81.0\% | 0.000 | 85.8\% | 77.9\% | 58.1\% |
| D | 55 | Primary Metal Manufacturing | 1327 | -2.6\% | 7.5\% | 83.4\% | 0.000 | 85.0\% | 75.4\% | 55.3\% |
| D | 56 | Museums, Historical Sites, and Similar Institutions | 231 | -2.7\% | 7.3\% | 76.2\% | 0.000 | 82.5\% | 71.2\% | 57.5\% |
| D | 57 | Computer and Electronic Product Manufacturing | 3467 | -2.8\% | 5.5\% | 85.5\% | 0.000 | 88.6\% | 79.7\% | 54.4\% |
| D | 58 | Animal Production | 310 | -2.8\% | 11.3\% | 88.4\% | 0.000 | 92.2\% | 82.3\% | 56.9\% |
| D | 59 | Hospitals | 5889 | -3.1\% | 10.3\% | 79.8\% | 0.000 | 76.9\% | 60.2\% | 81.1\% |
| D | 60 | Miscellaneous Manufacturing | 3096 | -3.1\% | 6.7\% | 84.4\% | 0.000 | 90.1\% | 81.1\% | 61.6\% |
| D | 61 | Crop Production | 515 | -3.1\% | 5.2\% | 93.4\% | 0.000 | 95.3\% | 93.2\% | 77.6\% |
| D | 62 | Plastics and Rubber Products Manufacturing | 2665 | -3.2\% | 7.7\% | 82.4\% | 0.000 | 85.6\% | 77.4\% | 64.8\% |
| D | 63 | Sporting Goods, Hobby, Book, and Music Stores | 1107 | -3.2\% | 13.4\% | 85.5\% | 0.000 | 85.4\% | 79.1\% | 81.0\% |
| D | 64 | Monetary Authorities - | 478 | -3.2\% | 8.0\% | 85.6\% | 0.000 | 79.0\% | 67.9\% | 67.8\% |

Table A3.2 Black Management Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | State* Industry* Management |
|  |  | Central Bank |  |  |  |  |  |  |  |  |
| D | 65 | Paper Manufacturing | 1582 | -3.2\% | 8.6\% | 78.8\% | 0.000 | 86.1\% | 76.8\% | 63.3\% |
| D | 66 | Motor Vehicle and Parts Dealers | 3514 | -3.3\% | 8.5\% | 81.0\% | 0.000 | 84.5\% | 75.3\% | 69.2\% |
| D | 67 | Mining (except Oil and Gas) | 531 | -3.4\% | 5.1\% | 92.8\% | 0.000 | 92.2\% | 87.5\% | 54.1\% |
| D | 68 | Nonmetallic Mineral Product Manufacturing | 1060 | -3.4\% | 7.2\% | 84.3\% | 0.000 | 89.6\% | 82.1\% | 64.1\% |
| D | 69 | Electrical Equipment, <br> Appliance, and <br> Component <br> Manufacturing | 1406 | -3.4\% | 6.7\% | 85.8\% | 0.000 | 90.6\% | 81.9\% | 63.7\% |
| D | 70 | Wood Product Manufacturing | 1080 | -3.5\% | 9.1\% | 89.1\% | 0.000 | 91.9\% | 86.6\% | 80.0\% |
| D | 71 | Machinery Manufacturing | 3072 | -3.5\% | 6.3\% | 88.1\% | 0.000 | 89.9\% | 83.6\% | 65.5\% |
| D | 72 | Other Information Services | 696 | -3.6\% | 9.4\% | 82.9\% | 0.000 | 87.1\% | 80.1\% | 79.7\% |
| D | 73 | Repair and Maintenance | 847 | -3.6\% | 12.4\% | 82.6\% | 0.000 | 83.7\% | 64.9\% | 77.4\% |
| D | 74 | Oil and Gas Extraction | 610 | -3.6\% | 7.2\% | 88.2\% | 0.000 | 95.4\% | 88.0\% | 57.3\% |
| D | 75 | Internet Service Providers, Web Search Portals, and Data Processing Services | 543 | -3.7\% | 9.6\% | 80.5\% | 0.000 | 84.6\% | 75.8\% | 74.8\% |
| D | 76 | Printing and Related Support Activities | 1046 | -3.7\% | 7.4\% | 86.5\% | 0.000 | 91.8\% | 86.1\% | 73.7\% |
| D | 77 | Leather and Allied Product Manufacturing | 78 | -3.7\% | 7.3\% | 87.2\% | 0.000 | 89.2\% | 84.6\% | 83.5\% |
| D | 78 | Pipeline Transportation | 145 | -3.8\% | 7.0\% | 86.2\% | 0.000 | 90.0\% | 82.6\% | 82.8\% |

Table A3.2 Black Management Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | State* Industry* Management |
| D | 79 | Fabricated Metal Product Manufacturing | 4177 | -3.9\% | 6.3\% | 87.1\% | 0.000 | 90.2\% | 84.3\% | 71.3\% |
| D | 80 | Lessors of Nonfinancial Intangible Assets (except Copyrighted Works) | 12 | -3.9\% | 3.9\% | 83.3\% | 0.019 | 88.7\% | 88.7\% | 83.5\% |
| D | 81 | Professional, Scientific, and Technical Services | 15395 | -4.0\% | 10.0\% | 83.1\% | 0.000 | 88.6\% | 80.5\% | 68.6\% |
| D | 82 | Publishing Industries (except Internet) | 1996 | -4.0\% | 7.4\% | 87.2\% | 0.000 | 91.1\% | 82.6\% | 81.3\% |
| D | 83 | Apparel Manufacturing | 340 | -4.1\% | 9.0\% | 85.3\% | 0.000 | 85.3\% | 75.4\% | 72.9\% |
| D | 84 | Support Activities for Mining | 1174 | -4.3\% | 7.9\% | 88.7\% | 0.000 | 92.7\% | 89.4\% | 62.5\% |
| D | 85 | Securities, Commodity Contracts, and Other Financial Investments and Related Activities | 1228 | -4.4\% | 7.3\% | 87.9\% | 0.000 | 92.6\% | 81.3\% | 82.8\% |
| D | 86 | Construction of Buildings | 1785 | -4.8\% | 8.6\% | 92.0\% | 0.000 | 95.7\% | 92.6\% | 76.0\% |
| D | 87 | Specialty Trade Contractors | 3628 | -5.2\% | 7.6\% | 92.2\% | 0.000 | 94.2\% | 91.3\% | 82.0\% |
| F | 88 | Textile Mills | 356 | -5.5\% | 11.7\% | 80.6\% | 0.000 | 87.4\% | 74.1\% | 68.7\% |
| F | 89 | Heavy and Civil Engineering Construction | 1958 | -5.6\% | 6.1\% | 92.5\% | 0.000 | 95.3\% | 91.8\% | 77.6\% |
| F | 90 | Furniture and Related Product Manufacturing | 823 | -5.6\% | 7.7\% | 87.4\% | 0.000 | 92.7\% | 88.9\% | 77.1\% |
| F | 91 | Water Transportation | 165 | -5.9\% | 9.3\% | 83.0\% | 0.000 | 88.4\% | 76.3\% | 75.1\% |
| F | 92 | Textile Product Mills | 351 | -7.5\% | 12.2\% | 84.6\% | 0.000 | 87.7\% | 79.8\% | 68.7\% |

Table A3.3 Black-White Segregation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean <br> Value | S.D. | \% of Establishments Significantly Higher than National Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  | Observed Segregation | Adjusted Segregation |
|  |  | National Level Summary: | 213487 | 0.283 | 0.045 |  |  |
| A | 1 | Rail Transportation | 521 | 0.181 | 0.175 | 11.6\% | 13.0\% |
| A | 2 | Wholesale Electronic Markets and Agents and Brokers | 124 | 0.213 | 0.194 | 20.2\% | 9.6\% |
| A | 3 | Lessors of Nonfinancial Intangible Assets (except Copyrighted Works) | 11 | 0.250 | 0.124 | 51.8\% | 5.5\% |
| B | 4 | Petroleum and Coal Products Manufacturing | 319 | 0.196 | 0.180 | 30.0\% | 16.7\% |
| B | 5 | Transportation Equipment Manufacturing | 2727 | 0.209 | 0.175 | 26.9\% | 19.2\% |
| B | 6 | Broadcasting (except Internet) | 1564 | 0.220 | 0.173 | 25.3\% | 16.2\% |
| B | 7 | Chemical Manufacturing | 2596 | 0.222 | 0.180 | 39.1\% | 22.4\% |
| B | 8 | Insurance Carriers and Related Activities | 4298 | 0.230 | 0.153 | 28.1\% | 17.4\% |
| B | 9 | General Merchandise Stores | 13684 | 0.230 | 0.153 | 20.9\% | 19.0\% |
| B | 10 | Other Information Services | 655 | 0.236 | 0.156 | 24.7\% | 19.5\% |
| B | 11 | Management of Companies and Enterprises | 2114 | 0.237 | 0.179 | 32.0\% | 24.3\% |
| B | 12 | Telecommunications | 2338 | 0.239 | 0.157 | 26.7\% | 22.1\% |
| B | 13 | Couriers and Messengers | 1329 | 0.239 | 0.156 | 26.3\% | 19.6\% |
| B | 14 | Amusement, Gambling, and Recreation Industries | 2267 | 0.241 | 0.170 | 26.6\% | 19.1\% |
| B | 15 | Motion Picture and Sound Recording Industries | 670 | 0.242 | 0.139 | 17.6\% | 23.7\% |
| B | 16 | Gasoline Stations | 313 | 0.248 | 0.160 | 21.8\% | 21.6\% |
| B | 17 | Beverage and Tobacco Product Manufacturing | 1063 | 0.252 | 0.165 | 45.0\% | 24.8\% |
| B | 18 | Air Transportation | 675 | 0.252 | 0.161 | 37.9\% | 22.5\% |
| B | 19 | Utilities | 2183 | 0.254 | 0.184 | 38.4\% | 22.3\% |
| B | 20 | Private Households | 24 | 0.260 | 0.172 | 24.8\% | 22.1\% |
| B | 21 | Securities, Commodity Contracts, and Other Financial Investments and Related Activities | 1110 | 0.260 | 0.191 | 32.9\% | 21.8\% |
| B | 22 | Publishing Industries (except Internet) | 1740 | 0.261 | 0.186 | 39.9\% | 24.8\% |
| B | 23 | Building Material and Garden Equipment and Supplies Dealers | 4119 | 0.262 | 0.158 | 18.2\% | 23.9\% |
| B | 24 | Credit Intermediation and Related Activities | 4627 | 0.263 | 0.161 | 34.1\% | 24.9\% |
| B | 25 | Sporting Goods, Hobby, Book, and Music Stores | 1214 | 0.266 | 0.111 | 15.7\% | 21.9\% |
| B | 26 | Internet Service Providers, Web Search Portals, and Data Processing Services | 505 | 0.267 | 0.166 | 31.1\% | 21.3\% |

Table A3.3 Black-White Segregation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean <br> Value | S.D. | \% of Establishments Significantly Higher than National Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  | Observed Segregation | Adjusted Segregation |
| B | 27 | Pipeline Transportation | 121 | 0.272 | 0.179 | 43.7\% | 20.6\% |
| C | 28 | Food Services and Drinking Places | 18475 | 0.237 | 0.109 | 8.1\% | 26.7\% |
| C | 29 | Administrative and Support Services | 10572 | 0.244 | 0.156 | 18.5\% | 27.3\% |
| C | 30 | Computer and Electronic Product Manufacturing | 3029 | 0.246 | 0.193 | 41.6\% | 28.5\% |
| C | 31 | Clothing and Clothing Accessories Stores | 3508 | 0.252 | 0.131 | 21.8\% | 29.3\% |
| C | 32 | Religious, Grantmaking, Civic, Professional, and Similar Organizations | 2119 | 0.256 | 0.163 | 34.6\% | 27.1\% |
| C | 33 | Electronics and Appliance Stores | 1372 | 0.258 | 0.134 | 31.2\% | 25.8\% |
| C | 34 | Truck Transportation | 2949 | 0.260 | 0.143 | 23.0\% | 25.5\% |
| C | 35 | Food and Beverage Stores | 14177 | 0.261 | 0.152 | 23.1\% | 25.0\% |
| C | 36 | Public Administration | 141 | 0.262 | 0.163 | 26.9\% | 30.0\% |
| C | 37 | Performing Arts, Spectator Sports, and Related Industries | 637 | 0.262 | 0.170 | 36.4\% | 29.7\% |
| C | 38 | Support Activities for Mining | 985 | 0.263 | 0.180 | 37.9\% | 27.4\% |
| C | 39 | Transit and Ground Passenger Transportation | 1198 | 0.268 | 0.138 | 21.8\% | 32.4\% |
| C | 40 | Professional, Scientific, and Technical Services | 14175 | 0.268 | 0.178 | 35.9\% | 31.8\% |
| C | 41 | Miscellaneous Store Retailers | 1044 | 0.269 | 0.174 | 26.7\% | 26.1\% |
| C | 42 | Leather and Allied Product Manufacturing | 83 | 0.269 | 0.181 | 34.4\% | 31.0\% |
| C | 43 | Oil and Gas Extraction | 486 | 0.270 | 0.187 | 38.9\% | 30.3\% |
| C | 44 | Accommodation | 3716 | 0.270 | 0.151 | 31.5\% | 33.1\% |
| C | 45 | Social Assistance | 4019 | 0.272 | 0.161 | 33.6\% | 32.9\% |
| C | 46 | Support Activities for Transportation | 1219 | 0.275 | 0.170 | 33.9\% | 33.0\% |
| C | 47 | Repair and Maintenance | 795 | 0.278 | 0.183 | 36.2\% | 27.9\% |
| C | 48 | Furniture and Home Furnishings Stores | 597 | 0.280 | 0.169 | 42.3\% | 31.5\% |
| C | 49 | Funds, Trusts, and Other Financial Vehicles | 183 | 0.281 | 0.169 | 36.9\% | 26.2\% |
| C | 50 | Hospitals | 5393 | 0.285 | 0.164 | 63.4\% | 32.2\% |
| C | 51 | Monetary Authorities - Central Bank | 335 | 0.285 | 0.172 | 42.9\% | 29.4\% |
| C | 52 | Primary Metal Manufacturing | 1165 | 0.285 | 0.172 | 53.3\% | 31.6\% |
| C | 53 | Real Estate | 1370 | 0.286 | 0.177 | 48.1\% | 31.6\% |
| C | 54 | Rental and Leasing Services | 881 | 0.294 | 0.177 | 52.0\% | 31.7\% |
| C | 55 | Scenic and Sightseeing Transportation | 36 | 0.299 | 0.160 | 67.9\% | 25.9\% |

Table A3.3 Black-White Segregation, 2012: Industry Rankings

|  |  |  |  |  |  | \% of Establishments Significantly Higher than National Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | Observed Segregation | Adjusted Segregation |
| C | 56 | Nonstore Retailers | 608 | 0.303 | 0.171 | 45.2\% | 30.6\% |
| D | 57 | Textile Mills | 328 | 0.281 | 0.156 | 48.2\% | 37.3\% |
| D | 58 | Ambulatory Health Care Services | 7731 | 0.287 | 0.178 | 45.6\% | 36.8\% |
| D | 59 | Educational Services | 2024 | 0.290 | 0.187 | 42.9\% | 37.6\% |
| D | 60 | Health and Personal Care Stores | 645 | 0.294 | 0.185 | 42.3\% | 36.8\% |
| D | 61 | Machinery Manufacturing | 2511 | 0.297 | 0.185 | 56.1\% | 36.5\% |
| D | 62 | Heavy and Civil Engineering Construction | 1664 | 0.301 | 0.188 | 54.7\% | 38.7\% |
| D | 63 | Warehousing and Storage | 1553 | 0.303 | 0.164 | 36.7\% | 38.6\% |
| D | 64 | Specialty Trade Contractors | 3021 | 0.305 | 0.187 | 45.1\% | 40.8\% |
| D | 65 | Merchant Wholesalers, Durable Goods | 3584 | 0.305 | 0.185 | 55.8\% | 38.7\% |
| D | 66 | Furniture and Related Product Manufacturing | 685 | 0.306 | 0.190 | 50.8\% | 39.2\% |
| D | 67 | Water Transportation | 158 | 0.308 | 0.178 | 61.1\% | 40.3\% |
| D | 68 | Textile Product Mills | 315 | 0.308 | 0.165 | 52.3\% | 41.7\% |
| D | 69 | Merchant Wholesalers, Nondurable Goods | 2973 | 0.309 | 0.180 | 57.2\% | 40.3\% |
| D | 70 | Miscellaneous Manufacturing | 2695 | 0.311 | 0.183 | 60.0\% | 40.4\% |
| D | 71 | Electrical Equipment, Appliance, and Component Manufacturing | 1237 | 0.316 | 0.178 | 60.9\% | 40.7\% |
| D | 72 | Paper Manufacturing | 1396 | 0.320 | 0.177 | 59.0\% | 42.3\% |
| D | 73 | Mining (except Oil and Gas) | 339 | 0.324 | 0.202 | 58.2\% | 42.7\% |
| D | 74 | Personal and Laundry Services | 1299 | 0.327 | 0.196 | 43.6\% | 44.6\% |
| D | 75 | Nonmetallic Mineral Product Manufacturing | 887 | 0.327 | 0.180 | 58.8\% | 44.9\% |
| D | 76 | Printing and Related Support Activities | 917 | 0.341 | 0.186 | 70.1\% | 44.8\% |
| D | 77 | Motor Vehicle and Parts Dealers | 3132 | 0.342 | 0.189 | 69.7\% | 39.6\% |
| D | 78 | Waste Management and Remediation Services | 905 | 0.345 | 0.177 | 58.7\% | 44.5\% |
| F | 79 | Forestry and Logging | 14 | 0.226 | 0.228 | 41.1\% | 46.6\% |
| F | 80 | Plastics and Rubber Products Manufacturing | 2317 | 0.332 | 0.175 | 58.6\% | 45.1\% |
| F | 81 | Apparel Manufacturing | 272 | 0.333 | 0.180 | 58.5\% | 53.4\% |
| F | 82 | Construction of Buildings | 1488 | 0.333 | 0.192 | 61.3\% | 46.7\% |
| F | 83 | Museums, Historical Sites, and Similar Institutions | 214 | 0.339 | 0.164 | 77.4\% | 46.6\% |
| F | 84 | Nursing and Residential Care Facilities | 12738 | 0.340 | 0.156 | 57.6\% | 53.0\% |

Table A3.3 Black-White Segregation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% of Establishments Significantly Higher than National Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  | Observed Segregation | Adjusted Segregation |
| F | 85 | Fabricated Metal Product Manufacturing | 3457 | 0.348 | 0.178 | 65.4\% | 49.1\% |
| Z | 86 | Animal Production | 215 | 0.352 | 0.182 | 75.7\% | 64.8\% |
| Z | 87 | Postal Service | 6 | 0.353 | 0.189 | 22.1\% | 69.4\% |
| Z | 88 | Food Manufacturing | 3477 | 0.363 | 0.188 | 63.8\% | 56.4\% |
| Z | 89 | Wood Product Manufacturing | 753 | 0.382 | 0.179 | 69.6\% | 58.5\% |
| Z | 90 | Support Activities for Agriculture and Forestry | 99 | 0.391 | 0.205 | 78.1\% | 68.3\% |
| Z | 91 | Crop Production | 235 | 0.452 | 0.197 | 76.2\% | 76.4\% |
| Z | 92 | Fishing, Hunting and Trapping | 25 | 0.487 | 0.178 | 84.8\% | 87.6\% |

Table A3.4 Black-White Wage Gap, 2012: Industry Rankings

|  |  |  | Blacks' Wages <br> as a Percentage |
| :--- | :--- | :--- | :--- | :--- |
|  |  | National Average (Mean): | Whites' |

