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

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The views expressed are those of the authors,
not necessarily those of the Foundation or the University.

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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.

§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

This study identifies intentional employment discrimination in Florida 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, filed by 6,969 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.”¹ 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 Florida faced substantial likelihood of intentional job discrimination when seeking an employment opportunity in 1999. **Minorities** faced this risk thirty one percent of the time they sought job opportunities; **Women** faced this risk more than one third of the time they sought job opportunities.

Table 1. Discriminating Establishments And Affected Workers – 1999

Florida: Discriminating Establishments & Affected Workers – 1999			
Group	All Discriminating Estab.		Affected Workers
	#	% of all Estab.	#
White Women**	1,096	26%	16,912
Black	2,337	36%	34,364
Hispanic	1,639	34%	25,976
Asian-Pac.	196	37%	2,426
Totals	5,268		79,679
**"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 & Occupation & the number who would have been employed if members of that group had been employed at that average.			
** White Women as % of All Women: 62.50% They are reported here. Minority Women are reported in each minority group. [See Table 9]			

- **44,433 minority workers were adversely affected by discrimination in 2,443 establishments.** There was a 28% 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 nearly 28% of the time a minority worker sought an employment opportunity.²** 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.
- **34,364 Black workers** were affected by discrimination in **2,337** establishments. This was 36% of the establishments reporting concerning Black workers. **The risk of discrimination existed 31% or nearly one third of the time a Black worker sought an employment opportunity.** [Table 14]
- **25,976 Hispanic workers** were affected by discrimination in **1,639** establishments. This was one third of the establishments reporting concerning

Hispanic workers. **The risk of discrimination existed 29% of the time a Hispanic worker sought an employment opportunity.** [Table 15]

- **2,426 Asian workers** were affected by discrimination in 196 establishments. This was 37% of the establishments reporting concerning Asian workers. **The risk of discrimination existed 35% or more than one third of the time an Asian worker sought an employment opportunity.** [Table 16]
- **27,060 Women** were affected by intentional job discrimination in **1,753** establishments. This was 26% of all establishments reporting concerning women workers. [Table 12] **The risk of discrimination was 19.4% or one fifth of the time a woman sought an employment opportunity.** [Table 12]

Women were 62.5% White, 20% Black, 14% Hispanic, 2.8% Asian Pacific.

To avoid double counting women in this summary, the following five tables report 62.5% of women workers as White. [Table 9] The remaining 37.5% of women are included under Black, Hispanic, and Asian headings.

B. HARD CORE DISCRIMINATION

Table 2. Hard Core Discriminators and Affected Workers – 1999

Florida -- 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***	336	5.00%	5,236	30.96%
Black	662	10.34%	15,469	45.01%
Hispanic	322	6.61%	10,079	38.80%
Asian-Pacific	33	6.19%	989	40.76%
Totals	1,353		31,772	
* Discrimination at 2.5 standard deviations or more below average in MSA, industry & occupation over at least 9 years.				
**Affected workers are the difference between the number of members of an affected group employed in an establishment & 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: 62.50% They are reported here. Minority Women are reported in each minority group. [See Table 9]				

- **663 Hard Core discriminators accounted for nearly 44 percent of the minority workers affected by discrimination.** [Table 11] They accounted for **15,469 Black workers (45% of all affected Black workers), 10,074 Hispanic workers (39% of all affected Hispanic workers), and nearly 1,000 Asian workers (41% of all affected Asian workers).**

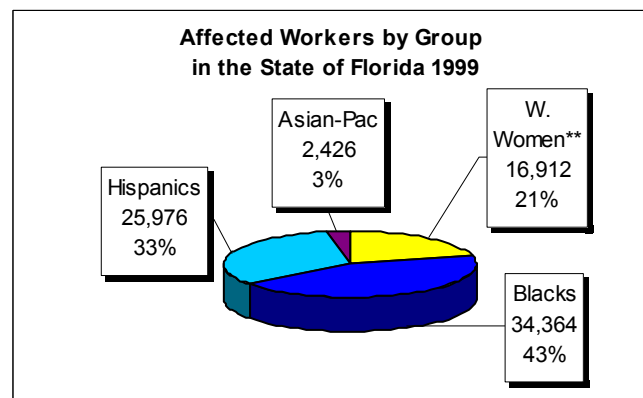
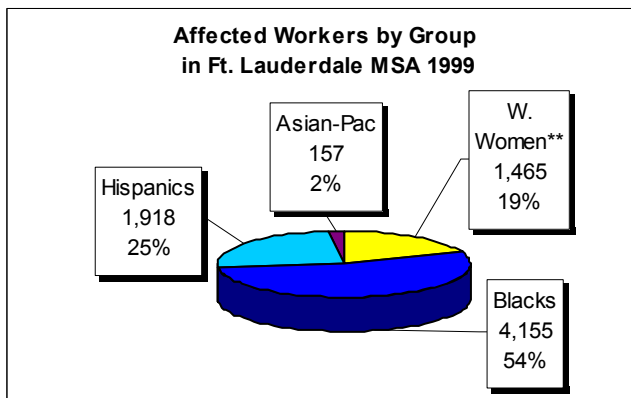
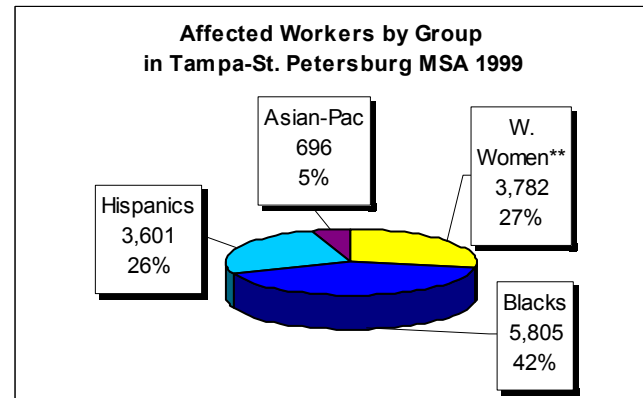
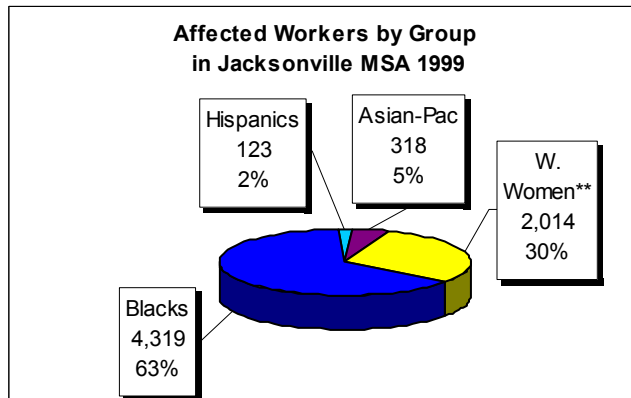
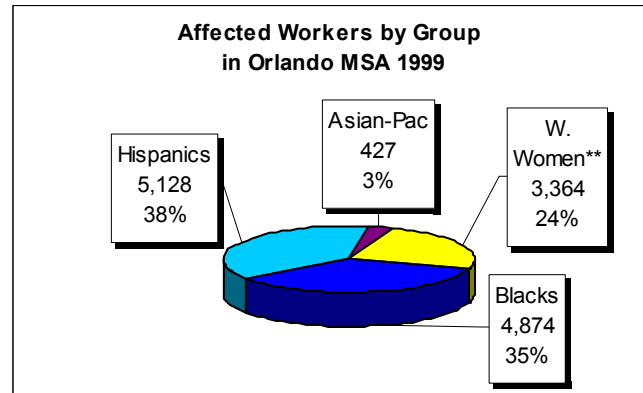
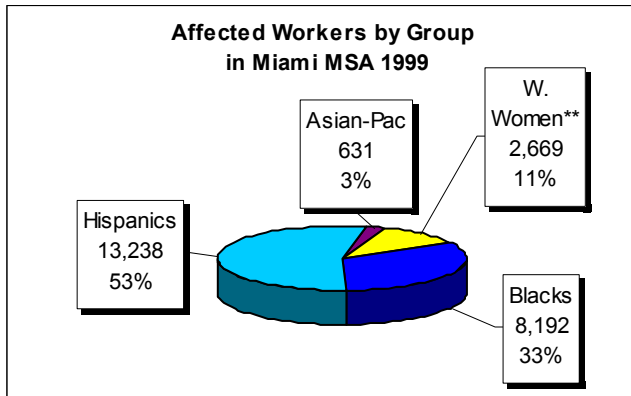
C. GEOGRAPHIC DISTRIBUTION OF DISCRIMINATION

Table 3. Main MSAs in Florida

Affected Workers* in EEO-1 Labor Force in the Largest Metro Statistical Areas – Florida						
* "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: 62.50% They are reported here. Minority Women are reported in each minority group. [See Table 9]						
Group	Miami MSA Affected Workers		Orlando MSA Affected Workers		Jacksonville MSA Affected Workers	
	#	% of Group	#	% of Group	#	% of Group
W. Women**	2,669	16%	3,364	20%	2,014	12%
Blacks	8,192	24%	4,874	14%	4,319	13%
Hispanics	13,238	51%	5,128	20%	123	0%
Asian-Pac	631	26%	427	18%	318	13%
Total	24,730	31%	13,793	17%	6,774	9%
<hr/>						
	Tampa-St. Pete MSA Affected Workers		Ft. Lauderdale MSA Affected Workers		State Totals	
	#	% of Group	#	% of Group	#	
W. Women**	3,782	22%	1,465	9%	16,912	
Blacks	5,805	17%	4,155	12%	34,364	
Hispanics	3,601	14%	1,918	7%	25,976	
Asian-Pac	696	29%	157	6%	2,426	
Total	13,884	17%	7,695	10%	79,679	

These five MSAs account for 84% of all affected workers in this state. Each of these MSAs, and the state as a whole, has its own pattern of discrimination, as demonstrated in the charts on the next page.

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 Florida – 1999

DISCRIMINATION* IN OCCUPATIONS -- Florida -- 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	14.47%	1,031	20.87%	404	23.28%	979	33.33%	21
Prof	20.92%	2,578	23.63%	1,928	25.74%	1,707	31.65%	1,156
Tech	21.47%	1,119	24.08%	1,677	25.38%	1,055	18.18%	88
Sales	16.12%	3,219	35.67%	11,112	28.85%	7,244	33.33%	276
O & C	18.31%	2,680	26.56%	3,793	27.41%	3,713	34.78%	145
Craft	34.90%	637	21.72%	628	25.95%	695	57.14%	124
Oper	36.50%	1,177	27.59%	2,087	28.89%	2,235	37.97%	378
Labor	28.69%	987	29.04%	1,857	27.31%	1,450	41.18%	60
Service	17.71%	3,485	36.06%	10,878	35.83%	6,898	43.59%	177
Any Occ	26.06%	16,912	36.49%	34,364	33.64%	25,976	36.77%	2,426
TOTAL AFFECTED WHITE WOMEN, BLACKS, HISPANICS & ASIANS =							79,679	
* Discrimination at 1.65 standard deviations or more below average in industry & MSA.								
** 62.50% of Women are White. They are reported here. Minority Women are reported in each minority group. [See Table 9]								
*** 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 & Occupation & the number of members who would have been employed if members had been employed at the average utilization.								

E. DISCRIMINATION BY INDUSTRY

- Florida 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. These industries have large numbers of employees. They discriminate against Women, Blacks, Hispanics and Asians. As the following summary table shows, Florida varies little from the pattern.

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

Blacks, Hispanics, Asians	# Affected Workers	# Estab.
Grocery Stores	10,689	704
Eating & Drinking Places	7,659	743
Hospitals	7,562	178
Department Stores	4,532	291
Hotels & Motels	4,261	188
Nurs.& Personal Care Facilities	4,076	251
Air Transport., Scheduled	1,838	49
Truck. & Courier Svcs., Ex. Air	1,490	62
Commercial Banks	1,467	113
Telephone Communication	1,223	104
Totals	44,797	2,683

White Women	# Affected White Women Workers	# Estab.
Eating & Drinking Places	1,679	225
Hospitals	1,656	106
Department Stores	1,338	141
Telephone Communication	1,186	84
Grocery Stores	1,000	118
Hotels & Motels	931	61
Nurs.&Personal Care Facilities	752	78
Computer & Data Proc. Svcs.	712	49
Commercial Banks	635	55
Air Transport., Scheduled	584	30
Totals	10,475	947

§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.³

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.⁴ 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.

§9. INTENTIONAL DISCRIMINATION⁵

“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.**”⁶

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.”⁷ 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.⁸ 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...”⁹

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.

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%	At Risk	Admissible if relevant; weighed with all other evidence; worker must prove that he/she was discriminated against.
2.0	1 in 20	95%	Presumed	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%	Clearly Visible	
2.5 over 10yrs			Hard Core	

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.¹⁰ 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.¹¹ Readers may assume, with caution, that the statistics reported here reflect from 70% to 80% of the intentional visible job discrimination in this state.

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

Florida	TOTAL POPULATION 18 AND OVER*		EEO-1 POPULATION		EEO-1 LABOR FORCE	
Total	12,336,038		2,148,993		2,074,139	
Male	5,926,729	37.10%	1,075,722	50.06%	1,040,157	50.15%
Female	6,409,309	40.10%	1,073,271	49.94%	1,033,982	49.85%
	#	% of Total	#	% of Total	#	% of Total
White	9,960,984	80.75%	1,370,117	63.76%	1,315,299	63.41%
Black	1,560,928	12.65%	384,048	17.87%	371,903	17.93%
Hispanic	1,980,176	16.05%	330,212	15.37%	324,455	15.64%
Asian	204,194	1.66%	54,507	2.54%	53,446	2.58%
Native Amer.	39,564	0.32%	10,109	0.47%	9,036	0.44%
Comments	* 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.	
Employed Labor Force	Total Employed Labor Force: 7,082,000		EEO-1 Population: 30.34% of the employed labor force		EEO-1 Labor Force: 96.52% of the EEO-1 Population, and 29.29% of the total employed labor force.	

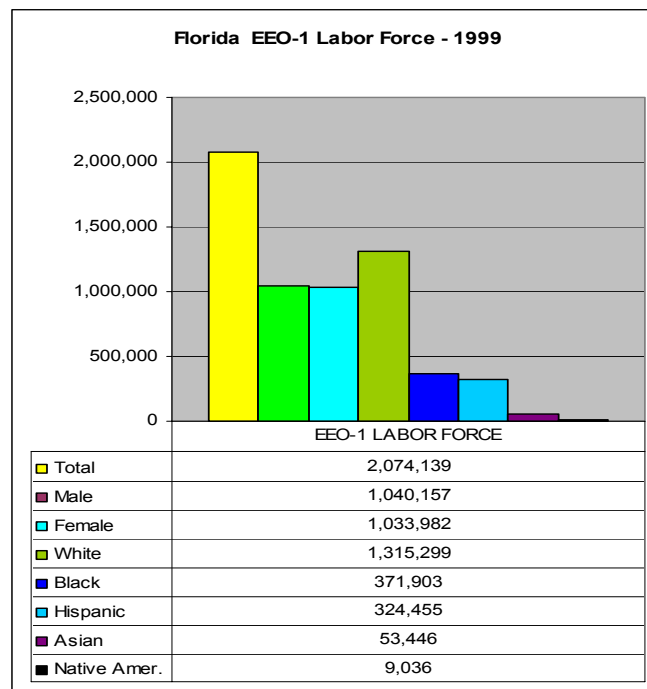
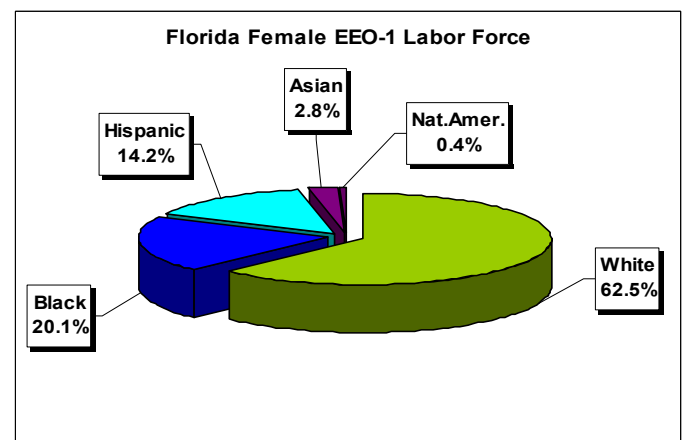
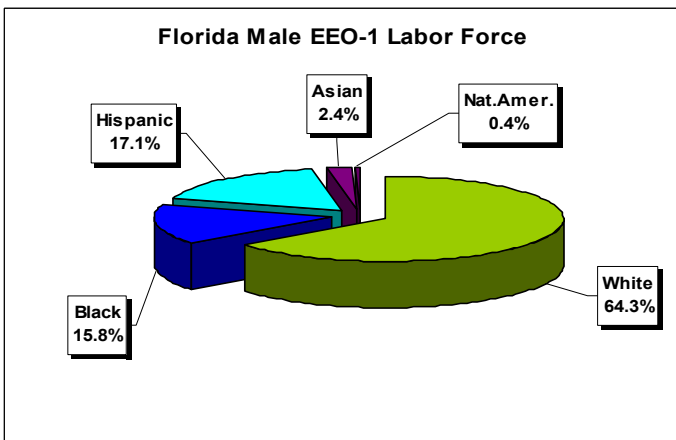
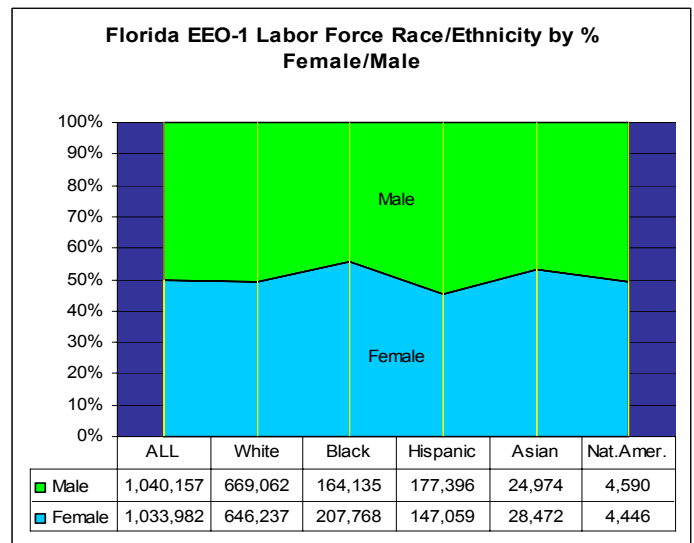
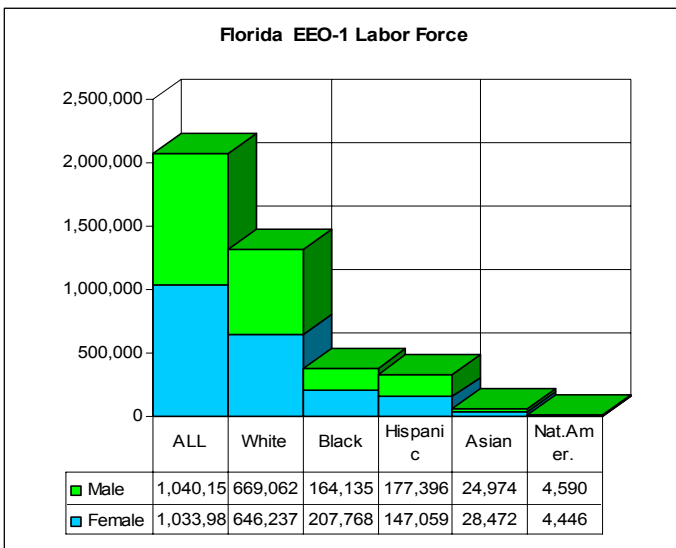


