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

ALFRED W. BLUMROSEN

Thomas A Cowan Professor of Law, Rutgers Law School,
Director, Intentional Discrimination Project, Rutgers Law School

RUTH G. BLUMROSEN

Adjunct Professor of Law, Rutgers Law School,
General Advisor, Intentional Discrimination Project, Rutgers Law School

THIS STUDY IS A SEGMENT OF PART III OF:

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

By the same authors

Available at www.EEO1.com

This study was supported by a grant from the Ford Foundation to Rutgers University.

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

§1. ABOUT THE AUTHORS

A. PROF. ALFRED W. BLUMROSEN

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

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

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

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

B. PROF. RUTH G. BLUMROSEN

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

§2. ACKNOWLEDGEMENTS

Donald Dale (Assistant Professor, Muhlenberg College) and Stacy Dale (Consultant) prepared the statistical computations, provided the statistical tables on which the analysis was based, and the Technical Appendix.

Steven Blumrosen provided computer expertise and editing assistance.

Lynn Walker Huntley, President, Southern Education Association, made the project possible.

The Ford Foundation provided financial assistance and human support.

The Rutgers Law School faculty and staff in Newark provided us with wonderful education and support for more than forty five years.

The University of Michigan provided an extraordinary learning environment, particularly at the Michigan Daily and the Law School, that has been the foundation of our work.

The Russell Sage Foundation supported an interdisciplinary experiment between the Law School and the Sociology Department of Rutgers in the 1950's that is reflected in this study. The Rockefeller Foundation provided a thoughtful month in Belagio where some of these ideas germinated.

The thousands of men and women involved in the implementation of Title VII of the Civil Rights Act of 1964 on all sides of all issues, whose lives we shared.

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.”

§4. TABLE OF CONTENTS

ILLINOIS 1999 INTENTIONAL JOB DISCRIMINATION IN METROPOLITAN AREAS	1
§1. <i>About the Authors</i>	2
A. Prof. Alfred W. Blumrosen	2
B. Prof. Ruth G. Blumrosen	4
§2. <i>Acknowledgements</i>	5
§3. <i>Dedication</i>	6
§4. <i>Table of Contents</i>	7
§5. <i>Table of Tables</i>	8
§6. <i>Introduction</i>	9
§7. <i>Summary of Findings</i>	9
A. Statewide Discrimination	9
B. Hard Core Discrimination	12
C. Geographic Distribution of Discrimination	13
D. Discrimination by Occupation.....	14
E. Discrimination by Industry	15
§8. <i>Background of This Study</i>	16
§9. <i>Intentional Discrimination</i>	18
§10. <i>The Significance of the EEO-1 Labor force</i>	20
§11. <i>The Effect of change -- 1975 to 1999</i>	22
A. Race/Ethnicity	23
B. Gender and Race/Ethnicity	26
§12. <i>Intentional Discrimination in Nine Occupational Categories Against Women and Minorities, and Against Blacks, Hispanics and Asians</i>	27
§13. <i>Intentional Discrimination by Industries in Metropolitan Areas Among Establishments with Fifty or More Employees</i>	30
§14. <i>The Bottom Line of visible Intentional Job Discrimination in this State</i>	53
§15. <i>Conclusions and Recommendations</i>	54
§16. <i>Glossary</i>	56
§17. <i>APPENDIX A EXECUTIVE SUMMARY OF THE NATIONAL REPORT – THE REALITY OF INTENTIONAL JOB DISCRIMINATION IN METROPOLITAN AMERICA – 1999</i>	62
A. BACKGROUND OF THE STUDY	63
B. THE BURDEN OF DISCRIMINATION	64
C. BLACK WORKERS MOST SERIOUSLY AFFECTED	65
D. IMPROVEMENT IN PROPORTION OF MINORITIES AND WOMEN EMPLOYED BETWEEN 1975 AND 1999	66
E. FORTY INDUSTRIES THAT WERE ‘EQUAL OPPORTUNITY DISCRIMINATORS’	66
F. AFFIRMATIVE ACTION STILL NECESSARY	68
G. RECOMMENDATIONS	68
§18. <i>Endnotes</i>	70

§5. TABLE OF TABLES

TABLE 1. DISCRIMINATING ESTABLISHMENTS AND AFFECTED WORKERS – 1999.....	10
TABLE 2. HARD CORE DISCRIMINATORS AND AFFECTED WORKERS – 1999	12
TABLE 3. MAIN MSAS IN ILLINOIS.....	13
TABLE 4. OCCUPATIONAL DISCRIMINATION IN ILLINOIS – 1999	14
TABLE 5. TOP TEN DISCRIMINATORY INDUSTRIES IN NUMBER OF AFFECTED WORKERS -- ILLINOIS, 1999	15
TABLE 6. SORE THUMB EXAMPLE: PERCENT FEMALES AMONG SALES EMPLOYEES SECURITY DEALERS AND BROKERS IN THE SEATTLE METROPOLITAN AREA, 1997.....	17
TABLE 7. PROBABILITIES OF DISCRIMINATION AND LEGAL PRESUMPTIONS	19
TABLE 8. ILLINOIS ADULT POPULATION, EEO-1 POPULATION AND LABOR FORCE BY SEX, RACE, AND HISPANIC ORIGIN – 1999.....	21
TABLE 9. THE ILLINOIS 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	22
TABLE 10. ILLINOIS EEO-1 LABOR FORCE IN 1975 AND 1999	23
TABLE 10A. THE RISING TIDE: BLACK, HISPANIC, ASIAN-PACIFIC ORIGIN, AND NATIVE AMERICAN WORKERS	23
TABLE 10B. EFFECT OF CHANGE ON WOMEN, WHITE WOMEN, MINORITY WOMEN AND MEN.	26
TABLE 11. ILLINOIS DISCRIMINATORS BY SEX, RACE/ETHNICITY, OCCUPATION & HARD CORE.....	28
TABLE 12. DISCRIMINATION AGAINST WOMEN BY MSA & INDUSTRY IN ILLINOIS.....	32
TABLE 13. DISCRIMINATION AGAINST MINORITIES BY MSA & INDUSTRY IN ILLINOIS.....	37
TABLE 14. DISCRIMINATION AGAINST BLACKS BY MSA & INDUSTRY IN ILLINOIS.....	42
TABLE 15. DISCRIMINATION AGAINST HISPANICS BY MSA & INDUSTRY IN ILLINOIS	47
TABLE 16. DISCRIMINATION AGAINST ASIANS BY MSA & INDUSTRY IN ILLINOIS.....	51
TABLE 17. BOTTOM LINE OF DISCRIMINATION IN ILLINOIS.	53

§6. INTRODUCTION

This study identifies intentional employment discrimination in Illinois 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 6,683 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 Illinois 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

Illinois: Discriminating Establishments and Affected Workers – 1999			
Group	All Discriminating Estab.		Affected Workers
	#	% of all Estab.	#
White Women*	1,605	37%	33,875
Black	2,950	49%	58,373
Hispanic	1,900	39%	34,029
Asian-Pac.	1,068	46%	15,561
Totals	7,523		141,838
* "Affected workers" are the difference between the members of an affected group employed in an establishment that is 2 standard deviations or more below the average utilization in the MSA, Industry and Occupation, and the number who would have been employed if members of that group had been employed at that average.			
** White Women as % of All Women: 66.00% They are reported here. Minority Women are reported in each minority group. [See Table 9]			

- **83,400 minority workers were adversely affected by discrimination in 3,000 establishments.** There was a 34% 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 more than one third 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.
- **58,300 Black workers** were affected by discrimination in nearly 3,000 establishments. This was half of the establishments reporting concerning Black workers. **The risk of discrimination existed 41% or more than two-fifths of the time a Black worker sought an employment opportunity.** [Table 14]
- **34,000 Hispanic workers** were affected by discrimination in 1,900 establishments. This was one third of the establishments reporting concerning Hispanic workers. **The risk of discrimination existed 33% or one third of the time a Hispanic worker sought an employment opportunity.** [Table 15]

- **15,500 Asian workers** were affected by discrimination in more than 1,000 establishments. This was nearly half of the establishments reporting concerning Asian workers. **The risk of discrimination existed 40% or two-fifths of the time an Asian worker sought an employment opportunity.** [Table 16]
- **51,300 Women** were affected by intentional job discrimination in 2,432 establishments. This was 37% of all establishments reporting concerning women workers. [Table 12] **The risk of discrimination was 25% or one-quarter of the time a woman sought an employment opportunity.** [Table 12]

Women were 66% White, 18% Black, 10.5% Hispanic, 5.2% Asian Pacific.

To avoid double counting women in this summary, the following five tables report 66% of women workers as White. [Table 9] The remaining 44% of women are included under Black, Hispanic, and Asian headings.

B. HARD CORE DISCRIMINATION

Table 2. Hard Core Discriminators and Affected Workers – 1999

Illinois -- 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***	742	11.00%	15,049	44.42%
Black	1,140	19.00%	34,014	58.27%
Hispanic	568	12.00%	17,325	50.91%
Asian-Pacific	244	11.00%	7,925	50.93%
Totals	2,694		74,313	

* Discrimination at 2.5 standard deviations or more below average in MSA, industry and occupation over at least 9 years.

**Affected workers are the difference between the number of members of an affected group employed in an establishment, and the number of such workers who would have been employed if the employer had employed that group at the average.

*** White Women as % of All Women: 66.00%
 They are reported here. Minority Women are reported in each minority group. [See Table 9]

- **1,100 Hard Core discriminators accounted for nearly sixty percent of the minority workers affected by discrimination. [Table 11] They accounted for 34,014 Black workers (58% of all affected Black workers), 17,300 Hispanic workers (51% of all affected Hispanic workers), and nearly 8,000 Asian workers (51% of all affected Asian workers).**

C. GEOGRAPHIC DISTRIBUTION OF DISCRIMINATION

Table 3. Main MSAs in Illinois

Affected Workers* in EEO-1 Labor Force in the Largest Metro Statistical Area – Illinois			
* "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: 66.00% They are reported here. Minority Women are reported in each minority group. [See Table 9]			
Group	Chicago MSA		State Totals
	Affected Workers		
	#	% of Group	#
W. Women**	31,289	92%	33,875
Blacks	54,008	93%	58,373
Hispanics	33,487	98%	34,029
Asian-Pac	15,393	99%	15,561
Total	134,177	95%	141,838

CHICAGO Metropolitan Area. The Hard Core statistics for the Chicago MSA display one of the highest proportions of long term intentional job discrimination in the nation.

- **Nearly ninety three percent of the affected minorities (78,000 of 83,000) were in the Chicago MSA as were 89% of the discriminating establishments.** [Table 13]]
- **More than ninety two percent of the affected women (47,405 of 51,323) were in the Chicago MSA, as were 91% of the discriminating establishments.** The risk of discrimination against women was 26% or a quarter of the time women sought an employment opportunity. [Table 12]
- **More than ninety eight percent of the Hispanic affected workers (33,487 of 34,029) were in the Chicago MSA.** The discrimination was observed in 1,837 establishments or 97% of the discriminating establishments. The risk of discrimination was 33% more than a third of the time a Hispanic person sought an employment opportunity. [Table 15]
- **More than 92.5% of Blacks affected by discrimination were in the Chicago MSA (54,008 of 58,373).** The discrimination was found in 2,656 or 50% of the

discriminating establishments. The risk of discrimination was 41%, more than two fifths of the time a Black sought an employment opportunity. [Table 14]

- **More than ninety nine percent of Asian** workers affected by discrimination were in the Chicago MSA. Discrimination was observed in 1,052 of 1,068 or 99% of the establishments that discriminated against Asians. The rate of discrimination was 40%. [Table 16]

D. DISCRIMINATION BY OCCUPATION

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

Table 4. Occupational Discrimination in Illinois – 1999

DISCRIMINATION* IN OCCUPATIONS -- Illinois -- 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	19.00%	2,492	33.00%	1,686	37.00%	358	23.00%	183
Prof	22.00%	6,091	33.00%	4,740	29.00%	275	35.00%	6,164
Tech	28.00%	2,047	36.00%	2,723	30.00%	614	38.00%	1,501
Sales	24.00%	4,377	50.00%	10,661	37.00%	3,767	37.00%	959
O & C	18.00%	4,472	39.00%	11,377	25.00%	2,988	40.00%	1,319
Craft	40.00%	1,149	34.00%	1,556	29.00%	2,223	35.00%	176
Oper	43.00%	6,357	40.00%	7,793	36.00%	10,461	49.00%	2,293
Labor	38.00%	3,933	45.00%	6,008	35.00%	6,584	58.00%	1,096
Service	21.00%	2,956	47.00%	11,829	35.00%	6,758	46.00%	1,871
Any Occ	37.00%	33,875	49.00%	58,373	39.00%	34,029	46.00%	15,561
TOTAL AFFECTED WHITE WOMEN, BLACKS, HISPANICS AND ASIANS = 141,838								
* Discrimination at 1.65 standard deviations or more below average in industry and MSA.								
** 66.00% 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 and Occupation, and the number of members who would have been employed if members had been employed at the average utilization.								

E. DISCRIMINATION BY INDUSTRY

- Illinois 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, Illinois varies little from the pattern.