Table A3.4 Black-White Wage Gap, 2012: Industry Rankings

| Grade | Rank | Name | Blacks' Wages as a Percentage of Whites' Wages | p-Value |
| :---: | :---: | :---: | :---: | :---: |
| D | 44 | Textile Mills | 82.5\% | 0.000 |
| D | 45 | Nonmetallic Mineral Product Manufacturing | 82.5\% | 0.000 |
| D | 46 | Motor Vehicle and Parts Dealers | 82.4\% | 0.000 |
| D | 47 | Paper Manufacturing | 82.3\% | 0.000 |
| D | 48 | Broadcasting (except Internet) | 82.3\% | 0.000 |
| D | 49 | Credit Intermediation and Related Activities | 82.1\% | 0.000 |
| D | 50 | Publishing Industries (except Internet) | 82.1\% | 0.000 |
| D | 51 | Electronics and Appliance Stores | 82.0\% | 0.000 |
| D | 52 | Plastics and Rubber Products Manufacturing | 82.0\% | 0.000 |
| D | 53 | Rail Transportation | 81.9\% | 0.000 |
| D | 54 | Textile Product Mills | 81.8\% | 0.000 |
| D | 55 | Electrical Equipment, Appliance, and Component Manufacturing | 81.8\% | 0.000 |
| D | 56 | Beverage and Tobacco Product Manufacturing | 81.8\% | 0.000 |
| D | 57 | Administrative and Support Services | 81.8\% | 0.000 |
| D | 58 | Wood Product Manufacturing | 81.7\% | 0.000 |
| D | 59 | Mining (except Oil and Gas) | 81.7\% | 0.000 |
| D | 60 | Chemical Manufacturing | 81.6\% | 0.000 |
| D | 61 | Lessors of Nonfinancial Intangible Assets (except Copyrighted Works) | 81.4\% | 0.000 |
| D | 62 | Nonstore Retailers | 81.4\% | 0.000 |
| D | 63 | Apparel Manufacturing | 80.9\% | 0.000 |
| D | 64 | Miscellaneous Manufacturing | 80.7\% | 0.000 |
| D | 65 | Waste Management and Remediation Services | 80.7\% | 0.000 |
| D | 66 | Construction of Buildings | 80.7\% | 0.000 |
| D | 66 | Specialty Trade Contractors | 80.7\% | 0.000 |
| D | 66 | Heavy and Civil Engineering Construction | 80.7\% | 0.000 |
| D | 69 | Forestry and Logging | 80.4\% | 0.000 |
| F | 70 | Machinery Manufacturing | 79.9\% | 0.000 |
| F | 71 | Merchant Wholesalers, Nondurable Goods | 79.8\% | 0.000 |
| F | 72 | Internet Service Providers, Web Search Portals, and Data Processing Services | 79.7\% | 0.000 |
| F | 73 | Fabricated Metal Product Manufacturing | 79.4\% | 0.000 |
| F | 74 | Real Estate | 79.4\% | 0.000 |
| F | 75 | Funds, Trusts, and Other Financial Vehicles | 79.4\% | 0.000 |
| F | 75 | Securities, Commodity Contracts, and Other Financial Investments and Related Activities | 79.4\% | 0.000 |
| F | 75 | Monetary Authorities - Central Bank | 79.4\% | 0.000 |
| F | 78 | Computer and Electronic Product Manufacturing | 79.1\% | 0.000 |
| F | 79 | Wholesale Electronic Markets and Agents and Brokers | 78.8\% | 0.002 |
| F | 80 | Water Transportation | 78.5\% | 0.000 |
| F | 81 | Petroleum and Coal Products Manufacturing | 78.5\% | 0.000 |
| F | 82 | Leather and Allied Product Manufacturing | 78.4\% | 0.002 |
| F | 83 | Support Activities for Transportation | 77.8\% | 0.000 |
| F | 84 | Merchant Wholesalers, Durable Goods | 77.5\% | 0.000 |
| F | 85 | Crop Production | 77.4\% | 0.000 |

Table A3.4 Black-White Wage Gap, 2012: Industry Rankings

|  |  |  | Blacks' Wages <br> as a Percentage <br> of Whites' |  |
| :---: | :---: | :--- | :---: | :---: |
| Grade | Rank | Name | Wages | p-Value |
| F | 86 | Management of Companies and Enterprises | $77.4 \%$ | 0.000 |
| F | 87 | Oil and Gas Extraction | $76.7 \%$ | 0.000 |
| F | 88 | Air Transportation | $75.0 \%$ | 0.000 |
| Z | 89 | Pipeline Transportation | $75.0 \%$ | 0.012 |
| Z | 90 | Support Activities for Agriculture and Forestry | $73.5 \%$ | 0.000 |
| Z | 91 | Support Activities for Mining | $73.3 \%$ | 0.000 |
| Z | 92 | Fishing, Hunting and Trapping | $71.2 \%$ | 0.040 |

Table A3.5 Correlations with Industry Level \% of Federal Contractor Establishment, Total Employment Size, Mean Hourly Wage.

| Industry Contextual <br> Variables | Overall GPA | Overall <br> Representation | Management <br> Representation | Wage Gap | Segregation* |
| :---: | :---: | :---: | :---: | :---: | :---: |
| \% of Federal Contractor <br> Establishments | 0.12 | 0.09 | 0.05 | -0.09 | -0.12 |
| Mean Hourly Wage | -0.17 | -0.23 | -0.22 | -0.52 | -0.33 |
| Total Employment Size | 0.19 | 0.11 | 0.02 | 0.20 | -0.11 |

* Positive numbers mean higher segregation


## A4: African American Rankings across Four Employment Opportunity Dimensions

Table A4.1 Hispanic Overall Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Industry |
|  |  | National Level Summary: | 239960 | -0.6\% | 4.4\% |  |  |  |  |
| A | 1 | Crop Production | 544 | 20.4\% | 23.3\% | 26.5\% | 1.000 | 13.9\% | 20.5\% |
| A | 2 | Support Activities for Agriculture and Forestry | 229 | 16.4\% | 20.7\% | 40.2\% | 0.999 | 15.4\% | 21.6\% |
| A | 3 | Animal Production | 323 | 13.9\% | 25.9\% | 40.6\% | 1.000 | 30.5\% | 40.0\% |
| A | 4 | Food Manufacturing | 4031 | 7.4\% | 21.1\% | 56.9\% | 0.000 | 43.7\% | 52.1\% |
| A | 5 | Furniture and Related Product Manufacturing | 838 | 5.8\% | 18.5\% | 53.0\% | 0.045 | 52.9\% | 46.0\% |
| A | 6 | Apparel Manufacturing | 345 | 5.6\% | 20.1\% | 57.7\% | 0.003 | 44.4\% | 55.3\% |
| A | 7 | Clothing and Clothing Accessories Stores | 3740 | 5.5\% | 18.2\% | 41.5\% | 1.000 | 44.3\% | 42.9\% |
| B | 8 | Fishing, Hunting and Trapping | 39 | 4.7\% | 21.4\% | 43.6\% | 0.832 | 39.5\% | 56.7\% |
| B | 9 | Leather and Allied Product Manufacturing | 100 | 4.6\% | 18.9\% | 61.0\% | 0.018 | 51.8\% | 69.0\% |
| B | 10 | Textile Product Mills | 359 | 4.0\% | 18.1\% | 55.4\% | 0.022 | 50.9\% | 58.3\% |
| B | 11 | Repair and Maintenance | 908 | 3.5\% | 16.5\% | 67.0\% | 0.000 | 59.0\% | 56.1\% |
| B | 12 | Warehousing and Storage | 1648 | 3.0\% | 17.9\% | 55.0\% | 0.000 | 60.4\% | 44.6\% |
| B | 13 | Personal and Laundry Services | 1392 | 2.9\% | 20.0\% | 50.4\% | 0.405 | 51.9\% | 50.5\% |
| B | 14 | Accommodation | 3965 | 2.5\% | 16.0\% | 46.5\% | 1.000 | 37.1\% | 57.0\% |
| B | 15 | Food Services and Drinking Places | 20670 | 2.0\% | 16.7\% | 53.1\% | 0.000 | 45.6\% | 58.8\% |
| C | 16 | Plastics and Rubber Products Manufacturing | 2684 | 1.6\% | 16.0\% | 60.8\% | 0.000 | 64.0\% | 60.7\% |
| C | 17 | Furniture and Home Furnishings Stores | 640 | 1.3\% | 14.9\% | 64.2\% | 0.000 | 62.8\% | 56.4\% |
| C | 18 | Scenic and Sightseeing Transportation | 46 | 1.3\% | 8.1\% | 82.6\% | 0.000 | 58.9\% | 54.7\% |
| C | 19 | Broadcasting (except Internet) | 1682 | 1.1\% | 14.3\% | 68.1\% | 0.000 | 64.6\% | 56.2\% |

Table A4.1 Hispanic Overall Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Industry |
| C | 20 | Fabricated Metal Product | 4209 | 1.0\% | 14.6\% | 64.5\% | 0.000 | 67.8\% | 60.6\% |
|  |  | Manufacturing |  |  |  |  |  |  |  |
| C | 21 | Wood Product Manufacturing | 1097 | 0.9\% | 18.5\% | 63.2\% | 0.000 | 68.4\% | 63.8\% |
| C | 22 | General Merchandise Stores | 14679 | 0.6\% | 13.4\% | 62.8\% | 0.000 | 63.1\% | 60.3\% |
| C | 23 | Administrative and Support Services | 11491 | 0.6\% | 21.1\% | 66.6\% | 0.000 | 59.9\% | 67.7\% |
| C | 24 | Specialty Trade Contractors | 3726 | 0.5\% | 18.9\% | 64.3\% | 0.000 | 61.2\% | 65.6\% |
| C | 25 | Miscellaneous Manufacturing | 3143 | 0.4\% | 15.0\% | 62.9\% | 0.000 | 68.5\% | 59.4\% |
| C | 26 | Waste Management and | 1029 | -0.1\% | 16.9\% | 69.0\% | 0.000 | 61.1\% | 68.5\% |
|  |  | Remediation Services |  |  |  |  |  |  |  |
| C | 27 | Health and Personal Care Stores | 740 | -0.2\% | 13.2\% | 68.0\% | 0.000 | 62.7\% | 63.8\% |
| C | 28 | Public Administration | 167 | -0.2\% | 14.7\% | 60.5\% | 0.004 | 68.6\% | 65.3\% |
| C | 29 | Monetary Authorities - Central Bank | 482 | -0.2\% | 12.3\% | 72.6\% | 0.000 | 66.8\% | 56.8\% |
| C | 30 | Ambulatory Health Care Services | 8650 | -0.3\% | 13.5\% | 70.2\% | 0.000 | 70.7\% | 67.6\% |
| C | 31 | Primary Metal Manufacturing | 1334 | -0.3\% | 15.1\% | 66.6\% | 0.000 | 72.1\% | 66.1\% |
| C | 32 | Electrical Equipment, Appliance, and Component Manufacturing | 1418 | -0.4\% | 13.1\% | 67.4\% | 0.000 | 67.4\% | 59.6\% |
| C | 33 | Support Activities for Transportation | 1304 | -0.5\% | 16.0\% | 66.9\% | 0.000 | 68.5\% | 53.2\% |
| C | 34 | Social Assistance | 4363 | -0.6\% | 14.4\% | 68.6\% | 0.000 | 71.3\% | 62.8\% |
| C | 35 | Credit Intermediation and Related Activities | 5358 | -0.7\% | 11.3\% | 68.5\% | 0.000 | 63.5\% | 58.4\% |
| C | 36 | Construction of Buildings | 1824 | -0.7\% | 15.6\% | 68.8\% | 0.000 | 61.3\% | 66.0\% |
| C | 37 | Food and Beverage Stores | 16282 | -0.7\% | 15.8\% | 70.4\% | 0.000 | 68.7\% | 67.8\% |
| C | 38 | Management of Companies and Enterprises | 2380 | -0.9\% | 11.8\% | 65.1\% | 0.000 | 64.8\% | 45.5\% |
| C | 39 | Motor Vehicle and Parts Dealers | 3536 | -0.9\% | 13.2\% | 70.7\% | 0.000 | 68.9\% | 64.3\% |
| C | 40 | Telecommunications | 2490 | -0.9\% | 11.0\% | 71.3\% | 0.000 | 68.3\% | 62.8\% |
| C | 41 | Printing and Related Support Activities | 1056 | -1.0\% | 11.9\% | 68.8\% | 0.000 | 67.5\% | 60.3\% |
| C | 42 | Water Transportation | 168 | -1.0\% | 14.7\% | 76.8\% | 0.000 | 67.5\% | 58.6\% |

Table A4.1 Hispanic Overall Representation, 2012: Industry Rankings

|  |  |  |  |  |  | \% Establishments <br> Significantly Lower <br> than Baseline |
| :---: | :---: | :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Table A4.1 Hispanic Overall Representation, 2012: Industry Rankings

|  |  |  |  |  |  | \% Establishments <br> Significantly Lower <br> than Baseline |
| :---: | :---: | :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Table A4.1 Hispanic Overall Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Industry |
| D | 79 | Oil and Gas Extraction | 619 | -3.9\% | 14.5\% | 75.4\% | 0.000 | 82.5\% | 65.8\% |
| D | 80 | Performing Arts, Spectator Sports, and Related Industries | 701 | -4.0\% | 14.3\% | 75.9\% | 0.000 | 82.2\% | 69.5\% |
| D | 81 | Computer and Electronic Product Manufacturing | 3478 | -4.3\% | 9.9\% | 76.5\% | 0.000 | 81.9\% | 72.5\% |
| D | 82 | Other Information Services | 711 | -4.4\% | 8.3\% | 78.2\% | 0.000 | 83.0\% | 80.2\% |
| D | 83 | Motion Picture and Sound Recording Industries | 713 | -4.5\% | 14.8\% | 74.8\% | 0.000 | 79.9\% | 68.2\% |
| D | 84 | Air Transportation | 728 | -4.9\% | 13.6\% | 64.8\% | 0.000 | 78.7\% | 56.9\% |
| F | 85 | Wholesale Electronic Markets and Agents and Brokers | 135 | -5.3\% | 13.2\% | 73.3\% | 0.000 | 85.1\% | 70.4\% |
| F | 86 | Postal Service | 7 | -6.0\% | 6.4\% | 100.0\% | 0.008 | 100.0\% | 46.5\% |
| F | 87 | Petroleum and Coal Products Manufacturing | 358 | -6.0\% | 11.0\% | 76.8\% | 0.000 | 82.9\% | 79.1\% |
| F | 88 | Private Households | 24 | -6.1\% | 12.1\% | 75.0\% | 0.011 | 82.7\% | 74.3\% |
| F | 89 | Beverage and Tobacco Product Manufacturing | 1164 | -7.0\% | 13.0\% | 82.0\% | 0.000 | 71.3\% | 86.4\% |
| F | 90 | Rail Transportation | 573 | -7.6\% | 10.3\% | 90.6\% | 0.000 | 94.0\% | 84.2\% |
| F | 91 | Forestry and Logging | 28 | -7.7\% | 22.4\% | 75.0\% | 0.006 | 81.9\% | 82.9\% |
| F | 92 | Couriers and Messengers | 1405 | -8.2\% | 14.3\% | 85.8\% | 0.000 | 89.3\% | 78.4\% |

Table A4.2 Hispanic Management Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | State* Industry* Management |
|  |  | National Level Summary: | 232099 | -1.9\% | 4.3\% |  |  |  |  |  |
| A | 1 | Crop Production | 515 | 21.5\% | 27.9\% | 49.1\% | 0.670 | 36.7\% | 28.1\% | 31.9\% |
| A | 2 | Support Activities for Agriculture and Forestry | 201 | 21.1\% | 27.0\% | 57.2\% | 0.024 | 37.3\% | 32.2\% | 34.2\% |
| B | 3 | Food Manufacturing | 3985 | 4.5\% | 15.9\% | 63.4\% | 0.000 | 58.0\% | 41.5\% | 46.0\% |
| B | 4 | Animal Production | 310 | 4.3\% | 16.9\% | 56.8\% | 0.010 | 47.9\% | 38.6\% | 41.8\% |
| B | 5 | Personal and Laundry Services | 1312 | 4.1\% | 19.9\% | 61.5\% | 0.000 | 64.0\% | 54.3\% | 50.9\% |
| B | 6 | Administrative and Support Services | 10423 | 3.9\% | 22.6\% | 72.1\% | 0.000 | 70.0\% | 58.7\% | 59.6\% |
| B | 7 | Fishing, Hunting and Trapping | 38 | 2.8\% | 16.9\% | 73.7\% | 0.003 | 78.8\% | 65.7\% | 75.3\% |
| B | 8 | Clothing and Clothing Accessories Stores | 2730 | 1.9\% | 26.6\% | 68.6\% | 0.000 | 74.1\% | 62.4\% | 61.9\% |
| C | 9 | Repair and Maintenance | 847 | 1.7\% | 17.3\% | 77.2\% | 0.000 | 71.1\% | 62.4\% | 60.6\% |
| C | 10 | Leather and Allied Product Manufacturing | 78 | 1.0\% | 13.7\% | 80.8\% | 0.000 | 84.2\% | 74.2\% | 64.4\% |
| C | 11 | Food and Beverage Stores | 16020 | 0.9\% | 19.6\% | 72.6\% | 0.000 | 75.3\% | 67.7\% | 67.2\% |
| C | 12 | Food Services and Drinking Places | 19387 | 0.9\% | 20.4\% | 69.7\% | 0.000 | 69.6\% | 60.9\% | 69.0\% |
| C | 13 | General Merchandise Stores | 14673 | 0.7\% | 14.9\% | 71.1\% | 0.000 | 73.6\% | 60.6\% | 57.0\% |
| C | 14 | Apparel Manufacturing | 340 | 0.4\% | 16.3\% | 73.8\% | 0.000 | 79.0\% | 71.3\% | 68.6\% |
| C | 15 | Warehousing and Storage | 1630 | 0.3\% | 16.6\% | 68.9\% | 0.000 | 74.2\% | 59.3\% | 54.6\% |
| C | 16 | Furniture and Related Product Manufacturing | 823 | 0.2\% | 13.9\% | 75.0\% | 0.000 | 79.6\% | 72.1\% | 68.1\% |
| C | 17 | Couriers and Messengers | 1398 | -0.1\% | 13.3\% | 72.0\% | 0.000 | 77.5\% | 45.0\% | 52.0\% |

Table A4.2 Hispanic Management Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | State* Industry* Management |
| C | 18 | Waste Management and Remediation Services | 1017 | -0.2\% | 16.1\% | 74.4\% | 0.000 | 76.6\% | 65.6\% | 66.5\% |
| C | 19 | Building Material and Garden Equipment and Supplies Dealers | 4500 | -0.4\% | 14.8\% | 73.7\% | 0.000 | 77.1\% | 64.9\% | 65.0\% |
| C | 20 | Support Activities for Transportation | 1260 | -0.4\% | 18.0\% | 75.8\% | 0.000 | 80.3\% | 61.5\% | 59.5\% |
| C | 21 | Primary Metal Manufacturing | 1327 | -0.5\% | 11.9\% | 77.7\% | 0.000 | 81.1\% | 71.3\% | 62.8\% |
| C | 22 | Broadcasting (except Internet) | 1681 | -0.5\% | 14.6\% | 77.5\% | 0.000 | 81.7\% | 61.1\% | 57.0\% |
| C | 23 | Plastics and Rubber Products Manufacturing | 2665 | -0.7\% | 11.5\% | 76.8\% | 0.000 | 82.4\% | 68.8\% | 66.3\% |
| C | 24 | Textile Product Mills | 351 | -1.0\% | 13.2\% | 76.9\% | 0.000 | 80.5\% | 72.3\% | 72.4\% |
| C | 25 | Furniture and Home Furnishings Stores | 629 | -1.2\% | 15.1\% | 71.2\% | 0.000 | 79.9\% | 59.8\% | 56.7\% |
| C | 26 | Social Assistance | 4178 | -1.2\% | 14.5\% | 79.2\% | 0.000 | 81.7\% | 70.0\% | 69.7\% |
| C | 27 | Accommodation | 3912 | -1.5\% | 14.6\% | 63.4\% | 0.000 | 71.9\% | 41.2\% | 67.1\% |
| C | 28 | Water Transportation | 165 | -1.5\% | 16.4\% | 76.4\% | 0.000 | 72.4\% | 60.9\% | 54.3\% |
| C | 29 | Health and Personal Care Stores | 654 | -1.5\% | 16.5\% | 78.7\% | 0.000 | 84.9\% | 72.2\% | 68.0\% |
| C | 30 | Nonmetallic Mineral Product Manufacturing | 1060 | -1.6\% | 12.9\% | 77.2\% | 0.000 | 82.5\% | 72.1\% | 68.8\% |
| D | 31 | Fabricated Metal Product Manufacturing | 4177 | -1.8\% | 11.4\% | 80.4\% | 0.000 | 85.8\% | 75.4\% | 69.6\% |
| D | 32 | Paper Manufacturing | 1582 | -1.9\% | 11.1\% | 78.6\% | 0.000 | 83.8\% | 78.0\% | 75.2\% |
| D | 33 | Electronics and Appliance Stores | 1430 | -1.9\% | 16.5\% | 74.4\% | 0.000 | 76.6\% | 68.3\% | 68.1\% |
| D | 34 | Public Administration | 157 | -1.9\% | 12.9\% | 77.1\% | 0.000 | 87.8\% | 71.1\% | 55.0\% |

Table A4.2 Hispanic Management Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | State* Industry* Management |
| D | 35 | Merchant Wholesalers, Nondurable Goods | 3298 | -2.0\% | 15.6\% | 75.3\% | 0.000 | 84.4\% | 68.9\% | 64.4\% |
| D | 36 | Electrical Equipment, <br> Appliance, and Component Manufacturing | 1406 | -2.0\% | 9.8\% | 77.9\% | 0.000 | 83.2\% | 66.5\% | 59.8\% |
| D | 37 | Truck Transportation | 3105 | -2.0\% | 14.3\% | 81.0\% | 0.000 | 84.4\% | 73.7\% | 70.9\% |
| D | 38 | Specialty Trade Contractors | 3628 | -2.2\% | 15.7\% | 80.1\% | 0.000 | 82.8\% | 72.6\% | 71.5\% |
| D | 39 | Transit and Ground Passenger Transportation | 1208 | -2.2\% | 16.0\% | 83.3\% | 0.000 | 82.3\% | 73.0\% | 72.4\% |
| D | 40 | Miscellaneous Manufacturing | 3096 | -2.2\% | 12.6\% | 77.1\% | 0.000 | 87.3\% | 71.2\% | 60.6\% |
| D | 41 | Air Transportation | 708 | -2.2\% | 14.1\% | 71.3\% | 0.000 | 77.8\% | 54.1\% | 55.8\% |
| D | 42 | Telecommunications | 2395 | -2.3\% | 13.6\% | 79.0\% | 0.000 | 85.6\% | 66.8\% | 61.6\% |
| D | 43 | Textile Mills | 356 | -2.3\% | 7.6\% | 85.4\% | 0.000 | 85.2\% | 80.0\% | 80.2\% |
| D | 44 | Miscellaneous Store Retailers | 1204 | -2.5\% | 15.7\% | 75.7\% | 0.000 | 79.4\% | 69.1\% | 64.9\% |
| D | 45 | Support Activities for Mining | 1174 | -2.5\% | 18.4\% | 75.4\% | 0.000 | 81.4\% | 68.4\% | 52.0\% |
| D | 46 | Transportation Equipment Manufacturing | 3006 | -2.5\% | 9.3\% | 78.3\% | 0.000 | 89.4\% | 73.9\% | 57.8\% |
| D | 47 | Mining (except Oil and Gas) | 531 | -2.6\% | 8.6\% | 87.8\% | 0.000 | 91.3\% | 81.7\% | 48.5\% |
| D | 48 | Rental and Leasing Services | 934 | -2.6\% | 15.4\% | 75.6\% | 0.000 | 82.1\% | 67.4\% | 69.7\% |
| D | 49 | Sporting Goods, Hobby, Book, and Music Stores | 1107 | -2.6\% | 18.1\% | 82.9\% | 0.000 | 85.9\% | 75.2\% | 72.2\% |