Table 9. The Florida EEO-1 Labor Force by sub categories of race, sex, and ethnicity: Showing proportions of minorities in each gender, and proportions of each gender among minorities

Florida EEO-1 LABOR FORCE MALE/FEMALE					
	Total	Female	Male	Percentages	
				Female	Male
ALL	2,074,139	1,033,982	1,040,157	49.85%	50.15%
White	1,315,299	646,237	669,062	49.13%	50.87%
Black	371,903	207,768	164,135	55.87%	44.13%
Hispanic	324,455	147,059	177,396	45.32%	54.68%
Asian	53,446	28,472	24,974	53.27%	46.73%
Nat.Amer.	9,036	4,446	4,590	49.20%	50.80%

This table provides an overall assessment of the proportion of women and men in each racial/ethnic category.
 For example, Asians who are Female: 53.27%
 The chart below shows that 2.8% of Females are Asian.

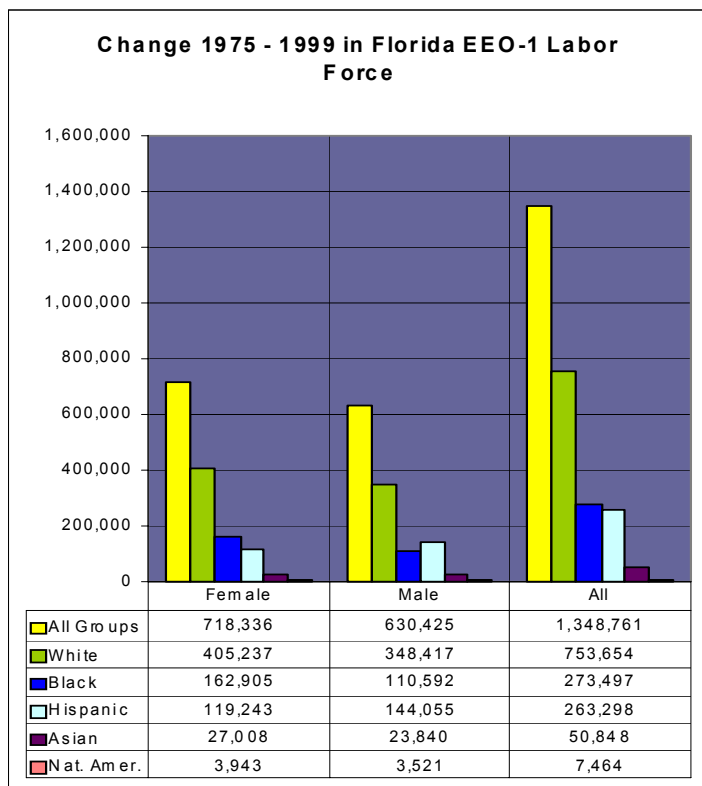


§11. THE EFFECT OF CHANGE -- 1975 TO 1999

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. Florida EEO-1 Labor Force in 1975 and 1999

Florida Employment in MSAs in Establishments over size 50								
	Number			%	Percent of Total			
	Female	Male	All		Female	Male	All	
1975								
All Groups	315,646	409,732	725,378	43.51%	100.00%	100.00%	100.00%	
White	241,000	320,645	561,645	42.91%	76.35%	78.26%	77.43%	
Black	44,863	53,543	98,406	45.59%	14.21%	13.07%	13.57%	
Hispanic	27,816	33,341	61,157	45.48%	8.81%	8.14%	8.43%	
Asian	1,464	1,134	2,598	56.35%	0.46%	0.28%	0.36%	
Nat Amer	503	1,069	1,572	32.00%	0.15%	96.05%	298.86%	
1999								
All Groups	1,033,982	1,040,157	2,074,139	49.85%	100.00%	100.00%	100.00%	
White	646,237	669,062	1,315,299	49.13%	62.50%	64.32%	63.41%	
Black	207,768	164,135	371,903	55.87%	20.09%	15.78%	17.93%	
Hispanic	147,059	177,396	324,455	45.32%	14.22%	17.05%	15.64%	
Asian	28,472	24,974	53,446	53.27%	2.75%	2.40%	2.58%	
Nat Amer	4,446	4,590	9,036	49.20%	0.43%	0.44%	0.44%	

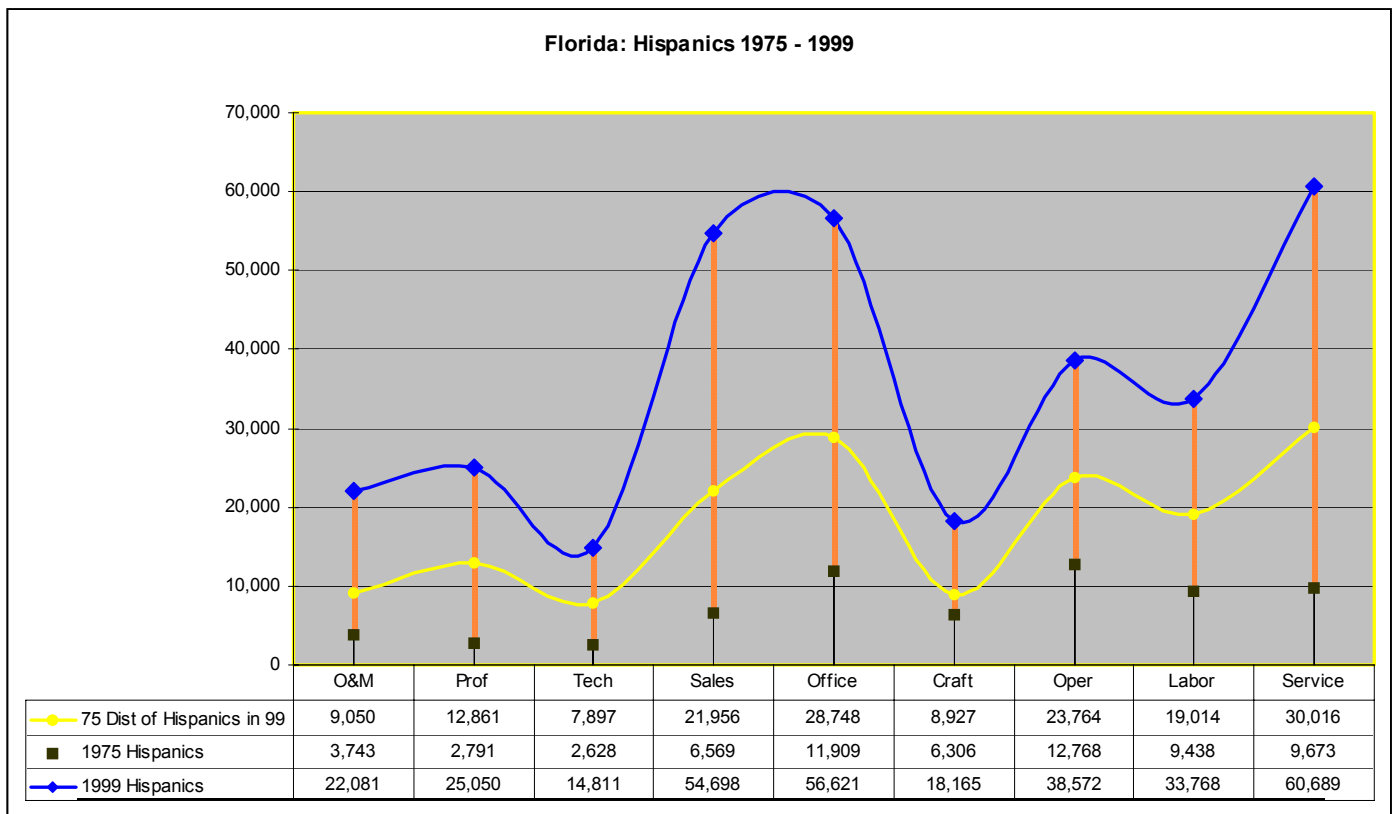
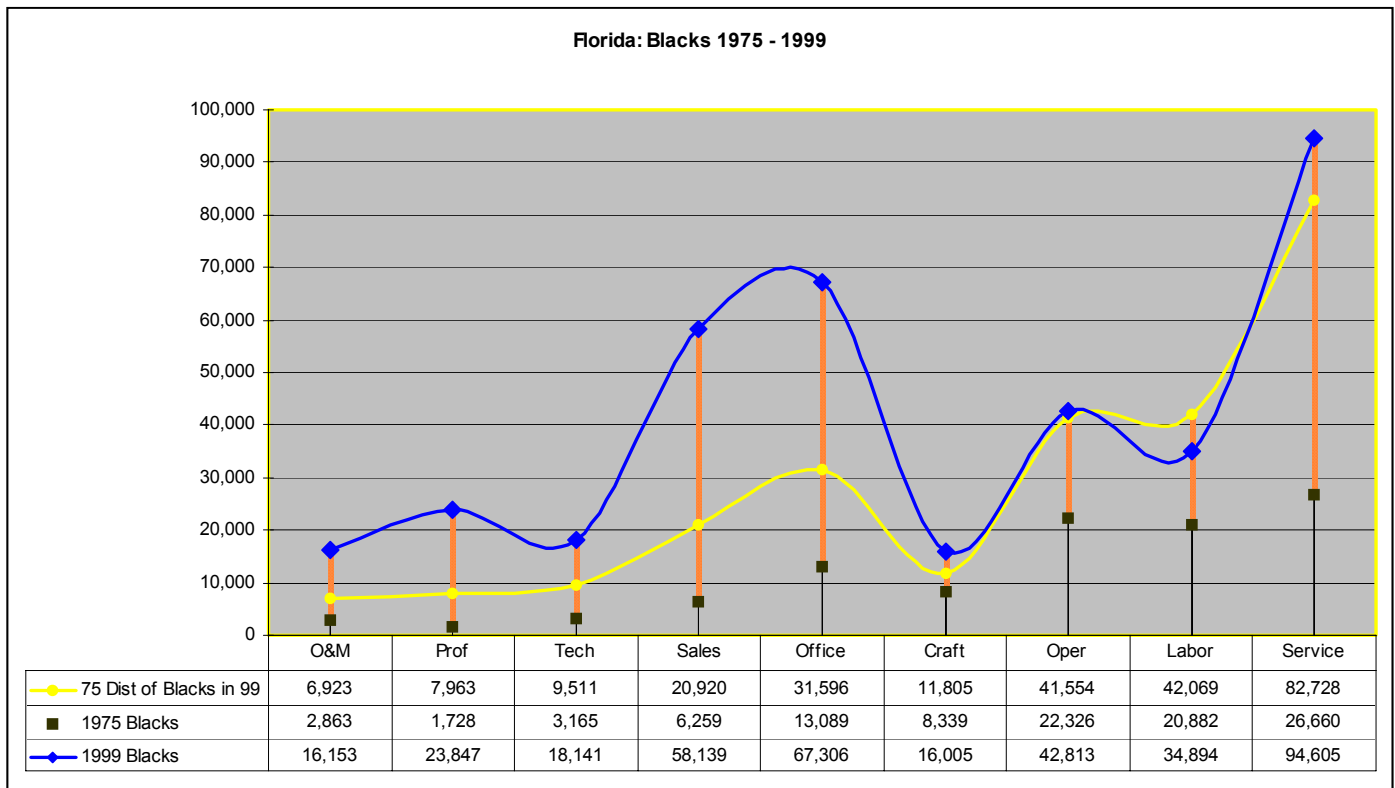


The increase in proportions of Women, Black, Hispanic and Asian employees is also evident in the adjoining chart showing the same data as above with emphasis on the changes between '75 and '99.

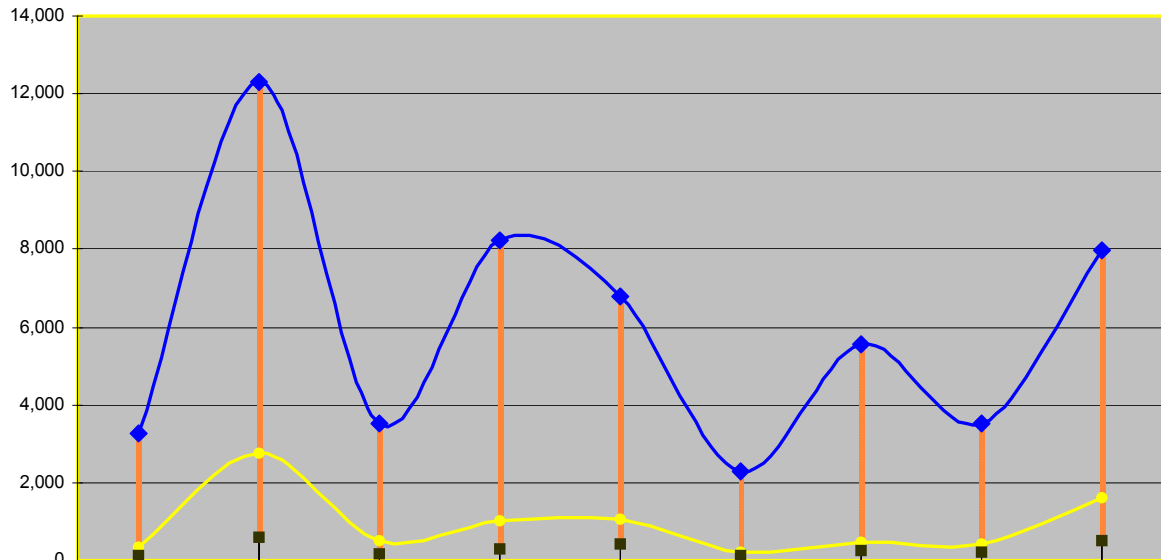
A. RACE/ETHNICITY

The following charts show the rising tide of employment among Blacks, Hispanics, Asian-Pacific Origin, 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

