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

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The views expressed are those of the authors,
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§1. ABOUT THE AUTHORS

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§3. DEDICATION

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

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§6. INTRODUCTION

This study identifies intentional employment discrimination in Michigan 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 3,697 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 Michigan faced substantial likelihood of intentional job discrimination when seeking an employment opportunity in 1999. **Minorities** faced this risk 34% of the time they sought job opportunities; **Women** faced this risk more than 23% of the time they sought job opportunities.

Table 1. Discriminating Establishments and Affected Workers – 1999

Michigan: Discriminating Establishments & Affected Workers – 1999			
Group	All Discriminating Estab.		Affected Workers*
	#	% of all Estab.	#
White Women**	1,226	33%	19,014
Black	1,565	46%	38,372
Hispanic	206	36%	2,289
Asian-Pac.	231	43%	3,338
Totals	3,228		63,012
* "Affected workers" are the difference between the members of an affected group employed in an establishment that is 2 standard deviations or more below the average utilization in the MSA, Industry & Occupation & the number who would have been employed if members of that group had been employed at that average.			
** White Women as % of All Women: 74.90% They are reported here. Minority Women are reported in each minority group. [See Table 9]			

- **41,759 minority workers were adversely affected by discrimination in 1,602 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 two fifths 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.
- **38,372 Black workers** were affected by discrimination in 1,565 establishments. This was 46% of the establishments reporting concerning Black workers. **The risk of discrimination existed 40% or two fifths of the time a Black worker sought an employment opportunity.** [Table 14]
- **2,289 Hispanic workers** were affected by discrimination in 206 establishments. This was one third of the establishments reporting concerning Hispanic workers. **The risk of discrimination existed 35% or more than one third of the time a Hispanic worker sought an employment opportunity.** [Table 15]

- **3,338 Asian workers** were affected by discrimination in 231 establishments. This was 43% of the establishments reporting concerning Asian workers. **The risk of discrimination existed 42% or more than two fifths of the time an Asian worker sought an employment opportunity.** [Table 16]
- **25,386 Women** were affected by intentional job discrimination in 1,226 establishments. This was 33% of all establishments reporting concerning women workers. [Table 12] **The risk of discrimination was 23% or one fifth of the time a woman sought an employment opportunity.** [Table 12]

Women were 75% White, 20% Black, 3% Hispanic, 2% Asian Pacific.

To avoid double counting women in this summary, the following five tables report 74.9% of women workers as White. [Table 9] The remaining 25.1% of women are included under Black, Hispanic, and Asian headings.

B. HARD CORE DISCRIMINATION

Table 2. Hard Core Discriminators and Affected Workers – 1999

Michigan -- 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***	322	8.63%	9,163	48.19%
Black	633	18.78%	24,639	64.21%
Hispanic	17	2.97%	740	32.34%
Asian-Pacific	49	9.02%	1,425	42.70%
Totals	1,021		35,967	
* Discrimination at 2.5 standard deviations or more below average in MSA, industry & occupation over at least 9 years.				
**Affected workers are the difference between the number of members of an affected group employed in an establishment & the number of such workers who would have been employed if the employer had employed that group at the average.				
*** White Women as % of All Women: 74.90% They are reported here. Minority Women are reported in each minority group. [See Table 9]				

- **650 Hard Core discriminators accounted for nearly 65% of the minority workers affected by discrimination.** [Table 11] They accounted for 24,639 Black workers (64% of all affected Black workers), 740 Hispanic workers (32% of all affected Hispanic workers), and 1,425 Asian workers (43% of all affected Asian workers).

C. GEOGRAPHIC DISTRIBUTION OF DISCRIMINATION

Table 3. Main MSAs in Michigan

Affected Workers* in EEO-1 Labor Force in the Largest Metro Statistical Areas – Michigan									
* "Affected Workers" are the difference between the number of members of an affected group employed in an establishment & the number of such workers who would have been employed if the employer had employed that group at the average.									
** White Women as % of All Women: 74.90% They are reported here. Minority Women are reported in each minority group. . [See Table 9]									
Group	Detroit MSA		Grand Rapids MSA		Ann Arbor MSA		These 3 MSAs		State Totals
	Affected Workers		Affected Workers		Affected Workers		Affected Workers		
	#	% of Group	#	% of Group	#	% of Group	#	% of Group	#
W. Women**	13,247	70%	3,050	16%	709	4%	17,006	89%	19,014
Blacks	32,320	84%	2,103	5%	1,210	3%	35,634	93%	38,372
Hispanics	---	---	1,186	52%	104	5%	1,290	56%	2,289
Asian-Pac	2,691	81%	437	13%	126	4%	3,254	97%	3,338
Total	48,259	77%	6,776	11%	2,150	3%	57,184	91%	63,012

These three MSAs account for 91% of all affected workers in this state.

D. DISCRIMINATION BY OCCUPATION

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

**Table 4. Occupational Discrimination in Michigan – 1999
Discrimination by Industry**

DISCRIMINATION* IN OCCUPATIONS -- Michigan -- 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	20.11%	1,372	31.82%	1,028	0.00%	0	66.67%	140
Prof	22.45%	3,856	32.23%	3,318	33.33%	12	38.44%	2,474
Tech	23.80%	1,228	36.19%	2,241	0.00%	0	61.29%	153
Sales	20.84%	2,236	48.70%	7,857	17.78%	53	0.00%	0
O & C	19.93%	1,728	36.12%	5,151	27.27%	11	20.00%	9
Craft	33.18%	455	35.71%	1,019	23.81%	14	40.00%	13
Oper	39.30%	4,514	38.26%	8,034	35.88%	1,215	47.44%	443
Labor	29.01%	2,183	39.24%	2,621	42.86%	473	47.83%	106
Srv.	16.88%	1,442	44.34%	7,104	36.07%	511	25.00%	0
Any Occ	32.86%	19,014	46.43%	38,372	36.01%	2,289	42.54%	3,338
TOTAL AFFECTED WHITE WOMEN, BLACKS, HISPANICS & ASIANS =								63,012
* Discrimination at 1.65 standard deviations or more below average in industry & MSA.								
** 74.90% of Women are White. They are reported here. Minority Women are reported in each minority group. [See Table 9]								
*** Affected workers are the difference between the members of a group employed in an establishment that is 2 standard deviations or more below the average utilization of that group in the same MSA, Industry & Occupation & the number of members who would have been employed if members had been employed at the average utilization.								