Table A4.2 Hispanic Management Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | State* <br> Industry* <br> Management |
| D | 50 | Wood Product | 1080 | -2.7\% | 11.2\% | 85.3\% | 0.000 | 88.5\% | 81.9\% | 78.7\% |
|  |  | Manufacturing |  |  |  |  |  |  |  |  |
| D | 51 | Printing and Related | 1046 | -2.8\% | 10.6\% | 83.8\% | 0.000 | 88.4\% | 78.7\% | 76.3\% |
|  |  | Support Activities |  |  |  |  |  |  |  |  |
| D | 52 | Beverage and Tobacco | 1154 | -3.0\% | 12.3\% | 78.1\% | 0.000 | 82.1\% | 63.8\% | 68.3\% |
|  |  | Product Manufacturing |  |  |  |  |  |  |  |  |
| D | 53 | Gasoline Stations | 359 | -3.0\% | 11.7\% | 76.9\% | 0.000 | 87.0\% | 74.7\% | 68.4\% |
| D | 54 | Motor Vehicle and Parts | 3514 | -3.1\% | 13.8\% | 80.2\% | 0.000 | 83.5\% | 71.3\% | 70.9\% |
|  |  | Dealers |  |  |  |  |  |  |  |  |
| D | 55 | Heavy and Civil | 1958 | -3.2\% | 12.2\% | 80.3\% | 0.000 | 83.7\% | 72.4\% | 71.2\% |
|  |  | Engineering Construction |  |  |  |  |  |  |  |  |
| D | 56 | Nonstore Retailers | 672 | -3.2\% | 7.7\% | 83.8\% | 0.000 | 89.3\% | 74.8\% | 67.1\% |
| D | 57 | Machinery | 3072 | -3.2\% | 9.7\% | 83.7\% | 0.000 | 89.2\% | 75.6\% | 67.5\% |
|  |  | Manufacturing |  |  |  |  |  |  |  |  |
| D | 58 | Ambulatory Health Care | 8192 | -3.3\% | 15.4\% | 84.2\% | 0.000 | 87.0\% | 76.2\% | 75.2\% |
|  |  | Services |  |  |  |  |  |  |  |  |
| D | 59 | Credit Intermediation | 5347 | -3.4\% | 11.6\% | 82.1\% | 0.000 | 88.8\% | 70.8\% | 68.3\% |
|  |  | and Related Activities |  |  |  |  |  |  |  |  |
| D | 60 | Management of | 2323 | -3.5\% | 12.9\% | 81.1\% | 0.000 | 86.4\% | 72.4\% | 54.9\% |
|  |  | Companies and |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
| D | 61 | Utilities | 2473 | -3.5\% | 9.8\% | 83.9\% | 0.000 | 92.2\% | 78.5\% | 60.7\% |
| D | 62 | Amusement, Gambling, and Recreation | 2371 | -3.5\% | 15.6\% | 78.6\% | 0.000 | 87.6\% | 70.7\% | 47.6\% |
|  |  | Industries |  |  |  |  |  |  |  |  |
| D | 63 | Monetary Authorities - | 478 | -3.6\% | 11.8\% | 85.4\% | 0.000 | 87.8\% | 78.8\% | 77.9\% |
|  |  | Central Bank |  |  |  |  |  |  |  |  |
| D | 64 | Private Households | 23 | -3.6\% | 12.0\% | 78.3\% | 0.005 | 87.9\% | 85.3\% | 79.6\% |
| D | 65 | Religious, Grantmaking, | 2233 | -3.6\% | 12.4\% | 80.7\% | 0.000 | 86.9\% | 73.7\% | 69.8\% |
|  |  | Civic, Professional, and |  |  |  |  |  |  |  |  |

Table A4.2 Hispanic Management Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | State* Industry* Management |
|  |  | Similar Organizations |  |  |  |  |  |  |  |  |
| D | 66 | Educational Services | 2161 | -3.7\% | 14.9\% | 83.0\% | 0.000 | 88.8\% | 76.5\% | 73.3\% |
| D | 67 | Construction of Buildings | 1785 | -3.8\% | 13.6\% | 85.3\% | 0.000 | 87.8\% | 77.8\% | 74.8\% |
| D | 68 | Performing Arts, Spectator Sports, and Related Industries | 670 | -3.8\% | 12.9\% | 82.2\% | 0.000 | 86.2\% | 74.0\% | 61.8\% |
| D | 69 | Scenic and Sightseeing Transportation | 42 | -3.8\% | 7.6\% | 92.9\% | 0.000 | 67.8\% | 54.4\% | 85.8\% |
| D | 70 | Nursing and Residential Care Facilities | 13451 | -3.9\% | 11.8\% | 87.0\% | 0.000 | 89.2\% | 81.5\% | 81.6\% |
| D | 71 | Chemical Manufacturing | 2837 | -4.0\% | 10.1\% | 79.9\% | 0.000 | 88.0\% | 69.9\% | 64.9\% |
| D | 72 | Funds, Trusts, and Other Financial Vehicles | 198 | -4.2\% | 10.2\% | 85.9\% | 0.000 | 91.6\% | 79.9\% | 69.3\% |
| D | 73 | Merchant Wholesalers, Durable Goods | 4111 | -4.2\% | 11.7\% | 81.3\% | 0.000 | 87.3\% | 73.1\% | 71.3\% |
| D | 74 | Postal Service | 7 | -4.2\% | 2.9\% | 100.0\% | 0.008 | 100.0\% | 77.2\% | 100.0\% |
| D | 75 | Insurance Carriers and Related Activities | 4549 | -4.5\% | 10.4\% | 86.5\% | 0.000 | 92.3\% | 78.7\% | 75.8\% |
| D | 76 | Hospitals | 5889 | -4.6\% | 9.2\% | 89.4\% | 0.000 | 94.8\% | 82.7\% | 81.7\% |
| D | 77 | Motion Picture and Sound Recording Industries | 689 | -4.6\% | 19.5\% | 73.7\% | 0.000 | 83.2\% | 72.7\% | 71.2\% |
| D | 78 | Rail Transportation | 503 | -4.7\% | 8.9\% | 88.1\% | 0.000 | 90.9\% | 82.1\% | 77.3\% |
| F | 79 | Internet Service <br> Providers, Web Search <br> Portals, and Data <br> Processing Services | 543 | -5.1\% | 9.6\% | 86.4\% | 0.000 | 93.3\% | 79.0\% | 71.9\% |
| F | 80 | Forestry and Logging | 27 | -5.2\% | 10.5\% | 92.6\% | 0.000 | 86.7\% | 86.7\% | 88.9\% |
| F | 81 | Professional, Scientific, | 15395 | -5.2\% | 10.5\% | 85.6\% | 0.000 | 92.6\% | 82.0\% | 73.2\% |

Table A4.2 Hispanic Management Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | State* Industry* Management |
|  |  | and Technical Services |  |  |  |  |  |  |  |  |
| F | 82 | Petroleum and Coal Products Manufacturing | 353 | -5.3\% | 10.5\% | 82.2\% | 0.000 | 88.3\% | 74.5\% | 69.0\% |
| F | 83 | Publishing Industries (except Internet) | 1996 | -5.4\% | 9.5\% | 87.5\% | 0.000 | 93.0\% | 84.9\% | 76.3\% |
| F | 84 | Real Estate | 1464 | -5.4\% | 12.6\% | 80.6\% | 0.000 | 85.0\% | 71.0\% | 75.7\% |
| F | 85 | Museums, Historical Sites, and Similar Institutions | 231 | -5.5\% | 7.9\% | 89.2\% | 0.000 | 93.4\% | 81.7\% | 71.5\% |
| F | 86 | Wholesale Electronic Markets and Agents and Brokers | 134 | -5.7\% | 13.4\% | 80.6\% | 0.000 | 94.9\% | 81.9\% | 70.0\% |
| F | 87 | Securities, Commodity Contracts, and Other Financial Investments and Related Activities | 1228 | -6.5\% | 10.0\% | 91.9\% | 0.000 | 96.8\% | 89.5\% | 87.0\% |
| F | 88 | Computer and Electronic Product Manufacturing | 3467 | -7.0\% | 9.8\% | 84.1\% | 0.000 | 93.1\% | 80.2\% | 70.6\% |
| F | 89 | Lessors of Nonfinancial Intangible Assets (except Copyrighted Works) | 12 | -7.1\% | 9.9\% | 83.3\% | 0.019 | 89.8\% | 61.7\% | 53.8\% |
| F | 90 | Oil and Gas Extraction | 610 | -7.5\% | 14.6\% | 80.7\% | 0.000 | 90.8\% | 79.1\% | 67.1\% |
| F | 91 | Other Information Services | 696 | -7.7\% | 10.2\% | 86.2\% | 0.000 | 93.6\% | 83.1\% | 79.9\% |
| F | 92 | Pipeline Transportation | 145 | -8.2\% | 12.0\% | 85.5\% | 0.000 | 89.4\% | 79.7\% | 78.4\% |

Table A4.3 Hispanic-White Segregation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% of Establishments Significantly Higher than National Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  | Observed Segregation | Adjusted Segregation |
|  |  | National Level Summary: | 210634 | 0.283 | 0.060 |  |  |
| A | 1 | Air Transportation | 696 | 0.185 | 0.155 | 17.4\% | 8.6\% |
| A | 2 | Lessors of Nonfinancial Intangible Assets (except Copyrighted Works) | 12 | 0.185 | 0.123 | 25.4\% | 4.6\% |
| A | 3 | Wholesale Electronic Markets and Agents and Brokers | 126 | 0.186 | 0.168 | 14.7\% | 9.4\% |
| B | 4 | Petroleum and Coal Products Manufacturing | 308 | 0.194 | 0.208 | 28.3\% | 19.8\% |
| B | 5 | Transportation Equipment Manufacturing | 2778 | 0.204 | 0.180 | 25.4\% | 18.8\% |
| B | 6 | Rail Transportation | 453 | 0.208 | 0.193 | 18.7\% | 20.9\% |
| B | 7 | Other Information Services | 666 | 0.212 | 0.173 | 19.5\% | 16.0\% |
| B | 8 | Couriers and Messengers | 1208 | 0.213 | 0.190 | 23.8\% | 17.9\% |
| B | 9 | Securities, Commodity Contracts, and Other Financial Investments and Related Activities | 1112 | 0.216 | 0.187 | 20.2\% | 16.6\% |
| B | 10 | Telecommunications | 2208 | 0.221 | 0.167 | 22.2\% | 18.6\% |
| B | 11 | Motion Picture and Sound Recording Industries | 655 | 0.221 | 0.140 | 13.6\% | 17.7\% |
| B | 12 | Insurance Carriers and Related Activities | 4098 | 0.222 | 0.166 | 23.2\% | 18.6\% |
| B | 13 | Computer and Electronic Product Manufacturing | 3177 | 0.223 | 0.187 | 33.7\% | 22.2\% |
| B | 14 | Oil and Gas Extraction | 559 | 0.227 | 0.168 | 21.5\% | 16.4\% |
| B | 15 | Broadcasting (except Internet) | 1467 | 0.228 | 0.193 | 26.7\% | 21.5\% |
| B | 16 | Management of Companies and Enterprises | 2087 | 0.230 | 0.185 | 29.0\% | 20.3\% |
| B | 17 | Food Services and Drinking Places | 18888 | 0.235 | 0.110 | 7.6\% | 21.8\% |
| B | 18 | Credit Intermediation and Related Activities | 4607 | 0.237 | 0.174 | 25.2\% | 19.8\% |
| B | 19 | Hospitals | 5259 | 0.240 | 0.180 | 47.7\% | 21.2\% |
| B | 20 | Support Activities for Mining | 1069 | 0.241 | 0.176 | 30.1\% | 21.0\% |
| B | 21 | Publishing Industries (except Internet) | 1686 | 0.241 | 0.201 | 33.2\% | 22.0\% |
| B | 22 | Pipeline Transportation | 128 | 0.243 | 0.176 | 30.1\% | 16.9\% |
| B | 23 | Amusement, Gambling, and Recreation Industries | 2405 | 0.246 | 0.174 | 25.1\% | 24.1\% |
| B | 24 | General Merchandise Stores | 13564 | 0.247 | 0.158 | 25.1\% | 22.5\% |
| B | 25 | Electronics and Appliance Stores | 1377 | 0.251 | 0.143 | 28.5\% | 24.5\% |
| B | 26 | Gasoline Stations | 303 | 0.252 | 0.172 | 21.8\% | 17.6\% |
| B | 27 | Funds, Trusts, and Other Financial Vehicles | 191 | 0.252 | 0.164 | 32.3\% | 24.9\% |

Table A4.3 Hispanic-White Segregation, 2012: Industry Rankings

|  |  |  |  |  |  | \% of Establishments Significantly Higher than National Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Grade | Rank | Name | Number of Establishments | Mean <br> Value | S.D. | Observed Segregation | Adjusted Segregation |
| B | 28 | Building Material and Garden Equipment and Supplies Dealers | 4233 | 0.253 | 0.151 | 14.7\% | 19.1\% |
| B | 29 | Utilities | 1961 | 0.257 | 0.202 | 37.1\% | 23.9\% |
| B | 30 | Internet Service Providers, Web Search Portals, and Data Processing Services | 505 | 0.258 | 0.179 | 23.1\% | 22.3\% |
| B | 31 | Food and Beverage Stores | 13992 | 0.263 | 0.157 | 22.7\% | 24.4\% |
| B | 32 | Water Transportation | 152 | 0.263 | 0.179 | 44.6\% | 22.6\% |
| B | 33 | Sporting Goods, Hobby, Book, and Music Stores | 1209 | 0.264 | 0.128 | 17.4\% | 20.2\% |
| C | 34 | Chemical Manufacturing | 2474 | 0.229 | 0.196 | 40.1\% | 25.2\% |
| C | 35 | Administrative and Support Services | 10378 | 0.246 | 0.174 | 18.9\% | 27.8\% |
| C | 36 | Support Activities for Transportation | 1191 | 0.247 | 0.166 | 29.8\% | 26.5\% |
| C | 37 | Professional, Scientific, and Technical Services | 13889 | 0.252 | 0.177 | 30.4\% | 27.9\% |
| C | 38 | Public Administration | 148 | 0.254 | 0.185 | 32.0\% | 29.6\% |
| C | 39 | Religious, Grantmaking, Civic, Professional, and Similar Organizations | 2060 | 0.255 | 0.175 | 33.1\% | 26.7\% |
| C | 40 | Beverage and Tobacco Product Manufacturing | 1009 | 0.258 | 0.183 | 46.1\% | 30.8\% |
| C | 41 | Clothing and Clothing Accessories Stores | 3526 | 0.262 | 0.137 | 21.9\% | 28.9\% |
| C | 42 | Miscellaneous Store Retailers | 1097 | 0.264 | 0.183 | 26.1\% | 26.3\% |
| C | 43 | Transit and Ground Passenger Transportation | 1092 | 0.265 | 0.155 | 18.9\% | 30.4\% |
| C | 44 | Private Households | 21 | 0.267 | 0.198 | 26.0\% | 31.8\% |
| C | 45 | Scenic and Sightseeing Transportation | 41 | 0.271 | 0.187 | 37.5\% | 30.5\% |
| C | 46 | Repair and Maintenance | 779 | 0.273 | 0.183 | 36.2\% | 28.6\% |
| C | 47 | Performing Arts, Spectator Sports, and Related Industries | 623 | 0.274 | 0.178 | 41.9\% | 32.9\% |
| C | 48 | Monetary Authorities - Central Bank | 334 | 0.277 | 0.189 | 36.9\% | 28.4\% |
| C | 49 | Ambulatory Health Care Services | 7161 | 0.282 | 0.189 | 43.8\% | 34.4\% |
| C | 50 | Accommodation | 3806 | 0.285 | 0.155 | 32.5\% | 34.2\% |
| C | 51 | Truck Transportation | 2635 | 0.285 | 0.169 | 28.2\% | 30.0\% |
| C | 52 | Nonstore Retailers | 575 | 0.288 | 0.183 | 44.7\% | 29.9\% |
| C | 53 | Furniture and Home Furnishings Stores | 580 | 0.291 | 0.176 | 43.8\% | 31.4\% |
| C | 54 | Real Estate | 1338 | 0.291 | 0.176 | 49.5\% | 34.1\% |
| C | 55 | Machinery Manufacturing | 2564 | 0.292 | 0.193 | 50.3\% | 34.4\% |


|  |  |  |  |  |  | \% of Establishments Significantly Higher than National Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | Observed Segregation | Adjusted Segregation |
| C | 56 | Health and Personal Care Stores | 623 | 0.298 | 0.192 | 40.0\% | 33.8\% |
| C | 57 | Museums, Historical Sites, and Similar Institutions | 212 | 0.301 | 0.169 | 64.2\% | 27.8\% |
| C | 58 | Rental and Leasing Services | 855 | 0.301 | 0.193 | 49.1\% | 34.6\% |
| C | 59 | Motor Vehicle and Parts Dealers | 3026 | 0.315 | 0.195 | 60.3\% | 31.6\% |
| D | 60 | Forestry and Logging | 23 | 0.224 | 0.194 | 42.1\% | 42.9\% |
| D | 61 | Social Assistance | 3583 | 0.283 | 0.183 | 35.3\% | 35.7\% |
| D | 62 | Mining (except Oil and Gas) | 349 | 0.284 | 0.205 | 42.9\% | 35.6\% |
| D | 63 | Merchant Wholesalers, Durable Goods | 3524 | 0.295 | 0.190 | 50.0\% | 36.3\% |
| D | 64 | Educational Services | 1981 | 0.296 | 0.188 | 44.6\% | 37.3\% |
| D | 65 | Specialty Trade Contractors | 3291 | 0.300 | 0.184 | 41.4\% | 36.6\% |
| D | 66 | Merchant Wholesalers, Nondurable Goods | 2967 | 0.304 | 0.194 | 52.3\% | 37.9\% |
| D | 67 | Primary Metal Manufacturing | 1098 | 0.304 | 0.187 | 52.8\% | 39.3\% |
| D | 68 | Heavy and Civil Engineering Construction | 1819 | 0.307 | 0.172 | 56.3\% | 38.4\% |
| D | 69 | Miscellaneous Manufacturing | 2826 | 0.315 | 0.186 | 57.9\% | 39.8\% |
| D | 70 | Warehousing and Storage | 1524 | 0.317 | 0.172 | 43.4\% | 44.3\% |
| D | 71 | Electrical Equipment, Appliance, and Component Manufacturing | 1265 | 0.320 | 0.183 | 58.3\% | 41.5\% |
| D | 72 | Construction of Buildings | 1608 | 0.330 | 0.188 | 58.0\% | 44.8\% |
| D | 73 | Furniture and Related Product Manufacturing | 750 | 0.333 | 0.188 | 55.8\% | 43.2\% |
| D | 74 | Leather and Allied Product Manufacturing | 89 | 0.336 | 0.211 | 42.2\% | 41.8\% |
| D | 75 | Printing and Related Support Activities | 905 | 0.344 | 0.182 | 71.4\% | 44.7\% |
| F | 76 | Postal Service | 7 | 0.339 | 0.181 | 20.6\% | 52.0\% |
| F | 77 | Nonmetallic Mineral Product Manufacturing | 906 | 0.344 | 0.187 | 64.6\% | 49.2\% |
| F | 78 | Plastics and Rubber Products Manufacturing | 2313 | 0.345 | 0.184 | 58.6\% | 48.8\% |
| F | 79 | Wood Product Manufacturing | 869 | 0.345 | 0.186 | 59.7\% | 47.9\% |
| F | 80 | Personal and Laundry Services | 1271 | 0.346 | 0.207 | 46.1\% | 49.2\% |
| F | 81 | Textile Product Mills | 314 | 0.347 | 0.181 | 60.8\% | 51.9\% |
| F | 82 | Paper Manufacturing | 1308 | 0.351 | 0.179 | 64.7\% | 51.4\% |
| F | 83 | Fabricated Metal Product Manufacturing | 3498 | 0.355 | 0.182 | 64.1\% | 48.6\% |
| F | 84 | Waste Management and Remediation Services | 911 | 0.365 | 0.189 | 61.0\% | 50.8\% |