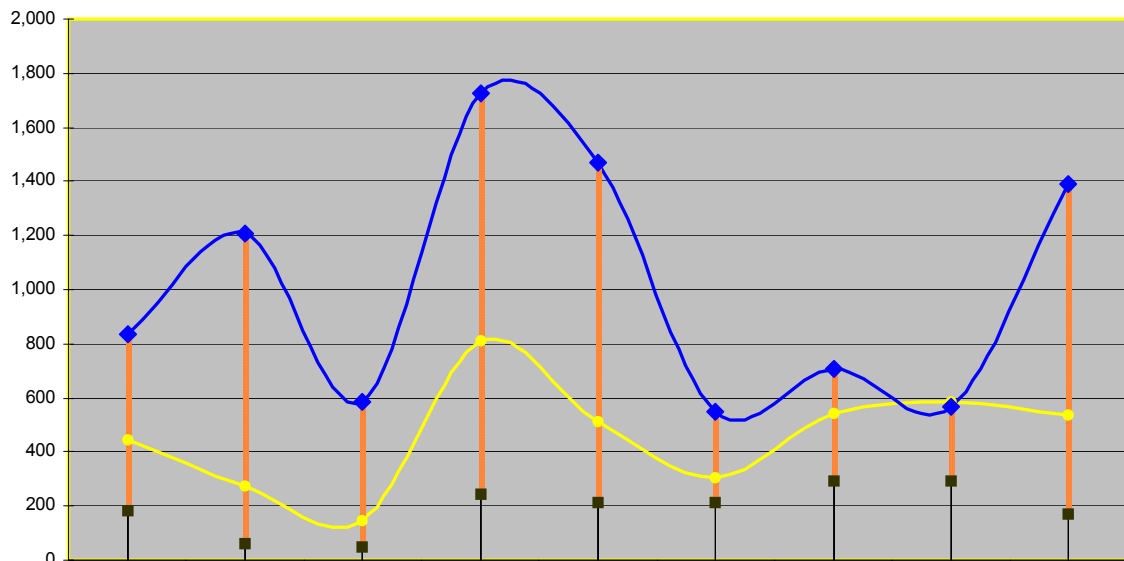


Florida: Asians 1975 - 1999



	O&M	Prof	Tech	Sales	Office	Craft	Oper	Labor	Service
75 Dist of Asians in 99	353	2,742	514	1,003	1,055	191	462	425	1,629
1975 Asians	146	595	171	300	437	135	248	211	525
1999 Asians	3,253	12,303	3,515	8,241	6,774	2,272	5,578	3,521	7,989

Florida: Native Americans 1975 - 1999

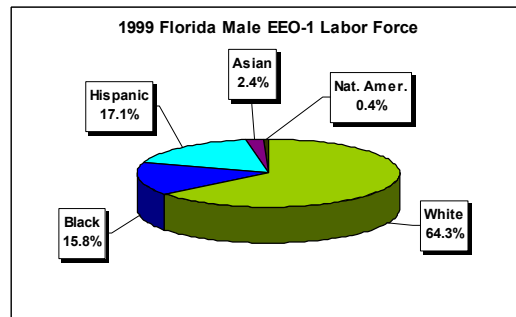
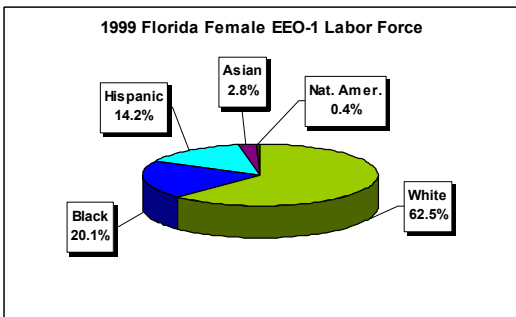
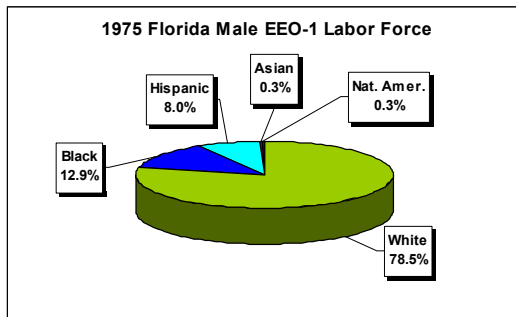
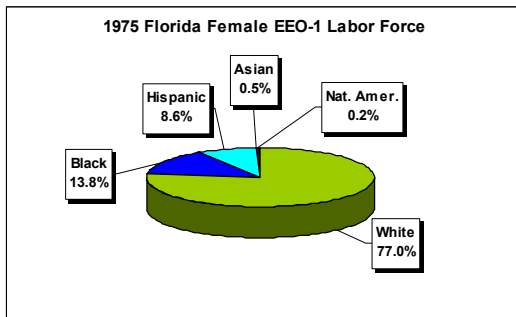
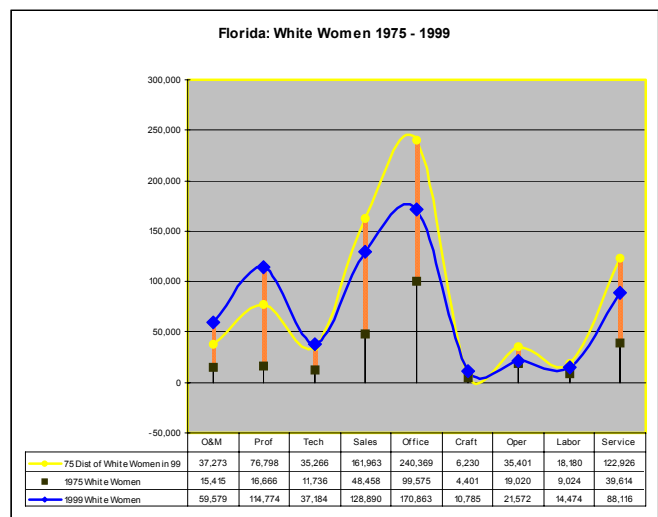
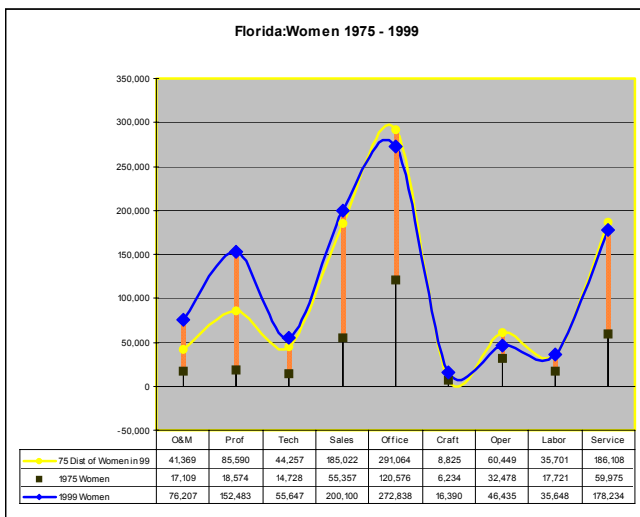


	O&M	Prof	Tech	Sales	Office	Craft	Oper	Labor	Service
75 Dist of Nat. Amer. in 99	442	272	147	812	514	306	543	584	534
1975 Native Americans	183	59	49	243	213	216	292	290	172
1999 Native Americans	837	1,209	585	1,725	1,470	547	705	565	1,393

B. GENDER AND RACE/ETHNICITY

In Florida, 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.¹² 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.”¹³

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.¹⁴

§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-1.¹⁵ 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

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 nearly 44% of the burden of discrimination on minorities. 31% percent of the burden on women flows from “Hard Core” establishments.

TABLE 11. Florida Discriminators By Sex, Race/Ethnicity, Occupation & Hard Core

[Next Page]

Occupational Discrimination in Florida								
Group	Occupation	All Discriminators			Hard Core Discriminators			
		Establishments		Affected Workers	Establishments		Affected Workers	
		#	%	#	#	%	#	% of all Affected Workers
Female	O & M	165	14.47%	1,649	25	2.19%	442	26.83%
	Prof	272	20.92%	4,125	45	3.46%	1,214	29.42%
	Tech	140	21.47%	1,790	24	3.68%	642	35.89%
	Sales	430	16.12%	5,151	82	3.07%	1,845	35.81%
	O & C	314	18.31%	4,288	42	2.45%	992	23.13%
	Craft	104	34.90%	1,019	22	7.38%	341	33.50%
	Oper	173	36.50%	1,883	41	8.65%	756	40.14%
	Labor	140	28.69%	1,580	29	5.94%	602	38.11%
	Service	373	17.71%	5,575	58	2.75%	1,544	27.68%
	Any Occ	1,753	26.06%	27,060	336	5.00%	8,378	30.96%
Minority	O & M	170	19.17%	1,427	27	3.04%	504	35.32%
	Prof	299	24.53%	4,447	58	4.76%	2,039	45.86%
	Tech	151	21.63%	2,039	43	6.16%	1,044	51.19%
	Sales	822	30.69%	12,064	272	10.16%	6,713	55.65%
	O & C	477	28.49%	6,473	99	5.91%	2,573	39.75%
	Craft	135	24.68%	1,189	14	2.56%	301	25.29%
	Oper	195	24.78%	2,810	44	5.59%	1,048	37.30%
	Labor	147	25.04%	1,945	21	3.58%	413	21.21%
	Service	702	33.22%	12,039	202	9.56%	4,716	39.17%
	Any Occ	2,443	35.06%	44,433	663	9.51%	19,351	43.55%
Black	O & M	72	20.87%	404	8	2.32%	101	24.99%
	Prof	164	23.63%	1,928	29	4.18%	918	47.59%
	Tech	138	24.08%	1,677	34	5.93%	815	48.57%
	Sales	849	35.67%	11,112	315	13.24%	6,681	60.12%
	O & C	362	26.56%	3,793	59	4.33%	1,496	39.44%
	Craft	81	21.72%	628	12	3.22%	222	35.30%
	Oper	216	27.59%	2,087	31	3.96%	492	23.56%
	Labor	167	29.04%	1,857	25	4.35%	322	17.32%
	Service	753	36.06%	10,878	220	10.54%	4,424	40.67%
	Any Occ	2,337	36.49%	34,364	662	10.34%	15,469	45.01%
Hispanic	O & M	95	23.28%	979	23	5.64%	377	38.51%
	Prof	122	25.74%	1,707	22	4.64%	678	39.72%
	Tech	83	25.38%	1,055	14	4.28%	489	46.36%
	Sales	511	28.85%	7,244	128	7.23%	3,486	48.12%
	O & C	299	27.41%	3,713	59	5.41%	1,392	37.48%
	Craft	82	25.95%	695	6	1.90%	135	19.48%
	Oper	180	28.89%	2,235	32	5.14%	808	36.15%
	Labor	124	27.31%	1,450	15	3.30%	344	23.75%
	Service	554	35.83%	6,898	93	6.02%	2,369	34.35%
	Any Occ	1,639	33.64%	25,976	322	6.61%	10,079	38.80%
Asian	O & M	3	33.33%	21	0	0.00%	0	0.00%
	Prof	88	31.65%	1,156	14	5.04%	504	43.62%
	Tech	8	18.18%	88	1	2.27%	7	8.27%
	Sales	15	33.33%	276	4	8.89%	193	69.80%
	O & C	8	34.78%	145	0	0.00%	0	0.00%
	Craft	16	57.14%	124	4	14.29%	58	46.67%
	Oper	30	37.97%	378	7	8.86%	185	48.95%
	Labor	7	41.18%	60	3	17.65%	34	57.44%
	Service	34	43.59%	177	1	1.28%	7	4.11%
	Any Occ	196	36.77%	2,426	33	6.19%	989	40.76%
Native American	O & M	3	50.00%	21	0	0.00%	0	
	Prof	11	78.57%	105	0	0.00%	0	
	O & C	0	0.00%	0	0	0.00%	0	
	Oper	2	100.00%	10	0	0.00%	0	
	Any Occ	15	78.95%	136	0	0.00%	0	

§13. INTENTIONAL DISCRIMINATION BY INDUSTRIES IN METROPOLITAN AREAS AMONG ESTABLISHMENTS WITH FIFTY OR MORE EMPLOYEES¹⁶

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

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.

Table 12. Discrimination against Women by MSA & Industry in Florida

MSA	DISCRIMINATION V. WOMEN Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
TAMPA-ST. PETERSBURG- CLEARWATER	Department Stores	33	22.92%	474	30	32.97%
	Telephone Communication	29	32.95%	473	27	60.00%
	Hospitals	30	15.00%	470	22	46.81%
	Grocery Stores	36	15.00%	450	26	12.26%
	Eating & Drinking Places	33	15.79%	370	33	17.74%
	Nurs. & Personal Care Facilities	22	11.64%	275	14	13.73%
	Electric Svcs.	16	26.67%	244	9	42.86%
	Computer & Data Proc. Svcs.	15	20.83%	216	12	27.27%
	Groceries & Related Products	9	26.47%	201	6	42.86%
	Commercial Banks	15	19.23%	200	10	27.03%
	Fire, Marine & Casualty Ins.	12	17.65%	183	10	30.30%
	Elect. Components & Accessories	8	22.86%	161	5	55.56%
	Health & Allied Svcs.	5	15.15%	156	5	31.25%
	Hotels & Motels	11	16.18%	144	7	21.88%
	Variety Stores	10	20.41%	138	9	45.00%
	Prof. & Commercial Equip.	15	36.59%	135	11	68.75%
	Nonstore Retailers	3	30.00%	114	2	50.00%
	Air Transport., Scheduled	7	23.33%	95	4	28.57%
	Med. Instruments & Supplies	7	38.89%	83	4	66.67%
	Med. Service & Health Ins.	6	20.00%	82	4	33.33%
	Security Brokers & Dealers	3	10.71%	73	3	23.08%
	Ins. Agents, Brokers & Service	6	26.09%	73	5	45.45%
	Offices & Clinics Of MDs	4	23.53%	65	2	25.00%
	Misc. General Mdse. Stores	2	10.53%	65	1	10.00%
	Men's & Boys' Furnishings	4	30.77%	51	2	40.00%
	Drug & Proprietary Stores	6	22.22%	51	5	26.32%
	Misc. Shopping Goods Stores	7	43.75%	41	7	43.75%
	Search & Navigation Equip.	7	35.00%	41	5	83.33%
	Life Ins.	3	20.00%	38	3	60.00%
	New & Used Car Dealers	6	12.24%	38	5	21.74%
	Individual & Family Svcs.	3	23.08%	38	3	37.50%
	Electrical Goods	3	23.08%	35	2	33.33%
	Misc. Plastics Products	5	38.46%	34	5	55.56%
Drugs	3	27.27%	33	3	75.00%	
Machinery, Equip. & Supplies	2	12.50%	31	2	33.33%	
Radio & TV Broadcasting	5	18.52%	29	4	40.00%	
Computer & Office Equip.	4	25.00%	28	4	66.67%	
Acct., Auditing & Bookkeeping	1	6.67%	27	1	11.11%	
Auto. Rentals, No Drivers	2	20.00%	20	1	11.11%	
Residential Bldg. Construction	4	33.33%	17	3	50.00%	
Lumber & Other Bldg. Materials	1	3.70%	15	1	4.00%	
Mortgage Bankers & Brokers	1	5.88%	14	1	11.11%	
Legal Svcs.	1	5.00%	13	1	10.00%	

MSA	DISCRIMINATION V. WOMEN Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Residential Care	1	10.00%	13	1	10.00%
	Home Health Care Svcs.	5	13.51%	11	5	25.00%
	Newspapers	1	5.88%	9	1	20.00%
	Beer, Wine & Distilled Beverages	2	18.18%	6	2	33.33%
	Beverages	1	7.69%	6	1	20.00%
	Truck. & Courier Svcs., Ex. Air	1	10.00%	4	1	10.00%
	Radio, TV & Computer Stores	1	5.26%	0	1	6.67%
	Auto. Dealers	1	9.09%	0	1	16.67%
	Engineering & Architect. Svcs.	0	0.00%	0	0	0.00%
	SICs with <10 comparisons	49	31.82%	465	44	34.11%
TAMPA-ST. PETERSBURG-CLEARWATER		467	19.14%	6,051	376	26.57%
ORLANDO	Hotels & Motels	36	18.46%	780	26	31.33%
	Telephone Communication	28	27.45%	673	20	42.55%
	Eating & Drinking Places	51	18.09%	633	48	19.35%
	Computer & Data Proc. Svcs.	24	23.53%	599	17	42.50%
	Hospitals	11	15.49%	354	7	38.89%
	Department Stores	20	21.05%	271	18	30.00%
	Air Transport., Scheduled	17	39.53%	208	10	52.63%
	Grocery Stores	19	10.86%	200	13	9.22%
	Truck. & Courier Svcs., Ex. Air	19	61.29%	173	13	68.42%
	Nurs. & Personal Care Facilities	11	11.96%	133	8	16.67%
	Commercial Banks	9	20.93%	122	9	45.00%
	Variety Stores	10	17.54%	112	8	47.06%
	Auto. Rentals, No Drivers	10	30.30%	90	7	46.67%
	Fire, Marine & Casualty Ins.	5	13.89%	80	5	27.78%
	Health & Allied Svcs.	3	13.04%	75	3	27.27%
	Misc. Shopping Goods Stores	7	38.89%	72	7	46.67%
	Real Estate Agents & Managers	4	15.38%	65	4	33.33%
	Hardware, Plumb. & Heating Equip.	5	50.00%	57	4	57.14%
	Home Health Care Svcs.	3	20.00%	56	1	14.29%
	Groceries & Related Products	4	30.77%	47	4	50.00%
	Misc. Plastics Products	5	35.71%	38	4	40.00%
	Security Brokers & Dealers	5	45.45%	37	5	83.33%
	Paper & Paper Products	5	38.46%	35	3	42.86%
	Computer & Office Equip.	5	26.32%	31	4	66.67%
	Engineering & Architect. Svcs.	9	21.95%	29	9	34.62%
	Commercial Printing	3	23.08%	25	2	28.57%
	Radio & TV Broadcasting	2	10.00%	24	1	12.50%
	Legal Svcs.	3	16.67%	23	3	33.33%
	Subdividers & Developers	2	20.00%	17	2	50.00%
	Ins. Agents, Brokers & Service	1	6.25%	16	1	10.00%
	Elect. Components & Accessories	3	23.08%	16	3	50.00%
	New & Used Car Dealers	1	7.69%	5	1	10.00%