E. DISCRIMINATION BY INDUSTRY

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

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

Blacks, Hispanics, Asians	# Affected Workers	# Estab.
Motor Vehicles & Equip.	8,178	170
Hospitals	7,671	85
Department Stores	4,058	153
Grocery Stores	3,001	186
Eating & Drinking Places	2,900	314
Computer & Data Proc. Svcs.	1,791	105
Nursing & Personal Care Facilities	1,484	55
Metal Forgings & Stampings	1,302	36
Misc. Plastics Products	809	58
Telephone Communication	764	46
Totals	31,959	1,208

	# Affected White Women Workers	# Estab.
White Women		
Motor Vehicles & Equip.	4,800	131
Hospitals	1,889	50
Department Stores	1,165	82
Computer & Data Proc. Svcs.	988	48
Grocery Stores	660	72
Eating & Drinking Places	559	81
Groceries & Related Products	544	18
Metal Forgings & Stampings	515	34
Misc. Plastics Products	511	32
Telephone Communication	485	44
Totals	12,115	592

§8. BACKGROUND OF THIS STUDY

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

This study describes the extent of intentional job discrimination among private sector establishments in metropolitan areas with 50 or more employees who have filed EEO-1 reports in metropolitan statistical areas (MSA's). It includes discrimination by occupational category and by industries for which we have sufficient data. The industries are identified by the Standard Industrial Classification system, 1987 (SIC). The definitions of MSA and SIC are set forth in Part I of the National Report, and in its Appendix.³

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

This study has identified the average – mean – use of minorities or women by all establishments in the same labor market, industry and occupation. All establishments that have 20 or more employees in that industry and occupation are then compared to the mean.⁴ Table 1 is an example of such a comparison, taken from an earlier report in the State of Washington. It graphically explains why we call this a “sore thumb” diagram.

§9. INTENTIONAL DISCRIMINATION⁵

“Intentional Discrimination” exists “when a complaining party demonstrates that **race, color, religion, sex or national origin was a motivating factor for any employment practice, even though other factors also motivated the practice.**”⁶

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

The Supreme Court held in 1977 that a “pattern or practice” of intentional job discrimination exists when an employer treats some people less favorably than others as a “standard operating procedure – the regular rather than the unusual practice.”⁷ When there is statistical evidence that an establishment is employing minorities or women in such small numbers that the pattern is unlikely to have occurred by chance, the law presumes that the discrimination is intentional.⁸ The Supreme Court has explained that “[a statistical] imbalance is often a telltale sign of purposeful discrimination.... In many cases the only available avenue of proof is the use of racial statistics to uncover clandestine and covert discrimination...”⁹

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

Table 7. Probabilities of Discrimination and Legal Presumptions

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

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

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

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

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

Table 8 describes the **Total Population** eighteen years and older of the state in the categories of Male, Female, White, Black, Hispanic, Asian and Native American.¹⁰ It also describes the **EEO-1 Population** of the state, being all workers employed by establishments that file EEO-1 reports for this state, including those outside any MSA. Finally, it describes the **EEO-1 Labor Force**, all employees of establishments located in metropolitan areas (MSA's) with 50 or more employees that file EEO-1 reports for this state.

The EEO-1 Population and Labor Force are based only on the actual numbers reported by establishments. Thus the state study does not include from 20 to 30% of establishments that were obligated to, but failed to file such reports.¹¹ Readers may assume, with caution, that the statistics reported here reflect from 70% to 80% of the intentional visible job discrimination in this state.

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

Michigan	TOTAL POPULATION 18 & OVER*		EEO-1 POPULATION		EEO-1 LABOR FORCE	
Total	7,342,677		1,602,278		1,452,621	
Male	3,541,373	48.23%	887,419	55.38%	805,674	55.46%
Female	3,801,304	51.77%	714,859	44.62%	646,947	44.54%
	#	% of Total	#	% of Total	#	% of Total
White	6,028,037	82.10%	1,275,200	79.59%	1,133,059	78.00%
Black	958,883	13.06%	239,249	14.93%	236,091	16.25%
Hispanic	200,496	2.73%	44,081	2.75%	41,671	2.87%
Asian	130,599	1.78%	36,188	2.26%	35,337	2.43%
Native Amer.	39,991	0.54%	7,560	0.47%	6,463	0.44%
Comments	* Census treats Hispanics as of any race, so totals may exceed 100%		EEO-1 Population includes employees working both inside & outside of MSAs & 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: 4,942,000		EEO-1 Population: 32.42% of the employed labor force		EEO-1 Labor Force: 90.66% of the EEO-1 Population, and 29.39% of the total employed labor force.	

