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**CALIFORNIA 1999  
INTENTIONAL JOB DISCRIMINATION  
IN  
METROPOLITAN AREAS**

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**THE REALITY OF INTENTIONAL JOB DISCRIMINATION IN  
METROPOLITAN AMERICA**

By the same authors

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## §1. ABOUT THE AUTHORS

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ALFRED W. BLUMROSEN is the Thomas A. Cowan Professor of Law, Rutgers, the State University of New Jersey, specializing in Labor and Employment law. He received his BA and JD degrees from the University of Michigan, and has taught at Rutgers Law School since 1955. In 1965, he studied the enforcement of the New Jersey Civil Rights Law in "Anti-Discrimination Laws in Action in New Jersey: A Law-Sociology Study." 19 Rutgers Law Review 187. Beginning in 1965, he assisted in organizing the EEOC and served as its first Chief of Conciliations and Director of Federal State Relations, a Special Attorney in the Civil Rights Division, U.S. Department of Justice, Consultant to Assistant Secretary of Labor for Employment Standards Arthur Fletcher (OFCCP) 1969-71; Acting Director, Michigan Civil Rights Commission, 1972, organized programs on the 10th and 20th anniversaries of the Civil Rights Act, 1975 and 1984; consultant to EEOC Chair Eleanor Holmes Norton, 1977-79 concerning Guidelines on Employee Selection Procedures, Affirmative Action Guidelines. In 1995, he advised the U.S. Department of Labor concerning the "affirmative action-reverse discrimination" controversy, and reviewed programs of the EEOC for the Citizens Commission on Civil Rights. In 1998 he received a grant from the Ford Foundation to investigate the extent of current intentional employment discrimination.

He was Of Counsel to Kaye, Scholer, Fierman, Hays & Handler, (New York, NY) 1979-1982 advising employers on equal opportunity matters; Counsel to NAACP in *Wards Cove Packing Co. v. Atonio*, 109 S.Ct. 2115 (1989) [concerning the interpretation of Title VII of the Civil Rights Act] and in *NAACP v. Meese*, 615 F. Supp. 200 (D.D.C) 1985 [seeking injunction against rescission of consent decrees involving affirmative action]; Counsel to mainly white female employees challenging a discriminatory layoff in *Chrapliwy v. Uniroyal*, 670 F.2d 760 (7th Cir. 1982) cert. denied, 103 S. Ct.2428 (1983), and counsel to the mainly white male employees, seeking equal pay in *Klask v. Northwest Airlines*, 57 FEP Cases 1147, 1152 (D. Minn. 1989, 91).

He has written MODERN LAW: THE LAW TRANSMISSION SYSTEM AND EQUAL EMPLOYMENT OPPORTUNITY, (1993, University of Wisconsin Press); BLACK EMPLOYMENT AND THE LAW (1971, Rutgers University Press), and numerous law review articles, including "Strangers in Paradise: Griggs v. Duke Power Co. and the Concept of Employment Discrimination." (1972) which

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has been cited by the U. S. Supreme Court in two decisions. His essay "Six Conditions for Meaningful Self Regulation" was awarded the Ross Prize by the American Bar Association in 1983. In 1993, he was a Fulbright Scholar in South Africa, where he examined whether U.S. equal employment experience would be useful in the post-apartheid period. In 1995, he was a resident scholar at the Rockefeller Institute Conference and Study center in Bellagio, Italy.

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### **B. PROF. RUTH G. BLUMROSEN**

RUTH GERBER BLUMROSEN is adjunct Professor of Law at Rutgers Law School, Newark New Jersey, and former associate Professor at Rutgers Graduate School of Management. She received her BA and Law degrees from the University of Michigan. She assisted in the establishment of the U.S. Equal Employment Opportunity Commission in 1965, where she was acting director of compliance. She was consultant to EEOC Chair Eleanor Holmes Norton in 1979-80, concerning guidelines under the Equal Pay Act and wage discrimination issues, U.S. EEOC, Hearings on Job Segregation and Wage Discrimination. She participated in development of EEOC policy statement on impact of layoffs on minorities and women. She was consultant on Equal Employment Opportunity, U.S. Department of Health and Human Services, 1980-81; Advisor, New Jersey Commission on Sex Discrimination in the Statutes, prepared analysis of state pay practices which was basis for action by Governor's Task Force on Equitable Compensation, 1974-77, a member and Hearing Officer, New Jersey Governor's Committee on minority and female opportunities in state contracting, 1991-93. In 1993, she was a Fulbright Scholar in South Africa, examining whether U.S. equal employment experience would be useful in the post-apartheid period. In 1995, she was a resident scholar at the Rockefeller Institute Conference and Study center in Bellagio, Italy. She has published in the field of wage discrimination including Wage Discrimination, Job Segregation and Title VII of the Civil Rights Act of 1964, 12 University of Michigan Journal of Law Reform 397 (1979), cited by U.S. Supreme Court in *County of Washington v. Gunther*, 452 U.S. 161 (1981); Wage Discrimination, Job Segregation: The Survival of a Theory, 14 Univ. of Michigan Journal of Law Reform 1 (1981); Wage Discrimination Revisited, 8 Women's Rights Law Reporter 109 (1984); Remedies for Wage Discrimination, 20 Univ. of Mich. Journal of Law Reform, 99, (1986). She has also written on the concept of work sharing as alternative to layoffs, and the use of unemployment compensation to facilitate part time employment. She is co-author of *Downsizing and Employee Rights*, 50 Rutgers Law Review 943 (1998). She has litigated under New Jersey Anti-Discrimination laws in the case which established the federal constitutionality of state fair housing laws (*Levitt v. New Jersey*, 31 N.J. 514, 363 U.S. 418 (1960)), and has represented male flight attendants denied their rights under the Equal Pay act in *Klask v. Northwest Airlines*, 57 FEP Cases 1147, 1152 (D. Minn. 1989, 91).

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The millions of men and women whose efforts made the Civil Rights Act of 1964 and its implementation an evolving achievement of American democracy.

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### **§3. DEDICATION**

To the memory of all those who shared in the adoption of the Northwest Ordinance of 1787 that prohibited slavery and provided that “schools and the means of education shall forever be encouraged.”

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## §6. INTRODUCTION

**T**his study identifies intentional employment discrimination in California by applying legal standards to the race, sex and ethnic composition of medium and large employers. It is based on information supplied by employers to the Federal Government, by 14,439 establishments in this state. To preserve confidentiality, the information on which this report is based does not include the names or identifying addresses of employers.

With a grant from the Ford Foundation to Rutgers Law School, we have compared the employment of minorities and women in the same labor market, industry and occupational categories among establishments with 50 or more employees. The minorities are Black, Hispanic, Asian and Native Americans. When these comparisons show that an establishment is so far below the average utilization of minorities or women that it is unlikely to have occurred by chance, the law identifies apparent intentional job discrimination.

Intentional discrimination exists “when a complaining party demonstrates that race, color, religion, sex or national origin was a motivating factor for any employment practice, even though other factors also motivated the practice.”<sup>1</sup> This means that intent need not be the sole factor in an employment decision. It is enough to show that it was one of the motivating factors. If an employer has both a legitimate reason for its practices and also a discriminatory reason, then it is engaged in discrimination under the Civil Rights Act. This discrimination may be established with employment statistics, which minimize the role of chance.

## §7. SUMMARY OF FINDINGS

(Terms defined in glossary at end of chapter.)

### A. STATEWIDE DISCRIMINATION

**Minority and Female workers** in metropolitan California faced substantial likelihood of intentional job discrimination when seeking an employment opportunity in 1999. **Minorities** faced this risk a quarter of the time they sought job opportunities; **Women** faced this risk more than a fifth of the time they sought job opportunities.

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**Table 1. Discriminating Establishments and Affected Workers – 1999**

California: Discriminating Establishments and Affected Workers – 1999			
Group	All Discriminating Estab.		Affected Workers*
	#	% of all Estab.	#
White Women**	2,305	32%	38,844
Black	2,608	34%	28,706
Hispanic	4,124	31%	69,107
Asian-Pac.	3,582	36%	56,647
<b>Totals</b>	<b>12,619</b>		<b>193,305</b>
* "Affected workers" are the difference between the members of an affected group employed in an establishment that is 2 standard deviations or more below the average utilization in the MSA, Industry and Occupation, and the number who would have been employed if members of that group had been employed at that average.			
** White Women as % of All Women: 51.22% They are reported here. Minority Women are reported in each minority group. [See Table 9] [See Table 9]			

- **109,000 minority workers were adversely affected by discrimination in nearly 5000 establishments.** There was a 25% chance that a minority person would face intentional discrimination when seeking an employment opportunity in one of the nine occupational categories. [Table 13] **This was a quarter of the time a minority worker sought an employment opportunity.** That opportunity may have consisted of obtaining employment, or of any condition or privilege of employment once obtained including promotion, pay, training, transfer, discipline, layoff and discharge. This was the burden imposed because of race or national origin on every minority worker seeking an employment opportunity in California. Minorities were 53% Hispanic, 30% Asian Pacific, 16% Black and 1.4% Native American.
- **69,107 Hispanic workers** were affected by discrimination in more than 4,000 establishments. The risk of discrimination existed 24% or nearly a quarter of the time a Hispanic worker sought an employment opportunity. [Table 15]
- **56,600 Asian workers** were affected by discrimination in more than 3,500 establishments. The risk of discrimination existed 28% of the time an Asian worker sought an employment opportunity. [Table 16]

- **28,700 Black workers** were affected by discrimination in more than 2,500 establishments. The risk of discrimination existed 29% of the time a Black worker sought an employment opportunity. [Table 14]
- **75,843 Women** were affected by intentional job discrimination in 4,500 establishments. The risk of discrimination was 22% or more than a fifth of the time a woman sought an employment opportunity. [Table 12] Women were 51% White, 24% Hispanic, 15% Asian, 9% Black, and 1% Native American. [Table 10] To avoid double counting Women in this summary, the following five tables report the 51% of women workers as White. The remaining 49% of Women are included under the Hispanic, Asian Pacific, and Black headings.

California accounted for 15% of all affected workers in the United States.

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**B. HARD CORE DISCRIMINATION**

Hard Core Discriminators, those who are more than 2.5 standard deviations (one chance in 100 it was by accident) below the average utilization of minorities or women in the same industry, occupation, and labor market for more than nine years, in more than 3,000 establishments were responsible for nearly 75,000 – more than a third – of the affected workers.

**Table 2. Hard Core Discriminators and Affected Workers – 1999**

California -- 1999 Hard Core Establishments* & Affected Workers**				
Group	Hard Core Estab.		Affected Workers	
	#	% of all Estab.	# of Workers	% of all Affected Workers in Group
White Women***	1,062	7.63%	14,181	36.51%
Black	478	6.19%	10,882	37.91%
Hispanic	976	7.39%	27,909	40.38%
Asian-Pacific	676	6.84%	21,326	37.65%
<b>Totals</b>	<b>3,192</b>		<b>74,298</b>	
* Discrimination at 2.5 standard deviations or more below average in MSA, industry and occupation over at least 9 years.				
**Affected workers are the difference between the number of members of an affected group employed in an establishment, and the number of such workers who would have been employed if the employer had employed that group at the average.				
*** White Women as % of All Women: 51.22% They are reported here. Minority Women are reported in each minority group.[See Table 9]				

- **More than 1,400 Hard Core discriminators accounted for forty five percent of the minority workers affected by discrimination.** [Table 11] They accounted for nearly **28,000 Hispanic workers (40%)**, **10,882 Black workers (38%)**, and **21,000 Asian workers (37%)**.
- **More than 1,000 Hard Core establishments accounted for 36% of the women workers affected by discrimination.** [Table 11 ]

### C. GEOGRAPHIC DISTRIBUTION OF DISCRIMINATION

California contains eight metropolitan areas that have more discriminating establishments, and affected Women, Black, Hispanic and Asian workers than several states. The Los Angeles-Long Beach Metropolitan area has nearly 80,000 Affected Workers, more than a third of those in the entire state.

**Table 3. Main MSAs in California**

<b>Affected Workers* in EEO-1 Labor Force in the Largest Metro Statistical Areas – California</b>									
* "Affected Workers" are the difference between the number of members of an affected group employed in an establishment, and the number of such workers who would have been employed if the employer had employed that group at the average.									
** White Women as % of All Women: 51.22% They are reported here. Minority group women are reported as minorities. [See Table 9]									
Group	Los Angeles-Lng.Bch.		Orange County MSA		San Francisco MSA		Oakland MSA		State Totals
	Affected Workers		Affected Workers		Affected Workers		Affected Workers		
	#	% of Group	#	% of Group	#	% of Group	#	% of Group	
W. Women**	14,409	37%	4,351	11%	3,456	9%	3,115	8%	
Blacks	8,360	29%	288	1%	950	3%	2,476	9%	
Hispanics	33,391	48%	8,388	12%	3,087	4%	3,013	4%	
Asian-Pac	15,582	28%	5,831	10%	9,179	16%	6,351	11%	
<b>Total</b>	<b>71,743</b>	<b>37%</b>	<b>18,858</b>	<b>10%</b>	<b>16,672</b>	<b>9%</b>	<b>14,955</b>	<b>8%</b>	
	San Jose MSA		San Diego MSA		Riverside-San Bernadino		Sacramento MSA		State Totals
	Affected Workers		Affected Workers		Affected Workers		Affected Workers		
	#	%	#	%	#	%	#	%	#
W. Women**	4,128	11%	2,774	7%	2,424	6%	1,346	3%	38,844
Blacks	343	1%	1,135	4%	1,442	5%	1,334	5%	28,706
Hispanics	4,288	6%	4,997	7%	4,951	7%	987	1%	69,107
Asian-Pac	10,366	18%	4,210	7%	979	2%	1,796	3%	56,647
<b>Total</b>	<b>19,125</b>	<b>10%</b>	<b>13,117</b>	<b>7%</b>	<b>9,797</b>	<b>5%</b>	<b>5,463</b>	<b>3%</b>	<b>193,305</b>

These eight MSAs account for 181,230 affected workers of the 193,305 affected workers in the state – or 94% of all the affected workers in the entire state. The LA-Long Beach MSA alone contributes nearly 80,000 affected workers of the 193,305 in the state – or forty one percent of all those affected by discrimination in the state.

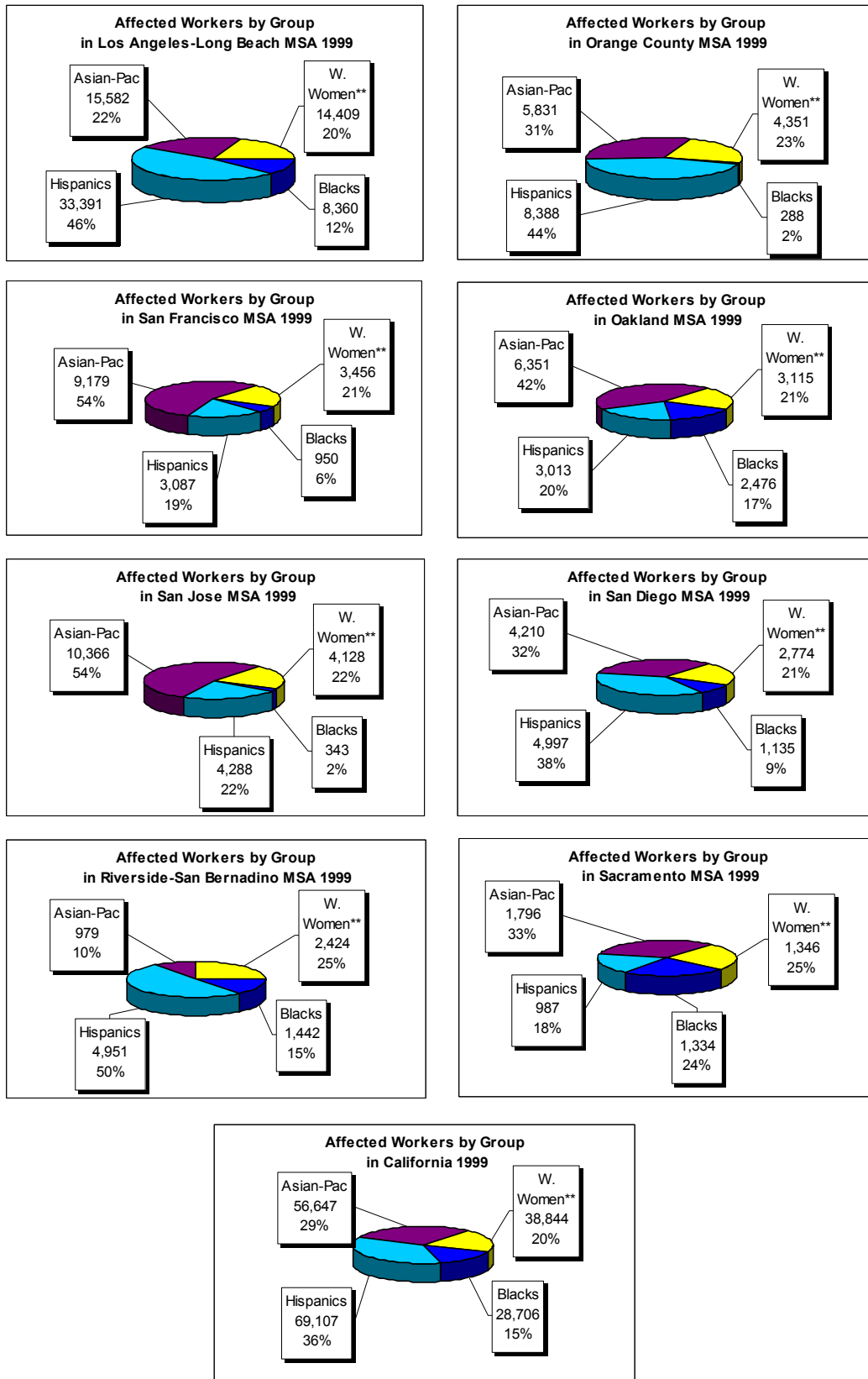
- Minorities and White Women.** Nationally White Women constitute 69% or 351,190 of females affected workers. These White Women, added to 866,265 Minority Male and Female affected workers make a total of 1,299,857 affected workers in the United States, discounting the extrapolation in Chapter 4. **California accounted for 15% of the total affected workers in the United States. LA – Long Beach alone accounted for more than 6% of the total affected workers – women and minorities. LA – Long Beach’s 80,000 alone**

accounts for more than 6% of the total affected workers – women and minorities – in the nation.

Discrimination patterns vary between MSAs within California as the charts on the next page demonstrate.

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**Table 3a. Affected Workers by Group in Large MSAs**



**D. DISCRIMINATION BY OCCUPATION**

- **Discrimination against each group occurred in each of the nine occupational categories.**

**Table 4. Occupational Discrimination in California – 1999**

DISCRIMINATION* IN OCCUPATIONS -- California -- 1999								
Occupation	WHITE WOMEN**		BLACKS		HISPANICS		ASIAN PACIFIC	
	Risk of Disc. %	Affected Workers*** #	Risk of Disc. %	Affected Workers #	Risk of Disc. %	Affected Workers #	Risk of Disc. %	Affected Workers #
O & M	16.13%	2,914	23.73%	638	20.05%	2,410	22.16%	3,112
Prof	23.86%	7,815	26.05%	2,362	18.50%	2,776	27.08%	17,467
Tech	23.51%	2,622	25.46%	1,808	20.99%	2,727	26.69%	5,022
Sales	17.77%	4,692	30.61%	6,111	25.23%	14,256	23.89%	4,848
O & C	18.25%	5,992	25.45%	6,940	19.33%	8,586	24.81%	8,618
Craft	39.15%	1,705	26.12%	834	23.08%	4,549	30.29%	1,878
Oper	38.04%	5,627	32.18%	3,186	26.89%	13,007	37.17%	6,972
Labor	29.27%	3,267	30.31%	1,832	27.06%	6,245	31.00%	1,788
Service	18.95%	4,210	34.63%	4,994	28.83%	14,551	35.97%	6,942
Any Occ	32.32%	38,844	33.80%	28,706	31.23%	69,107	36.24%	56,647
<b>TOTAL AFFECTED WHITE WOMEN, BLACKS, HISPANICS AND ASIANS =</b>								<b>193,305</b>
<b>* Discrimination at 1.65 standard deviations or more below average in industry and MSA.</b>								
<b>** 51.22% of Women are White. They are reported here. Minority Women are reported in each minority group. [See Table 9]</b>								
<b>*** Affected workers are the difference between the members of a group employed in an establishment that is 2 standard deviations or more below the average utilization of that group in the same MSA, Industry and Occupation, and the number of members who would have been employed if members had been employed at the average utilization.</b>								

- **Asian-Pacific area workers** have the highest overall risk of discrimination although they are the smallest of the minority groups in this table.



**E. DISCRIMINATION BY INDUSTRY**

- California is similar to the national pattern of industries engaged in intentional discrimination, with few exceptions. The top ten industries in terms of affected workers nationally are: Hospitals, Department Stores, Eating and Drinking Places, Computer and Data Processing, Telephone Communications, Grocery stores, Commercial banks, Motor Vehicles and Accessories, Scheduled Air Transportation, and Nursing and personal care facilities. As the following summary table shows, California varies little from the pattern.

**Table 5. Top Ten Discriminatory Industries in Number of Affected Workers - California, 1999**

<b>Blacks, Hispanics, Asians</b>	<b># Affected Workers</b>	<b># Estab.</b>	<b>White Women</b>	<b># Affected White Women Workers</b>	<b># Estab.</b>
Hospitals	17,067	504	Hospitals	2,800	188
Department Stores	13,629	811	Electronic Components & Accessories	2,206	185
Eating & Drinking Places	9,739	840	Department Stores	2,198	262
Electronic Components & Accessories	9,107	293	Computer & Data Proc. Svcs.	2,038	247
Grocery Stores	6,188	787	Eating & Drinking Places	1,919	297
Hotels & Motels	6,093	306	Grocery Stores	1,692	213
Computer & Data Proc. Svcs.	5,565	366	Health & Allied Svcs.	954	50
Nursing & Personal Care Facilities	4,834	408	Air Transport., Scheduled	952	68
Commercial Banks	4,582	264	Commercial Banks	930	86
Aircraft and Parts	3,711	121	Research & Testing Svcs.	894	49
<b>Grand Totals</b>	<b>80,515</b>	<b>4,700</b>	<b>Grand Totals</b>	<b>16,585</b>	<b>1645</b>

In addition, discrimination in motion picture production, communications, and newspapers emerges through the analysis that follows.

## **§8. BACKGROUND OF THIS STUDY**

Each year, private sector employers of more than 100 employees and government contractors of more than 50 employees are required to file a report, named EEO-1, on the race, sex, and ethnic composition of its workforce by nine occupational categories.

This study describes the extent of intentional job discrimination among private sector establishments in metropolitan areas with 50 or more employees who have filed EEO-1 reports in metropolitan statistical areas (MSA's). It includes discrimination by occupational category and by industries for which we have sufficient data. The industries are identified by the Standard Industrial Classification system, 1987 (SIC). The definitions of MSA and SIC are set forth in Part I of the National Report, and in its Appendix.<sup>2</sup>

The analysis of employer EEO-1 reports is explained in Part I of the National Report. See the National Report, Part I for a full explanation of the definitions and methodology used in this study.

This study has identified the average – mean – use of minorities or women by all establishments in the same labor market, industry and occupation. All establishments that have 20 or more employees in that industry and occupation are then compared to the mean.<sup>3</sup> Table 1 is an example of such a comparison, taken from an earlier report in the State of Washington. It graphically explains why we call this a “sore thumb” diagram.

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**Table 6. Sore Thumb Example: Percent Females Among Sales Employees Security Dealers and Brokers in the Seattle Metropolitan Area, 1997**

<b>Number of Establishments</b>	4																																							
	3																																							
	2																																							
	1			Sore thumb																																				
	0	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30	32	34	36	38	40	42	44	46	48	50														
		<b>Percent of Employees in Each Establishment</b> * 20 is the Average (Mean) due to variations in establishment sizes																																						

To determine whether the utilization of minorities or women by an establishment, such as in the above table, has occurred by chance, statisticians use a measurement device called “standard deviations.” The greater the standard deviations below the average, the less likely it is that the observed event occurred by chance. The law uses this concept to identify a pattern of intentional job discrimination. The greater the deviations, the stronger the evidence of intentional job discrimination.

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## §9. INTENTIONAL DISCRIMINATION<sup>4</sup>

“Intentional Discrimination” exists “when a complaining party demonstrates that **race, color, religion, sex or national origin was a motivating factor for any employment practice, even though other factors also motivated the practice.**”<sup>5</sup>

This means that the intent need not be the sole factor in an employment decision. It is enough to show that it was one of the motivating factors. If an employer has both a legitimate reason for its practices and also a discriminatory reason, then it is engaged in intentional discrimination under the Civil Rights Act.

The Supreme Court held in 1977 that a “pattern or practice” of intentional job discrimination exists when an employer treats some people less favorably than others as a “standard operating procedure – the regular rather than the unusual practice.”<sup>6</sup> When there is statistical evidence that an establishment is employing minorities or women in such small numbers that the pattern is unlikely to have occurred by chance, the law presumes that the discrimination is intentional.<sup>7</sup> The Supreme Court has explained that “[a statistical] imbalance is often a telltale sign of purposeful discrimination.... In many cases the only available avenue of proof is the use of racial statistics to uncover clandestine and covert discrimination...”<sup>8</sup>

Statisticians have developed concepts to determine when it is unlikely that a given result occurred by chance. In many analyses, including this study, an event qualifies as “statistically significant” if there is less than one chance in twenty (5%) that it would have occurred by chance. This probability is defined as “two standard deviations.” In some parts of this study, the value of 2.5 standard deviations is used. This value translates into one chance in 100 that the event observed occurred by chance, or a 99% certainty that it did not occur by chance. We apply these concepts to find the “sore thumbs” in each metropolitan area and in each industry and each job category.

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**Table 7. Probabilities of Discrimination and Legal Presumptions**

Standard Deviations	Probability		Described in this study as:	Legal effect
	Chance	Not chance		
1.65	1 in 10	90%	<b>At Risk</b>	Admissible if relevant; weighed with all other evidence; worker must prove that he/she was discriminated against.
2.0	1 in 20	95%	<b>Presumed</b>	Admissible; creates presumption of discrimination; employer must prove it had only legitimate non-discriminatory reasons. As the probability of result occurring by chance declines, the presumption of discrimination strengthens and raises the risk that employer will lose litigation; most such cases settle.
2.5	1 in 100	99%	<b>Clearly Visible</b>	
2.5 over 10yrs			<b>Hard Core</b>	

This study identifies four degrees of intentional job discrimination depending on the statistics in particular situations.

1. **AT RISK DISCRIMINATORS.** So far below average in an occupation that there is only a one in ten (10%) chance that the result occurred by accident (1.65 standard deviations) in 1999 plus fact specific evidence relating individual complainants to the occupation addressed by the statistics. The statistics play a supporting role. We do not know the specific facts in those situations and therefore report no “affected workers” in this category.
2. **PRESUMED DISCRIMINATORS.** So far below average in an occupation that there is only a one in twenty (5%) chance that the result occurred by accident (2 standard deviations). Intentional discrimination is presumed by law at this level, subject to the employer demonstrating that it had a legitimate non-discriminatory reason and overcoming the presumption of discrimination. Number of affected workers is identified.
3. **CLEARLY VISIBLE DISCRIMINATORS.** So far below average in an occupation that there is only a one in one hundred (1%) chance that the result occurred by accident (2.5 standard deviations) in 1999. Number of affected workers is identified.
4. **HARD CORE DISCRIMINATORS.** These establishments demonstrate a severe statistical case of discrimination that has existed over a long period of time. They are so far below average in an occupation that there is only a one in one hundred chance that the result occurred by accident (2.5 standard deviations) in 1999 and either 1998 or 1997, and at least one year between 1991 and 1996, and not above average between 1991 to 1996. Included are

establishments that are more than 2.5 standard deviations below the mean and have been so for longer than ten years.

### **§10. THE SIGNIFICANCE OF THE EEO-1 LABOR FORCE**

Table 8 describes the **Total Population** eighteen years and older of the state in the categories of Male, Female, White, Black, Hispanic, Asian and Native American.<sup>9</sup> It also describes the **EEO-1 Population** of the state, being all workers employed by establishments that file EEO-1 reports for this state, including those outside any MSA. Finally, it describes the **EEO-1 Labor Force**, all employees of establishments located in metropolitan areas (MSA's) with 50 or more employees that file EEO-1 reports for this state.

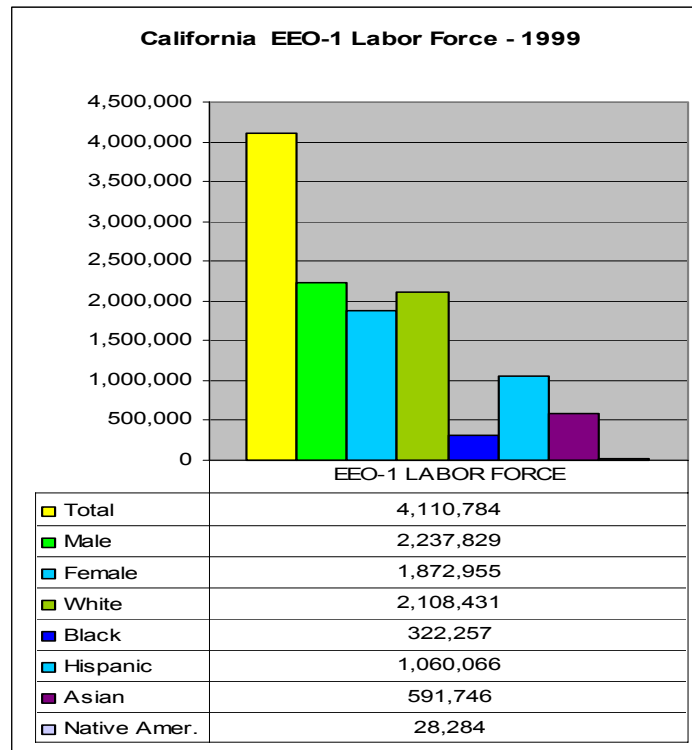
The EEO-1 Population and Labor Force are based only on the actual numbers reported by establishments. Thus the state study does not include from 20 to 30% of establishments that were obligated to, but failed to file such reports.<sup>10</sup> Readers may assume, with caution, that the statistics reported here reflect from 70% to 80% of the intentional visible job discrimination in this state.

*[See next page.]*

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**Table 8. California Adult Population, EEO-1 Population and Labor Force by Sex, Race, and Hispanic Origin – 1999**

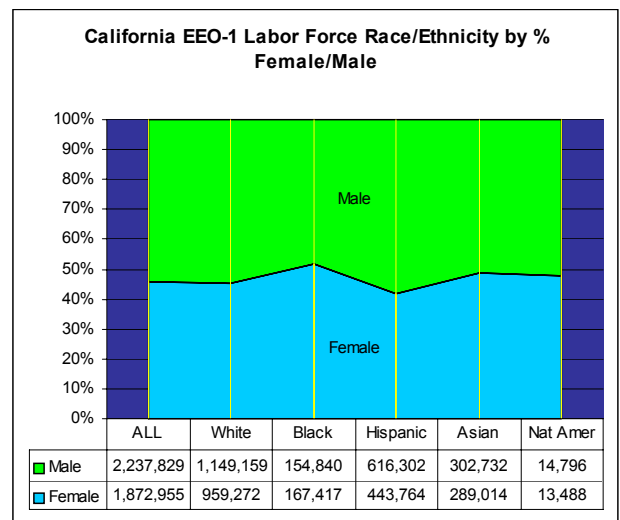
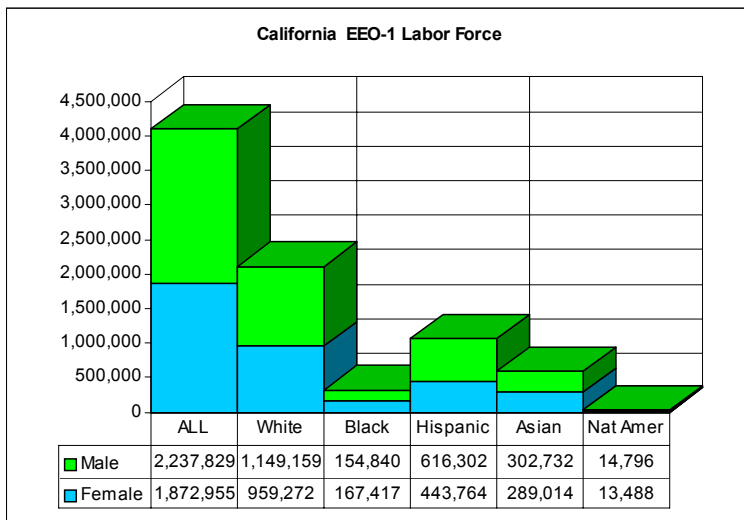
California	TOTAL POPULATION 18 AND OVER*		EEO-1 POPULATION		EEO-1 LABOR FORCE	
<b>Total</b>	24,621,819		4,175,337		4,110,784	
<b>Male</b>	12,130,354		2,271,774	54.41%	2,237,829	54.44%
<b>Female</b>	12,491,465		1,903,563	45.59%	1,872,955	45.56%
	#	% of Total	#	% of Total	#	% of Total
<b>White</b>	15,406,430	62.57%	2,153,233	51.57%	2,108,431	51.29%
<b>Black</b>	1,572,569	6.39%	323,946	7.76%	322,257	7.84%
<b>Hispanic</b>	6,915,731	28.09%	1,073,838	25.72%	1,060,066	25.79%
<b>Asian</b>	2,821,631	11.46%	595,090	14.25%	591,746	14.39%
<b>Native Amer.</b>	226,960	0.92%	29,230	0.70%	28,284	0.69%
<b>Comments</b>	* Census treats Hispanics as of any race, so totals may exceed 100%		EEO-1 Population includes employees working both inside and outside of MSAs and for employers of any size workforce.		EEO-1 Labor Force includes employees working inside an MSA for an employer of 50 or more employees.	
<b>Employed Labor Force</b>	Total Employed Labor Force: <b>15,722,000</b>		EEO-1 Population: <b>26.56%</b> of the employed labor force		EEO-1 Labor Force: <b>98.45%</b> of the EEO-1 Population, and <b>26.15%</b> of the total employed labor force.	