MSA	DISCRIMINATION V. WOMEN Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Lumber & Other Bldg. Materials	1	4.76%	0	1	5.88%
	Drug & Proprietary Stores	1	7.69%	0	1	9.09%
	Radio, TV & Computer Stores	1	6.67%	0	1	8.33%
	SICs with <10 comparisons	39	24.53%	287	37	28.24%
	ORLANDO TOTAL	382	20.42%	5,382	310	27.36%
MIAMI	Air Transport., Scheduled	22	31.88%	551	11	45.83%
	Hospitals	32	27.35%	520	17	70.83%
	Eating & Drinking Places	39	30.71%	509	38	34.23%
	Department Stores	20	15.15%	293	17	26.56%
	Nurs. & Personal Care Facilities	12	14.46%	244	7	21.21%
	Hotels & Motels	18	19.15%	218	11	31.43%
	Commercial Banks	16	19.51%	159	12	33.33%
	Computer & Data Proc. Svcs.	11	26.19%	146	7	35.00%
	Telephone Communication	14	36.84%	146	12	46.15%
	Grocery Stores	11	9.48%	128	9	8.82%
	Med. Instruments & Supplies	9	28.13%	116	7	87.50%
	Electric Svcs.	10	47.62%	95	6	60.00%
	Airports, Flying Fields & Svcs.	5	25.00%	71	5	38.46%
	Ins. Agents, Brokers & Service	4	22.22%	67	4	44.44%
	Groceries & Related Products	11	32.35%	67	8	57.14%
	Misc. General Mdse. Stores	6	31.58%	60	5	41.67%
	Subdividers & Developers	2	11.76%	54	2	20.00%
	Auto. Rentals, No Drivers	6	22.22%	48	5	41.67%
	Water Transport-Passengers	2	20.00%	47	2	50.00%
	Legal Svcs.	3	8.57%	45	2	10.53%
	Radio & TV Broadcasting	8	19.05%	43	4	26.67%
	Truck. & Courier Svcs., Ex. Air	8	40.00%	41	7	58.33%
	Radio, TV & Computer Stores	5	20.83%	38	5	27.78%
	Acct., Auditing & Bookkeeping	3	18.75%	38	3	42.86%
	Med. Service & Health Ins.	4	21.05%	33	2	25.00%
	Misc. Shopping Goods Stores	5	22.73%	27	3	17.65%
	New & Used Car Dealers	4	19.05%	25	4	26.67%
	Security Brokers & Dealers	4	12.12%	21	3	15.79%
	Health & Allied Svcs.	3	15.79%	20	2	28.57%
	Freight Transport. Arrangement	2	14.29%	19	2	25.00%
	Prof. & Commercial Equip.	2	15.38%	16	2	28.57%
	Drug & Proprietary Stores	5	13.51%	16	5	17.86%
	Aircraft & Parts	2	13.33%	15	2	28.57%
	Auto. Dealers	2	16.67%	14	2	22.22%
	Lumber & Other Bldg. Materials	1	9.09%	14	1	9.09%
	Engineering & Architect. Svcs.	3	23.08%	14	3	42.86%
	Foreign Bank/Branches/Agencies	1	9.09%	8	1	16.67%
	Beer, Wine & Distilled Beverages	3	17.65%	0	3	42.86%
	SICs with <10 comparisons	24	23.53%	283	22	25.88%
	MIAMI TOTAL	342	21.46%	4,271	263	29.92%

MSA	DISCRIMINATION V. WOMEN Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments		
		#	%	#	#	%	
FORT LAUDERDALE	Telephone Communication	16	40.00%	326	12	57.14%	
	Department Stores	16	17.20%	207	15	27.78%	
	Eating & Drinking Places	19	19.00%	192	19	19.00%	
	Hotels & Motels	7	14.29%	115	6	20.69%	
	Hospitals	6	10.91%	111	5	38.46%	
	Commercial Banks	7	18.92%	102	6	33.33%	
	Misc. Shopping Goods Stores	7	33.33%	100	6	33.33%	
	Computer & Data Proc. Svcs.	9	27.27%	82	7	33.33%	
	Auto. Rentals, No Drivers	8	28.57%	82	6	54.55%	
	Air Transport., Scheduled	7	31.82%	82	5	41.67%	
	Ins. Agents, Brokers & Service	4	17.39%	81	3	27.27%	
	Fire, Marine & Casualty Ins.	7	36.84%	78	5	50.00%	
	Nurs. & Personal Care Facilities	10	16.95%	77	7	28.00%	
	New & Used Car Dealers	8	24.24%	76	7	35.00%	
	Grocery Stores	8	6.61%	69	8	7.02%	
	Subdividers & Developers	5	25.00%	63	4	66.67%	
	Health & Allied Svcs.	4	16.67%	53	4	36.36%	
	Offices & Clinics Of MDs	3	13.04%	43	3	33.33%	
	Auto. Dealers	6	20.69%	34	6	40.00%	
	Misc. General Mdse. Stores	3	15.79%	20	3	25.00%	
	Med. Service & Health Ins.	3	16.67%	8	2	33.33%	
	Cable & Other Pay TV Svcs.	1	10.00%	7	1	20.00%	
	Radio, TV & Computer Stores	1	6.67%	7	1	9.09%	
	Lumber & Other Bldg. Materials	1	7.14%	7	1	7.14%	
	Security Brokers & Dealers	1	5.26%	5	1	8.33%	
	Legal Svcs.	1	7.69%	0	1	12.50%	
	Drug & Proprietary Stores	3	23.08%	0	3	23.08%	
	Home Health Care Svcs.	0	0.00%	0	0	0.00%	
	SICs with <10 comparisons	30	23.62%	316	28	27.45%	
	FORT LAUDERDALE		201	18.49%	2,344	175	24.72%
	JACKSONVILLE	Hospitals	20	23.26%	396	11	64.71%
Grocery Stores		28	18.67%	377	22	20.75%	
Commercial Banks		14	19.44%	370	12	42.86%	
Eating & Drinking Places		19	18.45%	253	19	19.79%	
Truck. & Courier Svcs., Ex. Air		17	36.96%	225	14	53.85%	
Department Stores		14	23.73%	188	13	34.21%	
Telephone Communication		11	40.74%	175	9	60.00%	
Groceries & Related Products		10	38.46%	100	5	45.45%	
Life Ins.		4	25.00%	90	2	40.00%	
Med. Service & Health Ins.		7	18.42%	87	6	42.86%	
Nurs. & Personal Care Facilities		8	11.27%	83	7	20.59%	
Prof. & Commercial Equip.		5	22.73%	73	3	37.50%	

MSA	DISCRIMINATION V. WOMEN Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Railroads	6	46.15%	69	6	66.67%
	Variety Stores	6	16.67%	60	4	33.33%
	Acct., Auditing & Bookkeeping	4	30.77%	42	3	42.86%
	Hotels & Motels	3	10.71%	38	3	21.43%
	Mortgage Bankers & Brokers	2	20.00%	29	1	25.00%
	Motor Vehicles, Parts & Supplies	3	27.27%	29	3	42.86%
	Computer & Data Proc. Svcs.	2	16.67%	19	2	22.22%
	Fire, Marine & Casualty Ins.	2	20.00%	15	2	28.57%
	Public Warehousing & Storage	1	10.00%	13	1	16.67%
	Radio & TV Broadcasting	1	8.33%	5	1	14.29%
	Home Health Care Svcs.	1	10.00%	0	1	20.00%
	Engineering & Architect. Svcs.	4	33.33%	0	3	42.86%
	SICs with <10 comparisons	41	25.47%	486	37	27.61%
	JACKSONVILLE	233	22.11%	3,223	190	30.35%
WEST PALM BEACH-BOCA RATON	Telephone Communication	10	15.15%	182	9	23.68%
	Nurs. & Personal Care Facilities	9	11.54%	139	9	21.95%
	Eating & Drinking Places	12	21.82%	123	12	21.82%
	Hotels & Motels	8	19.51%	113	5	25.00%
	Hospitals	11	17.19%	112	7	50.00%
	Telephone Communication	5	18.52%	105	4	30.77%
	Grocery Stores	7	8.33%	78	7	8.33%
	Groceries & Related Products	4	23.53%	69	2	25.00%
	Real Estate Agents & Managers	5	33.33%	58	4	57.14%
	Commercial Banks	7	26.92%	57	5	38.46%
	Aircraft & Parts	7	29.17%	51	5	83.33%
	Health & Allied Svcs.	3	16.67%	30	2	28.57%
	New & Used Car Dealers	5	20.83%	27	5	41.67%
	Electric Svcs.	2	14.29%	26	2	33.33%
	Elect. Components & Accessories	1	10.00%	22	1	14.29%
	Security Brokers & Dealers	3	14.29%	17	3	25.00%
	Drugs, Proprietaries & Sundries	3	23.08%	12	3	75.00%
	Misc. General Mdse. Stores	1	8.33%	7	1	14.29%
	Drug & Proprietary Stores	0	0.00%	0	0	0.00%
		SICs with <10 comparisons	31	21.83%	255	31
	WEST PALM BEACH-BOCA RATON	134	17.56%	1,483	117	24.38%

MSA	DISCRIMINATION V. WOMEN Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
SARASOTA- BRADENTON	Eating & Drinking Places	9	23.68%	130	9	23.68%
	Hospitals	7	21.88%	113	4	57.14%
	Department Stores	9	28.13%	84	9	31.03%
	Grocery Stores	6	11.54%	74	6	11.54%
	Nurs. & Personal Care Facilities	7	11.86%	58	7	23.33%
	Variety Stores	3	18.75%	35	3	50.00%
	Newspapers	1	6.67%	9	1	33.33%
	Commercial Banks	1	9.09%	5	1	16.67%
	SICs with <10 comparisons	7	17.07%	64	6	19.35%
	SARASOTA-BRADENTON		50	16.89%	572	46
MELBOURNE - TITUSVILLE- PALM BAY	Communications Equip.	9	32.14%	166	5	62.50%
	Department Stores	6	27.27%	91	6	31.58%
	Eating & Drinking Places	5	20.00%	87	5	20.00%
	Hospitals	6	18.75%	82	5	45.45%
	Computer & Data Proc. Svcs.	4	23.53%	76	4	40.00%
	Guided Missiles/Space Vehs/Parts	2	15.38%	27	2	50.00%
	Variety Stores	1	6.25%	25	1	16.67%
	Engineering & Architect. Svcs.	4	30.77%	15	3	30.00%
	Nurs. & Personal Care Facilities	5	16.67%	14	5	29.41%
	Grocery Stores	3	6.67%	8	3	7.89%
SICs with <10 comparisons	8	24.24%	84	8	25.00%	
MELBOURNE -TITUSVILLE-PALM BAY		53	19.34%	674	47	26.11%
LAKELAND- WINTER HAVEN	Variety Stores	3	14.29%	126	2	25.00%
	Truck. & Courier Svcs., Ex. Air	6	28.57%	105	6	54.55%
	Department Stores	5	25.00%	73	5	29.41%
	Grocery Stores	9	19.57%	60	7	16.67%
	Preserved Fruits & Vegetables	5	45.45%	58	5	100.00%
	Eating & Drinking Places	8	21.62%	55	8	21.62%
	Hospitals	5	26.32%	50	3	60.00%
	Agricultural Chemicals	3	21.43%	19	2	33.33%
	Nurs. & Personal Care Facilities	1	3.85%	5	1	6.25%
	SICs with <10 comparisons	19	37.25%	288	18	52.94%
LAKELAND-WINTER HAVEN		64	24.06%	838	57	31.49%
DATONA BEACH	Eating & Drinking Places	6	17.14%	67	6	17.14%
	Hospitals	4	14.29%	51	3	50.00%
	Department Stores	3	23.08%	41	3	23.08%
	Variety Stores	4	17.39%	33	3	37.50%
	Nurs. & Personal Care Facilities	3	11.11%	13	3	15.79%
	Grocery Stores	2	3.57%	8	2	4.17%
	SICs with <10 comparisons	1	5.56%	15	1	5.56%
DATONA BEACH		23	11.50%	228	21	14.29%

MSA	DISCRIMINATION V. WOMEN Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
PENSACOLA	Nurs. & Personal Care Facilities	5	26.32%	90	4	33.33%
	Eating & Drinking Places	7	29.17%	85	7	29.17%
	Department Stores	5	27.78%	66	5	33.33%
	Hospitals	4	17.39%	54	2	33.33%
	Grocery Stores	2	7.41%	34	2	7.41%
	Variety Stores	3	30.00%	6	2	40.00%
	SICs with <10 comparisons	8	20.51%	77	8	22.22%
	PENSACOLA		34	21.25%	411	30
FORT MYERS- CAPE CORAL	Department Stores	6	23.08%	108	6	31.58%
	Eating & Drinking Places	2	9.09%	28	2	9.09%
	Grocery Stores	2	5.26%	21	2	5.26%
	Nurs. & Personal Care Facilities	2	20.00%	14	2	20.00%
	Hospitals	2	18.18%	0	2	50.00%
	SICs with <10 comparisons	8	15.69%	92	8	17.39%
FORT MYERS-CAPE CORAL		22	13.92%	263	22	15.83%
FORT PIERCE- PORT ST. LUCIE	Hospitals	5	16.67%	77	4	57.14%
	Nurs. & Personal Care Facilities	1	5.00%	28	1	9.09%
	Eating & Drinking Places	5	29.41%	21	5	29.41%
	Grocery Stores	1	3.57%	17	1	4.00%
	SICs with <10 comparisons	6	23.08%	90	6	26.09%
FORT PIERCE-PORT ST. LUCIE		18	14.88%	233	17	20.48%
TALLAHASSEE	Eating & Drinking Places	9	32.14%	74	9	32.14%
	Hospitals	3	17.65%	43	3	50.00%
	Nurs. & Personal Care Facilities	2	18.18%	15	1	12.50%
	Grocery Stores	3	11.54%	8	3	13.64%
	SICs with <10 comparisons	6	16.67%	80	6	18.18%
	TALLAHASSEE		23	19.49%	219	22
NAPLES	Hotels & Motels	3	16.67%	83	3	37.50%
	Hospitals	4	20.00%	66	3	50.00%
	Department Stores	5	31.25%	47	4	30.77%
	Grocery Stores	2	7.14%	10	2	8.33%
	SICs with <10 comparisons	6	21.43%	87	6	24.00%
	NAPLES		20	18.18%	292	18
GAINSVILLE	Hospitals	4	23.53%	86	3	75.00%
	Eating & Drinking Places	3	14.29%	32	3	14.29%
	Fire, Marine & Casualty Ins.	4	36.36%	25	3	75.00%
	Grocery Stores	1	3.85%	16	1	4.35%
	Nurs. & Personal Care Facilities	2	13.33%	15	2	25.00%
	SICs with <10 comparisons	5	29.41%	86	5	29.41%
GAINSVILLE		19	17.76%	259	17	22.08%

MSA	DISCRIMINATION V. WOMEN Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
FORT WALTON BEACH		3	17.65%	34	3	60.00%
	Grocery Stores	1	9.09%	12	1	9.09%
	Variety Stores	0	0.00%	0	0	0.00%
	SICs with <10 comparisons	8	26.67%	97	8	26.67%
FORT WALTON BEACH		12	17.65%	144	12	24.00%
OCALA	Hospitals	2	16.67%	29	1	33.33%
	Eating & Drinking Places	2	15.38%	27	2	15.38%
	Department Stores	1	10.00%	18	1	10.00%
	Grocery Stores	1	4.76%	11	1	4.76%
	SICs with <10 comparisons	0	0.00%	0	0	0.00%
OCALA TOTAL		6	8.82%	86	5	9.09%
PANAMA CITY	Grocery Stores	2	14.29%	19	2	14.29%
	SICs with <10 comparisons	3	9.38%	48	3	10.34%
	PANAMA CITY		5	10.87%	67	5
PUNTA GORDA	Hospitals	1	8.33%	0	1	33.33%
	SICs with <10 comparisons	2	7.41%	17	2	7.41%
	PUNTA GORDA		3	7.69%	17	3
FLORIDA FEMALE TOTALS		2,111	19.47%	27,060	1,753	26.06%