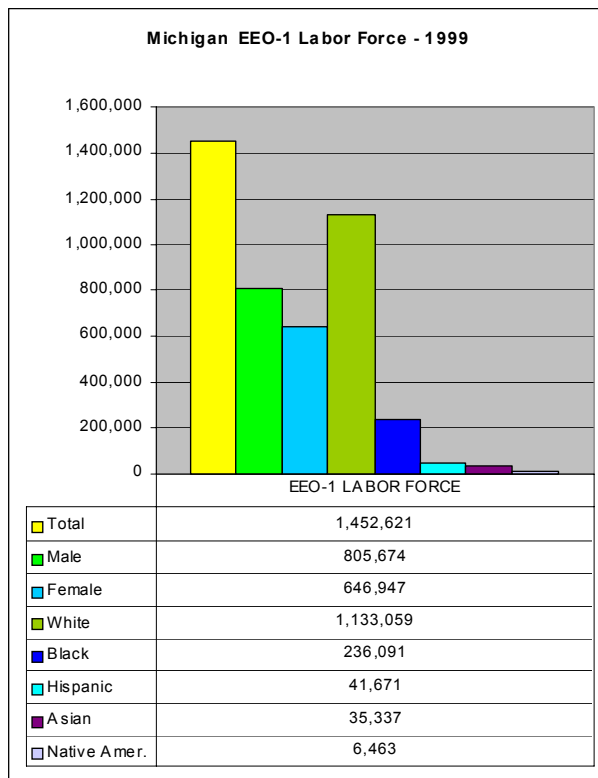
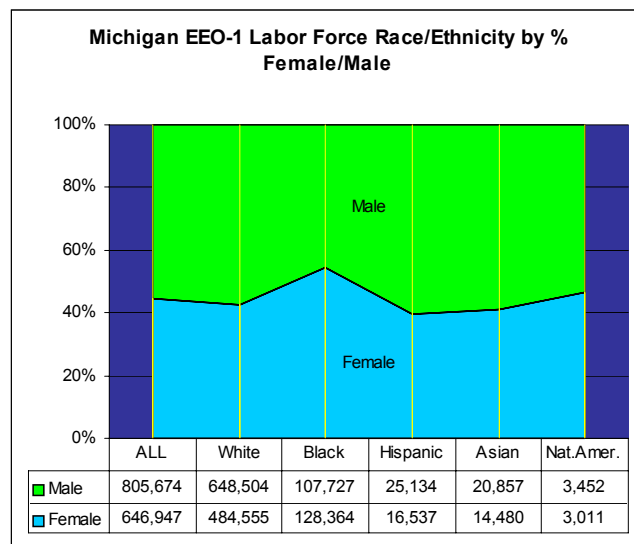
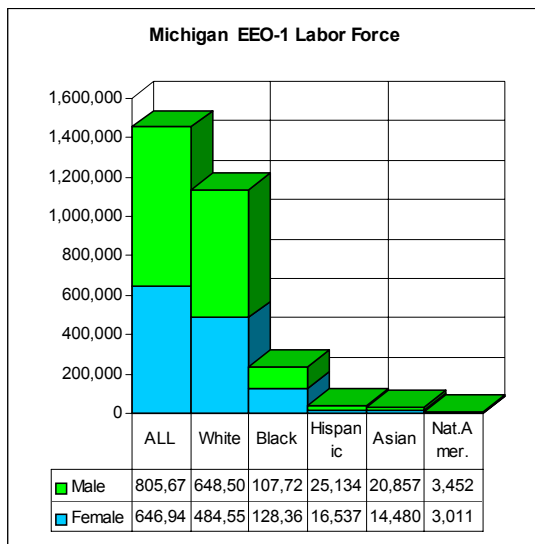


Table 9. The Michigan EEO-1 Labor Force by sub categories of race, sex, and ethnicity: Showing proportions of minorities in each gender, and proportions of each gender among minorities

Michigan EEO-1 LABOR FORCE MALE/FEMALE					
	Total	Female	Male	Percentages	
				Female	Male
ALL	1,452,621	646,947	805,674	44.54%	55.46%
White	1,133,059	484,555	648,504	42.77%	57.23%
Black	236,091	128,364	107,727	54.37%	45.63%
Hispanic	41,671	16,537	25,134	39.68%	60.32%
Asian	35,337	14,480	20,857	40.98%	59.02%
Nat.Amer.	6,463	3,011	3,452	46.59%	53.41%
This table provides an overall assessment of the proportion of women & men in each racial/ethnic category.					
				For example, Asians who are Female: 40.98%	
A chart below shows that 2.2% of Females are Asian.					

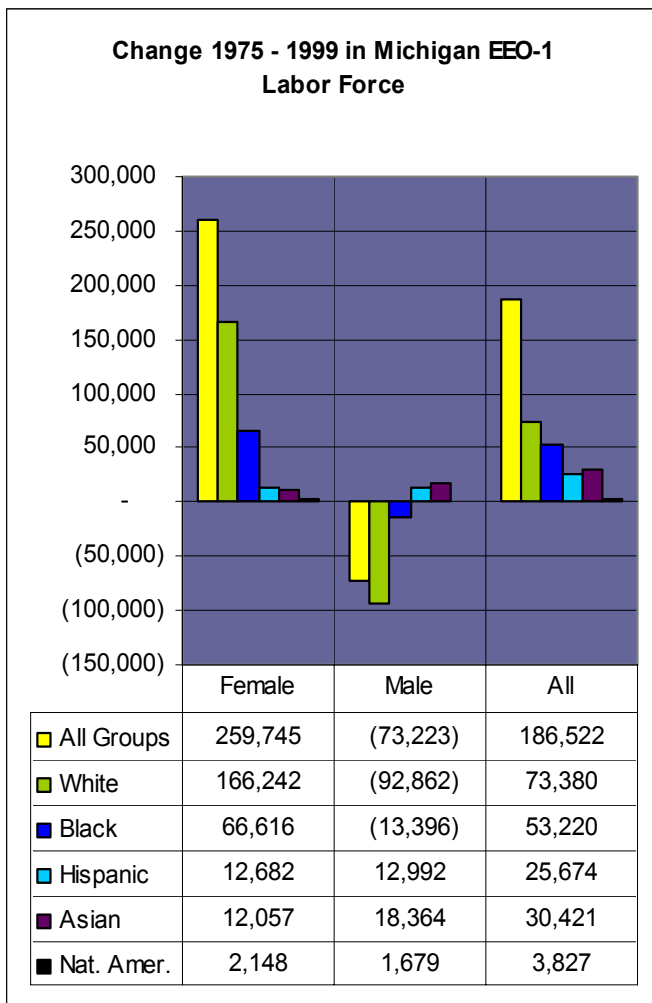


§11. THE EFFECT OF CHANGE -- 1975 TO 1999

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. Michigan EEO-1 Labor Force in 1975 and 1999

Michigan Employment in MSAs in Establishments over size 50									
	Number				%		Percent of Total		
	Female	Male	All		Female		Female	Male	All
1975									
All Groups	387,202	878,897	1,266,099		30.58%		100.00%	100.00%	100.00%
White	318,313	741,366	1,059,679		30.04%		82.21%	84.35%	83.70%
Black	61,748	121,123	182,871		33.77%		15.95%	13.78%	14.44%
Hispanic	3,855	12,142	15,997		24.10%		1.00%	1.38%	1.26%
Asian	2,423	2,493	4,916		49.29%		0.63%	0.28%	0.39%
Nat. Amer.	863	1,773	2,636		32.74%		0.22%	0.20%	0.21%
1999									
All Groups	646,947	805,674	1,452,621		44.54%		100.00%	100.00%	100.00%
White	484,555	648,504	1,133,059		42.77%		74.90%	80.49%	78.00%
Black	128,364	107,727	236,091		54.37%		19.84%	13.37%	16.25%
Hispanic	16,537	25,134	41,671		39.68%		2.56%	3.12%	2.87%
Asian	14,480	20,857	35,337		40.98%		2.24%	2.59%	2.43%
Nat. Amer.	3,011	3,452	6,463		46.59%		0.47%	0.43%	0.44%