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

Blacks, Hispanics, Asians	# Affected Workers	# Estab.	White Women	# Affected White Women Workers	# Estab.
Hospitals	16,087	222	Hospitals	2,820	90
Department Stores	7,837	438	Department Stores	1,920	143
Eating & Drinking Places	6,767	541	Telephone Communication	1,279	89
Grocery Stores	4,734	394	Eating & Drinking Places	1,267	141
Nurs. & Personal Care Facilities	4,180	258	SICs with <10 comparisons	1,112	149
Hotels & Motels	3,590	150	Computer & Data Proc. Svcs.	993	70
SICs with <10 comparisons	3,550	355	Grocery Stores	990	69
Trucking & Courier Svcs., Ex. Air	3,214	69	Misc. Plastics Products	951	75
Commercial Banks	3,054	182	Air Transport., Scheduled	865	26
Misc. Plastics Products	2,618	164	Commercial Banks	817	36
Totals	55,630	2,773	Totals	13,013	888

§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.

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

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

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

§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. Illinois Adult Population, EEO-1 Population and Labor Force by Sex, Race, and Hispanic Origin – 1999

Illinois	TOTAL POPULATION 18 AND OVER*		EEO-1 POPULATION		EEO-1 LABOR FORCE	
Total	9,173,842		2,294,965		2,072,456	
Male	4,417,904	48%	1,190,657	51.90%	1,076,797	51.96%
Female	4,755,938	52%	1,104,308	48.10%	995,659	48.04%
		% of Total		% of Total	#	% of Total
White	6,957,100	75.8	1,600,762	69.80%	1,392,135	67.17%
Black	1,268,979	13.8	323,427	14.10%	316,249	15.26%
Hispanic	21,591	0.2	258,086	11.20%	253,230	12.22%
Asian	324,293	3.5	106,301	4.60%	104,853	5.06%
Native Amer.	977,952	10.7	6,389	0.30%	5,989	0.29%
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: 6,112,000		EEO-1 Population: 37.55% of the employed labor force		EEO-1 Labor Force: 90.30% of the EEO-1 Population, and 33.91% of the total employed labor force.	

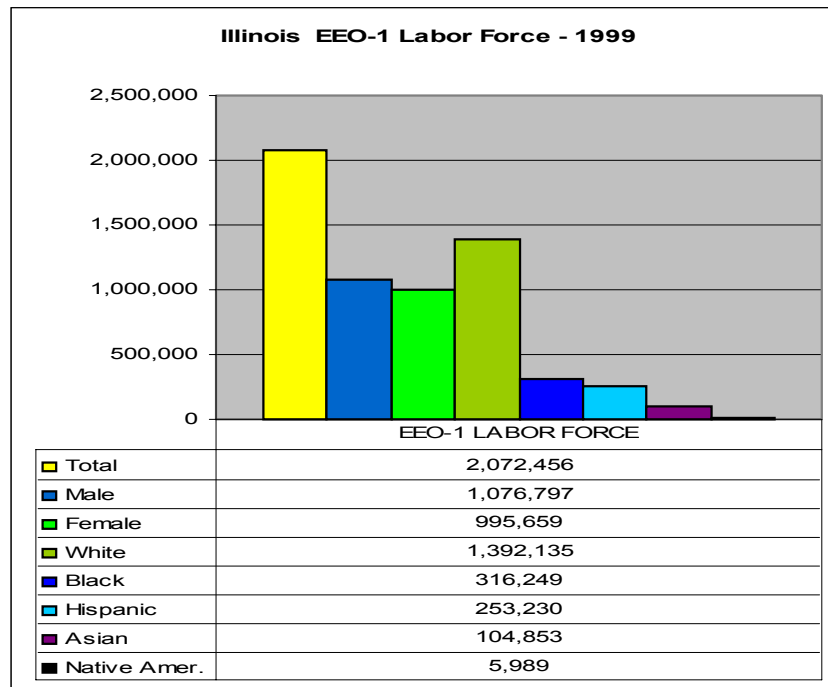
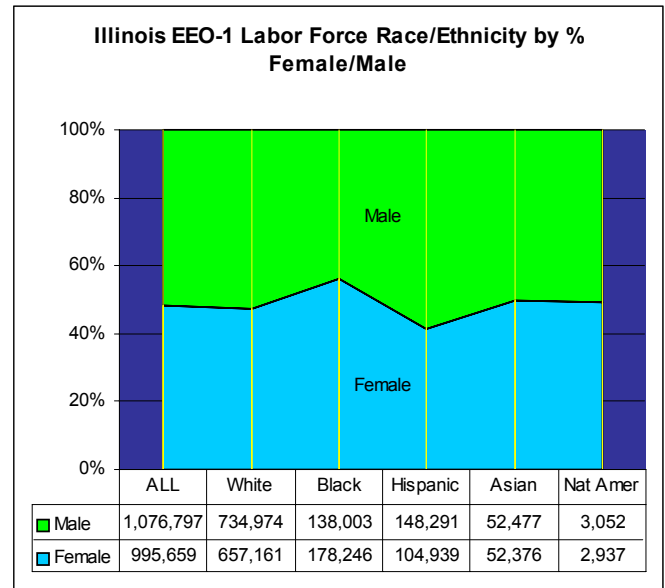
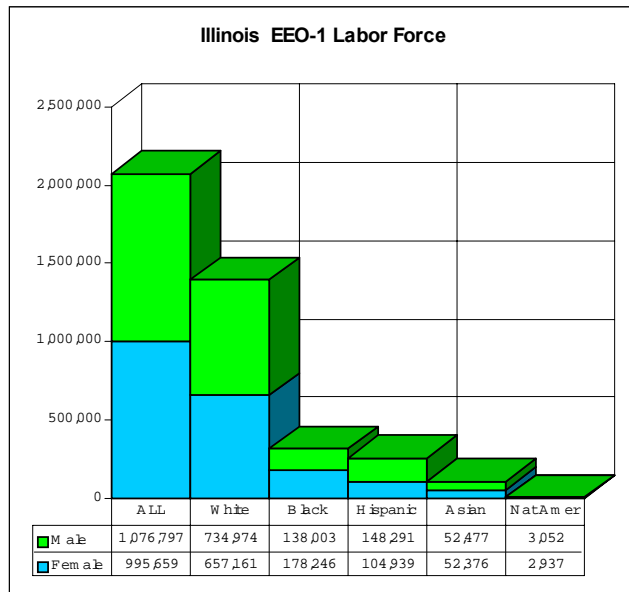


Table 9. The Illinois EEO-1 Labor Force by sub categories of race, sex, and ethnicity: Showing proportions of minorities in each gender, and proportions of each gender among minorities

Illinois EEO-1 LABOR FORCE MALE/FEMALE					
	Total	Female	Male	Percentages	
				Female	Male
ALL	2,072,456	995,659	1,076,797	48.04%	51.96%
White	1,392,135	657,161	734,974	47.21%	52.79%
Black	316,249	178,246	138,003	56.36%	43.64%
Hispanic	253,230	104,939	148,291	41.44%	58.56%
Asian	104,853	52,376	52,477	49.95%	50.05%
Nat Amer	5,989	2,937	3,052	49.04%	50.96%

This table provides an overall assessment of the proportion of women and men in each racial/ethnic category.
 For example, Asians who are Female: 49.95%
 A chart below shows that 5.3% of Females are Asian.

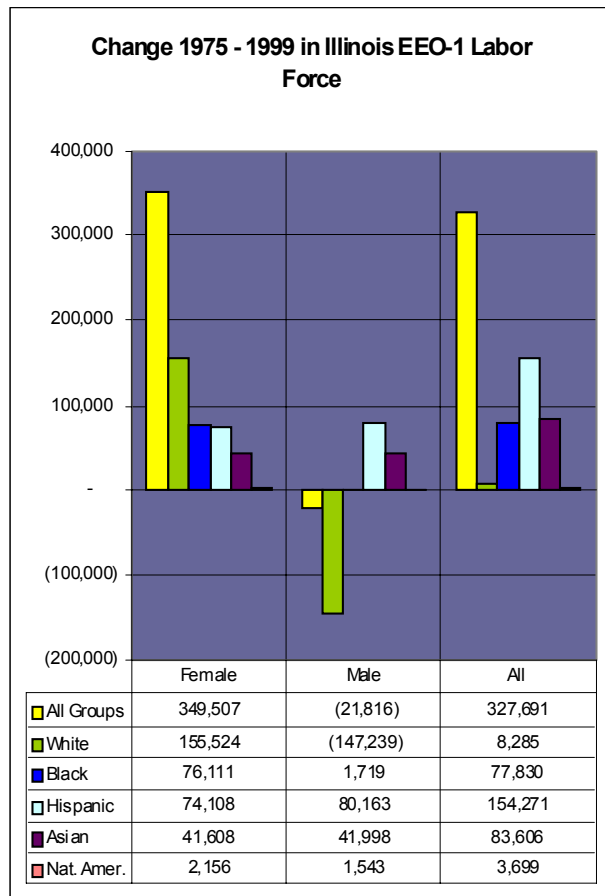


§11. THE EFFECT OF CHANGE -- 1975 TO 1999

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. Illinois EEO-1 Labor Force in 1975 and 1999

Illinois Employment in MSAs in Establishments over size 50								
	Number				%	Percent of Total		
	Female	Male	All			Female	Male	All
1975								
All Groups	646,152	1,098,613	1,744,765		37%	100%	100%	100%
White	501,637	882,213	1,383,850		36%	78%	80%	79%
Black	102,135	136,284	238,419		43%	16%	12%	14%
Hispanic	30,831	68,128	98,959		31%	5%	6%	6%
Asian	10,768	10,479	21,247		51%	2%	1%	1%
Nat. Amer.	781	1,509	2,290		34%	0%	0%	0%
1999								
All Groups	995,659	1,076,797	2,072,456		48%	100%	100%	100%
White	657,161	734,974	1,392,135		47%	66%	68%	67%
Black	178,246	138,003	316,249		56%	18%	13%	15%
Hispanic	104,939	148,291	253,230		41%	11%	14%	12%
Asian	52,376	52,477	104,853		50%	5%	5%	5%
Nat. Amer.	2,937	3,052	5,989		49%	0%	0%	0%