Table 13. Discrimination against Minorities by MSA & Industry in Florida

DISCRIMINATION AGAINST MINORITIES		Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
MSA	Industry	#	%	#	#	%
Tampa-St.Petersbrg-Clearwtr,FL	Grocery Stores	94	41.59%	1,310	94	44.34%
	Eating & Drinking Places	84	40.58%	1,113	77	41.40%
	Hospitals	65	34.76%	1,112	26	55.32%
	Nurs. & Personal Care Facilities	59	32.07%	851	42	41.18%
	Department Stores	52	37.41%	658	39	42.86%
	Hotels & Motels	28	38.89%	573	12	37.50%
	Commercial Banks	34	45.33%	385	23	62.16%
	Computer & Data Proc. Svcs.	28	40.58%	332	26	59.09%
	Nonstore Retailers	3	30.00%	263	1	25.00%
	Electric Svcs.	24	28.92%	189	13	50.00%
	Health & Allied Svcs.	10	34.48%	141	7	43.75%
	Telephone Communication	18	20.00%	136	15	33.33%
	Newspapers	6	40.00%	132	4	80.00%
	Fire, Marine & Casualty Ins.	9	13.43%	125	8	24.24%
	Life Ins.	4	28.57%	121	1	20.00%
	Med. Service & Health Ins.	7	25.93%	113	6	50.00%
	Drug & Proprietary Stores	11	42.31%	110	8	42.11%
	Elect. Components & Accessories	7	23.33%	108	4	44.44%
	Lumber & Other Bldg. Materials	11	32.35%	108	11	39.29%
	Variety Stores	12	31.58%	97	8	40.00%
	Groceries & Related Products	9	27.27%	96	7	41.18%
	Prof. & Commercial Equip.	12	30.77%	82	9	60.00%
	New & Used Car Dealers	17	29.82%	73	11	39.29%
	Truck. & Courier Svcs., Ex. Air	6	20.69%	72	6	25.00%
	Electrical Work	6	54.55%	68	4	66.67%
	Ins. Agents, Brokers & Service	5	23.81%	67	4	36.36%
	Security Brokers & Dealers	4	21.05%	65	3	27.27%
	Heavy Construction, except Highway	4	30.77%	63	2	40.00%
	Home Health Care Svcs.	9	27.27%	57	6	33.33%
	Residential Care	4	40.00%	56	4	40.00%
	Misc. General Mdse. Stores	4	26.67%	55	3	30.00%
	Men's & Boys' Furnishings	3	23.08%	55	2	40.00%
	Offices & Clinics Of MDs	4	23.53%	55	3	37.50%
Air Transport., Scheduled	6	19.35%	52	5	35.71%	
Search & Navigation Equip.	6	33.33%	47	2	33.33%	
Misc. Plastics Products	4	30.77%	44	4	44.44%	
Mortgage Bankers & Brokers	3	18.75%	41	3	33.33%	
Auto. Dealers	6	18.18%	31	4	28.57%	
Beverages	3	16.67%	23	3	42.86%	
Beer, Wine & Distilled Beverages	3	18.75%	22	3	50.00%	
Fabricated Structural Metal Products	3	25.00%	21	1	20.00%	
Drugs	1	9.09%	21	1	25.00%	
Med. Instruments & Supplies	4	25.00%	20	3	50.00%	

DISCRIMINATION AGAINST MINORITIES		Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
MSA	Industry	#	%	#	#	%
	Radio, TV & Computer Stores	3	13.64%	20	3	18.75%
	Vegetables & melons	4	30.77%	18	3	42.86%
	Individual & Family Svcs.	2	15.38%	12	1	12.50%
	Auto. Rentals, No Drivers	2	16.67%	11	2	20.00%
	Radio & TV Broadcasting	2	9.52%	10	1	10.00%
	Acct., Auditing & Bookkeeping	2	15.38%	10	2	22.22%
	Machinery, Equip. & Supplies	3	30.00%	7	2	40.00%
	Misc. Shopping Goods Stores	1	6.67%	5	1	6.67%
	Legal Svcs.	2	20.00%	5	2	20.00%
	Computer & Office Equip.	3	16.67%	4	3	37.50%
	Engineering & Architect. Svcs.	0	0.00%	0	0	0.00%
	SICs with <10 comparisons	55	27.64%	592	48	29.81%
Tampa-St.Petersbrg-Clearwtr,FL Total		771	31.04%	9,858	586	39.20%
Orlando, FL	Eating & Drinking Places	121	42.91%	1,775	110	44.35%
	Hotels & Motels	47	24.10%	927	29	34.94%
	Grocery Stores	54	30.86%	899	51	36.17%
	Hospitals	20	28.57%	635	10	55.56%
	Truck. & Courier Svcs., Ex. Air	11	29.73%	550	9	42.86%
	Telephone Communication	39	38.24%	438	27	57.45%
	Department Stores	30	31.58%	400	26	43.33%
	Variety Stores	16	28.07%	389	9	52.94%
	Nurs. & Personal Care Facilities	23	25.00%	370	17	35.42%
	Computer & Data Proc. Svcs.	26	27.96%	319	17	42.50%
	Real Estate Agents & Managers	11	42.31%	266	7	58.33%
	Air Transport., Scheduled	12	27.91%	201	7	36.84%
	Commercial Banks	13	30.23%	187	11	55.00%
	Airports, Flying Fields & Svcs.	3	27.27%	139	3	42.86%
	Health & Allied Svcs.	6	26.09%	122	4	36.36%
	Fire, Marine & Casualty Ins.	9	25.71%	104	8	44.44%
	Auto. Rentals, No Drivers	8	22.86%	91	6	40.00%
	Heavy Construction, except Highway	5	29.41%	64	2	28.57%
	Home Health Care Svcs.	7	46.67%	64	4	57.14%
	Misc. Plastics Products	6	37.50%	58	4	40.00%
	Groceries & Related Products	5	29.41%	49	5	50.00%
	Paper & Paper Products	3	20.00%	36	1	14.29%
	Security Brokers & Dealers	6	54.55%	34	5	83.33%
	Electrical Work	5	26.32%	28	5	55.56%
	Elect. Components & Accessories	1	7.69%	26	1	16.67%
	Misc. Shopping Goods Stores	5	27.78%	25	5	33.33%
	Drug & Proprietary Stores	5	38.46%	23	4	36.36%
	Computer & Office Equip.	3	15.00%	23	2	28.57%
	Engineering & Architect. Svcs.	4	10.53%	19	3	11.54%
	Radio, TV & Computer Stores	3	17.65%	19	3	23.08%
	Commercial Printing	3	23.08%	19	3	42.86%

DISCRIMINATION AGAINST MINORITIES		Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
MSA	Industry	#	%	#	#	%
	New & Used Car Dealers	5	15.63%	14	5	35.71%
	Beer, Wine & Distilled Beverages	2	16.67%	13	2	33.33%
	Lumber & Other Bldg. Materials	4	20.00%	13	4	25.00%
	Offices & Clinics Of MDs	2	14.29%	11	2	33.33%
	Plumb., Heating, Air-conditioning	3	27.27%	11	3	33.33%
	Radio & TV Broadcasting	2	10.00%	9	2	25.00%
	Hardware, Plumb. & Heating Equip.	3	30.00%	8	3	42.86%
	Legal Srvc.	0	0.00%	0	0	0.00%
	Ins. Agents, Brokers & Service	1	6.67%	0	1	10.00%
	SICs with <10 comparisons	38	24.68%	428	31	23.66%
	Orlando, FL Total	570	29.13%	8,805	451	38.16%
Miami, FL	Hospitals	28	23.93%	1,158	11	45.83%
	Eating & Drinking Places	46	37.40%	860	44	39.64%
	Grocery Stores	29	24.58%	829	26	25.00%
	Department Stores	27	20.45%	749	16	25.00%
	Air Transport., Scheduled	17	23.94%	719	9	37.50%
	Truck. & Courier Srvc., Ex. Air	4	12.12%	422	2	10.53%
	Nurs. & Personal Care Facilities	16	19.28%	307	11	33.33%
	Radio & TV Broadcasting	21	50.00%	298	8	53.33%
	Commercial Banks	24	29.27%	288	13	36.11%
	Hotels & Motels	15	15.96%	253	8	22.86%
	Electric Srvc.	10	32.26%	225	4	26.67%
	Computer & Data Proc. Srvc.	8	19.05%	168	5	25.00%
	Groceries & Related Products	14	31.11%	154	8	53.33%
	New & Used Car Dealers	12	18.18%	133	6	33.33%
	Security Brokers & Dealers	13	39.39%	127	9	47.37%
	Ins. Agents, Brokers & Service	3	16.67%	110	2	22.22%
	Auto. Rentals, No Drivers	4	15.38%	107	3	23.08%
	Telephone Communication	9	22.50%	98	8	30.77%
	Lumber & Other Bldg. Materials	2	13.33%	96	2	18.18%
	Health & Allied Srvc.	3	15.79%	88	1	14.29%
	Beer, Wine & Distilled Beverages	7	38.89%	87	4	57.14%
	Aircraft & Parts	5	23.81%	80	3	33.33%
	Airports, Flying Fields & Srvc.	7	25.00%	72	5	41.67%
	Misc. Shopping Goods Stores	5	22.73%	55	5	29.41%
	Med. Instruments & Supplies	3	12.00%	47	2	28.57%
	Legal Srvc.	6	17.14%	45	5	26.32%
	Heavy Construction, except Highway	2	20.00%	43	1	16.67%
	Radio, TV & Computer Stores	5	18.52%	41	5	26.32%
	Acct., Auditing & Bookkeeping	2	12.50%	35	2	28.57%
	Prof. & Commercial Equip.	4	30.77%	35	3	42.86%
	Auto. Dealers	5	20.00%	34	3	30.00%
	Med. Service & Health Ins.	5	26.32%	32	3	37.50%
	Drug & Proprietary Stores	5	13.16%	24	5	17.86%

DISCRIMINATION AGAINST MINORITIES		Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
MSA	Industry	#	%	#	#	%
	Misc. General Mdse. Stores	5	20.83%	22	4	33.33%
	Subdividers & Developers	2	11.76%	18	2	20.00%
	Freight Transport. Arrangement	1	7.14%	11	1	12.50%
	Cable & Other Pay TV Svcs.	3	23.08%	10	2	33.33%
	Engineering & Architect. Svcs.	1	7.69%	8	1	14.29%
	Foreign Bank/Branches/Agencies	1	9.09%	5	1	16.67%
	SICs with <10 comparisons	25	22.12%	532	22	24.18%
	Miami, FL Total	404	23.33%	8,425	275	30.09%
Fort Lauderdale, FL	Grocery Stores	39	32.23%	1,019	39	34.21%
	Eating & Drinking Places	35	35.00%	530	35	35.00%
	Department Stores	26	27.96%	412	19	35.19%
	Hospitals	13	23.64%	227	7	53.85%
	Auto. Rentals, No Drivers	9	27.27%	165	7	53.85%
	Computer & Data Proc. Svcs.	13	39.39%	161	9	42.86%
	Telephone Communication	12	30.00%	159	9	42.86%
	Commercial Banks	12	32.43%	120	8	44.44%
	Nurs. & Personal Care Facilities	8	13.56%	113	6	24.00%
	Lumber & Other Bldg. Materials	6	31.58%	109	5	33.33%
	New & Used Car Dealers	21	33.33%	106	12	48.00%
	Air Transport., Scheduled	5	22.73%	96	4	33.33%
	Misc. Shopping Goods Stores	5	23.81%	85	4	22.22%
	Health & Allied Svcs.	6	25.00%	72	5	45.45%
	Home Health Care Svcs.	5	31.25%	70	5	41.67%
	Med. Service & Health Ins.	5	27.78%	68	3	50.00%
	Hotels & Motels	6	12.24%	67	6	20.69%
	Subdividers & Developers	6	31.58%	66	3	50.00%
	Auto. Dealers	12	23.08%	64	10	55.56%
	Misc. General Mdse. Stores	6	31.58%	64	5	41.67%
	Ins. Agents, Brokers & Service	6	31.58%	64	4	36.36%
	Fire, Marine & Casualty Ins.	2	10.53%	59	2	20.00%
	Vegetables & melons	4	25.00%	43	3	50.00%
	Offices & Clinics Of MDs	6	26.09%	33	6	66.67%
	Truck. & Courier Svcs., Ex. Air	3	30.00%	31	3	33.33%
	Nonresidential Bldg. Construction	2	15.38%	28	2	40.00%
	Cable & Other Pay TV Svcs.	3	27.27%	28	3	60.00%
	Groceries & Related Products	2	16.67%	27	1	16.67%
	Radio, TV & Computer Stores	6	31.58%	21	5	45.45%
	Legal Svcs.	2	16.67%	10	2	25.00%
	Drug & Proprietary Stores	2	15.38%	8	2	15.38%
	SICs with <10 comparisons	33	21.57%	330	32	25.81%
		Fort Lauderdale, FL Total	321	26.46%	4,453	266

DISCRIMINATION AGAINST MINORITIES		Comparisons w/Discrimination		Affected Workers	Discriminating Establishments		
MSA	Industry	#	%	#	#	%	
Jacksonville, FL	Hospitals	35	41.67%	846	11	64.71%	
	Grocery Stores	48	34.53%	807	41	38.68%	
	Eating & Drinking Places	44	42.72%	600	43	44.79%	
	Commercial Banks	22	31.43%	393	16	57.14%	
	Nurs. & Personal Care Facilities	18	25.35%	287	13	38.24%	
	Hotels & Motels	7	25.93%	183	4	28.57%	
	Truck. & Courier Svcs., Ex. Air	17	31.48%	167	15	50.00%	
	Department Stores	17	28.81%	163	16	42.11%	
	Telephone Communication	6	23.08%	140	5	33.33%	
	Railroads	5	23.81%	137	4	33.33%	
	Med. Service & Health Ins.	7	18.92%	106	4	28.57%	
	Variety Stores	6	20.69%	91	4	33.33%	
	Nonresidential Bldg. Construction	5	29.41%	55	2	40.00%	
	Groceries & Related Products	3	13.64%	51	3	33.33%	
	Prof. & Commercial Equip.	3	14.29%	22	3	27.27%	
	Home Health Care Svcs.	2	20.00%	19	2	40.00%	
	Motor Vehicles, Parts & Supplies	3	27.27%	18	2	28.57%	
	Radio & TV Broadcasting	2	16.67%	13	2	28.57%	
	Public Warehousing & Storage	2	18.18%	11	2	33.33%	
	Electrical Work	2	16.67%	9	2	33.33%	
	Fire, Marine & Casualty Ins.	1	10.00%	9	1	14.29%	
	Paperboard Containers & Boxes	1	7.14%	7	1	16.67%	
	Mortgage Bankers & Brokers	1	10.00%	7	1	25.00%	
	Life Ins.	2	12.50%	6	2	40.00%	
	Computer & Data Proc. Svcs.	2	18.18%	6	2	25.00%	
	New & Used Car Dealers	2	12.50%	3	2	20.00%	
	Engineering & Architect. Svcs.	1	8.33%	0	1	14.29%	
	SICs with <10 comparisons	41	24.85%	354	38	27.14%	
	Jacksonville, FL Total		305	27.98%	4,511	242	36.72%
	West Palm Beach-Boca Raton, FL	Grocery Stores	29	34.52%	755	29	34.52%
		Hospitals	20	31.75%	380	10	71.43%
Department Stores		19	28.79%	347	17	44.74%	
Eating & Drinking Places		22	40.00%	287	22	40.00%	
Nurs. & Personal Care Facilities		15	19.23%	162	12	29.27%	
Hotels & Motels		11	26.83%	159	8	40.00%	
Sugar & Confectionery Products		4	26.67%	63	1	20.00%	
Lumber & Other Bldg. Materials		5	45.45%	46	4	44.44%	
Telephone Communication		4	16.67%	46	4	30.77%	
Real Estate Agents & Managers		4	20.00%	45	3	50.00%	
Health & Allied Svcs.		3	20.00%	35	3	42.86%	
Misc. General Mdse. Stores		4	33.33%	33	3	42.86%	
Truck. & Courier Svcs., Ex. Air		3	30.00%	33	2	28.57%	
Groceries & Related Products		4	25.00%	27	4	57.14%	
New & Used Car Dealers		5	13.16%	24	3	20.00%	

DISCRIMINATION AGAINST MINORITIES		Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
MSA	Industry	#	%	#	#	%
	Drug & Proprietary Stores	4	33.33%	21	4	33.33%
	Home Health Care Svcs.	3	27.27%	18	3	33.33%
	Electric Svcs.	2	11.76%	16	2	20.00%
	Drugs, Proprietarys & Sundries	2	15.38%	14	1	25.00%
	Elect. Components & Accessories	2	20.00%	12	2	28.57%
	Commercial Banks	2	10.00%	11	2	15.38%
	Aircraft & Parts	4	20.00%	4	2	33.33%
	SICs with <10 comparisons	28	22.22%	268	25	25.00%
West Palm Beach-Boca Raton,FL Total		199	25.61%	2,805	166	33.95%
Lakeland-Winter Haven, FL	Eating & Drinking Places	11	29.73%	164	11	29.73%
	Grocery Stores	9	19.15%	100	8	19.05%
	Truck. & Courier Svcs., Ex. Air	7	35.00%	82	5	45.45%
	Variety Stores	5	23.81%	65	5	62.50%
	Hospitals	4	18.18%	63	2	40.00%
	Nurs. & Personal Care Facilities	6	23.08%	53	5	31.25%
	Agricultural Chemicals	6	30.00%	48	4	57.14%
	Department Stores	3	15.00%	30	3	17.65%
	Offices & Clinics Of MDs	2	18.18%	18	1	25.00%
	Preserved Fruits & Vegetables	4	33.33%	14	3	60.00%
	SICs with <10 comparisons	13	32.50%	118	10	33.33%
Lakeland-Winter Haven, FL Total		70	25.36%	755	57	31.32%
Sarasota-Bradenton, FL	Hospitals	13	48.15%	255	5	71.43%
	Grocery Stores	23	44.23%	206	23	44.23%
	Nurs. & Personal Care Facilities	13	23.64%	201	12	40.00%
	Eating & Drinking Places	16	42.11%	184	16	42.11%
	Department Stores	12	37.50%	83	11	37.93%
	Variety Stores	3	23.08%	51	2	33.33%
		SICs with <10 comparisons	9	18.00%	45	9
Sarasota-Bradenton, FL Total		89	33.33%	1,025	78	39.20%
Melbourne-Titusvi-Palm Bay,FL	Computer & Data Proc. Svcs.	9	52.94%	144	7	70.00%
	Grocery Stores	11	28.95%	76	11	28.95%
	Nurs. & Personal Care Facilities	6	20.00%	73	4	23.53%
	Hospitals	6	25.00%	67	3	33.33%
	Communications Equip.	5	23.81%	54	2	33.33%
	Eating & Drinking Places	6	24.00%	47	6	24.00%
	Department Stores	5	22.73%	16	5	26.32%
	Variety Stores	2	14.29%	4	1	16.67%
	Engineering & Architect. Svcs.	1	10.00%	3	1	11.11%
	Guided Missiles/Space Vehs/Parts	1	8.33%	0	1	25.00%
	SICs with <10 comparisons	7	17.50%	56	5	14.29%
Melbourne-Titusvi-Palm Bay,FL Total		59	23.32%	539	46	25.84%