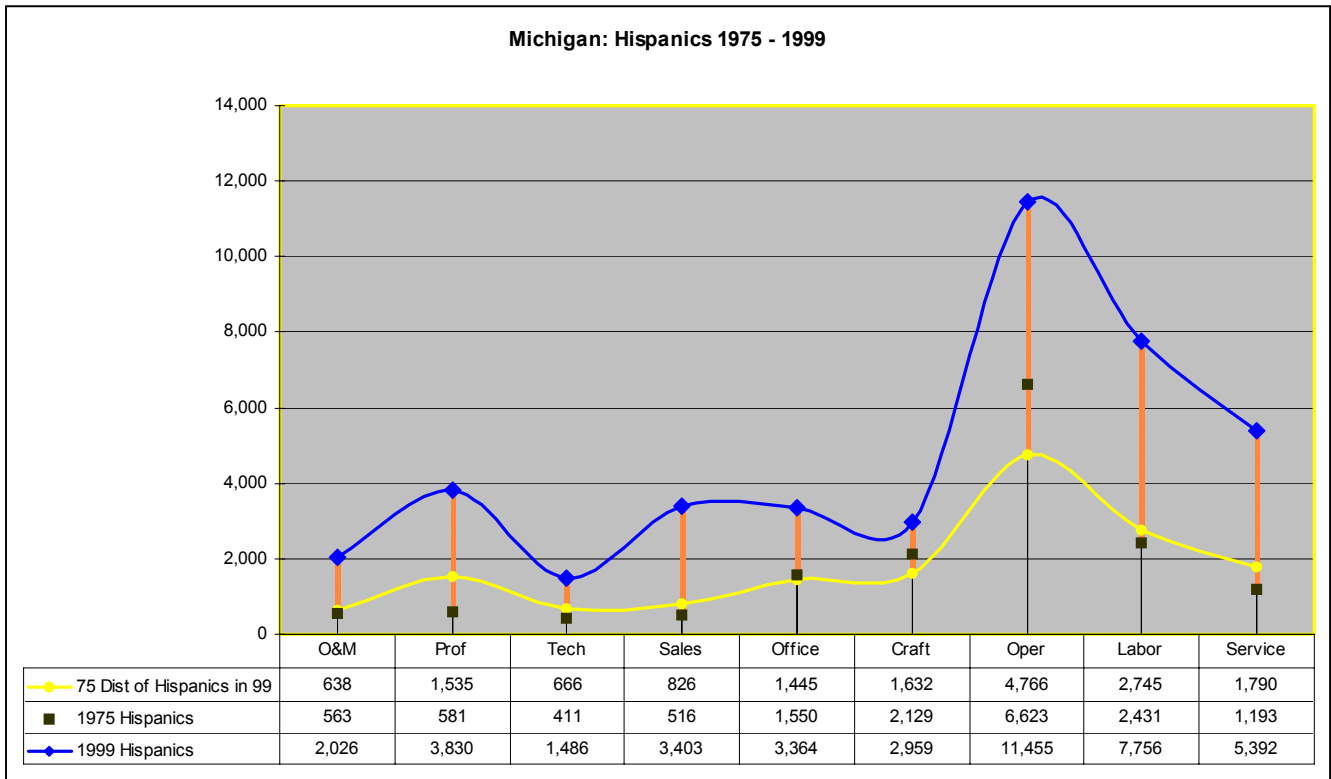
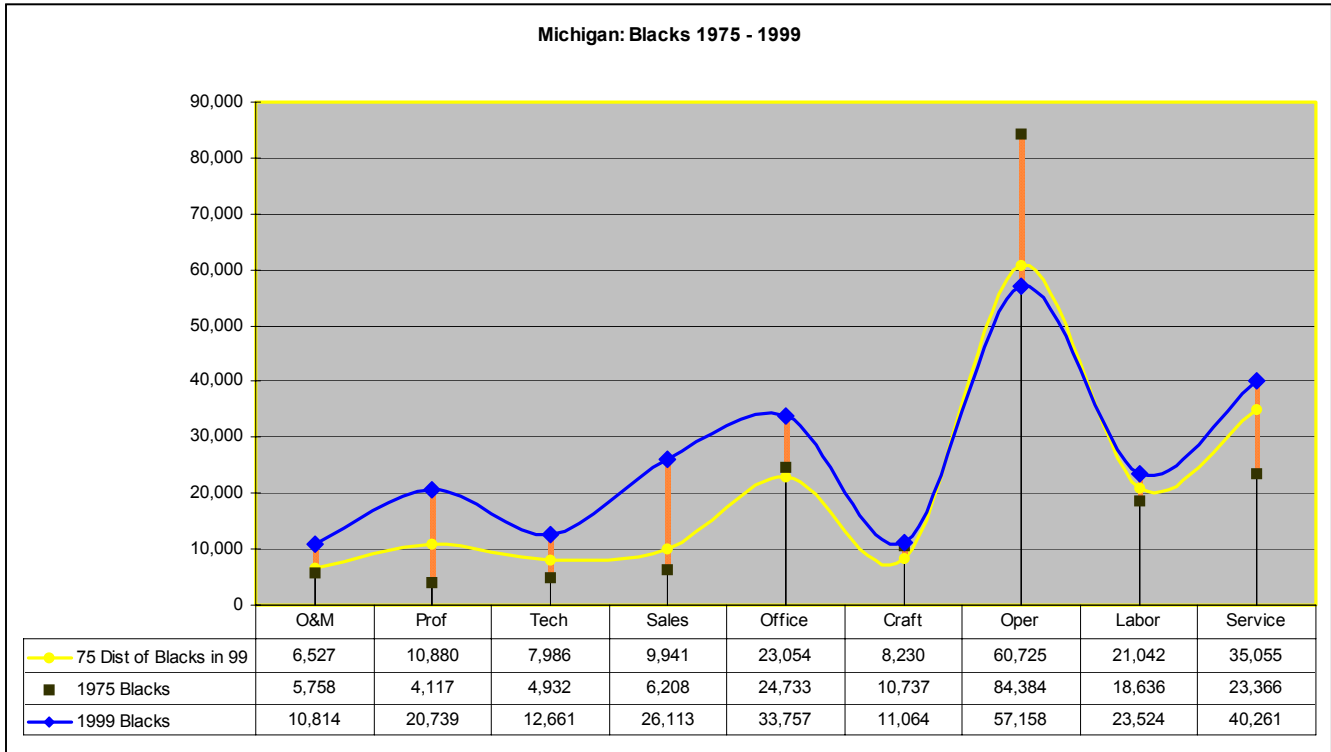
The increase in proportions of Women, Black, Hispanic and Asian employees is also evident in the adjoining chart showing the same data as above with emphasis on the changes between '75 and '99.