Table A4.3 Hispanic-White Segregation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% of Establishments Significantly Higher than National Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  | Observed Segregation | Adjusted Segregation |
| Z | 85 | Food Manufacturing | 3691 | 0.358 | 0.192 | 62.3\% | 55.5\% |
| Z | 86 | Apparel Manufacturing | 281 | 0.364 | 0.190 | 60.6\% | 60.5\% |
| Z | 87 | Animal Production | 299 | 0.365 | 0.183 | 74.5\% | 70.2\% |
| Z | 88 | Nursing and Residential Care Facilities | 11208 | 0.368 | 0.173 | 61.8\% | 59.9\% |
| Z | 89 | Textile Mills | 302 | 0.368 | 0.167 | 68.7\% | 58.1\% |
| Z | 90 | Fishing, Hunting and Trapping | 37 | 0.458 | 0.197 | 74.7\% | 79.0\% |
| Z | 91 | Crop Production | 469 | 0.474 | 0.199 | 73.6\% | 79.9\% |
| Z | 92 | Support Activities for Agriculture and Forestry | 172 | 0.513 | 0.215 | 81.7\% | 80.8\% |

Table A4.4 Hispanic-White Wage Gap, 2012: Industry Rankings

| Grade | Rank | Name | Hispanics' <br> Wages as a Percentage of Whites' Wages | p-Value |
| :---: | :---: | :---: | :---: | :---: |
|  |  | National Average (Mean): | 91.3\% |  |
| A | 1 | Transit and Ground Passenger Transportation | 103.5\% | 0.047 |
| A | 2 | Textile Product Mills | 102.8\% | 0.525 |
| A | 3 | Social Assistance | 102.2\% | 0.010 |
| A | 4 | Educational Services | 99.4\% | 0.169 |
| A | 5 | General Merchandise Stores | 98.9\% | 0.168 |
| A | 6 | Pipeline Transportation | 98.7\% | 0.865 |
| A | 7 | Museums, Historical Sites, and Similar Institutions | 98.5\% | 0.525 |
| A | 8 | Food and Beverage Stores | 98.2\% | 0.025 |
| A | 9 | Forestry and Logging | 98.1\% | 0.718 |
| A | 10 | Beverage and Tobacco Product Manufacturing | 97.7\% | 0.416 |
| A | 11 | Scenic and Sightseeing Transportation | 97.2\% | 0.834 |
| A | 12 | Postal Service | 96.9\% | 0.010 |
| A | 13 | Mining (except Oil and Gas) | 96.7\% | 0.359 |
| A | 14 | Food Services and Drinking Places | 96.6\% | 0.000 |
| A | 15 | Health and Personal Care Stores | 96.6\% | 0.008 |
| A | 16 | Public Administration | 96.6\% | 0.000 |
| A | 17 | Sporting Goods, Hobby, Book, and Music Stores | 96.4\% | 0.033 |
| A | 18 | Couriers and Messengers | 96.3\% | 0.034 |
| A | 19 | Religious, Grantmaking, Civic, Professional, and Similar Organizations | 96.1\% | 0.001 |
| B | 20 | Furniture and Home Furnishings Stores | 95.0\% | 0.015 |
| B | 21 | Waste Management and Remediation Services | 94.6\% | 0.010 |
| B | 22 | Gasoline Stations | 94.5\% | 0.013 |
| B | 23 | Private Households | 94.4\% | 0.010 |
| B | 24 | Lessors of Nonfinancial Intangible Assets (except Copyrighted Works) | 94.2\% | 0.158 |
| B | 25 | Nursing and Residential Care Facilities | 93.9\% | 0.000 |
| B | 26 | Other Information Services | 93.8\% | 0.019 |
| B | 27 | Nonstore Retailers | 93.4\% | 0.010 |
| B | 28 | Ambulatory Health Care Services | 93.3\% | 0.000 |
| B | 29 | Truck Transportation | 93.3\% | 0.000 |
| B | 30 | Internet Service Providers, Web Search Portals, and Data Processing Services | 93.1\% | 0.088 |
| B | 31 | Amusement, Gambling, and Recreation Industries | 93.1\% | 0.000 |
| B | 32 | Electronics and Appliance Stores | 93.1\% | 0.000 |
| B | 33 | Building Material and Garden Equipment and Supplies Dealers | 93.0\% | 0.000 |
| B | 34 | Oil and Gas Extraction | 92.9\% | 0.236 |
| B | 35 | Rental and Leasing Services | 92.9\% | 0.003 |
| B | 36 | Clothing and Clothing Accessories Stores | 92.7\% | 0.000 |
| B | 37 | Miscellaneous Store Retailers | 92.6\% | 0.000 |
| B | 38 | Wholesale Electronic Markets and Agents and Brokers | 92.5\% | 0.230 |
| B | 39 | Personal and Laundry Services | 92.0\% | 0.000 |
| B | 40 | Professional, Scientific, and Technical Services | 91.9\% | 0.000 |
| B | 41 | Broadcasting (except Internet) | 91.6\% | 0.000 |
| B | 42 | Plastics and Rubber Products Manufacturing | 91.5\% | 0.000 |
| B | 43 | Publishing Industries (except Internet) | 91.5\% | 0.000 |

Table A4.4 Hispanic-White Wage Gap, 2012: Industry Rankings

| Grade | Rank | Name | Hispanics' <br> Wages as a Percentage of Whites' Wages | p-Value |
| :---: | :---: | :---: | :---: | :---: |
| B | 44 | Motor Vehicle and Parts Dealers | 91.5\% | 0.000 |
| B | 45 | Air Transportation | 91.4\% | 0.000 |
| B | 46 | Accommodation | 91.3\% | 0.000 |
| B | 47 | Warehousing and Storage | 90.8\% | 0.000 |
| B | 48 | Nonmetallic Mineral Product Manufacturing | 90.8\% | 0.000 |
| B | 49 | Telecommunications | 90.8\% | 0.000 |
| B | 50 | Securities, Commodity Contracts, and Other Financial Investments and Related Activities | 90.5\% | 0.000 |
| B | 50 | Funds, Trusts, and Other Financial Vehicles | 90.5\% | 0.000 |
| B | 50 | Monetary Authorities - Central Bank | 90.5\% | 0.000 |
| B | 53 | Food Manufacturing | 90.5\% | 0.000 |
| B | 54 | Support Activities for Transportation | 90.5\% | 0.000 |
| B | 55 | Rail Transportation | 90.3\% | 0.000 |
| B | 56 | Petroleum and Coal Products Manufacturing | 90.2\% | 0.000 |
| B | 57 | Animal Production | 90.2\% | 0.000 |
| B | 58 | Insurance Carriers and Related Activities | 90.1\% | 0.000 |
| B | 59 | Repair and Maintenance | 90.0\% | 0.000 |
| C | 60 | Hospitals | 89.8\% | 0.000 |
| C | 61 | Textile Mills | 89.5\% | 0.010 |
| C | 62 | Management of Companies and Enterprises | 89.5\% | 0.005 |
| C | 63 | Water Transportation | 89.2\% | 0.041 |
| C | 64 | Administrative and Support Services | 89.2\% | 0.000 |
| C | 65 | Utilities | 89.1\% | 0.000 |
| C | 66 | Printing and Related Support Activities | 88.8\% | 0.000 |
| C | 67 | Credit Intermediation and Related Activities | 88.8\% | 0.000 |
| C | 68 | Support Activities for Mining | 88.4\% | 0.000 |
| C | 69 | Transportation Equipment Manufacturing | 88.2\% | 0.000 |
| C | 70 | Furniture and Related Product Manufacturing | 88.0\% | 0.000 |
| C | 71 | Computer and Electronic Product Manufacturing | 88.0\% | 0.000 |
| C | 72 | Chemical Manufacturing | 87.8\% | 0.000 |
| C | 73 | Merchant Wholesalers, Durable Goods | 87.6\% | 0.000 |
| C | 74 | Paper Manufacturing | 87.5\% | 0.000 |
| C | 75 | Fabricated Metal Product Manufacturing | 87.5\% | 0.000 |
| C | 76 | Primary Metal Manufacturing | 87.5\% | 0.000 |
| C | 77 | Real Estate | 87.2\% | 0.000 |
| C | 78 | Merchant Wholesalers, Nondurable Goods | 87.0\% | 0.000 |
| C | 79 | Specialty Trade Contractors | 86.7\% | 0.000 |
| C | 79 | Heavy and Civil Engineering Construction | 86.7\% | 0.000 |
| C | 79 | Construction of Buildings | 86.7\% | 0.000 |
| C | 82 | Machinery Manufacturing | 86.1\% | 0.000 |
| C | 83 | Motion Picture and Sound Recording Industries | 85.7\% | 0.000 |
| C | 84 | Miscellaneous Manufacturing | 85.6\% | 0.000 |
| C | 85 | Performing Arts, Spectator Sports, and Related Industries | 85.6\% | 0.000 |
| D | 86 | Wood Product Manufacturing | 84.3\% | 0.000 |
| D | 87 | Electrical Equipment, Appliance, and Component Manufacturing | 82.9\% | 0.000 |

Table A4.4 Hispanic-White Wage Gap, 2012: Industry Rankings

|  |  | Name | Hispanics' <br> Wages as a |  |
| :---: | :---: | :--- | :---: | :---: | :---: |
| Grade | Rank |  | Percentage of <br> Whites' Wages | p-Value |
| D | 88 | Crop Production | $82.4 \%$ | 0.000 |
| D | 89 | Support Activities for Agriculture and Forestry | $81.1 \%$ | 0.000 |
| D | 90 | Fishing, Hunting and Trapping | $80.8 \%$ | 0.154 |
| F | 91 | Apparel Manufacturing | $79.5 \%$ | 0.000 |
| F | 92 | Leather and Allied Product Manufacturing | $77.8 \%$ | 0.001 |

Table A4.5 Correlations with Industry Level \% of Federal Contractor Establishment, Total Employment Size, Mean Hourly Wage.

| Industry Contextual <br> Variables | Overall GPA | Overall <br> Representation | Management <br> Representation | Wage Gap | Segregation* |
| :---: | :---: | :---: | :---: | :---: | :---: |
| \% of Federal Contractor <br> Establishments | 0.08 | -0.07 | -0.01 | 0.02 | -0.06 |
| Mean Hourly Wage | -0.24 | -0.36 | -0.46 | -0.23 | -0.42 |
| Total Employment Size | 0.16 | -0.02 | -0.02 | 0.05 | -0.15 |

* Positive numbers mean higher segregation


## A5: Asian Rankings across Four Employment Opportunity Dimensions

Table A5.1 Asian Overall Representation, 2012: Industry Rankings

|  |  |  |  |  |  | \% Establishments <br> Significantly Lower <br> than Baseline |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Table A5.1 Asian Overall Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Industry |
| B | 17 | Management of Companies and Enterprises | 2380 | 2.2\% | 8.6\% | 54.8\% | 0.000 | 45.3\% | 35.3\% |
| B | 18 | Electrical Equipment, Appliance, and Component Manufacturing | 1418 | 1.9\% | 10.4\% | 58.0\% | 0.000 | 50.8\% | 61.7\% |
| B | 19 | Food Manufacturing | 4031 | 1.7\% | 8.9\% | 71.7\% | 0.000 | 55.2\% | 61.3\% |
| B | 20 | Nonstore Retailers | 680 | 1.5\% | 5.4\% | 64.3\% | 0.000 | 49.3\% | 47.5\% |
| B | 21 | Telecommunications | 2490 | 1.4\% | 7.1\% | 66.9\% | 0.000 | 56.0\% | 54.8\% |
| B | 22 | Support Activities for Transportation | 1304 | 1.3\% | 10.8\% | 59.4\% | 0.000 | 62.3\% | 51.2\% |
| B | 23 | Amusement, Gambling, and Recreation Industries | 2557 | 1.2\% | 7.2\% | 69.9\% | 0.000 | 58.6\% | 46.0\% |
| B | 24 | Clothing and Clothing Accessories Stores | 3740 | 1.2\% | 7.5\% | 54.4\% | 0.000 | 46.6\% | 50.1\% |
| B | 25 | Warehousing and Storage | 1648 | 1.2\% | 6.4\% | 70.3\% | 0.000 | 62.7\% | 59.5\% |
| B | 26 | Air Transportation | 728 | 1.1\% | 9.6\% | 49.6\% | 0.602 | 58.1\% | 38.7\% |
| B | 27 | Animal Production | 323 | 0.9\% | 4.2\% | 77.4\% | 0.000 | 75.9\% | 54.4\% |
| B | 28 | Plastics and Rubber Products Manufacturing | 2684 | 0.9\% | 8.0\% | 69.9\% | 0.000 | 63.0\% | 65.9\% |
| B | 29 | Monetary Authorities - Central Bank | 482 | 0.9\% | 9.9\% | 74.7\% | 0.000 | 58.1\% | 57.1\% |
| B | 30 | Hospitals | 5952 | 0.8\% | 6.2\% | 66.9\% | 0.000 | 54.5\% | 52.3\% |
| C | 31 | Electronics and Appliance Stores | 1433 | 0.7\% | 5.9\% | 58.3\% | 0.000 | 49.0\% | 54.7\% |
| C | 32 | Wholesale Electronic Markets and Agents and Brokers | 135 | 0.7\% | 15.6\% | 62.2\% | 0.003 | 76.2\% | 70.6\% |
| C | 33 | Printing and Related Support Activities | 1056 | 0.7\% | 7.0\% | 65.3\% | 0.000 | 58.9\% | 62.1\% |
| C | 34 | Lessors of Nonfinancial Intangible Assets (except Copyrighted Works) | 12 | 0.7\% | 7.7\% | 66.7\% | 0.194 | 72.9\% | 40.9\% |
| C | 35 | Ambulatory Health Care Services | 8650 | 0.6\% | 7.6\% | 68.6\% | 0.000 | 61.3\% | 59.0\% |
| C | 36 | Public Administration | 167 | 0.6\% | 8.1\% | 69.5\% | 0.000 | 64.5\% | 45.0\% |
| C | 37 | Merchant Wholesalers, Durable | 4138 | 0.4\% | 7.1\% | 72.9\% | 0.000 | 62.4\% | 59.8\% |

Table A5.1 Asian Overall Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Industry |
|  |  | Goods |  |  |  |  |  |  |  |
| C | 38 | Nursing and Residential Care Facilities | 14041 | 0.4\% | 8.1\% | 72.3\% | 0.000 | 71.7\% | 65.0\% |
| C | 39 | Machinery Manufacturing | 3085 | 0.2\% | 6.2\% | 71.1\% | 0.000 | 61.5\% | 70.2\% |
| C | 40 | Leather and Allied Product Manufacturing | 100 | 0.2\% | 9.3\% | 65.0\% | 0.002 | 69.5\% | 63.8\% |
| C | 41 | General Merchandise Stores | 14679 | 0.2\% | 5.2\% | 62.1\% | 0.000 | 58.5\% | 57.3\% |
| C | 42 | Transportation Equipment Manufacturing | 3063 | 0.2\% | 7.3\% | 68.1\% | 0.000 | 52.5\% | 67.9\% |
| C | 43 | Textile Product Mills | 359 | 0.0\% | 9.0\% | 78.8\% | 0.000 | 80.1\% | 80.0\% |
| C | 44 | Support Activities for Mining | 1189 | 0.0\% | 4.3\% | 76.7\% | 0.000 | 74.2\% | 58.6\% |
| C | 45 | Fabricated Metal Product Manufacturing | 4209 | -0.1\% | 6.8\% | 73.7\% | 0.000 | 65.4\% | 75.1\% |
| C | 46 | Administrative and Support Services | 11491 | -0.1\% | 6.3\% | 69.9\% | 0.000 | 73.7\% | 59.2\% |
| C | 47 | Real Estate | 1498 | -0.2\% | 6.5\% | 66.4\% | 0.000 | 69.0\% | 53.7\% |
| C | 48 | Pipeline Transportation | 146 | -0.2\% | 2.8\% | 75.3\% | 0.000 | 64.9\% | 58.3\% |
| C | 49 | Sporting Goods, Hobby, Book, and Music Stores | 1429 | -0.3\% | 7.2\% | 74.5\% | 0.000 | 69.3\% | 66.8\% |
| C | 50 | Rental and Leasing Services | 965 | -0.3\% | 5.8\% | 71.8\% | 0.000 | 70.5\% | 53.0\% |
| C | 51 | Textile Mills | 357 | -0.3\% | 4.7\% | 76.2\% | 0.000 | 73.9\% | 73.0\% |
| C | 52 | Repair and Maintenance | 908 | -0.4\% | 7.3\% | 74.2\% | 0.000 | 70.8\% | 67.6\% |
| C | 53 | Couriers and Messengers | 1405 | -0.4\% | 4.2\% | 74.4\% | 0.000 | 70.3\% | 64.2\% |
| C | 54 | Water Transportation | 168 | -0.4\% | 6.3\% | 67.3\% | 0.000 | 71.0\% | 62.5\% |
| C | 55 | Motion Picture and Sound Recording Industries | 713 | -0.4\% | 6.0\% | 63.3\% | 0.000 | 69.5\% | 54.7\% |
| C | 56 | Crop Production | 544 | -0.5\% | 6.3\% | 83.1\% | 0.000 | 83.9\% | 71.5\% |
| C | 57 | Utilities | 2501 | -0.6\% | 3.6\% | 81.0\% | 0.000 | 77.9\% | 62.3\% |
| C | 58 | Oil and Gas Extraction | 619 | -0.6\% | 2.6\% | 82.7\% | 0.000 | 71.9\% | 63.7\% |
| C | 59 | Insurance Carriers and Related | 4613 | -0.7\% | 6.3\% | 71.3\% | 0.000 | 58.9\% | 64.2\% |

Table A5.1 Asian Overall Representation, 2012: Industry Rankings

|  |  |  |  |  |  | \% Establishments <br> Significantly Lower <br> than Baseline |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Table A5.1 Asian Overall Representation, 2012: Industry Rankings

|  |  |  |  |  |  | \% Establishments <br> Significantly Lower <br> than Baseline |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Table A5.2 Asian Management Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | State* Industry* Management |
|  |  | National Level Summary: | 232099 | -1.0\% | 1.8\% |  |  |  |  |  |
| A | 1 | Computer and Electronic Product Manufacturing | 3467 | 5.4\% | 13.3\% | 54.7\% | 0.000 | 35.5\% | 33.5\% | 39.6\% |
| A | 2 | Other Information Services | 696 | 5.0\% | 9.9\% | 58.3\% | 0.000 | 41.3\% | 40.4\% | 39.6\% |
| A | 3 | Apparel Manufacturing | 340 | 3.6\% | 15.2\% | 82.4\% | 0.000 | 75.4\% | 74.3\% | 69.1\% |
| A | 4 | Professional, Scientific, and Technical Services | 15395 | 2.3\% | 14.0\% | 68.4\% | 0.000 | 55.6\% | 53.5\% | 66.7\% |
| A | 5 | Chemical Manufacturing | 2837 | 2.2\% | 10.3\% | 63.8\% | 0.000 | 42.9\% | 42.2\% | 44.1\% |
| B | 6 | Securities, Commodity Contracts, and Other Financial Investments and Related Activities | 1228 | 2.0\% | 8.7\% | 61.1\% | 0.000 | 39.4\% | 37.2\% | 44.5\% |
| B | 7 | Publishing Industries (except Internet) | 1996 | 1.8\% | 8.2\% | 71.9\% | 0.000 | 55.7\% | 53.2\% | 49.9\% |
| B | 8 | Miscellaneous Store Retailers | 1204 | 1.8\% | 10.3\% | 80.6\% | 0.000 | 61.5\% | 61.6\% | 56.0\% |
| B | 9 | Health and Personal Care Stores | 654 | 1.7\% | 16.2\% | 69.7\% | 0.000 | 64.6\% | 64.6\% | 62.2\% |
| B | 10 | Fishing, Hunting and Trapping | 38 | 1.7\% | 17.6\% | 76.3\% | 0.001 | 85.6\% | 85.6\% | 71.8\% |
| B | 11 | Postal Service | 7 | 1.5\% | 11.4\% | 85.7\% | 0.063 | 87.3\% | 87.3\% | 86.4\% |
| B | 12 | Credit Intermediation and Related Activities | 5347 | 1.0\% | 8.6\% | 73.6\% | 0.000 | 53.3\% | 52.2\% | 51.2\% |
| B | 13 | Scenic and Sightseeing Transportation | 42 | 0.9\% | 17.4\% | 81.0\% | 0.000 | 53.8\% | 52.1\% | 52.5\% |
| C | 14 | Internet Service <br> Providers, Web Search <br> Portals, and Data <br> Processing Services | 543 | 0.6\% | 8.6\% | 66.3\% | 0.000 | 57.9\% | 56.9\% | 56.9\% |