DISCRIMINATION AGAINST MINORITIES		Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
MSA	Industry	#	%	#	#	%
Daytona Beach, FL	Eating & Drinking Places	15	42.86%	119	15	42.86%
	Grocery Stores	11	22.92%	86	11	22.92%
	Nurs. & Personal Care Facilities	7	29.17%	55	5	26.32%
	Variety Stores	4	21.05%	48	3	37.50%
	Hospitals	3	12.00%	31	1	16.67%
	Department Stores	4	30.77%	18	4	30.77%
	SICs with <10 comparisons	2	16.67%	37	2	16.67%
Daytona Beach, FL Total		46	26.14%	394	41	29.08%
Pensacola, FL	Hospitals	9	42.86%	89	4	66.67%
	Grocery Stores	7	25.93%	77	7	25.93%
	Nurs. & Personal Care Facilities	6	31.58%	74	4	33.33%
	Variety Stores	3	30.00%	54	2	40.00%
	Eating & Drinking Places	5	20.83%	50	5	20.83%
	Department Stores	5	27.78%	33	5	33.33%
	SICs with <10 comparisons	11	26.83%	100	10	29.41%
Pensacola, FL Total		46	28.75%	477	37	30.08%
Fort Myers-Cape Coral, FL	Grocery Stores	19	50.00%	160	19	50.00%
	Eating & Drinking Places	10	45.45%	73	10	45.45%
	Nurs. & Personal Care Facilities	3	30.00%	52	3	30.00%
	Department Stores	6	26.09%	21	6	31.58%
	Hospitals	2	14.29%	16	2	50.00%
	SICs with <10 comparisons	14	27.45%	185	14	30.43%
Fort Myers-Cape Coral, FL Total		54	34.18%	506	54	38.85%
Tallahassee, FL	Eating & Drinking Places	14	50.00%	190	14	50.00%
	Grocery Stores	5	19.23%	155	5	22.73%
	Nurs. & Personal Care Facilities	4	36.36%	45	2	25.00%
	Hospitals	2	11.76%	12	2	33.33%
	SICs with <10 comparisons	6	16.67%	60	6	18.18%
Tallahassee, FL Total		31	26.27%	462	29	29.90%
Fort Pierce-Port St. Lucie, FL	Eating & Drinking Places	9	52.94%	165	9	52.94%
	Hospitals	10	40.00%	124	3	42.86%
	Nurs. & Personal Care Facilities	4	20.00%	54	4	36.36%
	Grocery Stores	3	12.00%	42	3	12.00%
	SICs with <10 comparisons	6	21.43%	65	5	20.00%
Fort Pierce-Port St. Lucie, FL Total		32	27.83%	451	24	28.24%

DISCRIMINATION AGAINST MINORITIES		Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
MSA	Industry	#	%	#	#	%
Gainesville, FL	Grocery Stores	6	26.09%	111	6	26.09%
	Hospitals	4	23.53%	72	2	50.00%
	Eating & Drinking Places	8	38.10%	63	8	38.10%
	Nurs. & Personal Care Facilities	4	26.67%	40	3	37.50%
	SICs with <10 comparisons	7	28.00%	71	7	33.33%
Gainesville, FL Total		29	28.71%	357	26	33.77%
Naples, FL	Department Stores	6	37.50%	67	5	38.46%
	Hotels & Motels	3	17.65%	51	2	25.00%
	Grocery Stores	7	28.00%	49	7	29.17%
	Hospitals	2	13.33%	14	1	20.00%
	SICs with <10 comparisons	3	12.50%	38	3	13.64%
Naples, FL Total		21	21.65%	219	18	25.00%
Fort Walton Beach, FL	Grocery Stores	2	18.18%	25	2	18.18%
	Hospitals	4	25.00%	23	2	40.00%
	Variety Stores	2	20.00%	18	2	50.00%
	SICs with <10 comparisons	5	17.24%	46	5	17.24%
Fort Walton Beach, FL Total		13	19.70%	113	11	22.45%
Ocala, FL	Grocery Stores	5	23.81%	34	5	23.81%
	Department Stores	4	40.00%	29	4	40.00%
	Eating & Drinking Places	5	38.46%	24	5	38.46%
	SICs with <10 comparisons	6	28.57%	62	5	45.45%
Ocala, FL Total		20	30.77%	149	19	34.55%
Panama City, FL	Grocery Stores	4	28.57%	46	4	28.57%
	SICs with <10 comparisons	9	28.13%	65	8	27.59%
Panama City, FL Total		13	28.26%	111	12	27.91%
Punta Gorda, FL	Hospitals	1	8.33%	0	1	33.33%
	SICs with <10 comparisons	4	14.81%	18	4	14.81%
Punta Gorda, FL Total		5	12.82%	18	5	16.67%
Florida Minority Totals		3,098	27.69%	44,433	2,443	35.06%

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

DISCRIMINATION AGAINST BLACKS		Comparisons w/Discrimination		Affected Workers	Discriminating Establishments		
MSA	Industry	#	%	#	#	%	
Miami, FL	Grocery Stores	66	56.41%	1,695	61	58.65%	
	Hospitals	46	39.66%	1,488	15	62.50%	
	Department Stores	48	41.74%	923	31	48.44%	
	Eating & Drinking Places	55	43.65%	736	52	47.27%	
	Nurs. & Personal Care Facilities	26	31.33%	483	12	36.36%	
	Hotels & Motels	30	33.33%	467	23	65.71%	
	Air Transport., Scheduled	18	36.00%	198	10	50.00%	
	Lumber & Other Bldg. Materials	8	53.33%	164	7	63.64%	
	Commercial Banks	16	34.04%	160	14	40.00%	
	Groceries & Related Products	13	36.11%	129	8	57.14%	
	Health & Allied Svcs.	8	42.11%	103	3	42.86%	
	Misc. General Mdse. Stores	9	37.50%	90	6	50.00%	
	Truck. & Courier Svcs., Ex. Air	8	25.81%	90	6	31.58%	
	Telephone Communication	8	25.81%	90	8	34.78%	
	Radio & TV Broadcasting	10	41.67%	86	5	41.67%	
	Auto. Rentals, No Drivers	8	29.63%	76	6	46.15%	
	Airports, Flying Fields & Svcs.	6	26.09%	73	6	42.86%	
	Drug & Proprietary Stores	14	45.16%	68	13	50.00%	
	Med. Instruments & Supplies	5	17.86%	63	2	25.00%	
	Electric Svcs.	8	27.59%	62	4	26.67%	
	Ins. Agents, Brokers & Service	5	31.25%	60	5	55.56%	
	Misc. Shopping Goods Stores	10	45.45%	55	9	52.94%	
	Beer, Wine & Distilled Beverages	6	33.33%	52	4	66.67%	
	New & Used Car Dealers	10	25.00%	49	8	53.33%	
	Radio, TV & Computer Stores	7	25.93%	43	5	26.32%	
	Subdividers & Developers	2	18.18%	37	2	25.00%	
	Cable & Other Pay TV Svcs.	4	30.77%	29	3	50.00%	
	Med. Service & Health Ins.	8	42.11%	29	5	62.50%	
	Computer & Data Proc. Svcs.	6	28.57%	26	6	40.00%	
	Auto. Dealers	4	33.33%	20	3	33.33%	
	Acct., Auditing & Bookkeeping	2	20.00%	13	1	14.29%	
	Legal Svcs.	1	6.25%	0	1	6.25%	
	Aircraft & Parts	1	7.69%	0	1	14.29%	
	SICs with <10 comparisons	34	25.00%	536	32	28.57%	
	Miami, FL Total		510	35.52%	8,192	377	44.20%

DISCRIMINATION AGAINST BLACKS		Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
MSA	Industry	#	%	#	#	%
Tampa- St.Petersbrg- Clearwtr,FL	Grocery Stores	99	45.41%	922	99	47.14%
	Nurs. & Personal Care Facilities	56	37.09%	857	41	41.41%
	Eating & Drinking Places	80	42.55%	696	77	42.78%
	Hospitals	50	42.74%	677	21	46.67%
	Department Stores	47	36.43%	376	39	42.86%
	Hotels & Motels	18	31.03%	328	10	32.26%
	Nonstore Retailers	3	30.00%	192	1	25.00%
	Commercial Banks	22	40.74%	116	18	50.00%
	Telephone Communication	14	24.14%	102	13	36.11%
	Electric Svcs.	14	25.00%	89	10	41.67%
	Newspapers	5	35.71%	69	4	80.00%
	Elect. Components & Accessories	4	20.00%	68	4	44.44%
	Life Ins.	4	40.00%	67	2	40.00%
	Health & Allied Svcs.	5	25.00%	66	5	33.33%
	Ins. Agents, Brokers & Service	5	31.25%	64	5	45.45%
	Fire, Marine & Casualty Ins.	8	18.18%	64	7	25.00%
	Drug & Proprietary Stores	8	42.11%	63	8	50.00%
	Med. Service & Health Ins.	5	27.78%	63	5	50.00%
	Residential Care	5	50.00%	63	5	50.00%
	Truck. & Courier Svcs., Ex. Air	9	31.03%	58	8	33.33%
	Groceries & Related Products	5	29.41%	57	5	35.71%
	Lumber & Other Bldg. Materials	8	29.63%	46	8	30.77%
	Variety Stores	6	25.00%	45	6	30.00%
	Heavy Construction, except Highway	5	38.46%	41	3	60.00%
	Misc. Plastics Products	4	40.00%	40	3	33.33%
	Fabricated Structural Metal Products	3	30.00%	21	2	40.00%
	Air Transport., Scheduled	6	28.57%	21	5	38.46%
	Beer, Wine & Distilled Beverages	3	27.27%	18	3	50.00%
	Radio, TV & Computer Stores	4	23.53%	18	4	30.77%
	Beverages	4	26.67%	16	2	28.57%
	Home Health Care Svcs.	3	20.00%	14	3	25.00%
Computer & Data Proc. Svcs.	2	12.50%	11	2	14.29%	
New & Used Car Dealers	3	21.43%	9	2	22.22%	
Search & Navigation Equip.	1	8.33%	7	1	16.67%	
Prof. & Commercial Equip.	3	20.00%	6	3	30.00%	
Vegetables & melons	1	7.69%	6	1	14.29%	
Individual & Family Svcs.	3	23.08%	0	2	25.00%	
Auto. Rentals, No Drivers	0	0.00%	0	0	0.00%	
Radio & TV Broadcasting	0	0.00%	0	0	0.00%	
Offices & Clinics Of MDs	1	10.00%	0	1	20.00%	
SICs with <10 comparisons	50	23.26%	430	48	26.52%	
Tampa-St.Petersbrg-Clearwtr,FL Total		576	32.93%	5,805	486	38.12%

DISCRIMINATION AGAINST BLACKS		Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
MSA	Industry	#	%	#	#	%
Orlando, FL	Eating & Drinking Places	100	37.74%	1,000	99	39.92%
	Hotels & Motels	43	24.86%	818	33	40.74%
	Grocery Stores	59	38.82%	600	57	40.43%
	Truck. & Courier Svcs., Ex. Air	10	28.57%	382	7	33.33%
	Hospitals	15	24.59%	363	9	50.00%
	Nurs. & Personal Care Facilities	22	25.00%	316	19	39.58%
	Variety Stores	16	41.03%	248	8	47.06%
	Department Stores	19	20.65%	161	19	31.67%
	Telephone Communication	21	24.14%	138	16	34.04%
	Computer & Data Proc. Svcs.	20	30.30%	97	18	50.00%
	Fire, Marine & Casualty Ins.	10	33.33%	83	8	50.00%
	Health & Allied Svcs.	4	21.05%	74	3	27.27%
	Real Estate Agents & Managers	5	33.33%	43	4	40.00%
	Commercial Banks	6	25.00%	39	5	27.78%
	Auto. Rentals, No Drivers	6	21.43%	39	4	28.57%
	Air Transport., Scheduled	6	25.00%	38	6	37.50%
	Heavy Construction, except Highway	4	23.53%	28	3	42.86%
	Electrical Work	5	26.32%	26	4	44.44%
	Misc. Plastics Products	2	13.33%	22	2	20.00%
	Home Health Care Svcs.	5	33.33%	15	3	42.86%
	New & Used Car Dealers	2	14.29%	12	2	16.67%
	Groceries & Related Products	2	14.29%	11	1	11.11%
	Lumber & Other Bldg. Materials	3	20.00%	8	3	20.00%
	Computer & Office Equip.	1	10.00%	7	1	25.00%
	Ins. Agents, Brokers & Service	1	10.00%	7	1	11.11%
	Drug & Proprietary Stores	3	27.27%	4	3	30.00%
	Paper & Paper Products	1	8.33%	0	1	16.67%
	Radio, TV & Computer Stores	2	13.33%	0	2	16.67%
	Commercial Printing	0	0.00%	0	0	0.00%
	Misc. Shopping Goods Stores	3	23.08%	0	3	23.08%
	Radio & TV Broadcasting	2	16.67%	0	2	28.57%
	SICs with <10 comparisons	45	24.32%	296	41	25.63%
Orlando, FL Total		443	27.95%	4,874	387	35.28%
Fort Lauderdale, FL	Grocery Stores	50	41.32%	1,243	50	43.86%
	Eating & Drinking Places	33	33.00%	388	33	33.00%
	Department Stores	23	25.84%	308	17	31.48%
	Nurs. & Personal Care Facilities	12	20.34%	279	5	20.00%
	Auto. Rentals, No Drivers	10	33.33%	185	6	46.15%
	Hotels & Motels	8	18.60%	149	6	21.43%
	Hospitals	10	18.87%	148	7	53.85%
	Telephone Communication	13	34.21%	119	10	47.62%
	Lumber & Other Bldg. Materials	8	42.11%	94	7	46.67%
	Health & Allied Svcs.	8	33.33%	91	7	63.64%
Computer & Data Proc. Svcs.	7	31.82%	89	4	25.00%	

DISCRIMINATION AGAINST BLACKS		Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
MSA	Industry	#	%	#	#	%
	Misc. Shopping Goods Stores	7	33.33%	84	5	27.78%
	Subdividers & Developers	4	36.36%	68	2	33.33%
	Air Transport., Scheduled	5	22.73%	65	4	33.33%
	Misc. General Mdse. Stores	7	36.84%	59	7	58.33%
	Med. Service & Health Ins.	5	27.78%	56	4	66.67%
	Auto. Dealers	10	23.81%	47	8	47.06%
	Home Health Care Svcs.	2	14.29%	45	2	16.67%
	Vegetables & melons	5	35.71%	41	3	50.00%
	New & Used Car Dealers	9	19.57%	39	7	33.33%
	Fire, Marine & Casualty Ins.	3	17.65%	31	2	20.00%
	Drug & Proprietary Stores	4	30.77%	27	4	30.77%
	Commercial Banks	7	23.33%	20	6	33.33%
	Cable & Other Pay TV Svcs.	2	18.18%	19	2	40.00%
	Truck. & Courier Svcs., Ex. Air	1	10.00%	9	1	11.11%
	Radio, TV & Computer Stores	2	10.53%	7	2	18.18%
	Offices & Clinics Of MDs	2	10.53%	6	2	22.22%
	SICs with <10 comparisons	41	25.00%	437	39	28.68%
Fort Lauderdale, FL Total		298	27.39%	4,155	252	34.47%
Jacksonville, FL	Hospitals	38	46.34%	810	11	64.71%
	Grocery Stores	49	40.50%	804	44	41.51%
	Eating & Drinking Places	49	47.57%	596	48	50.00%
	Nurs. & Personal Care Facilities	17	23.94%	311	10	29.41%
	Commercial Banks	20	30.77%	219	16	57.14%
	Telephone Communication	6	28.57%	208	5	35.71%
	Hotels & Motels	11	40.74%	192	6	42.86%
	Truck. & Courier Svcs., Ex. Air	15	30.61%	183	14	46.67%
	Department Stores	16	28.07%	165	14	36.84%
	Railroads	4	21.05%	108	4	33.33%
	Variety Stores	8	29.63%	83	6	50.00%
	Med. Service & Health Ins.	6	16.67%	63	4	28.57%
	Groceries & Related Products	3	17.65%	54	3	37.50%
	Nonresidential Bldg. Construction	3	21.43%	40	2	40.00%
	Motor Vehicles, Parts & Supplies	3	27.27%	18	2	28.57%
	Radio & TV Broadcasting	3	25.00%	12	3	42.86%
	Life Ins.	3	20.00%	11	3	60.00%
	Public Warehousing & Storage	1	9.09%	10	1	16.67%
	Home Health Care Svcs.	1	10.00%	9	1	20.00%
	Paperboard Containers & Boxes	2	14.29%	5	2	33.33%
Computer & Data Proc. Svcs.	2	20.00%	4	2	28.57%	
Prof. & Commercial Equip.	1	7.69%	0	1	16.67%	
	SICs with <10 comparisons	40	21.51%	414	37	24.03%
Jacksonville, FL Total		301	30.37%	4,319	239	37.88%