A. RACE/ETHNICITY

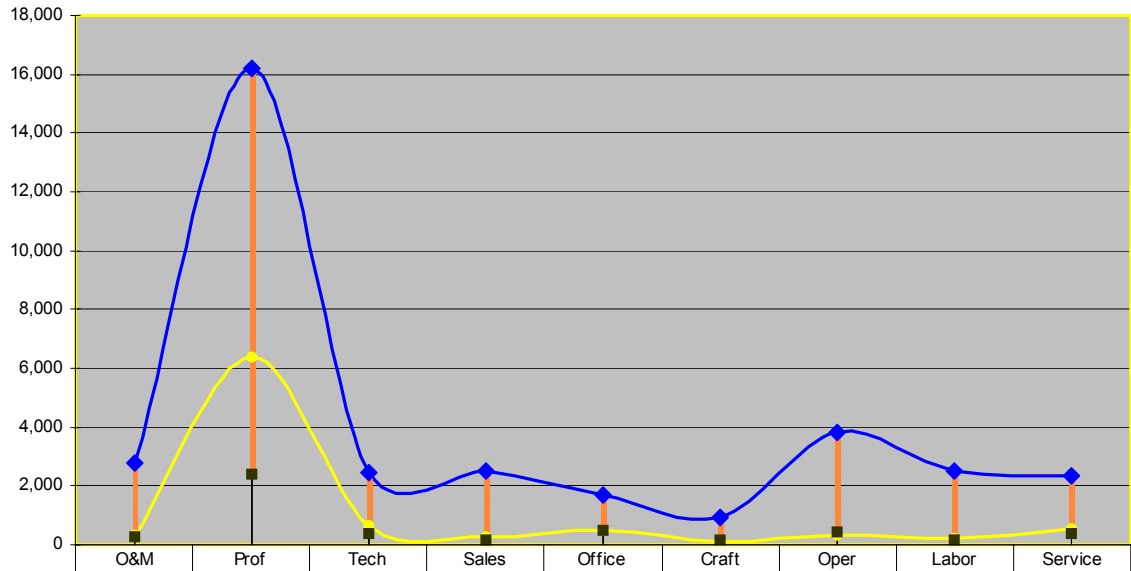
The following charts show the rising tide of employment among Blacks, Hispanics, Asian-Pacific Origin, and Native American workers from 1975 to 1999, often exceeding in 1999 (the blue line) the distribution that would have been expected had the distribution of jobs continued in the same proportions as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

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

[Next Page.]

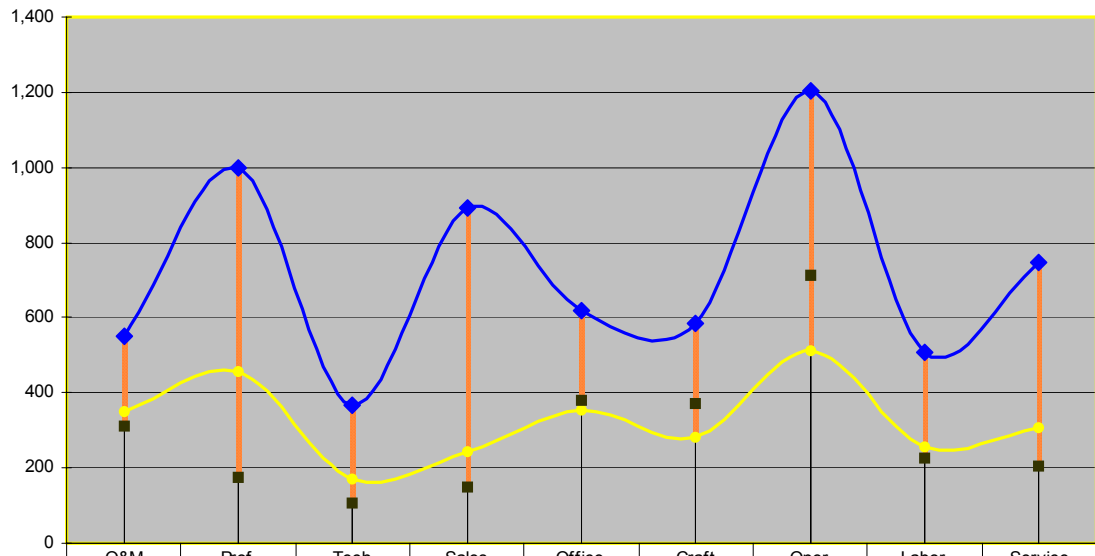


Michigan: Asians 1975 - 1999



	O&M	Prof	Tech	Sales	Office	Craft	Oper	Labor	Service
75 Dist of Asians in 99	311	6,377	661	295	476	117	317	198	536
1975 Asians	274	2,413	408	184	511	153	441	175	357
1999 Asians	2,805	16,205	2,457	2,511	1,699	949	3,836	2,536	2,339