**Table 9. The California EEO-1 Labor Force by sub categories of race, sex, and ethnicity: Showing proportions of minorities in each gender, and proportions of each gender among minorities**

California EEO-1 LABOR FORCE MALE/FEMALE					
	Total	Female	Male	Percentages	
				Female	Male
<b>ALL</b>	4,110,784	1,872,955	2,237,829	45.56%	54.44%
<b>White</b>	2,108,431	959,272	1,149,159	45.50%	54.50%
<b>Black</b>	322,257	167,417	154,840	51.95%	48.05%
<b>Hispanic</b>	1,060,066	443,764	616,302	41.86%	58.14%
<b>Asian</b>	591,746	289,014	302,732	48.84%	51.16%
<b>Nat Amer</b>	28,284	13,488	14,796	47.69%	52.31%

This table provides an overall assessment of the proportion of women and men in each racial/ethnic category.  
 For example, Asians who are Female: 48.84%  
 A chart below shows that 15.4% of Females are Asian.



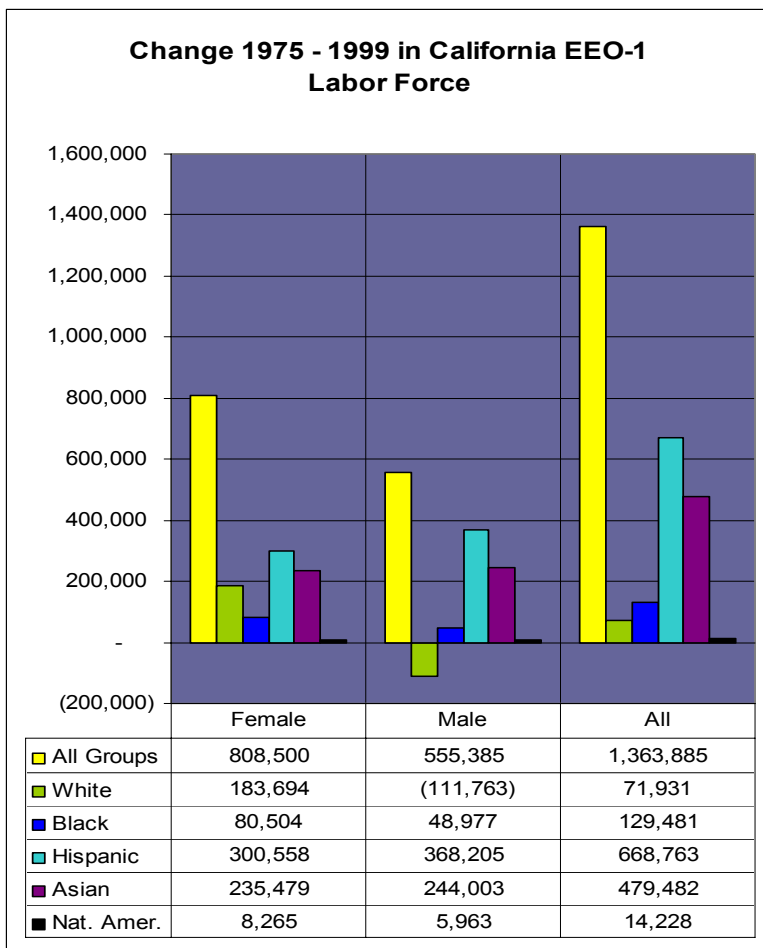
## §11. THE EFFECT OF CHANGE -- 1975 TO 1999

The EEO-1 Labor Force consists of employees of employers who have filed EEO-1 forms and (a) are located in metropolitan areas and (b) have 50 or more employees. This labor force has changed dramatically in the years between 1975 and 1999.



**Table 10. California EEO-1 Labor Force in 1975 and 1999**

California Employment in MSAs in Establishments over size 50								
	Number				%	Percent of Total		
	Female	Male	All			Female	Male	All
<b>1975</b>								
<b>All Groups</b>	1,064,455	1,682,444	2,746,899		38.75%	100.00%	100.00%	100.00%
<b>White</b>	775,578	1,260,922	2,036,500		38.08%	72.86%	74.95%	74.14%
<b>Black</b>	86,913	105,863	192,776		45.08%	8.17%	6.29%	7.02%
<b>Hispanic</b>	143,206	248,097	391,303		36.60%	13.45%	14.75%	14.25%
<b>Asian</b>	53,535	58,729	112,264		47.69%	5.03%	3.49%	4.09%
<b>Nat. Amer.</b>	5,223	8,833	14,056		37.16%	0.49%	0.53%	0.51%
<b>1999</b>								
<b>All Groups</b>	1,872,955	2,237,829	4,110,784		45.56%	100.00%	100.00%	100.00%
<b>White</b>	959,272	1,149,159	2,108,431		45.50%	51.22%	51.35%	51.29%
<b>Black</b>	167,417	154,840	322,257		51.95%	8.94%	6.92%	7.84%
<b>Hispanic</b>	443,764	616,302	1,060,066		41.86%	23.69%	27.54%	25.79%
<b>Asian</b>	289,014	302,732	591,746		48.84%	15.43%	13.53%	14.39%
<b>Nat. Amer.</b>	13,488	14,796	28,284		47.69%	0.72%	0.66%	0.69%

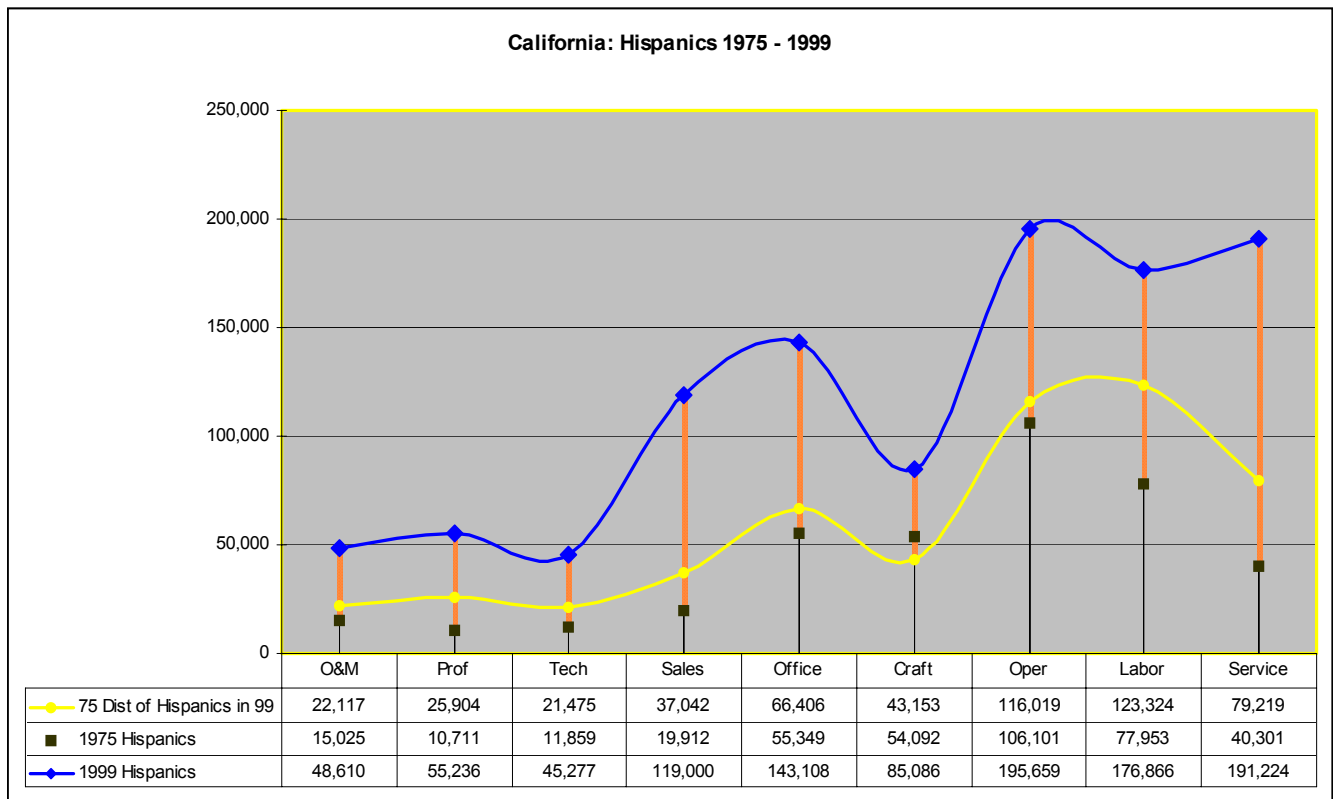
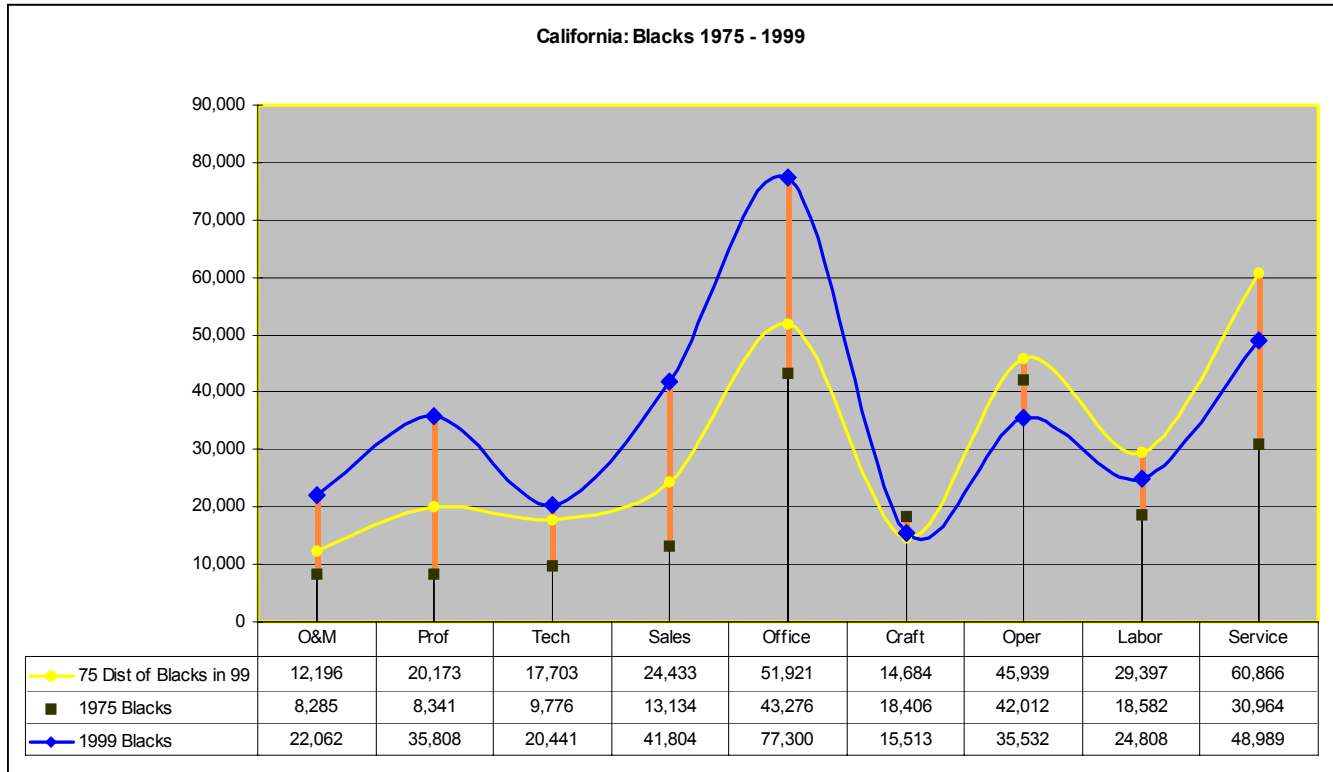


The increase in proportions of Women, Black, Hispanic and Asian employees is also evident in the adjoining chart showing the same data as above with emphasis on the changes between '75 and '99.

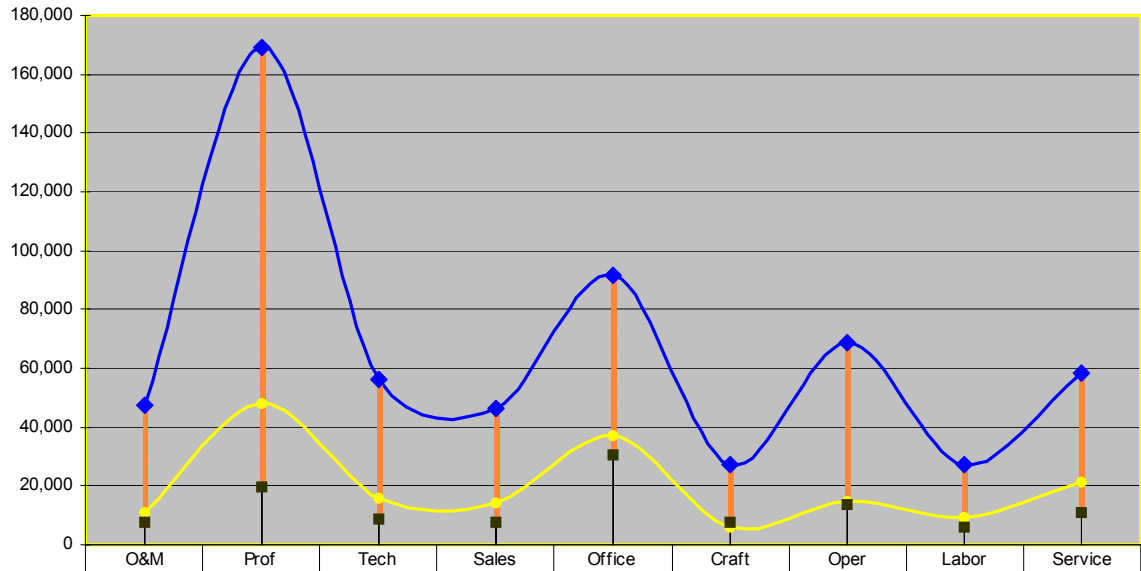
**A. RACE/ETHNICITY**

The following charts show the rising tide of employment among Blacks, Hispanics, Asian and Native American workers from 1975 to 1999, often exceeding in 1999 (the blue line) the distribution that would have been expected had the distribution of jobs continued in the same proportions as in 1975 (the yellow line).

**Table 10a. The Rising Tide:  
Black, Hispanic, Asian-Pacific Origin, and Native American Workers**

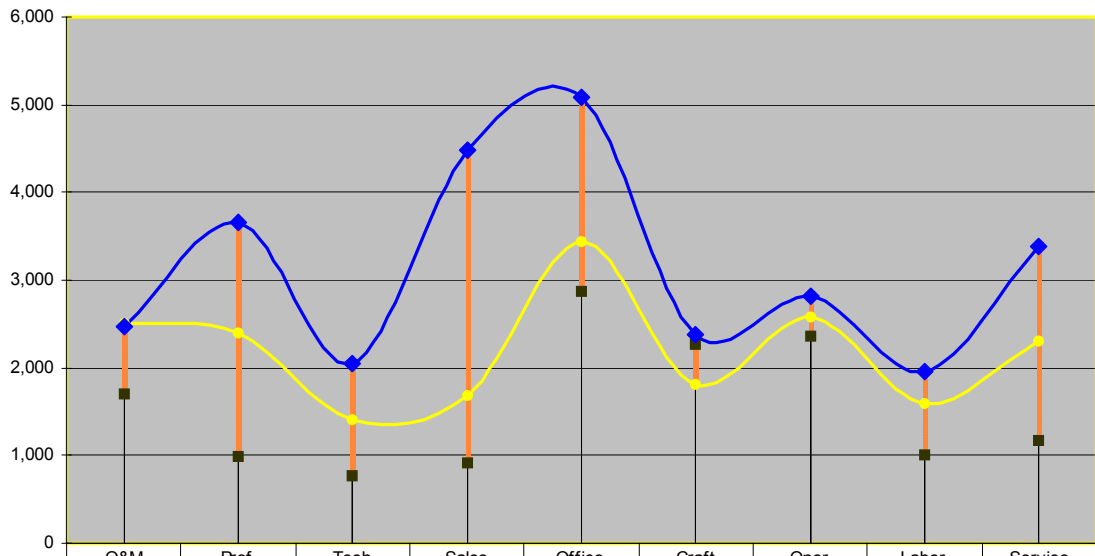


California: Asians 1975 - 1999



	O&M	Prof	Tech	Sales	Office	Craft	Oper	Labor	Service
75 Dist of Asians in 99	11,054	47,792	15,586	14,445	36,902	6,091	14,667	9,415	21,357
1975 Asians	7,509	19,761	8,607	7,765	30,758	7,635	13,413	5,951	10,865
1999 Asians	47,399	168,888	56,163	46,411	91,745	27,070	68,657	27,112	58,301

California: Native Americans 1975 - 1999

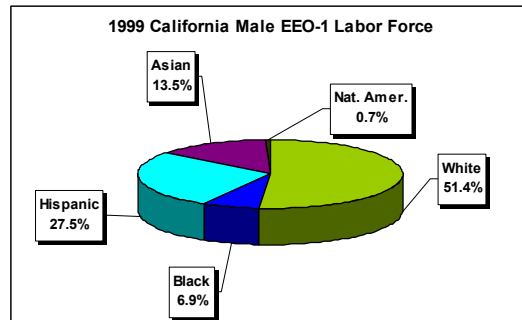
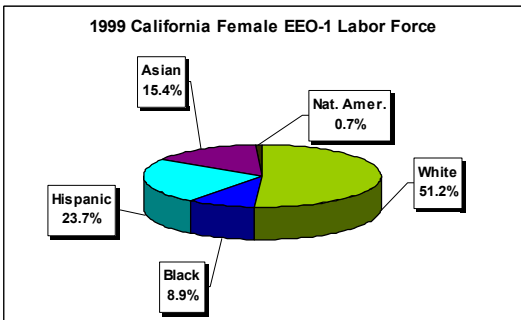
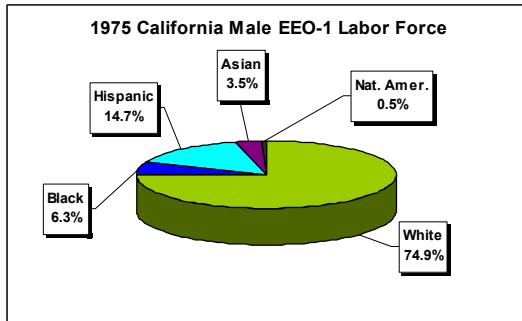
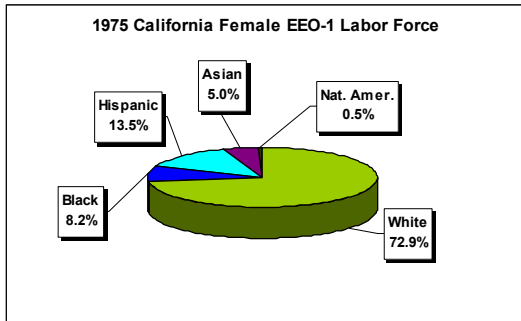
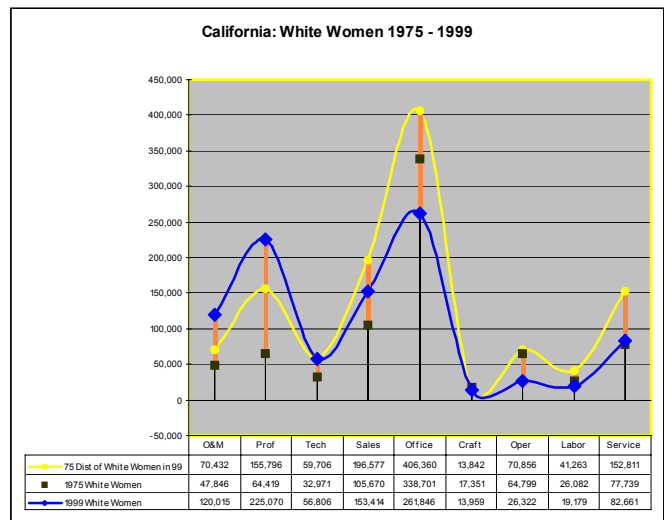
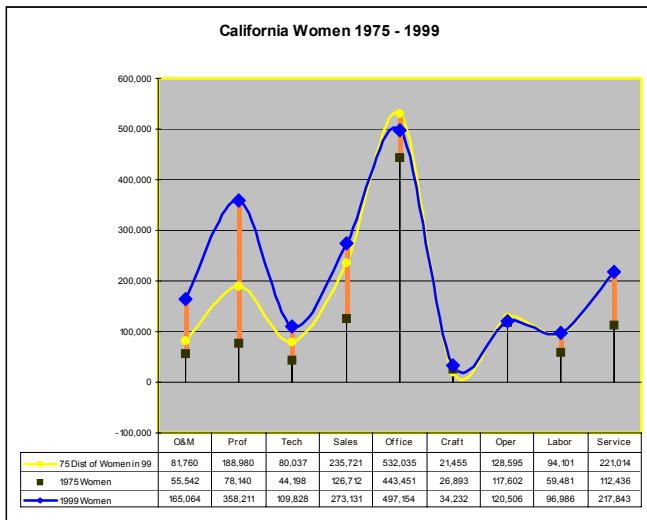


	O&M	Prof	Tech	Sales	Office	Craft	Oper	Labor	Service
75 Dist of Nat. Amer. in 99	2,502	2,392	1,407	1,685	3,439	1,813	2,581	1,599	2,310
1975 Native Americans	1,700	989	777	906	2,866	2,272	2,360	1,011	1,175
1999 Native Americans	2,464	3,662	2,046	4,475	5,093	2,383	2,808	1,965	3,388

**B. GENDER AND RACE/ETHNICITY**

In California, changes in proportions of White Women in the workforce mirrored changes both for Women and for Whites. The lines on the following two “rising tides” charts show the effects of change for all Women and for White Women. The following four pie charts show that the proportion of White Women to all women was about the same as the proportion of White Men to all Men both in 1975 and in 1999, although the proportion of Whites (both male and female) to other groups changed over that period of time.

**Table 10b. Effect of change on Women, White Women, Minority Women and Men.**



This study examines how employers have addressed the emerging reality described above: that the number and proportion of qualified minority and female workers has been increasing. Many employers changed exclusionary practices and informally included more minorities and women. Others adopted more formal affirmative action programs. During this period, many reduced their use of pro forma screening devices such as written tests. They increased reliance on subjective judgments of supervisors that may harbor discrimination.<sup>11</sup> The discriminatory character of these judgments may become visible only when a pattern of similar activity is observed—often when the employer is compared to similar establishments. When the comparison yields a significant disparity, the Supreme Court has concluded that there is “substantial reason, based upon the statistical manifestations of the net effects of the employer’s practices, to believe that the employer has violated Title VII on a continuing basis.”<sup>12</sup>

Using this principle we have evaluated establishments in each industry and each metropolitan statistical area for which we have data. This enables us to identify those that are so far below the average utilization of minorities and women in particular occupations that the law presumes that intentional discrimination has taken place.<sup>13</sup>

## **§12. INTENTIONAL DISCRIMINATION IN NINE OCCUPATIONAL CATEGORIES AGAINST WOMEN AND MINORITIES, AND AGAINST BLACKS, HISPANICS AND ASIANS**

The following table describes the probability that a worker will face discrimination in seeking an employment opportunity in one of the nine occupational categories reported in form EEO-1.<sup>14</sup> They are: O& M = Official & Managers, Prof = Professionals, Tech = Technical workers, Sales = Sales workers, O & C = Office and Clerical, Craft = Craft workers-skilled, Oper = Operatives - semi skilled, Labor = Laborers - unskilled, Service = Service workers.

The likelihood of discrimination is found under the heading “**All Discriminating Establishments**” in bold face. This percentage represents the probability that a person with the race, sex, or ethnic characteristic listed will face intentional job discrimination when seeking an employment opportunity in any of the nine occupational categories. That opportunity may consist of obtaining employment, or of any condition or privilege of employment once obtained, including promotion, pay, training, transfer, discipline, layoff and discharge. This

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is the burden imposed on every member of each group because of his or her identification with that group when seeking an employment opportunity.

The last four columns in the table examine the extent of “Hard Core” discrimination as defined above and in Part I of the National Report. These establishments are so far below average in an occupation that there is less than one in one hundred chances that the result occurred by accident (2.5 standard deviations) in 1999 and either 1998 or 1997, and in at least one year between 1991 and 1996, and was never above average between 1991 and 1996. This category includes establishments that are 2.5 standard deviations or more below the average, and have been so for ten years or longer. It also includes establishments where the discrimination far exceeds 2.5 standard deviations. Hard Core establishments are a sub-set of discriminating establishments.

“Hard Core” establishments impose 45% of the burden of discrimination on minorities, more than 37% of the burden on Blacks, more than 40% of the burden on Hispanics, and more than 37% of the burden on Asian-Pacific workers. 36% percent of the burden on women flows from “Hard Core” establishments.

**Table 11. California Discriminators by Sex, Race/Ethnicity, Occupation & Hard Core**

*[See next page.]*

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Occupational Discrimination in California								
Group	Occupation	All Discriminators			Hard Core Discriminators			
		Establishments		Affected Workers	Establishments		Affected Workers	
		#	%	#	#	%	#	% of all Affected Workers
<b>Female</b>	O & M	587	16%	5,690	95	3%	1,841	32.36%
	Prof	922	24%	15,259	157	4%	5,359	35.12%
	Tech	390	24%	5,119	75	5%	1,780	34.78%
	Sales	876	18%	9,161	174	4%	3,259	35.57%
	O & C	799	18%	11,698	131	3%	3,586	30.65%
	Craft	348	39%	3,328	84	9%	1,300	39.07%
	Oper	821	38%	10,986	267	12%	5,066	46.11%
	Labor	427	29%	6,379	104	7%	2,490	39.03%
	Service	572	19%	8,221	134	4%	3,006	36.57%
	Any Occ	4,500	32%	75,843	1,062	8%	27,688	36.51%
<b>Minority</b>	O & M	732	20%	6,803	102	3%	2,093	30.77%
	Prof	990	26%	20,748	217	6%	9,740	46.94%
	Tech	465	26%	7,792	119	7%	3,334	42.79%
	Sales	1,380	28%	20,811	453	9%	11,254	54.08%
	O & C	1,074	24%	16,522	257	6%	6,703	40.57%
	Craft	391	24%	5,380	109	7%	2,601	48.36%
	Oper	647	24%	10,759	195	7%	4,604	42.79%
	Labor	339	23%	4,616	71	5%	1,431	31.00%
	Service	895	30%	15,596	308	10%	7,297	46.79%
	Any Occ	4,948	34%	109,026	1,441	10%	49,058	45.00%
<b>Black</b>	O & M	145	24%	638	10	2%	108	16.88%
	Prof	230	26%	2,362	40	5%	1,064	45.02%
	Tech	192	25%	1,808	41	5%	768	42.45%
	Sales	746	31%	6,111	161	7%	2,706	44.28%
	O & C	666	25%	6,940	115	4%	2,472	35.62%
	Craft	122	26%	834	19	4%	258	30.94%
	Oper	373	32%	3,186	61	5%	1,074	33.71%
	Labor	214	30%	1,832	20	3%	392	21.39%
	Service	571	35%	4,994	107	6%	2,041	40.86%
	Any Occ	2,608	34%	28,706	478	6%	10,882	37.91%
<b>Hispanic</b>	O & M	335	20%	2,410	33	2%	641	26.59%
	Prof	323	18%	2,776	35	2%	790	28.46%
	Tech	305	21%	2,727	29	2%	627	22.98%
	Sales	1,128	25%	14,256	275	6%	6,547	45.92%
	O & C	783	19%	8,586	128	3%	3,177	37.00%
	Craft	372	23%	4,549	86	5%	1,958	43.03%
	Oper	741	27%	13,007	204	7%	5,892	45.30%
	Labor	433	27%	6,245	73	5%	1,852	29.66%
	Service	860	29%	14,551	272	9%	6,426	44.16%
	Any Occ	4,124	31%	69,107	976	7%	27,909	40.38%
<b>Asian</b>	O & M	456	22%	3,112	34	2%	563	18.09%
	Prof	930	27%	17,467	200	6%	8,000	45.80%
	Tech	411	27%	5,022	85	6%	1,868	37.20%
	Sales	645	24%	4,848	69	3%	1,085	22.37%
	O & C	811	25%	8,618	124	4%	3,016	34.99%
	Craft	242	30%	1,878	37	5%	679	36.17%
	Oper	555	37%	6,972	133	9%	2,776	39.82%
	Labor	168	31%	1,788	19	4%	487	27.25%
	Service	631	36%	6,942	152	9%	2,852	41.09%
	Any Occ	3,582	36%	56,647	676	7%	21,326	37.65%

### **§13. INTENTIONAL DISCRIMINATION BY INDUSTRIES IN METROPOLITAN AREAS AMONG ESTABLISHMENTS WITH FIFTY OR MORE EMPLOYEES<sup>15</sup>**

These tables describe intentional job discrimination in each industry in a metropolitan statistical area for Minorities, Women and each group included among minorities. The Metropolitan Areas are ranked by the number of affected workers, which is normally related to the number of employees and establishments in the area. The industries are described at the three digit SIC level. Each industry has a possibility of discriminating in each of the occupations for which it has sufficient employees for a comparison. The average which is the benchmark against which each establishment is measured is the average employment in the industry of each group of minorities and women for each occupational category. The percentage of discriminating establishments may exceed 50% of all the reporting establishments.

**Discrimination** is defined as 1.65 standard deviations or more below the average utilization in the same MSA, SIC and Occupational Category. **Comparisons** are between establishments in same MSA and SIC and Occupational Category. **Affected Workers** represents the difference between the actual utilization by a discriminating establishment that is at least two standard deviations below the average and the utilization that would exist if the discriminating establishment employed at the average in the same MSA, SIC and occupational category. Each table is arranged by the number of affected workers. The industries are titled so that the SIC numbers, which appear in the Appendix to the National Report, can be consulted.

The percent and number of comparisons are helpful in assessing this data. The number of comparisons informs as to the amount of data available in a particular industry. The percentage of discrimination found under the heading “**Comparisons With Discrimination, %**” (in bold face) represents the probability that a person with the listed race, sex, or ethnic characteristics will face intentional job discrimination when seeking an employment opportunity in that industry and Metropolitan Statistical Area in any occupation. This is the burden imposed on every member of each group because of his or her identification with that group when seeking an employment opportunity. That opportunity may consist of obtaining employment, or of any condition or privilege of employment once obtained.

The **Discriminating Establishments** section of the table includes the number of establishments that appear to discriminate. It also contains the

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percentage that that number is of all reporting establishments in that industry and MSA. The percentage probability of discrimination may be smaller than percentage of discriminating establishments because each discriminating establishment is counted once, regardless of the number of comparisons in that establishment showing discrimination. This may result where, for example, there are three establishments in an industry. Each has three comparisons, only one of which showed discrimination. All three establishments would all be counted as discriminators (100% of all the establishments), but the percentage of comparisons would only be 33%. The probability of discrimination is based on those categories where discrimination is found, but each establishment is listed as a discriminator.

These tables are presented for Women, Minorities, Blacks, Hispanics and Asians, and Native Americans where available. More information on each group may be found in corresponding chapters of the National Report. In MSAs with many occupations the highest 10 percent of comparisons showing discrimination are indicated by a red number on yellow background and the lowest 10 percent by a brown number on yellow background.