DISCRIMINATION AGAINST BLACKS		Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
MSA	Industry	#	%	#	#	%
West Palm Beach-Boca Raton,FL	Grocery Stores	33	39.29%	715	33	39.29%
	Department Stores	20	35.71%	345	16	42.11%
	Hospitals	15	26.79%	269	8	57.14%
	Nurs. & Personal Care Facilities	19	24.36%	254	14	34.15%
	Eating & Drinking Places	19	34.55%	173	19	34.55%
	Hotels & Motels	9	25.00%	91	7	35.00%
	Real Estate Agents & Managers	3	18.75%	54	3	50.00%
	Lumber & Other Bldg. Materials	4	36.36%	42	4	44.44%
	Drug & Proprietary Stores	5	41.67%	40	5	41.67%
	Sugar & Confectionery Products	3	23.08%	31	1	20.00%
	Misc. General Mdse. Stores	6	50.00%	30	4	57.14%
	Groceries & Related Products	1	10.00%	28	1	14.29%
	Truck. & Courier Svcs., Ex. Air	2	20.00%	27	2	28.57%
	Telephone Communication	4	20.00%	24	3	25.00%
	Health & Allied Svcs.	2	15.38%	18	2	28.57%
	Aircraft & Parts	3	27.27%	16	2	40.00%
	New & Used Car Dealers	1	10.00%	9	1	16.67%
	Home Health Care Svcs.	1	9.09%	6	1	11.11%
	Commercial Banks	0	0.00%	0	0	0.00%
SICs with <10 comparisons	32	27.35%	210	32	32.00%	
West Palm Beach-Boca Raton,FL Total		182	28.35%	2,383	158	34.73%
Lakeland-Winter Haven, FL	Eating & Drinking Places	14	37.84%	114	14	37.84%
	Grocery Stores	13	27.66%	94	12	28.57%
	Nurs. & Personal Care Facilities	8	32.00%	63	6	37.50%
	Hospitals	2	10.00%	57	2	40.00%
	Variety Stores	4	21.05%	43	3	37.50%
	Agricultural Chemicals	6	33.33%	36	4	57.14%
	Truck. & Courier Svcs., Ex. Air	3	20.00%	26	3	27.27%
	Preserved Fruits & Vegetables	3	27.27%	26	2	40.00%
	Department Stores	3	15.00%	23	3	17.65%
SICs with <10 comparisons	14	32.56%	123	12	40.00%	
Lakeland-Winter Haven, FL Total		70	27.45%	604	61	34.27%
Sarasota-Bradenton, FL	Hospitals	14	56.00%	235	5	71.43%
	Nurs. & Personal Care Facilities	10	26.32%	186	10	34.48%
	Grocery Stores	26	50.00%	163	26	50.00%
	Eating & Drinking Places	15	41.67%	78	15	41.67%
	Department Stores	7	30.43%	44	7	31.82%
	Variety Stores	3	27.27%	44	2	33.33%
	SICs with <10 comparisons	2	14.29%	23	2	14.29%
Sarasota-Bradenton, FL Total		77	38.69%	773	67	40.36%

DISCRIMINATION AGAINST BLACKS		Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
MSA	Industry	#	%	#	#	%
Melbourne- Titusvl-Palm Bay,FL	Grocery Stores	13	34.21%	128	13	34.21%
	Nurs. & Personal Care Facilities	8	27.59%	98	6	35.29%
	Eating & Drinking Places	4	16.00%	27	4	16.00%
	Hospitals	4	26.67%	20	3	37.50%
	Department Stores	4	21.05%	17	4	22.22%
	Variety Stores	3	27.27%	12	2	33.33%
	Communications Equip.	0	0.00%	0	0	0.00%
	Computer & Data Proc. Svcs.	0	0.00%	0	0	0.00%
	SICs with <10 comparisons	5	16.13%	9	4	16.67%
Melbourne-Titusvl-Palm Bay,FL Total		41	21.35%	310	36	24.32%
Daytona Beach, FL	Eating & Drinking Places	15	42.86%	111	15	42.86%
	Nurs. & Personal Care Facilities	7	35.00%	86	6	31.58%
	Grocery Stores	11	24.44%	73	11	24.44%
	Variety Stores	4	30.77%	28	3	37.50%
	Hospitals	2	11.76%	10	1	16.67%
	Department Stores	2	15.38%	8	2	15.38%
	SICs with <10 comparisons	3	27.27%	24	3	27.27%
Daytona Beach, FL Total		44	28.57%	341	41	29.93%
Pensacola, FL	Grocery Stores	8	29.63%	76	8	29.63%
	Hospitals	7	53.85%	74	4	66.67%
	Nurs. & Personal Care Facilities	6	31.58%	71	4	33.33%
	Variety Stores	4	40.00%	70	2	40.00%
	Eating & Drinking Places	7	29.17%	67	7	29.17%
	Department Stores	5	27.78%	41	5	33.33%
	SICs with <10 comparisons	9	25.00%	95	8	25.81%
Pensacola, FL Total		46	31.29%	496	38	31.67%
Fort Myers- Cape Coral, FL	Grocery Stores	16	42.11%	112	16	42.11%
	Eating & Drinking Places	10	45.45%	82	10	45.45%
	Nurs. & Personal Care Facilities	3	30.00%	55	3	30.00%
	Department Stores	7	31.82%	28	7	38.89%
	Hospitals	2	20.00%	6	2	50.00%
	SICs with <10 comparisons	14	33.33%	108	13	33.33%
Fort Myers-Cape Coral, FL Total		52	36.11%	391	51	38.93%
Tallahassee, FL	Eating & Drinking Places	15	53.57%	240	15	53.57%
	Grocery Stores	5	19.23%	159	5	22.73%
	Nurs. & Personal Care Facilities	4	36.36%	44	2	25.00%
	Hospitals	4	23.53%	28	3	50.00%
	SICs with <10 comparisons	5	15.63%	45	5	17.24%
Tallahassee, FL Total		33	28.95%	516	30	32.26%

DISCRIMINATION AGAINST BLACKS		Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
MSA	Industry	#	%	#	#	%
Fort Pierce- Port St. Lucie,FL	Eating & Drinking Places	10	58.82%	149	10	58.82%
	Hospitals	10	45.45%	115	4	57.14%
	Grocery Stores	8	32.00%	74	8	32.00%
	Nurs. & Personal Care Facilities	5	25.00%	55	4	36.36%
	SICs with <10 comparisons	6	23.08%	48	5	21.74%
Fort Pierce-Port St. Lucie,FL Total		39	35.45%	441	31	37.35%
Gainesville, FL	Grocery Stores	6	26.09%	123	6	26.09%
	Hospitals	4	23.53%	68	2	50.00%
	Eating & Drinking Places	7	33.33%	66	7	33.33%
	Nurs. & Personal Care Facilities	4	30.77%	49	4	50.00%
	SICs with <10 comparisons	2	9.09%	18	2	11.11%
Gainesville, FL Total		23	23.96%	324	21	28.38%
Naples, FL	Grocery Stores	5	20.83%	44	5	20.83%
	Department Stores	3	21.43%	22	3	25.00%
	Hotels & Motels	2	20.00%	21	1	12.50%
	SICs with <10 comparisons	6	27.27%	45	6	30.00%
Naples, FL Total		16	22.86%	132	15	23.44%
Ocala, FL	Grocery Stores	6	28.57%	36	6	28.57%
	Eating & Drinking Places	4	30.77%	20	4	30.77%
	Department Stores	3	30.00%	6	3	30.00%
	SICs with <10 comparisons	7	35.00%	43	6	54.55%
Ocala, FL Total		20	31.25%	105	19	34.55%
Fort Walton Beach, FL	Grocery Stores	3	27.27%	26	3	27.27%
	Hospitals	5	41.67%	24	3	60.00%
	SICs with <10 comparisons	7	21.21%	33	7	25.00%
Fort Walton Beach, FL Total		15	26.79%	83	13	29.55%
Panama City, FL	Grocery Stores	5	35.71%	38	5	35.71%
	SICs with <10 comparisons	8	25.00%	56	7	24.14%
Panama City, FL Total		13	28.26%	94	12	27.91%
Punta Gorda, FL	Hospitals	0	0.00%	0	0	0.00%
	SICs with <10 comparisons	3	12.50%	26	3	12.50%
Punta Gorda, FL Total		3	8.33%	26	3	11.11%
Florida Blacks Totals		2,802	30.54%	34,364	2,337	36.49%

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

DISCRIMINATION AGAINST HISPANICS		Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
MSA	Industry	#	%	#	#	%
Miami, FL	Grocery Stores	45	38.14%	2,075	41	39.42%
	Hospitals	45	38.46%	1,831	12	50.00%
	Department Stores	49	37.12%	1,420	32	50.00%
	Air Transport., Scheduled	22	30.99%	1,101	10	41.67%
	Eating & Drinking Places	51	39.84%	977	49	44.14%
	Hotels & Motels	19	20.21%	691	10	28.57%
	Nurs. & Personal Care Facilities	36	43.90%	423	20	60.61%
	Truck. & Courier Svcs., Ex. Air	6	18.18%	420	4	21.05%
	Radio & TV Broadcasting	23	54.76%	402	9	60.00%
	Commercial Banks	21	25.61%	389	12	33.33%
	Groceries & Related Products	17	37.78%	249	8	53.33%
	Lumber & Other Bldg. Materials	5	33.33%	238	5	45.45%
	Computer & Data Proc. Svcs.	9	21.43%	188	6	30.00%
	Telephone Communication	12	30.00%	187	10	38.46%
	New & Used Car Dealers	18	27.27%	182	10	55.56%
	Ins. Agents, Brokers & Service	5	27.78%	165	2	22.22%
	Beer, Wine & Distilled Beverages	9	39.13%	164	3	42.86%
	Electric Svcs.	10	33.33%	153	6	42.86%
	Security Brokers & Dealers	12	36.36%	121	8	42.11%
	Auto. Rentals, No Drivers	7	24.14%	118	6	46.15%
	Airports, Flying Fields & Svcs.	7	19.44%	93	5	31.25%
	Drug & Proprietary Stores	7	18.42%	91	7	25.00%
	Misc. General Mdse. Stores	9	37.50%	91	6	50.00%
	Med. Instruments & Supplies	6	18.75%	89	5	62.50%
	Misc. Shopping Goods Stores	9	40.91%	84	7	41.18%
	Radio, TV & Computer Stores	9	33.33%	82	7	36.84%
	Aircraft & Parts	4	19.05%	75	2	22.22%
	Health & Allied Svcs.	8	42.11%	71	5	71.43%
	Auto. Dealers	7	28.00%	69	3	30.00%
	Med. Service & Health Ins.	5	26.32%	57	2	25.00%
	Cable & Other Pay TV Svcs.	5	38.46%	53	2	33.33%
	Legal Svcs.	7	20.00%	50	6	31.58%
	Subdividers & Developers	4	23.53%	43	4	40.00%
Heavy Construction, not Highway	2	20.00%	43	1	16.67%	
Prof. & Commercial Equip.	4	30.77%	40	3	42.86%	
Acct., Auditing & Bookkeeping	3	18.75%	17	3	42.86%	
Engineering & Architect. Svcs.	3	23.08%	15	2	28.57%	
Freight Transport. Arrangement	1	7.14%	13	1	12.50%	
Foreign Bank/Branches/Agencies	1	9.09%	7	1	16.67%	
SICs with <10 comparisons	36	26.47%	663	29	26.85%	
Miami, FL Total		558	31.33%	13,238	364	38.93%

DISCRIMINATION AGAINST HISPANICS		Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
MSA	Industry	#	%	#	#	%
Orlando, FL	Eating & Drinking Places	114	42.22%	1,002	107	43.15%
	Hotels & Motels	58	30.69%	827	41	49.40%
	Grocery Stores	49	32.67%	477	49	35.00%
	Hospitals	25	46.30%	392	11	64.71%
	Variety Stores	17	35.42%	247	9	52.94%
	Department Stores	28	32.18%	224	24	40.00%
	Real Estate Agents & Managers	13	50.00%	216	7	58.33%
	Telephone Communication	23	34.33%	216	18	43.90%
	Truck. & Courier Svcs., Ex. Air	10	35.71%	192	7	38.89%
	Computer & Data Proc. Svcs.	19	33.33%	179	11	33.33%
	Commercial Banks	11	36.67%	153	10	50.00%
	Airports, Flying Fields & Svcs.	3	27.27%	133	3	42.86%
	Nurs. & Personal Care Facilities	17	34.00%	106	17	36.17%
	Auto. Rentals, No Drivers	9	27.27%	92	7	46.67%
	Air Transport., Scheduled	5	21.74%	88	3	16.67%
	Heavy Construction, not Highway	5	29.41%	75	3	42.86%
	Misc. Plastics Products	6	37.50%	55	4	40.00%
	Health & Allied Svcs.	4	30.77%	30	4	50.00%
	Groceries & Related Products	3	23.08%	21	3	33.33%
	Lumber & Other Bldg. Materials	2	13.33%	18	2	13.33%
	Commercial Printing	3	23.08%	15	3	42.86%
	Paper & Paper Products	4	28.57%	13	2	28.57%
	Electrical Work	3	17.65%	13	2	25.00%
	Fire, Marine & Casualty Ins.	4	21.05%	10	4	30.77%
	Radio, TV & Computer Stores	2	11.76%	9	2	15.38%
	Home Health Care Svcs.	3	30.00%	8	2	40.00%
	Elect. Components & Accessories	2	20.00%	7	2	33.33%
	Misc. Shopping Goods Stores	3	16.67%	7	3	20.00%
	New & Used Car Dealers	4	16.67%	4	4	28.57%
	Drug & Proprietary Stores	2	15.38%	3	2	18.18%
	Radio & TV Broadcasting	2	18.18%	-	2	28.57%
SICs with <10 comparisons	40	23.12%	295	37	25.00%	
Orlando, FL Total		493	32.10%	5,128	405	37.53%
Tampa-St.Petersbrg-Clearwtr,FL	Eating & Drinking Places	81	43.55%	677	75	41.90%
	Hotels & Motels	18	31.58%	310	11	34.38%
	Grocery Stores	62	29.67%	307	61	30.05%
	Hospitals	34	35.79%	266	18	48.65%
	Department Stores	37	33.94%	239	33	36.26%
	Commercial Banks	25	42.37%	193	18	50.00%
	Nurs. & Personal Care Facilities	27	33.33%	130	27	33.33%
	Nonstore Retailers	3	30.00%	91	2	50.00%
	Men's & Boys' Furnishings	4	30.77%	85	2	40.00%
	Groceries & Related Products	8	36.36%	77	6	37.50%
Electrical Work	7	63.64%	74	5	83.33%	

DISCRIMINATION AGAINST HISPANICS		Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
MSA	Industry	#	%	#	#	%
	Misc. Plastics Products	7	70.00%	62	7	77.78%
	Telephone Communication	5	11.11%	47	5	16.13%
	Heavy Construction, except Highway	5	38.46%	45	3	60.00%
	Lumber & Other Bldg. Materials	6	27.27%	45	6	27.27%
	Misc. General Mdse. Stores	3	30.00%	38	2	40.00%
	Variety Stores	7	29.17%	38	7	35.00%
	Prof. & Commercial Equip.	5	22.73%	37	3	25.00%
	Search & Navigation Equip.	3	30.00%	37	1	20.00%
	Electric Svcs.	5	20.83%	35	4	40.00%
	New & Used Car Dealers	7	29.17%	33	5	35.71%
	Health & Allied Svcs.	5	35.71%	30	5	45.45%
	Med. Service & Health Ins.	4	33.33%	27	4	36.36%
	Fire, Marine & Casualty Ins.	8	19.51%	25	7	28.00%
	Fabricated Structural Metal Prods.	3	25.00%	23	2	40.00%
	Home Health Care Svcs.	5	50.00%	23	4	50.00%
	Drugs	2	20.00%	22	2	50.00%
	Elect. Components & Accessories	2	12.50%	20	2	22.22%
	Ins. Agents, Brokers & Service	1	9.09%	18	1	10.00%
	Auto. Rentals, No Drivers	3	30.00%	15	3	33.33%
	Air Transport., Scheduled	2	13.33%	13	2	15.38%
	Truck. & Courier Svcs., Ex. Air	2	10.53%	13	2	11.76%
	Auto. Dealers	4	22.22%	13	4	44.44%
	Beer, Wine & Distilled Beverages	2	16.67%	13	2	33.33%
	Drug & Proprietary Stores	3	30.00%	10	3	33.33%
	Radio, TV & Computer Stores	2	13.33%	-	2	14.29%
	SICs with <10 comparisons	54	23.58%	471	46	23.83%
Tampa-St.Petersrg-Clearwtr,FL Total		461	30.53%	3,601	392	33.33%
Fort Lauderdale, FL	Grocery Stores	38	32.48%	343	38	33.33%
	Eating & Drinking Places	26	26.00%	156	26	26.00%
	Auto. Rentals, No Drivers	13	52.00%	125	10	83.33%
	Department Stores	20	23.53%	112	18	33.33%
	Med. Service & Health Ins.	6	33.33%	103	4	66.67%
	Hotels & Motels	9	20.93%	96	8	28.57%
	Computer & Data Proc. Svcs.	9	30.00%	71	8	38.10%
	Hospitals	7	15.91%	64	4	33.33%
	Air Transport., Scheduled	3	15.00%	62	2	16.67%
	Telephone Communication	9	24.32%	57	7	33.33%
	Misc. Shopping Goods Stores	5	23.81%	55	5	27.78%
	Nonresidential Bldg. Construction	5	50.00%	51	3	75.00%
	Commercial Banks	7	20.00%	47	5	27.78%
	Fire, Marine & Casualty Ins.	3	17.65%	44	2	20.00%
New & Used Car Dealers	10	21.74%	43	8	42.11%	
Health & Allied Svcs.	4	23.53%	33	3	33.33%	
Subdividers & Developers	6	40.00%	32	4	66.67%	