Michigan: Native Americans 1975 - 1999

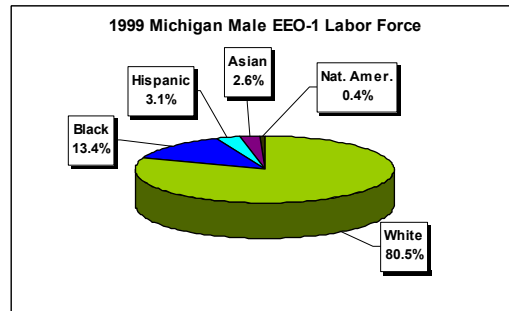
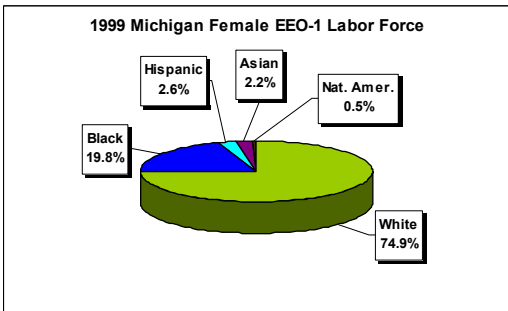
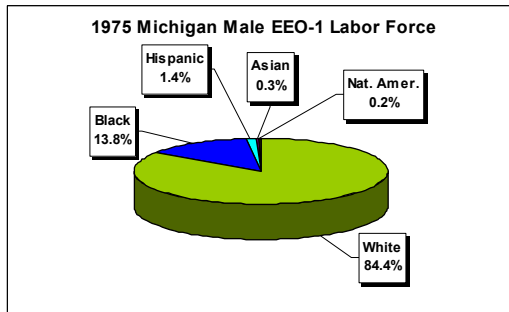
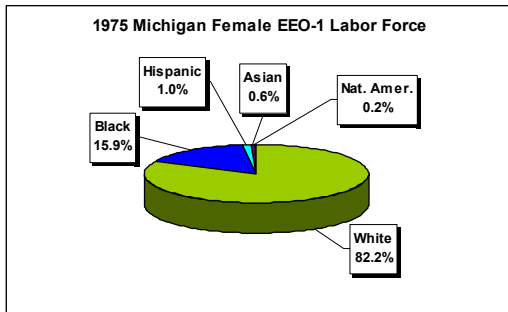
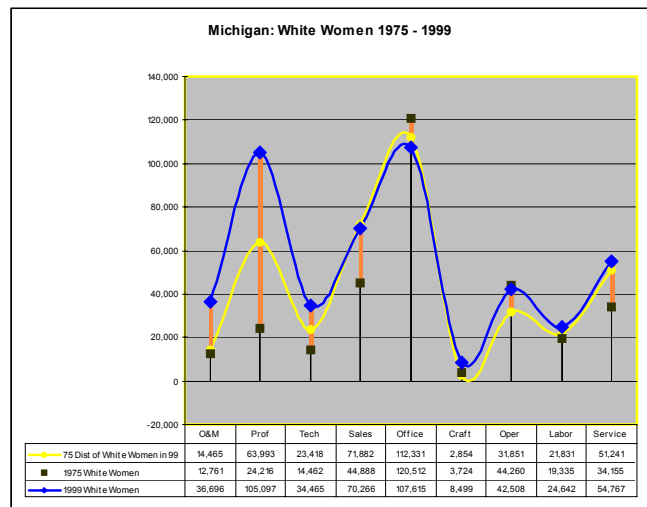
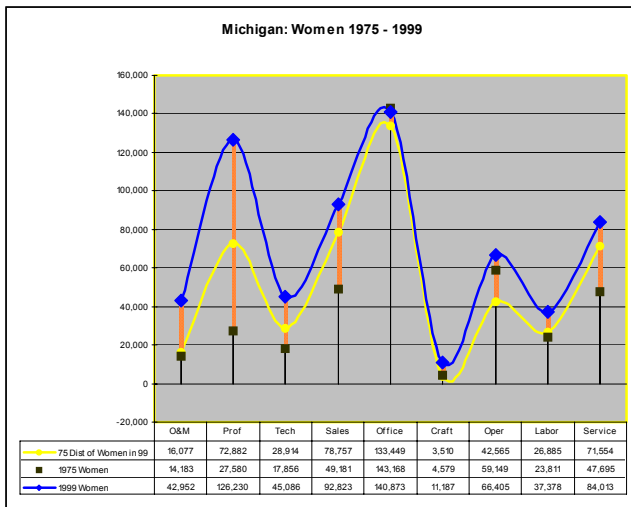


	O&M	Prof	Tech	Sales	Office	Craft	Oper	Labor	Service
75 Dist of Nat. Amer. in 99	351	457	170	242	353	284	514	257	309
1975 Native Americans	310	173	105	151	379	370	714	228	206
1999 Native Americans	549	998	367	890	620	585	1,202	507	745

B. GENDER AND RACE/ETHNICITY

In Michigan, 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 more than 64% of the burden of discrimination on minorities. 48% percent of the burden on women flows from “Hard Core” establishments.

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

[Next page.]