Table A5.2 Asian Management Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | State* Industry* Management |
| C | 15 | Funds, Trusts, and Other Financial Vehicles | 198 | 0.6\% | 9.0\% | 65.2\% | 0.000 | 55.7\% | 52.2\% | 60.5\% |
| C | 16 | Management of Companies and Enterprises | 2323 | 0.5\% | 8.8\% | 70.4\% | 0.000 | 56.8\% | 53.7\% | 49.5\% |
| C | 17 | Telecommunications | 2395 | 0.3\% | 8.7\% | 76.9\% | 0.000 | 64.8\% | 62.3\% | 59.0\% |
| C | 18 | Electrical Equipment, <br> Appliance, and Component Manufacturing | 1406 | 0.2\% | 9.7\% | 71.5\% | 0.000 | 61.8\% | 62.3\% | 66.9\% |
| C | 19 | Nonstore Retailers | 672 | 0.0\% | 5.8\% | 75.9\% | 0.000 | 63.5\% | 61.2\% | 56.0\% |
| C | 20 | Electronics and Appliance Stores | 1430 | -0.1\% | 10.1\% | 84.8\% | 0.000 | 79.3\% | 79.4\% | 77.2\% |
| C | 21 | Transportation Equipment Manufacturing | 3006 | -0.2\% | 9.0\% | 76.3\% | 0.000 | 65.6\% | 61.9\% | 70.6\% |
| C | 22 | Ambulatory Health Care Services | 8192 | -0.2\% | 10.3\% | 82.0\% | 0.000 | 74.7\% | 73.6\% | 71.0\% |
| C | 23 | Motion Picture and Sound Recording Industries | 689 | -0.2\% | 14.3\% | 78.5\% | 0.000 | 71.3\% | 69.6\% | 66.5\% |
| C | 24 | Monetary Authorities Central Bank | 478 | -0.4\% | 9.6\% | 87.4\% | 0.000 | 71.1\% | 71.0\% | 72.7\% |
| C | 25 | Nursing and Residential Care Facilities | 13451 | -0.5\% | 10.4\% | 87.5\% | 0.000 | 84.7\% | 84.4\% | 82.8\% |
| C | 26 | Lessors of Nonfinancial Intangible Assets (except Copyrighted Works) | 12 | -0.5\% | 6.0\% | 75.0\% | 0.073 | 82.1\% | 82.1\% | 81.7\% |
| C | 27 | Miscellaneous Manufacturing | 3096 | -0.5\% | 7.7\% | 76.5\% | 0.000 | 64.2\% | 61.7\% | 65.1\% |

Table A5.2 Asian Management Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | State* Industry* Management |
| C | 28 | Accommodation | 3912 | -0.6\% | 8.9\% | 72.4\% | 0.000 | 54.2\% | 50.7\% | 72.3\% |
| C | 29 | Hospitals | 5889 | -0.6\% | 6.2\% | 78.5\% | 0.000 | 70.7\% | 68.0\% | 61.3\% |
| C | 30 | Machinery Manufacturing | 3072 | -0.6\% | 5.9\% | 79.1\% | 0.000 | 68.0\% | 67.3\% | 70.7\% |
| C | 31 | Wholesale Electronic Markets and Agents and Brokers | 134 | -0.6\% | 17.6\% | 71.6\% | 0.000 | 88.3\% | 83.5\% | 83.1\% |
| C | 32 | Air Transportation | 708 | -0.7\% | 11.3\% | 79.1\% | 0.000 | 65.5\% | 62.9\% | 56.6\% |
| D | 33 | Plastics and Rubber Products Manufacturing | 2665 | -0.7\% | 7.7\% | 84.7\% | 0.000 | 77.3\% | 77.7\% | 78.2\% |
| D | 34 | Leather and Allied Product Manufacturing | 78 | -0.8\% | 4.3\% | 87.2\% | 0.000 | 75.8\% | 75.8\% | 69.6\% |
| D | 35 | Support Activities for Transportation | 1260 | -0.8\% | 12.3\% | 78.3\% | 0.000 | 80.8\% | 79.6\% | 73.2\% |
| D | 36 | Clothing and Clothing Accessories Stores | 2730 | -0.9\% | 12.6\% | 85.8\% | 0.000 | 74.6\% | 73.9\% | 71.2\% |
| D | 37 | Amusement, Gambling, and Recreation Industries | 2371 | -0.9\% | 9.5\% | 86.1\% | 0.000 | 77.2\% | 70.5\% | 53.0\% |
| D | 38 | Textile Mills | 356 | -0.9\% | 8.9\% | 87.6\% | 0.000 | 85.3\% | 85.3\% | 80.7\% |
| D | 39 | Repair and Maintenance | 847 | -1.0\% | 8.3\% | 86.2\% | 0.000 | 82.7\% | 82.6\% | 68.2\% |
| D | 40 | Animal Production | 310 | -1.0\% | 4.4\% | 89.7\% | 0.000 | 85.7\% | 85.7\% | 75.7\% |
| D | 41 | Merchant Wholesalers, Durable Goods | 4111 | -1.0\% | 9.0\% | 83.7\% | 0.000 | 72.1\% | 70.7\% | 72.6\% |
| D | 42 | Insurance Carriers and Related Activities | 4549 | -1.1\% | 6.6\% | 77.1\% | 0.000 | 67.4\% | 64.2\% | 65.2\% |
| D | 43 | Food Manufacturing | 3985 | -1.1\% | 8.9\% | 81.5\% | 0.000 | 75.0\% | 74.0\% | 68.1\% |
| D | 44 | Sporting Goods, Hobby, Book, and Music Stores | 1107 | -1.2\% | 12.1\% | 89.7\% | 0.000 | 86.6\% | 86.9\% | 82.1\% |

Table A5.2 Asian Management Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | State* Industry* Management |
| D | 45 | Pipeline Transportation | 145 | -1.2\% | 3.7\% | 80.7\% | 0.000 | 73.0\% | 68.4\% | 66.8\% |
| D | 46 | Support Activities for Mining | 1174 | -1.2\% | 4.9\% | 86.4\% | 0.000 | 85.0\% | 82.7\% | 70.3\% |
| D | 47 | Oil and Gas Extraction | 610 | -1.2\% | 2.8\% | 90.5\% | 0.000 | 79.8\% | 77.1\% | 64.0\% |
| D | 48 | Rental and Leasing Services | 934 | -1.3\% | 7.0\% | 79.3\% | 0.000 | 75.2\% | 73.9\% | 66.5\% |
| D | 49 | General Merchandise Stores | 14673 | -1.3\% | 7.1\% | 84.4\% | 0.000 | 80.0\% | 79.4\% | 75.5\% |
| D | 50 | Utilities | 2473 | -1.3\% | 4.6\% | 87.0\% | 0.000 | 81.9\% | 80.4\% | 65.9\% |
| D | 51 | Public Administration | 157 | -1.4\% | 8.4\% | 79.0\% | 0.000 | 81.4\% | 81.4\% | 60.2\% |
| D | 52 | Primary Metal Manufacturing | 1327 | -1.4\% | 5.9\% | 88.1\% | 0.000 | 81.3\% | 81.5\% | 83.4\% |
| D | 53 | Textile Product Mills | 351 | -1.5\% | 8.0\% | 88.6\% | 0.000 | 89.7\% | 89.7\% | 86.2\% |
| D | 54 | Furniture and Home Furnishings Stores | 629 | -1.5\% | 8.2\% | 82.5\% | 0.000 | 75.2\% | 74.8\% | 66.3\% |
| D | 55 | Warehousing and Storage | 1630 | -1.5\% | 6.6\% | 86.3\% | 0.000 | 83.0\% | 82.3\% | 72.4\% |
| D | 56 | Broadcasting (except Internet) | 1681 | -1.6\% | 6.4\% | 83.3\% | 0.000 | 75.1\% | 73.4\% | 69.8\% |
| D | 57 | Fabricated Metal Product Manufacturing | 4177 | -1.6\% | 6.5\% | 86.1\% | 0.000 | 81.3\% | 80.6\% | 82.5\% |
| D | 58 | Real Estate | 1464 | -1.6\% | 6.9\% | 80.1\% | 0.000 | 80.2\% | 79.1\% | 64.2\% |
| D | 59 | Religious, Grantmaking, Civic, Professional, and Similar Organizations | 2233 | -1.7\% | 6.6\% | 83.8\% | 0.000 | 81.7\% | 80.3\% | 72.9\% |
| D | 60 | Educational Services | 2161 | -1.7\% | 6.9\% | 84.5\% | 0.000 | 77.8\% | 76.7\% | 71.4\% |
| D | 61 | Mining (except Oil and Gas) | 531 | -1.7\% | 3.1\% | 94.2\% | 0.000 | 92.4\% | 92.4\% | 71.7\% |
| D | 62 | Museums, Historical | 231 | -1.8\% | 6.1\% | 75.8\% | 0.000 | 82.2\% | 79.4\% | 51.6\% |

Table A5.2 Asian Management Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | State* Industry* Management |
|  |  | Sites, and Similar Institutions |  |  |  |  |  |  |  |  |
| D | 63 | Gasoline Stations | 359 | -1.8\% | 6.1\% | 94.2\% | 0.000 | 87.7\% | 87.7\% | 85.3\% |
| D | 64 | Couriers and Messengers | 1398 | -1.8\% | 5.6\% | 86.6\% | 0.000 | 85.8\% | 84.9\% | 63.0\% |
| D | 65 | Administrative and Support Services | 10423 | -1.9\% | 8.3\% | 86.5\% | 0.000 | 83.0\% | 81.6\% | 77.6\% |
| D | 66 | Food and Beverage Stores | 16020 | -2.0\% | 9.8\% | 87.9\% | 0.000 | 85.3\% | 85.1\% | 83.5\% |
| D | 67 | Paper Manufacturing | 1582 | -2.0\% | 5.0\% | 89.5\% | 0.000 | 83.6\% | 83.3\% | 80.1\% |
| D | 68 | Personal and Laundry Services | 1312 | -2.0\% | 8.4\% | 85.9\% | 0.000 | 84.7\% | 84.1\% | 77.0\% |
| F | 69 | Printing and Related Support Activities | 1046 | -2.1\% | 6.0\% | 86.4\% | 0.000 | 83.3\% | 82.6\% | 83.5\% |
| F | 70 | Motor Vehicle and Parts Dealers | 3514 | -2.2\% | 6.4\% | 85.9\% | 0.000 | 83.6\% | 83.1\% | 81.1\% |
| F | 71 | Water Transportation | 165 | -2.2\% | 7.6\% | 76.4\% | 0.000 | 75.5\% | 72.7\% | 68.1\% |
| F | 72 | Construction of Buildings | 1785 | -2.2\% | 5.4\% | 90.1\% | 0.000 | 92.0\% | 91.5\% | 78.1\% |
| F | 73 | Social Assistance | 4178 | -2.3\% | 6.7\% | 87.4\% | 0.000 | 85.5\% | 84.2\% | 81.4\% |
| F | 74 | Nonmetallic Mineral Product Manufacturing | 1060 | -2.3\% | 5.2\% | 87.7\% | 0.000 | 81.7\% | 80.5\% | 80.2\% |
| F | 75 | Performing Arts, Spectator Sports, and Related Industries | 670 | -2.3\% | 6.1\% | 86.1\% | 0.000 | 88.0\% | 87.8\% | 69.0\% |
| F | 76 | Petroleum and Coal Products Manufacturing | 353 | -2.4\% | 3.8\% | 84.4\% | 0.000 | 77.3\% | 75.4\% | 84.7\% |
| F | 77 | Heavy and Civil Engineering Construction | 1958 | -2.5\% | 5.4\% | 94.4\% | 0.000 | 94.5\% | 93.7\% | 87.8\% |
| F | 78 | Truck Transportation | 3105 | -2.5\% | 5.3\% | 93.8\% | 0.000 | 91.0\% | 90.2\% | 85.4\% |
| F | 79 | Furniture and Related | 823 | -2.5\% | 5.4\% | 91.1\% | 0.000 | 89.8\% | 89.4\% | 91.5\% |

Table A5.2 Asian Management Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | State* Industry* Management |
|  |  | Product Manufacturing |  |  |  |  |  |  |  |  |
| F | 80 | Food Services and Drinking Places | 19387 | -2.6\% | 10.2\% | 89.7\% | 0.000 | 85.9\% | 85.3\% | 88.5\% |
| F | 81 | Wood Product Manufacturing | 1080 | -2.6\% | 4.0\% | 95.6\% | 0.000 | 94.2\% | 93.8\% | 88.4\% |
| F | 82 | Beverage and Tobacco Product Manufacturing | 1154 | -2.7\% | 4.8\% | 88.7\% | 0.000 | 80.1\% | 78.0\% | 75.2\% |
| F | 83 | Merchant Wholesalers, Nondurable Goods | 3298 | -2.8\% | 9.1\% | 86.9\% | 0.000 | 84.7\% | 83.7\% | 84.2\% |
| F | 84 | Specialty Trade Contractors | 3628 | -2.8\% | 5.5\% | 94.5\% | 0.000 | 94.7\% | 94.4\% | 89.9\% |
| F | 85 | Building Material and Garden Equipment and Supplies Dealers | 4500 | -2.8\% | 5.4\% | 92.7\% | 0.000 | 90.5\% | 89.9\% | 89.1\% |
| F | 86 | Rail Transportation | 503 | -3.0\% | 3.4\% | 97.2\% | 0.000 | 97.5\% | 95.6\% | 90.0\% |
| F | 87 | Waste Management and Remediation Services | 1017 | -3.2\% | 5.6\% | 92.3\% | 0.000 | 91.6\% | 91.5\% | 89.3\% |
| F | 88 | Forestry and Logging | 27 | -3.3\% | 2.5\% | 100.0\% | 0.000 | 100.0\% | 100.0\% | 67.1\% |
| F | 89 | Transit and Ground Passenger <br> Transportation | 1208 | -3.5\% | 8.9\% | 94.2\% | 0.000 | 93.2\% | 92.9\% | 90.3\% |
| Z | 90 | Private Households | 23 | -3.8\% | 4.3\% | 82.6\% | 0.001 | 86.7\% | 86.7\% | 85.9\% |
| Z | 91 | Crop Production | 515 | -4.1\% | 9.1\% | 89.3\% | 0.000 | 88.4\% | 87.7\% | 80.7\% |
| Z | 92 | Support Activities for Agriculture and Forestry | 201 | -5.9\% | 4.7\% | 94.0\% | 0.000 | 96.8\% | 96.8\% | 80.0\% |

Table A5.3 Asian-White Segregation, 2012: Industry Rankings

|  |  |  |  |  |  |  |
| :--- | :---: | :--- | :--- | :--- | :--- | :--- |
|  |  |  |  |  |  |  |
| \% of Establishments |  |  |  |  |  |  |
| Significantly Higher than |  |  |  |  |  |  |
| National Average |  |  |  |  |  |  |


| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% of Establishments Significantly Higher than National Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  | Observed Segregation | Adjusted Segregation |
| C | 27 | Religious, Grantmaking, Civic, Professional, and Similar Organizations | 1689 | 0.265 | 0.192 | 28.9\% | 26.5\% |
| C | 28 | Food Services and Drinking Places | 11453 | 0.265 | 0.155 | 12.2\% | 25.7\% |
| C | 29 | Support Activities for Transportation | 942 | 0.266 | 0.192 | 30.5\% | 26.7\% |
| C | 30 | Transportation Equipment Manufacturing | 2358 | 0.268 | 0.203 | 33.9\% | 31.1\% |
| C | 31 | Ambulatory Health Care Services | 6586 | 0.271 | 0.195 | 32.5\% | 27.0\% |
| C | 32 | Chemical Manufacturing | 2231 | 0.276 | 0.210 | 41.5\% | 28.8\% |
| C | 33 | Accommodation | 3393 | 0.278 | 0.174 | 25.3\% | 28.2\% |
| C | 34 | Public Administration | 116 | 0.282 | 0.221 | 30.6\% | 26.6\% |
| C | 35 | Monetary Authorities - Central Bank | 266 | 0.284 | 0.191 | 29.6\% | 29.4\% |
| C | 36 | Health and Personal Care Stores | 596 | 0.286 | 0.194 | 35.9\% | 33.4\% |
| C | 37 | Broadcasting (except Internet) | 1205 | 0.286 | 0.202 | 32.9\% | 28.8\% |
| C | 38 | Petroleum and Coal Products Manufacturing | 234 | 0.287 | 0.219 | 43.6\% | 32.7\% |
| C | 39 | Nonstore Retailers | 503 | 0.289 | 0.204 | 35.0\% | 28.6\% |
| C | 40 | Furniture and Home Furnishings Stores | 459 | 0.292 | 0.204 | 36.8\% | 29.6\% |
| C | 41 | Museums, Historical Sites, and Similar Institutions | 201 | 0.295 | 0.209 | 47.4\% | 27.3\% |
| C | 42 | Electronics and Appliance Stores | 1223 | 0.300 | 0.173 | 32.9\% | 31.9\% |
| C | 43 | Performing Arts, Spectator Sports, and Related Industries | 518 | 0.302 | 0.193 | 36.8\% | 27.0\% |
| C | 44 | Repair and Maintenance | 527 | 0.304 | 0.206 | 39.4\% | 33.8\% |
| C | 45 | Water Transportation | 119 | 0.304 | 0.204 | 40.0\% | 30.4\% |
| C | 46 | Miscellaneous Store Retailers | 807 | 0.305 | 0.194 | 30.1\% | 31.3\% |
| C | 47 | Utilities | 1368 | 0.309 | 0.217 | 47.9\% | 32.9\% |
| C | 48 | Building Material and Garden Equipment and Supplies Dealers | 2868 | 0.310 | 0.179 | 21.6\% | 26.5\% |
| C | 49 | General Merchandise Stores | 12034 | 0.311 | 0.182 | 37.2\% | 33.6\% |
| C | 50 | Support Activities for Mining | 578 | 0.319 | 0.215 | 45.3\% | 34.9\% |
| D | 51 | Leather and Allied Product Manufacturing | 71 | 0.252 | 0.197 | 28.9\% | 35.6\% |
| D | 52 | Real Estate | 1144 | 0.306 | 0.198 | 43.5\% | 35.6\% |
| D | 53 | Private Households | 13 | 0.306 | 0.203 | 33.7\% | 36.6\% |
| D | 54 | Merchant Wholesalers, Durable Goods | 2690 | 0.311 | 0.209 | 46.2\% | 37.7\% |
| D | 55 | Rail Transportation | 265 | 0.311 | 0.194 | 45.5\% | 35.7\% |

Table A5.3 Asian-White Segregation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% of Establishments Significantly Higher than National Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  | Observed Segregation | Adjusted Segregation |
| D | 56 | Beverage and Tobacco Product Manufacturing | 735 | 0.312 | 0.201 | 49.5\% | 42.4\% |
| D | 57 | Transit and Ground Passenger Transportation | 722 | 0.317 | 0.184 | 28.2\% | 38.5\% |
| D | 58 | Social Assistance | 2757 | 0.322 | 0.194 | 35.9\% | 38.1\% |
| D | 59 | Pipeline Transportation | 83 | 0.324 | 0.199 | 48.3\% | 36.5\% |
| D | 60 | Food and Beverage Stores | 11348 | 0.325 | 0.190 | 33.6\% | 37.5\% |
| D | 61 | Miscellaneous Manufacturing | 2411 | 0.334 | 0.195 | 55.4\% | 40.2\% |
| D | 62 | Merchant Wholesalers, Nondurable Goods | 2198 | 0.341 | 0.209 | 51.1\% | 42.9\% |
| D | 63 | Truck Transportation | 1456 | 0.347 | 0.207 | 37.7\% | 40.5\% |
| D | 64 | Electrical Equipment, Appliance, and Component Manufacturing | 1165 | 0.347 | 0.194 | 56.7\% | 42.8\% |
| D | 65 | Machinery Manufacturing | 2205 | 0.348 | 0.204 | 57.8\% | 42.2\% |
| D | 66 | Printing and Related Support Activities | 782 | 0.357 | 0.189 | 65.1\% | 44.4\% |
| F | 67 | Fishing, Hunting and Trapping | 29 | 0.341 | 0.181 | 55.5\% | 46.7\% |
| F | 68 | Construction of Buildings | 907 | 0.348 | 0.214 | 57.1\% | 45.5\% |
| F | 69 | Lessors of Nonfinancial Intangible Assets (except Copyrighted Works) | 10 | 0.350 | 0.141 | 49.3\% | 49.3\% |
| F | 70 | Warehousing and Storage | 1061 | 0.358 | 0.191 | 46.6\% | 50.3\% |
| F | 71 | Nursing and Residential Care Facilities | 9408 | 0.366 | 0.183 | 48.9\% | 47.8\% |
| F | 72 | Specialty Trade Contractors | 1576 | 0.376 | 0.206 | 55.2\% | 54.2\% |
| F | 73 | Rental and Leasing Services | 637 | 0.378 | 0.214 | 61.6\% | 49.1\% |
| F | 74 | Apparel Manufacturing | 231 | 0.378 | 0.202 | 56.7\% | 50.5\% |
| F | 75 | Motor Vehicle and Parts Dealers | 2230 | 0.389 | 0.205 | 68.5\% | 47.8\% |
| F | 76 | Furniture and Related Product Manufacturing | 490 | 0.392 | 0.187 | 58.7\% | 51.1\% |
| F | 77 | Fabricated Metal Product Manufacturing | 2663 | 0.403 | 0.198 | 64.8\% | 52.6\% |
| Z | 78 | Personal and Laundry Services | 921 | 0.369 | 0.223 | 40.5\% | 56.9\% |
| Z | 79 | Textile Product Mills | 213 | 0.383 | 0.187 | 68.6\% | 61.2\% |
| Z | 80 | Plastics and Rubber Products Manufacturing | 1736 | 0.392 | 0.191 | 62.4\% | 56.0\% |
| Z | 81 | Food Manufacturing | 2870 | 0.392 | 0.199 | 63.2\% | 59.1\% |
| Z | 82 | Wood Product Manufacturing | 378 | 0.403 | 0.204 | 61.5\% | 55.5\% |
| Z | 83 | Nonmetallic Mineral Product Manufacturing | 539 | 0.422 | 0.207 | 69.2\% | 56.1\% |
| Z | 84 | Textile Mills | 225 | 0.425 | 0.178 | 72.7\% | 69.6\% |