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**Table 12. Discrimination against Women by MSA & Industry in California**

CALIFORNIA  MSA	DISCRIMINATION V. WOMEN  SIC	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		# Comps	%Comps		#Est.	% Est.
LOS ANGELES- LONG BEACH	Hospitals	109	20%	2,157	74	59%
	Eating & Drinking Places	111	26%	1,446	109	28%
	Grocery Stores	81	14%	1,176	56	12%
	Department Stores	77	20%	1,028	66	33%
	Air Transportation, Scheduled	49	32%	985	28	53%
	Health & Allied Svcs	25	25%	856	18	50%
	Aircraft & Parts	56	29%	796	31	54%
	Electronic Components & Acc.	39	25%	741	27	55%
	Research & Testing Svcs	27	38%	714	19	61%
	Commercial Banks	37	17%	647	28	29%
	Motion Picture Prod. & Svcs	41	30%	625	22	48%
	Telephone Communication	24	26%	556	23	44%
	Misc.Plastics Products	28	39%	552	22	59%
	Computer, Data Processing Svcs	56	29%	547	46	45%
	Hotels & Motels	36	17%	442	25	27%
	Nursing, Personal Care Facilities	14	11%	417	10	11%
	Misc. Food & Kindred Products	28	41%	356	15	50%
	Engineering, Architectural Svcs	29	31%	352	20	41%
	Groceries & Related Products	25	28%	327	21	43%
	Misc. Shopping Goods Stores	23	25%	323	21	30%
	Communication Svcs	30	43%	318	25	56%
	Fire, Marine, Casualty Insurance	19	15%	311	16	25%
	Electric Svcs	22	34%	311	18	55%
	Medical Instruments & Supplies	22	31%	309	11	58%
	Communications Equip.	13	23%	284	11	55%
	Drugs	13	21%	279	6	40%
	Medical Service & Health Ins	13	19%	277	9	33%
	Automotive Rentals, No Drivers	24	35%	255	16	55%
	Machinery, Equip., & Supplies	23	38%	254	16	64%
	Electric Lighting & Wiring Equip.	14	28%	254	8	50%
	Life Insurance	13	26%	251	9	43%
	Prof. & Commercial Equip	21	23%	245	19	51%
	Legal Svcs	22	15%	232	20	28%
	Toys & Sporting Goods	12	50%	227	6	75%
	Motor Vehs. & Equip.	12	24%	226	8	50%
	Misc. Converted Paper Products	19	40%	206	16	73%
	Commercial Printing	28	31%	204	14	54%
	Newspapers	18	20%	200	11	37%
	Security Brokers & Dealers	19	18%	195	16	27%
	Electrical Goods	16	27%	194	9	47%
Public Warehousing & Storage	15	50%	189	13	59%	
Mailing, Reproduction, Steno.	10	36%	169	9	64%	
Offices, Clinics of Medical Doctors	13	19%	166	8	32%	

CALIFORNIA	DISCRIMINATION V. WOMEN	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	SIC		# Comps	%Comps
	Trucking, Courier Service, Ex. Air	24	38%	160	21	55%
	Household Furniture	15	35%	159	13	59%
	Dairy Products	16	44%	158	9	60%
	Radio, TV, & Computer Stores	21	25%	155	20	35%
	Beverages	21	48%	154	14	82%
	Computer, Office Equip.	17	25%	153	11	44%
	Accounting, Auditing, Bookkeeping	10	21%	150	9	39%
	Misc. General Mdse. Stores	14	16%	150	10	38%
	Household Audio & Video Equip	11	31%	147	8	53%
	Women's & Misses' Outerwear	13	25%	142	7	44%
	Apparel, Piece Goods, & Notions	9	35%	138	7	54%
	General Industrial Machinery	13	34%	136	9	64%
	Misc. Electrical Equip & Supplies	7	21%	132	5	45%
	School Buses	6	38%	125	6	38%
	Motor Vehs., Parts, & Supplies	10	32%	124	8	67%
	Measuring & Controlling Devices	7	15%	124	5	29%
	Medical & Dental Laboratories	5	28%	121	3	50%
	Beer, Wine, Distilled Beverages	11	41%	119	8	80%
	Nonstore Retailers	7	37%	118	5	63%
	Electrical Work	14	54%	117	8	89%
	Petroleum Refining	10	37%	115	5	63%
	Bakery Products	11	32%	110	6	43%
	Mortgage Bankers & Brokers	10	18%	109	6	35%
	Search & Navigation Equip.	10	24%	107	6	46%
	Real Estate Agents, Managers	13	31%	107	9	45%
	Radio & TV Broadcasting	11	12%	105	9	26%
	Soap, Cleaners, & Toilet Goods	13	33%	103	9	69%
	Local & Suburban Transportation	5	28%	100	5	33%
	Insurance Agents, Brokers, Svc	7	10%	95	7	17%
	Paper & Paper Products	16	35%	94	11	55%
	Electrical Industrial Apparatus	7	23%	92	5	42%
	Preserved Fruits & Vegetables	6	27%	89	3	27%
	Misc. Fabricated Metal Products	15	29%	86	11	46%
	Cable & Other Pay TV Svcs	10	14%	84	8	27%
	Social Svcs	7	32%	82	5	42%
	Cutlery, Handtools, & Hardware	8	44%	79	6	75%
	Guided Missiles, Space Veh, Parts	10	34%	79	5	63%
	Residential Care	5	19%	77	5	25%
	Family Clothing Stores	6	16%	77	6	19%
	Screw Machine Prods, Bolts, Etc.	7	29%	73	6	67%
	Hardware, Plumb & Heating Equip	12	35%	72	9	60%
	Ornamental Shrub, Tree Svcs	7	28%	69	7	28%
	Civic & Social Associations	7	15%	68	5	19%
	Misc. Fabricated Textile Products	4	18%	68	3	25%
	Variety Stores	5	28%	68	4	44%

CALIFORNIA	DISCRIMINATION V. WOMEN	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	SIC		# Comps	%Comps
	Title Insurance	6	18%	65	5	33%
	Freight Transport Arrangement	4	16%	65	4	24%
	Savings Institutions	7	27%	63	6	55%
	New & Used Car Dealers	6	11%	61	6	19%
	Nonferrous Foundries (castings)	7	44%	61	7	64%
	Business Credit Institutions	6	20%	60	6	43%
	Plumbing & Heating, except Elect	5	28%	60	4	67%
	Drug Stores, Proprietary Stores	7	13%	55	7	14%
	Airports, Flying Fields, & Srvc	2	15%	53	2	22%
	Paperboard Containers & Boxes	13	48%	51	9	56%
	Misc.Publishing	6	19%	50	5	33%
	Refrigeration & Service Machinery	8	50%	49	5	56%
	Job Training & Related Srvc	3	25%	49	3	38%
	Chemicals & Allied Products	6	35%	46	6	60%
	Metal Forgings & Stampings	6	46%	44	6	60%
	Pulp Mills	7	50%	43	6	55%
	Metal Srvc	5	36%	42	3	38%
	Passenger Transport Arrangement	3	21%	42	2	25%
	Lumber, Other Building Materials	3	7%	42	3	7%
	Furniture, Homefurnishings Stores	5	20%	41	4	25%
	Metalworking Machinery	5	29%	40	4	36%
	Nonresidential Bldg Construction	7	32%	39	5	42%
	Individual & Family Srvc	8	24%	39	4	29%
	Special Industry Machinery	6	25%	37	4	50%
	Drugs, Proprietaries, & Sundries	2	14%	36	2	29%
	Periodicals	2	10%	35	2	22%
	Prod, Orchestras, Entertainers	3	30%	32	3	60%
	Commercial Sports	3	21%	32	3	60%
	Industrial Machinery	2	15%	31	2	33%
	Nonferrous Rolling & Drawing	5	38%	31	4	67%
	Fabricated Structural Metal Prods	3	27%	31	2	22%
	Credit Unions	2	15%	25	1	14%
	Misc.Chemical Products	5	42%	25	3	50%
	Books	5	31%	21	4	57%
	Home Health Care Srvc	3	21%	19	3	33%
	Carpets & Rugs	1	9%	19	1	25%
	Lumber, Construction Materials	3	21%	18	2	29%
	Automotive Repair Shops	3	27%	18	3	60%
	Retail Stores	2	18%	17	2	18%
	Misc. Apparel & Accessory Stores	2	10%	12	2	10%
	Automotive Dealers	5	11%	10	5	20%
	Paints & Allied Products	3	21%	9	2	33%
	Metals & Minerals excpt Petroleum	1	10%	5	1	13%
	SICs with <10 comparisons	79	30%	918	72	33%
<b>LOS ANGELES -LONG BEACH TOTAL</b>		<b>2,074</b>	<b>24%</b>	<b>28,133</b>	<b>1,557</b>	<b>36%</b>

CALIFORNIA	DISCRIMINATION V. WOMEN	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	SIC		# Comps	%Comps
<b>ORANGE COUNTY</b>	Electronic Components & Acc.	47	<b>27%</b>	791	29	49%
	Eating & Drinking Places	54	<b>26%</b>	630	52	28%
	Department Stores	33	<b>21%</b>	549	29	34%
	Computer, Data Processing Svcs	36	<b>27%</b>	487	29	43%
	Misc.Plastics Products	23	<b>29%</b>	485	17	57%
	Medical Instruments & Supplies	22	<b>21%</b>	407	15	52%
	Telephone Communication	18	<b>26%</b>	316	13	41%
	Aircraft & Parts	33	<b>29%</b>	277	19	63%
	Measuring & Controlling Devices	19	<b>23%</b>	245	13	62%
	Grocery Stores	20	<b>9%</b>	235	14	8%
	Hospitals	26	<b>17%</b>	232	20	65%
	Prof. & Commercial Equip	19	<b>29%</b>	204	15	56%
	Computer, Office Equip.	25	<b>20%</b>	202	19	51%
	Medical & Dental Laboratories	4	<b>29%</b>	146	2	50%
	Fire, Marine, Casualty Insurance	11	<b>14%</b>	143	11	34%
	Hotels & Motels	10	<b>13%</b>	141	9	23%
	Drugs	11	<b>25%</b>	134	6	46%
	Real Estate Agents, Managers	14	<b>27%</b>	133	10	43%
	Electrical Goods	11	<b>31%</b>	129	8	50%
	Engineering, Architectural Svcs	16	<b>25%</b>	125	16	46%
	Title Insurance	10	<b>28%</b>	116	8	44%
	Misc. Shopping Goods Stores	10	<b>33%</b>	110	10	33%
	Accounting, Auditing, Bookkeeping	6	<b>18%</b>	106	5	28%
	Nursing, Personal Care Facilities	9	<b>12%</b>	98	8	20%
	Mortgage Bankers & Brokers	9	<b>20%</b>	94	7	37%
	Medical Service & Health Ins	6	<b>21%</b>	94	5	45%
	Offices, Clinics of Medical Doctors	4	<b>17%</b>	89	4	36%
	Screw Machine Prods, Bolts, Etc.	4	<b>21%</b>	86	4	50%
	Motor Vehs., Parts, & Supplies	10	<b>25%</b>	85	8	62%
	General Industrial Machinery	7	<b>28%</b>	84	5	63%
	Groceries & Related Products	6	<b>38%</b>	80	5	45%
	Communication Svcs	6	<b>25%</b>	65	4	27%
	Residential Care	6	<b>50%</b>	60	6	60%
	Lumber, Other Building Materials	4	<b>18%</b>	54	4	18%
	Health & Allied Svcs	4	<b>20%</b>	52	4	40%
	Motor Vehs. & Equip.	5	<b>38%</b>	48	4	67%
	Communications Equip.	5	<b>17%</b>	48	4	44%
	Electric Svcs	5	<b>31%</b>	45	5	56%
	Legal Svcs	4	<b>13%</b>	41	3	19%
	Radio, TV, & Computer Stores	7	<b>21%</b>	40	7	28%
	Trucking, Courier Service, Ex. Air	6	<b>30%</b>	39	6	50%
	New & Used Car Dealers	3	<b>13%</b>	37	2	14%
	Misc.Publishing	3	<b>14%</b>	34	2	17%
	Machinery, Equip., & Supplies	3	<b>25%</b>	34	3	43%

CALIFORNIA	DISCRIMINATION V. WOMEN	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	SIC		# Comps	%Comps
	Variety Stores	3	30%	29	3	43%
	Commercial Banks	9	21%	23	8	38%
	Paper & Paper Products	2	17%	23	1	20%
	Metalworking Machinery	1	10%	20	1	14%
	Paperboard Containers & Boxes	2	13%	19	1	17%
	Business Credit Institutions	3	30%	19	3	43%
	Beverages	5	28%	17	5	50%
	Air Transportation, Scheduled	2	11%	16	2	14%
	Security Brokers & Dealers	3	13%	12	3	21%
	Automotive Dealers	1	5%	8	1	7%
	Cable & Other Pay TV Svcs	2	18%	6	1	33%
	Residential Building Construction	1	6%	5	1	14%
	Misc. General Mdse. Stores	1	4%	0	1	11%
	Drug Stores, Proprietary Stores	1	9%	0	1	9%
	Insurance Agents, Brokers, Srvc	4	12%	0	4	25%
	Newspapers	2	14%	0	1	17%
	SICs with <10 comparisons	57	30%	648	53	35%
<b>ORANGE COUNTY</b>	<b>TOTAL</b>	<b>693</b>	<b>22%</b>	<b>8,495</b>	<b>559</b>	<b>34%</b>
<b>SAN JOSE</b>	Electronic Components & Acc	115	28%	1,910	79	60%
	Computer, Data Processing Svcs	84	25%	1,045	62	46%
	Computer, Office Equip.	41	26%	776	30	58%
	Measuring & Controlling Devices	33	31%	444	19	59%
	Prof. & Commercial Equipt	24	26%	429	16	44%
	Communications Equip.	32	22%	427	20	43%
	Department Stores	20	20%	368	16	34%
	Hospitals	9	15%	335	5	36%
	Eating & Drinking Places	22	20%	275	21	21%
	Medical Instruments & Supplies	20	24%	217	11	50%
	Research & Testing Svcs	11	17%	205	8	25%
	Electrical Goods	16	24%	162	11	39%
	Grocery Stores	15	13%	146	14	15%
	Drugs	9	25%	127	6	60%
	Telephone Communication	10	21%	99	8	36%
	Offices, Clinics of Medical Doctors	8	20%	99	7	50%
	Engineering, Architectural Svcs	10	31%	82	7	44%
	Nursing, Personal Care Facilities	7	13%	58	4	13%
	Radio, TV, & Computer Stores	9	45%	55	9	56%
	Commercial Banks	4	14%	46	3	21%
	Accounting, Auditing, Bookkeeping	3	16%	45	3	33%
	Hotels & Motels	5	13%	44	5	23%
	Air Transportation, Scheduled	4	15%	43	4	25%
	Communication Svcs	8	30%	41	7	39%
	Guided Missiles, Space Veh, Parts	4	29%	41	4	80%
	Furniture, Homefurnishings Stores	4	40%	41	3	43%

CALIFORNIA	DISCRIMINATION V. WOMEN	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	SIC		# Comps	%Comps
	Legal Svcs	7	21%	40	6	43%
	Misc.Plastics Products	4	25%	36	3	50%
	Security Brokers & Dealers	3	17%	31	3	25%
	Misc. Shopping Goods Stores	3	20%	29	3	20%
	Misc. Elect Equip. & Supplies	3	12%	24	3	38%
	New & Used Car Dealers	3	17%	23	3	33%
	Health & Allied Svcs	2	15%	22	2	33%
	Trucking, Courier Service, Ex. Air	4	31%	21	4	50%
	Electrical Work	3	30%	14	3	50%
	Fire, Marine, Casualty Insurance	1	8%	11	1	14%
	Drug Stores, Proprietary Stores	1	4%	8	1	4%
	Nonferrous Rolling & Drawing	3	27%	4	2	33%
	Misc. General Mdse. Stores	1	5%	4	1	14%
	SICs with <10 comparisons	23	19%	236	21	23%
<b>SAN JOSE TOTAL</b>		<b>588</b>	<b>23%</b>	<b>8,060</b>	<b>438</b>	<b>37%</b>
<b>SAN FRANCISCO</b>	Computer, Data Processing Svcs	54	21%	785	42	36%
	Hospitals	30	25%	623	17	65%
	Air Transportation, Scheduled	25	38%	528	16	59%
	Commercial Banks	18	14%	356	15	29%
	Hotels & Motels	19	13%	346	16	28%
	Security Brokers & Dealers	24	24%	328	22	52%
	Eating & Drinking Places	21	27%	325	20	31%
	Department Stores	15	17%	287	11	30%
	Misc. Apparel & Accessory Stores	11	20%	261	8	38%
	Research & Testing Svcs	9	20%	249	5	29%
	Trucking, Courier Service, Ex. Air	8	42%	193	6	55%
	Legal Svcs	23	21%	179	21	44%
	Offices, Clinics of Medical Doctors	4	17%	178	3	38%
	Accounting, Auditing, Bookkeeping	6	21%	176	4	33%
	Grocery Stores	11	12%	163	10	14%
	Health & Allied Svcs	10	43%	148	8	73%
	Engineering, Architectural Svcs	12	31%	126	12	52%
	Prof. & Commercial Equip	5	14%	112	5	36%
	Electronic Components & Acc	7	28%	98	4	50%
	Nonresid. Building Construction	11	41%	94	10	83%
	Combination Utility Svcs	5	24%	70	3	43%
	Misc. Shopping Goods Stores	6	27%	67	6	27%
	Fire, Marine, Casualty Insurance	5	10%	66	5	22%
	Communication Svcs	8	26%	64	7	37%
	Telephone Communication	6	22%	50	5	38%
	Holding Offices	7	44%	47	5	83%
	Medical Service & Health Ins	4	36%	47	4	80%
	Insurance Agents, Brokers, Srvc	5	14%	41	5	26%
	Business Credit Institutions	4	24%	39	3	50%



CALIFORNIA	DISCRIMINATION V. WOMEN	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	SIC		# Comps	%Comps
	Nursing, Personal Care Facilities	4	10%	35	3	12%
	Misc.Publishing	3	15%	33	2	20%
	Radio, TV, & Computer Stores	4	17%	32	4	22%
	Periodicals	3	14%	29	1	11%
	Real Estate Agents, Managers	4	24%	28	4	57%
	Drug Stores, Proprietary Stores	4	15%	26	4	15%
	Museums & Art Galleries	3	21%	25	3	75%
	Newspapers	3	13%	25	3	38%
	Freight Transport Arrangement	2	11%	24	2	14%
	Life Insurance	3	18%	24	1	11%
	Medical Instruments & Supplies	3	25%	23	1	25%
	Electrical Goods	3	27%	22	2	40%
	Family Clothing Stores	3	25%	21	3	25%
	Misc. General Mdse. Stores	3	13%	20	3	38%
	Automotive Rentals, No Drivers	3	14%	18	3	23%
	Books	3	17%	11	2	29%
	Radio & TV Broadcasting	1	4%	9	1	11%
	New & Used Car Dealers	1	9%	9	1	20%
	Drugs	1	5%	0	1	17%
	SICs with <10 comparisons	32	25%	291	28	27%
<b>SAN FRANCISCO</b>	<b>TOTAL</b>	<b>459</b>	<b>21%</b>	<b>6,748</b>	<b>370</b>	<b>34%</b>
<b>OAKLAND</b>	Commercial Banks	23	20%	573	18	38%
	Computer, Data Processing Svcs	40	26%	430	30	43%
	Health & Allied Svcs	7	16%	396	3	19%
	Department Stores	25	20%	383	22	34%
	Offices, Clinics of Medical Doctors	11	24%	358	9	56%
	Communication Svcs	16	32%	306	14	44%
	Telephone Communication	20	37%	283	18	60%
	Grocery Stores	21	10%	278	18	13%
	Electronic Components & Acc	20	24%	269	15	54%
	Hospitals	15	16%	257	11	46%
	Computer, Office Equip.	16	27%	201	9	50%
	Air Transportation, Scheduled	8	33%	176	7	44%
	Measuring & Controlling Devices	19	32%	172	12	63%
	Eating & Drinking Places	15	19%	151	15	19%
	Research & Testing Svcs	6	26%	118	4	40%
	Engineering, Architectural Svcs	11	22%	108	9	33%
	Misc. Shopping Goods Stores	8	27%	107	8	36%
	Groceries & Related Products	8	25%	103	6	40%
	Prof. & Commercial Equip	12	24%	94	10	48%
	Crude Petroleum & Natural Gas	3	27%	91	3	75%
	Trucking, Courier Service, Ex. Air	11	55%	86	9	53%
	Bakery Products	5	33%	76	3	43%
	Nursing, Personal Care Facilities	8	15%	66	7	23%



CALIFORNIA	DISCRIMINATION V. WOMEN	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	SIC		# Comps	%Comps
	Preserved Fruits & Vegetables	7	50%	64	4	67%
	Misc.Plastics Products	6	33%	64	5	45%
	Medical Instruments & Supplies	7	19%	57	4	40%
	Fire, Marine, Casualty Insurance	4	13%	53	4	24%
	Fabricated Structural Metal Prods	5	36%	52	5	63%
	Misc. General Mdse. Stores	7	21%	51	5	45%
	Public Warehousing & Storage	5	45%	40	4	50%
	Radio, TV, & Computer Stores	6	23%	38	6	30%
	Beverages	4	29%	36	3	43%
	Hotels & Motels	4	13%	35	4	24%
	Communications Equip.	2	12%	34	2	29%
	Family Clothing Stores	2	14%	29	2	14%
	Commercial Printing	3	21%	28	3	43%
	Medical Service & Health Ins	4	16%	24	4	40%
	Lumber, Other Building Materials	1	9%	15	1	9%
	Petroleum Refining	3	17%	15	2	50%
	Drug Stores, Proprietary Stores	4	13%	14	4	13%
	Accounting, Auditing, Bookkeeping	3	27%	11	3	38%
	Drugs	1	4%	10	1	10%
	Cable & Other Pay TV Srvc	1	9%	8	1	11%
	Title Insurance	1	8%	7	1	9%
	Security Brokers & Dealers	1	8%	7	1	14%
	Paper & Paper Products	1	8%	7	1	14%
	Combination Utility Srvc	2	8%	5	2	20%
	Freight Transport Arrangement	2	20%	5	2	50%
	SICs with <10 comparisons	35	22%	292	31	23%
<b>OAKLAND TOTAL</b>		<b>449</b>	<b>21%</b>	<b>6,082</b>	<b>365</b>	<b>32%</b>
<b>SAN DIEGO</b>	Research & Testing Srvc	22	26%	461	13	42%
	Hospitals	25	23%	442	17	59%
	Eating & Drinking Places	26	15%	390	26	17%
	Department Stores	29	20%	369	28	32%
	Hotels & Motels	17	11%	308	12	22%
	Communication Srvc	11	42%	253	10	59%
	Offices, Clinics of Medical Doctors	12	17%	212	9	35%
	Health & Allied Srvc	8	17%	211	7	33%
	Electronic Components & Acc	22	24%	211	16	47%
	Communications Equip.	12	17%	208	9	45%
	Drugs	13	20%	166	10	36%
	Computer, Data Processing Srvc	21	22%	153	18	39%
	Aircraft & Parts	11	32%	129	5	42%
	Medical Instruments & Supplies	8	22%	99	3	27%
	Nursing, Personal Care Facilities	9	16%	93	9	26%
	Medical & Dental Laboratories	5	22%	92	4	67%
	Computer, Office Equip.	10	22%	92	9	69%

CALIFORNIA	DISCRIMINATION V. WOMEN	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	SIC		# Comps	%Comps
	Grocery Stores	16	10%	83	16	11%
	Commercial Banks	10	17%	78	8	28%
	Fire, Marine, Casualty Insurance	12	35%	74	10	59%
	Title Insurance	5	24%	70	4	44%
	Trucking, Courier Service, Ex. Air	3	21%	70	3	38%
	Prof. & Commercial Equip	6	24%	59	5	45%
	Misc. Shopping Goods Stores	7	27%	59	7	35%
	Commercial Printing	5	31%	56	5	50%
	Lumber, Other Building Materials	5	25%	50	5	26%
	Civic & Social Associations	3	17%	47	3	23%
	Security Brokers & Dealers	3	13%	46	3	20%
	Radio & TV Broadcasting	7	23%	44	3	30%
	Telephone Communication	7	32%	42	5	42%
	Mortgage Bankers & Brokers	5	24%	42	4	44%
	Air Transport., Scheduled	7	28%	41	5	36%
	Measuring & Controlling Devices	5	14%	37	5	36%
	Automotive Rentals, No Drivers	5	31%	36	4	44%
	Engineering, Architectural Svcs	6	14%	33	6	22%
	New & Used Car Dealers	4	16%	30	3	21%
	Groceries & Related Products	3	16%	30	3	27%
	Automotive Dealers	8	30%	27	7	47%
	Job Training & Related Svcs	4	40%	24	3	50%
	Toys & Sporting Goods	3	27%	22	3	38%
	Accounting, Auditing, Bookkeeping	2	17%	17	2	29%
	Radio, TV, & Computer Stores	3	19%	16	3	20%
	Drug Stores, Proprietary Stores	2	13%	15	2	13%
	Search & Navigation Equip.	3	13%	15	3	27%
	Insurance Agents, Brokers, Srvc	2	20%	15	2	29%
	Misc. Elect Equip. & Supplies	4	19%	14	3	43%
	Residential Care	1	9%	13	1	11%
	Household Audio & Video Equip	3	30%	12	1	25%
	Electrical Goods	4	21%	10	4	36%
	Misc. General Mdse. Stores	4	9%	9	4	33%
	Legal Svcs	2	8%	0	2	15%
	SICs with <10 comparisons	34	21%	292	32	25%
<b>SAN DIEGO</b>	<b>TOTAL</b>	<b>464</b>	<b>19%</b>	<b>5,417</b>	<b>384</b>	<b>29%</b>
<b>RIVERSIDE-SAN BERNADINO</b>	Grocery Stores	34	13%	617	23	11%
	Hospitals	13	12%	542	7	29%
	Department Stores	36	19%	438	28	25%
	Misc. Plastics Products	19	39%	305	12	43%
	Trucking, Courier Service, Ex. Air	25	56%	285	16	73%
	Eating & Drinking Places	16	15%	184	16	15%
	Health & Allied Svcs	9	32%	177	8	47%
	Hotels & Motels	10	18%	171	7	27%

CALIFORNIA	DISCRIMINATION V. WOMEN	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	SIC		# Comps	%Comps
	Nursing, Personal Care Facilities	8	17%	137	5	17%
	Electric Svcs	8	62%	131	7	88%
	Groceries & Related Products	7	54%	117	6	67%
	Electronic Components & Acc	10	33%	113	6	43%
	Public Warehousing & Storage	12	46%	106	10	56%
	Motor Vehs., Parts, & Supplies	12	46%	104	7	64%
	Misc. Food & Kindred Products	5	31%	78	4	80%
	Medical Instruments & Supplies	9	28%	77	5	56%
	Prof. & Commercial Equip	3	21%	74	2	33%
	Misc. Fabricated Metal Products	4	33%	72	4	44%
	Fire, Marine, Casualty Insurance	3	18%	60	3	25%
	Telephone Communication	8	33%	59	8	42%
	Commercial Banks	2	8%	55	2	15%
	Air Transportation, Scheduled	4	31%	48	4	40%
	Motor Vehs. & Equip.	4	20%	47	3	38%
	Misc. General Mdse. Stores	7	20%	46	5	45%
	Misc. Shopping Goods Stores	3	25%	46	3	25%
	Offices, Clinics of Medical Doctors	6	29%	44	5	56%
	Residential Care	3	21%	33	2	17%
	Fabricated Structural Metal Prods	3	27%	30	3	30%
	Beverages	5	45%	29	3	50%
	Newspapers	2	5%	26	1	13%
	Lumber, Other Building Materials	2	9%	22	2	9%
	Communication Svcs	4	36%	20	3	50%
	Title Insurance	2	14%	18	2	22%
	Automotive Dealers	3	27%	11	2	29%
	Radio, TV, & Computer Stores	2	10%	8	2	14%
	New & Used Car Dealers	1	8%	0	1	20%
	SICs with <10 comparisons	43	30%	400	40	33%
<b>RIVERSIDE-SAN BERNADINO</b>	<b>TOTAL</b>	<b>347</b>	<b>22%</b>	<b>4,732</b>	<b>267</b>	<b>27%</b>
<b>SACRAMENTO</b>	Computer, Data Processing Svcs	25	34%	505	15	50%
	Offices, Clinics of Medical Doctors	11	22%	265	7	44%
	Hospitals	12	19%	225	8	53%
	Telephone Communication	13	27%	197	11	55%
	Grocery Stores	27	14%	197	22	22%
	Department Stores	17	18%	167	15	31%
	Medical Service & Health Ins	6	21%	154	5	33%
	Communication Svcs	10	38%	138	9	64%
	Eating & Drinking Places	9	14%	100	9	15%
	Trucking, Courier Service, Ex. Air	8	40%	83	5	50%
	Electronic Components & Acc	9	33%	71	3	60%
	Nursing, Personal Care Facilities	7	16%	54	4	13%
	Fire, Marine, Casualty Insurance	3	7%	47	3	14%

CALIFORNIA	DISCRIMINATION V. WOMEN	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	SIC		# Comps	%Comps
	Commercial Banks	4	17%	38	4	31%
	Engineering, Architectural Svcs	4	15%	31	3	23%
	Mortgage Bankers & Brokers	3	18%	29	3	38%
	Air Transportation, Scheduled	2	20%	22	2	29%
	Variety Stores	2	17%	20	2	33%
	Radio, TV, & Computer Stores	2	20%	16	2	20%
	Radio & TV Broadcasting	2	7%	10	2	20%
	Lumber, Other Building Materials	1	7%	7	1	7%
	Misc. General Mdse. Stores	1	6%	0	1	25%
	Hotels & Motels	1	6%	0	1	8%
	SICs with <10 comparisons	24	16%	251	23	19%
<b>SACRAMENTO</b>	<b>TOTAL</b>	<b>203</b>	<b>18%</b>	<b>2,627</b>	<b>160</b>	<b>26%</b>
<b>FRESNO</b>	Preserved Fruits & Vegetables	11	44%	333	6	55%
	Hospitals	9	23%	236	5	50%
	Meat Products	9	53%	174	5	100%
	Department Stores	5	12%	77	5	18%
	Groceries & Related Products	6	60%	68	5	63%
	Grocery Stores	6	15%	63	6	17%
	Offices, Clinics of Medical Doctors	6	43%	59	5	83%
	Eating & Drinking Places	7	18%	34	7	18%
	Nursing, Personal Care Facilities	4	15%	11	4	18%
	SICs with <10 comparisons	22	22%	155	20	23%
<b>FRESNO TOTAL</b>		<b>85</b>	<b>24%</b>	<b>1,210</b>	<b>68</b>	<b>27%</b>
<b>VENTURA</b>	Department Stores	11	29%	128	10	38%
	Electronic Components & Acc	10	24%	104	6	50%
	Medical Service & Health Ins	5	19%	88	4	50%
	Telephone Communication	7	35%	74	6	60%
	Eating & Drinking Places	6	19%	57	6	19%
	Grocery Stores	4	9%	43	4	9%
	Computer, Data Processing Svcs	3	27%	22	3	50%
	Computer, Office Equip.	2	13%	17	1	25%
	Engineering, Architectural Svcs	2	18%	9	2	20%
	Hospitals	2	7%	8	2	29%
	SICs with <10 comparisons	18	22%	131	18	27%
<b>VENTURA TOTAL</b>		<b>70</b>	<b>20%</b>	<b>681</b>	<b>62</b>	<b>27%</b>
<b>BAKERSFIELD</b>	Crop Svcs	8	35%	148	4	67%
	Hospitals	7	21%	74	5	50%
	Department Stores	5	24%	62	5	24%
	Grocery Stores	3	9%	28	3	9%
	Nursing, Personal Care Facilities	1	7%	21	1	9%
	Offices, Clinics of Medical Doctors	1	9%	15	1	20%

CALIFORNIA	DISCRIMINATION V. WOMEN	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	SIC		# Comps	%Comps
	New & Used Car Dealers	1	8%	8	1	20%
	Eating & Drinking Places	1	10%	0	1	10%
	Crude Petroleum & Natural Gas	0	0%	0	0	0%
	SICs with <10 comparisons	10	22%	79	10	29%
<b>BAKERSFIELD</b>	<b>TOTAL</b>	<b>37</b>	<b>17%</b>	<b>435</b>	<b>31</b>	<b>22%</b>
<b>STOCKTON-LODI</b>	Groceries & Related Products	15	56%	190	9	82%
	Department Stores	4	11%	76	4	17%
	Hospitals	2	8%	50	2	22%
	Preserved Fruits & Vegetables	5	21%	37	4	50%
	Nursing, Personal Care Facilities	2	12%	20	2	14%
	Eating & Drinking Places	1	7%	15	1	7%
	Grocery Stores	1	3%	5	1	5%
	SICs with <10 comparisons	12	30%	102	12	38%
<b>STOCKTON-LODI</b>	<b>TOTAL</b>	<b>42</b>	<b>20%</b>	<b>496</b>	<b>35</b>	<b>26%</b>
<b>SANTA ROSA</b>	Department Stores	6	32%	102	5	38%
	Offices, Clinics of Medical Doctors	2	17%	39	2	40%
	Hospitals	4	22%	32	3	60%
	Grocery Stores	5	14%	30	5	18%
	Nursing, Personal Care Facilities	3	19%	22	3	27%
	Beverages	2	18%	18	2	29%
	Communications Equip.	2	18%	8	2	29%
	Eating & Drinking Places	1	7%	0	1	7%
	SICs with <10 comparisons	9	19%	102	9	21%
<b>SANTA ROSA</b>	<b>TOTAL</b>	<b>34</b>	<b>18%</b>	<b>354</b>	<b>32</b>	<b>24%</b>
<b>VALLEJO-NAPA</b>	Grocery Stores	5	11%	107	4	14%
	Beverages	8	28%	83	6	50%
	Department Stores	4	20%	45	4	25%
	Hospitals	4	16%	45	4	50%
	Eating & Drinking Places	4	27%	44	4	27%
	Nursing, Personal Care Facilities	2	20%	21	2	20%
	Newspapers	1	10%	9	1	20%
	SICs with <10 comparisons	4	16%	37	4	16%
<b>VALLEJO-NAPA</b>	<b>TOTAL</b>	<b>32</b>	<b>18%</b>	<b>392</b>	<b>29</b>	<b>24%</b>
<b>MODESTO</b>	Preserved Fruits & Vegetables	18	39%	322	12	100%
	Hospitals	3	14%	50	2	40%
	Department Stores	4	19%	42	3	21%
	Eating & Drinking Places	3	25%	23	3	25%
	Grocery Stores	1	4%	19	1	6%
	Beverages	3	25%	13	3	75%
	Nursing, Personal Care Facilities	2	15%	7	2	20%

CALIFORNIA	DISCRIMINATION V. WOMEN	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	SIC		# Comps	%Comps
	SICs with <10 comparisons	6	26%	31	6	33%
<b>MODESTO</b>	<b>TOTAL</b>	<b>40</b>	<b>23%</b>	<b>506</b>	<b>32</b>	<b>34%</b>
<b>SANTA BARBARA LOMPOC</b>	Hospitals	6	27%	93	2	40%
	Hotels & Motels	7	33%	85	5	45%
	Medical Instruments & Supplies	5	19%	56	4	57%
	Department Stores	2	11%	56	2	13%
	Grocery Stores	3	13%	32	3	13%
	Eating & Drinking Places	2	15%	17	2	15%
	Nursing, Personal Care Facilities	1	8%	13	1	11%
	Computer, Data Processing Svcs	3	30%	6	2	33%
	SICs with <10 comparisons	1	4%	15	1	4%
<b>SANTA BARBARA-LOMPOC TOTAL</b>		<b>30</b>	<b>18%</b>	<b>373</b>	<b>22</b>	<b>19%</b>
<b>SALINAS</b>	Vegetables & Melons	3	18%	144	1	14%
	Department Stores	4	25%	61	4	31%
	Eating & Drinking Places	4	21%	56	4	21%
	Hotels & Motels	6	21%	51	4	33%
	Grocery Stores	3	14%	20	3	14%
	SICs with <10 comparisons	9	31%	139	9	33%
<b>SALINAS TOTAL</b>		<b>29</b>	<b>22%</b>	<b>471</b>	<b>25</b>	<b>25%</b>
<b>CHICO PARADISE</b>	Hospitals	3	20%	61	2	67%
	Department Stores	3	30%	36	3	30%
	Grocery Stores	1	6%	0	1	9%
	SICs with <10 comparisons	4	18%	61	4	20%
<b>CHICO-PARADISE TOTAL</b>		<b>11</b>	<b>17%</b>	<b>158</b>	<b>10</b>	<b>23%</b>
<b>SAN LUIS OBISPO</b>	Hospitals	1	7%	6	1	25%
	Grocery Stores	1	5%	0	1	6%
	SICs with <10 comparisons	6	29%	39	6	29%
<b>SAN LUIS OBISPO TOTAL</b>		<b>8</b>	<b>14%</b>	<b>46</b>	<b>8</b>	<b>19%</b>
<b>SANTA CRUZ</b>	Grocery Stores	3	21%	20	3	21%
	SICs with <10 comparisons	9	22%	81	8	21%
<b>SANTA CRUZ TOTAL</b>		<b>12</b>	<b>22%</b>	<b>101</b>	<b>11</b>	<b>21%</b>
<b>REDDING</b>	Grocery Stores	1	8%	7	1	10%
	Hospitals	1	8%	0	1	33%
	SICs with <10 comparisons	5	25%	45	5	25%
<b>REDDING TOTAL</b>		<b>7</b>	<b>16%</b>	<b>52</b>	<b>7</b>	<b>21%</b>