Occupational Discrimination in Michigan								
Group	Occupation	All Discriminators			Hard Core Discriminators			
		Establishments		Affected Workers #	Establishments		Affected Workers	
		#	%		#	%	#	% of all Affected Workers
Female	O & M	178	20.11%	1,832	34	3.84%	812	44.30%
	Prof	235	22.45%	5,148	50	4.78%	2,676	51.99%
	Tech	119	23.80%	1,639	24	4.80%	736	44.92%
	Sales	228	20.84%	2,985	56	5.12%	1,188	39.79%
	O & C	172	19.93%	2,307	41	4.75%	1,132	49.08%
	Craft	73	33.18%	607	15	6.82%	171	28.09%
	Oper	270	39.30%	6,027	100	14.56%	3,517	58.35%
	Labor	143	29.01%	2,915	45	9.13%	1,602	54.95%
	Srv.	162	16.88%	1,925	27	2.81%	400	20.78%
	Any Occ	1,226	32.86%	25,386	322	8.63%	12,233	48.19%
Minority	O & M	150	25.17%	1,173	33	5.54%	586	49.98%
	Prof	240	27.43%	4,876	73	8.34%	3,192	65.46%
	Tech	124	29.95%	2,479	43	10.39%	1,797	72.50%
	Sales	452	44.01%	7,899	211	20.55%	5,143	65.11%
	O & C	288	33.45%	5,176	99	11.50%	3,312	63.98%
	Craft	122	30.58%	1,175	28	7.02%	606	51.56%
	Oper	277	34.80%	8,851	118	14.82%	6,424	72.58%
	Labor	184	36.36%	2,879	56	11.07%	1,263	43.87%
	Srv.	380	39.50%	7,252	178	18.50%	4,601	63.45%
	Any Occ	1,602	43.33%	41,759	650	17.58%	26,923	64.47%
Black	O & M	126	31.82%	1,028	28	7.07%	547	53.18%
	Prof	176	32.23%	3,318	49	8.97%	2,149	64.79%
	Tech	114	36.19%	2,241	41	13.02%	1,673	74.68%
	Sales	468	48.70%	7,857	232	24.14%	5,269	67.06%
	O & C	285	36.12%	5,151	100	12.67%	3,271	63.50%
	Craft	90	35.71%	1,019	28	11.11%	575	56.41%
	Oper	272	38.26%	8,034	106	14.91%	5,670	70.57%
	Labor	186	39.24%	2,621	51	10.76%	1,160	44.25%
	Srv.	419	44.34%	7,104	179	18.94%	4,326	60.90%
	Any Occ	1,565	46.43%	38,372	633	18.78%	24,639	64.21%
Hispanic	O & M	0	0.00%	0	0	0.00%	0	0.00%
	Prof	1	33.33%	12	0	0.00%	0	0.00%
	Tech	0	0.00%	0	0	0.00%	0	0.00%
	Sales	8	17.78%	53	0	0.00%	0	0.00%
	O & C	3	27.27%	11	0	0.00%	0	0.00%
	Craft	5	23.81%	14	0	0.00%	0	0.00%
	Oper	61	35.88%	1,215	11	6.47%	626	51.51%
	Labor	42	42.86%	473	5	5.10%	106	22.48%
	Srv.	101	36.07%	511	1	0.36%	8	1.59%
	Any Occ	206	36.01%	2,289	17	2.97%	740	32.34%
Asian	O & M	20	66.67%	140	2	6.67%	44	31.29%
	Prof	158	38.44%	2,474	39	9.49%	1,194	48.25%
	Tech	19	61.29%	153	0	0.00%	0	0.00%
	Sales	0	0.00%	0	0	0.00%	0	0.00%
	O & C	1	20.00%	9	0	0.00%	0	0.00%
	Craft	2	40.00%	13	0	0.00%	0	0.00%
	Oper	37	47.44%	443	5	6.41%	128	28.81%
	Labor	11	47.83%	106	3	13.04%	60	56.73%
	Srv.	1	25.00%	0	0	0.00%	0	0.00%
	Any Occ	231	42.54%	3,338	49	9.02%	1,425	42.70%

§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 Michigan

Michigan	DISCRIMINATION AGAINST WOMEN	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%		#	%
MSA	Industry					
Detroit, MI	Motor Vehicles & Equip.	167	33.07%	4,388	90	52.63%
	Hospitals	53	23.56%	1,999	33	54.10%
	Computer & Data Proc. Svcs.	57	31.49%	1,268	44	44.44%
	Department Stores	52	16.83%	969	46	28.40%
	Metal Forgings & Stampings	39	33.05%	615	31	62.00%
	Telephone Communication	49	35.00%	610	39	50.65%
	Eating & Drinking Places	51	20.40%	525	48	20.69%
	Motor Vehicles, Parts & Supplies	33	28.95%	497	19	54.29%
	Grocery Stores	48	18.46%	475	42	21.32%
	Health & Allied Svcs.	18	26.87%	415	12	60.00%
	Engineering & Architect. Svcs.	49	31.21%	399	40	57.97%
	Misc. Plastics Prods.	28	25.00%	397	21	42.86%
	Commercial Banks	15	18.99%	250	12	34.29%
	Research & Testing Svcs.	14	48.28%	229	9	60.00%
	Misc. Fabricated Textile Prods.	5	26.32%	222	4	30.77%
	Groceries & Related Prods.	14	34.15%	211	11	50.00%
	Medical Svcs. & Health Ins.	7	12.50%	195	3	15.79%
	Fire, Marine & Casualty Ins.	9	15.52%	195	6	17.65%
	Misc. Fabricated Metal Prods.	12	34.29%	191	11	61.11%
	Misc. Shopping Goods Stores	14	35.00%	169	14	35.00%
	Engines & Turbines	5	45.45%	162	4	80.00%
	Blast Furnace/Basic Steel Prods.	15	45.45%	157	10	58.82%
	Public Warehousing & Storage	10	50.00%	140	5	50.00%
	Air Transport., Scheduled	6	20.00%	135	6	31.58%
	Electrical Work	8	38.10%	130	4	66.67%
	Business Credit Institutions	7	30.43%	129	6	60.00%
	Acc'ting, Auditing & Bookkeeping	8	22.22%	125	6	35.29%
	Nurs. & Personal Care Facilities	15	11.45%	112	15	21.43%
	Newspapers	9	30.00%	102	4	50.00%
	Screw Machine Prods/Bolts/Etc.	13	37.14%	101	12	57.14%
	Legal Svcs.	13	30.95%	98	12	57.14%
	Machinery/Equip./Supplies	10	27.03%	86	7	41.18%
	Gas Production & Distribution	7	18.42%	82	6	40.00%
	Furniture/Homefurnishings Stores	8	24.24%	82	8	40.00%
	Drug/Proprietary Stores	4	12.12%	79	4	15.38%
	Beverages	12	44.44%	78	6	60.00%
	Truck/Courier Svcs./not Air	12	42.86%	72	12	80.00%
	Metal Svcs.	6	31.58%	70	6	50.00%
	Misc. Publishing	4	18.18%	69	3	37.50%
	Variety Stores	6	14.63%	64	5	31.25%
	Elect. Components & Accessories	10	31.25%	64	7	63.64%
	Metalworking Machinery	9	21.95%	58	8	36.36%
	Home Health Care Svcs.	4	12.90%	58	3	17.65%