DISCRIMINATION AGAINST HISPANICS		Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
MSA	Industry	#	%	#	#	%
	Vegetables & melons	4	30.77%	31	4	66.67%
	Truck. & Courier Svcs., Ex. Air	2	20.00%	17	2	22.22%
	Ins. Agents, Brokers & Service	4	22.22%	15	3	27.27%
	Groceries & Related Products	1	8.33%	14	1	16.67%
	Nurs. & Personal Care Facilities	5	38.46%	14	5	38.46%
	Lumber & Other Bldg. Materials	2	11.11%	14	1	7.14%
	Auto. Dealers	5	11.11%	14	5	29.41%
	Misc. General Mdse. Stores	2	11.76%	13	2	18.18%
	Radio, TV & Computer Stores	3	15.79%	13	3	27.27%
	Cable & Other Pay TV Svcs.	3	27.27%	11	2	40.00%
	Offices & Clinics Of MDs	4	20.00%	6	4	44.44%
	Drug & Proprietary Stores	1	7.69%	-	1	7.69%
	SICs with <10 comparisons	35	24.82%	259	32	27.35%
Fort Lauderdale, FL Total		251	24.37%	1,918	220	31.16%
West Palm Beach-Boca Raton,FL	Grocery Stores	27	32.14%	210	27	32.14%
	Hotels & Motels	14	36.84%	130	10	50.00%
	Eating & Drinking Places	17	31.48%	90	17	31.48%
	Sugar & Confectionery Products	5	33.33%	76	2	40.00%
	Groceries & Related Products	4	40.00%	56	4	57.14%
	Hospitals	6	16.67%	54	4	28.57%
	Department Stores	9	18.37%	43	8	21.05%
	Lumber & Other Bldg. Materials	4	36.36%	30	3	33.33%
	Nurs. & Personal Care Facilities	7	22.58%	28	7	22.58%
	Real Estate Agents & Managers	4	26.67%	27	2	40.00%
	Telephone Communication	3	20.00%	8	3	25.00%
	New & Used Car Dealers	5	23.81%	7	4	44.44%
	Drug & Proprietary Stores	2	20.00%	5	2	20.00%
	Drugs, Proprietaries & Sundries	3	27.27%	-	2	50.00%
	SICs with <10 comparisons	24	17.27%	155	19	16.38%
West Palm Beach-Boca Raton,FL Total		134	24.86%	919	114	27.27%
Fort Myers-Cape Coral, FL	Grocery Stores	11	28.95%	68	11	28.95%
	Eating & Drinking Places	4	18.18%	29	4	18.18%
	Department Stores	1	6.25%	-	1	7.14%
		SICs with <10 comparisons	8	18.18%	100	8
Fort Myers-Cape Coral, FL Total		24	20.00%	197	24	21.05%

DISCRIMINATION AGAINST HISPANICS		Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
MSA	Industry	#	%	#	#	%
Lakeland- Winter Haven, FL	Truck. & Courier Svcs., Ex. Air	6	50.00%	74	6	60.00%
	Eating & Drinking Places	10	28.57%	40	10	28.57%
	Preserved Fruits & Vegetables	3	30.00%	23	2	40.00%
	SICs with <10 comparisons	15	42.86%	177	13	46.43%
Lakeland-Winter Haven, FL Total		34	36.96%	314	31	39.74%
Naples, FL	Grocery Stores	6	25.00%	73	6	25.00%
	Hotels & Motels	2	16.67%	30	2	25.00%
	Department Stores	4	25.00%	23	4	30.77%
	Hospitals	2	16.67%	-	1	20.00%
	SICs with <10 comparisons	7	29.17%	55	7	29.17%
	Naples, FL Total		21	23.86%	181	20
Melbourne- Titusvi-Palm Bay,FL	Eating & Drinking Places	3	21.43%	12	3	21.43%
	Nurs. & Personal Care Facilities	2	14.29%	10	2	14.29%
	Department Stores	1	6.67%	4	1	7.14%
	SICs with <10 comparisons	14	35.00%	138	12	35.29%
Melbourne-Titusvi-Palm Bay,FL Total		20	24.10%	164	18	23.68%
Sarasota- Bradenton, FL	Eating & Drinking Places	17	44.74%	119	17	44.74%
	Nurs. & Personal Care Facilities	4	25.00%	12	4	25.00%
	SICs with <10 comparisons	4	26.67%	19	4	28.57%
Sarasota-Bradenton, FL Total		25	36.23%	150	25	36.76%
Jacksonville, FL	Nonresidential Bldg. Construction	3	27.27%	43	1	25.00%
	Commercial Banks	3	18.75%	-	3	18.75%
	SICs with <10 comparisons	9	25.71%	80	8	26.67%
Jacksonville, FL Total		15	24.19%	123	12	24.00%
Fort Pierce- Port St. Lucie,FL	Grocery Stores	3	16.67%	10	3	16.67%
	Eating & Drinking Places	2	12.50%	-	2	12.50%
	SICs with <10 comparisons	3	15.79%	4	3	17.65%
Fort Pierce-Port St. Lucie,FL Total		8	15.09%	14	8	15.69%
Gainesville, FL	Eating & Drinking Places	4	20.00%	15	4	20.00%
	SICs with <10 comparisons	0	0.00%	-	0	0.00%
Gainesville, FL Total		4	13.33%	15	4	13.33%
Daytona Beach, FL	SICs with <10 comparisons	0	0.00%	-	0	0.00%
Daytona Beach, FL Total		0	0.00%	-	0	0.00%

DISCRIMINATION AGAINST HISPANICS		Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
MSA	Industry	#	%	#	#	%
Panama City, FL	SICs with <10 comparisons	2	50.00%	13	2	50.00%
Panama City, FL Total		2	50.00%	13	2	50.00%
Fort Walton Beach, FL	SICs with <10 comparisons	0	0.00%	-	0	0.00%
Fort Walton Beach, FL Total		0	0.00%	-	0	0.00%
Tallahassee, FL	SICs with <10 comparisons	0	0.00%	-	0	0.00%
Tallahassee, FL Total		0	0.00%	-	0	0.00%
Florida Hispanics Totals		2,050	29.24%	25,976	1639	33.64%

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

MSA	DISCRIMINATION AGAINST ASIANS Industry	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
Orlando, FL	Hotels & Motels	20	43.00%	110	20	42.55%
	Hospitals	5	41.67%	101	5	41.67%
	Computer & Data Proc. Svcs.	5	19.23%	82	5	19.23%
	Elect. Components & Accessories	3	30.00%	28	3	50.00%
	Telephone Communication	6	50.00%	27	6	50.00%
	SICs with <10 comparisons	11	25.58%	80	11	27.50%
Orlando, FL Total		50	33.33%	427	50	34.97%
Tampa-St.Petersbrg-Clearwtr,FL	Computer & Data Proc. Svcs.	25	59.52%	347	23	63.89%
	Elect. Components & Accessories	5	35.71%	133	5	55.56%
	SICs with <10 comparisons	27	35.06%	216	25	37.88%
Tampa-St.Petersbrg-Clearwtr,FL Total		57	42.86%	696	53	47.75%
Miami, FL	Hospitals	11	45.83%	322	11	45.83%
	Air Transport., Scheduled	10	83.33%	251	7	87.50%
	Nurs. & Personal Care Facilities	4	23.53%	21	3	33.33%
	Computer & Data Proc. Svcs.	2	18.18%	17	2	25.00%
	SICs with <10 comparisons	4	14.29%	21	3	12.50%
Miami, FL Total		31	33.70%	631	26	35.62%
Fort Lauderdale, FL	Nurs. & Personal Care Facilities	12	52.17%	58	11	68.75%
	Computer & Data Proc. Svcs.	1	10.00%	28	1	11.11%
	Hospitals	2	18.18%	22	2	18.18%
	SICs with <10 comparisons	8	28.57%	50	7	26.92%
Fort Lauderdale, FL Total		23	31.94%	157	21	33.87%
Jacksonville, FL	Commercial Banks	6	33.33%	129	6	35.29%
	Hospitals	5	29.41%	70	5	29.41%
	SICs with <10 comparisons	10	37.04%	119	10	40.00%
Jacksonville, FL Total		21	33.87%	318	21	35.59%
West Palm Beach-Boca Raton,FL	Hospitals	5	35.71%	47	5	35.71%
	SICs with <10 comparisons	7	33.33%	30	7	33.33%
West Palm Beach-Boca Raton,FL Total		12	34.29%	77	12	34.29%
Fort Walton Beach, FL	SICs with <10 comparisons	5	17.86%	18	5	20.00%
Fort Walton Beach, FL Total		5	17.86%	18	5	20.00%

MSA	DISCRIMINATION AGAINST ASIANS Industry	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
Melbourne-Titusvl-Palm Bay,FL	SICs with <10 comparisons	6	31.58%	75	4	26.67%
Melbourne-Titusvl-Palm Bay,FL Total		6	31.58%	75	4	26.67%
Panama City, FL	SICs with <10 comparisons	1	25.00%	9	1	25.00%
Panama City, FL Total		1	25.00%	9	1	25.00%
Tallahassee, FL	SICs with <10 comparisons	2	66.67%	9	2	66.67%
Tallahassee, FL Total		2	66.67%	9	2	66.67%
Sarasota-Bradenton, FL	SICs with <10 comparisons	0	0.00%	0	0	0.00%
Sarasota-Bradenton, FL Total		0	0.00%	0	0	0.00%
Lakeland-Winter Haven, FL	SICs with <10 comparisons	1	100.00%	7	1	100.00%
Lakeland-Winter Haven, FL Total		1	100.00%	7	1	100.00%
Daytona Beach, FL	SICs with <10 comparisons	0	0.00%	0	0	0.00%
Daytona Beach, FL Total		0	0.00%	0	0	0.00%
Florida Asian Totals		209	34.78%	2,426	196	36.77%

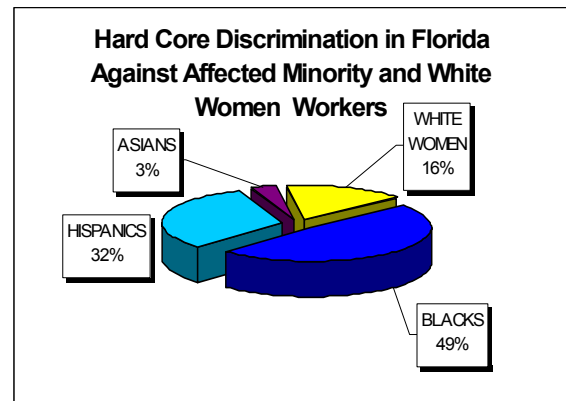
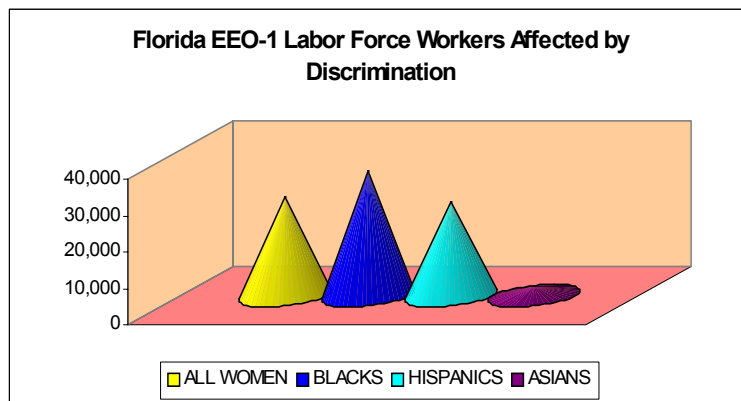
Table 17. Discrimination against Native Americans by MSA & Industry in Florida

DISCRIMINATION AGAINST NATIVE AMERICANS		Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
MSA	Industry	#	%	#	#	%
Fort Lauderdale, FL	Nurs. & Personal Care Facilities	10	66.67%	67	9	81.82%
Fort Lauderdale, FL Total		10	66.67%	67	9	81.82%
Gainesville, FL	All Other Comparisons	2	66.67%	44	2	66.67%
Gainesville, FL Total		2	66.67%	44	2	66.67%
Daytona Beach, FL	All Other Comparisons	2	100.00%	10	2	100.00%
Daytona Beach, FL Total		2	100.00%	10	2	100.00%
Miami, FL	All Other Comparisons	1	50.00%	11	1	50.00%
Miami, FL Total		1	50.00%	11	1	50.00%
Orlando, FL	All Other Comparisons	1	100.00%	4	1	100.00%
Orlando, FL Total		1	100.00%	4	1	100.00%
Florida Native American Totals		16	69.57%	136	15	78.95%

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

Table 18. Bottom Line of Discrimination in Florida.

Bottom Line of Discrimination in Florida	Comparisons with Discrimination		Affected Workers	Discriminating Establishments		Hard Core Discriminators				
	#	%		#	#	%	Establishments		Workers	
							#	%	#	% of Affected Workers
ALL WOMEN	2,111	19%	27,060	1,753	26%	336	5.00%	8,378	30.96%	
MINORITIES	3,098	28%	44,433	2,443	35%	663	9.51%	19,351	43.55%	
BLACKS	2,802	31%	34,364	2,337	36%	662	10.34%	15,469	45.01%	
HISPANICS	2,050	29%	25,976	1,639	34%	322	6.61%	10,079	38.80%	
ASIANS	209	35%	2,426	196	37%	33	6.19%	989	40.76%	



Every time a Black worker sought an employment opportunity in 1999, he or she had a 31% chance of facing discrimination – nearly one third of the time. A Hispanic worker faced this risk 29% of the time, while Asian workers faced it 35% of the time. Women faced the risk of discrimination 19% or nearly one fifth of the time.

The Miami, Orlando, Tampa-St. Petersburg, Fort Lauderdale, and Jacksonville MSAs included 66,876 affected workers or 84% of all affected workers in the state.

§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.¹⁷

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*.

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.¹⁸ 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:

"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.**"¹⁹ 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.

"*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,

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.**"

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.”¹ 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.”² “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.

1. Interview on “60 Minutes” by Mike Wallace, Aug.2, 1998, transcript, p. 22.

2. Sec. 703 (m) of Title VII.

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.

- 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 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.

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.]

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%	4,622	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
Total affected workers		470,773		463,206		207,186		125,052		1,266,217
31% reduction for minority women included in Women totals		(145,940)								1,120,277
Percent of all affected Workers		75%		79%		73%		84%		77%
* 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

1. Sec. 703(m) of Title VII of the Civil Rights Act of 1964, as amended by the Civil Rights Act of 1991.
 2. The total for all minorities will be smaller than the sum of individual minority groups because of the differences in the pools of workers being considered.
 3. Alfred W. Blumrosen, Ruth G. Blumrosen, THE REALITY OF INTENTIONAL JOB DISCRIMINATION IN METROPOLITAN AMERICA (2001).
 4. See National Report, Part I, Chapters 2-8 and Appendix C for more technical details.
 5. See National Report, Part I, Chapters 5-7.
 6. Sec. 703 (m) of Title VII of the Civil Rights Act of 1964, as amended by the Civil Rights Act of 1991.
 7. *Teamsters v. United States*, 431 US 324, n.15 (1977).
 8. *Teamsters*, supra, *Hazelwood School District v. United States*, 433 US 299 (1977).
 9. *Teamsters*, 431 US 324, n. 20.
 10. 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.
 11. 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.
 12. *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).
 13. *EEOC v. Shell Oil Company*, 466 US 54, 71 (1984).
 14. See Table 1.
 15. Details in Appendix A.
 16. *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.
 17. Detailed analysis of these Conclusions and Recommendations is contained in Part I of the National Report, Chapter 17.
 18. 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.
 19. Sec. 703 (m) of Title VII of the Civil Rights Act of 1964, as amended by the Civil Rights Act of 1991.
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