CALIFORNIA	DISCRIMINATION V. WOMEN	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	SIC		# Comps	%Comps
<b>VISALIA-TULARE</b>	Department Stores	2	12%	18	2	14%
	Grocery Stores	1	10%	0	1	10%
	SICs with <10 comparisons	5	36%	24	5	36%
<b>VISALIA-TULARE</b>	<b>TOTAL</b>	<b>8</b>	<b>20%</b>	<b>42</b>	<b>8</b>	<b>21%</b>
<b>YOLO</b>	Grocery Stores	3	20%	33	3	25%
	SICs with <10 comparisons	7	37%	48	7	39%
<b>YOLO TOTAL</b>		<b>10</b>	<b>29%</b>	<b>80</b>	<b>10</b>	<b>33%</b>
<b>MERCED</b>	SICs with <10 comparisons	4	13%	86	4	14%
<b>MERCED TOTAL</b>		<b>4</b>	<b>13%</b>	<b>86</b>	<b>4</b>	<b>14%</b>
<b>YUBA CITY</b>	SICs with <10 comparisons	6	32%	65	6	32%
<b>YUBA CITY TOTAL</b>		<b>6</b>	<b>32%</b>	<b>65</b>	<b>6</b>	<b>32%</b>
<b>CALIFORNIA</b>	<b>TOTAL</b>	<b>5,742</b>	<b>22%</b>	<b>75,843</b>	<b>4,500</b>	<b>32%</b>

**Table 13. Discrimination against Minorities by MSA & Industry in California**

CALIFORNIA	DISCRIMINATION V. MINORITIES	Comparisons with Discrimination		Affected Workers	Discriminating Establishments			
		MSA	SIC		# Comps	%Comps	#Est.	% Est.
LOS ANGELES- LONG BEACH	Hospitals			174	32%	5,847	60	48%
	Department Stores			104	27%	2,824	69	35%
	Eating & Drinking Places			156	36%	2,753	151	39%
	Grocery Stores			181	31%	2,432	160	34%
	Aircraft & Parts			41	19%	1,919	13	22%
	Air Transportation, Scheduled			48	31%	1,246	24	45%
	Commercial Banks			74	34%	983	43	45%
	Health & Allied Svcs			32	32%	899	21	58%
	Hotels & Motels			38	18%	861	22	23%
	Groceries & Related Products			38	30%	683	20	38%
	Trucking & Courier Svcs, Ex. Air			16	14%	672	13	22%
	Electronic Components & Acc.			29	19%	670	13	27%
	Misc.Shopping Goods Stores			36	37%	604	28	38%
	Household Audio & Video Equip.			9	23%	569	2	13%
	Computer & Data Processing Svcs			44	23%	567	32	31%
	Motion Picture Prod. & Svcs			38	28%	521	22	48%
	Telephone Communication			24	26%	499	17	33%
	Offices & Clinics Of Medical Doctors			24	35%	499	11	44%
	Research & Testing Svcs			24	34%	487	14	45%
	Communication Svcs			18	25%	479	15	33%
	Lumber & Other Building Materials			16	29%	424	16	36%
	Life Insurance			21	42%	417	10	48%
	Mortgage Bankers & Brokers			10	18%	412	4	24%
	Newspapers			36	38%	406	16	53%
	Medical Service & Health Insurance			18	26%	397	11	41%
	Communications Equip.			15	26%	380	10	50%
	Cable & Other Pay TV Svcs			29	33%	377	15	50%
	Fire, Marine, & Casualty Insurance			24	19%	350	19	30%
	Guided Missiles, Space Vehs., Parts			9	27%	346	3	38%
	Beverages			11	20%	333	7	39%
	Automotive Rentals, No Drivers			24	33%	330	14	48%
	Nursing & Personal Care Facilities			31	24%	314	25	26%
	Electrical Goods			14	24%	308	7	37%
	Misc. General Mdse. Stores			20	22%	303	8	31%
	Legal Svcs			22	15%	297	17	24%
	Engineering & Architectural Svcs			16	17%	294	12	24%
	Misc.Plastics Products			10	12%	291	6	15%
	Radio & TV Broadcasting			23	25%	264	12	35%
	Family Clothing Stores			8	22%	261	7	23%
	Prof. & Commercial Equip.			23	23%	253	18	47%
Motor Vehs. & Equip.			17	27%	239	8	47%	
Commercial Printing			25	27%	238	12	46%	
Misc. Food & Kindred Products			12	23%	236	7	28%	



CALIFORNIA	DISCRIMINATION V. MINORITIES	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	SIC		# Comps	%Comps
	Radio, TV, & Computer Stores	23	28%	230	19	33%
	New & Used Car Dealers	27	19%	228	19	38%
	Machinery, Equip., & Supplies	19	26%	220	10	40%
	Medical Instruments & Supplies	16	23%	200	9	47%
	Automotive Dealers	21	22%	191	15	47%
	Motor Vehs., Parts, & Supplies	6	19%	184	5	42%
	Civic & Social Associations	9	19%	182	9	33%
	Computer & Office Equip.	20	28%	181	15	60%
	Individual & Family Srvc	10	30%	173	5	36%
	Drugs	11	17%	171	7	47%
	Drug Stores & Proprietary Stores	17	31%	167	16	32%
	Accounting, Auditing, & Bookkeeping	9	19%	166	8	35%
	Insurance Agents, Brokers, & Service	19	26%	163	16	39%
	Beer, Wine, & Distilled Beverages	7	26%	149	5	50%
	Misc. Publishing	12	34%	147	4	27%
	Gas Production & Distribution	4	33%	146	2	67%
	Electrical Work	10	29%	143	5	50%
	School Buses	6	38%	143	6	38%
	Public Warehousing & Storage	9	21%	138	6	24%
	Medical & Dental Laboratories	6	33%	136	2	33%
	Electric Srvc	13	17%	135	9	26%
	Search & Navigation Equip.	7	16%	133	3	23%
	Security Brokers & Dealers	19	18%	129	14	24%
	Ornamental shrub & tree Srvc	6	24%	124	6	24%
	Railroads	5	50%	122	3	60%
	Title Insurance	9	27%	119	7	47%
	Mailing, Reproduction., Steno.	9	32%	115	6	43%
	Apparel, Piece Goods, & Notions	6	29%	113	4	33%
	Petroleum Refining	5	15%	108	2	20%
	Paperboard Containers & Boxes	4	9%	102	3	14%
	Real Estate Agents & Managers	11	28%	102	7	35%
	Passenger Transportation Arrangement	6	43%	101	3	38%
	Dairy Products	6	15%	100	4	27%
	Toys & Sporting Goods	4	25%	99	2	33%
	Bakery Products	6	15%	99	3	21%
	Plumbing, Heating, Air-conditioning	9	41%	95	5	36%
	Women's & Misses' Outerwear	10	29%	94	7	47%
	Freight Transportation Arrangement	9	26%	92	9	45%
	Heavy Construction, except Highway	10	42%	89	4	33%
	Drugs, Proprietaries, & Sundries	5	36%	88	3	43%
	Job Training & Related Srvc	5	42%	86	5	63%
	Nonresidential Building Construction	12	33%	82	9	56%
	Misc. Fabricated Metal Products	8	15%	81	6	25%
	Social Srvc	7	32%	77	5	42%

CALIFORNIA	DISCRIMINATION V. MINORITIES	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	SIC		# Comps	%Comps
	Refrigeration & Service Machinery	3	15%	69	3	30%
	Business Credit Institutions	8	27%	66	7	50%
	Misc. Converted Paper Products	11	23%	66	5	23%
	General Industrial Machinery	6	15%	63	4	27%
	Measuring & Controlling Devices	4	8%	62	1	6%
	Screw Machine Products, Bolts, Etc.	7	25%	59	4	44%
	Trucking Terminal Facilities	6	43%	59	5	56%
	Residential Care	5	19%	58	5	25%
	Industrial Machinery	6	24%	56	4	44%
	Concrete, Gypsum, & Plaster Prods.	6	35%	55	3	23%
	Local & Suburban Transportation	5	28%	54	5	33%
	Electric Lighting & Wiring Equip.	7	18%	54	5	33%
	Metalworking Machinery	5	19%	52	3	25%
	Variety Stores	4	22%	52	4	44%
	Misc. Apparel & Accessory Stores	5	24%	51	5	24%
	Fabricated Structural Metal Prods.	5	17%	45	4	22%
	Nonstore Retailers	5	26%	44	3	38%
	Commercial Sports	4	29%	43	2	40%
	Oil & Gas Field Svcs	3	27%	42	2	50%
	Soap, Cleaners, & Toilet Goods	6	17%	42	6	46%
	Furniture & Homefurnishings Stores	4	16%	41	4	25%
	Credit Unions	2	15%	41	2	29%
	Special Industry Machinery	5	19%	39	3	33%
	Preserved Fruits & Vegetables	5	33%	39	3	33%
	Savings Institutions	5	19%	39	4	36%
	Chemicals & Allied Prods.	7	35%	38	6	55%
	Airports, Flying Fields, & Svcs	5	38%	38	4	44%
	Metal Cans & Shipping Containers	3	25%	37	2	29%
	Metal Forgings & Stampings	4	20%	35	2	18%
	Paper & Paper Prods.	8	15%	34	6	30%
	Metals & Minerals, except Petroleum	6	22%	34	5	31%
	Lumber & Construction Materials	3	16%	33	3	30%
	Sanitary Svcs	4	17%	32	4	29%
	Paper Mills	3	21%	30	2	33%
	Hardware, Plumb. & Heating Equip.	4	11%	27	4	27%
	Water Transportation Svcs	4	29%	25	3	50%
	Pulp Mills	2	14%	24	2	18%
	Industrial Inorganic Chemicals	3	16%	23	3	23%
	Home Health Care Svcs	3	21%	22	2	22%
	Misc. Electrical Equip. & Supplies	2	9%	19	2	25%
	Cutlery, Handtools, & Hardware	3	21%	18	3	43%
	Automotive Repair Shops	3	19%	17	2	40%
	Electrical Industrial Apparatus	2	6%	17	2	17%
	Child Day Care Svcs	2	18%	16	2	29%
	Retail Stores	1	9%	16	1	9%

CALIFORNIA	DISCRIMINATION V. MINORITIES	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	SIC		# Comps	%Comps
	Periodicals	2	12%	14	2	22%
	Plumbing & Heating, except Electric	3	13%	13	3	50%
	Misc.Chemical Prods.	1	8%	10	1	17%
	Electrical Repair Shops	3	25%	9	3	43%
	Blast Furnace & Basic Steel Prods.	1	7%	5	1	17%
	Paints & Allied Prods.	1	6%	0	1	10%
	SICs with <10 comparisons	45	20%	624	41	24%
<b>LOS ANGELES-LONG BEACH TOTAL</b>		<b>2,294</b>	<b>25%</b>	<b>41,930</b>	<b>1,534</b>	<b>34%</b>
<b>ORANGE COUNTY</b>	Eating & Drinking Places	95	45%	1,670	90	48%
	Hospitals	34	23%	1,121	15	48%
	Department Stores	35	22%	752	27	31%
	Electronic Components & Acc.	41	26%	549	21	37%
	Computer & Data Processing Srvcs	30	23%	397	24	35%
	Computer & Office Equip.	32	25%	380	18	49%
	Grocery Stores	47	22%	357	42	24%
	Aircraft & Parts	29	24%	357	12	36%
	Hotels & Motels	13	16%	337	9	23%
	Real Estate Agents & Managers	12	24%	209	10	43%
	Fire, Marine, & Casualty Insurance	17	22%	200	12	38%
	Misc.Plastics Prods.	21	29%	192	11	41%
	Telephone Communication	15	21%	178	12	36%
	Motor Vehs., Parts, & Supplies	15	37%	177	6	43%
	Nursing & Personal Care Facilities	19	25%	176	11	27%
	Medical Instruments & Supplies	15	15%	169	9	31%
	Medical & Dental Laboratories	4	29%	155	3	75%
	Measuring & Controlling Devices	12	15%	126	10	48%
	Misc. Shopping Goods Stores	13	43%	126	13	43%
	Radio, TV, & Computer Stores	11	31%	123	8	32%
	Groceries & Related Prods.	8	40%	119	6	46%
	Lumber & Other Building Materials	6	21%	108	6	27%
	Automotive Dealers	19	30%	107	11	58%
	Title Insurance	12	33%	100	8	44%
	Medical Service & Health Insurance	9	31%	97	7	64%
	Prof. & Commercial Equip.	14	20%	92	10	37%
	Insurance Agents, Brokers, & Service	7	22%	88	6	38%
	Commercial Banks	8	19%	84	7	33%
	Motor Vehs. & Equip.	5	36%	83	2	33%
	Office Furniture	3	25%	82	2	29%
	Residential Care	2	17%	70	2	20%
	Electrical Goods	7	20%	60	6	35%
Drugs	5	12%	54	3	23%	
Accounting, Auditing, & Bookkeeping	8	24%	54	5	28%	
Engineering & Architectural Srvcs	5	7%	49	4	11%	
Beverages	7	29%	47	6	55%	

CALIFORNIA	DISCRIMINATION V. MINORITIES	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	SIC		# Comps	%Comps
	Sanitary Svcs	3	30%	46	2	40%
	General Industrial Machinery	5	18%	45	5	63%
	Misc. Publishing	5	23%	44	4	33%
	Mortgage Bankers & Brokers	8	17%	44	6	32%
	Newspapers	3	21%	44	2	33%
	Offices & Clinics Of Medical Doctors	5	22%	41	5	45%
	Variety Stores	2	20%	38	2	29%
	Nonresidential Building Construction	6	30%	38	4	44%
	Communication Svcs	6	24%	37	6	40%
	Communications Equip.	5	17%	37	5	56%
	Misc. General Mdse. Stores	4	13%	36	3	33%
	Trucking & Courier Svcs, Ex. Air	5	19%	36	5	31%
	Residential Building Construction	3	20%	34	3	38%
	Misc. Fabricated Metal Prods.	3	27%	30	2	29%
	Paperboard Containers & Boxes	4	21%	29	3	38%
	Business Credit Institutions	3	30%	22	3	43%
	Machinery, Equip., & Supplies	4	27%	21	4	50%
	New & Used Car Dealers	5	14%	19	4	24%
	Drug Stores & Proprietary Stores	3	27%	19	3	27%
	Cable & Other Pay TV Svcs	2	13%	19	1	33%
	Health & Allied Svcs	3	17%	17	2	20%
	Metalworking Machinery	2	20%	16	2	29%
	Air Transportation, Scheduled	1	5%	15	1	7%
	Paper & Paper Prods.	3	23%	7	3	50%
	Legal Svcs	4	13%	7	4	25%
	Screw Machine Prods., Bolts, Etc.	2	10%	6	1	13%
	Security Brokers & Dealers	3	13%	5	3	21%
	Electric Svcs	2	9%	0	2	18%
	SICs with <10 comparisons	42	24%	518	41	28%
<b>ORANGE COUNTY TOTAL</b>		<b>781</b>	<b>24%</b>	<b>10,317</b>	<b>585</b>	<b>35%</b>
<b>SAN JOSE</b>	Electronic Components & Acc.	114	28%	2,404	54	41%
	Computer & Data Processing Svcs	89	26%	1,250	63	47%
	Computer & Office Equip.	43	28%	1,152	25	48%
	Eating & Drinking Places	36	32%	648	36	36%
	Department Stores	28	28%	634	20	43%
	Hospitals	21	34%	600	8	57%
	Prof. & Commercial Equip.	15	16%	480	7	19%
	Communications Equip.	27	19%	470	14	30%
	Grocery Stores	28	24%	330	25	26%
	Nursing & Personal Care Facilities	14	26%	323	8	26%
	Research & Testing Svcs	19	30%	214	14	44%
	Medical Instruments & Supplies	12	15%	183	10	45%
	Measuring & Controlling Devices	20	18%	175	12	38%
	Electrical Goods	16	24%	164	11	39%

CALIFORNIA	DISCRIMINATION V. MINORITIES	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	SIC		# Comps	%Comps
	Engineering & Architectural Svcs	10	31%	149	6	38%
	Offices & Clinics Of Medical Doctors	7	18%	137	6	43%
	Communication Svcs	9	31%	115	6	33%
	Health & Allied Svcs	6	46%	105	3	50%
	Drugs	10	26%	100	5	50%
	Telephone Communication	12	25%	82	7	32%
	Trucking & Courier Svcs, Ex. Air	8	36%	82	7	54%
	Misc.Shopping Goods Stores	5	33%	74	5	33%
	Radio, TV, & Computer Stores	6	30%	71	6	38%
	Air Transportation, Scheduled	6	21%	69	4	25%
	Hotels & Motels	6	15%	54	4	18%
	Drug Stores & Proprietary Stores	5	22%	49	5	22%
	Guided Missiles, Space Vehs., Parts	4	29%	44	3	60%
	Electrical Work	3	20%	39	2	33%
	Misc. Electrical Equip. & Supplies	8	32%	37	5	63%
	New & Used Car Dealers	5	16%	34	4	33%
	Commercial Banks	3	10%	30	3	21%
	Misc.Plastics Prods.	3	20%	27	3	50%
	Misc. General Mdse. Stores	4	18%	20	4	57%
	Furniture & Homefurnishings Stores	2	20%	20	2	29%
	Fire, Marine, & Casualty Insurance	3	23%	15	2	29%
	Nonferrous Rolling & Drawing	1	9%	13	1	17%
	Legal Svcs	5	16%	9	5	36%
	Accounting, Auditing, & Bookkeeping	2	11%	8	2	22%
	Security Brokers & Dealers	1	6%	6	1	8%
	SICs with <10 comparisons	44	27%	559	36	30%
<b>SAN JOSE TOTAL</b>		<b>660</b>	<b>25%</b>	<b>10,974</b>	<b>444</b>	<b>36%</b>
<b>SAN DIEGO</b>	Hospitals	41	38%	1,111	14	48%
	Eating & Drinking Places	66	39%	907	62	40%
	Department Stores	51	35%	903	38	44%
	Hotels & Motels	26	17%	630	16	30%
	Electronic Components & Acc.	19	20%	335	10	29%
	Grocery Stores	45	27%	313	42	28%
	Communication Svcs	9	35%	223	8	47%
	Aircraft & Parts	10	26%	218	5	42%
	Research & Testing Svcs	15	18%	217	11	35%
	Nursing & Personal Care Facilities	11	20%	199	10	29%
	Health & Allied Svcs	12	26%	183	8	38%
	Drugs	12	19%	170	6	21%
	Communications Equip.	20	28%	169	12	57%
	Computer & Data Processing Svcs	12	15%	144	9	20%
	Civic & Social Associations	6	33%	140	5	38%
	Misc. General Mdse. Stores	20	44%	131	7	58%
	Offices & Clinics Of Medical Doctors	17	25%	128	13	50%

CALIFORNIA	DISCRIMINATION V. MINORITIES	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	SIC		# Comps	%Comps
	Commercial Banks	12	21%	121	8	28%
	Trucking & Courier Svcs, Ex. Air	5	31%	117	3	33%
	Lumber & Other Building Materials	9	31%	99	6	32%
	Groceries & Related Prods.	7	27%	86	5	42%
	Fire, Marine, & Casualty Insurance	8	24%	83	6	35%
	Fabricated Structural Metal Prods.	3	27%	82	2	29%
	Concrete, Gypsum, & Plaster Prods.	3	21%	81	3	43%
	Medical & Dental Laboratories	6	26%	77	4	67%
	Automotive Rentals, No Drivers	5	31%	72	3	33%
	Computer & Office Equip.	6	13%	71	4	29%
	Residential Care	3	27%	64	3	33%
	Ship & Boat Building & Repairing	3	21%	62	3	50%
	Title Insurance	7	44%	60	6	67%
	Misc. Shopping Goods Stores	8	31%	59	8	40%
	Radio, TV, & Computer Stores	5	29%	53	4	27%
	Search & Navigation Equip.	3	13%	46	2	18%
	Automotive Dealers	7	14%	43	6	38%
	Engineering & Architectural Svcs	8	18%	41	7	26%
	New & Used Car Dealers	7	12%	40	5	23%
	Telephone Communication	4	18%	40	4	33%
	Medical Instruments & Supplies	5	16%	39	5	45%
	Drug Stores & Proprietary Stores	4	25%	35	4	25%
	Household Audio & Video Equip.	4	40%	34	3	75%
	Plumbing, Heating, Air-conditioning	4	22%	34	2	18%
	Air Transportation, Scheduled	7	28%	32	6	43%
	Mortgage Bankers & Brokers	4	19%	26	3	33%
	Job Training & Related Svcs	2	20%	21	2	33%
	Commercial Printing	4	21%	19	2	18%
	Misc. Electrical Equip. & Supplies	4	19%	17	3	43%
	Machinery, Equip., & Supplies	3	21%	14	3	43%
	Prof. & Commercial Equip.	2	9%	10	1	9%
	Legal Svcs	4	17%	8	3	23%
	Measuring & Controlling Devices	2	6%	8	2	14%
	Security Brokers & Dealers	3	14%	7	3	20%
	Toys & Sporting Goods	1	9%	0	1	13%
	Radio & TV Broadcasting	1	4%	0	1	10%
	Accounting, Auditing, & Bookkeeping	0	0%	0	0	0%
	Nonresidential Building Construction	0	0%	0	0	0%
	Insurance Agents, Brokers, & Service	0	0%	0	0	0%
	Special Industry Machinery	1	10%	0	1	25%
	Electrical Goods	1	6%	0	1	10%
	SICs with <10 comparisons	34	24%	419	33	28%
<b>SAN DIEGO TOTAL</b>		<b>601</b>	<b>24%</b>	<b>8,241</b>	<b>447</b>	<b>33%</b>
<b>SAN FRANCISCO</b>	Computer & Data Processing Svcs	92	37%	1,302	58	50%



CALIFORNIA	DISCRIMINATION V. MINORITIES	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	SIC		# Comps	%Comps
	Hospitals	33	28%	874	13	50%
	Hotels & Motels	27	18%	778	17	29%
	Eating & Drinking Places	35	42%	589	32	49%
	Department Stores	19	22%	578	14	38%
	Commercial Banks	40	30%	530	25	49%
	Air Transportation, Scheduled	20	27%	475	12	44%
	Grocery Stores	30	34%	385	25	34%
	Fire, Marine, & Casualty Insurance	7	14%	341	4	17%
	Misc. Apparel & Accessory Stores	12	21%	240	7	33%
	Security Brokers & Dealers	28	28%	227	16	38%
	Offices & Clinics Of Medical Doctors	6	25%	179	3	38%
	Trucking & Courier Svcs, Ex. Air	9	47%	175	6	55%
	Radio, TV, & Computer Stores	8	31%	170	4	22%
	Legal Svcs	21	20%	155	18	38%
	Nonresidential Building Construction	11	30%	152	6	43%
	Research & Testing Svcs	11	25%	141	5	29%
	Combination Utility Svcs	7	25%	141	3	43%
	Engineering & Architectural Svcs	13	32%	137	9	39%
	Misc.Shopping Goods Stores	7	32%	137	7	32%
	Communication Svcs	10	30%	105	9	47%
	Health & Allied Svcs	5	22%	98	3	27%
	Drug Stores & Proprietary Stores	10	38%	97	10	38%
	Nursing & Personal Care Facilities	9	22%	97	8	32%
	Automotive Rentals, No Drivers	6	23%	89	6	43%
	Newspapers	7	28%	86	5	63%
	Medical Service & Health Insurance	5	45%	80	3	60%
	Electronic Components & Acc.	7	28%	75	2	25%
	Prof. & Commercial Equip.	10	26%	73	6	43%
	Misc. General Mdse. Stores	5	20%	63	2	25%
	Family Clothing Stores	2	17%	59	2	17%
	Sanitary Svcs	3	18%	53	3	30%
	Accounting, Auditing, & Bookkeeping	4	14%	51	3	25%
	Freight Transportation Arrangement	5	24%	51	4	29%
	Life Insurance	3	18%	49	1	11%
	Insurance Agents, Brokers, & Service	5	16%	49	5	29%
	Drugs	2	11%	36	2	33%
	Real Estate Agents & Managers	3	20%	35	2	29%
	Telephone Communication	6	21%	34	5	36%
	Misc.Publishing	5	25%	34	4	40%
	Business Credit Institutions	3	18%	30	2	33%
	Holding Offices	3	19%	18	1	17%
	Books	2	12%	16	2	29%
	Radio & TV Broadcasting	5	19%	15	3	30%
	Electrical Goods	3	27%	12	2	40%
	Museums & Art Galleries	2	14%	12	2	50%

CALIFORNIA	DISCRIMINATION V. MINORITIES	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	SIC		# Comps	%Comps
	Medical Instruments & Supplies	1	8%	10	1	25%
	New & Used Car Dealers	1	8%	10	1	14%
	Periodicals	1	5%	9	1	13%
	SICs with <10 comparisons	35	26%	372	30	27%
<b>SAN FRANCISCO TOTAL</b>		<b>604</b>	<b>26%</b>	<b>9,521</b>	<b>414</b>	<b>37%</b>
<b>OAKLAND</b>	Hospitals	23	24%	1,022	8	33%
	Department Stores	40	31%	926	26	41%
	Grocery Stores	58	29%	873	50	35%
	Computer & Data Processing Svcs	42	28%	669	28	40%
	Commercial Banks	36	32%	644	24	50%
	Offices & Clinics Of Medical Doctors	20	44%	530	9	56%
	Electronic Components & Acc.	22	27%	477	12	43%
	Eating & Drinking Places	29	35%	421	29	37%
	Health & Allied Svcs	13	30%	264	7	44%
	Air Transportation, Scheduled	13	45%	257	10	63%
	Computer & Office Equip.	17	30%	249	8	44%
	Research & Testing Svcs	5	20%	215	2	20%
	Communication Svcs	12	24%	206	9	28%
	Prof. & Commercial Equip.	18	34%	188	10	48%
	Lumber & Other Building Materials	6	38%	182	5	45%
	Groceries & Related Prods.	13	32%	165	10	56%
	Misc. General Mdse. Stores	12	33%	164	6	55%
	Telephone Communication	12	22%	153	10	33%
	Measuring & Controlling Devices	13	22%	148	8	42%
	Misc.Shopping Goods Stores	12	40%	139	12	55%
	Nursing & Personal Care Facilities	13	25%	138	12	39%
	Drug Stores & Proprietary Stores	12	39%	133	12	39%
	Trucking & Courier Svcs, Ex. Air	6	23%	127	5	25%
	Family Clothing Stores	3	21%	118	3	21%
	Hotels & Motels	7	23%	108	5	29%
	Radio, TV, & Computer Stores	10	38%	107	8	40%
	Misc.Plastics Prods.	7	41%	90	5	50%
	Medical Instruments & Supplies	8	24%	79	6	60%
	Combination Utility Svcs	7	17%	74	5	42%
	Cable & Other Pay TV Svcs	8	42%	68	6	55%
	Beverages	5	25%	68	4	44%
	Engineering & Architectural Svcs	10	19%	66	9	33%
	Fire, Marine, & Casualty Insurance	6	19%	65	5	29%
	Heavy Construction, except Highway	3	27%	52	3	38%
Drugs	6	21%	49	5	50%	
Sanitary Svcs	3	25%	47	3	33%	
Commercial Printing	6	35%	45	4	50%	
New & Used Car Dealers	5	19%	39	4	29%	
Communications Equip.	5	28%	38	3	43%	



CALIFORNIA	DISCRIMINATION V. MINORITIES	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	SIC		# Comps	%Comps
	Petroleum Refining	7	33%	37	3	75%
	Preserved Fruits & Vegetables	2	15%	33	2	33%
	Accounting, Auditing, & Bookkeeping	3	27%	32	2	25%
	Machinery, Equip., & Supplies	3	23%	27	2	25%
	Public Warehousing & Storage	2	18%	26	2	25%
	Security Brokers & Dealers	4	33%	21	4	57%
	Medical Service & Health Insurance	3	12%	19	3	30%
	Fabricated Structural Metal Prods.	3	20%	18	3	38%
	Bakery Prods.	1	7%	16	1	14%
	Plumbing, Heating, Air-conditioning	3	27%	15	3	43%
	Crude Petroleum & Natural Gas	1	10%	14	1	25%
	Freight Transportation Arrangement	1	10%	14	1	25%
	Title Insurance	2	15%	9	2	18%
	Paper & Paper Prods.	1	5%	0	1	13%
	SICs with <10 comparisons	53	27%	726	47	30%
<b>OAKLAND TOTAL</b>		<b>635</b>	<b>28%</b>	<b>10,411</b>	<b>467</b>	<b>38%</b>
<b>RIVERSIDE-SAN BERNARDINO</b>	Department Stores	43	23%	789	39	35%
	Hospitals	33	30%	754	15	63%
	Grocery Stores	64	24%	566	54	27%
	Trucking & Courier Srvcs, Ex. Air	20	34%	540	10	38%
	Eating & Drinking Places	32	30%	420	32	30%
	Hotels & Motels	11	19%	188	9	35%
	Misc.Plastics Prods.	10	18%	164	6	21%
	Electronic Components & Acc.	9	30%	140	5	36%
	Nursing & Personal Care Facilities	12	26%	134	9	30%
	Motor Vehs., Parts, & Supplies	11	42%	134	7	64%
	Lumber & Other Building Materials	7	26%	133	6	27%
	Misc. Food & Kindred Prods.	4	25%	125	2	40%
	Groceries & Related Prods.	8	38%	110	5	56%
	Offices & Clinics Of Medical Doctors	8	38%	99	4	44%
	Health & Allied Srvcs	8	29%	95	7	41%
	Misc. General Mdse. Stores	9	23%	82	4	36%
	Fabricated Structural Metal Prods.	6	18%	80	4	27%
	Concrete, Gypsum, & Plaster Prods.	5	23%	76	2	20%
	Motor Vehs. & Equip.	8	35%	67	4	50%
	Commercial Banks	6	25%	63	5	38%
	Medical Instruments & Supplies	8	25%	62	4	44%
	Newspapers	7	18%	60	5	56%
	Public Warehousing & Storage	7	27%	56	6	33%
	Aircraft & Parts	3	27%	52	3	33%
	Beverages	4	27%	51	3	38%
	Heavy Construction, except Highway	5	45%	49	4	67%
	Telephone Communication	6	23%	42	6	32%
	Misc. Fabricated Metal Prods.	5	31%	34	4	40%

CALIFORNIA	DISCRIMINATION V. MINORITIES	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	SIC		# Comps	%Comps
	Radio, TV, & Computer Stores	6	30%	30	5	36%
	Air Transportation, Scheduled	4	31%	29	4	40%
	Prof. & Commercial Equip.	2	14%	28	1	17%
	Residential Care	3	21%	28	2	17%
	Communication Srvcs	1	8%	25	1	17%
	New & Used Car Dealers	5	25%	25	3	33%
	Misc.Shopping Goods Stores	2	17%	24	2	17%
	Fire, Marine, & Casualty Insurance	4	24%	18	3	25%
	Electric Srvcs	3	15%	16	3	38%
	Title Insurance	3	21%	14	2	22%
	Cable & Other Pay TV Srvcs	2	17%	13	1	17%
	Misc.Transportation Equip.	2	18%	13	2	40%
	Paperboard Containers & Boxes	1	6%	8	1	14%
	Automotive Dealers	4	19%	8	2	20%
	SICs with <10 comparisons	45	28%	529	44	34%
<b>RIVERSIDE-SAN BERNARDINO TOTAL</b>		<b>446</b>	<b>25%</b>	<b>5,973</b>	<b>340</b>	<b>33%</b>
<b>SACRAMENTO</b>	Computer & Data Processing Srvcs	32	46%	582	21	70%
	Department Stores	28	30%	533	20	41%
	Hospitals	22	35%	457	9	60%
	Grocery Stores	59	30%	356	39	40%
	Offices & Clinics Of Medical Doctors	17	35%	309	11	69%
	Trucking & Courier Srvcs, Ex. Air	5	23%	272	3	25%
	Eating & Drinking Places	20	31%	238	20	33%
	Nursing & Personal Care Facilities	13	30%	183	10	33%
	Telephone Communication	11	23%	171	6	30%
	Commercial Banks	6	26%	134	6	46%
	Medical Service & Health Insurance	3	11%	123	2	13%
	Communication Srvcs	6	23%	79	6	43%
	Electronic Components & Acc.	6	23%	75	4	80%
	Mortgage Bankers & Brokers	5	29%	69	4	50%
	Hotels & Motels	4	22%	63	4	31%
	Lumber & Other Building Materials	5	28%	49	5	31%
	Variety Stores	3	25%	44	2	33%
	Fire, Marine, & Casualty Insurance	4	10%	38	4	19%
	Radio, TV, & Computer Stores	3	30%	35	3	30%
	Air Transportation, Scheduled	2	20%	25	2	29%
	Automotive Dealers	5	19%	20	3	25%
	Misc. General Mdse. Stores	4	25%	12	2	50%
	New & Used Car Dealers	5	23%	12	5	45%
	Radio & TV Broadcasting	4	14%	12	3	30%
Engineering & Architectural Srvcs	1	4%	0	1	8%	
SICs with <10 comparisons	39	25%	419	39	30%	
<b>SACRAMENTO TOTAL</b>		<b>312</b>	<b>27%</b>	<b>4,310</b>	<b>234</b>	<b>37%</b>