Table A5.3 Asian-White Segregation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean <br> Value | S.D. | \% of Establishments Significantly Higher than National Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  | Observed Segregation | Adjusted Segregation |
| Z | 85 | Paper Manufacturing | 989 | 0.425 | 0.192 | 71.2\% | 61.8\% |
| Z | 86 | Heavy and Civil Engineering Construction | 750 | 0.433 | 0.209 | 72.5\% | 64.5\% |
| Z | 87 | Animal Production | 136 | 0.434 | 0.193 | 72.3\% | 77.9\% |
| Z | 88 | Support Activities for Agriculture and Forestry | 78 | 0.434 | 0.209 | 56.6\% | 73.1\% |
| Z | 89 | Primary Metal Manufacturing | 729 | 0.442 | 0.198 | 72.7\% | 62.3\% |
| Z | 90 | Mining (except Oil and Gas) | 173 | 0.459 | 0.214 | 77.0\% | 66.1\% |
| Z | 91 | Waste Management and Remediation Services | 460 | 0.465 | 0.210 | 70.1\% | 67.4\% |
| Z | 92 | Crop Production | 205 | 0.476 | 0.200 | 77.9\% | 76.1\% |

Table A5.4 Asian-White Wage Gap, 2012: Industry Rankings

| Grade | Rank | Name | Asians' Wages as a Percentage of Whites' Wages | p-Value |
| :---: | :---: | :---: | :---: | :---: |
|  |  | National Average (Mean): | 93.8\% |  |
| A | 1 | Animal Production | 114.2\% | 0.137 |
| A | 2 | Ambulatory Health Care Services | 104.8\% | 0.000 |
| A | 3 | Nonstore Retailers | 104.7\% | 0.166 |
| A | 4 | Motion Picture and Sound Recording Industries | 102.9\% | 0.378 |
| A | 5 | Amusement, Gambling, and Recreation Industries | 102.6\% | 0.077 |
| A | 6 | Professional, Scientific, and Technical Services | 102.0\% | 0.000 |
| A | 7 | Lessors of Nonfinancial Intangible Assets (except Copyrighted Works) | 101.8\% | 0.784 |
| A | 8 | Hospitals | 101.7\% | 0.009 |
| A | 9 | Postal Service | 101.2\% | 0.429 |
| A | 10 | Telecommunications | 100.7\% | 0.631 |
| A | 11 | Museums, Historical Sites, and Similar Institutions | 100.6\% | 0.882 |
| A | 12 | Internet Service Providers, Web Search Portals, and Data Processing Services | 99.9\% | 0.985 |
| A | 13 | Publishing Industries (except Internet) | 99.7\% | 0.895 |
| A | 14 | Sporting Goods, Hobby, Book, and Music Stores | 99.4\% | 0.838 |
| A | 15 | Transportation Equipment Manufacturing | 99.2\% | 0.445 |
| A | 16 | Health and Personal Care Stores | 99.1\% | 0.558 |
| A | 17 | Other Information Services | 98.9\% | 0.723 |
| A | 18 | Mining (except Oil and Gas) | 98.8\% | 0.881 |
| A | 19 | Motor Vehicle and Parts Dealers | 98.6\% | 0.501 |
| A | 20 | Couriers and Messengers | 98.2\% | 0.514 |
| A | 21 | Rental and Leasing Services | 98.1\% | 0.626 |
| A | 22 | Textile Product Mills | 97.7\% | 0.731 |
| A | 23 | Management of Companies and Enterprises | 97.6\% | 0.630 |
| A | 24 | Nursing and Residential Care Facilities | 97.3\% | 0.049 |
| A | 25 | Credit Intermediation and Related Activities | 97.3\% | 0.090 |
| A | 26 | Administrative and Support Services | 97.1\% | 0.010 |
| A | 27 | Warehousing and Storage | 96.9\% | 0.381 |
| A | 28 | Support Activities for Agriculture and Forestry | 96.9\% | 0.787 |
| A | 29 | Clothing and Clothing Accessories Stores | 96.7\% | 0.059 |
| A | 30 | Educational Services | 96.3\% | 0.000 |
| A | 31 | Insurance Carriers and Related Activities | 96.0\% | 0.001 |
| A | 32 | Beverage and Tobacco Product Manufacturing | 96.0\% | 0.449 |
| A | 33 | Transit and Ground Passenger Transportation | 95.9\% | 0.079 |
| A | 34 | Utilities | 95.9\% | 0.020 |
| A | 35 | Support Activities for Mining | 95.7\% | 0.301 |
| A | 36 | Social Assistance | 95.1\% | 0.000 |
| A | 37 | Waste Management and Remediation Services | 95.1\% | 0.268 |
| A | 38 | Wholesale Electronic Markets and Agents and Brokers | 95.1\% | 0.478 |
| B | 39 | Private Households | 95.0\% | 0.091 |
| B | 40 | Fabricated Metal Product Manufacturing | 95.0\% | 0.006 |
| B | 41 | Chemical Manufacturing | 94.9\% | 0.000 |
| B | 42 | Public Administration | 94.9\% | 0.000 |

Table A5.4 Asian-White Wage Gap, 2012: Industry Rankings

| Grade | Rank | Name | Asians' Wages as a Percentage of Whites' Wages | p-Value |
| :---: | :---: | :---: | :---: | :---: |
| B | 43 | Computer and Electronic Product Manufacturing | 94.2\% | 0.000 |
| B | 44 | Primary Metal Manufacturing | 93.8\% | 0.109 |
| B | 45 | Accommodation | 93.7\% | 0.000 |
| B | 46 | Textile Mills | 93.6\% | 0.215 |
| B | 47 | Food Services and Drinking Places | 93.5\% | 0.000 |
| B | 48 | Forestry and Logging | 93.4\% | 0.520 |
| B | 49 | Truck Transportation | 93.4\% | 0.018 |
| B | 50 | Performing Arts, Spectator Sports, and Related Industries | 93.2\% | 0.087 |
| B | 51 | Rail Transportation | 93.2\% | 0.123 |
| B | 52 | Crop Production | 93.0\% | 0.111 |
| B | 53 | Electronics and Appliance Stores | 92.9\% | 0.001 |
| B | 54 | Construction of Buildings | 92.9\% | 0.000 |
| B | 54 | Heavy and Civil Engineering Construction | 92.9\% | 0.000 |
| B | 54 | Specialty Trade Contractors | 92.9\% | 0.000 |
| B | 57 | General Merchandise Stores | 92.8\% | 0.000 |
| B | 58 | Machinery Manufacturing | 92.4\% | 0.000 |
| B | 59 | Nonmetallic Mineral Product Manufacturing | 92.3\% | 0.038 |
| B | 60 | Food Manufacturing | 92.1\% | 0.000 |
| B | 61 | Leather and Allied Product Manufacturing | 91.9\% | 0.286 |
| B | 62 | Food and Beverage Stores | 91.8\% | 0.000 |
| B | 63 | Monetary Authorities - Central Bank | 91.4\% | 0.000 |
| B | 63 | Securities, Commodity Contracts, and Other Financial Investments and Related Activities | 91.4\% | 0.000 |
| B | 63 | Funds, Trusts, and Other Financial Vehicles | 91.4\% | 0.000 |
| B | 66 | Repair and Maintenance | 91.2\% | 0.000 |
| B | 67 | Broadcasting (except Internet) | 91.0\% | 0.001 |
| B | 68 | Gasoline Stations | 90.9\% | 0.001 |
| B | 69 | Paper Manufacturing | 90.8\% | 0.012 |
| B | 70 | Furniture and Related Product Manufacturing | 90.8\% | 0.008 |
| B | 71 | Religious, Grantmaking, Civic, Professional, and Similar Organizations | 90.8\% | 0.000 |
| B | 72 | Wood Product Manufacturing | 90.6\% | 0.036 |
| B | 73 | Furniture and Home Furnishings Stores | 90.5\% | 0.007 |
| B | 74 | Petroleum and Coal Products Manufacturing | 90.3\% | 0.018 |
| B | 75 | Plastics and Rubber Products Manufacturing | 90.0\% | 0.000 |
| B | 76 | Miscellaneous Store Retailers | 90.0\% | 0.000 |
| C | 77 | Miscellaneous Manufacturing | 89.4\% | 0.000 |
| C | 78 | Merchant Wholesalers, Durable Goods | 89.3\% | 0.000 |
| C | 79 | Printing and Related Support Activities | 88.5\% | 0.000 |
| C | 80 | Support Activities for Transportation | 88.4\% | 0.000 |
| C | 81 | Merchant Wholesalers, Nondurable Goods | 88.1\% | 0.000 |
| C | 82 | Electrical Equipment, Appliance, and Component Manufacturing | 88.1\% | 0.000 |
| C | 83 | Real Estate | 87.2\% | 0.000 |
| C | 84 | Building Material and Garden Equipment and Supplies Dealers | 87.0\% | 0.000 |
| C | 85 | Air Transportation | 86.3\% | 0.000 |

Table A5.4 Asian-White Wage Gap, 2012: Industry Rankings

|  |  |  | Asians' Wages <br> as a Percentage <br> of Whites' |  |
| :---: | :---: | :--- | :--- | :---: | :---: |
| Grade | Rank | Name | Wages | p-Value |
| C | 86 | Personal and Laundry Services | $86.1 \%$ | 0.000 |
| C | 87 | Water Transportation | $85.2 \%$ | 0.016 |
| D | 88 | Scenic and Sightseeing Transportation | $84.9 \%$ | 0.225 |
| D | 89 | Oil and Gas Extraction | $84.0 \%$ | 0.022 |
| D | 90 | Apparel Manufacturing | $82.0 \%$ | 0.000 |
| F | 91 | Fishing, Hunting and Trapping | $78.1 \%$ | 0.316 |
| Z | 92 | Pipeline Transportation | $64.0 \%$ | 0.031 |

Table A5.5 Correlations with Industry Level \% of Federal Contractor Establishment, Total Employment Size, Mean Hourly Wage.

| Industry Contextual <br> Variables | Overall GPA | Overall <br> Representation | Management <br> Representation | Wage Gap | Segregation* |
| :---: | :---: | :---: | :---: | :---: | :---: |
| \% of Federal Contractor <br> Establishments | -0.12 | -0.03 | -0.06 | -0.04 | 0.13 |
| Mean Hourly Wage | 0.41 | 0.34 | 0.38 | -0.06 | -0.41 |
| Total Employment Size | 0.26 | 0.11 | 0.11 | 0.22 | -0.24 |

* Positive numbers mean higher segregation


## A6: Native American Rankings across Four Employment Opportunity Dimensions

Table A6.1 Native American Overall Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Industry |
|  |  | National Level Summary: | 239960 | 0.1\% | 0.4\% |  |  |  |  |
| A | 1 | Rental and Leasing Services | 965 | 3.0\% | 12.3\% | 61.7\% | 0.000 | 52.1\% | 51.4\% |
| A | 2 | Postal Service | 7 | 1.4\% | 3.2\% | 42.9\% | 0.773 | 51.5\% | 51.5\% |
| A | 3 | Heavy and Civil Engineering Construction | 2028 | 0.7\% | 4.7\% | 59.6\% | 0.000 | 49.5\% | 49.4\% |
| A | 4 | Support Activities for Mining | 1189 | 0.5\% | 3.3\% | 59.6\% | 0.000 | 45.4\% | 33.0\% |
| B | 5 | Pipeline Transportation | 146 | 0.5\% | 2.1\% | 63.0\% | 0.001 | 55.5\% | 46.3\% |
| B | 6 | Water Transportation | 168 | 0.4\% | 1.6\% | 60.7\% | 0.003 | 38.8\% | 44.9\% |
| B | 7 | Mining (except Oil and Gas) | 548 | 0.4\% | 6.5\% | 73.0\% | 0.000 | 61.5\% | 59.9\% |
| B | 8 | Scenic and Sightseeing | 46 | 0.4\% | 1.7\% | 69.6\% | 0.006 | 71.7\% | 69.8\% |
|  |  | Transportation |  |  |  |  |  |  |  |
| B | 9 | Rail Transportation | 573 | 0.3\% | 3.0\% | 52.5\% | 0.121 | 31.6\% | 36.3\% |
| B | 10 | Construction of Buildings | 1824 | 0.3\% | 2.6\% | 69.0\% | 0.000 | 57.1\% | 55.4\% |
| B | 11 | Petroleum and Coal Products | 358 | 0.3\% | 1.7\% | 61.2\% | 0.000 | 41.8\% | 36.4\% |
|  |  | Manufacturing |  |  |  |  |  |  |  |
| B | 12 | Support Activities for Transportation | 1304 | 0.3\% | 1.4\% | 71.4\% | 0.000 | 52.9\% | 50.1\% |
| B | 13 | Wholesale Electronic Markets and Agents and Brokers | 135 | 0.3\% | 1.0\% | 60.7\% | 0.008 | 36.4\% | 26.6\% |
| B | 14 | Gasoline Stations | 375 | 0.2\% | 4.0\% | 68.8\% | 0.000 | 48.6\% | 46.7\% |
| B | 15 | General Merchandise Stores | 14679 | 0.2\% | 2.1\% | 58.4\% | 0.000 | 47.3\% | 50.8\% |
| B | 16 | Paper Manufacturing | 1594 | 0.2\% | 2.0\% | 71.2\% | 0.000 | 61.8\% | 60.2\% |
| B | 17 | Building Material and Garden | 4509 | 0.2\% | 1.4\% | 54.4\% | 0.000 | 49.5\% | 49.3\% |
|  |  | Equipment and Supplies Dealers |  |  |  |  |  |  |  |
| B | 18 | Utilities | 2501 | 0.2\% | 2.8\% | 66.1\% | 0.000 | 52.7\% | 47.9\% |
| B | 19 | Specialty Trade Contractors | 3726 | 0.2\% | 2.5\% | 72.1\% | 0.000 | 62.6\% | 60.5\% |
| B | 20 | Wood Product Manufacturing | 1097 | 0.2\% | 2.6\% | 74.8\% | 0.000 | 68.6\% | 62.5\% |
| B | 21 | Electronics and Appliance Stores | 1433 | 0.2\% | 1.1\% | 63.4\% | 0.000 | 59.4\% | 60.3\% |

Table A6.1 Native American Overall Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Industry |
| C | 22 | Apparel Manufacturing | 345 | 0.2\% | 3.0\% | 85.5\% | 0.000 | 82.8\% | 74.2\% |
| C | 23 | Professional, Scientific, and Technical Services | 15754 | 0.2\% | 1.1\% | 73.4\% | 0.000 | 57.5\% | 51.7\% |
| C | 24 | Health and Personal Care Stores | 740 | 0.2\% | 1.8\% | 73.5\% | 0.000 | 59.9\% | 62.5\% |
| C | 25 | Telecommunications | 2490 | 0.1\% | 1.8\% | 63.7\% | 0.000 | 45.0\% | 41.0\% |
| C | 26 | Transportation Equipment Manufacturing | 3063 | 0.1\% | 2.3\% | 65.0\% | 0.000 | 44.4\% | 37.7\% |
| C | 27 | Animal Production | 323 | 0.1\% | 3.0\% | 79.3\% | 0.000 | 71.6\% | 66.2\% |
| C | 28 | Personal and Laundry Services | 1392 | 0.1\% | 1.8\% | 75.9\% | 0.000 | 70.2\% | 58.1\% |
| C | 29 | Food and Beverage Stores | 16282 | 0.1\% | 2.4\% | 67.4\% | 0.000 | 63.8\% | 63.9\% |
| C | 30 | Air Transportation | 728 | 0.1\% | 1.4\% | 57.0\% | 0.000 | 29.1\% | 33.1\% |
| C | 31 | Chemical Manufacturing | 2850 | 0.1\% | 1.2\% | 70.9\% | 0.000 | 52.0\% | 48.4\% |
| C | 32 | Primary Metal Manufacturing | 1334 | 0.1\% | 1.4\% | 74.7\% | 0.000 | 65.0\% | 61.1\% |
| C | 33 | Electrical Equipment, Appliance, and Component Manufacturing | 1418 | 0.1\% | 2.0\% | 72.2\% | 0.000 | 64.6\% | 54.6\% |
| C | 34 | Oil and Gas Extraction | 619 | 0.1\% | 2.0\% | 60.9\% | 0.000 | 47.1\% | 34.9\% |
| C | 35 | Beverage and Tobacco Product Manufacturing | 1164 | 0.1\% | 1.6\% | 65.5\% | 0.000 | 58.7\% | 51.2\% |
| C | 36 | Couriers and Messengers | 1405 | 0.1\% | 1.6\% | 61.9\% | 0.000 | 36.1\% | 39.2\% |
| C | 37 | Management of Companies and Enterprises | 2380 | 0.1\% | 2.4\% | 71.6\% | 0.000 | 57.6\% | 20.4\% |
| C | 38 | Fabricated Metal Product Manufacturing | 4209 | 0.1\% | 1.9\% | 75.8\% | 0.000 | 68.6\% | 66.5\% |
| C | 39 | Nonmetallic Mineral Product Manufacturing | 1080 | 0.1\% | 1.4\% | 77.5\% | 0.000 | 68.1\% | 64.7\% |
| C | 40 | Merchant Wholesalers, Durable Goods | 4138 | 0.1\% | 1.7\% | 75.5\% | 0.000 | 64.2\% | 58.4\% |
| C | 41 | Broadcasting (except Internet) | 1682 | 0.1\% | 0.9\% | 68.0\% | 0.000 | 55.6\% | 50.1\% |
| C | 42 | Clothing and Clothing Accessories | 3740 | 0.1\% | 1.0\% | 75.6\% | 0.000 | 68.3\% | 67.4\% |

Table A6.1 Native American Overall Representation, 2012: Industry Rankings

|  |  |  |  |  | \% Establishments <br> Significantly Lower <br> than Baseline |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- |
|  |  |  |  |  |  |  |

Table A6.1 Native American Overall Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* Industry |
|  |  | Activities |  |  |  |  |  |  |  |
| C | 61 | Food Services and Drinking Places | 20670 | 0.0\% | 2.0\% | 78.0\% | 0.000 | 74.7\% | 72.4\% |
| C | 62 | Leather and Allied Product Manufacturing | 100 | 0.0\% | 0.7\% | 71.0\% | 0.000 | 67.7\% | 52.5\% |
| C | 63 | Credit Intermediation and Related Activities | 5358 | 0.0\% | 1.1\% | 73.0\% | 0.000 | 60.8\% | 48.5\% |
| C | 64 | Computer and Electronic Product Manufacturing | 3478 | 0.0\% | 1.3\% | 71.2\% | 0.000 | 61.9\% | 50.5\% |
| C | 65 | Furniture and Home Furnishings Stores | 640 | 0.0\% | 1.1\% | 75.8\% | 0.000 | 61.2\% | 62.6\% |
| C | 66 | Food Manufacturing | 4031 | 0.0\% | 2.3\% | 72.0\% | 0.000 | 65.1\% | 56.8\% |
| C | 67 | Accommodation | 3965 | 0.0\% | 3.4\% | 74.6\% | 0.000 | 68.8\% | 62.3\% |
| C | 68 | Ambulatory Health Care Services | 8650 | 0.0\% | 2.4\% | 73.8\% | 0.000 | 60.8\% | 60.5\% |
| C | 69 | Funds, Trusts, and Other Financial Vehicles | 199 | 0.0\% | 0.7\% | 74.4\% | 0.000 | 57.3\% | 50.0\% |
| C | 70 | Social Assistance | 4363 | 0.0\% | 3.1\% | 76.9\% | 0.000 | 68.1\% | 68.0\% |
| C | 71 | Securities, Commodity Contracts, and Other Financial Investments and Related Activities | 1245 | 0.0\% | 0.5\% | 81.0\% | 0.000 | 70.7\% | 57.2\% |
| C | 72 | Nonstore Retailers | 680 | -0.1\% | 1.0\% | 77.2\% | 0.000 | 61.3\% | 64.7\% |
| C | 73 | Textile Product Mills | 359 | -0.1\% | 0.7\% | 78.3\% | 0.000 | 70.8\% | 57.2\% |
| C | 74 | Hospitals | 5952 | -0.1\% | 1.7\% | 65.1\% | 0.000 | 49.3\% | 50.5\% |
| C | 75 | Amusement, Gambling, and Recreation Industries | 2557 | -0.1\% | 2.4\% | 79.8\% | 0.000 | 55.0\% | 62.3\% |
| C | 76 | Private Households | 24 | -0.1\% | 0.9\% | 83.3\% | 0.001 | 86.9\% | 80.4\% |
| C | 77 | Motion Picture and Sound Recording Industries | 713 | -0.1\% | 1.0\% | 76.6\% | 0.000 | 75.2\% | 64.0\% |
| C | 78 | Furniture and Related Product Manufacturing | 838 | -0.1\% | 1.1\% | 79.2\% | 0.000 | 73.6\% | 70.4\% |