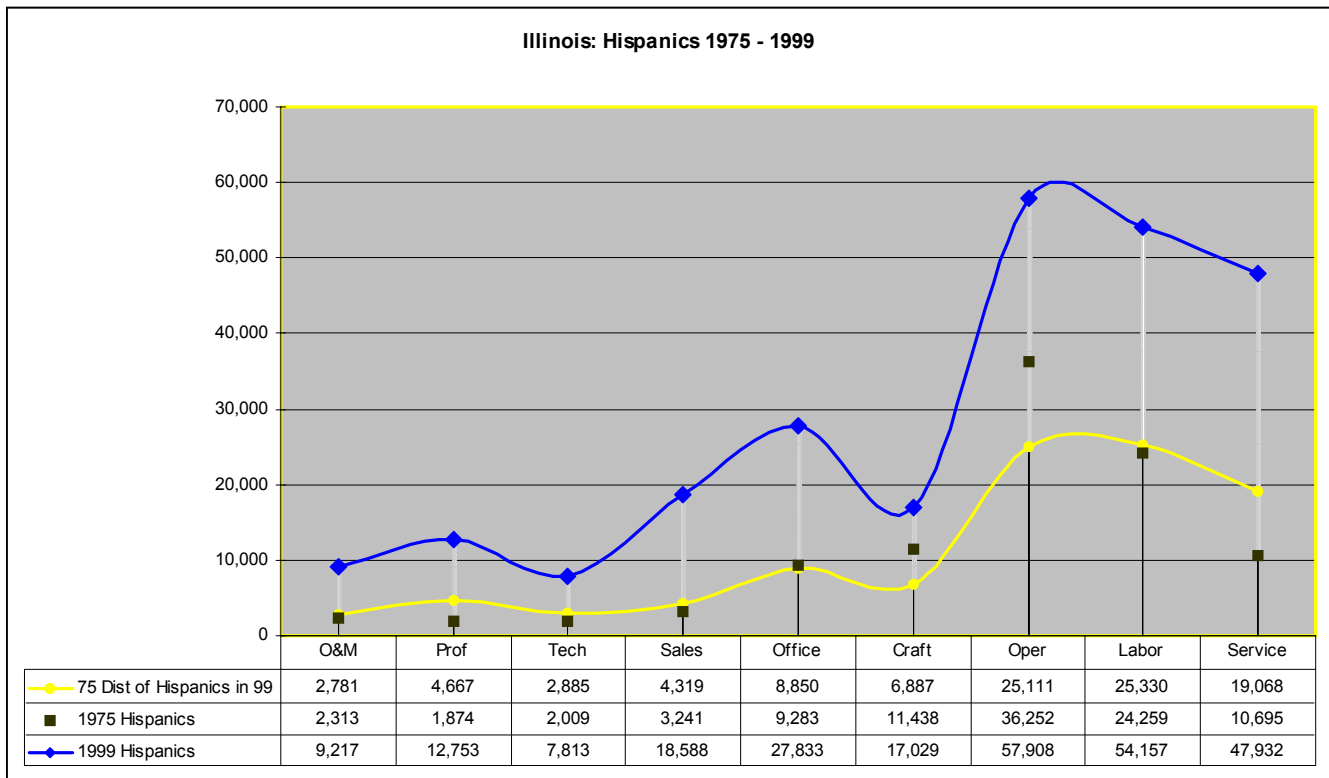
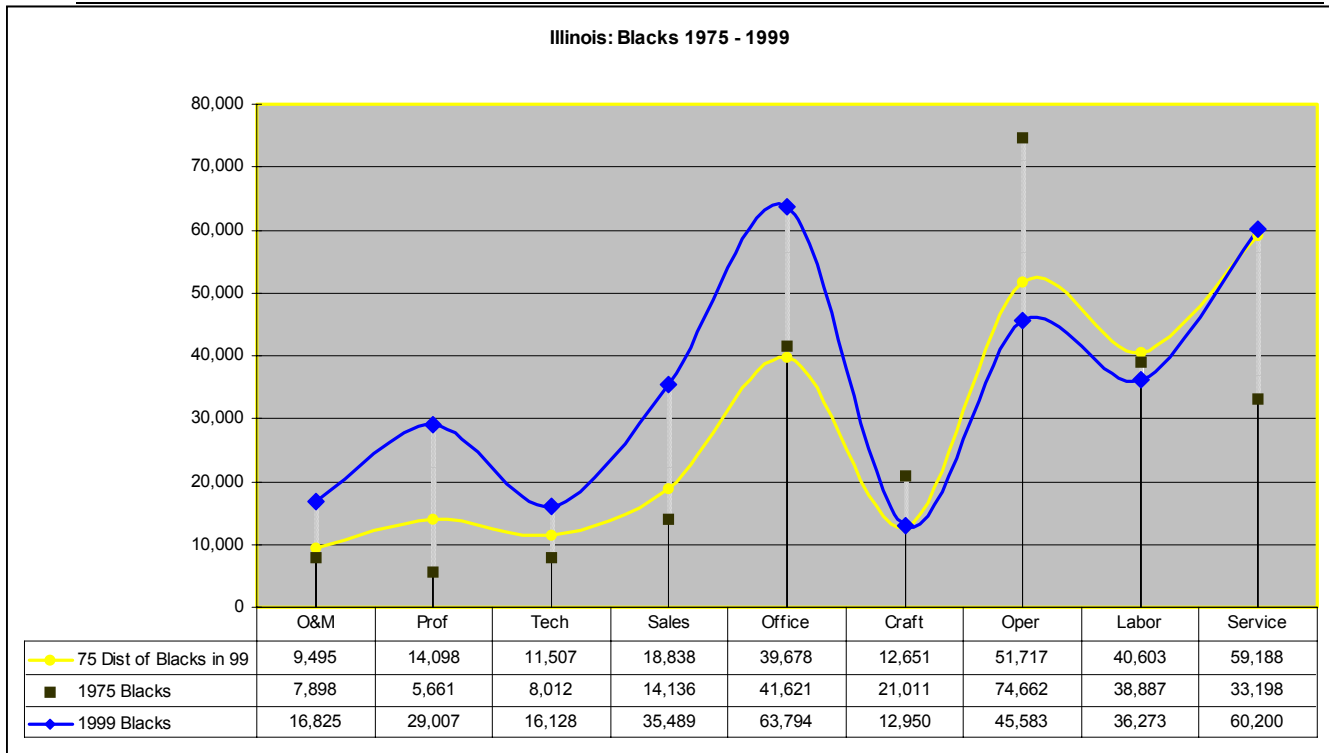
The increase in proportions of Women, Black, Hispanic and Asian employees is also evident in the adjoining chart showing the same data as above with emphasis on the changes between '75 and '99.

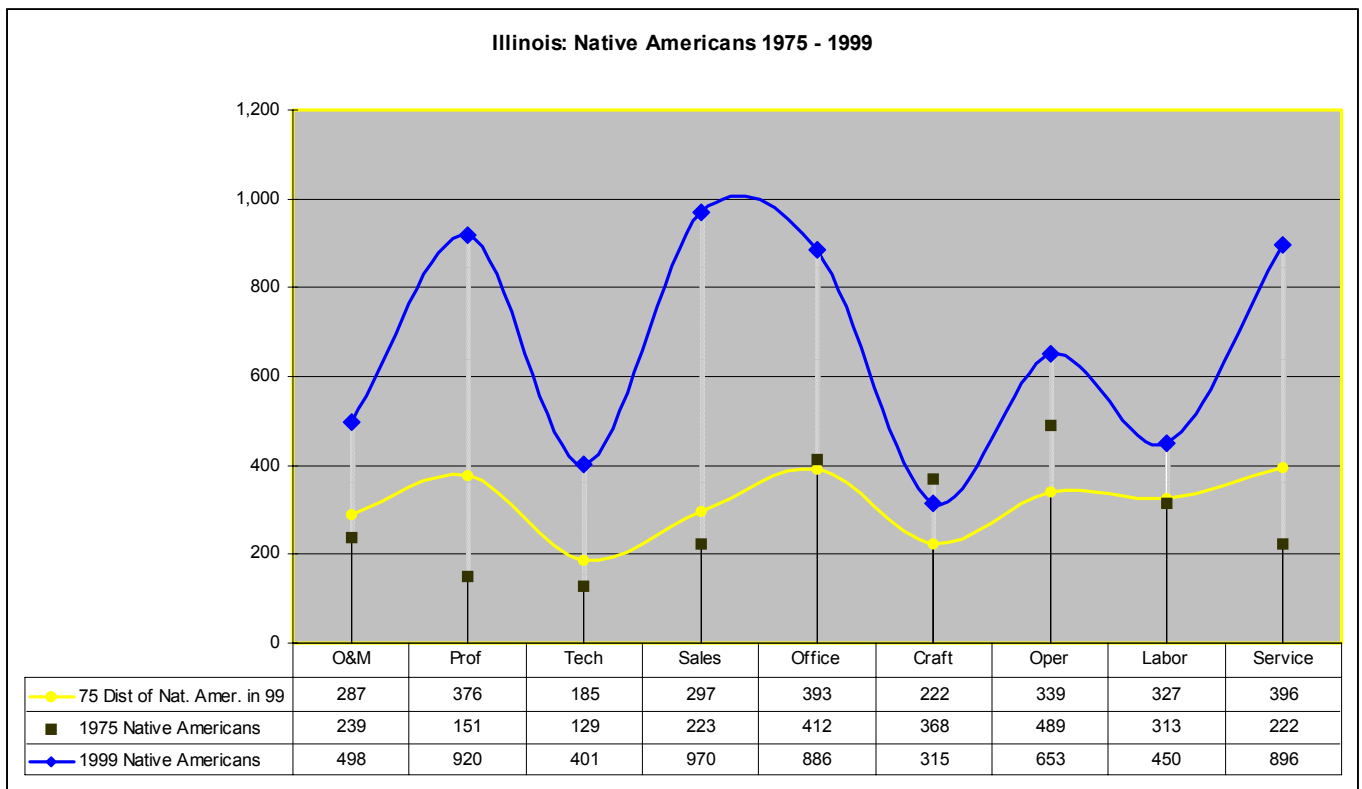
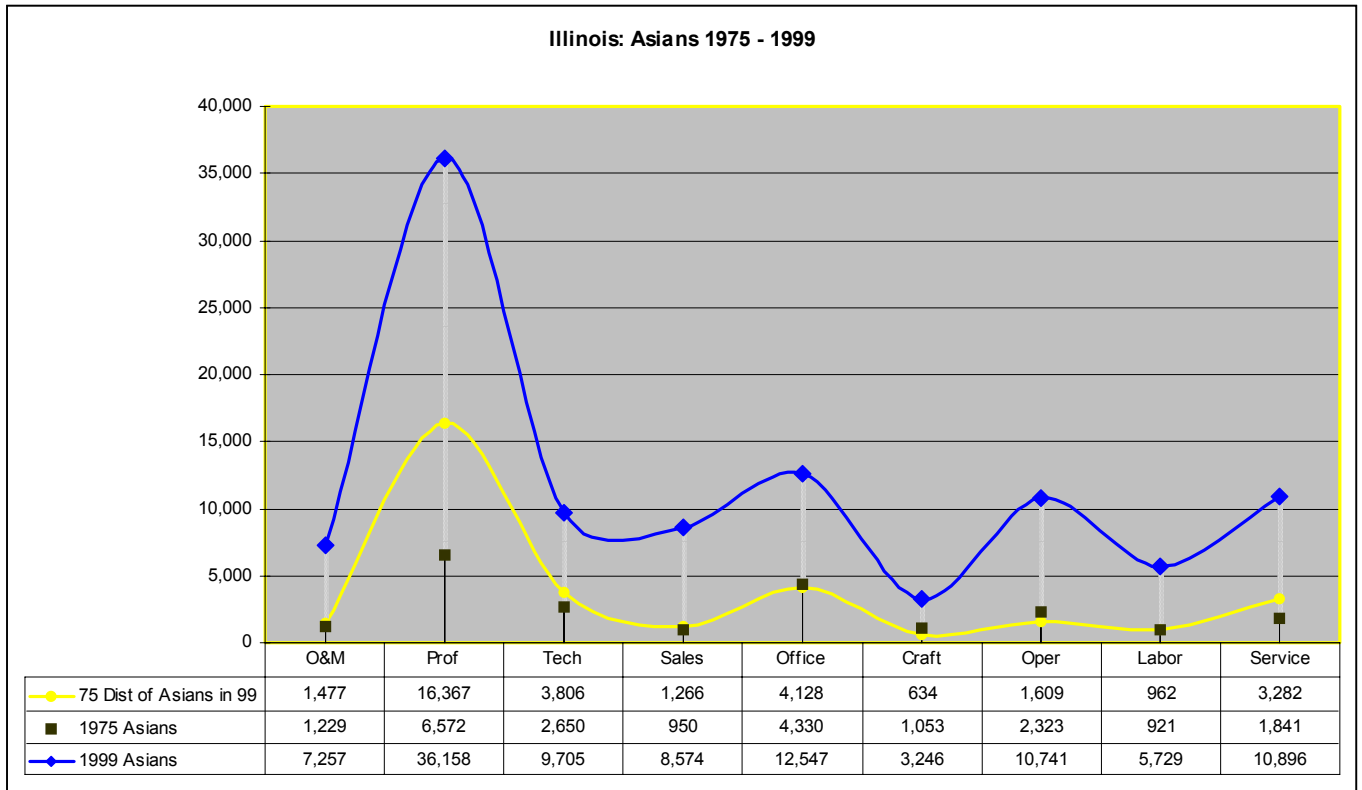
A. RACE/ETHNICITY

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

[Next Page.]

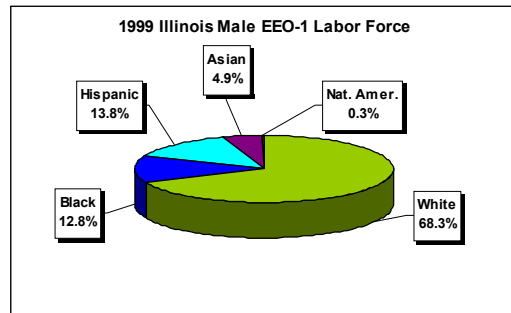
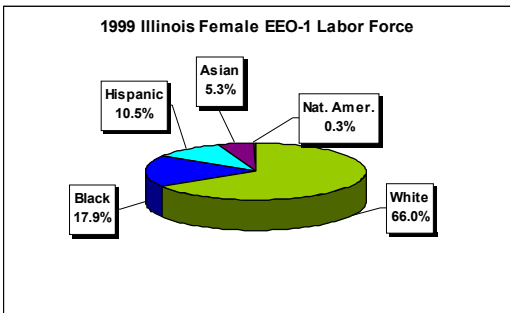
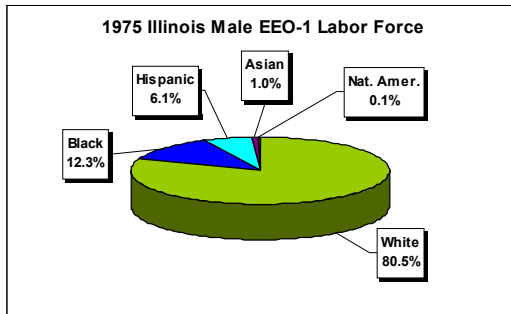
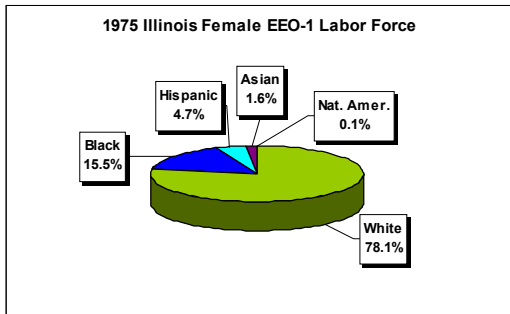
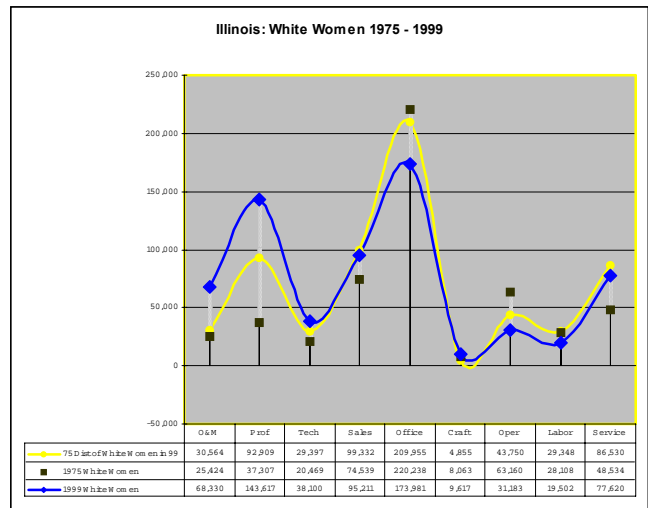
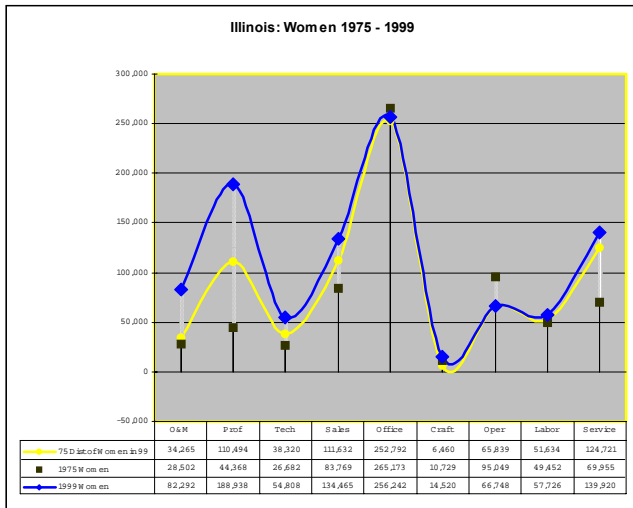




B. GENDER AND RACE/ETHNICITY

In Illinois, 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 58% of the burden of discrimination on minorities. 44% percent of the burden on women flows from “Hard Core” establishments.