CALIFORNIA	DISCRIMINATION V. MINORITIES	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	SIC		# Comps	%Comps
<b>FRESNO</b>	Hospitals	15	38%	318	4	40%
	Department Stores	12	29%	238	10	36%
	Eating & Drinking Places	12	32%	193	12	32%
	Grocery Stores	11	28%	130	9	25%
	Groceries & Related Prods.	6	60%	94	5	63%
	Nursing & Personal Care Facilities	7	27%	94	6	27%
	Offices & Clinics Of Medical Doctors	5	36%	73	4	67%
	Preserved Fruits & Vegetables	5	28%	56	4	36%
	Meat Products	5	38%	37	4	80%
	New & Used Car Dealers	3	19%	11	3	43%
	Beverages	1	8%	11	1	20%
	SICs with <10 comparisons	27	25%	196	24	27%
	<b>FRESNO TOTAL</b>		<b>109</b>	<b>29%</b>	<b>1,451</b>	<b>86</b>
<b>VENTURA</b>	Department Stores	10	26%	274	9	35%
	Hospitals	13	45%	226	4	57%
	Eating & Drinking Places	12	38%	146	12	38%
	Grocery Stores	14	31%	112	14	31%
	Medical Service & Health Insurance	4	15%	64	2	25%
	Electronic Components & Acc.	9	20%	59	8	62%
	Telephone Communication	6	29%	34	4	40%
	Computer & Office Equip.	3	19%	20	1	25%
	Computer & Data Processing Srvcs	1	9%	19	1	17%
	Engineering & Architectural Srvcs	2	18%	5	2	20%
	SICs with <10 comparisons	17	23%	190	16	25%
<b>VENTURA TOTAL</b>		<b>91</b>	<b>26%</b>	<b>1,148</b>	<b>73</b>	<b>32%</b>
<b>STOCKTON-LODI</b>	Hospitals	12	35%	189	4	36%
	Department Stores	10	29%	189	8	33%
	Groceries & Related Products	9	33%	175	6	55%
	Grocery Stores	8	27%	81	5	25%
	Eating & Drinking Places	5	33%	66	5	33%
	Nursing & Personal Care Facilities	2	12%	46	2	14%
	Public Warehousing & Storage	3	27%	36	2	29%
	Trucking & Courier Srvcs, Ex. Air	1	10%	16	1	13%
	Preserved Fruits & Vegetables	2	10%	8	2	25%
	SICs with <10 comparisons	12	24%	121	11	28%
<b>STOCKTON-LODI TOTAL</b>		<b>64</b>	<b>26%</b>	<b>928</b>	<b>46</b>	<b>29%</b>
<b>BAKERSFIELD</b>	Hospitals	8	24%	111	6	60%
	Department Stores	5	24%	89	5	24%
	Grocery Stores	9	27%	86	9	27%
	Eating & Drinking Places	4	40%	61	4	40%
	Crop Srvcs	4	24%	43	2	40%
	Oil & Gas Field Srvcs	3	27%	33	3	43%

CALIFORNIA	DISCRIMINATION V. MINORITIES	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	SIC		# Comps	%Comps
	Offices & Clinics Of Medical Doctors	3	27%	29	2	40%
	Nursing & Personal Care Facilities	1	7%	16	1	9%
	Crude Petroleum & Natural Gas	1	7%	12	1	25%
	New & Used Car Dealers	1	6%	9	1	20%
	SICs with <10 comparisons	12	27%	96	11	31%
<b>BAKERSFIELD TOTAL</b>		<b>51</b>	<b>22%</b>	<b>587</b>	<b>45</b>	<b>31%</b>
<b>VALLEJO-FAIRFIELD-NAPA</b>	Hospitals	11	34%	279	3	38%
	Department Stores	8	40%	118	7	44%
	Beverages	8	27%	61	7	54%
	Grocery Stores	10	22%	61	9	31%
	Eating & Drinking Places	3	20%	37	3	20%
	Nursing & Personal Care Facilities	3	30%	27	3	30%
	SICs with <10 comparisons	12	27%	302	12	32%
<b>VALLEJO-FAIRFIELD-NAPA TOTAL</b>		<b>55</b>	<b>28%</b>	<b>885</b>	<b>44</b>	<b>34%</b>
<b>MODESTO</b>	Preserved Fruits & Vegetables	11	24%	250	8	67%
	Grocery Stores	11	44%	72	9	50%
	Nursing & Personal Care Facilities	4	31%	54	3	30%
	Department Stores	4	19%	51	4	29%
	Hospitals	3	14%	42	2	40%
	Beverages	2	13%	21	2	50%
	Eating & Drinking Places	2	17%	0	2	17%
	SICs with <10 comparisons	7	18%	57	6	21%
<b>MODESTO TOTAL</b>		<b>44</b>	<b>23%</b>	<b>548</b>	<b>36</b>	<b>35%</b>
<b>SANTA ROSA</b>	Nursing & Personal Care Facilities	6	38%	39	5	45%
	Department Stores	3	16%	32	3	23%
	Hospitals	3	30%	27	1	25%
	Eating & Drinking Places	2	14%	17	2	14%
	Grocery Stores	4	11%	15	4	14%
	Communications Equip.	1	10%	8	1	14%
	SICs with <10 comparisons	15	23%	151	14	26%
<b>SANTA ROSA TOTAL</b>		<b>34</b>	<b>20%</b>	<b>290</b>	<b>30</b>	<b>23%</b>
<b>SANTA BARBARA-SANTA MARIA-LOMPOC</b>	Hotels & Motels	3	14%	87	3	27%
	Department Stores	6	33%	77	5	33%
	Eating & Drinking Places	4	31%	61	4	31%
	Hospitals	4	19%	55	3	60%
	Grocery Stores	3	13%	40	3	13%
	Medical Instruments & Supplies	3	12%	15	3	43%
	Nursing & Personal Care Facilities	1	8%	15	1	11%
	SICs with <10 comparisons	5	16%	38	5	16%
<b>SANTA BARBARA-SANTA MARIA-LOMPOC TOTAL</b>		<b>29</b>	<b>18%</b>	<b>389</b>	<b>27</b>	<b>24%</b>

CALIFORNIA	DISCRIMINATION V. MINORITIES	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	SIC		# Comps	%Comps
<b>SALINAS</b>	Department Stores		<b>25%</b>	115	3	23%
	Eating & Drinking Places	3	<b>16%</b>	77	3	16%
	Grocery Stores	10	<b>45%</b>	73	10	45%
	Hotels & Motels	4	<b>14%</b>	73	4	33%
	Vegetables & melons	2	<b>15%</b>	5	2	40%
	SICs with <10 comparisons	8	<b>28%</b>	58	8	30%
<b>SALINAS TOTAL</b>		<b>31</b>	<b>24%</b>	<b>401</b>	<b>30</b>	<b>31%</b>
<b>SLUISOBSB-ATSCADRO-PSORBLS,CA</b>	Grocery Stores	2	<b>10%</b>	8	2	12%
	Hospitals	2	<b>14%</b>	7	2	50%
	SICs with <10 comparisons	5	<b>21%</b>	55	5	21%
<b>SLUISOBSB-ATSCADRO-PSORBLS TOTAL</b>		<b>9</b>	<b>16%</b>	<b>70</b>	<b>9</b>	<b>20%</b>
<b>CHICO-PARADISE</b>	Grocery Stores	3	<b>18%</b>	7	2	18%
	Department Stores	3	<b>30%</b>	0	3	30%
	SICs with <10 comparisons	10	<b>33%</b>	174	8	36%
<b>CHICO-PARADISE TOTAL</b>		<b>16</b>	<b>28%</b>	<b>180</b>	<b>13</b>	<b>30%</b>
<b>VISALIA-TULARE-PORTERVILLE,CA</b>	Department Stores	3	<b>18%</b>	14	3	21%
	Grocery Stores	1	<b>10%</b>	10	1	10%
	SICs with <10 comparisons	6	<b>26%</b>	59	5	25%
<b>VISALIA-TULARE-PORTERVILLE TOTAL</b>		<b>10</b>	<b>20%</b>	<b>83</b>	<b>9</b>	<b>20%</b>
<b>SANTA CRUZ-WATSONVILLE, CA</b>	Grocery Stores	5	<b>36%</b>	40	5	36%
	SICs with <10 comparisons	10	<b>29%</b>	149	10	29%
<b>SANTA CRUZ-WATSONVILLE, CA TOTAL</b>		<b>15</b>	<b>31%</b>	<b>189</b>	<b>15</b>	<b>31%</b>
<b>YOLO, CA</b>	Trucking & Courier Svcs, Ex. Air	3	<b>30%</b>	34	2	33%
	Grocery Stores	3	<b>20%</b>	26	3	25%
	Department Stores	1	<b>10%</b>	8	1	11%
	SICs with <10 comparisons	2	<b>25%</b>	29	2	25%
<b>YOLO, CA TOTAL</b>		<b>9</b>	<b>21%</b>	<b>98</b>	<b>8</b>	<b>23%</b>
<b>REDDING, CA</b>	SICs with <10 comparisons	2	<b>5%</b>	0	2	6%
<b>REDDING, CA TOTAL</b>		<b>2</b>	<b>5%</b>	<b>0</b>	<b>2</b>	<b>6%</b>

CALIFORNIA	DISCRIMINATION V. MINORITIES	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	SIC		# Comps	%Comps
MERCED, CA	SICs with <10 comparisons	8	25%	86	7	24%
<b>MERCED, CA TOTAL</b>		<b>8</b>	<b>25%</b>	<b>86</b>	<b>7</b>	<b>24%</b>
YUBA CITY, CA	SICs with <10 comparisons	3	16%	17	3	16%
<b>YUBA CITY, CA TOTAL</b>		<b>3</b>	<b>16%</b>	<b>17</b>	<b>3</b>	<b>16%</b>
<b>CALIFORNIA TOTAL</b>		<b>6,913</b>	<b>25%</b>	<b>109,026</b>	<b>4,948</b>	<b>34%</b>

Table 14. Discrimination against Blacks by MSA & Industry in California

CALIFORNIA MSA	DISCRIMINATION V. BLACKS Industry	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		# Comps	%Comps	# Workers	#Est.	% Est.
LOS ANGELES- LONG BEACH	Hospitals	189	41%	2,689	70	58%
	Department Stores	149	46%	2,013	113	57%
	Air Transport., Scheduled	51	37%	923	32	60%
	Grocery Stores	133	28%	629	128	29%
	Nursing & Personal Care Fac.	41	39%	484	37	40%
	Aircraft & Parts	56	39%	422	36	65%
	Telephone Communication	28	38%	417	21	43%
	School Buses	11	69%	406	11	69%
	Commercial Banks	34	25%	378	30	38%
	Communication Svcs	24	34%	362	20	43%
	Offices & Clinics Of Med. Doctors	25	38%	336	14	56%
	Eating & Drinking Places	76	30%	311	75	31%
	Med. Service & Health Ins.	23	38%	310	15	56%
	Automotive Rentals, No Drivers	28	44%	271	15	54%
	Lumber & Other Building Materials	28	58%	269	27	60%
	Trucking & Courier Svcs, Ex. Air	31	33%	263	25	43%
	Health & Allied Svcs	23	28%	259	14	42%
	Electronic Components &Acc.	29	37%	223	20	65%
	Life Ins.	19	44%	194	14	67%
	Communications Equip.	14	44%	174	9	56%
	Groceries & Related Prods.	22	29%	173	19	45%
	Cable & Other Pay TV Svcs	23	31%	165	12	40%
	Hotels & Motels	28	21%	162	21	28%
	Local & Suburban Transport.	7	39%	141	7	47%
	Mortgage Bankers & Brokers	8	21%	138	6	40%
	Gas Production & Distribution	7	58%	134	2	67%
	Newspapers	24	37%	125	14	47%
	Computer & Data Proc. Svcs	27	26%	125	26	33%
	Prof. & Commercial Equip.	22	27%	118	14	39%
	Misc. Shopping Goods Stores	21	27%	117	18	26%
	Radio, TV & Computer Stores	20	25%	111	20	36%
	Fire, Marine & Casualty Ins.	15	21%	110	13	30%
	Beverages	11	23%	99	7	39%
	Family Clothing Stores	13	39%	99	12	39%
	Motion Picture Production & Svcs	8	15%	98	5	23%
Civic & Social Associations	11	24%	97	10	37%	
Residential Care	11	42%	94	9	45%	
Electric Svcs	14	26%	89	12	41%	
Ornamental shrub & tree Svcs	8	32%	85	8	32%	
Individual & Family Svcs	7	27%	85	3	21%	
Misc. General Merch&ise Stores	22	41%	83	16	64%	
Misc. Publishing	8	38%	76	4	33%	

CALIFORNIA MSA	DISCRIMINATION V. BLACKS Industry	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		# Comps	%Comps	# Workers	#Est.	% Est.
	Commercial Printing	14	37%	73	8	47%
	Ins. Agents, Brokers & Service	16	34%	71	16	50%
	Railroads	4	40%	68	2	40%
	Passenger Transport. Arrangement	7	70%	68	5	71%
	Household Audio & Video Equip.	5	28%	66	2	20%
	Research & Testing Svcs	9	26%	60	8	44%
	Med. & Dental Laboratories	3	19%	57	2	40%
	Drugs	6	19%	54	4	36%
	Social Svcs	6	29%	52	4	36%
	Machinery, Equip. & Supplies	9	29%	51	9	53%
	Freight Transport. Arrangement	6	25%	51	5	28%
	Bakery Prods.	9	36%	48	8	62%
	Paper & Paper Prods.	10	33%	47	6	33%
	Sanitary Svcs	6	38%	46	4	36%
	Engineering & Architect. Svcs	8	40%	45	7	44%
	Retail Stores	5	50%	44	5	50%
	Business Credit Institutions	6	30%	43	5	38%
	Child Day Care Svcs	6	55%	41	5	71%
	Mailing, Reproduction, Steno.	5	42%	38	4	44%
	Legal Svcs	10	14%	38	9	13%
	Commercial Sports	3	27%	38	3	60%
	Furniture & Homefurnishings Stores	5	26%	37	3	20%
	Petroleum Refining	4	15%	36	3	38%
	Savings Institutions	5	24%	35	4	36%
	Home Health Care Svcs	3	27%	34	2	25%
	Title Ins.	5	31%	33	5	38%
	New & Used Car Dealers	7	33%	32	6	33%
	Guided Missiles, Space Vehs., Parts	4	24%	32	3	50%
	Med. Instruments & Supplies	5	21%	31	4	29%
	Misc. Electrical Equip. & Supplies	5	36%	31	5	56%
	Public Warehousing & Storage	3	13%	30	3	16%
	Electrical Work	3	20%	28	2	22%
	Dairy Prods.	5	29%	27	4	40%
	Job Training & Related Svcs	4	33%	27	4	50%
	Variety Stores	5	42%	25	4	44%
	Credit Unions	3	25%	25	2	29%
	Drug Stores & Proprietary Stores	9	29%	24	8	28%
	Concrete, Gypsum & Plaster Prods.	4	36%	24	3	30%
	Electrical Goods	7	26%	22	7	50%
	Computer & Office Equip.	7	29%	22	4	27%
	Misc. Apparel & Accessory Stores	5	24%	21	5	24%
	Automotive Dealers	7	25%	21	4	18%
	Motor Vehs., Parts & Supplies	3	17%	21	3	33%
	Real Estate Agents & Managers	5	29%	20	5	36%



CALIFORNIA	DISCRIMINATION V. BLACKS	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	Industry	# Comps	%Comps	# Workers
	Security Brokers & Dealers	4	15%	18	4	17%
	Radio & TV Broadcasting	4	8%	17	3	13%
	Misc. Converted Paper Prods.	4	21%	17	4	29%
	Women's & Misses' Outerwear	2	20%	15	2	33%
	Drugs, Proprietaries & Sundries	3	27%	15	2	33%
	Search & Navigation Equip.	2	20%	12	2	33%
	Nonstore Retailers	3	27%	8	2	29%
	Beer, Wine & Distilled Beverages	2	20%	7	2	25%
	Soap, Cleaners & Toilet Goods	1	10%	4	1	20%
	Electrical Repair Shops	1	9%	0	1	14%
	SICs with <10 comparisons	83	29%	611	76	31%
<b>LOS ANGELES-LONG BEACH TOTAL</b>		<b>1,724</b>	<b>32%</b>	<b>16,323</b>	<b>1,297</b>	<b>38%</b>
<b>OAKLAND</b>	Hospitals	38	41%	781	12	50%
	Department Stores	48	42%	676	34	54%
	Commercial Banks	28	33%	384	23	51%
	Grocery Stores	57	36%	345	53	39%
	Health & Allied Svcs	14	38%	265	6	40%
	Communication Svcs	12	25%	247	12	38%
	Offices & Clinics Of Med. Doctors	17	41%	242	10	63%
	Nursing & Personal Care Fac.	16	38%	203	13	42%
	Air Transport., Scheduled	8	31%	178	6	38%
	Lumber & Other Building Materials	7	44%	154	6	55%
	Hotels & Motels	14	58%	95	11	65%
	Misc. General Merch&ise Stores	13	41%	76	6	55%
	Trucking & Courier Svcs, Ex. Air	8	31%	73	8	40%
	Combination Utility Svcs	10	32%	69	6	55%
	Radio, TV & Computer Stores	5	19%	57	4	20%
	Family Clothing Stores	6	43%	56	6	43%
	Eating & Drinking Places	19	37%	53	19	37%
	Public Warehousing & Storage	5	45%	50	5	63%
	Misc. Shopping Goods Stores	8	32%	49	8	36%
	Cable & Other Pay TV Svcs	9	47%	36	7	64%
	Misc. Plastics Prods.	6	38%	30	4	40%
	Telephone Communication	8	19%	30	7	27%
	Drug Stores & Proprietary Stores	9	38%	29	9	38%
	Beverages	5	33%	29	5	56%
	Computer & Data Proc. Svcs	6	21%	22	6	25%
	Sanitary Svcs	5	42%	19	5	56%
	Fire, Marine & Casualty Ins.	4	25%	17	4	36%
	Prof. & Commercial Equip.	4	25%	16	4	33%
	Groceries & Related Prods.	6	32%	15	4	36%
	Med. Service & Health Ins.	3	18%	15	3	30%
	Paper & Paper Prods.	5	33%	13	4	50%

CALIFORNIA	DISCRIMINATION V. BLACKS	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	Industry	# Comps	%Comps	# Workers
	Bakery Prods.	2	15%	13	2	29%
	Measuring & Controlling Devices	2	20%	7	2	25%
	Petroleum Refining	4	27%	4	3	75%
	SICs with <10 comparisons	68	30%	483	65	33%
<b>OAKLAND TOTAL</b>		<b>479</b>	<b>34%</b>	<b>4,833</b>	<b>382</b>	<b>40%</b>
<b>SAN FRANCISCO</b>	Hospitals	21	29%	241	12	50%
	Eating & Drinking Places	25	47%	193	25	47%
	Commercial Banks	12	14%	154	11	27%
	Hotels & Motels	22	31%	141	20	44%
	Air Transport., Scheduled	12	24%	124	9	36%
	Trucking & Courier Srvcs, Ex. Air	6	33%	121	4	40%
	Department Stores	12	22%	99	11	30%
	Nursing & Personal Care Fac.	10	42%	80	10	45%
	Med. Service & Health Ins.	3	30%	77	3	75%
	Fire, Marine & Casualty Ins.	6	35%	74	3	30%
	Communication Srvcs	9	31%	51	8	42%
	Misc. Apparel & Accessory Stores	10	28%	48	9	43%
	Health & Allied Srvcs	6	43%	41	4	50%
	Legal Srvcs	6	16%	34	6	16%
	Grocery Stores	7	14%	32	7	14%
	Security Brokers & Dealers	2	12%	22	2	12%
	Combination Utility Srvcs	4	22%	20	3	43%
	Telephone Communication	3	19%	20	3	30%
	Misc. Shopping Goods Stores	3	20%	18	3	20%
	Misc. General Merch&ise Stores	3	21%	17	3	43%
	Sanitary Srvcs	3	30%	15	3	43%
	Newspapers	2	14%	14	2	29%
	Prof. & Commercial Equip.	3	20%	12	2	20%
	Automotive Rentals, No Drivers	4	18%	12	4	31%
	Computer & Data Proc. Srvcs	4	29%	11	4	31%
	Ins. Agents, Brokers & Service	1	9%	6	1	11%
	Radio, TV & Computer Stores	5	19%	6	5	28%
	Family Clothing Stores	1	10%	4	1	10%
	Radio & TV Broadcasting	1	8%	0	1	20%
	Offices & Clinics Of Med. Doctors	1	8%	0	1	20%
SICs with <10 comparisons	30	24%	169	27	24%	
<b>SAN FRANCISCO TOTAL</b>		<b>237</b>	<b>24%</b>	<b>1,856</b>	<b>207</b>	<b>31%</b>

CALIFORNIA	DISCRIMINATION V. BLACKS	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	Industry	# Comps	%Comps	# Workers
RIVERSIDE-SAN BERNARDINO	Hospitals	24	30%	329	10	43%
	Department Stores	33	22%	243	31	27%
	Nursing & Personal Care Fac.	16	38%	144	13	43%
	Trucking & Courier Srvcs, Ex. Air	10	22%	123	9	35%
	Eating & Drinking Places	24	29%	81	24	29%
	Lumber & Other Building Materials	8	38%	46	8	38%
	Commercial Banks	4	29%	34	4	36%
	Offices & Clinics Of Med. Doctors	5	31%	30	3	33%
	Residential Care	5	38%	28	5	45%
	Misc. Plastics Prods.	4	27%	27	4	31%
	Grocery Stores	5	13%	25	3	9%
	Motor Vehs., Parts & Supplies	4	20%	22	2	20%
	Misc. Shopping Goods Stores	3	25%	20	3	25%
	Beverages	4	36%	15	3	50%
	Newspapers	5	25%	15	4	50%
	Air Transport., Scheduled	3	23%	7	3	30%
	Misc. General Merch&ise Stores	1	7%	4	1	11%
	Public Warehousing & Storage	1	5%	0	1	7%
	Telephone Communication	1	5%	0	1	6%
	Electric Srvcs	1	9%	0	1	13%
Radio, TV & Computer Stores	0	0%	0	0	0%	
SICs with <10 comparisons	39	23%	248	39	26%	
<b>RIVERSIDE-SAN BERNARDINO TOTAL</b>		<b>200</b>	<b>24%</b>	<b>1,442</b>	<b>172</b>	<b>27%</b>

CALIFORNIA	DISCRIMINATION V. BLACKS	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	Industry	# Comps	%Comps	# Workers
<b>SAN DIEGO</b>	Department Stores	28	26%	141	24	29%
	Eating & Drinking Places	24	42%	113	24	42%
	Nursing & Personal Care Fac.	10	27%	112	10	30%
	Hospitals	14	23%	97	10	38%
	Communication Svcs	5	26%	62	5	36%
	Aircraft & Parts	5	36%	47	5	56%
	Title Ins.	5	50%	43	5	56%
	Civic & Social Associations	4	40%	37	3	38%
	Fire, Marine & Casualty Ins.	3	21%	36	3	30%
	Trucking & Courier Svcs, Ex. Air	5	42%	35	3	50%
	Hotels & Motels	5	31%	27	4	31%
	Automotive Rentals, No Drivers	4	31%	26	4	44%
	Lumber & Other Building Materials	3	18%	22	3	19%
	Offices & Clinics Of Med. Doctors	5	16%	20	4	21%
	Research & Testing Svcs	2	18%	19	2	20%
	Commercial Banks	3	14%	18	3	14%
	Health & Allied Svcs	4	22%	17	4	29%
	Air Transport., Scheduled	4	17%	15	4	29%
	Computer & Data Proc. Svcs	2	18%	6	2	22%
	Electronic Components & Acc.	2	11%	5	2	14%
	Radio, TV & Computer Stores	2	14%	0	2	14%
	Communications Equip.	0	0%	0	0	0%
	Med. & Dental Laboratories	1	9%	0	1	17%
SICs with <10 comparisons	45	20%	237	44	24%	
<b>SAN DIEGO TOTAL</b>		<b>185</b>	<b>24%</b>	<b>1,135</b>	<b>171</b>	<b>28%</b>
<b>ORANGE COUNTY</b>	Telephone Communication	14	29%	110	10	36%
	Hospitals	11	29%	79	8	42%
	Prof. & Commercial Equip.	5	28%	59	5	36%
	Communication Svcs	4	25%	34	4	40%
	Motor Vehs., Parts & Supplies	5	42%	31	5	50%
	Fire, Marine & Casualty Ins.	4	15%	31	3	17%
	Grocery Stores	3	23%	21	3	50%
	Med. Service & Health Ins.	4	20%	18	3	27%
	Air Transport., Scheduled	1	7%	18	1	9%
	Computer & Data Proc. Svcs	3	23%	17	3	27%
	Nursing & Personal Care Fac.	9	41%	14	9	50%
	Mortgage Bankers & Brokers	2	14%	14	1	10%
	Real Estate Agents & Managers	3	30%	11	3	30%
	Ins. Agents, Brokers & Service	2	20%	10	2	20%
	Trucking & Courier Svcs, Ex. Air	5	29%	9	4	40%
	Commercial Banks	1	7%	4	1	8%
	Radio, TV & Computer Stores	1	10%	4	1	10%
	Beverages	0	0%	0	0	0%

CALIFORNIA	DISCRIMINATION V. BLACKS	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	Industry	# Comps	%Comps	# Workers
	SICs with <10 comparisons	21	15%	79	21	17%
<b>ORANGE COUNTY TOTAL</b>		98	21%	562	87	25%
<b>SACRAMENTO</b>	Hospitals	22	46%	262	11	79%
	Department Stores	21	29%	198	16	33%
	Trucking & Courier Srvcs, Ex. Air	6	35%	193	3	30%
	Commercial Banks	8	57%	113	7	70%
	Nursing & Personal Care Fac.	11	32%	104	11	37%
	Telephone Communication	9	32%	98	6	43%
	Med. Service & Health Ins.	3	25%	54	3	25%
	Offices & Clinics Of Med. Doctors	6	25%	46	6	40%
	Communication Srvcs	4	19%	37	4	29%
	Mortgage Bankers & Brokers	4	27%	26	3	38%
	Eating & Drinking Places	7	25%	20	7	26%
	Air Transport., Scheduled	2	20%	11	1	14%
	Computer & Data Proc. Srvcs	0	0%	0	0	0%
	SICs with <10 comparisons	24	23%	174	23	23%
<b>SACRAMENTO TOTAL</b>		127	29%	1,334	101	31%
<b>SAN JOSE</b>	Hospitals	15	42%	76	10	83%
	Department Stores	8	17%	36	8	20%
	Nursing & Personal Care Fac.	8	33%	33	8	33%
	Communication Srvcs	1	7%	20	1	8%
	Radio, TV & Computer Stores	4	36%	13	4	36%
	Computer & Data Proc. Srvcs	1	6%	6	1	6%
	Prof. & Commercial Equip.	2	7%	6	2	12%
	Grocery Stores	6	18%	5	6	18%
	Air Transport., Scheduled	3	14%	5	2	13%
	Trucking & Courier Srvcs, Ex. Air	1	10%	4	1	11%
	Communications Equip.	1	8%	4	1	10%
	Misc. General Merch&ise Stores	1	10%	0	1	20%
	Computer & Office Equip.	0	0%	0	0	0%
	SICs with <10 comparisons	25	16%	135	23	16%
<b>SAN JOSE TOTAL</b>		76	18%	343	68	19%
<b>FRESNO</b>	Eating & Drinking Places	16	42%	86	16	42%
	Nursing & Personal Care Fac.	6	27%	34	6	27%
	Hospitals	5	31%	29	4	44%
	Department Stores	7	26%	27	6	26%
	SICs with <10 comparisons	4	10%	26	4	11%
<b>FRESNO TOTAL</b>		38	27%	201	36	28%
<b>VALLEJO-</b>	Hospitals	7	32%	91	3	38%

CALIFORNIA	DISCRIMINATION V. BLACKS	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	Industry	# Comps	%Comps	# Workers
FAIRFIELD-NAPA	Department Stores	8	40%	45	7	44%
	Nursing & Personal Care Fac.	4	40%	27	4	40%
	Eating & Drinking Places	5	33%	16	5	33%
	Grocery Stores	7	35%	13	7	35%
	SICs with <10 comparisons	11	32%	231	10	33%
<b>VALLEJO-FAIRFIELD-NAPA TOTAL</b>		<b>42</b>	<b>35%</b>	<b>423</b>	<b>36</b>	<b>36%</b>
BAKERSFIELD	Nursing & Personal Care Fac.	3	21%	27	3	27%
	Hospitals	4	22%	25	4	44%
	Department Stores	2	10%	5	2	10%
	SICs with <10 comparisons	9	30%	23	9	45%
<b>BAKERSFIELD TOTAL</b>		<b>18</b>	<b>22%</b>	<b>81</b>	<b>18</b>	<b>30%</b>
STOCKTON-LODI	Department Stores	7	29%	39	5	23%
	Nursing & Personal Care Fac.	3	21%	19	3	21%
	Hospitals	2	20%	11	2	33%
	SICs with <10 comparisons	3	16%	4	3	16%
<b>STOCKTON-LODI TOTAL</b>		<b>15</b>	<b>22%</b>	<b>72</b>	<b>13</b>	<b>21%</b>
VENTURA	Med. Service & Health Ins.	1	6%	0	1	14%
	Telephone Communication	0	0%	0	0	0%
	SICs with <10 comparisons	6	26%	33	6	27%
<b>VENTURA TOTAL</b>		<b>7</b>	<b>14%</b>	<b>33</b>	<b>7</b>	<b>20%</b>
SALINAS	Department Stores	5	38%	20	5	42%
	SICs with <10 comparisons	3	20%	9	3	20%
<b>SALINAS TOTAL</b>		<b>8</b>	<b>29%</b>	<b>29</b>	<b>8</b>	<b>30%</b>
MERCED	SICs with <10 comparisons	0	0%	0	0	0%
<b>MERCED TOTAL</b>		<b>0</b>	<b>0%</b>	<b>0</b>	<b>0</b>	<b>0%</b>
YOLO	SICs with <10 comparisons	4	27%	28	4	31%
<b>YOLO TOTAL</b>		<b>4</b>	<b>27%</b>	<b>28</b>	<b>4</b>	<b>31%</b>
MODESTO	SICs with <10 comparisons	0	0%	0	0	0%
<b>MODESTO TOTAL</b>		<b>0</b>	<b>0%</b>	<b>0</b>	<b>0</b>	<b>0%</b>
SANTA ROSA	SICs with <10 comparisons	1	13%	9	1	13%
<b>SANTA ROSA TOTAL</b>		<b>1</b>	<b>13%</b>	<b>9</b>	<b>1</b>	<b>13%</b>
SNTABRBRA-SNTAMARIA-LOMPOC	SICs with <10 comparisons	0	0%	0	0	0%

CALIFORNIA	DISCRIMINATION V. BLACKS	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	Industry	# Comps	%Comps	# Workers
<b>SNTABRBRA-SNTAMARIA-LOMPOC TOTAL</b>		<b>0</b>	<b>0%</b>	<b>0</b>	<b>0</b>	<b>0%</b>
<b>YUBA CITY</b>	SICs with <10 comparisons	0	0%	0	0	0%
<b>YUBA CITY TOTAL</b>		<b>0</b>	<b>0%</b>	<b>0</b>	<b>0</b>	<b>0%</b>
<b>CALIFORNIA TOTALS</b>		<b>3,259</b>	<b>29%</b>	<b>28,706</b>	<b>2,608</b>	<b>34%</b>

Table 15. Discrimination against Hispanics by MSA & Industry in California

CALIFORNIA	DISCRIMINATION V. HISPANICS	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	INDUSTRY		# Comps	%Comps
LOS ANGELES- LONG BEACH	Department Stores	138	35%	3,154	88	44%
	Hospitals	138	27%	2,686	63	52%
	Eating & Drinking Places	152	35%	2,487	145	37%
	Grocery Stores	166	29%	2,023	148	31%
	Aircraft & Parts	39	21%	1,531	15	25%
	Hotels & Motels	36	17%	1,058	24	26%
	Electronic Components & Acc.	28	20%	777	16	33%
	Trucking & Courier Svcs, Ex. Air	27	24%	719	18	31%
	Commercial Banks	61	29%	676	38	40%
	Groceries & Related Prods	44	36%	615	27	52%
	Air Transport., Scheduled	31	23%	612	18	34%
	Communication Svcs	28	39%	599	21	46%
	Nursing & Personal Care Facilities	33	27%	558	32	34%
	Misc. Shopping Goods Stores	33	34%	461	26	36%
	Health & Allied Svcs	28	31%	452	18	51%
	Motor Vehs. & Equip.	21	33%	444	9	53%
	Lumber & Other Building Materials	17	31%	401	15	33%
	Newspapers	35	39%	391	18	60%
	Household Audio & Video Equip.	8	36%	382	2	17%
	Misc. Plastics Prods	15	18%	352	9	23%
	Misc. Food & Kindred Prods	15	22%	347	9	30%
	Offices & Clinics Of Med. Doctors	20	32%	341	10	40%
	Commercial Printing	21	23%	292	12	46%
	Drugs	19	33%	288	10	67%
	Beverages	9	17%	275	6	33%
	Misc. General Mdse. Stores	23	25%	270	11	42%
	School Buses	7	44%	264	7	44%
	Automotive Rentals, No Drivers	20	29%	259	16	55%
	Research & Testing Svcs	17	39%	233	10	48%
	Motion Picture Production & Svcs	22	23%	226	14	41%
	Radio & TV Broadcasting	23	27%	222	11	33%
Telephone Communication	24	27%	220	18	35%	
Machinery, Equip. & Supplies	17	25%	216	10	40%	
Family Clothing Stores	8	22%	212	7	23%	
Cable & Other Pay TV Svcs	26	34%	207	16	53%	
New & Used Car Dealers	30	22%	200	21	42%	
Women's & Misses' Outerwear	18	38%	191	10	63%	
Public Warehousing & Storage	11	26%	189	8	32%	
Communications Equip.	13	29%	176	8	42%	
Guided Missiles, Space Vehs., Parts	7	24%	175	2	29%	
Mortgage Bankers & Brokers	13	26%	174	8	47%	
Med. Svc & Health Ins.	13	21%	169	9	35%	



