

Using the EEO file to Examine 21st Century Workforce Diversity

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On November 29, 2012 the U.S. Census Bureau will release new EEO tabulation files. This group of unique tables constitutes the external benchmark government and private agencies use to compare the age, race, sex, and ethnic composition of an employer's workforce with its available labor market. It also informs organizations as they develop and update their affirmative action plans. Federal agencies responsible for monitoring employment practices and enforcing civil rights laws use the table, as do private-sector employers so they can measure their compliance with the laws.

The Census Bureau first created the EEO file as a special product after the 1970 decennial census and produced the tabulations after each decennial census. For 2010, we now create the tables using the 5-year American Community Survey (2006-2010), with a more expanded scope.

The 2010 EEO file is based on the population aged 16 and older, organized around three core concepts:

- Residence (where people live, civilian labor force)
- Workplace (where people work, civilian employed and worked last week)
- Work flows (where people work and where they commute from, civilian employed and worked last week)

Specific geographies include states, metro & micro areas, and counties. The tables cross occupation by characteristics such as sex, race, and Hispanic origin. Other characteristics include industry, age, educational attainment, and median earnings.

In 2010, the EEO file will, for the first time, include data on Citizenship, long-term unemployed, as well as, margins of error.

The Census Bureau creates the EEO file under joint agreements with 4 federal agencies:

- Equal Employment Opportunity Commission (EEOC)
- Department of Justice (DOJ) Employment Litigation Section of the Civil Rights Division
- Department of Labor (DOL) Office of Federal Contract Compliance Programs (OFCCP)
- Office of Personnel Management (OPM)

This poster will introduce the new EEO file, providing details on its source data, its structure, and the specific characteristic crosses offered by the tables. It will then highlight some areas of research that this data product may inform, for example:

- Explorations into the relationship between Civil rights laws and equality in work opportunities;
- Geographic patterns in work opportunities;
- Geographic patterns in labor force characteristics.