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

[See next page.]

Occupational Discrimination in Illinois								
Group	Occupation	All Discriminators			Hard Core Discriminators			
		Establishments		Affected Workers	Establishments		Affected Workers	
		#	%	#	#	%	#	% of all Affected Workers
Female	O & M	375	19%	3,775	63	3%	1,138	30.15%
	Prof	429	22%	9,228	97	5%	4,085	44.27%
	Tech	200	28%	3,102	59	8%	1,457	46.97%
	Sales	475	24%	6,631	129	7%	3,053	46.04%
	O & C	412	18%	6,775	100	4%	2,780	41.03%
	Craft	200	40%	1,741	46	9%	730	41.93%
	Oper	592	43%	9,632	241	17%	5,442	56.50%
	Labor	369	38%	5,959	124	13%	2,644	44.37%
	Service	303	21%	4,479	59	4%	1,472	32.86%
	Any Occ	2,432	37%	51,323	742	11%	22,800	44.42%
Minority	O & M	405	27%	3,202	77	5%	1,292	40.35%
	Prof	545	30%	10,945	133	7%	6,193	56.58%
	Tech	242	32%	4,087	79	10%	2,492	60.97%
	Sales	712	40%	13,370	312	18%	8,666	64.82%
	O & C	819	36%	14,834	277	12%	8,482	57.18%
	Craft	321	31%	4,014	129	13%	2,478	61.73%
	Oper	562	34%	13,021	234	14%	7,741	59.45%
	Labor	355	34%	7,448	115	11%	4,022	54.00%
	Service	514	36%	12,489	212	15%	6,915	55.37%
	Any Occ	2,941	44%	83,411	1,158	17%	48,281	57.88%
Black	O & M	218	33%	1,686	43	7%	719	42.65%
	Prof	317	33%	4,740	97	10%	3,083	65.04%
	Tech	192	36%	2,723	55	10%	1,645	60.41%
	Sales	764	50%	10,661	335	22%	6,772	63.52%
	O & C	780	39%	11,377	260	13%	6,465	56.83%
	Craft	201	34%	1,556	57	10%	749	48.14%
	Oper	588	40%	7,793	192	13%	4,079	52.34%
	Labor	396	45%	6,008	124	14%	3,333	55.48%
	Service	667	47%	11,829	282	20%	7,169	60.61%
	Any Occ	2,950	49%	58,373	1,140	19%	34,014	58.27%
Hispanic	O & M	61	37%	358	6	4%	61	17.04%
	Prof	48	29%	275	2	1%	12	4.36%
	Tech	103	30%	614	7	2%	99	16.12%
	Sales	397	37%	3,767	109	10%	1,770	46.99%
	O & C	346	25%	2,988	58	4%	1,302	43.57%
	Craft	236	29%	2,223	67	8%	1,084	48.76%
	Oper	535	36%	10,461	200	14%	6,311	60.33%
	Labor	340	35%	6,584	113	12%	3,391	51.50%
	Service	410	35%	6,758	121	10%	3,294	48.74%
	Any Occ	1,900	39%	34,029	568	12%	17,325	50.91%
Asian	O & M	29	23%	183	2	2%	20	10.93%
	Prof	345	35%	6,164	99	10%	3,721	60.37%
	Tech	132	38%	1,501	37	11%	857	57.10%
	Sales	146	37%	959	21	5%	250	26.07%
	O & C	147	40%	1,319	25	7%	597	45.26%
	Craft	33	35%	176	4	4%	38	21.59%
	Oper	231	49%	2,293	58	12%	1,012	44.13%
	Labor	126	58%	1,096	17	8%	283	25.82%
	Service	161	46%	1,871	57	16%	1,147	61.30%
	Any Occ	1,068	46%	15,561	244	11%	7,925	50.93%
Nat. Amer.	O & C	0	0%	0	0	0%	0	0.00%
	Oper	2	67%	21	0	0%	0	0.00%
	Any Occ	2	50%	21	0	0%	0	0.00%

§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 Illinois

Illinois	DISCRIMINATION AGAINST WOMEN	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%		#	%
MSA	Industry					
CHICAGO	Hospitals	144	27%	3,751	73	65%
	Department Stores	138	23%	2,541	114	38%
	Telephone Communication	119	31%	1,938	89	46%
	Eating & Drinking Places	130	24%	1,687	119	25%
	Computer & Data Proc. Svcs	82	28%	1,504	70	45%
	Grocery Stores	84	20%	1,428	60	17%
	Misc. Plastics Prods.	96	34%	1,393	72	55%
	Air Transport., Scheduled	42	39%	1,310	26	58%
	Commercial Banks	43	15%	1,220	33	23%
	Trucking & Courier Svcs, Ex. Air	49	48%	1,164	41	73%
	Communications Equip.	43	31%	867	20	59%
	Research & Testing Svcs	29	27%	860	19	50%
	Hotels & Motels	43	16%	842	32	27%
	Groceries & Related Prods.	49	40%	837	31	55%
	Med. Instruments & Supplies	42	30%	789	24	60%
	Drugs	26	26%	777	11	42%
	Elec. Components & Accessories	42	27%	769	31	52%
	Bakery Prods.	37	39%	739	20	65%
	Commercial Printing	49	30%	728	30	58%
	Motor Vehicles & Equip.	31	31%	725	17	47%
	Prof. & Commercial Equip.	43	26%	605	31	48%
	Misc. Fabricated Metal Prods.	32	31%	581	19	48%
	Electrical Goods	42	31%	536	27	54%
	Fire, Marine & Casualty Ins.	30	15%	534	25	27%
	Security Brokers & Dealers	41	25%	511	33	44%
	Ins. Agents, Brokers & Svc.	28	19%	494	20	30%
	Misc. Converted Paper Prods.	35	34%	490	22	58%
	Electric Lighting & Wiring Equip.	32	31%	484	18	60%
	Nurs. & Personal Care Facilities	47	15%	477	38	25%
	General Industrial Machinery	46	35%	475	25	52%
	Acct'ing, Auditing & Bookkeeping	21	27%	424	14	42%
	Nonstore Retailers	23	32%	384	13	62%
	Public Warehousing & Storage	28	38%	353	18	41%
	Misc. Shopping Goods Stores	27	25%	353	25	28%
	Measuring & Controlling Devices	27	28%	349	16	47%
	Sugar & Confectionery Prods.	16	23%	340	9	47%
	Meat Prods.	18	39%	337	13	57%
	Legal Svcs	26	22%	337	23	47%
	Engineering & Architect. Svcs	24	24%	315	17	33%
	Drug & Proprietary Stores	17	13%	306	12	11%
	Electric Svcs	23	40%	289	18	82%
	Newspapers	18	23%	286	10	45%

Illinois MSA	DISCRIMINATION AGAINST WOMEN Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Life Ins.	18	25%	283	14	42%
	Metal Forgings & Stampings	28	36%	278	19	51%
	Computer & Office Equip.	32	31%	275	20	57%
	Paperboard Containers & Boxes	37	36%	274	26	54%
	Electrical Industrial Apparatus	23	25%	269	15	47%
	Med. Svc. & Health Ins.	12	19%	263	6	22%
	Machinery, Equip. & Supplies	25	26%	261	15	38%
	Individual & Family Svcs	15	19%	254	13	33%
	Cutlery, Handtools & Hardware	14	30%	251	11	42%
	Civic & Social Associations	10	15%	245	8	24%
	Health & Allied Svcs	19	25%	239	15	50%
	School Buses	11	30%	234	11	37%
	Preserved Fruits & Vegetables	14	33%	229	9	50%
	Offices & Clinics Of MDs	9	17%	227	5	24%
	Metalworking Machinery	19	40%	219	11	55%
	Electric Distribution Equip.	12	31%	219	5	56%
	Misc. Food & Kindred Prods.	20	32%	214	13	48%
	Soap, Cleaners & Toilet Goods	18	29%	213	14	54%
	Real Estate Agents & Managers	22	24%	204	19	50%
	Personal Credit Institutions	10	20%	203	6	32%
	Motor Vehicles, Parts & Supplies	21	28%	187	17	57%
	Social Svcs	15	25%	186	12	46%
	Auto. Rentals, No Drivers	19	37%	184	13	57%
	Books	14	23%	181	7	39%
	Passenger Transport. Arrangement	6	17%	173	2	12%
	Prof. Organizations	7	17%	163	7	47%
	Fabricated Structural Metal Prods.	13	29%	161	12	55%
	Variety Stores	11	17%	160	11	41%
	Dairy Prods.	7	29%	155	4	44%
	Misc. Publishing	18	31%	149	15	65%
	Residential Care	6	14%	147	6	23%
	Refrigeration & Svc. Machinery	14	31%	146	9	50%
	Drugs, Proprietaries & Sundries	13	27%	140	9	60%
	Periodicals	11	15%	139	8	31%
	Hardware/Plumbing/Heating Equip.	12	28%	136	9	69%
	Business Credit Institutions	5	14%	135	4	22%
	Mailing, Reproduction, Steno.	8	17%	133	7	39%
	Job Training & Related Svcs	10	24%	125	5	29%
	Radio, TV & Computer Stores	22	26%	125	21	36%
	Toys & Sporting Goods	13	31%	122	7	47%
	Beverages	17	35%	119	7	39%
	Special Industry Machinery	18	36%	113	12	60%
	Grain Mill Prods.	8	35%	111	5	56%
	Blankbooks & Bookbinding	5	31%	111	3	43%
	Misc. Electric. Equip & Supplies	5	17%	108	4	31%

Illinois MSA	DISCRIMINATION AGAINST WOMEN Industry	Comparisons w/Discrimination		Affected Workers #	Discriminating Establishments	
		#	%		#	%
	Blast Furnace & Basic Steel Prods.	20	42%	108	12	60%
	Paper & Paper Prods.	17	23%	104	12	43%
	Railroads	11	39%	100	8	53%
	Credit Reporting & Collection	5	19%	99	4	29%
	Airports, Flying Fields & Srvc	8	47%	99	7	70%
	Furniture & Homefurnishings Stores	12	23%	94	11	33%
	Holding Offices	7	22%	93	4	24%
	Communication Srvc	6	46%	93	4	57%
	Security & Commodity Exchanges	6	25%	91	4	50%
	Lumber & Other Bldg. Materials	8	24%	89	8	24%
	Nonferrous Rolling & Drawing	7	35%	87	4	57%
	Industrial Machinery	16	43%	84	13	76%
	Plumbing & Heating, not Electric	6	35%	82	4	57%
	Metal Cans & Shipping Containers	9	39%	79	7	58%
	Household Appliances	6	55%	78	4	67%
	Metals & Minerals, not Petroleum	7	17%	78	6	35%
	Screw Machine Prods/Bolts/Etc	6	29%	77	5	29%
	Gas Production & Distribution	6	24%	76	2	22%
	Mortgage Bankers & Brokers	6	18%	72	6	35%
	Business Associations	7	28%	68	5	63%
	Cable & Other Pay TV Srvc	9	19%	66	8	35%
	Metal Srvc	13	62%	63	9	64%
	Chemicals & Allied Prods.	9	32%	63	8	57%
	Freight Transport. Arrangement	7	18%	61	6	27%
	Paints & Allied Prods.	9	25%	60	7	50%
	Family Clothing Stores	5	31%	60	5	31%
	Industrial Inorganic Chemicals	10	32%	60	10	71%
	Misc. Chemical Prods.	12	20%	59	9	36%
	Construction & Related Machinery	9	22%	59	8	44%
	Misc. General Mdse. Stores	7	13%	57	6	21%
	Pens/Pencils/Office/Art Supplies	5	38%	56	3	75%
	Petroleum Refining	6	35%	56	3	60%
	Hose/Belting/Gaskets/Packing	3	25%	56	2	29%
	Commercial Sports	4	15%	54	2	22%
	Furniture & Homefurnishings	6	32%	50	4	57%
	Pulp Mills	3	18%	47	3	38%
	Misc. Nonmetallic Mineral Prods.	5	31%	46	4	44%
	Museums & Art Galleries	4	16%	44	4	67%
	Nonferrous Foundries (castings)	7	44%	42	6	46%
	Home Health Care Srvc	9	18%	41	9	33%
	Nonresidential Bldg. Construction	7	23%	41	6	38%
	Used Mdse. Stores	2	14%	39	2	14%
	Savings Institutions	8	13%	36	8	22%
	Paper Mills	5	26%	35	4	33%
	Sanitary Srvc	3	27%	35	3	27%