CALIFORNIA MSA	DISCRIMINATION V. HISPANICS INDUSTRY	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		# Comps	%Comps		#Est.	% Est.
	Computer & Data Processing Svcs	28	23%	167	26	31%
	Electrical Goods	12	25%	164	7	39%
	Bakery Prods	10	25%	162	4	29%
	Civic & Social Associations	17	36%	162	13	48%
	Individual & Family Svcs	10	33%	161	7	50%
	Computer & Office Equip.	8	15%	159	6	29%
	Measuring & Controlling Devices	11	29%	152	6	40%
	Med. Instruments & Supplies	13	23%	149	9	56%
	Radio, TV & Computer Stores	26	31%	147	20	35%
	Ornamental shrub & tree Svcs	10	40%	145	10	40%
	Legal Svcs	17	18%	144	15	21%
	Drug Stores & Proprietary Stores	14	26%	135	13	26%
	Electric Svcs	14	18%	132	11	32%
	Automotive Dealers	21	22%	124	13	41%
	Fire, Marine & Casualty Ins.	11	11%	123	10	17%
	Prof. & Commercial Equip.	19	23%	121	14	40%
	Beer, Wine & Distilled Beverages	7	27%	121	4	40%
	Misc. Fabricated Metal Prods	11	21%	119	8	35%
	Paperboard Containers & Boxes	8	17%	117	6	27%
	Misc. Converted Paper Prods	11	23%	116	9	41%
	Electric Lighting & Wiring Equip.	9	18%	114	6	38%
	Apparel, Piece Goods & Notions	8	32%	112	6	46%
	Dairy Prods	10	26%	111	6	40%
	Life Ins.	16	41%	110	11	58%
	Toys & Sporting Goods	5	23%	109	2	25%
	Nonferrous Foundries (castings)	3	17%	103	3	27%
	Paper & Paper Prods	7	14%	103	5	25%
	Trucking Terminal Facilities	6	43%	103	5	56%
	Motor Vehs., Parts & Supplies	6	26%	98	4	33%
	Local & Suburban Transport.	3	17%	95	3	20%
	Residential Care	6	23%	95	6	30%
	Misc. Electrical Equip. & Supplies	6	19%	93	5	45%
	Refrigeration & Svc Machinery	4	20%	92	3	30%
	Ins. Agents, Brokers & Svc	12	21%	89	11	28%
	Heavy Construction, except Highway	8	33%	88	4	33%
	Household Furniture	6	21%	87	5	29%
	Special Industry Machinery	9	35%	87	4	50%
	Airports, Flying Fields & Svcs	5	50%	86	5	63%
	Engineering & Architectural Svcs	10	15%	81	8	21%
	Soap, Cleaners & Toilet Goods	10	29%	80	7	58%
	Gas Production & Distribution	4	33%	78	3	100%
	Variety Stores	5	28%	77	4	44%
	Freight Transport. Arrangement	10	37%	74	7	35%
	Real Estate Agents & Managers	8	36%	72	7	41%
	General Industrial Machinery	6	16%	72	3	21%

CALIFORNIA MSA	DISCRIMINATION V. HISPANICS INDUSTRY	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		# Comps	%Comps		#Est.	% Est.
	Plumbing, Heating, Air-conditioning	7	32%	71	4	29%
	Social Svcs	6	29%	63	4	33%
	Fabricated Structural Metal Prods	8	27%	61	7	39%
	Job Training & Related Svcs	5	42%	60	5	63%
	Mailing, Reproduction, Stenographic	7	27%	59	7	50%
	Petroleum Refining	3	10%	59	3	30%
	Electrical Work	4	14%	59	2	20%
	Title Ins.	5	18%	59	5	33%
	Misc. Publishing	9	31%	55	4	33%
	Metalworking Machinery	6	32%	54	4	33%
	Med. & Dental Laboratories	5	29%	54	3	50%
	Business Credit Institutions	6	25%	53	4	29%
	Industrial Machinery	7	28%	53	4	44%
	Credit Unions	4	33%	53	3	43%
	Commercial Sports	5	45%	51	3	60%
	Nonresidential Building Construction	10	33%	50	8	57%
	Metals & Minerals, except Petroleum	8	31%	50	7	44%
	Pulp Mills	4	29%	50	4	36%
	Child Day Care Svcs	4	36%	50	3	43%
	Chemicals & Allied Prods	7	50%	49	5	56%
	Sanitary Svcs	6	26%	49	6	43%
	Cutlery, H&tools & Hardware	4	20%	49	4	50%
	Plumbing & Heating, except Electric	5	22%	47	3	50%
	Nonstore Retailers	7	37%	47	6	75%
	Preserved Fruits & Vegetables	6	40%	44	4	44%
	Search & Navigation Equip.	4	12%	41	3	30%
	Metal Forgings & Stampings	4	20%	40	2	18%
	Electrical Industrial Apparatus	4	14%	40	3	25%
	Drugs, Proprietaries & Sundries	5	42%	40	3	43%
	Passenger Transport. Arrangement	5	45%	39	4	50%
	Railroads	3	30%	39	3	60%
	Oil & Gas Field Svcs	3	30%	39	2	50%
	Hardware, Plumbing & Heating Equip.	4	12%	38	4	29%
	Metal Cans & Shipping Containers	5	42%	38	4	57%
	Misc. Apparel & Accessory Stores	9	43%	38	9	43%
	Lumber & Construction Materials	5	22%	35	4	40%
	Accounting, Auditing & Bookkeeping	3	10%	31	3	19%
	Security Brokers & Dealers	9	24%	31	9	24%
	Retail Stores	2	18%	24	2	18%
	Home Health Care Svcs	5	36%	23	5	56%
	Paper Mills	2	15%	23	1	17%
	Metal Svcs	2	20%	18	2	25%
	Industrial Inorganic Chemicals	4	21%	17	4	31%
	Concrete, Gypsum & Plaster Prods	3	20%	17	2	17%
	Furniture & Homefurnishings Stores	4	16%	16	4	25%

CALIFORNIA	DISCRIMINATION V. HISPANICS	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	INDUSTRY		# Comps	%Comps
	Water Transport. Svcs	3	27%	16	3	50%
	Screw Machine Prods, Bolts, Etc.	4	15%	16	3	33%
	Blast Furnace & Basic Steel Prods	2	14%	15	2	33%
	Savings Institutions	5	21%	15	4	36%
	Paints & Allied Prods	3	16%	14	3	30%
	Automotive Repair Shops	2	13%	13	1	20%
	Electrical Repair Shops	3	25%	8	3	43%
	Nonferrous Rolling & Drawing	2	15%	7	2	40%
	SICs with <10 comparisons	53	23%	653	48	27%
<b>LOS ANGELES-LONG BEACH TOTAL</b>		<b>2,224</b>	<b>27%</b>	<b>33,391</b>	<b>1,581</b>	<b>36%</b>
<b>ORANGE COUNTY</b>	Eating & Drinking Places	97	46%	1,520	93	50%
	Electronic Components & Acc.	38	27%	842	22	40%
	Department Stores	39	25%	819	29	34%
	Misc. Plastics Prods	25	31%	468	13	42%
	Hospitals	25	19%	373	12	39%
	Grocery Stores	47	22%	344	43	25%
	Hotels & Motels	15	19%	287	10	25%
	Med. Instruments & Supplies	17	23%	261	16	55%
	Aircraft & Parts	17	16%	256	10	31%
	Real Estate Agents & Managers	8	29%	137	8	38%
	Groceries & Related Prods	8	40%	135	7	54%
	Nursing & Personal Care Facilities	14	21%	131	12	30%
	Computer & Office Equip.	19	20%	116	13	39%
	Drugs	8	24%	109	4	33%
	Office Furniture	2	17%	102	1	14%
	Residential Care	3	25%	101	3	30%
	Lumber & Other Building Materials	5	17%	96	5	23%
	Prof. & Commercial Equip.	10	19%	93	9	38%
	Motor Vehs., Parts & Supplies	8	36%	82	5	50%
	Fire, Marine & Casualty Ins.	10	16%	80	9	29%
	Motor Vehs. & Equip.	5	36%	79	3	50%
	Communication Svcs	4	18%	75	4	31%
	Misc. Shopping Goods Stores	11	37%	73	11	37%
	Computer & Data Processing Svcs	11	16%	71	11	22%
	Trucking & Courier Svcs, Ex. Air	4	15%	66	3	19%
	Measuring & Controlling Devices	10	18%	64	8	40%
	Screw Machine Prods, Bolts, Etc.	7	35%	59	4	50%
	Med. Svcs & Health Ins.	4	15%	58	2	18%
	Newspapers	3	21%	57	3	50%
	Variety Stores	3	30%	54	3	43%
	Automotive Dealers	10	16%	49	8	42%
	Med. & Dental Laboratories	3	27%	48	2	50%
	Sanitary Svcs	2	20%	45	2	40%
	Metal Forgings & Stampings	2	20%	41	1	14%

CALIFORNIA	DISCRIMINATION V. HISPANICS	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	INDUSTRY		# Comps	%Comps
	Electrical Goods	4	15%	40	3	20%
	Commercial Banks	9	21%	40	7	33%
	Nonresidential Building Construction	8	44%	39	4	44%
	General Industrial Machinery	7	29%	39	5	71%
	Radio, TV & Computer Stores	6	17%	37	4	16%
	Offices & Clinics Of Med. Doctors	3	16%	36	2	18%
	Beverages	5	26%	36	4	40%
	Misc. General Mdse. Stores	5	17%	33	4	44%
	Cable & Other Pay TV Srvc	4	29%	32	2	67%
	Telephone Communication	5	8%	31	4	13%
	Misc. Fabricated Metal Prods	3	27%	30	2	29%
	Ins. Agents, Brokers & Srvc	6	25%	26	5	31%
	Drug Stores & Proprietary Stores	3	27%	24	3	27%
	Machinery, Equip. & Supplies	3	21%	23	2	29%
	Paperboard Containers & Boxes	6	32%	22	4	50%
	Metalworking Machinery	2	20%	22	2	29%
	Business Credit Institutions	2	20%	17	2	29%
	Mortgage Bankers & Brokers	6	15%	16	5	28%
	Misc. Publishing	3	20%	15	3	27%
	Paper & Paper Prods	1	9%	15	1	17%
	Title Ins.	3	12%	14	3	17%
	Health & Allied Srvc	2	14%	13	1	10%
	Communications Equip.	4	18%	13	3	33%
	New & Used Car Dealers	7	21%	11	5	29%
	Accounting, Auditing & Bookkeeping	2	10%	10	2	13%
	Electric Srvc	4	20%	10	3	27%
	Engineering & Architectural Srvc	2	7%	8	2	12%
	Legal Srvc	2	15%	0	2	15%
	Air Transport., Scheduled	1	6%	0	1	8%
	SICs with <10 comparisons	50	28%	544	49	32%
<b>ORANGE COUNTY TOTAL</b>		<b>662</b>	<b>23%</b>	<b>8,388</b>	<b>528</b>	<b>33%</b>
<b>SAN DIEGO</b>	Department Stores	48	34%	757	37	43%
	Eating & Drinking Places	45	27%	751	42	27%
	Hotels & Motels	21	14%	496	14	26%
	Hospitals	27	29%	323	15	56%
	Grocery Stores	35	21%	277	33	22%
	Communication Srvc	11	42%	235	8	47%
	Aircraft & Parts	9	24%	126	5	42%
	Electronic Components & Acc.	19	35%	126	15	56%
	Fabricated Structural Metal Prods	4	36%	113	3	43%
	Nursing & Personal Care Facilities	10	26%	113	10	30%
	Misc. General Mdse. Stores	16	37%	97	7	58%
	Trucking & Courier Srvc, Ex. Air	5	31%	93	3	33%
	Health & Allied Srvc	12	31%	80	8	40%

CALIFORNIA	DISCRIMINATION V. HISPANICS	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	INDUSTRY		# Comps	%Comps
	Civic & Social Associations	5	28%	80	4	31%
	Offices & Clinics Of Med. Doctors	10	23%	76	9	36%
	Med. Instruments & Supplies	6	30%	71	4	44%
	Toys & Sporting Goods	3	30%	70	2	29%
	Ship & Boat Building & Repairing	4	29%	69	3	50%
	Lumber & Other Building Materials	10	34%	64	6	32%
	Residential Care	3	27%	64	3	33%
	Groceries & Related Prods	8	31%	61	5	42%
	Automotive Rentals, No Drivers	4	25%	53	3	33%
	Telephone Communication	5	29%	49	4	36%
	Concrete, Gypsum & Plaster Prods	2	14%	48	2	29%
	Commercial Printing	6	33%	44	5	45%
	Automotive Dealers	9	18%	41	6	38%
	Misc. Shopping Goods Stores	9	35%	37	8	40%
	Communications Equip.	3	7%	32	3	19%
	Computer & Office Equip.	3	12%	31	3	33%
	Search & Navigation Equip.	2	10%	30	2	20%
	New & Used Car Dealers	7	13%	27	5	25%
	Plumbing, Heating, Air-conditioning	5	29%	26	3	30%
	Commercial Banks	3	7%	24	3	11%
	Drug Stores & Proprietary Stores	4	25%	23	4	25%
	Mortgage Bankers & Brokers	2	15%	22	2	22%
	Job Training & Related Svcs	2	20%	21	2	33%
	Engineering & Architectural Svcs	3	13%	15	2	12%
	Measuring & Controlling Devices	3	30%	14	3	38%
	Fire, Marine & Casualty Ins.	2	9%	14	2	15%
	Computer & Data Processing Svcs	4	20%	12	4	29%
	Prof. & Commercial Equip.	1	7%	12	1	14%
	Air Transport., Scheduled	3	14%	11	3	21%
	Radio, TV & Computer Stores	4	25%	11	4	27%
	Title Ins.	2	20%	10	2	22%
	Drugs	2	17%	8	2	22%
	Misc. Electrical Equip. & Supplies	2	15%	6	2	33%
	Research & Testing Svcs	3	10%	5	3	18%
	Med. & Dental Laboratories	3	20%	4	3	50%
	Machinery, Equip. & Supplies	2	15%	3	2	29%
	Radio & TV Broadcasting	0	0%	0	0	0%
	Nonresidential Building Construction	0	0%	0	0	0%
	Legal Svcs	0	0%	0	0	0%
	SICs with <10 comparisons	31	18%	220	31	21%
<b>SAN DIEGO TOTAL</b>		<b>442</b>	<b>22%</b>	<b>4,997</b>	<b>355</b>	<b>29%</b>
<b>RIVERSIDE-</b>	Department Stores	53	28%	578	44	39%
<b>SAN</b>	Trucking & Courier Svcs, Ex. Air	21	36%	552	12	46%
<b>BERNARDINO</b>	Grocery Stores	57	21%	458	51	25%

CALIFORNIA	DISCRIMINATION V. HISPANICS	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	INDUSTRY		# Comps	%Comps
	Eating & Drinking Places	22	21%	326	22	21%
	Hotels & Motels	15	26%	265	14	54%
	Misc. Plastics Prods	14	25%	242	10	36%
	Hospitals	11	11%	172	9	38%
	Misc. Food & Kindred Prods	5	31%	168	2	40%
	Motor Vehs., Parts & Supplies	10	38%	138	7	64%
	Groceries & Related Prods	8	38%	128	5	56%
	Electronic Components & Acc.	10	36%	123	6	43%
	Concrete, Gypsum & Plaster Prods	7	32%	120	3	30%
	Fabricated Structural Metal Prods	8	24%	120	6	40%
	Med. Instruments & Supplies	9	31%	116	5	56%
	Nursing & Personal Care Facilities	10	23%	109	10	33%
	Motor Vehs. & Equip.	12	50%	107	6	75%
	Lumber & Other Building Materials	8	30%	91	7	32%
	Commercial Banks	5	21%	86	5	38%
	Misc. General Mdse. Stores	8	21%	67	4	36%
	Communication Svcs	5	42%	64	3	50%
	Aircraft & Parts	2	18%	61	2	22%
	Misc. Fabricated Metal Prods	6	38%	50	5	50%
	Beverages	4	27%	45	4	50%
	Newspapers	5	13%	41	3	33%
	Health & Allied Svcs	4	16%	39	3	19%
	Heavy Construction, except Highway	5	45%	38	4	67%
	Offices & Clinics Of Med. Doctors	3	16%	36	3	33%
	Residential Care	3	21%	27	3	25%
	Paperboard Containers & Boxes	4	25%	25	3	43%
	Misc. Transport. Equip.	3	27%	25	3	60%
	New & Used Car Dealers	5	28%	23	3	33%
	Radio, TV & Computer Stores	2	10%	20	2	14%
	Misc. Shopping Goods Stores	1	8%	19	1	8%
	Public Warehousing & Storage	5	19%	16	4	22%
	Automotive Dealers	2	10%	13	1	10%
	Air Transport., Scheduled	1	8%	10	1	10%
	Title Ins.	1	9%	4	1	11%
	Cable & Other Pay TV Svcs	0	0%	0	0	0%
	Fire, Marine & Casualty Ins.	0	0%	0	0	0%
	Electric Svcs	0	0%	0	0	0%
	Telephone Communication	3	13%	0	3	17%
	SICs with <10 comparisons	39	23%	432	36	27%
<b>RIVERSIDE-SAN BERNARDINO TOTAL</b>		<b>396</b>	<b>23%</b>	<b>4,951</b>	<b>316</b>	<b>30%</b>
<b>OAKLAND</b>	Department Stores	20	18%	257	16	25%
	Grocery Stores	31	16%	249	31	22%
	Eating & Drinking Places	20	24%	229	19	24%
	Computer & Office Equip.	13	30%	174	8	57%



CALIFORNIA	DISCRIMINATION V. HISPANICS	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	INDUSTRY		# Comps	%Comps
	Electronic Components & Acc.	11	19%	149	7	29%
	Health & Allied Svcs	16	47%	121	12	80%
	Commercial Banks	12	15%	112	10	22%
	Trucking & Courier Svcs, Ex. Air	7	27%	112	5	25%
	Misc. Plastics Prods	8	47%	98	6	60%
	Groceries & Related Prods	8	24%	95	6	35%
	Hotels & Motels	5	20%	86	5	29%
	Fabricated Structural Metal Prods	6	33%	78	6	75%
	Nursing & Personal Care Facilities	9	29%	73	9	30%
	Public Warehousing & Storage	4	36%	66	3	38%
	Misc. General Mdse. Stores	7	20%	56	7	64%
	Hospitals	7	14%	55	5	24%
	Heavy Construction, except Highway	4	40%	54	4	57%
	Computer & Data Processing Svcs	13	24%	52	11	33%
	Sanitary Svcs	1	8%	52	1	11%
	Preserved Fruits & Vegetables	3	25%	50	2	33%
	Offices & Clinics Of Med. Doctors	4	14%	46	4	27%
	Communication Svcs	9	21%	42	8	26%
	Family Clothing Stores	3	21%	38	3	21%
	Lumber & Other Building Materials	4	25%	33	4	36%
	Prof. & Commercial Equip.	5	16%	31	5	28%
	Commercial Printing	5	29%	30	4	50%
	Radio, TV & Computer Stores	3	12%	30	3	15%
	Telephone Communication	5	13%	28	5	22%
	Drug Stores & Proprietary Stores	7	23%	24	7	23%
	Air Transport., Scheduled	3	13%	18	3	21%
	Research & Testing Svcs	3	21%	17	3	50%
	Paper & Paper Prods	2	13%	16	2	25%
	Machinery, Equip. & Supplies	2	15%	14	2	25%
	Combination Utility Svcs	4	13%	14	3	27%
	Beverages	5	36%	13	4	50%
	Bakery Prods	2	15%	11	2	29%
	New & Used Car Dealers	4	16%	8	3	23%
	Petroleum Refining	1	6%	8	1	25%
	Measuring & Controlling Devices	1	6%	7	1	8%
	Misc. Shopping Goods Stores	6	26%	5	6	27%
	Plumbing, Heating, Air-conditioning	0	0%	0	0	0%
	Fire, Marine & Casualty Ins.	1	8%	0	1	13%
	Med. Svcs & Health Ins.	1	8%	0	1	11%
	Cable & Other Pay TV Svcs	0	0%	0	0	0%
	Med. Instruments & Supplies	2	13%	0	1	13%
	SICs with <10 comparisons	47	24%	362	45	27%
<b>OAKLAND TOTAL</b>		<b>334</b>	<b>20%</b>	<b>3,013</b>	<b>294</b>	<b>27%</b>
<b>SAN JOSE</b>	Electronic Components & Acc.	42	20%	788	28	27%

CALIFORNIA	DISCRIMINATION V. HISPANICS	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		# Comps	%Comps		#Est.	% Est.
MSA	INDUSTRY					
	Department Stores	28	31%	642	22	47%
	Eating & Drinking Places	40	36%	632	38	38%
	Grocery Stores	25	21%	228	22	23%
	Hospitals	9	19%	225	4	29%
	Hotels & Motels	10	25%	168	7	32%
	Computer & Office Equip.	12	15%	136	10	27%
	Communication Svcs	6	23%	116	4	22%
	Health & Allied Svcs	6	50%	103	4	67%
	Communications Equip.	14	18%	67	10	31%
	Med. Instruments & Supplies	6	12%	62	6	32%
	Nursing & Personal Care Facilities	4	11%	58	4	13%
	Misc. Shopping Goods Stores	6	40%	57	6	40%
	Trucking & Courier Svcs, Ex. Air	4	21%	55	4	31%
	Prof. & Commercial Equip.	9	20%	53	9	35%
	Drugs	6	22%	51	4	57%
	Measuring & Controlling Devices	8	14%	40	7	35%
	Electrical Goods	7	20%	40	7	33%
	Misc. General Mdse. Stores	4	18%	36	3	43%
	Guided Missiles, Space Vehs., Parts	4	40%	33	3	60%
	Radio, TV & Computer Stores	4	21%	31	4	25%
	Drug Stores & Proprietary Stores	5	22%	29	5	22%
	Misc. Plastics Prods	3	30%	27	3	50%
	Computer & Data Processing Svcs	7	11%	22	7	13%
	Electrical Work	4	33%	22	2	40%
	Research & Testing Svcs	2	17%	17	2	20%
	Offices & Clinics Of Med. Doctors	4	13%	17	3	21%
	Air Transport., Scheduled	4	15%	16	2	13%
	Misc. Electrical Equip. & Supplies	2	13%	14	2	33%
	Engineering & Architectural Svcs	2	11%	10	1	13%
	Commercial Banks	2	11%	7	2	15%
	Legal Svcs	2	15%	6	2	15%
	Telephone Communication	2	9%	5	2	13%
	Fire, Marine & Casualty Ins.	2	15%	3	2	29%
	New & Used Car Dealers	2	7%	0	2	17%
	SICs with <10 comparisons	43	28%	473	39	29%
<b>SAN JOSE TOTAL</b>		<b>340</b>	<b>21%</b>	<b>4,288</b>	<b>282</b>	<b>29%</b>
<b>SAN FRANCISCO</b>	Hotels & Motels	31	25%	785	26	46%
	Eating & Drinking Places	17	20%	478	16	25%
	Department Stores	20	27%	390	15	41%
	Grocery Stores	22	25%	158	22	30%
	Electronic Components & Acc.	5	28%	113	4	50%
	Trucking & Courier Svcs, Ex. Air	8	42%	106	5	45%
	Hospitals	11	16%	103	8	33%



CALIFORNIA	DISCRIMINATION V. HISPANICS	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	INDUSTRY		# Comps	%Comps
	Nursing & Personal Care Facilities	9	36%	97	9	38%
	Air Transport., Scheduled	7	14%	55	6	24%
	Nonresidential Building Construction	7	44%	55	6	67%
	Misc. General Mdse. Stores	5	20%	43	4	50%
	Family Clothing Stores	6	50%	38	6	50%
	Commercial Banks	7	9%	34	7	19%
	Automotive Rentals, No Drivers	4	17%	34	4	31%
	Offices & Clinics Of Med. Doctors	2	17%	34	1	20%
	Fire, Marine & Casualty Ins.	1	7%	30	1	8%
	Health & Allied Svcs	4	24%	28	4	50%
	Freight Transport. Arrangement	3	19%	26	2	17%
	Drug Stores & Proprietary Stores	7	27%	25	7	27%
	Security Brokers & Dealers	3	19%	23	3	19%
	Newspapers	3	21%	22	2	29%
	Telephone Communication	4	29%	19	4	50%
	Misc. Apparel & Accessory Stores	2	4%	17	2	10%
	Radio & TV Broadcasting	6	33%	17	4	50%
	Sanitary Svcs	3	20%	16	2	22%
	Misc. Shopping Goods Stores	5	23%	15	5	23%
	Legal Svcs	2	6%	14	2	6%
	Radio, TV & Computer Stores	3	12%	12	2	11%
	Med. Svc & Health Ins.	2	20%	11	2	50%
	Combination Utility Svcs	2	10%	10	2	29%
	Research & Testing Svcs	2	15%	9	2	22%
	Communication Svcs	3	12%	6	3	17%
	Ins. Agents, Brokers & Svc	1	6%	4	1	8%
	Prof. & Commercial Equip.	2	12%	0	2	20%
	Med. Instruments & Supplies	0	0%	0	0	0%
	Computer & Data Processing Svcs	1	6%	0	1	6%
	SICs with <10 comparisons	23	15%	259	23	18%
<b>SAN FRANCISCO TOTAL</b>		<b>243</b>	<b>19%</b>	<b>3,087</b>	<b>215</b>	<b>26%</b>
<b>SACRAMENTO</b>	Eating & Drinking Places	15	24%	149	14	24%
	Department Stores	18	24%	138	14	29%
	Hotels & Motels	6	40%	108	6	46%
	Grocery Stores	21	13%	72	18	19%
	Communication Svcs	4	16%	66	3	21%
	Trucking & Courier Svcs, Ex. Air	4	22%	60	2	18%
	Hospitals	6	19%	32	5	36%
	Telephone Communication	2	6%	31	2	12%
	Offices & Clinics Of Med. Doctors	7	26%	28	6	38%
	Nursing & Personal Care Facilities	7	23%	20	7	24%
	Commercial Banks	3	23%	18	3	30%
	Computer & Data Processing Svcs	2	11%	15	2	17%
	Med. Svc & Health Ins.	3	25%	13	3	25%

CALIFORNIA	DISCRIMINATION V. HISPANICS	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	INDUSTRY		# Comps	%Comps
	Misc. General Mdse. Stores	3	19%	12	2	50%
	Mortgage Bankers & Brokers	2	13%	10	2	25%
	Air Transport., Scheduled	2	20%	8	2	29%
	Radio & TV Broadcasting	5	29%	7	4	44%
	Automotive Dealers	1	8%	4	1	17%
	Electronic Components & Acc.	0	0%	0	0	0%
	Lumber & Other Building Materials	1	7%	0	1	7%
	Fire, Marine & Casualty Ins.	2	11%	0	2	18%
	Variety Stores	1	8%	0	1	17%
	SICs with <10 comparisons	18	16%	194	18	17%
<b>SACRAMENTO TOTAL</b>		<b>133</b>	<b>18%</b>	<b>987</b>	<b>118</b>	<b>22%</b>
<b>FRESNO</b>	Department Stores	11	26%	235	8	29%
	Eating & Drinking Places	10	26%	161	10	26%
	Hospitals	8	21%	154	4	40%
	Preserved Fruits & Vegetables	10	34%	123	7	58%
	Grocery Stores	12	30%	113	10	28%
	Meat Prods	5	28%	107	3	60%
	Groceries & Related Prods	6	60%	90	5	63%
	Nursing & Personal Care Facilities	6	23%	80	6	27%
	Offices & Clinics Of Med. Doctors	6	46%	75	4	67%
	Beverages	1	8%	8	1	20%
	New & Used Car Dealers	2	13%	0	2	29%
	SICs with <10 comparisons	23	21%	143	20	22%
<b>FRESNO TOTAL</b>		<b>100</b>	<b>26%</b>	<b>1,290</b>	<b>80</b>	<b>30%</b>
<b>VENTURA</b>	Department Stores	11	29%	282	10	38%
	Hospitals	11	41%	172	4	57%
	Eating & Drinking Places	11	34%	137	11	34%
	Grocery Stores	15	33%	104	15	33%
	Electronic Components & Acc.	7	20%	77	3	25%
	Med. Srvc & Health Ins.	5	28%	59	3	43%
	Telephone Communication	5	24%	37	4	40%
	Computer & Office Equip.	4	27%	23	1	25%
	SICs with <10 comparisons	17	24%	163	16	24%
<b>VENTURA TOTAL</b>		<b>86</b>	<b>28%</b>	<b>1,055</b>	<b>67</b>	<b>32%</b>
<b>STOCKTON-</b>	Groceries & Related Prods	11	41%	198	7	64%
<b>LODI</b>	Department Stores	8	25%	57	7	29%
	Eating & Drinking Places	5	33%	49	5	33%
	Hospitals	6	21%	38	4	40%
	Nursing & Personal Care Facilities	5	36%	36	5	36%
	Grocery Stores	8	27%	35	6	30%
	Preserved Fruits & Vegetables	3	14%	20	3	38%
	Public Warehousing & Storage	2	18%	17	2	29%

CALIFORNIA	DISCRIMINATION V. HISPANICS	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	INDUSTRY		# Comps	%Comps
	Trucking & Courier Svcs, Ex. Air	3	30%	7	3	38%
	SICs with <10 comparisons	12	24%	135	10	25%
<b>STOCKTON-LODI TOTAL</b>		<b>63</b>	<b>26%</b>	<b>592</b>	<b>52</b>	<b>33%</b>
<b>BAKERSFIELD</b>	Crop Svcs	6	22%	228	4	67%
	Department Stores	5	24%	84	5	24%
	Grocery Stores	8	24%	66	8	24%
	Eating & Drinking Places	5	50%	54	5	50%
	Hospitals	5	17%	50	4	40%
	Offices & Clinics Of Med. Doctors	4	40%	41	2	40%
	Nursing & Personal Care Facilities	2	14%	28	2	18%
	Crude Petroleum & Natural Gas	1	9%	9	1	25%
	Oil & Gas Field Svcs	1	10%	8	1	14%
	New & Used Car Dealers	1	6%	8	1	20%
	SICs with <10 comparisons	7	23%	89	6	25%
<b>BAKERSFIELD TOTAL</b>		<b>45</b>	<b>21%</b>	<b>667</b>	<b>39</b>	<b>29%</b>
<b>MODESTO</b>	Preserved Fruits & Vegetables	12	27%	306	9	75%
	Grocery Stores	7	28%	43	6	33%
	Department Stores	3	14%	40	3	21%
	Hospitals	4	25%	39	3	60%
	Nursing & Personal Care Facilities	4	40%	22	4	40%
	Beverages	3	23%	16	3	75%
	Eating & Drinking Places	1	8%	11	1	8%
	SICs with <10 comparisons	7	19%	49	6	22%
<b>MODESTO TOTAL</b>		<b>41</b>	<b>23%</b>	<b>525</b>	<b>35</b>	<b>34%</b>
<b>VALLEJO-</b>	Beverages	6	26%	68	5	42%
<b>FAIRFIELD-</b>	Department Stores	4	20%	28	3	19%
<b>NAPA</b>	Eating & Drinking Places	4	27%	20	4	27%
	Nursing & Personal Care Facilities	3	30%	20	3	30%
	Grocery Stores	4	9%	18	4	14%
	Hospitals	2	11%	11	2	25%
	SICs with <10 comparisons	7	20%	94	7	22%
<b>VALLEJO-FAIRFIELD-NAPA TOTAL</b>		<b>30</b>	<b>18%</b>	<b>260</b>	<b>28</b>	<b>23%</b>
<b>SNTABRBRA-</b>	Department Stores	7	39%	118	6	40%
<b>SNTAMARIA-</b>	Hotels & Motels	2	11%	86	2	18%
<b>LOMPOC</b>	Eating & Drinking Places	5	38%	72	5	38%
	Hospitals	4	22%	71	2	40%
	Grocery Stores	3	13%	37	3	13%
	Med. Instruments & Supplies	4	19%	26	3	43%
	SICs with <10 comparisons	6	19%	65	6	19%
<b>SNTABRBRA-SNTAMARIA-LOMPOC TOTAL</b>		<b>31</b>	<b>22%</b>	<b>476</b>	<b>27</b>	<b>26%</b>

CALIFORNIA	DISCRIMINATION V. HISPANICS	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	INDUSTRY		# Comps	%Comps
<b>SANTA ROSA</b>	Nursing & Personal Care Facilities	4	40%	34	4	44%
	Department Stores	2	11%	22	2	15%
	Eating & Drinking Places	1	7%	14	1	7%
	Grocery Stores	3	9%	12	3	12%
	SICs with <10 comparisons	7	13%	49	7	14%
<b>SANTA ROSA TOTAL</b>		<b>17</b>	<b>13%</b>	<b>131</b>	<b>17</b>	<b>15%</b>
<b>SALINAS</b>	Department Stores	5	31%	187	4	31%
	Grocery Stores	11	50%	93	11	50%
	Hotels & Motels	4	17%	61	4	33%
	Eating & Drinking Places	4	21%	54	4	21%
	Vegetables & melons	2	17%	18	2	40%
	SICs with <10 comparisons	8	32%	59	8	32%
<b>SALINAS TOTAL</b>		<b>34</b>	<b>29%</b>	<b>471</b>	<b>33</b>	<b>34%</b>
<b>VISALIA-TULARE-PORTERVILLE</b>	Department Stores	2	12%	15	2	14%
	Grocery Stores	1	10%	8	1	10%
	SICs with <10 comparisons	5	22%	50	4	20%
<b>VISALIA-TULARE-PORTERVILLE TOTAL</b>		<b>8</b>	<b>16%</b>	<b>73</b>	<b>7</b>	<b>16%</b>
<b>SLUIOBSB-ATSCADRO-PSORBLS</b>	Grocery Stores	2	11%	0	2	13%
	Hospitals	0	0%	0	0	0%
	SICs with <10 comparisons	5	25%	35	5	25%
<b>SLUIOBSB-ATSCADRO-PSORBLS TOTAL</b>		<b>7</b>	<b>14%</b>	<b>35</b>	<b>7</b>	<b>18%</b>
<b>SANTA CRUZ-WATSONVILLE</b>	Grocery Stores	4	29%	31	4	29%
	SICs with <10 comparisons	10	33%	131	10	33%
<b>SANTA CRUZ-WATSONVILLE TOTAL</b>		<b>14</b>	<b>32%</b>	<b>162</b>	<b>14</b>	<b>32%</b>
<b>YOLO</b>	Grocery Stores	5	33%	13	5	42%
	Department Stores	2	20%	12	2	22%
	SICs with <10 comparisons	5	29%	37	5	36%
<b>YOLO TOTAL</b>		<b>12</b>	<b>29%</b>	<b>62</b>	<b>12</b>	<b>34%</b>
<b>CHICO-PARADISE</b>	SICs with <10 comparisons	7	18%	116	6	17%
<b>CHICO-PARADISE TOTAL</b>		<b>7</b>	<b>18%</b>	<b>116</b>	<b>6</b>	<b>17%</b>

CALIFORNIA	DISCRIMINATION V. HISPANICS	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	INDUSTRY		# Comps	%Comps
MERCED	SICs with <10 comparisons	6	19%	61	6	21%
<b>MERCED TOTAL</b>		<b>6</b>	<b>19%</b>	<b>61</b>	<b>6</b>	<b>21%</b>
YUBA CITY	SICs with <10 comparisons	4	22%	24	4	22%
<b>YUBA CITY TOTAL</b>		<b>4</b>	<b>22%</b>	<b>24</b>	<b>4</b>	<b>22%</b>
REDDING	SICs with <10 comparisons	1	13%	4	1	13%
<b>REDDING TOTAL</b>		<b>1</b>	<b>13%</b>	<b>4</b>	<b>1</b>	<b>13%</b>
<b>CALIFORNIA TOTALS</b>		<b>5,280</b>	<b>24%</b>	<b>69,107</b>	<b>4,124</b>	<b>31%</b>