Table A6.1 Native American Overall Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* Industry |
| C | 79 | Real Estate | 1498 | -0.1\% | 1.6\% | 78.8\% | 0.000 | 68.5\% | 65.9\% |
| C | 80 | Nursing and Residential Care Facilities | 14041 | -0.1\% | 2.2\% | 78.4\% | 0.000 | 73.9\% | 74.3\% |
| C | 81 | Monetary Authorities - Central Bank | 482 | -0.1\% | 0.8\% | 85.7\% | 0.000 | 78.7\% | 66.1\% |
| C | 82 | Sporting Goods, Hobby, Book, and Music Stores | 1429 | -0.1\% | 1.1\% | 76.7\% | 0.000 | 67.0\% | 72.1\% |
| C | 83 | Textile Mills | 357 | -0.2\% | 2.0\% | 82.1\% | 0.000 | 78.7\% | 73.3\% |
| C | 84 | Motor Vehicle and Parts Dealers | 3536 | -0.2\% | 1.3\% | 82.0\% | 0.000 | 78.5\% | 77.2\% |
| C | 85 | Crop Production | 544 | -0.2\% | 4.0\% | 91.0\% | 0.000 | 91.0\% | 87.1\% |
| D | 86 | Lessors of Nonfinancial Intangible Assets (except Copyrighted Works) | 12 | -0.2\% | 0.4\% | 91.7\% | 0.003 | 84.3\% | 75.7\% |
| D | 87 | Support Activities for Agriculture and Forestry | 229 | -0.2\% | 4.9\% | 84.3\% | 0.000 | 84.4\% | 86.4\% |
| D | 88 | Museums, Historical Sites, and Similar Institutions | 231 | -0.4\% | 1.8\% | 77.9\% | 0.000 | 63.5\% | 74.2\% |
| D | 89 | Forestry and Logging | 28 | -0.4\% | 1.6\% | 46.4\% | 0.714 | 64.9\% | 63.0\% |
| D | 90 | Public Administration | 167 | -0.4\% | 1.3\% | 82.6\% | 0.000 | 60.2\% | 72.3\% |
| F | 91 | Performing Arts, Spectator Sports, and Related Industries | 701 | -0.7\% | 2.2\% | 79.6\% | 0.000 | 66.0\% | 78.1\% |
| Z | 92 | Fishing, Hunting and Trapping | 39 | -1.7\% | 8.6\% | 92.3\% | 0.000 | 87.9\% | 87.1\% |

Table A6.2 Native American Management Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | $\begin{gathered} \text { State* } \\ \text { Industry* } \\ \text { Management } \\ \hline \end{gathered}$ |
|  |  | National Level Summary: | 232099 | 0.0\% | 0.4\% |  |  |  |  |  |
| A | 1 | Rental and Leasing Services | 934 | 3.6\% | 15.1\% | 87.4\% | 0.000 | 81.2\% | 81.1\% | 79.1\% |
| B | 2 | Heavy and Civil Engineering Construction | 1958 | 0.3\% | 4.0\% | 90.8\% | 0.000 | 85.8\% | 85.3\% | 82.0\% |
| B | 3 | Forestry and Logging | 27 | 0.3\% | 6.5\% | 92.6\% | 0.000 | 95.8\% | 95.8\% | 60.6\% |
| B | 4 | Rail Transportation | 503 | 0.3\% | 4.3\% | 90.9\% | 0.000 | 82.2\% | 81.2\% | 68.5\% |
| B | 5 | General Merchandise Stores | 14673 | 0.2\% | 3.2\% | 94.5\% | 0.000 | 90.7\% | 90.6\% | 81.2\% |
| B | 6 | Health and Personal Care Stores | 654 | 0.2\% | 4.2\% | 94.0\% | 0.000 | 84.2\% | 83.4\% | 74.8\% |
| B | 7 | Building Material and Garden Equipment and Supplies Dealers | 4500 | 0.2\% | 3.4\% | 95.7\% | 0.000 | 91.8\% | 91.3\% | 85.0\% |
| B | 8 | Electronics and Appliance Stores | 1430 | 0.2\% | 3.8\% | 96.9\% | 0.000 | 95.0\% | 95.0\% | 95.0\% |
| B | 9 | Motion Picture and Sound Recording Industries | 689 | 0.2\% | 4.9\% | 94.6\% | 0.000 | 88.1\% | 87.7\% | 85.3\% |
| C | 10 | Support Activities for Transportation | 1260 | 0.2\% | 3.6\% | 94.3\% | 0.000 | 81.7\% | 81.7\% | 73.9\% |
| C | 11 | Paper Manufacturing | 1582 | 0.2\% | 2.5\% | 92.3\% | 0.000 | 85.3\% | 85.3\% | 80.1\% |
| C | 12 | Couriers and Messengers | 1398 | 0.1\% | 2.8\% | 88.4\% | 0.000 | 64.7\% | 62.4\% | 59.6\% |
| C | 13 | Beverage and Tobacco Product Manufacturing | 1154 | 0.1\% | 2.1\% | 91.9\% | 0.000 | 85.0\% | 83.9\% | 54.9\% |
| C | 14 | Water Transportation | 165 | 0.1\% | 2.5\% | 88.5\% | 0.000 | 70.0\% | 67.9\% | 63.9\% |
| C | 15 | Religious, Grantmaking, | 2233 | 0.1\% | 3.5\% | 95.5\% | 0.000 | 93.2\% | 93.1\% | 91.3\% |

Table A6.2 Native American Management Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | $\begin{gathered} \text { State* } \\ \text { Industry* } \\ \text { Management } \end{gathered}$ |
| C | 16 | Civic, Professional, and Similar Organizations | 16020 | 0.1\% | 3.6\% | 96.0\% | 0.000 | 94.6\% | 94.6\% | 90.8\% |
|  |  | Food and Beverage |  |  |  |  |  |  |  |  |
|  |  | Stores |  |  |  |  |  |  |  |  |
| C | 17 | Transportation | 3006 | 0.1\% | 2.3\% | 90.6\% | 0.000 | 73.6\% | 72.4\% | 63.4\% |
|  |  | Equipment |  |  |  |  |  |  |  |  |
|  |  | Manufacturing |  |  |  |  |  |  |  |  |
| C | 18 | Clothing and Clothing | 2730 | 0.1\% | 5.2\% | 97.1\% | 0.000 | 92.3\% | 91.8\% | 90.2\% |
|  |  | Accessories Stores |  |  |  |  |  |  |  |  |
| C | 19 | Utilities | 2473 | 0.1\% | 3.3\% | 90.9\% | 0.000 | 81.4\% | 79.5\% | 69.5\% |
| C | 20 | Truck Transportation | 3105 | 0.1\% | 2.9\% | 95.3\% | 0.000 | 88.9\% | 85.8\% | 78.7\% |
| C | 21 | Broadcasting (except | 1681 | 0.1\% | 2.0\% | 91.3\% | 0.000 | 82.8\% | 82.7\% | 76.5\% |
|  |  | Internet) |  |  |  |  |  |  |  |  |
| C | 22 | Food Manufacturing | 3985 | 0.1\% | 2.8\% | 92.3\% | 0.000 | 85.6\% | 85.0\% | 61.7\% |
| C | 23 | Telecommunications | 2395 | 0.1\% | 2.2\% | 90.7\% | 0.000 | 79.4\% | 78.5\% | 71.9\% |
| C | 24 | Wood Product | 1080 | 0.1\% | 2.6\% | 95.0\% | 0.000 | 90.0\% | 90.0\% | 85.3\% |
|  |  | Manufacturing |  |  |  |  |  |  |  |  |
| C | 25 | Food Services and | 19387 | 0.1\% | 4.1\% | 97.5\% | 0.000 | 96.0\% | 96.0\% | 95.7\% |
|  |  | Drinking Places |  |  |  |  |  |  |  |  |
| C | 26 | Textile Mills | 356 | 0.1\% | 1.9\% | 95.8\% | 0.000 | 92.6\% | 92.6\% | 80.9\% |
| C | 27 | Printing and Related | 1046 | 0.1\% | 2.2\% | 95.4\% | 0.000 | 92.4\% | 92.4\% | 88.4\% |
|  |  | Support Activities |  |  |  |  |  |  |  |  |
| C | 28 | Internet Service | 543 | 0.1\% | 4.9\% | 94.3\% | 0.000 | 89.4\% | 87.4\% | 84.7\% |
|  |  | Providers, Web Search |  |  |  |  |  |  |  |  |
|  |  | Portals, and Data |  |  |  |  |  |  |  |  |
|  |  | Processing Services |  |  |  |  |  |  |  |  |
| C | 29 | Oil and Gas Extraction | 610 | 0.0\% | 4.6\% | 86.4\% | 0.000 | 69.8\% | 69.4\% | 56.4\% |
| C | 30 | Petroleum and Coal | 353 | 0.0\% | 1.8\% | 85.3\% | 0.000 | 67.0\% | 64.9\% | 60.2\% |
|  |  | Products Manufacturing |  |  |  |  |  |  |  |  |

Table A6.2 Native American Management Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | $\begin{gathered} \text { State* } \\ \text { Industry* } \\ \text { Management } \end{gathered}$ |
| C | 31 | Support Activities for Mining | 1174 | 0.0\% | 4.1\% | 89.9\% | 0.000 | 78.0\% | 77.3\% | 65.1\% |
| C | 32 | Chemical Manufacturing | 2837 | 0.0\% | 2.0\% | 91.2\% | 0.000 | 76.7\% | 75.1\% | 64.6\% |
| C | 33 | Wholesale Electronic Markets and Agents and Brokers | 134 | 0.0\% | 1.0\% | 92.5\% | 0.000 | 73.2\% | 73.2\% | 65.6\% |
| C | 34 | Merchant Wholesalers, Durable Goods | 4111 | 0.0\% | 2.1\% | 94.9\% | 0.000 | 87.5\% | 87.2\% | 76.8\% |
| C | 35 | Air Transportation | 708 | 0.0\% | 2.2\% | 89.8\% | 0.000 | 69.6\% | 69.5\% | 56.1\% |
| C | 36 | Nonmetallic Mineral Product Manufacturing | 1060 | 0.0\% | 2.0\% | 94.4\% | 0.000 | 88.2\% | 87.8\% | 82.3\% |
| C | 37 | Electrical Equipment, <br> Appliance, and Component Manufacturing | 1406 | 0.0\% | 2.0\% | 93.7\% | 0.000 | 88.8\% | 88.8\% | 83.2\% |
| C | 38 | Pipeline Transportation | 145 | 0.0\% | 2.5\% | 87.6\% | 0.000 | 84.1\% | 83.2\% | 69.1\% |
| C | 39 | Specialty Trade Contractors | 3628 | 0.0\% | 3.9\% | 95.3\% | 0.000 | 91.5\% | 91.4\% | 90.1\% |
| C | 40 | Administrative and Support Services | 10423 | 0.0\% | 3.2\% | 95.0\% | 0.000 | 90.5\% | 89.7\% | 88.0\% |
| C | 41 | Apparel Manufacturing | 340 | 0.0\% | 5.5\% | 96.8\% | 0.000 | 93.6\% | 93.6\% | 83.3\% |
| C | 42 | Primary Metal Manufacturing | 1327 | 0.0\% | 1.4\% | 95.0\% | 0.000 | 89.6\% | 89.6\% | 86.0\% |
| C | 43 | Gasoline Stations | 359 | 0.0\% | 3.8\% | 93.3\% | 0.000 | 84.3\% | 83.7\% | 70.5\% |
| C | 44 | Educational Services | 2161 | 0.0\% | 4.0\% | 95.6\% | 0.000 | 91.6\% | 91.4\% | 89.0\% |
| C | 45 | Fabricated Metal Product Manufacturing | 4177 | 0.0\% | 2.9\% | 95.7\% | 0.000 | 93.1\% | 93.1\% | 90.4\% |
| C | 46 | Transit and Ground Passenger | 1208 | 0.0\% | 3.4\% | 97.4\% | 0.000 | 95.9\% | 95.9\% | 93.6\% |

Table A6.2 Native American Management Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | $\begin{gathered} \text { State* } \\ \text { Industry* } \\ \text { Management } \end{gathered}$ |
|  |  | Transportation |  |  |  |  |  |  |  |  |
| C | 47 | Accommodation | 3912 | 0.0\% | 3.5\% | 93.5\% | 0.000 | 87.5\% | 87.1\% | 85.5\% |
| C | 48 | Social Assistance | 4178 | 0.0\% | 4.4\% | 95.6\% | 0.000 | 94.1\% | 93.9\% | 93.3\% |
| C | 49 | Personal and Laundry Services | 1312 | 0.0\% | 1.9\% | 96.2\% | 0.000 | 92.8\% | 92.1\% | 91.3\% |
| C | 50 | Repair and Maintenance | 847 | 0.0\% | 3.8\% | 96.2\% | 0.000 | 84.6\% | 84.6\% | 81.2\% |
| C | 51 | Insurance Carriers and Related Activities | 4549 | 0.0\% | 1.6\% | 92.0\% | 0.000 | 78.7\% | 77.8\% | 73.2\% |
| C | 52 | Professional, Scientific, and Technical Services | 15395 | 0.0\% | 2.5\% | 93.1\% | 0.000 | 84.1\% | 82.6\% | 78.1\% |
| C | 53 | Plastics and Rubber Products Manufacturing | 2665 | 0.0\% | 2.0\% | 96.5\% | 0.000 | 92.0\% | 91.9\% | 88.6\% |
| C | 54 | Waste Management and Remediation Services | 1017 | 0.0\% | 2.3\% | 96.0\% | 0.000 | 92.9\% | 92.8\% | 91.6\% |
| C | 55 | Merchant Wholesalers, Nondurable Goods | 3298 | 0.0\% | 1.6\% | 94.2\% | 0.000 | 87.6\% | 87.5\% | 78.5\% |
| C | 56 | Scenic and Sightseeing Transportation | 42 | -0.1\% | 1.8\% | 95.2\% | 0.000 | 95.8\% | 95.8\% | 94.3\% |
| C | 57 | Ambulatory Health Care Services | 8192 | -0.1\% | 3.5\% | 95.5\% | 0.000 | 90.6\% | 90.4\% | 89.9\% |
| C | 58 | Machinery Manufacturing | 3072 | -0.1\% | 1.7\% | 93.1\% | 0.000 | 85.1\% | 84.8\% | 78.5\% |
| C | 59 | Real Estate | 1464 | -0.1\% | 3.3\% | 94.8\% | 0.000 | 87.8\% | 87.8\% | 84.5\% |
| C | 60 | Other Information Services | 696 | -0.1\% | 1.2\% | 93.2\% | 0.000 | 86.6\% | 86.6\% | 72.8\% |
| C | 61 | Crop Production | 515 | -0.1\% | 4.0\% | 96.9\% | 0.000 | 95.3\% | 95.3\% | 94.2\% |
| C | 62 | Amusement, Gambling, and Recreation | 2371 | -0.1\% | 4.1\% | 95.8\% | 0.000 | 75.1\% | 74.5\% | 73.2\% |

Table A6.2 Native American Management Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | State* Industry* Management |
| C | 63 | Industries | 2323 | -0.1\% | 3.4\% | 90.8\% | 0.000 | 79.1\% | 78.5\% | 14.3\% |
|  |  | Management of |  |  |  |  |  |  |  |  |
|  |  | Companies and |  |  |  |  |  |  |  |  |
|  |  | Enterprises |  |  |  |  |  |  |  |  |
| C | 64 | Credit Intermediation | 5347 | -0.1\% | 1.6\% | 91.1\% | 0.000 | 81.5\% | 78.2\% | 71.2\% |
| C |  | and Related Activities | 1785 |  |  |  |  |  |  |  |
|  | 65 | Construction of |  | -0.1\% | 1.9\% | 92.8\% | 0.000 | 86.4\% | 85.8\% | 82.7\% |
|  |  | Buildings |  |  |  |  |  |  |  |  |
| C | 66 | Miscellaneous | 3096 | -0.1\% | 1.9\% | 94.6\% | 0.000 | 88.9\% | 88.6\% | 82.0\% |
|  |  | Manufacturing |  |  |  |  |  |  |  |  |
| C | 67 | Computer and | 3467 | -0.1\% | 1.8\% | 91.2\% | 0.000 | 79.6\% | 77.7\% | 71.0\% |
|  |  | Electronic Product |  |  |  |  |  |  |  |  |
|  |  | Manufacturing |  |  |  |  |  |  |  |  |
| C | 68 | Publishing Industries | 1996 | -0.1\% | 1.9\% | 92.8\% | 0.000 | 84.2\% | 83.6\% | 67.3\% |
|  |  | (except Internet) |  |  |  |  |  |  |  |  |
| C | 69 | Lessors of Nonfinancial | 12 | -0.1\% | 0.7\% | 91.7\% | 0.003 | 84.3\% | 84.3\% | 80.6\% |
|  |  | Intangible Assets (except Copyrighted |  |  |  |  |  |  |  |  |
|  |  | Works) |  |  |  |  |  |  |  |  |
| C | 70 | Mining (except Oil and | 531 | -0.1\% | 4.4\% | 91.3\% | 0.000 | 85.1\% | 82.7\% | 69.4\% |
|  |  | Gas) |  |  |  |  |  |  |  |  |
| C | 71 | Animal Production | 310 | -0.1\% | 1.9\% | 93.9\% | 0.000 | 92.1\% | 90.5\% | 86.4\% |
| C | 72 | Textile Product Mills | 351 | -0.1\% | 1.1\% | 97.7\% | 0.000 | 96.5\% | 96.5\% | 80.3\% |
| C | 73 | Furniture and Related | 823 | -0.1\% | 1.9\% | 95.7\% | 0.000 | 94.8\% | 94.8\% | 93.8\% |
|  |  | Product Manufacturing |  |  |  |  |  |  |  |  |
| C | 74 | Miscellaneous Store | 1204 | -0.1\% | 2.2\% | 94.9\% | 0.000 | 79.9\% | 77.6\% | 63.0\% |
|  |  | Retailers |  |  |  |  |  |  |  |  |
| C | 75 | Securities, Commodity | 1228 | -0.1\% | 1.0\% | 95.4\% | 0.000 | 89.5\% | 85.8\% | 80.4\% |
|  |  | Contracts, and Other |  |  |  |  |  |  |  |  |
|  |  | Financial Investments |  |  |  |  |  |  |  |  |

Table A6.2 Native American Management Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | State* Industry* Management |
|  |  | and Related Activities |  |  |  |  |  |  |  |  |
| C | 76 | Funds, Trusts, and Other Financial Vehicles | 198 | -0.1\% | 0.9\% | 91.4\% | 0.000 | 78.2\% | 78.2\% | 74.5\% |
| C | 77 | Nursing and Residential Care Facilities | 13451 | -0.1\% | 3.3\% | 97.7\% | 0.000 | 96.8\% | 96.7\% | 96.5\% |
| C | 78 | Hospitals | 5889 | -0.2\% | 2.4\% | 90.6\% | 0.000 | 79.7\% | 78.9\% | 78.1\% |
| C | 79 | Motor Vehicle and Parts Dealers | 3514 | -0.2\% | 1.8\% | 96.7\% | 0.000 | 94.9\% | 94.8\% | 92.4\% |
| D | 80 | Leather and Allied Product Manufacturing | 78 | -0.2\% | 0.4\% | 98.7\% | 0.000 | 99.2\% | 99.2\% | 58.7\% |
| D | 81 | Furniture and Home Furnishings Stores | 629 | -0.2\% | 1.5\% | 96.7\% | 0.000 | 92.6\% | 92.6\% | 88.7\% |
| D | 82 | Monetary Authorities Central Bank | 478 | -0.2\% | 1.2\% | 95.6\% | 0.000 | 90.5\% | 90.4\% | 88.4\% |
| D | 83 | Warehousing and Storage | 1630 | -0.2\% | 1.8\% | 96.9\% | 0.000 | 94.9\% | 94.6\% | 90.2\% |
| D | 84 | Nonstore Retailers | 672 | -0.2\% | 1.5\% | 96.1\% | 0.000 | 92.1\% | 91.4\% | 87.5\% |
| D | 85 | Private Households | 23 | -0.2\% | 0.2\% | 100.0\% | 0.000 | 100.0\% | 100.0\% | 100.0\% |
| D | 86 | Sporting Goods, Hobby, Book, and Music Stores | 1107 | -0.3\% | 4.1\% | 97.6\% | 0.000 | 93.6\% | 93.0\% | 85.1\% |
| D | 87 | Museums, Historical Sites, and Similar Institutions | 231 | -0.3\% | 1.5\% | 94.8\% | 0.000 | 89.0\% | 89.0\% | 87.1\% |
| D | 88 | Support Activities for Agriculture and Forestry | 201 | -0.3\% | 2.6\% | 97.5\% | 0.000 | 98.9\% | 98.9\% | 98.7\% |
| D | 89 | Public Administration | 157 | -0.4\% | 2.5\% | 93.0\% | 0.000 | 75.2\% | 74.0\% | 92.9\% |
| D | 90 | Performing Arts, Spectator Sports, and Related Industries | 670 | -0.4\% | 1.6\% | 94.9\% | 0.000 | 92.3\% | 92.3\% | 91.1\% |

Table A6.2 Native American Management Representation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% Establishments <br> Underrepresenting | Sign Test Probability of Negative Comparison | \% Establishments Significantly Lower than Baseline |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  | State | State* <br> Management | State* Industry* Management |
| F | 91 | Postal Service | 7 | -0.5\% | 0.4\% | 100.0\% | 0.008 | 100.0\% | 100.0\% | 100.0\% |
| Z | 92 | Fishing, Hunting and Trapping | 38 | -1.2\% | 3.7\% | 92.1\% | 0.000 | 95.5\% | 95.5\% | 94.1\% |