Illinois	DISCRIMINATION AGAINST WOMEN	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
MSA	Industry					
	Manifold Business Forms	3	19%	35	3	38%
	Religious Organizations	2	9%	34	2	29%
	Industrial Organic Chemicals	5	22%	31	3	25%
	Commodity Contracts Brokers/Dealers	5	23%	30	5	50%
	Printing Trade Svcs	5	23%	30	3	30%
	Ornamental shrub & tree Svcs	4	22%	30	4	22%
	Partitions & Fixtures	4	22%	23	3	50%
	Radio & TV Broadcasting	5	10%	23	5	25%
	Misc. Apparel/Accessory Stores	4	15%	21	4	15%
	Title Ins.	3	21%	19	3	33%
	Concrete, Gypsum & Plaster Prods.	3	23%	17	3	43%
	New & Used Car Dealers	4	17%	7	3	27%
	Plastics Materials & Synthetics	2	17%	6	2	29%
	Heavy Construction, not Highway	1	7%	6	1	14%
	Botanical & Zoological Gardens	0	0%	0	0	0%
	SICs with <10 comparisons	54	26%	467	51	30%
CHICAGO	TOTAL	3,075	26%	47,405	2,213	39%
ST. LOUIS MO-IL	Department Stores	6	19%	56	6	32%
	Nurs. & Personal Care Facilities	5	15%	46	2	12%
	Variety Stores	4	11%	38	3	20%
	Eating & Drinking Places	3	7%	25	3	7%
	Hospitals	4	9%	21	2	22%
	School Buses	2	18%	10	1	14%
	Grocery Stores	2	7%	0	2	9%
	SICs with <10 comparisons	45	30%	438	36	40%
ST. LOUIS MO-IL TOTAL		71	19%	633	55	25%
ROCKFORD	Motor Vehicles & Equip.	10	29%	287	4	44%
	Hospitals	9	28%	214	6	60%
	Department Stores	8	29%	114	7	35%
	Screw Machine Prods/Bolts/Etc	8	29%	73	6	60%
	Metalworking Machinery	6	30%	68	3	33%
	Eating & Drinking Places	4	11%	54	4	11%
	Grocery Stores	3	13%	30	2	11%
	Nurs. & Personal Care Facilities	5	23%	28	5	38%
	Commercial Banks	2	13%	18	2	25%
	SICs with <10 comparisons	15	31%	198	14	33%
ROCKFORD TOTAL		70	24%	1,085	53	30%

Illinois	DISCRIMINATION AGAINST WOMEN	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%		#	%
MSA	Industry					
PEORIA-PEKIN	Engines & Turbines	16	64%	425	5	83%
	Hospitals	6	16%	194	5	56%
	Department Stores	5	29%	69	5	36%
	Eating & Drinking Places	6	25%	66	6	25%
	Nurs. & Personal Care Facilities	2	13%	34	2	13%
	Grocery Stores	1	8%	0	1	8%
	SICs with <10 comparisons	10	18%	129	10	21%
PEORIA-PEKIN	TOTAL	46	25%	916	34	27%
SPRINGFIELD	Ins. Agents, Brokers & Srvc.	4	31%	114	2	50%
	Department Stores	4	31%	68	4	31%
	Hospitals	7	32%	55	3	60%
	Grocery Stores	2	15%	17	2	20%
	Eating & Drinking Places	0	0%	0	0	0%
	Commercial Banks	1	7%	0	1	14%
	SICs with <10 comparisons	3	21%	26	3	21%
SPRINGFIELD	TOTAL	21	20%	280	15	22%
DAVENPORT-IA-IL	Farm & Garden Machinery	7	41%	131	3	75%
	Hospitals	2	20%	39	1	25%
	Department Stores	3	30%	25	3	30%
	Eating & Drinking Places	0	0%	0	0	0%
	SICs with <10 comparisons	8	20%	144	8	24%
	DAVENPORT-IA-IL TOTAL	20	23%	339	15	24%
CHAMPAIGN-URBANA	Misc. Plastics Prods.	4	33%	47	3	75%
	Department Stores	4	27%	36	4	36%
	Eating & Drinking Places	3	14%	27	3	14%
	Grocery Stores	3	23%	24	2	25%
	SICs with <10 comparisons	6	24%	55	6	30%
	CHAMPAIGN-URBANA TOTAL	20	23%	189	18	28%
BLOOMINGTON	Fire, Marine & Casualty Ins.	4	33%	187	2	67%
	Eating & Drinking Places	3	14%	27	3	14%
	SICs with <10 comparisons	9	30%	91	9	30%
BLOOMINGTON	TOTAL	16	25%	305	14	25%
DECATUR	Eating & Drinking Places	1	10%	8	1	10%
	SICs with <10 comparisons	9	26%	92	8	26%
DECATUR	TOTAL	10	22%	100	9	22%
KANKAKEE	Eating & Drinking Places	2	20%	25	2	20%
	SICs with <10 comparisons	4	19%	45	4	21%
KANKAKEE	TOTAL	6	19%	71	6	21%
ILLINOIS WOMEN TOTAL		3,355	25%	51,323	2,432	37%

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

ILLINOIS MSA	DISCRIMINATION V. MINORITIES Industry	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
CHICAGO	Hospitals	226	42%	11,918	69	61%
	Department Stores	241	41%	5,744	149	49%
	Eating & Drinking Places	209	38%	4,166	198	42%
	Grocery Stores	179	42%	3,851	163	47%
	Commercial Banks	145	51%	2,885	94	66%
	Trucking & Courier Svcs, Ex. Air	85	51%	2,826	50	67%
	Telephone Communication	160	42%	2,554	104	54%
	Air Transport., Scheduled	39	33%	1,628	25	54%
	Nurs. & Personal Care Facilities	90	29%	1,625	61	40%
	Hotels & Motels	62	23%	1,539	38	32%
	Computer & Data Proc. Svcs	92	35%	1,469	57	38%
	Communications Equip.	47	35%	1,466	22	65%
	Misc. Plastics Prods.	73	26%	1,387	48	37%
	Fire, Marine & Casualty Ins.	52	28%	1,046	37	41%
	Ins. Agents, Brokers & Svc.	54	38%	851	31	46%
	Groceries & Related Prods.	44	35%	844	26	43%
	Elec. Components & Accessories	49	32%	803	26	43%
	Drug & Proprietary Stores	57	45%	750	50	45%
	Motor Vehicles & Equip.	29	28%	741	15	43%
	Bakery Prods.	30	32%	689	16	52%
	Research & Testing Svcs	29	28%	657	15	39%
	Metal Forgings & Stampings	29	27%	642	16	41%
	Commercial Printing	60	37%	616	30	54%
	Misc. Fabricated Metal Prods.	36	32%	600	18	44%
	Individual & Family Svcs	27	35%	597	16	41%
	Med. Svc. & Health Ins.	25	41%	590	13	48%
	Prof. & Commercial Equip.	46	29%	579	30	46%
	School Buses	15	41%	569	14	47%
	Meat Prods.	14	29%	561	10	43%
	Med. Instruments & Supplies	37	31%	547	19	49%
	Civic & Social Associations	29	45%	527	15	45%
	Electric Lighting & Wiring Equip.	30	31%	501	12	40%
	Electric Svcs	29	38%	493	11	50%
Variety Stores	19	32%	489	11	41%	
Lumber & Other Bldg. Materials	22	52%	488	21	64%	
Misc. Shopping Goods Stores	40	38%	476	38	42%	
Social Svcs	23	39%	475	9	35%	
Electrical Industrial Apparatus	20	22%	456	7	22%	
Sugar & Confectionery Prods.	21	28%	454	10	53%	
Health & Allied Svcs	29	38%	452	14	47%	
Newspapers	39	52%	431	16	70%	
Personal Credit Institutions	15	33%	428	10	53%	
Drugs	16	16%	425	9	35%	

ILLINOIS MSA	DISCRIMINATION V. MINORITIES Industry	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Radio, TV & Computer Stores	40	45%	424	27	45%
	Electrical Goods	36	29%	405	21	43%
	Railroads	27	40%	400	14	61%
	Misc. Converted Paper Prods.	24	26%	399	15	41%
	General Industrial Machinery	35	25%	391	24	49%
	Cable & Other Pay TV Srvcs	24	34%	374	12	44%
	Nonstore Retailers	20	31%	356	12	57%
	Paperboard Containers & Boxes	24	21%	340	17	35%
	Life Ins.	20	30%	340	13	39%
	Concrete/Gypsum/Plaster Prods.	11	37%	332	8	62%
	Acct'ing, Auditing & Bookkeeping	21	28%	317	13	39%
	Prof. Organizations	13	32%	314	8	53%
	Real Estate Agents & Managers	23	28%	313	13	33%
	Blast Furnace/Basic Steel Prods.	22	29%	311	14	54%
	Offices & Clinics Of MDs	23	46%	298	12	57%
	Public Warehousing & Storage	24	33%	297	18	41%
	Machinery, Equip. & Supplies	30	35%	269	21	53%
	Home Health Care Srvcs	17	35%	268	13	48%
	Periodicals	27	42%	263	15	58%
	Misc. Food & Kindred Prods.	24	34%	262	13	48%
	Fabricated Structural Metal Prods.	20	36%	260	12	52%
	Residential Care	17	40%	258	12	46%
	Beverages	21	38%	250	10	56%
	Mailing, Reproduction, Steno.	17	35%	246	10	53%
	Auto. Rentals, No Drivers	22	39%	244	16	62%
	Measuring & Controlling Devices	20	24%	233	12	39%
	Furniture/Homefurnishings Stores	21	37%	229	13	38%
	Engineering & Architect. Srvcs	24	23%	226	16	31%
	Soap, Cleaners & Toilet Goods	24	36%	223	16	59%
	Special Industry Machinery	14	28%	220	8	38%
	Job Training & Related Srvcs	15	36%	205	7	41%
	Computer & Office Equip.	33	32%	202	20	57%
	Dairy Prods.	8	32%	190	5	56%
	Refrigeration & Svc. Machinery	10	22%	181	7	39%
	Misc. Apparel/Accessory Stores	13	50%	179	13	50%
	Misc. Electric. Equip & Supplies	8	31%	177	4	31%
	Nonresidential Bldg. Construction	10	23%	175	5	29%
	Books	15	28%	174	8	47%
	Airports, Flying Fields & Srvcs	8	36%	160	5	45%
	Preserved Fruits & Vegetables	12	27%	156	6	33%
	Motor Vehicles, Parts & Supplies	19	28%	149	14	50%
	Metals & Minerals, not Petroleum	18	28%	148	13	48%
	Hardware/Plumbing/Heating Equip.	12	36%	147	5	42%
	Construction & Related Machinery	17	40%	144	8	44%
	Security Brokers & Dealers	29	23%	143	24	36%

ILLINOIS MSA	DISCRIMINATION V. MINORITIES Industry	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Credit Reporting & Collection	8	32%	142	6	43%
	Cutlery, Handtools & Hardware	13	27%	139	12	44%
	Industrial Machinery	12	30%	139	9	50%
	Electric Distribution Equip.	10	29%	133	7	78%
	Metalworking Machinery	12	23%	133	8	40%
	Gas Production & Distribution	10	25%	129	5	33%
	Radio & TV Broadcasting	16	31%	128	8	40%
	Iron & Steel Foundries	5	33%	127	3	43%
	Misc. General Mdse. Stores	13	25%	124	10	36%
	Ornamental shrub & tree Svcs	5	28%	121	5	28%
	Screw Machine Prods/Bolts/Etc	10	30%	118	8	44%
	Metal Svcs	10	36%	116	8	57%
	Sanitary Svcs	15	36%	114	8	33%
	Paints & Allied Prods.	10	29%	113	5	33%
	Drugs, Proprietaries & Sundries	14	30%	113	8	53%
	Savings Institutions	19	34%	109	14	39%
	Nonferrous Foundries (castings)	7	25%	108	4	29%
	Commercial Sports	9	35%	106	6	67%
	Household Appliances	4	36%	104	3	50%
	Paper & Paper Prods.	12	20%	104	9	33%
	Industrial Inorganic Chemicals	10	26%	103	6	33%
	Family Clothing Stores	5	31%	102	5	31%
	Nonferrous Rolling & Drawing	9	43%	97	3	43%
	Freight Transport. Arrangement	11	28%	95	8	35%
	Pulp Mills	2	15%	93	2	25%
	Grain Mill Prods.	7	28%	89	4	50%
	Mortgage Bankers & Brokers	5	16%	89	3	18%
	Business Credit Institutions	6	19%	88	6	33%
	Legal Svcs	15	15%	87	12	25%
	Passenger Transport. Arrange.	11	34%	82	7	41%
	Pens/Pencils/Office/Art Supplies	6	50%	81	2	50%
	Industrial Organic Chemicals	12	38%	77	7	47%
	Toys & Sporting Goods	8	19%	76	5	33%
	Plumbing & Heating, not Electric	7	33%	75	3	43%
	Blankbooks & Bookbinding	4	25%	74	4	57%
	Hose/Belting/Gaskets/Packing	4	29%	74	2	25%
	Furniture & Homefurnishings	7	50%	73	4	57%
	Metal Cans & Shipping Containers	7	21%	62	6	40%
	Misc. Chemical Prods.	10	18%	62	9	35%
	Printing Trade Svcs	7	37%	61	4	40%
	Security & Commodity Exchanges	5	21%	59	4	50%
	Electrical Repair Shops	7	50%	58	5	56%
	Paper Mills	6	27%	58	4	36%
	New & Used Car Dealers	14	33%	57	6	55%
	Misc. Nonmetallic Mineral Prods.	8	42%	56	6	67%