Table 16. Discrimination against Asians by MSA & Industry in California

CALIFORNIA MSA	DISCRIMINATION V. ASIANS INDUSTRY	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		# Comps	%Comps	# Workers	#Est.	% Est.
LOS ANGELES	Hospitals	180	34%	3,341	87	70%
LONG BEACH	Commercial Banks	75	36%	1,085	48	50%
	Aircraft & Parts	41	30%	791	23	43%
	Hotels & Motels	59	32%	545	47	52%
	Health & Allied Srvcs	34	38%	500	24	69%
	Electronic Components & Acc.	38	28%	482	25	51%
	Computer & Data Proc. Srvcs	43	27%	476	34	34%
	Nursing & Personal Care Fac.	55	43%	472	45	47%
	Department Stores	63	29%	427	61	32%
	Air Transport., Scheduled	36	32%	339	27	52%
	Engineering & Architect.Srvcs	26	28%	291	17	35%
	Computer & Office Equip.	24	35%	286	17	68%
	Motor Vehs. & Equip.	18	43%	274	9	64%
	Research & Testing Srvcs	19	31%	257	13	42%
	Medical Srvc & Health Ins.	17	29%	206	13	50%
	Misc. Shopping Goods Stores	31	34%	201	25	34%
	Life Ins.	17	40%	192	10	48%
	Telephone Communication	13	28%	170	13	36%
	Trucking & Courier Srvcs, Ex. Air	22	42%	166	17	41%
	Medical Instruments & Supplies	17	31%	164	12	63%
	Household Audio & Video Equip.	11	55%	158	3	33%
	Offices & Clinics Of Med. Doctors	16	25%	157	10	40%
	Fire, Marine & Casualty Ins.	19	18%	147	17	29%
	Passenger Transport. Arrangement	8	57%	146	5	63%
	Motor Vehs., Parts & Supplies	9	33%	139	6	55%
	Communications Equip.	12	30%	138	8	44%
	Mortgage Bankers & Brokers	7	13%	136	4	24%
	Groceries & Related Products	15	29%	128	13	41%
	Electrical Goods	9	20%	128	6	35%
	Medical & Dental Laboratories	7	39%	126	4	67%
	Drugs	17	28%	119	8	57%
	Search & Navigation Equip.	8	24%	116	3	23%
	Legal Srvcs	18	15%	115	17	25%
	Guided Missiles, Space Vehs., Parts	5	29%	113	4	57%
	Freight Transport. Arrangement	14	45%	106	11	58%
	Misc. Electrical Equip. & Supplies	10	34%	104	5	45%
	Professional & Commercial Equip.	17	22%	100	15	47%
	Communication Srvcs	11	26%	98	10	30%
	Accounting, Auditing & Bookkeeping	10	21%	96	9	39%
	Motion Picture Production & Srvcs	12	19%	91	9	31%
	Measuring & Controlling Devices	8	22%	87	6	38%
	Women's & Misses' Outerwear	9	32%	78	8	62%
	Public Warehousing & Storage	9	36%	78	8	42%

CALIFORNIA MSA	DISCRIMINATION V. ASIANS INDUSTRY	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		# Comps	%Comps	# Workers	#Est.	% Est.
	Radio, TV & Computer Stores	16	23%	77	16	29%
	Grocery Stores	26	11%	74	26	11%
	New & Used Car Dealers	16	36%	71	11	38%
	Machinery, Equip. & Supplies	11	30%	71	9	45%
	Ins. Agents, Brokers & Srvc	10	17%	65	10	26%
	Ornamental shrub & tree Srvc	9	36%	65	9	36%
	Commercial Printing	12	29%	63	7	39%
	Title Ins.	5	23%	62	4	27%
	Business Credit Institutions	9	30%	61	8	57%
	Screw Machine Products, Bolts, Etc.	8	33%	58	5	56%
	Lumber & Other Building Materials	9	22%	58	9	22%
	Security Brokers & Dealers	12	14%	55	12	23%
	Broiler, fryer & roaster chickens	7	64%	54	7	64%
	Misc. Food & Kindred Products	10	30%	53	6	33%
	Metalworking Machinery	7	37%	52	5	42%
	Airports, Flying Fields & Srvc	5	50%	45	4	57%
	Electric Lighting & Wiring Equip.	8	44%	43	6	50%
	General Industrial Machinery	5	21%	43	3	27%
	Toys & Sporting Goods	5	38%	39	3	75%
	Residential Care	7	35%	38	7	35%
	Family Clothing Stores	8	22%	38	7	23%
	Electrical Work	7	39%	38	5	63%
	Newspapers	10	22%	38	8	35%
	Special Industry Machinery	8	40%	35	5	56%
	Misc. General Merch. Stores	9	23%	32	9	38%
	Savings Institutions	3	13%	31	1	9%
	Automotive Rentals, No Drivers	6	25%	30	6	40%
	Eating & Drinking Places	9	39%	30	9	50%
	Apparel, Piece Goods & Notions	5	45%	29	3	43%
	Misc. Plastics Products	5	38%	28	5	50%
	Real Estate Agents & Managers	2	8%	26	1	8%
	Home Health Care Srvc	3	30%	25	3	38%
	Drug Stores & Proprietary Stores	6	13%	25	5	12%
	Misc. Converted Paper Products	5	25%	25	5	31%
	Plumbing & Heating, except Electric	4	24%	24	3	50%
	Individual & Family Srvc	5	29%	23	4	40%
	Misc. Fabricated Metal Products	7	24%	22	6	40%
	Automotive Dealers	5	18%	21	5	24%
	Cable & Other Pay TV Srvc	6	13%	19	5	23%
	Misc. Apparel & Accessory Stores	6	29%	19	6	29%
	Petroleum Refining	2	7%	19	1	13%
	Paper & Paper Products	3	15%	18	3	25%
	Electrical Industrial Apparatus	4	15%	17	3	25%
	Radio & TV Broadcasting	3	13%	14	3	19%
	Nonstore Retailers	4	36%	14	4	50%

CALIFORNIA MSA	DISCRIMINATION V. ASIANS INDUSTRY	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		# Comps	%Comps	# Workers	#Est.	% Est.
	Electrical Repair Shops	3	27%	12	2	33%
	Misc. Publishing	1	5%	11	1	8%
	Misc. Chemical Products	3	25%	10	3	50%
	Social Svcs	3	27%	9	2	25%
	Nonresidential Building Construction	5	31%	6	4	40%
	Industrial Machinery	1	10%	5	1	17%
	Furniture & Homefurnishings Stores	3	23%	4	3	23%
	Electric Svcs	1	3%	0	1	4%
	SICs with <10 comparisons	66	22%	371	64	26%
<b>LOS ANGELES-LONG BEACH TOTAL</b>		<b>1,507</b>	<b>28%</b>	<b>15,582</b>	<b>1,119</b>	<b>36%</b>
<b>SAN JOSE</b>	Electronic Components & Acc.	140	35%	2,901	72	55%
	Computer & Office Equip.	47	30%	1,346	25	48%
	Computer & Data Proc. Svcs	102	31%	1,344	71	53%
	Professional & Commercial Equip.	25	28%	538	11	31%
	Communications Equip.	27	19%	532	15	33%
	Department Stores	31	36%	426	23	49%
	Hospitals	21	36%	422	9	64%
	Nursing & Personal Care Fac.	17	31%	348	11	35%
	Measuring & Controlling Devices	25	24%	326	15	47%
	Medical Instruments & Supplies	17	22%	228	9	41%
	Research & Testing Svcs	15	24%	216	12	38%
	Engineering & Architect.Svcs	10	33%	175	5	31%
	Electrical Goods	17	30%	170	11	42%
	Hotels & Motels	17	45%	167	14	64%
	Eating & Drinking Places	29	30%	163	29	32%
	Offices & Clinics Of Med. Doctors	8	22%	111	5	36%
	Drugs	11	29%	106	6	60%
	Radio, TV & Computer Stores	8	40%	99	8	50%
	Telephone Communication	11	26%	92	8	36%
	Misc. Electrical Equip. & Supplies	10	40%	66	6	75%
	Grocery Stores	10	13%	52	10	14%
	Air Transport., Scheduled	4	15%	52	4	25%
	Health & Allied Svcs	5	38%	44	4	67%
	Misc. Plastics Products	5	36%	37	3	50%
	New & Used Car Dealers	6	25%	35	5	42%
	Drug Stores & Proprietary Stores	5	22%	31	5	22%
	Communication Svcs	5	19%	23	5	28%
	Legal Svcs	4	15%	17	4	29%
	Trucking & Courier Svcs, Ex. Air	3	20%	11	3	30%
	Nonferrous Rolling & Drawing	2	18%	7	1	17%
	Guided Missiles, Space Vehs., Parts	1	8%	7	1	20%
	Furniture & Homefurnishings Stores	1	10%	6	1	14%
	Accounting, Auditing & Bookkeeping	3	17%	6	3	33%
	Commercial Banks	4	14%	5	3	21%



CALIFORNIA	DISCRIMINATION V. ASIANS	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		MSA	INDUSTRY	# Comps	%Comps	# Workers
	Misc. General Merch. Stores	2	13%	5	2	40%
	Security Brokers & Dealers	1	6%	4	1	8%
	Fire, Marine & Casualty Ins.	2	15%	3	2	29%
	Misc. Shopping Goods Stores	1	7%	0	1	7%
	Electrical Work	2	20%	0	2	33%
	SICs with <10 comparisons	36	28%	246	32	31%
<b>SAN JOSE TOTAL</b>		<b>690</b>	<b>28%</b>	<b>10,366</b>	<b>457</b>	<b>39%</b>
<b>SAN</b>	Computer & Data Proc. Svcs	96	39%	1,351	60	52%
<b>FRANCISCO</b>	Hotels & Motels	42	28%	972	30	52%
	Eating & Drinking Places	49	58%	877	46	71%
	Hospitals	34	28%	772	17	65%
	Commercial Banks	33	25%	559	21	41%
	Department Stores	26	31%	462	20	54%
	Air Transport., Scheduled	22	31%	391	14	52%
	Grocery Stores	32	36%	286	27	36%
	Nursing & Personal Care Fac.	14	34%	236	11	44%
	Electronic Components & Acc.	11	44%	205	3	38%
	Fire, Marine & Casualty Ins.	5	12%	189	2	10%
	Radio, TV & Computer Stores	7	27%	176	4	22%
	Misc. Apparel & Accessory Stores	12	23%	171	7	33%
	Security Brokers & Dealers	20	22%	160	15	36%
	Medical Srvc & Health Ins.	3	27%	138	1	20%
	Trucking & Courier Svcs, Ex. Air	8	50%	125	6	67%
	Health & Allied Svcs	6	26%	124	4	36%
	Offices & Clinics Of Med. Doctors	6	25%	120	3	38%
	Research & Testing Svcs	7	18%	115	5	29%
	Misc. Shopping Goods Stores	8	36%	106	8	36%
	Legal Svcs	16	18%	103	14	30%
	Combination Utility Svcs	6	24%	102	3	43%
	Communication Svcs	11	33%	89	11	58%
	Misc. General Merch. Stores	9	36%	84	4	50%
	Drug Stores & Proprietary Stores	11	42%	83	11	42%
	Family Clothing Stores	4	33%	78	4	33%
	Automotive Rentals, No Drivers	9	36%	75	8	57%
	Engineering & Architect.Svcs	11	27%	75	9	39%
	Telephone Communication	4	15%	66	4	29%
	Freight Transport. Arrangement	9	43%	66	8	57%
	Accounting, Auditing & Bookkeeping	7	26%	66	6	55%
	Newspapers	8	42%	62	6	75%
	Life Ins.	4	24%	44	2	22%
	Drugs	3	18%	41	3	50%
	Professional & Commercial Equip.	5	16%	39	4	29%
	Nonresidential Building Construction	5	31%	37	4	57%
	Ins. Agents, Brokers & Srvc	5	17%	31	5	29%

CALIFORNIA MSA	DISCRIMINATION V. ASIANS INDUSTRY	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		# Comps	%Comps	# Workers	#Est.	% Est.
	Real Estate Agents & Managers	3	23%	27	3	43%
	New & Used Car Dealers	3	30%	17	2	29%
	Periodicals	1	8%	6	1	17%
	Medical Instruments & Supplies	2	17%	6	2	50%
	Holding Offices	2	13%	6	2	33%
	Museums & Art Galleries	1	8%	6	1	25%
	Books	1	8%	5	1	17%
	Business Credit Institutions	2	15%	5	2	33%
	Radio & TV Broadcasting	0	0%	0	0	0%
	Misc. Publishing	2	12%	0	2	20%
	SICs with <10 comparisons	38	27%	424	33	29%
<b>SAN FRANCISCO TOTAL</b>		<b>623</b>	<b>29%</b>	<b>9,179</b>	<b>459</b>	<b>42%</b>
<b>ORANGE COUNTY</b>	Electronic Components & Acc.	63	37%	1,134	29	49%
	Hospitals	34	26%	808	16	52%
	Computer & Office Equip.	38	30%	469	20	54%
	Computer & Data Proc. Svcs	37	34%	438	27	41%
	Medical Instruments & Supplies	23	27%	347	11	38%
	Aircraft & Parts	41	38%	304	20	61%
	Department Stores	30	28%	207	30	35%
	Misc. Plastics Products	19	37%	205	13	52%
	Measuring & Controlling Devices	15	26%	182	9	43%
	Nursing & Personal Care Fac.	21	28%	149	15	37%
	Medical & Dental Laboratories	5	36%	138	3	75%
	Electrical Goods	10	42%	128	8	73%
	Communications Equip.	8	28%	72	4	44%
	Radio, TV & Computer Stores	7	23%	62	7	28%
	Telephone Communication	9	19%	57	7	26%
	Commercial Banks	4	13%	52	4	22%
	Drugs	6	16%	52	6	50%
	Accounting, Auditing & Bookkeeping	9	29%	52	7	41%
	Title Ins.	8	32%	50	7	44%
	Motor Vehs., Parts & Supplies	5	14%	49	4	31%
	Newspapers	3	30%	48	2	40%
	Medical Srvc & Health Ins.	6	22%	44	5	45%
	Ins. Agents, Brokers & Srvc	6	29%	43	6	38%
	Fire, Marine & Casualty Ins.	6	12%	42	5	19%
	Professional & Commercial Equip.	9	16%	41	8	38%
	Engineering & Architect.Srvcs	10	18%	36	9	26%
	Misc. Publishing	4	36%	34	4	40%
	Real Estate Agents & Managers	6	38%	31	6	55%
Metalworking Machinery	5	50%	28	4	57%	
Communication Svcs	3	25%	27	3	43%	
Screw Machine Products, Bolts, Etc.	4	29%	25	4	50%	

CALIFORNIA MSA	DISCRIMINATION V. ASIANS INDUSTRY	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		# Comps	%Comps	# Workers	#Est.	% Est.
	Trucking & Courier Svcs, Ex. Air	4	25%	22	4	40%
	Metal Forgings & Stampings	3	30%	21	3	43%
	Hotels & Motels	3	14%	18	2	13%
	General Industrial Machinery	4	17%	15	4	50%
	Automotive Dealers	7	26%	15	6	40%
	Air Transport., Scheduled	2	14%	14	2	18%
	Grocery Stores	2	18%	14	1	20%
	Lumber & Other Building Materials	2	11%	11	2	11%
	Residential Care	2	20%	10	2	22%
	Variety Stores	2	20%	9	2	29%
	Misc. Shopping Goods Stores	4	14%	9	4	14%
	Eating & Drinking Places	2	18%	9	2	25%
	Offices & Clinics Of Med. Doctors	2	10%	6	2	18%
	Mortgage Bankers & Brokers	3	12%	6	2	14%
	New & Used Car Dealers	2	18%	5	2	40%
	Legal Svcs	2	11%	4	1	9%
	Security Brokers & Dealers	2	15%	0	2	20%
	Health & Allied Svcs	1	7%	0	1	10%
	Misc. General Merch. Stores	1	7%	0	1	13%
	SICs with <10 comparisons	37	21%	288	35	23%
<b>ORANGE COUNTY TOTAL</b>		<b>541</b>	<b>26%</b>	<b>5,831</b>	<b>383</b>	<b>35%</b>
<b>OAKLAND</b>	Computer & Data Proc. Svcs	49	37%	707	31	45%
	Commercial Banks	30	28%	672	20	42%
	Electronic Components & Acc.	25	30%	657	11	39%
	Computer & Office Equip.	23	40%	443	10	56%
	Hospitals	19	21%	439	9	38%
	Department Stores	32	31%	317	27	43%
	Offices & Clinics Of Med. Doctors	18	45%	308	10	71%
	Nursing & Personal Care Fac.	18	35%	261	15	48%
	Health & Allied Svcs	11	37%	226	6	46%
	Professional & Commercial Equip.	19	36%	213	13	62%
	Research & Testing Svcs	6	33%	188	2	25%
	Grocery Stores	38	22%	181	33	24%
	Measuring & Controlling Devices	16	30%	118	8	42%
	Communication Svcs	8	17%	109	7	23%
	Eating & Drinking Places	22	28%	108	22	29%
	Radio, TV & Computer Stores	9	35%	98	7	35%
	Hotels & Motels	7	23%	93	6	35%
	Telephone Communication	3	7%	81	3	12%
	Air Transport., Scheduled	5	23%	68	5	33%
	Commercial Printing	9	53%	65	5	63%
	Medical Instruments & Supplies	7	22%	64	6	60%
	Trucking & Courier Svcs, Ex. Air	6	33%	59	6	38%
	Communications Equip.	6	38%	57	3	50%

CALIFORNIA MSA	DISCRIMINATION V. ASIANS INDUSTRY	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		# Comps	%Comps	# Workers	#Est.	% Est.
	Family Clothing Stores	4	29%	51	4	29%
	Fabricated Structural Metal Products	6	43%	48	4	50%
	Drug Stores & Proprietary Stores	9	29%	41	9	29%
	Misc. General Merch. Stores	9	28%	41	4	36%
	Engineering & Architect.Srvcs	9	20%	37	9	35%
	Fire, Marine & Casualty Ins.	5	20%	29	4	27%
	Freight Transport. Arrangement	3	30%	26	2	50%
	Petroleum Refining	4	25%	22	2	50%
	Accounting, Auditing & Bookkeeping	3	30%	22	2	29%
	Misc. Shopping Goods Stores	4	14%	22	4	18%
	Public Warehousing & Storage	3	27%	19	3	38%
	Lumber & Other Building Materials	2	18%	19	2	18%
	Groceries & Related Products	3	14%	18	3	27%
	Beverages	3	30%	15	3	43%
	Bakery Products	1	8%	10	1	14%
	Drugs	5	18%	6	3	30%
	Cable & Other Pay TV Srvcs	1	10%	6	1	14%
	New & Used Car Dealers	3	18%	4	3	25%
	Combination Utility Srvcs	2	8%	3	2	20%
	Paper & Paper Products	0	0%	0	0	0%
	Medical Srvc & Health Ins.	0	0%	0	0	0%
	SICs with <10 comparisons	53	29%	382	44	29%
<b>OAKLAND TOTAL</b>		<b>518</b>	<b>27%</b>	<b>6,351</b>	<b>374</b>	<b>34%</b>
<b>SAN DIEGO</b>	Hospitals	33	35%	773	18	62%
	Electronic Components & Acc.	21	24%	332	12	36%
	Hotels & Motels	34	33%	303	28	54%
	Research & Testing Srvcs	23	32%	262	11	37%
	Nursing & Personal Care Fac.	18	33%	253	16	47%
	Communications Equip.	22	32%	211	14	67%
	Eating & Drinking Places	43	39%	188	42	40%
	Drugs	12	23%	184	6	23%
	Aircraft & Parts	8	35%	174	5	45%
	Department Stores	30	31%	143	30	35%
	Medical Instruments & Supplies	11	37%	109	7	64%
	Health & Allied Srvcs	9	29%	104	7	39%
	Commercial Banks	12	30%	99	12	43%
	Computer & Data Proc. Srvcs	16	28%	92	15	36%
	Medical & Dental Laboratories	6	30%	91	5	83%
	Computer & Office Equip.	6	17%	91	4	31%
	Offices & Clinics Of Med. Doctors	14	23%	69	12	48%
	Fire, Marine & Casualty Ins.	9	41%	69	7	54%
	Search & Navigation Equip.	6	29%	62	4	40%
	Household Audio & Video Equip.	4	40%	36	3	75%
	Commercial Printing	6	40%	31	3	33%

CALIFORNIA MSA	DISCRIMINATION V. ASIANS INDUSTRY	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		# Comps	%Comps	# Workers	#Est.	% Est.
	Measuring & Controlling Devices	4	15%	30	4	29%
	Telephone Communication	3	27%	25	3	43%
	Professional & Commercial Equip.	4	24%	24	4	44%
	Radio, TV & Computer Stores	4	24%	19	4	27%
	Misc. Electrical Equip. & Supplies	1	7%	15	1	17%
	Misc. Shopping Goods Stores	3	20%	12	3	20%
	Communication Svcs	1	8%	10	1	9%
	Engineering & Architect.Srvcs	3	12%	9	3	14%
	Air Transport., Scheduled	2	12%	4	2	18%
	Drug Stores & Proprietary Stores	1	9%	4	1	9%
	Electrical Goods	1	10%	0	1	17%
	Radio & TV Broadcasting	1	9%	0	1	14%
	Mortgage Bankers & Brokers	1	8%	0	1	11%
	Residential Care	0	0%	0	0	0%
	SICs with <10 comparisons	49	26%	384	44	28%
<b>SAN DIEGO TOTAL</b>		<b>421</b>	<b>28%</b>	<b>4,210</b>	<b>334</b>	<b>37%</b>
<b>SACRAMENTO</b>	Computer & Data Proc. Svcs	33	60%	631	24	89%
	Offices & Clinics Of Med. Doctors	15	37%	174	8	50%
	Hospitals	16	36%	166	8	53%
	Eating & Drinking Places	33	54%	150	32	54%
	Department Stores	17	25%	126	16	33%
	Nursing & Personal Care Fac.	15	35%	119	11	37%
	Hotels & Motels	7	39%	65	6	46%
	Grocery Stores	21	21%	49	19	26%
	Medical Srvc & Health Ins.	3	13%	44	2	14%
	Electronic Components & Acc.	6	26%	42	4	80%
	Telephone Communication	6	27%	34	5	33%
	Commercial Banks	2	14%	28	2	20%
	Trucking & Courier Svcs, Ex. Air	3	25%	27	2	25%
	Communication Svcs	3	21%	13	3	23%
	Radio, TV & Computer Stores	3	30%	12	3	30%
	Fire, Marine & Casualty Ins.	2	13%	6	2	20%
	Engineering & Architect.Srvcs	0	0%	0	0	0%
	SICs with <10 comparisons	21	17%	111	20	19%
<b>SACRAMENTO TOTAL</b>		<b>206</b>	<b>29%</b>	<b>1,796</b>	<b>167</b>	<b>35%</b>

CALIFORNIA MSA	DISCRIMINATION V. ASIANS INDUSTRY	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		# Comps	%Comps	# Workers	#Est.	% Est.
<b>RIVERSIDE-</b>	Hospitals	36	<b>40%</b>	573	17	71%
<b>SAN</b>	Nursing & Personal Care Fac.	16	<b>37%</b>	98	15	50%
<b>BERNARDINO</b>	Electronic Components & Acc.	7	<b>30%</b>	58	5	38%
	Medical Instruments & Supplies	5	<b>26%</b>	36	4	50%
	Fire, Marine & Casualty Ins.	5	<b>45%</b>	27	4	44%
	Offices & Clinics Of Med. Doctors	3	<b>30%</b>	6	3	43%
	SICs with <10 comparisons	28	<b>30%</b>	181	26	31%
<b>RIVERSIDE-SAN BERNARDINO TOTAL</b>		<b>100</b>	<b>35%</b>	<b>979</b>	<b>74</b>	<b>42%</b>
<b>VENTURA</b>	Hospitals	8	<b>31%</b>	114	5	71%
	Electronic Components & Acc.	9	<b>22%</b>	75	9	75%
	Medical Srvc & Health Ins.	6	<b>25%</b>	58	5	63%
	Computer & Office Equip.	1	<b>7%</b>	9	1	25%
	Department Stores	2	<b>9%</b>	6	2	10%
	SICs with <10 comparisons	11	<b>23%</b>	106	10	26%
<b>VENTURA TOTAL</b>		<b>37</b>	<b>21%</b>	<b>369</b>	<b>32</b>	<b>36%</b>
<b>STOCKTON-</b>	Hospitals	12	<b>48%</b>	99	5	56%
<b>LODI</b>	Nursing & Personal Care Fac.	6	<b>35%</b>	79	6	43%
	Department Stores	9	<b>36%</b>	47	8	33%
	Preserved Fruits & Vegetables	3	<b>20%</b>	40	2	29%
	Grocery Stores	6	<b>26%</b>	21	5	26%
	Eating & Drinking Places	3	<b>21%</b>	14	3	21%
	SICs with <10 comparisons	12	<b>27%</b>	52	12	30%
<b>STOCKTON-LODI TOTAL</b>		<b>51</b>	<b>31%</b>	<b>352</b>	<b>41</b>	<b>32%</b>
<b>FRESNO</b>	Eating & Drinking Places	19	<b>50%</b>	153	19	50%
	Meat Products	5	<b>42%</b>	115	3	60%
	Hospitals	5	<b>21%</b>	67	5	50%
	Nursing & Personal Care Fac.	3	<b>14%</b>	19	3	15%
	Department Stores	2	<b>9%</b>	7	2	9%
	SICs with <10 comparisons	6	<b>16%</b>	32	6	18%
<b>FRESNO TOTAL</b>		<b>40</b>	<b>26%</b>	<b>394</b>	<b>38</b>	<b>30%</b>
<b>VALLEJO-</b>	Hospitals	8	<b>32%</b>	215	3	38%
<b>FAIRFIELD-</b>	Department Stores	8	<b>40%</b>	93	8	50%
<b>NAPA</b>	Nursing & Personal Care Fac.	5	<b>50%</b>	65	5	50%
	Eating & Drinking Places	3	<b>27%</b>	5	3	27%
	Grocery Stores	1	<b>5%</b>	4	1	5%
	SICs with <10 comparisons	12	<b>31%</b>	82	12	34%
<b>VALLEJO-FAIRFIELD-NAPA TOTAL</b>		<b>37</b>	<b>30%</b>	<b>464</b>	<b>32</b>	<b>32%</b>

CALIFORNIA MSA	DISCRIMINATION V. ASIANS INDUSTRY	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		# Comps	%Comps	# Workers	#Est.	% Est.
<b>SALINAS</b>	Hotels & Motels	6	24%	103	5	42%
	Eating & Drinking Places	3	16%	26	3	16%
	Grocery Stores	2	15%	13	2	15%
	Department Stores	5	31%	6	4	31%
	SICs with <10 comparisons	2	8%	10	2	9%
<b>SALINAS TOTAL</b>		<b>18</b>	<b>19%</b>	<b>158</b>	<b>16</b>	<b>20%</b>
<b>SNTABRBRA- SNTAMARIA- LOMPOC</b>	Nursing & Personal Care Fac.	4	33%	20	3	33%
	Medical Instruments & Supplies	1	7%	13	1	14%
	SICs with <10 comparisons	5	15%	36	5	16%
<b>SNTABRBRA-SNTAMARIA-LOMPOC TOTAL</b>		<b>10</b>	<b>17%</b>	<b>70</b>	<b>9</b>	<b>19%</b>
<b>MODESTO</b>	Grocery Stores	10	56%	38	10	56%
	Nursing & Personal Care Fac.	5	38%	35	4	40%
	Hospitals	3	23%	25	3	60%
	SICs with <10 comparisons	1	17%	0	1	17%
<b>MODESTO TOTAL</b>		<b>19</b>	<b>38%</b>	<b>98</b>	<b>18</b>	<b>46%</b>
<b>SANTA ROSA</b>	Nursing & Personal Care Fac.	3	25%	16	2	20%
	Department Stores	0	0%	0	0	0%
	SICs with <10 comparisons	6	25%	61	6	27%
<b>SANTA ROSA TOTAL</b>		<b>9</b>	<b>18%</b>	<b>77</b>	<b>8</b>	<b>19%</b>
<b>BAKERSFIELD</b>	Hospitals	2	11%	35	2	29%
	Nursing & Personal Care Fac.	2	14%	4	2	18%
	SICs with <10 comparisons	3	19%	161	3	19%
<b>BAKERSFIELD TOTAL</b>		<b>7</b>	<b>14%</b>	<b>200</b>	<b>7</b>	<b>21%</b>
<b>YOLO</b>	Department Stores	2	20%	4	1	11%
	SICs with <10 comparisons	5	25%	24	5	26%
<b>YOLO TOTAL</b>		<b>7</b>	<b>23%</b>	<b>28</b>	<b>6</b>	<b>21%</b>
<b>MERCED</b>	SICs with <10 comparisons	1	7%	0	1	7%
<b>MERCED TOTAL</b>		<b>1</b>	<b>7%</b>	<b>0</b>	<b>1</b>	<b>7%</b>
<b>YUBA CITY</b>	SICs with <10 comparisons	1	8%	6	1	8%
<b>YUBA CITY TOTAL</b>		<b>1</b>	<b>8%</b>	<b>6</b>	<b>1</b>	<b>8%</b>
<b>SANTA CRUZ- WATSONVILLE</b>	SICs with <10 comparisons	1	10%	6	1	10%
<b>SANTA CRUZ-WATSONVILLE TOTAL</b>		<b>1</b>	<b>10%</b>	<b>6</b>	<b>1</b>	<b>10%</b>

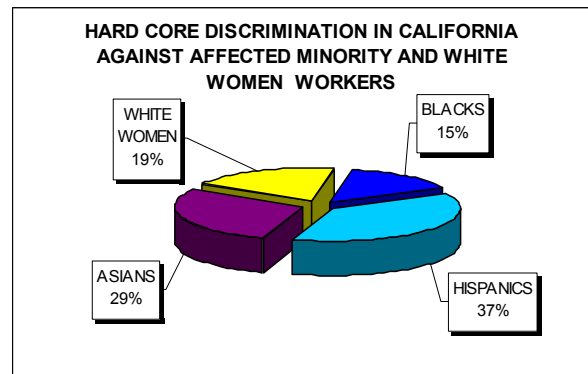
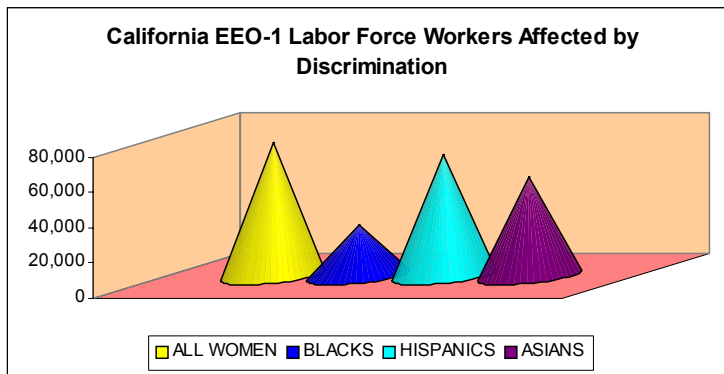
CALIFORNIA MSA	DISCRIMINATION V. ASIANS INDUSTRY	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		# Comps	%Comps	# Workers	#Est.	% Est.
VISALIA- TULARE- PORTERVILLE	SICs with <10 comparisons	0	0%	0	0	0%
<b>VISALIA-TULARE-PORTERVILLE TOTAL</b>		<b>0</b>	<b>0%</b>	<b>0</b>	<b>0</b>	<b>0%</b>
SLUISOBSB- ATSCADRO- PSORBLS	SICs with <10 comparisons	2	33%	21	2	33%
<b>SLUISOBSB-ATSCADRO-PSORBLS TOTAL</b>		<b>2</b>	<b>33%</b>	<b>21</b>	<b>2</b>	<b>33%</b>
CHICO- PARADISE	SICs with <10 comparisons	2	67%	64	2	67%
<b>CHICO-PARADISE TOTAL</b>		<b>2</b>	<b>67%</b>	<b>64</b>	<b>2</b>	<b>67%</b>
<b>CALIFORNIA TOTALS</b>		<b>4,848</b>	<b>28%</b>	<b>56,600</b>	<b>3,581</b>	<b>36%</b>



## §14. THE BOTTOM LINE OF VISIBLE INTENTIONAL JOB DISCRIMINATION IN THIS STATE

**Table 17. Bottom Line of Discrimination in California.**

Bottom Line of Discrimination in California	Comparisons with Discrimination		Affected Workers	Discriminating Establishments		Hard Core Discriminators				
	#	%		#	#	%	Establishments		Workers	
							#	%	#	% of Affected Workers
<b>ALL WOMEN</b>	5,742	22.09%	75,843	4,500	32.32%	1,062	7.63%	27,688	36.51%	
<b>MINORITIES</b>	6,913	25.18%	109,026	4,948	34.27%	1441	9.98%	49,058	45.00%	
<b>BLACKS</b>	3,259	28.88%	28,706	2,608	33.80%	478	6.19%	10,882	37.91%	
<b>HISPANICS</b>	5,280	23.63%	69,107	4,124	31.23%	976	7.39%	27,909	40.38%	
<b>ASIANS</b>	4,848	27.56%	56,600	3,581	36.23%	676	6.84%	21,326	37.65%	



Every time a Hispanic worker sought an employment opportunity in 1999, he or she had a one in four chance of being discriminated against. A Black worker in the same situation faced a higher risk, close to a 3 in ten chance of discrimination, an Asian-Pacific worker, a risk between that of a Hispanic and a Black. Women faced a one in five chance of discrimination in the same circumstance.