Table A6.3 Native American-White Segregation, 2012: Industry Rankings

|  |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- |
|  |  |  |  |  |  |

Table A6.3 Native American-White Segregation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% of Establishments Significantly Higher than National Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  | Observed Segregation | Adjusted Segregation |
| C | 27 | Sporting Goods, Hobby, Book, and Music Stores | 399 | 0.348 | 0.148 | 24.9\% | 31.8\% |
| C | 28 | Professional, Scientific, and Technical Services | 4791 | 0.349 | 0.181 | 37.5\% | 29.5\% |
| C | 29 | Building Material and Garden Equipment and Supplies Dealers | 2293 | 0.352 | 0.166 | 19.7\% | 26.2\% |
| C | 30 | Other Information Services | 202 | 0.353 | 0.173 | 31.3\% | 31.6\% |
| C | 31 | Internet Service Providers, Web Search Portals, and Data Processing Services | 177 | 0.355 | 0.172 | 29.5\% | 32.2\% |
| C | 32 | Computer and Electronic Product Manufacturing | 1311 | 0.357 | 0.187 | 41.0\% | 34.3\% |
| C | 33 | Scenic and Sightseeing Transportation | 18 | 0.360 | 0.160 | 21.9\% | 26.1\% |
| C | 34 | Specialty Trade Contractors | 1247 | 0.360 | 0.176 | 30.9\% | 30.9\% |
| C | 35 | Public Administration | 49 | 0.360 | 0.160 | 25.4\% | 28.4\% |
| C | 36 | Performing Arts, Spectator Sports, and Related Industries | 258 | 0.361 | 0.186 | 40.8\% | 32.9\% |
| C | 37 | Publishing Industries (except Internet) | 683 | 0.361 | 0.176 | 43.3\% | 32.2\% |
| C | 38 | Leather and Allied Product Manufacturing | 34 | 0.362 | 0.166 | 28.5\% | 30.7\% |
| C | 39 | Heavy and Civil Engineering Construction | 954 | 0.369 | 0.182 | 42.3\% | 31.5\% |
| C | 40 | Machinery Manufacturing | 1092 | 0.369 | 0.182 | 47.7\% | 32.0\% |
| C | 41 | Truck Transportation | 1166 | 0.370 | 0.172 | 26.1\% | 32.2\% |
| C | 42 | Educational Services | 549 | 0.380 | 0.192 | 38.4\% | 33.9\% |
| C | 43 | Wood Product Manufacturing | 345 | 0.381 | 0.186 | 51.5\% | 35.0\% |
| C | 44 | Utilities | 1021 | 0.381 | 0.189 | 46.0\% | 34.2\% |
| C | 45 | General Merchandise Stores | 7459 | 0.393 | 0.180 | 39.3\% | 33.4\% |
| D | 46 | Personal and Laundry Services | 384 | 0.371 | 0.185 | 32.3\% | 38.5\% |
| D | 47 | Nonstore Retailers | 211 | 0.371 | 0.178 | 38.0\% | 37.0\% |
| D | 48 | Pipeline Transportation | 68 | 0.372 | 0.209 | 43.3\% | 36.8\% |
| D | 49 | Funds, Trusts, and Other Financial Vehicles | 61 | 0.372 | 0.190 | 44.9\% | 44.5\% |
| D | 50 | Accommodation | 1420 | 0.373 | 0.166 | 29.4\% | 39.0\% |
| D | 51 | Ambulatory Health Care Services | 2906 | 0.375 | 0.188 | 41.7\% | 39.6\% |
| D | 52 | Transit and Ground Passenger Transportation | 445 | 0.375 | 0.154 | 21.2\% | 37.6\% |
| D | 53 | Broadcasting (except Internet) | 617 | 0.380 | 0.187 | 49.1\% | 38.4\% |

Table A6.3 Native American-White Segregation, 2012: Industry Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% of Establishments Significantly Higher than National Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  | Observed Segregation | Adjusted Segregation |
| D | 54 | Social Assistance | 1348 | 0.381 | 0.181 | 32.8\% | 39.3\% |
| D | 55 | Primary Metal Manufacturing | 418 | 0.385 | 0.190 | 50.9\% | 36.1\% |
| D | 56 | Religious, Grantmaking, Civic, Professional, and Similar Organizations | 688 | 0.387 | 0.178 | 43.9\% | 36.9\% |
| D | 57 | Clothing and Clothing Accessories Stores | 982 | 0.388 | 0.173 | 31.9\% | 37.5\% |
| D | 58 | Rental and Leasing Services | 394 | 0.389 | 0.191 | 50.2\% | 37.0\% |
| D | 59 | Merchant Wholesalers, Durable Goods | 1179 | 0.389 | 0.179 | 45.9\% | 41.7\% |
| D | 60 | Food and Beverage Stores | 5892 | 0.391 | 0.175 | 34.6\% | 35.8\% |
| D | 61 | Merchant Wholesalers, Nondurable Goods | 1104 | 0.398 | 0.181 | 49.0\% | 40.8\% |
| D | 62 | Electrical Equipment, Appliance, and Component Manufacturing | 489 | 0.405 | 0.181 | 51.8\% | 43.1\% |
| D | 63 | Beverage and Tobacco Product Manufacturing | 469 | 0.407 | 0.175 | 53.3\% | 44.4\% |
| D | 64 | Construction of Buildings | 652 | 0.410 | 0.176 | 52.6\% | 39.9\% |
| D | 65 | Paper Manufacturing | 560 | 0.412 | 0.185 | 53.2\% | 44.2\% |
| D | 66 | Monetary Authorities - Central Bank | 99 | 0.424 | 0.168 | 46.8\% | 41.4\% |
| D | 67 | Fabricated Metal Product Manufacturing | 1205 | 0.430 | 0.184 | 54.4\% | 44.4\% |
| D | 68 | Electronics and Appliance Stores | 573 | 0.432 | 0.165 | 37.0\% | 38.5\% |
| D | 69 | Museums, Historical Sites, and Similar Institutions | 84 | 0.438 | 0.176 | 65.4\% | 41.2\% |
| F | 70 | Postal Service | 5 | 0.376 | 0.066 | 0.0\% | 51.4\% |
| F | 71 | Real Estate | 391 | 0.412 | 0.171 | 52.8\% | 47.3\% |
| F | 72 | Health and Personal Care Stores | 231 | 0.412 | 0.175 | 47.4\% | 51.8\% |
| F | 73 | Nonmetallic Mineral Product Manufacturing | 301 | 0.414 | 0.176 | 55.1\% | 45.4\% |
| F | 74 | Warehousing and Storage | 554 | 0.420 | 0.167 | 45.8\% | 50.7\% |
| F | 75 | Motion Picture and Sound Recording Industries | 213 | 0.421 | 0.172 | 48.0\% | 46.7\% |
| F | 76 | Miscellaneous Manufacturing | 1017 | 0.430 | 0.173 | 60.5\% | 46.9\% |
| F | 77 | Plastics and Rubber Products Manufacturing | 728 | 0.435 | 0.176 | 52.1\% | 48.0\% |
| F | 78 | Furniture and Home Furnishings Stores | 185 | 0.438 | 0.193 | 57.9\% | 51.4\% |
| F | 79 | Textile Mills | 87 | 0.441 | 0.163 | 53.1\% | 48.7\% |
| F | 80 | Furniture and Related Product Manufacturing | 241 | 0.444 | 0.178 | 51.4\% | 48.5\% |
| F | 81 | Waste Management and Remediation Services | 297 | 0.453 | 0.175 | 54.4\% | 53.6\% |

Table A6.3 Native American-White Segregation, 2012: Industry
Rankings

| Grade | Rank | Name | Number of Establishments | Mean Value | S.D. | \% of Establishments Significantly Higher than National Average |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  | Observed Segregation | Adjusted Segregation |
| F | 82 | Nursing and Residential Care Facilities | 3898 | 0.457 | 0.166 | 51.7\% | 54.8\% |
| Z | 83 | Food Manufacturing | 1582 | 0.434 | 0.180 | 53.7\% | 55.8\% |
| Z | 84 | Animal Production | 87 | 0.436 | 0.164 | 59.0\% | 57.4\% |
| Z | 85 | Textile Product Mills | 95 | 0.441 | 0.178 | 55.9\% | 59.9\% |
| Z | 86 | Support Activities for Agriculture and Forestry | 48 | 0.453 | 0.162 | 64.9\% | 64.3\% |
| Z | 87 | Apparel Manufacturing | 70 | 0.465 | 0.177 | 55.0\% | 60.2\% |
| Z | 88 | Fishing, Hunting and Trapping | 17 | 0.469 | 0.161 | 62.9\% | 62.9\% |
| Z | 89 | Printing and Related Support Activities | 340 | 0.470 | 0.165 | 72.2\% | 55.9\% |
| Z | 90 | Motor Vehicle and Parts Dealers | 783 | 0.502 | 0.163 | 80.9\% | 63.1\% |
| Z | 91 | Crop Production | 77 | 0.505 | 0.154 | 67.8\% | 66.1\% |
| Z | 92 | Lessors of Nonfinancial Intangible Assets (except Copyrighted Works) | 1 | 0.697 | - | 100.0\% | 100.0\% |

## Table A6.4 Native American-White Wage Gap, 2012: Industry

Rankings

| Grade | Rank | Name | Native <br> Americans' Wages as a Percentage of Whites' Wages | p-Value |
| :---: | :---: | :---: | :---: | :---: |
|  |  | National Average (Mean): | 93.3\% |  |
| A | 1 | Social Assistance | 99.0\% | 0.121 |
| A | 1 | Private Households | 118.9\% | 0.060 |
| A | 2 | Nonstore Retailers | 116.9\% | 0.136 |
| A | 3 | Management of Companies and Enterprises | 114.9\% | 0.241 |
| A | 4 | Internet Service Providers, Web Search Portals, and Data Processing Services | 114.4\% | 0.470 |
| A | 5 | Wholesale Electronic Markets and Agents and Brokers | 106.9\% | 0.824 |
| A | 6 | Amusement, Gambling, and Recreation Industries | 104.9\% | 0.023 |
| A | 7 | Fishing, Hunting and Trapping | 103.6\% | 0.816 |
| A | 8 | Other Information Services | 102.9\% | 0.729 |
| A | 9 | Leather and Allied Product Manufacturing | 102.5\% | 0.944 |
| A | 10 | Religious, Grantmaking, Civic, Professional, and Similar Organizations | 102.2\% | 0.518 |
| A | 11 | Scenic and Sightseeing Transportation | 102.2\% | 0.908 |
| A | 12 | Educational Services | 102.2\% | 0.089 |
| A | 13 | Sporting Goods, Hobby, Book, and Music Stores | 101.6\% | 0.850 |
| A | 14 | Social Assistance | 100.9\% | 0.686 |
| A | 15 | Petroleum and Coal Products Manufacturing | 100.9\% | 0.928 |
| A | 16 | Motion Picture and Sound Recording Industries | 99.6\% | 0.962 |
| A | 17 | Printing and Related Support Activities | 99.3\% | 0.929 |
| A | 18 | Insurance Carriers and Related Activities | 98.8\% | 0.748 |
| A | 19 | Transportation Equipment Manufacturing | 98.5\% | 0.613 |
| A | 20 | Museums, Historical Sites, and Similar Institutions | 97.6\% | 0.672 |
| A | 21 | Warehousing and Storage | 97.4\% | 0.670 |
| A | 22 | Postal Service | 97.3\% | 0.480 |
| A | 23 | Clothing and Clothing Accessories Stores | 97.2\% | 0.645 |
| A | 24 | Funds, Trusts, and Other Financial Vehicles | 97.1\% | 0.454 |
| A | 24 | Securities, Commodity Contracts, and Other Financial Investments and Related Activities | 97.1\% | 0.454 |
| A | 24 | Monetary Authorities - Central Bank | 97.1\% | 0.454 |
| A | 27 | Animal Production | 97.1\% | 0.826 |
| A | 28 | Gasoline Stations | 97.1\% | 0.595 |
| A | 29 | General Merchandise Stores | 96.3\% | 0.124 |
| A | 30 | Rental and Leasing Services | 96.0\% | 0.608 |
| A | 31 | Chemical Manufacturing | 95.3\% | 0.345 |
| A | 32 | Forestry and Logging | 95.3\% | 0.411 |
| B | 33 | Electrical Equipment, Appliance, and Component Manufacturing | 95.0\% | 0.488 |
| B | 34 | Food Manufacturing | 94.8\% | 0.215 |
| B | 35 | Primary Metal Manufacturing | 94.7\% | 0.378 |
| B | 36 | Machinery Manufacturing | 94.2\% | 0.139 |
| B | 37 | Support Activities for Agriculture and Forestry | 94.0\% | 0.680 |
| B | 38 | Food and Beverage Stores | 93.8\% | 0.028 |

## Table A6.4 Native American-White Wage Gap, 2012: Industry

Rankings

| Grade | Rank | Name | Native <br> Americans' <br> Wages as a <br> Percentage of Whites' Wages | p-Value |
| :---: | :---: | :---: | :---: | :---: |
| B | 39 | Public Administration | 93.6\% | 0.000 |
| B | 40 | Repair and Maintenance | 93.5\% | 0.100 |
| B | 41 | Accommodation | 93.2\% | 0.034 |
| B | 42 | Furniture and Home Furnishings Stores | 93.1\% | 0.275 |
| B | 43 | Transit and Ground Passenger Transportation | 93.1\% | 0.281 |
| B | 44 | Publishing Industries (except Internet) | 93.0\% | 0.362 |
| B | 45 | Mining (except Oil and Gas) | 93.0\% | 0.190 |
| B | 46 | Performing Arts, Spectator Sports, and Related Industries | 92.4\% | 0.491 |
| B | 47 | Furniture and Related Product Manufacturing | 92.1\% | 0.203 |
| B | 48 | Hospitals | 92.0\% | 0.000 |
| B | 49 | Professional, Scientific, and Technical Services | 91.9\% | 0.000 |
| B | 50 | Miscellaneous Store Retailers | 91.8\% | 0.053 |
| B | 51 | Real Estate | 91.4\% | 0.019 |
| B | 52 | Computer and Electronic Product Manufacturing | 90.9\% | 0.059 |
| B | 53 | Nonmetallic Mineral Product Manufacturing | 90.7\% | 0.324 |
| B | 54 | Truck Transportation | 90.7\% | 0.012 |
| B | 55 | Plastics and Rubber Products Manufacturing | 90.5\% | 0.110 |
| B | 56 | Merchant Wholesalers, Nondurable Goods | 90.4\% | 0.009 |
| B | 57 | Pipeline Transportation | 90.4\% | 0.302 |
| B | 58 | Food Services and Drinking Places | 90.3\% | 0.000 |
| B | 59 | Miscellaneous Manufacturing | 90.3\% | 0.009 |
| C | 60 | Utilities | 89.8\% | 0.002 |
| C | 61 | Nursing and Residential Care Facilities | 89.7\% | 0.000 |
| C | 62 | Merchant Wholesalers, Durable Goods | 89.6\% | 0.003 |
| C | 63 | Air Transportation | 89.5\% | 0.076 |
| C | 64 | Motor Vehicle and Parts Dealers | 89.2\% | 0.006 |
| C | 65 | Support Activities for Mining | 88.9\% | 0.030 |
| C | 66 | Support Activities for Transportation | 88.6\% | 0.053 |
| C | 67 | Apparel Manufacturing | 88.6\% | 0.399 |
| C | 68 | Ambulatory Health Care Services | 88.6\% | 0.000 |
| C | 69 | Personal and Laundry Services | 88.5\% | 0.021 |
| C | 70 | Electronics and Appliance Stores | 88.5\% | 0.057 |
| C | 71 | Textile Mills | 88.3\% | 0.215 |
| C | 72 | Health and Personal Care Stores | 87.7\% | 0.005 |
| C | 73 | Waste Management and Remediation Services | 87.5\% | 0.031 |
| C | 74 | Credit Intermediation and Related Activities | 87.3\% | 0.030 |
| C | 75 | Specialty Trade Contractors | 87.3\% | 0.000 |
| C | 75 | Heavy and Civil Engineering Construction | 87.3\% | 0.000 |
| C | 75 | Construction of Buildings | 87.3\% | 0.000 |
| C | 78 | Wood Product Manufacturing | 87.2\% | 0.029 |
| C | 79 | Beverage and Tobacco Product Manufacturing | 87.1\% | 0.088 |
| C | 80 | Administrative and Support Services | 87.0\% | 0.000 |
| C | 81 | Couriers and Messengers | 86.8\% | 0.057 |

Table A6.4 Native American-White Wage Gap, 2012: Industry
Rankings

|  |  |  | Native <br> Americans' <br> Wages as a |  |
| :---: | :---: | :--- | :---: | :---: |
| Grade | Rank |  | Percentage of |  |
| C | 82 | Building Material and Garden Equipment and Supplies Dealers | $86.4 \%$ | 0.001 |
| C | 83 | Crop Production | $85.8 \%$ | 0.081 |
| C | 84 | Fabricated Metal Product Manufacturing | $85.7 \%$ | 0.000 |
| C | 85 | Textile Product Mills | $85.7 \%$ | 0.322 |
| C | 86 | Broadcasting (except Internet) | $85.0 \%$ | 0.091 |
| D | 87 | Paper Manufacturing | $82.3 \%$ | 0.001 |
| D | 88 | Telecommunications | $81.1 \%$ | 0.004 |
| D | 89 | Oil and Gas Extraction | $81.1 \%$ | 0.138 |
| D | 90 | Water Transportation | $81.1 \%$ | 0.235 |
| F | 91 | Rail Transportation | $76.3 \%$ | 0.022 |
| Z | 92 | Lessors of Nonfinancial Intangible Assets (except Copyrighted | $68.0 \%$ | 0.027 |
|  |  | Works) |  |  |

Table A6.5 Correlations with Industry Level \% of Federal Contractor Establishment, Total Employment Size, Mean Hourly Wage.

| Industry Contextual <br> Variables | Overall GPA | Overall <br> Representation | Management <br> Representation | Wage Gap | Segregation* |
| :---: | :---: | :---: | :---: | :---: | :---: |
| $\%$ of Federal Contractor <br> Establishments | -0.90 | 0.19 | 0.13 | -0.27 | -0.00 |
| Mean Hourly Wage | 0.17 | 0.00 | -0.08 | 0.01 | -0.23 |
| Total Employment Size | 0.13 | -0.03 | -0.01 | -0.08 | -0.19 |

* Positive numbers mean higher segregation


[^0]:    ${ }^{1}$ This report was supported by a grant from the Russell Sage Foundation to the first author.
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    ${ }^{3}$ Research Assistant, Department of Sociology, University of Massachusetts, Amherst
    ${ }^{4}$ In this report, we combine the executive and managerial categories into a single management dimension. It is possible, and might be appropriate to have a separate dimension for executive composition or a separate indicator focusing on executives within the managerial dimension.
    ${ }^{5}$ U.S. workplace wage data are not yet available, making it impossible at this time to rank industries in terms of equal pay for equal work. These data will become available in late 2016.

[^1]:    ${ }^{6}$ See Appendix for grade calculation method.
    ${ }^{7}$ See Appendix for grade calculation method.

[^2]:    ${ }^{8}$ See Appendix for grade calculation method.

[^3]:    ${ }^{9}$ See Appendix for grade calculation method.

[^4]:    ${ }^{10}$ Ninety-nine three-digit NAICS industries are available in the 2012 EEO-1; however, because of small cell size to maintain confidentiality we collapse industries 921-928 to the two-digit level.

[^5]:    ${ }^{11}$ 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.

[^6]:    ${ }^{12}$ 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.

[^7]:    ${ }^{13}$ 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.

[^8]:    ${ }^{14}$ 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.

[^9]:    ${ }^{15}$ This measure tests whether the distribution of establishments over- and under-representing in the industry follows the binomial distribution, $X \sim B(n, p)$. Here $X$ is the distribution of positively coded, over-representing establishments, and negatively coded, under-representing establishments, $n$ is the number of establishments in the industry, and $p$ is 0.5 . When the value for the Sign Test Probability is at or below 0.05 , we can say that we have statistically significant under-representation in the distribution.
    ${ }^{16}$ The formula for the $z$-test is $Z=\left(\bar{X}-\mu_{0}\right) / s$, where $\left(\bar{X}-\mu_{0}\right)$ is the representational disparity (defined in text), and

    $$
    s=\sqrt{\frac{\pi_{A C S} *\left(1-\pi_{A C S}\right)}{n_{A C S}}+\frac{\pi_{E E O} *\left(1-\pi_{E E O}\right)}{n_{E E O}}}
    $$

    where $\pi_{A C S}$ is the proportion of workers of the demographic group within the ACS baseline labor market, $n_{A C S}$ is the total number of workers in the ACS baseline, $\pi_{E E O}$ is the proportion of workers of the demographic group within the establishment, and $n_{E E O}$ is the total number of workers in the establishment.
    ${ }^{17}$ In a normal distribution, a score of 1.14 would realize $12.7 \%$ of the sample in the A range.
    ${ }^{18}$ In a normal distribution, a score between .39 and 1.14 would realize $22.3 \%$ of the sample in the B range.
    ${ }^{19}$ In a normal distribution, a score between -.39 and .39 would realize $30 \%$ of the sample in the C range.
    ${ }^{20}$ In a normal distribution, a score between -.39 and -1.14 would realize $22.3 \%$ of the sample in the D range.

[^10]:    ${ }^{21}$ In a normal distribution, a score between -1.14 and -1.96 would realize $7.7 \%$ of the sample in the F range.
    ${ }^{22}$ In a normal distribution, a score of -1.96 would realize $5 \%$ of the sample in the $Z$ range.

[^11]:    ${ }^{23}$ See footnote 9.
    ${ }^{24}$ See footnote 10 for formula. We conducted the same z-tests on only establishments that had at least 10 managers. Aggregated to the industry level, the correlation between the test used and the alternative test was always at least 0.95 .

[^12]:    ${ }^{25}$ The formula for the $t$-test is

    $$
    t=\frac{X-\bar{X}}{s / \sqrt{n}}
    $$

    Where $X$ is the segregation for the establishment, $\bar{X}$ is the national mean level of segregation, s is the standard deviation of the segregation across all establishments, and n is the total number of establishments.

[^13]:    ${ }^{26}$ Ninety-eight three-digit NAICS industries are available in the ACS. However, for consistency, we only include the 92 industries we used from the EEO-1. See footnote 8.