ILLINOIS MSA	DISCRIMINATION V. MINORITIES Industry	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Business Associations	6	25%	52	4	50%
	Auto. Svcs, not Repair	7	44%	48	7	44%
	Museums & Art Galleries	5	20%	47	4	67%
	Communication Svcs	4	36%	47	3	50%
	Used Mdse. Stores	1	7%	44	1	7%
	Misc. Publishing	9	20%	42	8	36%
	Plumbing, Heating, AC	5	23%	42	5	29%
	Partitions & Fixtures	5	28%	40	3	50%
	Chemicals & Allied Prods.	4	21%	39	4	31%
	Botanical & Zoological Gardens	3	23%	38	1	33%
	Commodity Contracts Brokers/Dealers	3	18%	37	3	30%
	Plastics Materials & Synthetics	3	25%	36	2	29%
	Misc. Primary Metal Prods.	2	20%	29	2	29%
	Heavy Construction, not Highway	3	15%	25	3	33%
	Electrical Work	3	20%	23	3	30%
	Petroleum Refining	4	24%	22	4	80%
	Holding Offices	6	27%	20	6	40%
	Religious Organizations	5	23%	18	4	57%
	Manifold Business Forms	2	14%	14	1	11%
	Title Ins.	4	31%	14	3	33%
	SICs with <10 comparisons	57	29%	704	54	34%
CHICAGO, IL TOTAL		4,073	34%	78,159	2,613	45%
ST. LOUIS, MO-IL	Hospitals	28	68%	697	7	78%
	Nurs. & Personal Care Facilities	23	79%	559	15	88%
	Eating & Drinking Places	28	62%	418	28	64%
	Department Stores	15	50%	199	12	63%
	Variety Stores	12	48%	151	7	47%
	Grocery Stores	14	61%	147	13	59%
	School Buses	7	64%	124	5	71%
	SICs with <10 comparisons	64	48%	700	53	55%
ST. LOUIS, MO-IL TOTAL		191	57%	2,994	140	61%
ROCKFORD, IL	Eating & Drinking Places	14	39%	165	14	39%
	Grocery Stores	9	47%	126	9	50%
	Nurs. & Personal Care Facilities	6	27%	93	5	38%
	Hospitals	6	23%	68	5	50%
	Motor Vehicles & Equip.	4	19%	49	4	44%
	Department Stores	6	23%	36	5	25%
	Screw Machine Prods/Bolts/Etc	4	24%	26	3	30%
	Metalworking Machinery	2	10%	23	2	20%
	SICs with <10 comparisons	14	23%	162	12	22%
ROCKFORD, IL TOTAL		65	26%	748	59	33%
PEORIA- PEKIN, IL	Eating & Drinking Places	10	42%	132	10	42%

ILLINOIS MSA	DISCRIMINATION V. MINORITIES Industry	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Hospitals	8	47%	96	4	57%
	Nurs. & Personal Care Facilities	8	53%	91	8	53%
	Engines & Turbines	5	29%	57	4	67%
	Grocery Stores	6	50%	51	6	50%
	Department Stores	5	31%	39	5	36%
	SICs with <10 comparisons	19	38%	137	16	37%
PEORIA-PEKIN, IL TOTAL		61	40%	603	53	44%
CHAMPAIGN- URBANA, IL	Eating & Drinking Places	4	19%	66	4	19%
	Department Stores	3	20%	45	3	27%
	Grocery Stores	2	17%	19	2	25%
	SICs with <10 comparisons	3	12%	45	3	17%
CHAMPAIGN-URBANA, IL TOTAL		12	16%	175	12	21%
SPRINGFIELD, D, IL	Eating & Drinking Places	5	31%	44	5	31%
	Grocery Stores	1	10%	7	1	10%
	Hospitals	1	8%	0	1	33%
	Department Stores	2	17%	0	2	17%
	SICs with <10 comparisons	6	27%	74	6	35%
SPRINGFIELD, IL TOTAL		15	21%	125	15	26%
DAVENPORT -MOLINE- RKISL, IA-IL	Farm & Garden Machinery	2	13%	17	2	50%
	Eating & Drinking Places	3	30%	12	3	30%
	Department Stores	1	10%	0	1	10%
	SICs with <10 comparisons	10	28%	92	9	29%
DAVENPORT-MOLINE-RKISL, IA-IL TOTAL		16	23%	121	15	27%
BLOOMINGT ON-NORMAL, IL	Fire, Marine & Casualty Ins.	7	58%	184	2	67%
	Eating & Drinking Places	7	32%	41	7	32%
	SICs with <10 comparisons	3	11%	21	3	11%
BLOOMINGTON-NORMAL, IL TOTAL		17	28%	247	12	23%
DECATUR, IL	Eating & Drinking Places	4	40%	42	4	40%
	SICs with <10 comparisons	10	27%	80	7	23%
DECATUR, IL TOTAL		14	30%	122	11	27%
KANKAKEE, IL	Eating & Drinking Places	3	30%	52	3	30%
	SICs with <10 comparisons	8	38%	66	8	42%
KANKAKEE, IL TOTAL		11	35%	118	11	38%
ILLINOIS MINORITIES TOTALS		4,475	34%	83,411	2,941	44%

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

ILLINOIS	DISCRIMINATION V. BLACKS	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%		#	%
MSA	Industry					
CHICAGO	Hospitals	253	49%	8,576	71	63%
	Department Stores	274	50%	4,986	174	57%
	Grocery Stores	227	55%	2,883	212	62%
	Eating & Drinking Places	293	55%	2,796	278	59%
	Trucking & Courier Srvcs, Ex. Air	84	51%	2,706	53	71%
	Commercial Banks	128	55%	2,261	99	70%
	Telephone Communication	147	40%	1,998	103	54%
	Hotels & Motels	108	44%	1,817	68	58%
	Nurs. & Personal Care Facilities	115	41%	1,678	82	54%
	Individual & Family Srvcs	28	36%	855	14	36%
	Air Transport., Scheduled	31	31%	778	20	47%
	Fire, Marine & Casualty Ins.	42	27%	699	30	35%
	Misc. Plastics Prods.	67	41%	659	56	49%
	Motor Vehicles & Equip.	29	39%	613	20	65%
	Ins. Agents, Brokers & Srvc.	59	45%	610	35	53%
	Bakery Prods.	39	45%	596	22	71%
	School Buses	18	49%	567	16	53%
	Research & Testing Srvcs	24	34%	538	17	55%
	Civic & Social Associations	37	60%	538	20	63%
	Drug & Proprietary Stores	66	54%	531	63	57%
	Computer & Data Proc. Srvcs	57	35%	522	41	38%
	Health & Allied Srvcs	42	55%	484	19	63%
	Social Srvcs	26	44%	453	12	46%
	Personal Credit Institutions	20	47%	374	13	68%
	Med. Svc. & Health Ins.	24	43%	372	12	44%
	Lumber & Other Bldg. Materials	22	54%	361	21	66%
	Prof. & Commercial Equip.	40	38%	344	29	52%
	Electric Srvcs	26	41%	343	10	45%
	Newspapers	29	48%	333	12	63%
	Commercial Printing	44	45%	328	27	60%
	Railroads	25	41%	328	14	61%
	Metal Forgings & Stampings	30	47%	323	19	51%
	Home Health Care Srvcs	18	38%	318	13	48%
Residential Care	17	44%	316	12	48%	
Communications Equip.	12	22%	315	7	29%	
Nonstore Retailers	23	42%	314	11	52%	
Variety Stores	20	38%	311	14	52%	
Cable & Other Pay TV Srvcs	24	34%	305	12	44%	
Sugar & Confectionery Prods.	26	43%	304	13	72%	
Groceries & Related Prods.	31	35%	301	19	37%	
Misc. Converted Paper Prods.	25	37%	283	19	53%	
Paperboard Containers & Boxes	30	32%	265	19	41%	

ILLINOIS MSA	DISCRIMINATION V. BLACKS Industry	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Radio, TV & Computer Stores	35	40%	263	25	42%
	Misc. Shopping Goods Stores	41	45%	260	40	48%
	Prof. Organizations	12	33%	258	7	50%
	Blast Furnace & Basic Steel Prods.	20	33%	244	12	46%
	Soap, Cleaners & Toilet Goods	24	39%	235	16	64%
	Periodicals	28	58%	221	19	76%
	Life Ins.	18	32%	221	12	38%
	Offices & Clinics Of MDs	23	50%	220	14	67%
	Public Warehousing & Storage	21	32%	206	18	44%
	Real Estate Agents & Managers	19	33%	193	11	35%
	Meat Prods.	12	41%	184	10	45%
	Preserved Fruits & Vegetables	15	41%	184	10	59%
	Beverages	19	39%	183	10	56%
	Auto. Rentals, No Drivers	20	38%	178	17	65%
	Drugs	13	24%	161	9	39%
	Job Training & Related Srvcs	12	30%	160	5	31%
	Dairy Prods.	8	44%	153	5	56%
	Airports, Flying Fields & Srvcs	6	35%	152	5	50%
	Med. Instruments & Supplies	15	29%	151	10	33%
	Electric Lighting & Wiring Equip.	19	40%	146	12	46%
	Electrical Goods	18	26%	141	13	33%
	Misc. Apparel/Accessory Stores	14	54%	139	14	54%
	Elec. Components & Accessories	20	35%	130	17	44%
	Acct'ing, Auditing & Bookkeeping	11	24%	129	8	29%
	Electrical Industrial Apparatus	17	53%	128	15	63%
	Fabricated Structural Metal Prods.	9	29%	128	7	37%
	Misc. Fabricated Metal Prods.	17	37%	126	13	45%
	Grain Mill Prods.	8	36%	123	5	63%
	Mailing, Reproduction, Steno.	12	34%	122	8	44%
	Credit Reporting & Collection	8	42%	119	7	50%
	Iron & Steel Foundries	7	47%	115	5	71%
	Legal Srvcs	12	21%	115	10	21%
	Measuring & Controlling Devices	9	26%	114	8	38%
	Nonferrous Rolling & Drawing	8	53%	114	5	71%
	Misc. General Mdse. Stores	14	33%	114	12	43%
	Misc. Food & Kindred Prods.	17	45%	110	12	52%
	Commercial Sports	9	39%	109	5	56%
	Ornamental shrub & tree Srvcs	8	44%	104	8	44%
	Computer & Office Equip.	24	35%	97	15	48%
	Family Clothing Stores	7	44%	95	7	44%
	Furniture & Homefurnishings Stores	16	39%	94	11	38%
	Plumbing & Heating, not Electric	9	53%	94	4	57%
	Metals & Minerals, not Petroleum	12	26%	86	9	35%
	General Industrial Machinery	17	34%	86	13	35%
	Gas Production & Distribution	8	23%	81	3	20%