There was a heavy concentration of intentional job discrimination in the Los Angeles and Long Beach metropolitan area. It amounted to nearly 7 percent of the national total of minority and female workers affected by job discrimination. LA has been the site of recent civil disturbances. Researchers may wish to examine whether there is an identifiable relationship between these disturbances and the extent of intentional job discrimination

## §15. CONCLUSIONS AND RECOMMENDATIONS

This state study has the same objectives as the National Study: (1) to assist the public in deciding whether discrimination is still so severe that affirmative action continues to be necessary to raise the status of minorities and women to that of equality; (2) to enable those employers whose practices appear discriminatory to understand their situations and take actions they deem appropriate; (3) to enable public and private agencies to address the continuation of intentional job discrimination; and, (4) to bring a modest element of predictability and stability to the law of employment discrimination.<sup>16</sup>

1. The necessity for continued affirmative action is established by the statistics in this state. The playing field of employment in this state is clearly not level. The only way this massive problem of intentional discrimination can be usefully and practically addressed is by encouraging establishments to recruit, hire, train, assign, promote, pay and treat qualified minorities and women as they treat qualified whites and males. This is all that affirmative action programs have ever expected. We know that there are qualified minorities and women in this state, because they are currently working for employers who did not discriminate against them. The establishments currently discriminating are in as good or better a position to find qualified workers, as were those who found them in earlier years.
  2. Employers in this state are entitled to know where they stand vis-a-vis other similar employers. The Federal government, which has this information, has not supplied it to them. Without that knowledge, they cannot address their situation, either by preparing justifications or by taking steps to get out of the statistical trap they are in. They should attempt to secure the kind of analysis in this study from Federal or State Agencies. Failing that, employers may seek further information on obtaining this information by examining the EEO1.com website.
  3. The State agencies charged with enforcing the equal employment opportunity laws of this state should:
    - A. Request from EEOC the statistical information with the identification of the establishments described in this study, and develop a plan to address them in cooperation with other agencies and organizations.
    - B. This plan should include:
-

- (1) Adopting a systemic analysis of EEO-1 data for this state, updated annually, to identify establishments that may be discriminating;
  - (2) Advising employers if they are at risk of a finding of discrimination against them, based on these statistics;
  - (3) Making clear to such employers that they may take affirmative action to reduce or eliminate the risk of findings of discrimination against them;
  - (4) Encouraging them to report the results of their efforts to the Federal/State/local agency involved;
  - (5) Instituting formal proceedings against those employers who decline without justification to:
    - (a) File EEO-1 reports.
    - (b) Undertake enforceable affirmative action programs to address the apparent discrimination.
  - (6) Invite private counsel to participate in programs of advice to employers.
  - (7) Seek binding obligations from these employers to increase their utilization of qualified minority and female employees, while leaving litigation over damage issues primarily to private counsel.
4. Private organizations seeking to improve opportunities for women and minorities should press the government agencies to secure enforceable and reviewable promises to increase utilization of minority and female employees, in preference to securing damages for victims of discrimination that can be obtained by private counsel. These organizations and agencies should evaluate the government by how many jobs and promotions are obtained for how many workers, rather than by how much money is obtained for a few.
5. The result of the foregoing strategy should be the reduction of intentional discrimination in this state and the improvement of equality, not only in employment opportunity, but also in other areas of life where those who are fairly employed can further opportunities for themselves and their posterity.
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## §16. GLOSSARY

**AFFECTED WORKERS.** The number of additional workers who would have been employed by an establishment that was more than two standard deviations below the mean in utilization of minority or female employees if the establishment had employed them at the local industry and occupational level. This remedy is appropriate where intentional discrimination has been established.

**AFFIRMATIVE ACTION.** Any action taken by an employer, other than cessation of discriminatory actions, practices, procedures or tests, which has the intent or effect of improving employment opportunities for minorities and/or women. Such action may be informal as in more careful examination of relative qualifications of competing candidates, or more formal as in the adoption and implementation of plans which require examination of practices, procedures and tests to assure that they provide equal employment opportunity and to modify and correct those that do not. Such actions may include changing recruitment and other ways of doing business so as to include minorities and/or women.

Affirmative Action Plans may include “goals and timetables” as “benchmarks for measuring compliance with Title VII and eliminating the lingering effects of past discrimination,” but may not include a “quota” or “preference” which is a “rigid numerical requirement which must unconditionally be met.” Affirmative action, either formal or informal, is justified when an employer’s work force shows a “manifest imbalance” in the employment of minorities or women, when measured against appropriate peer establishments or the relevant labor market and whenever the employer reasonably believes that its existing employment pattern puts it in jeopardy of a finding of a “pattern or practice” of discrimination, a class action finding of discrimination or a finding of discrimination in individual cases.

All of these uses of statistics to identify and remedy discrimination have been approved by the Supreme Court. See *Sheetmetal Workers Local 28 v. EEOC*, 478 U.S. 421, 495 (1986); *United Steelworkers v. Weber*, 433 U.S. 193 (1979); *Johnson v. Transportation Agency, Santa Clara County*, 480 U.S. 616 (1987); *Wygant v. Jackson Board of Education*, 476 U.S. 267 (1986); *McDonnell Douglas v. Green*, 411 U.S. 792 (1973); *EEOC v. Shell Oil Company*, 466 U.S. 54 (1984).

**ASIAN-PACIFIC ISLANDERS.** See “Groups.”

**BLACKS.** See “Groups.”

**COMPARISON.** In this study, comparing the utilization of women or minorities in an occupational group at one establishment with the average utilization in that category at other establishments in the same industry and labor market. See *Peer Establishments and Statistical Significance*.

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**EEO1 LABOR FORCE.** In this study, establishments with 50 or more employees in metropolitan areas that report on Form EEO-1.

**EEO-1 REPORT.** All employers with 100 or more employees and many with fifty or more, have been required to file reports on the composition of their work forces since 1966 on a form called EEO-1. This employer reporting system has enabled the continuous annual collection of information on the race, sex, national origin, and occupation of employees. The Office of Federal Contract Compliance Programs (OFCCP) has required government contractors to file identical reports with respect to establishments of 50 or more employees.<sup>17</sup> The reports require information on the number of employees who are men and women, Black, Hispanic, Asian Pacific and Native American.

**EEOC.** The initials of the Equal Employment Opportunity Commission, an independent federal agency charged with enforcing Title VII of the Civil Rights Act of 1964, prohibiting discrimination on the basis of race, color, religion, sex or national origin, and other statutes prohibiting discrimination based on sex, age and disability. Title VII expressly authorizes the EEOC to require reports from the institutions it regulates.

**EMPLOYMENT OPPORTUNITY.** An “employment opportunity” may consist of obtaining employment, or of any condition or privilege of employment once obtained including promotion, pay, training, transfer, discipline, layoff and discharge.

**ESTABLISHMENT.** An economic unit, usually at a single physical location, that produces goods or services, such as a manufacturing plant, office, or retail store. An employer may have one or more establishments.

**GLASS CEILING.** The level in an employer’s hierarchy of work positions at which members of discriminated-against groups face restrictions in their opportunities to obtain higher-level, managerial, decision-making, or better-paid employment. Also, the barriers that these groups face as they seek to advance into those higher-level positions.

### **GROUPS (RACE/ETHNICITY).**

The EEOC defines White, Black, Hispanic, Asian-Pacific Islander, and Native American in the instructions to the EEO-1 form as follows:

"Race/ethnic designations as used by the Equal Employment Opportunity Commission do not denote scientific definitions of anthropological origins. For the purposes of this report, an employee may be included in the group to which he or she appears to belong, identifies with, or is regarded in the community as belonging. However, no person should be counted in more than one race/ethnic group.

"The race/ethnic categories for this survey are:

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**"White** (Not of Hispanic origin)-All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.

**"Black** (Not of Hispanic origin)-All persons having origins in any of the Black racial groups of Africa.

**"Hispanic** - All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

**"Asian or Pacific Islander** - All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, India, Japan, Korea, the Philippine Islands, and Samoa.

**"American Indian or Alaskan Native** - All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition."

**HISPANICS.** See "Groups" above.

**INTENTIONAL DISCRIMINATION.** "Intentional Discrimination" exists "when a complaining party demonstrates that **race, color, religion, sex or national origin was a motivating factor for any employment practice, even though other factors also motivated the practice.**"<sup>18</sup> This means that the intent need not be the sole factor in an employment decision. It is enough to show that it was one of the motivating factors. If an employer has both a legitimate reason for its practices and also a discriminatory reason, then it is engaged in intentional discrimination under the Civil Rights Act. See Statistical Significance.

**METROPOLITAN STATISTICAL AREA (MSA).** A geographical area, usually defined in terms of counties, designated by the U. S. Bureau of Census to represent a large concentration of population that functions as a geographically-integrated labor market.

**OCCUPATIONAL GROUP or CATEGORY.** One of nine job categories used in reporting employment utilization in EEO-1 reports: Officials and managers, Prof.s, technicians, sales workers, office and clerical workers, craft workers (skilled), operatives (semi-skilled), laborers (unskilled), and service workers.

The EEOC, in the instructions to the EEO-1 form, provides the following definitions for each category:

*"Officials and managers.* - Occupations requiring administrative and managerial personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual departments or special phases of a firm's operations. Includes: officials, executives, middle management, plant managers, department managers, and superintendents, salaried supervisors who are members of management, purchasing agents and buyers, railroad conductors and yard masters, ship captains, mates and other officers, farm operators and managers, and kindred workers.

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"*Professionals*. - Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background. Includes: accountants and auditors, airplane pilots and navigators, architects, artists, chemists, designers, dietitians, editors, engineers, lawyers, librarians, mathematicians, natural scientists, registered professional nurses, personnel and labor relations specialists, physical scientists, physicians, social scientists, teachers, surveyors and kindred workers.

"*Technicians*. - Occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through 2 years of post high school education, such as is offered in many technical institutes and junior colleges, or through equivalent on-the-job training. Includes: computer programmers, drafters, engineering aides, junior engineers, mathematical aides, licensed, practical or vocational nurses, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic, physical science), and kindred workers.

"*Sales*. - Occupations engaging wholly or primarily in direct selling. Includes: advertising agents and sales workers, insurance agents and brokers, real estate agents and brokers, stock and bond sales workers, demonstrators, sales workers and sales clerks, grocery clerks, and cashiers/checkers, and kindred workers.

"*Office and clerical*. - Includes all clerical-type work regard-less of level of difficulty, where the activities are predominantly nonmanual though some manual work not directly involved with altering or transporting the products is included. Includes: bookkeepers, collectors (bills and accounts), messengers and office helpers, office machine operators (including computer), shipping and receiving clerks, stenographers, typists and secretaries, telegraph and telephone operators, legal assistants, and kindred workers.

"*Craft Workers (skilled)*. - Manual workers of relatively high skill level having a thorough and comprehensive knowledge of the processes involved in their work. Exercise considerable independent judgment and usually receive an extensive period of training. Includes: the building trades, hourly paid supervisors and lead operators who are not members of management, mechanics and repairers, skilled machining occupations, compositors and typesetters, electricians, engravers, painters (construction and maintenance), motion picture projectionists, pattern and model makers, stationary engineers, tailors and tailoresses, arts occupations, handpainters, coaters, bakers, decorating occupations, and kindred workers.

"*Operatives (semiskilled)* - Workers who operate machine or processing equipment or perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and require only limited training. Includes: apprentices (auto mechanics, plumbers, bricklayers, carpenters, electricians, machinists, mechanics, building trades, metalworking trades, printing trades, etc.), operatives, attendants (auto service and parking), blasters, chauffeurs, delivery workers, sewers and stitchers, dryers, furnace workers, heaters, laundry and dry cleaning operatives, milliners, mine operatives and laborers, motor operators, oilers and greasers (except auto), painters (manufactured articles), photographic process workers, truck and tractor drivers, knitting, looping, taping and weaving machine operators, welders and flamecutters, electrical and electronic equipment assemblers, butchers and meatcutters, inspectors, testers and graders, handpackers and packagers, and kindred workers.

"*Laborers (unskilled)*. - Workers in manual occupations which generally require no special training who perform elementary duties that may be learned in a few days and require the application of little or no independent judgment. Includes: garage laborers, car washers and greasers, groundskeepers and gardeners, farmworkers, stevedores, wood choppers, laborers performing lifting, digging, mixing, loading and pulling operations, and kindred workers.

"*Service workers*. - Workers in both protective and non-protective service occupations. Includes: attendants (hospital and other institutions, professional and personal service, including nurses aides, and orderlies), barbers, charworkers and cleaners, cooks, counter and fountain workers, elevator operators,

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firefighters and fire protection, guards, door-keepers, stewards, janitors, police officers and detectives, porters, waiters and waitresses, amusement and recreation facilities attendants, guides, ushers, public transportation attendants, and kindred workers."

**OCCUPATIONAL SEGREGATION.** Patterns of employment that result when opportunities to work in certain occupations are associated with personal characteristics. For example, racial/ethnic occupational segregation is reflected in the exclusion or under-representation of African American or Hispanic workers from occupations historically considered "white jobs" and their over-representation in minority-dominated occupations. Similarly, gender occupational segregation is reflected in the existence of "female dominated" occupations (e.g., nurses and secretaries) and "male dominated" occupations (e.g., carpenters and surgeons).

**PEER ESTABLISHMENTS.** In this study, a group of establishments employing workers in the same industry, metropolitan statistical area, and occupational group.

**MINORITIES** identified in EEO-1 reports are Blacks, Hispanics, Asian-Pacific origin and Native Americans. Definitions of these terms appear in "Groups."

**NATIVE AMERICANS.** See "Groups."

**OFCCP.** Initials of the Office of Federal Contract Compliance Programs, a division of the Employment Standards Administration in the U.S. Department of Labor that enforces Executive Order 11,246 as amended, prohibiting federal government contractors from discriminating on grounds of race, color, religion, sex, national origin, and on other grounds.

**STANDARD DEVIATIONS.** See "Statistical Significance."

**STATISTICAL SIGNIFICANCE.** The likelihood that an observed result occurred by chance is measured in terms of "standard deviations" around an expected outcome. When an observed result (such as the percentage of women employed in a particular job category) has a less than a 1 in twenty chance of having occurred by chance, it constitutes a difference of two standard deviations. This difference is generally considered to be statistically significant. For example, if we expect to see an establishment in the stock brokerage industry employing on average 20% female stock brokers and a particular establishment employs only 4% women, that difference is deemed statistically significant. It is 2.7 standard deviations from the expected number. This difference is evidence of intentional discrimination. See "**Intentional Discrimination.**"

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**UTILIZATION.** The number or proportion of employees of a demographic group employed by an establishment in an occupational category. For example, if minorities constitute 15 out of 150 managers at an establishment, the utilization of minorities is 15 employees or 10%.

**VISIBLE JOB DISCRIMINATION. Discrimination** that appears when the EEO-1 reports filed by establishments in the same metropolitan area, the same industry and the same occupational category, show that an establishment is so far below the average use of the minority or female group in an occupational category that it is not likely to have resulted by chance. Such deviations make the offending establishments stick out like sore thumbs in our analysis. This study did not analyze any establishment with fewer than 50 employees, nor any establishment that was located outside a Metropolitan Statistical Area.

**§17. APPENDIX A**  
**EXECUTIVE SUMMARY OF THE NATIONAL REPORT –**  
**THE REALITY OF INTENTIONAL JOB DISCRIMINATION IN**  
**METROPOLITAN AMERICA – 1999**

(The section numbers have been modified from the original numbering in the National Report to fit this state report.)

Intentional discrimination was “the most obvious evil” that the Civil Rights Act of 1964 was designed to prevent. Is intentional discrimination still a potent force restricting job opportunities for women and minorities? Or, is it what University of California Regent Ward Connerly suggested in 1998, “Black Americans are not hobbled by chains any longer. We’re free to compete. We’re capable of competing. It is an absolute insult to suggest that we can’t.”<sup>19</sup> Which is it: a “level playing field,” or an uphill struggle for women and minorities against intentional job discrimination that favors whites/males?

This question is answered in a four year, 1,400 page study of the race color and sex of employees in large and mid sized private business establishments – THE REALITIES OF INTENTIONAL JOB DISCRIMINATION IN METROPOLITAN AMERICA – 1999, by Rutgers Law School Professor Alfred W. Blumrosen and adjunct Professor Ruth G. Blumrosen. Supported by a grant from the Ford Foundation to Rutgers University, the study is based on employers’ annual reports to the Federal Government involving 160,000 establishments employing 37 million workers. It involved a computer analysis of these reports combined with Supreme Court and Congressional rules to identify “patterns and practices” of intentional job discrimination of the Supreme Court and Congress.

In 1991, Congress confirmed that intentional discrimination exists when “race, color, religion, sex or national origin was a motivating factor for any employment practice, even though other factors also motivated the practice.”<sup>20</sup> “Intent to discriminate” is not the equivalent of “evil motive,” where a personal wish or desire to oppress women or minorities is the *only* explanation for the harm done. If an employer has both a legitimate reason for its practices and also a discriminatory reason, it is engaged in intentional discrimination.

The study found that intentional job discrimination continues on a major scale. Blacks, Hispanics, Asian Pacific workers and White Women who have the knowledge, skills, abilities, and experience to compete are deprived of that opportunity by intentional discrimination between a quarter and a third of the time they seek such opportunities.

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- In 1999, intentional discrimination affected two million minority and female workers. It exists in every region of the country, in each of nine occupational categories from officials and managers to labor and service jobs.
- Seventy five thousand establishments discriminated intentionally against 1.3 million minorities; while 60,000 establishments discriminated intentionally against 952,000 women. Despite the persistence of intentional discrimination, the majority of establishments did not appear to engage in it. As a result, minorities and women have increased their participation in the labor force and in their proportion in better paying jobs.
- Forty industries were “equal opportunity discriminators” -- discriminating against 75% of the Blacks, Hispanics, Asian-Pacific workers and White women who were affected. The top ten of these industries were Hospitals, Eating and Drinking Places, Department Stores, Grocery Stores, Nursing and Personal Care Facilities, Computer and Data Processing Services, Hotels and Motels, Telephone Communications, Commercial Banks and Motor Vehicles and Equipment Manufacturing.
- Medical, Drug and Health related industries alone accounted for 20% of Women, Blacks, Hispanics and Asian Pacific workers affected by discrimination.
- Ninety percent of the affected workers were subjected to discrimination that was so severe that there was only one chance in 100 that it occurred by accident. That is far more than enough to trigger a legal presumption of intentional job discrimination.
- Between one third and one half of this discrimination was caused by “hard core” establishments that had been discriminating for at least nine years.

### **A. BACKGROUND OF THE STUDY**

Private employers of 100 or more employees and government contractors of 50 or more employees have been required to file annual reports, called EEO-1 reports, since 1966 with the U.S. Equal Employment Opportunity Commission and the Department of Labor. The study obtained computerized versions of these reports from the EEOC with the names and identifying addresses of employers expunged to preserve employer confidentiality. The statistics only identify the state and Metropolitan Statistical Area in which establishments are located.

Intentional job discrimination was identified by examining establishment reports in each metropolitan area by industry. Within each industry, nine

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occupational categories were examined separately. In this way, the average utilization of men and women, Blacks, Hispanics and Asians in each industry and occupational category within each metropolitan area was obtained. Establishments that were so far below the average utilization of minorities or women that it was unlikely to have occurred by chance, stood out “like sore thumbs” in this analysis. They are presumed by law to be intentional discriminators under legal rules developed since 1977. In that year, the Supreme Court explained that a statistical imbalance, “is often a telltale sign of purposeful discrimination.... In many cases the only available avenue of proof is the use of racial statistics to uncover clandestine and covert discrimination...” In law suits, employers would have the opportunity to show that the statistics were inaccurate or that they had only good reasons for the abnormally low utilization, a burden that is difficult to satisfy. The study suggests that most establishments facing these statistics would settle rather than litigate.

Workers affected by this discrimination were measured by the difference between the number actually employed and the number that the apparent discriminator would have employed if it had employed minorities/women at the average. This is the standard the Supreme Court has applied in cases of intentional discrimination. There is no single average in the study. For each occupation in each establishment, the average utilization varies depending on the number of qualified available workers in the labor market, industry and occupation. The average is not a quota—it is a fact, showing how similar employers have employed minorities and women in the same occupation under the same labor market and industrial circumstances.

The study addresses some of the most common employer explanations for such low levels of minority and female employment, such as women aren’t interested in the work, [they are doing the same work for other similar employers]; no qualified workers were available. [qualified workers were available because they were doing the same type of work for other employers.]

## **B. THE BURDEN OF DISCRIMINATION**

What is the risk that a minority or woman will face discrimination because of their race, sex or national origin when seeking an employment opportunity? The study found that the probability of discrimination varied with the kind of job being sought. The table below describes the probability of discrimination by occupational category. The percentages apply each time a person sought an employment opportunity, be it employment, promotion, assignment, layoff, discharge or other employment related activities.

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Risk of Discrimination because of race, sex, national origin each time a job opportunity is sought in the occupation.

	Blacks	Hispanics	Asian	Women
Officials and Managers	26.6%	21.8%	24.6%	18%
Professionals	27.6%	20.7%	30.8%	23%
Technical workers	29.1%	21.9%	30.2%	23%
Sales	39.5%	28.1%	27.3%	20%
Office and Clerical	31.8%	21.8%	26.4%	19%
Craft workers (skilled)	28.7%	27.1%	35.0%	37%
Operatives (semi skilled)	33.2%	33.4%	42.8%	38%
Laborers	34.9%	34.4%	43.6%	30%
Service workers	40.3%	34.0%	38.1%	19%
All comparisons	34.1%	35.0%	39.0%	23%

### C. BLACK WORKERS MOST SERIOUSLY AFFECTED

Despite the initial focus of the Civil Rights Act on Black workers, and the improvement that has taken place since, Black workers still bear the severest brunt of this discrimination. They constitute less than half of all minority workers reported, but they were 57% of all workers affected by discrimination. Fifteen percent of all Black workers were so affected in 1999, while 11 % of both Hispanics and Asian Pacific workers were affected.

- Thirty five thousand business establishments discriminated against 586,000 Blacks. Ninety percent of these Black workers were affected by establishments that were so far below the average utilization that there was only a 1 in 100 chance that this happened by accident and half by "hard core" employers who had been discriminating for at least nine years.
- Hispanic workers were 33% of minority workers reported, and they constituted 28% of those affected by discrimination or 283,000 workers.
- Asian Pacific workers were 17% of the minorities, and 15% -- or nearly 150,000 -- of those affected by discrimination.
- The data about Native American workers was too sparse to draw conclusions.

#### **D. IMPROVEMENT IN PROPORTION OF MINORITIES AND WOMEN EMPLOYED BETWEEN 1975 AND 1999**

The bright spot in this study of intentional discrimination, is that between 1975 and 1999, minorities increased their participation in the labor force by 4.6 million workers beyond the increase resulting from economic growth; and women similarly increased their participation by 3.8 million workers. In absolute numbers, minorities went from 4 million workers in 1975 to more than 11 million in 1999; women went from 8 million workers in '75 to 17.5 million in 1999. More important, all groups increased their share of "better jobs" as officials, managers, professionals, technical and sales workers.

#### **E. FORTY INDUSTRIES THAT WERE 'EQUAL OPPORTUNITY DISCRIMINATORS'**

The study identified 40 industries that were "equal opportunity discriminators," discriminating against more than 75% of the Black, Hispanic, Asian, and White Women workers affected by discrimination.

*[Continued on next page.]*

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FORTY INDUSTRIES' INTENTIONAL DISCRIMINATION* AGAINST WOMEN, BLACKS, HISPANICS, AND ASIANS, SHOWING AFFECTED WORKERS** AND DISCRIMINATION RISK BY INDUSTRY***										
SIC	Industry	WOMEN		BLACKS		HISPANICS		ASIANS		AFFECTED WORKERS
		#	% Rsk	#	%Rsk	#	%Rsk	#	%Rsk*	
806	Hospitals	63,908	21%	89,314	41%	19,562	22%	23,719	36%	196,503
581	Eating and Drinking Places	35,370	19%	55,591	43%	43,702	40%	3,530	40%	138,193
531	Department Stores	42,271	22%	50,959	37%	20,615	29%	5,414	31%	119,259
541	Grocery Stores	28,253	14%	53,333	41%	20,681	33%	1,559	24%	103,827
805	Nursing and Personal Care Facilities	13,865	14%	39,429	35%	7,247	34%	5,508	34%	66,049
737	Computer and Data Processing Services	31,114	26%	8,206	28%	1,986	27%	16,637	36%	57,943
701	Hotels and Motels	13,127	17%	17,960	29%	18,651	25%	6,471	32%	56,208
481	Telephone Communication	29,394	30%	19,857	32%	3,654	25%	2,886	33%	55,791
602	Commercial Banks	18,673	18%	20,131	37%	4,006	23%	4,821	30%	47,632
371	Motor Vehicles and Equipment	18,084	32%	14,470	36%	3,206	32%	1,732	37%	37,492
367	Electronic Components and Accessories	11,965	26%	3,001	33%	5,808	23%	11,748	35%	32,522
421	Trucking & Courier Services, Ex. Air	10,119	42%	15,842	35%	5,304	26%	501	32%	31,766
451	Air Transportation, Scheduled	15,651	32%	8,597	30%	4,057	22%	2,768	33%	31,073
308	Miscellaneous Plastics Products	11,109	33%	4,662	33%	7,216	35%	2,559	49%	25,547
514	Groceries and Related Products	11,184	32%	4,783	34%	6,077	32%	534	36%	22,577
809	Health and Allied Services	10,329	21%	6,767	35%	2,063	29%	1,478	32%	20,638
633	Fire, Marine, and Casualty Insurance	7,858	18%	4,012	22%	772	20%	754	32%	13,395
632	Medical Service and Health Insurance	5,733	19%	5,751	28%	914	21%	944	26%	13,341
372	Aircraft and Parts	5,901	29%	1,443	34%	2,611	17%	2,497	35%	12,453
357	Computer and Office Equipment	5,814	27%	1,310	28%	1,066	21%	4,170	32%	12,360
594	Miscellaneous Shopping Goods Stores	6,186	30%	3,216	36%	1,888	33%	619	28%	11,909
621	Security Brokers and Dealers	7,506	21%	2,277	29%	817	23%	1,122	21%	11,723
384	Medical Instruments and Supplies	5,474	25%	1,012	27%	1,821	27%	2,995	31%	11,301
871	Engineering & Architectural Services	6,487	23%	1,792	25%	715	18%	2,235	25%	11,229
504	Professional & Commercial Equipment	6,440	26%	1,984	26%	977	25%	1,632	29%	11,033
366	Communications Equipment	4,500	25%	1,269	20%	978	20%	3,839	36%	10,585
283	Drugs	5,301	23%	1,718	25%	1,185	24%	2,301	31%	10,504
801	Offices & Clinics Of Medical Doctors	4,936	19%	2,987	33%	1,028	22%	1,419	27%	10,370
275	Commercial Printing	4,869	29%	1,984	31%	1,486	31%	878	43%	9,216
201	Meat Products	2,286	32%	1,720	33%	3,517	28%	916	58%	8,439
641	Insurance Agents, Brokers, & Service	3,943	19%	2,768	30%	756	25%	756	25%	8,222
349	Misc. Fabricated Metal Products	3,440	35%	1,511	30%	1,683	29%	835	39%	7,469
836	Residential Care	2,481	21%	3,449	33%	854	28%	378	35%	7,163
267	Misc. Converted Paper Products	3,505	33%	1,511	30%	1,516	33%	456	44%	6,988
344	Fabricated Structural Metal Products	2,242	37%	1,660	33%	2,476	32%	511	48%	6,888
489	Communication Services	2,530	30%	1,322	27%	1,474	29%	1,474	29%	6,800
271	Newspapers	2,924	19%	2,094	37%	1,016	26%	337	31%	6,372
501	Motor Vehicles, Parts, and Supplies	2,579	29%	1,354	30%	1,010	31%	1,010	31%	5,953
209	Misc. Food and Kindred Products	2,024	32%	1,119	35%	2,091	25%	695	43%	5,930
225	Knitting Mills	1,396	34%	1,043	34%	700	46%	414	59%	3,553
<b>Total affected workers</b>		<b>470,773</b>		<b>463,206</b>		<b>207,186</b>		<b>125,052</b>		<b>1,266,217</b>
31% reduction for minority women included in Women totals		<b>(145,940)</b>								<b>1,120,277</b>
<b>Percent of all affected Workers</b>		<b>75%</b>		<b>79%</b>		<b>73%</b>		<b>84%</b>		<b>77%</b>
* Discrimination 1.65 or more standard deviations.										
**Affected Workers are the difference between employment in same labor market and occupation at 2 or more standard deviations below average, and number who would have been employed if establishment had employed at the average.										
***Risk based on proportion of comparisons of establishments in same labor market and occupation.										

Additional highlights of the Study include:

- The largest number of establishments discriminating against both minorities and women employed between 100 and 500 workers. 22,000 establishments of that size discriminated against minorities, 20,000 against women. These establishments contributed about half the intentional job discrimination against both minorities and women.
- Separate studies for each state and each metropolitan area where there is data are included in the nationwide study. “Discrimination, like politics, is essentially local,” the study states. “We hope this material will be studied by

those interested in civil rights to try to address this discrimination in each state and metro area.”

## F. AFFIRMATIVE ACTION STILL NECESSARY

The study concludes that intentional discrimination is still so pervasive that affirmative action programs continue to be necessary. “ It is impossible to address the 75,000 establishments through formal law enforcement efforts. Congress was right in 1964 to make voluntary action the preferred means of improving opportunity for minorities and women, and it was right when it reaffirmed that principle in 1991.” Affirmative action programs are intended to allow employers who have reason to be concerned that they might be discriminating to take steps to correct their practices.

The statistics from this study will be helpful to all groups concerned with employment discrimination, the Study concludes. Employers would like to know where they stand compared to others; enforcement agencies and courts may use the information and those interested in civil rights can measure progress using the data. However, the Blumrosens doubt that the Federal Government, under either a Republican or Democratic administration is likely to use the study in ways they have suggested.

To address the needs of employers and workers, the Blumrosens have incorporated as EEO1.Inc., to make information available without identifying the names and addresses of any employer. The Study will be published on the web site, EEO1.com. This site will also include a program, the Discrimination Calculator, to enable workers and their representatives to find the likelihood of discrimination in labor markets, industries and occupations of interest to them without cost. Employers who are interested in comparative data and others who are entitled to it, may consult EEO1.com to find out how to obtain such data.

## G. RECOMMENDATIONS

1. **Employers** should demand access to information that will tell them where they stand compared to similar employers so that they can decide whether to take affirmative action; they should insist that they be free to take such action whenever the statistics warrant it. Industries that exhibit serious discrimination should establish programs to assist their members whose employment practices tarnish the industry reputation.
  2. **The Federal Government** should provide statistical information to employers so that they will know where they stand; adopt a five year enforcement program based
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on the statistical analysis and incorporate state and local government efforts, focusing on the 40 and 206 industries identified in the Study, and seeking increased employment, leaving litigation over damages to the private bar. They should also extend the reporting requirement to all establishments with 50 or more employees.

3. **Congress** should mandate these federal programs, and provide additional funding to proceed against the 206 industries, and extend the reporting requirements to identify the age of employees, to facilitate enforcement of the age discrimination act.
  4. **The Federal Courts** should recognize the prevalence of intentional job discrimination in constitutional and statutory decisions on affirmative action; reconsider the assumption that employers are likely to adopt rigid programs without individualized proof that such was the case and recognize that intentional discrimination appears to reflect the unwillingness of roughly one third of establishments to work with people who are not "White."
  5. **State and Local Civil Rights Agencies** should secure EEO-1 data, urge interested groups to examine this study and initiate actions in their state based on the information. In addition, they should cooperate with the federal and other state agencies in enforcement programs; support affirmative action where statistics justify it, and encourage state and federal legislative leaders to address the prevalence of intentional discrimination as identified in this study.
  6. **Civil Rights and Women's organizations** should use this study in public discussions of discrimination; cooperate with each other in legislative and other public affairs because they have a mutual interest in eliminating job discrimination, particularly in the 40 industries that discriminate against all the groups they represent; evaluate government programs more by how many jobs are obtained and less by how many cases are processed, or how many dollars individual workers obtain; demand a focused set of governmental programs to address the 40/206 industries, and support expansion of the EEO-1 reports to the age act and all establishments of 50 or more workers.
  7. **Lawyers for both workers and employers** should develop a fair arbitration system for dealing with individual discrimination cases, so that resources can be focused on patterns or practices of discrimination.
  8. **Universities, colleges, high schools and research oriented institutions** should make use of this study in research activities, and should integrate this study into the work of other disciplines concerned with labor relations and human behavior.
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## §18. ENDNOTES

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1. Sec. 703(m) of Title VII of the Civil Rights Act of 1964, as amended by the Civil Rights Act of 1991.
  2. Alfred W. Blumrosen, Ruth G. Blumrosen, *THE REALITY OF INTENTIONAL JOB DISCRIMINATION IN METROPOLITAN AMERICA* (2001).
  3. See National Report, Part I, Chapters 2-8 and Appendix C for more technical details.
  4. See National Report, Part I, Chapters 5-7.
  5. Sec. 703 (m) of Title VII of the Civil Rights Act of 1964, as amended by the Civil Rights Act of 1991.
  6. *Teamsters v. United States*, 431 US 324, n.15 (1977).
  7. *Teamsters, supra, Hazelwood School District v. United States*, 433 US 299 (1977).
  8. *Teamsters*, 431 US 324, n. 20.
  9. Statistics from Census Bureau. The statistics disregard individual reports that entered more than one race/ethnic category or another race. The average state had fewer than 2% of such reports.
  10. The extrapolation from Census figures used in Part I of the National Report is not available on a state-by-state basis. See Part I, National Report, Chapter 4.
  11. *Watson v. Fort Worth Bank And Trust*, 487 US 977 (1988). Alfred W. Blumrosen, *The Legacy of Griggs: Social Progress and Subjective Judgments*, 63 Chicago Kent L. Rev. 1 (1987).
  12. *EEOC v. Shell Oil Company*, 466 US 54, 71 (1984).
  13. See Table 1.
  14. Details in Appendix A.
  15. *Discrimination* is defined as 1.65 standard deviations or more below the average utilization in the same MSA, SIC and Occupational Category. *Comparisons* are between establishments in same MSA and SIC and Occupational Category. *Affected Workers* represents the difference between the actual utilization by a discriminating establishment that is at least two standard deviations below the average and the utilization that would exist if the discriminating establishment employed at the average in the same MSA, SIC and occupational category. Each table is arranged by the number of affected workers. The industries are titled so that the SIC numbers, which appear in the Appendix to the National Report, can be consulted.
  16. Detailed analysis of these Conclusions and Recommendations is contained in Part I of the National Report, Chapter 17.
  17. The OFCCP is a unit of the Department of Labor. Employers file their forms with the Joint Reporting Committee created by EEOC and OFCCP to simplify the reporting process.
  18. Sec. 703 (m) of title VII of the Civil Rights Act of 1964, as amended by the Civil Rights Act of 1991.
  19. Interview on “60 Minutes” by Mike Wallace, Aug.2, 1998, transcript, p. 22.
  20. Sec. 703 (m) of Title VII.
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