ILLINOIS MSA	DISCRIMINATION V. BLACKS Industry	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Motor Vehicles, Parts & Supplies	9	24%	78	7	30%
	Misc. Chemical Prods.	10	31%	77	9	38%
	Construction & Related Machinery	10	42%	76	7	44%
	Concrete, Gypsum & Plaster Prods.	6	43%	75	4	36%
	Industrial Inorganic Chemicals	7	30%	73	5	31%
	Security Brokers & Dealers	14	23%	71	13	22%
	Business Credit Institutions	7	32%	69	6	35%
	Savings Institutions	13	34%	69	13	41%
	Security & Commodity Exchanges	5	23%	68	4	50%
	Sanitary Srvcs	8	30%	65	7	30%
	Radio & TV Broadcasting	11	23%	65	8	42%
	Used Mdse. Stores	10	71%	63	10	71%
	Engineering & Architect. Srvcs	9	26%	62	9	35%
	Books	13	42%	62	7	50%
	Metalworking Machinery	7	35%	60	5	33%
	Metal Cans & Shipping Containers	8	36%	58	7	58%
	Paints & Allied Prods.	6	26%	57	4	29%
	Mortgage Bankers & Brokers	7	25%	55	5	29%
	Museums & Art Galleries	6	29%	55	4	67%
	Misc. Electric. Equip & Supplies	7	58%	55	5	50%
	Machinery, Equip. & Supplies	8	33%	54	6	40%
	Blankbooks & Bookbinding	5	33%	53	4	57%
	Metal Srvcs	7	47%	51	5	42%
	Toys & Sporting Goods	9	35%	48	5	36%
	Electrical Repair Shops	6	50%	47	4	57%
	Passenger Transport. Arrangement	7	41%	46	6	40%
	Hardware/Plumbing/Heating Equip.	4	22%	45	3	27%
	Screw Machine Prods/Bolts/Etc	6	33%	45	5	42%
	Special Industry Machinery	8	44%	43	6	46%
	Business Associations	7	33%	40	5	63%
	Commodity Contracts Brokers/Dealers	3	27%	40	3	30%
	Refrigeration & Srvcs. Machinery	6	46%	39	6	50%
	Nonresidential Bldg. Construction	4	19%	38	3	23%
	Cutlery, H&tools & Hardware	8	33%	38	8	38%
	Chemicals & Allied Prods.	4	27%	36	4	33%
	Religious Organizations	5	29%	33	2	29%
	Paper & Paper Prods.	8	18%	32	7	26%
	Freight Transport. Arrangement	5	33%	30	4	33%
	Partitions & Fixtures	4	24%	28	4	67%
	Title Ins.	3	27%	27	3	38%
	Drugs, Proprietaries & Sundries	5	17%	27	4	27%
	New & Used Car Dealers	6	24%	26	6	55%
	Electric Distribution Equip.	3	17%	25	3	33%
	Botanical & Zoological Gardens	3	30%	25	2	67%
	Paper Mills	5	28%	24	3	33%

ILLINOIS MSA	DISCRIMINATION V. BLACKS Industry	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Industrial Machinery	5	38%	21	5	42%
	Hose/Belting/Gaskets/Packing	3	25%	20	2	29%
	Misc. Publishing	4	14%	19	4	21%
	Petroleum Refining	4	29%	18	3	60%
	Furniture & Homefurnishings	3	27%	17	3	43%
	Electrical Work	1	8%	8	1	10%
	Industrial Organic Chemicals	1	7%	5	1	10%
	Holding Offices	4	24%	0	4	33%
	SICs with <10 comparisons	65	32%	578	61	36%
CHICAGO, IL TOTAL		3,773	41%	54,008	2,656	50%
ST. LOUIS, MO-IL	Hospitals	27	68%	656	7	78%
	Nurs. & Personal Care Facilities	22	76%	536	15	88%
	Eating & Drinking Places	28	62%	365	28	64%
	Department Stores	18	62%	207	13	68%
	Grocery Stores	14	61%	148	13	59%
	Variety Stores	12	50%	146	8	53%
	School Buses	6	55%	111	5	71%
	SICs with <10 comparisons	54	49%	663	48	55%
ST. LOUIS, MO-IL TOTAL		181	58%	2,833	137	62%
ROCKFORD, IL	Motor Vehicles & Equip.	8	47%	69	6	67%
	Eating & Drinking Places	12	33%	65	12	33%
	Nurs. & Personal Care Facilities	5	26%	65	5	38%
	Hospitals	6	33%	59	5	56%
	Department Stores	6	32%	14	6	35%
	Screw Machine Prods/Bolts/Etc	2	18%	8	2	25%
	SICs with <10 comparisons	9	21%	52	9	22%
ROCKFORD, IL TOTAL		48	29%	332	45	34%
PEORIA-PEKIN, IL	Eating & Drinking Places	9	38%	95	9	38%
	Nurs. & Personal Care Facilities	8	53%	90	8	53%
	Hospitals	6	38%	81	3	43%
	Grocery Stores	7	58%	51	7	58%
	Department Stores	5	33%	37	5	38%
	Engines & Turbines	2	17%	27	2	33%
	SICs with <10 comparisons	14	38%	90	13	38%
PEORIA-PEKIN, IL TOTAL		51	39%	471	47	42%
SPRINGFIELD, IL	Eating & Drinking Places	5	31%	24	5	31%
	Grocery Stores	2	20%	13	2	20%
	Department Stores	1	8%	0	1	8%
	SICs with <10 comparisons	4	15%	40	4	21%
SPRINGFIELD, IL TOTAL		12	18%	77	12	21%
CHAMPAIGN-URBANA, IL	Eating & Drinking Places	7	33%	83	7	33%

ILLINOIS MSA	DISCRIMINATION V. BLACKS Industry	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Department Stores	3	20%	38	3	27%
	Grocery Stores	1	10%	0	1	13%
	SICs with <10 comparisons	4	24%	66	4	29%
CHAMPAIGN-URBANA, IL TOTAL		15	24%	187	15	28%
BLOOMINGTON-NORMAL, IL	Eating & Drinking Places	4	19%	25	4	19%
	SICs with <10 comparisons	8	26%	158	4	16%
BLOOMINGTON-NORMAL, IL TOTAL		12	23%	183	8	17%
DECATUR, IL	Eating & Drinking Places	4	40%	31	4	40%
	SICs with <10 comparisons	9	28%	70	8	27%
DECATUR, IL TOTAL		13	31%	101	12	30%
DAVENPORT-MOLINE-RKISL, IA-IL	Eating & Drinking Places	3	30%	15	3	30%
	SICs with <10 comparisons	7	28%	72	7	28%
DAVENPORT-MOLINE-RKISL, IA-IL TOTAL		10	29%	87	10	29%
KANKAKEE, IL	Eating & Drinking Places	2	20%	41	2	20%
	SICs with <10 comparisons	6	29%	53	6	32%
KANKAKEE, IL TOTAL		8	26%	94	8	28%
ILLINOIS BLACKS TOTALS		4,123	41%	58,373	2,950	49%

Table 15. Discrimination Against Hispanics By MSA & Industry In Illinois

ILLINOIS	DISCRIMINATION V. HISPANICS	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%		#	%
MSA	Industry					
CHICAGO	Eating & Drinking Places	171	33%	3,018	160	34%
	Hospitals	118	39%	2,034	61	59%
	Department Stores	163	35%	1,793	132	44%
	Misc. Plastics Prods.	85	35%	1,570	59	46%
	Grocery Stores	163	41%	1,533	148	44%
	Hotels & Motels	63	25%	1,487	44	38%
	Groceries & Related Prods.	35	44%	841	25	50%
	Bakery Prods.	34	45%	771	18	67%
	Metal Forgings & Stampings	23	27%	711	13	34%
	Nurs. & Personal Care Facilities	67	42%	709	63	43%
	Misc. Fabricated Metal Prods.	33	37%	673	21	51%
	Motor Vehicles & Equip.	16	32%	631	8	30%
	Misc. Converted Paper Prods.	30	39%	582	19	53%
	Elec. Components & Accessories	26	27%	573	17	31%
	Sugar & Confectionery Prods.	22	34%	561	8	44%
	Electric Lighting & Wiring Equip.	26	37%	536	15	56%
	Trucking & Courier Srvcs, Ex. Air	23	21%	508	16	25%
	Paperboard Containers & Boxes	34	33%	474	20	43%
	Meat Prods.	16	36%	467	10	43%
	Communications Equip.	16	29%	423	9	36%
	Nonstore Retailers	22	52%	418	14	70%
	Blast Furnace & Basic Steel Prods.	27	44%	401	16	62%
	Individual & Family Srvcs	34	52%	400	24	63%
	Electrical Industrial Apparatus	18	31%	378	11	35%
	Commercial Printing	44	38%	373	31	56%
	Air Transport., Scheduled	24	35%	366	17	40%
	Med. Instruments & Supplies	24	41%	354	17	53%
	General Industrial Machinery	23	29%	352	18	41%
	Concrete, Gypsum & Plaster Prods.	10	38%	351	8	62%
	Preserved Fruits & Vegetables	15	37%	346	9	50%
	Commercial Banks	43	26%	344	39	30%
	Misc. Food & Kindred Prods.	24	48%	338	12	48%
	Fabricated Structural Metal Prods.	20	43%	248	13	57%
	Machinery, Equip. & Supplies	17	40%	216	10	43%
	Cutlery, H&tools & Hardware	14	32%	216	10	40%
	Refrigeration & Srvc. Machinery	10	36%	204	8	50%
	Civic & Social Associations	15	45%	194	13	54%
	Nonferrous Rolling & Drawing	8	42%	185	4	57%
	Beverages	19	49%	182	12	67%
	Metal Srvcs	14	54%	171	8	57%
Motor Vehicles, Parts & Supplies	16	34%	166	14	56%	
Prof. & Commercial Equip.	17	29%	162	15	37%	

ILLINOIS MSA	DISCRIMINATION V. HISPANICS Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Variety Stores	17	32%	157	10	37%
	Mailing, Reproduction, Steno.	13	39%	156	10	63%
	Public Warehousing & Storage	14	26%	154	13	33%
	Soap, Cleaners & Toilet Goods	15	39%	154	9	47%
	Special Industry Machinery	10	34%	151	8	44%
	Telephone Communication	31	20%	137	29	24%
	Drugs	9	21%	137	5	29%
	Nonferrous Foundries (castings)	8	29%	136	5	36%
	Lumber & Other Bldg. Materials	12	38%	136	12	44%
	Computer & Data Proc. Svcs	14	41%	136	13	41%
	Ins. Agents, Brokers & Svcs.	15	25%	133	14	29%
	Industrial Machinery	11	41%	132	7	41%
	Electrical Goods	14	27%	131	12	35%
	Home Health Care Svcs	5	26%	125	5	28%
	Iron & Steel Foundries	3	21%	124	3	43%
	Med. Svcs. & Health Ins.	6	26%	121	6	29%
	Health & Allied Svcs	15	38%	120	9	43%
	Blankbooks & Bookbinding	6	38%	118	4	57%
	Electric Distribution Equip.	6	29%	118	5	56%
	Drug & Proprietary Stores	38	34%	117	37	34%
	Misc. Electric. Equip & Supplies	6	40%	116	5	50%
	Nonresidential Bldg. Construction	6	22%	112	4	29%
	Railroads	11	31%	112	7	39%
	Plumbing & Heating, not Electric	5	26%	103	3	43%
	Toys & Sporting Goods	11	39%	101	6	43%
	Screw Machine Prods/Bolts/Etc	7	23%	100	5	28%
	Metalworking Machinery	7	24%	89	5	29%
	Misc. Shopping Goods Stores	12	19%	84	12	21%
	Used Mdse. Stores	6	43%	84	6	43%
	Hardware/Plumbing/Heating Equip.	9	45%	84	5	45%
	Partitions & Fixtures	10	45%	81	4	67%
	Grain Mill Prods.	4	24%	78	3	38%
	Radio, TV & Computer Stores	16	23%	78	10	22%
	Real Estate Agents & Managers	11	32%	77	10	42%
	Metals & Minerals, not Petroleum	8	18%	75	8	31%
	Paints & Allied Prods.	5	38%	74	4	36%
	Electric Svcs	6	18%	74	4	22%
	Measuring & Controlling Devices	9	25%	72	7	30%
	Research & Testing Svcs	10	32%	70	9	45%
	Auto. Rentals, No Drivers	12	32%	68	12	50%
	Furniture & Homefurnishings	5	36%	67	3	43%
	Furniture & Homefurnishings Stores	8	32%	66	7	54%
	Hose/Belting/Gaskets/Packing	4	29%	63	3	38%
	Household Appliances	5	50%	63	3	50%
	Misc. General Mdse. Stores	8	30%	62	6	33%

ILLINOIS MSA	DISCRIMINATION V. HISPANICS Industry	Comparisons w/Discrimination		Affected Workers #	Discriminating Establishments	
		#	%		#	%
	Construction & Related Machinery	9	41%	62	6	40%
	Books	8	47%	61	5	50%
	Fire, Marine & Casualty Ins.	7	19%	61	7	22%
	Residential Care	8	44%	56	8	44%
	Newspapers	6	25%	55	5	36%
	Gas Production & Distribution	10	31%	55	7	50%
	Sanitary Srvcs	8	24%	54	6	26%
	Offices & Clinics Of MDs	9	41%	54	5	33%
	Airports, Flying Fields & Srvcs	4	21%	54	3	27%
	Life Ins.	5	31%	54	5	31%
	Radio & TV Broadcasting	13	35%	53	9	53%
	Commercial Sports	4	24%	53	3	33%
	Cable & Other Pay TV Srvcs	9	26%	52	4	20%
	Metal Cans & Shipping Containers	5	24%	47	4	33%
	Paper & Paper Prods.	8	30%	45	7	35%
	Savings Institutions	7	21%	44	7	23%
	Personal Credit Institutions	5	29%	44	5	33%
	Computer & Office Equip.	4	14%	44	4	22%
	Job Training & Related Srvcs	7	41%	43	6	50%
	New & Used Car Dealers	6	18%	41	5	45%
	Industrial Inorganic Chemicals	7	41%	41	7	54%
	Misc. Nonmetallic Mineral Prods.	5	31%	40	3	33%
	Credit Reporting & Collection	7	41%	37	7	50%
	Dairy Prods.	4	27%	37	2	22%
	Ornamental shrub & tree Srvcs	4	22%	36	4	22%
	Auto. Srvcs, not Repair	6	38%	35	6	38%
	Misc. Apparel/Accessory Stores	9	35%	34	9	35%
	Paper Mills	5	29%	34	3	38%
	Social Srvcs	7	37%	33	6	46%
	Family Clothing Stores	5	33%	31	5	33%
	Legal Srvcs	4	11%	24	4	11%
	Prof. Organizations	4	29%	21	4	29%
	Mortgage Bankers & Brokers	2	12%	19	2	14%
	Engineering & Architect. Srvcs	3	19%	18	3	25%
	Misc. Chemical Prods.	6	21%	17	6	25%
	Drugs, Proprietaries & Sundries	3	21%	16	2	18%
	Religious Organizations	2	14%	14	2	29%
	Passenger Transport. Arrangement	8	38%	13	7	44%
	Freight Transport. Arrangement	4	14%	11	4	19%
	Periodicals	2	17%	10	2	18%
	Security & Commodity Exchanges	1	10%	10	1	14%
	Security Brokers & Dealers	3	10%	8	3	11%
	Acct'ing, Auditing & Bookkeeping	3	21%	6	3	23%
	Museums & Art Galleries	3	20%	5	2	33%
	Electrical Repair Shops	1	10%	0	1	13%

ILLINOIS MSA	DISCRIMINATION V. HISPANICS Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Misc. Publishing	0	0%	0	0	0%
	SICs with <10 comparisons	77	30%	896	72	32%
CHICAGO, IL TOTAL		2,412	33%	33,487	1,837	39%
ROCKFORD, IL	Eating & Drinking Places	13	36%	145	13	36%
	Grocery Stores	11	61%	106	11	61%
	Motor Vehicles & Equip.	3	23%	43	2	25%
	Screw Machine Prods/Bolts/Etc	2	18%	5	2	25%
	SICs with <10 comparisons	11	37%	136	11	37%
ROCKFORD, IL TOTAL		40	37%	434	39	39%
CHAMPAIGN- URBANA, IL	Eating & Drinking Places	8	40%	27	8	40%
	SICs with <10 comparisons	0	0%	0	0	0%
CHAMPAIGN-URBANA, IL TOTAL		8	35%	27	8	35%
BLOOMINGTON- NORMAL, IL	Eating & Drinking Places	8	38%	35	8	38%
BLOOMINGTON-NORMAL, IL TOTAL		8	38%	35	8	38%
DAVENPORT- MOLINE-RKISL, IA-IL	SICs with <10 comparisons	1	11%	10	1	11%
DAVENPORT-MOLINE-RKISL, IA-IL TOTAL		1	11%	10	1	11%
KANKAKEE, IL	SICs with <10 comparisons	2	29%	4	2	29%
KANKAKEE, IL TOTAL		2	29%	4	2	29%
ST. LOUIS, MO- IL	SICs with <10 comparisons	3	60%	13	3	60%
ST. LOUIS, MO-IL TOTAL		3	60%	13	3	60%
SPRINGFIELD, IL	SICs with <10 comparisons	2	67%	19	2	67%
SPRINGFIELD, IL TOTAL		2	67%	19	2	67%
ILLINOIS HISPANICS TOTALS		2,476	33%	34,029	1,900	39%

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

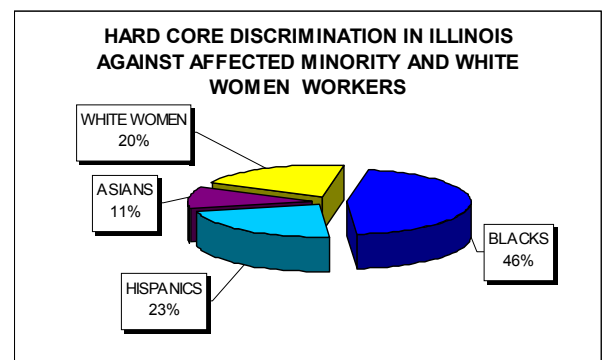
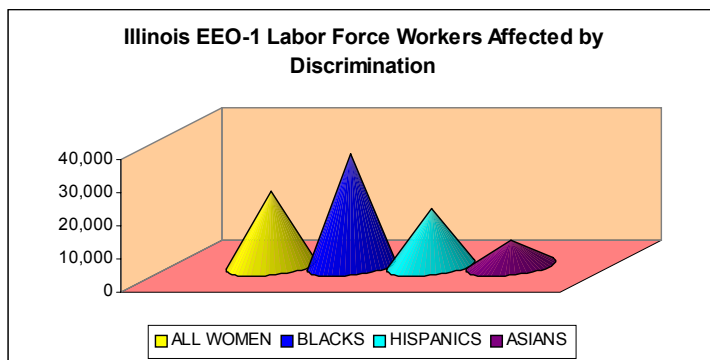
ILLINOIS	DISCRIMINATION V. ASIANS	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%		#	%
MSA	Industry					
CHICAGO, IL	Hospitals	182	44%	4,680	75	68%
	Nurs. & Personal Care Facilities	119	43%	1,103	85	56%
	Communications Equip.	37	49%	786	21	72%
	Department Stores	105	39%	761	104	39%
	Elec. Components & Accessories	55	48%	736	38	64%
	Computer & Data Proc. Svcs	71	42%	731	56	41%
	Air Transport., Scheduled	32	48%	660	23	58%
	Telephone Communication	45	57%	466	43	63%
	Commercial Banks	48	39%	449	44	47%
	Misc. Plastics Prods.	56	51%	389	49	56%
	Misc. Fabricated Metal Prods.	29	51%	326	23	64%
	Med. Instruments & Supplies	24	39%	313	14	41%
	Hotels & Motels	42	32%	286	38	40%
	Drugs	13	27%	203	8	42%
	Acct'ing, Auditing & Bookkeeping	11	39%	177	11	39%
	Engineering & Architect. Svcs	19	24%	164	16	33%
	Electrical Goods	20	33%	151	16	41%
	Electric Lighting & Wiring Equip.	18	47%	148	13	54%
	Prof. & Commercial Equip.	18	36%	138	17	41%
	Meat Prods.	13	76%	137	13	87%
	Drug & Proprietary Stores	16	67%	117	13	62%
	Misc. Electric. Equip & Supplies	7	58%	111	6	55%
	Residential Care	15	47%	110	13	59%
	General Industrial Machinery	13	34%	108	12	44%
	Measuring & Controlling Devices	13	38%	106	11	52%
	Used Mdse. Stores	9	64%	102	9	64%
	Computer & Office Equip.	13	33%	99	11	48%
	Health & Allied Svcs	13	39%	97	11	46%
	Electrical Industrial Apparatus	13	39%	95	10	45%
	Fire, Marine & Casualty Ins.	12	41%	92	12	41%
	Social Svcs	9	75%	90	8	80%
	Med. Svcs. & Health Ins.	7	28%	79	5	33%
	Misc. Converted Paper Prods.	10	43%	77	8	47%
Drugs, Proprietaries & Sundries	11	39%	76	9	64%	
Electric Distribution Equip.	8	44%	66	6	67%	
Radio, TV & Computer Stores	13	26%	66	13	27%	
Refrigeration & Svc. Machinery	6	46%	62	6	50%	
Research & Testing Svcs	7	25%	62	7	32%	
Commercial Printing	11	50%	57	10	50%	
Motor Vehicles & Equip.	6	33%	47	5	36%	
Freight Transport. Arrangement	10	50%	45	9	47%	
Nonstore Retailers	5	23%	37	5	42%	

ILLINOIS MSA	DISCRIMINATION V. ASIANS Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Furniture & Homefurnishings Stores	7	50%	37	7	78%
	Metalworking Machinery	6	35%	35	6	50%
	Home Health Care Svcs	5	38%	31	5	38%
	Soap, Cleaners & Toilet Goods	5	33%	29	5	38%
	Offices & Clinics Of MDs	3	23%	29	3	25%
	Misc. Apparel/Accessory Stores	8	35%	26	8	35%
	Machinery, Equip. & Supplies	4	21%	24	3	20%
	Paper & Paper Prods.	5	29%	23	5	36%
	Personal Credit Institutions	4	33%	20	4	33%
	Mailing, Reproduction, Steno.	3	30%	20	3	43%
	Savings Institutions	4	33%	19	4	33%
	Hose/Belting/Gaskets/Packing	3	30%	16	3	50%
	Cutlery, H&tools & Hardware	4	27%	16	3	23%
	Electric Svcs	2	15%	4	2	15%
	Security Brokers & Dealers	1	7%	0	1	8%
	SICs with <10 comparisons	86	33%	463	84	36%
CHICAGO, IL TOTAL		1,334	40%	15,393	1,052	46%
ROCKFORD, IL	SICs with <10 comparisons	7	39%	68	7	39%
ROCKFORD, IL TOTAL		7	39%	68	7	39%
PEORIA-PEKIN, IL	SICs with <10 comparisons	3	43%	48	3	43%
PEORIA-PEKIN, IL TOTAL		3	43%	48	3	43%
CHAMPAIGN-URBANA, IL	SICs with <10 comparisons	3	43%	32	3	43%
CHAMPAIGN-URBANA, IL TOTAL		3	43%	32	3	43%
ST. LOUIS, MO-IL	SICs with <10 comparisons	3	75%	21	3	75%
ST. LOUIS, MO-IL TOTAL		3	75%	21	3	75%
ILLINOIS TOTALS		1,350	40%	15,561	1,068	46%

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

Table 17. Bottom Line of Discrimination in Illinois.

Bottom Line of Discrimination in Illinois	Comparisons with Discrimination		Affected Workers	Discriminating Establishments		Hard Core Discriminators			
	#	%		#	#	%	Establishments		Workers
			#				%	#	% of Affected Workers
ALL WOMEN	3,355	25.00%	51,323	2,432	37.00%	742	11.00%	22,800	44.42%
MINORITIES	4,475	34.00%	83,411	2,941	44.00%	1,158	17.00%	48,281	57.88%
BLACKS	4,123	41.00%	58,373	2,950	49.00%	1,140	19.00%	34,014	58.27%
HISPANICS	2,476	33.00%	34,029	1,900	39.00%	568	12.00%	17,325	50.91%
ASIANS	1,350	40.00%	15,561	1,068	46.00%	244	11.00%	7,925	50.93%



Every time a Black worker sought an employment opportunity in 1999, he or she had a 41% chance of facing discrimination – more than two-fifths of the time. A Hispanic worker faced this risk 33% of the time, while Asian workers faced it 40% of the time. Women faced the risk of discrimination 25% or a quarter of the time.

The Chicago MSA included 95% 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.
-

§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%	4,662	33%	7,216	35%	2,559	49%	25,547
514	Groceries and Related Products	11,184	32%	4,783	34%	6,077	32%	534	36%	22,577
809	Health and Allied Services	10,329	21%	6,767	35%	2,063	29%	1,478	32%	20,638
633	Fire, Marine, and Casualty Insurance	7,858	18%	4,012	22%	772	20%	754	32%	13,395
632	Medical Service and Health Insurance	5,733	19%	5,751	28%	914	21%	944	26%	13,341
372	Aircraft and Parts	5,901	29%	1,443	34%	2,611	17%	2,497	35%	12,453
357	Computer and Office Equipment	5,814	27%	1,310	28%	1,066	21%	4,170	32%	12,360
594	Miscellaneous Shopping Goods Stores	6,186	30%	3,216	36%	1,888	33%	619	28%	11,909
621	Security Brokers and Dealers	7,506	21%	2,277	29%	817	23%	1,122	21%	11,723
384	Medical Instruments and Supplies	5,474	25%	1,012	27%	1,821	27%	2,995	31%	11,301
871	Engineering & Architectural Services	6,487	23%	1,792	25%	715	18%	2,235	25%	11,229
504	Professional & Commercial Equipment	6,440	26%	1,984	26%	977	25%	1,632	29%	11,033
366	Communications Equipment	4,500	25%	1,269	20%	978	20%	3,839	36%	10,585
283	Drugs	5,301	23%	1,718	25%	1,185	24%	2,301	31%	10,504
801	Offices & Clinics Of Medical Doctors	4,936	19%	2,987	33%	1,028	22%	1,419	27%	10,370
275	Commercial Printing	4,869	29%	1,984	31%	1,486	31%	878	43%	9,216
201	Meat Products	2,286	32%	1,720	33%	3,517	28%	916	58%	8,439
641	Insurance Agents, Brokers, & Service	3,943	19%	2,768	30%	756	25%	756	25%	8,222
349	Misc. Fabricated Metal Products	3,440	35%	1,511	30%	1,683	29%	835	39%	7,469
836	Residential Care	2,481	21%	3,449	33%	854	28%	378	35%	7,163
267	Misc. Converted Paper Products	3,505	33%	1,511	30%	1,516	33%	456	44%	6,988
344	Fabricated Structural Metal Products	2,242	37%	1,660	33%	2,476	32%	511	48%	6,888
489	Communication Services	2,530	30%	1,322	27%	1,474	29%	1,474	29%	6,800
271	Newspapers	2,924	19%	2,094	37%	1,016	26%	337	31%	6,372
501	Motor Vehicles, Parts, and Supplies	2,579	29%	1,354	30%	1,010	31%	1,010	31%	5,953
209	Misc. Food and Kindred Products	2,024	32%	1,119	35%	2,091	25%	695	43%	5,930
225	Knitting Mills	1,396	34%	1,043	34%	700	46%	414	59%	3,553
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
-

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.
-

§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.
-