Michigan MSA	DISCRIMINATION AGAINST WOMEN Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Security Brokers & Dealers	5	12.82%	57	4	18.18%
	Measuring & Controlling Devices	7	25.93%	52	6	35.29%
	Commercial Printing	7	29.17%	51	4	57.14%
	Hotels & Motels	7	13.73%	51	7	22.58%
	Auto. Rentals, No Drivers	5	21.74%	51	4	30.77%
	Ins. Agents/Brokers/Srvcs.	7	24.14%	47	5	33.33%
	Offices & Clinics Of MDs	5	26.32%	45	5	50.00%
	Prof. & Commercial Equip.	8	26.67%	43	6	35.29%
	Savings Institutions	4	23.53%	41	3	42.86%
	Computer & Office Equip.	8	40.00%	41	6	54.55%
	Lumber/Other Bldg. Materials	6	15.79%	39	6	19.35%
	Electrical Goods	6	37.50%	39	5	62.50%
	Job Training & Related Srvcs.	4	33.33%	38	3	50.00%
	Life Ins.	4	21.05%	35	3	33.33%
	Mortgage Bankers & Brokers	4	26.67%	32	3	42.86%
	Individual & Family Srvcs.	5	19.23%	32	4	28.57%
	Civic & Social Associations	1	9.09%	27	1	9.09%
	Radio & TV Broadcasting	5	17.24%	26	5	41.67%
	New & Used Car Dealers	4	20.00%	26	3	25.00%
	Plastics Materials & Synthetics	3	16.67%	25	2	25.00%
	Paperboard Containers/Boxes	5	33.33%	24	4	44.44%
	Drugs	2	14.29%	17	1	25.00%
	Freight Transport. Arrangement	4	33.33%	13	3	27.27%
	Radio, TV & Computer Stores	5	17.86%	7	5	23.81%
	Misc. General Mdse. Stores	2	8.70%	5	2	15.38%
	Special Industry Machinery	1	7.14%	5	1	20.00%
	Misc. Converted Paper Prods.	2	15.38%	5	2	25.00%
	Cable & Other Pay TV Srvcs.	2	8.00%	4	1	12.50%
	SICs with <10 comparisons	48	23.53%	339	47	27.17%
Detroit, MI Total		1,111	25.14%	17,686	845	36.25%
Grd Rapids- Muskegn- Holland, MI	Office Furniture	16	19.75%	517	9	50.00%
	Groceries & Related Prods.	12	20.34%	515	7	31.82%
	Motor Vehicles & Equip.	18	30.51%	507	12	57.14%
	Bakery Prods.	8	40.00%	283	5	71.43%
	Misc. Plastics Prods.	13	16.88%	268	9	27.27%
	Hospitals	10	16.95%	228	6	46.15%
	Department Stores	17	27.42%	216	15	37.50%
	Grocery Stores	17	15.04%	186	14	24.56%
	Industrial Machinery	6	31.58%	152	4	44.44%
	Nonferrous Foundries (castings)	6	35.29%	126	5	62.50%
	Commercial Banks	9	18.00%	87	9	39.13%
	Truck/Courier Srvcs./not Air	9	42.86%	74	9	64.29%
	Metal Forgings & Stampings	7	25.93%	73	3	27.27%
Prof. & Commercial Equip.	8	44.44%	72	5	71.43%	

Michigan MSA	DISCRIMINATION AGAINST WOMEN Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Prods. Of Purchased Glass	3	25.00%	71	2	66.67%
	Eating & Drinking Places	9	11.84%	66	9	11.84%
	Fabricated Structural Metal Prods.	6	31.58%	59	6	66.67%
	Misc. Fabricated Metal Prods.	5	38.46%	43	3	33.33%
	Telephone Communication	6	46.15%	37	5	55.56%
	Nurs. & Personal Care Facilities	4	10.53%	32	4	17.39%
	Job Training & Related Srvcs.	2	20.00%	23	2	28.57%
	Paperboard Containers/Boxes	1	10.00%	11	1	25.00%
	Books	1	10.00%	7	1	20.00%
	SICs with <10 comparisons	48	25.67%	421	44	29.53%
Grd Rapids-Muskegn-Holland, MI Total		241	22.52%	4,072	189	32.76%
Ann Arbor, MI	Motor Vehicles & Equip.	13	32.50%	326	6	40.00%
	Department Stores	5	21.74%	106	5	29.41%
	Research & Testing Srvcs.	4	21.05%	98	3	30.00%
	Hospitals	3	8.33%	80	1	12.50%
	Books	5	23.81%	54	4	66.67%
	Computer & Data Proc. Srvcs.	5	25.00%	51	4	28.57%
	Grocery Stores	5	10.20%	41	4	13.33%
	Eating & Drinking Places	5	11.63%	38	5	12.82%
	Nurs. & Personal Care Facilities	2	9.09%	20	2	20.00%
	Misc. Plastics Prods.	2	14.29%	18	2	20.00%
	Commercial Banks	2	20.00%	6	1	16.67%
	SICs with <10 comparisons	10	17.86%	110	9	19.15%
Ann Arbor, MI Total		61	17.28%	947	46	21.70%
Saginaw- Bay City- Midland, MI	Motor Vehicles & Equip.	3	18.75%	249	3	50.00%
	Hospitals	5	23.81%	69	4	66.67%
	Department Stores	5	15.63%	53	5	20.83%
	Grocery Stores	2	7.69%	49	2	11.76%
	Eating & Drinking Places	6	18.18%	45	6	18.18%
	Health & Allied Srvcs.	4	21.05%	41	3	37.50%
	Chemicals & Allied Prods.	5	35.71%	34	4	66.67%
	SICs with <10 comparisons	7	11.11%	114	7	12.73%
Saginaw-Bay City-Midland, MI Total		37	16.52%	652	34	21.94%
Kalamazoo- Battle Creek, MI	Motor Vehicles & Equip.	15	42.86%	238	9	81.82%
	Department Stores	6	24.00%	85	5	25.00%
	Hospitals	4	22.22%	67	3	60.00%
	Commercial Banks	3	15.00%	52	3	37.50%
	Grocery Stores	3	15.79%	39	3	42.86%
	Eating & Drinking Places	4	12.50%	16	4	12.50%
	SICs with <10 comparisons	13	20.31%	109	13	27.08%
Kalamazoo-Battle Creek, MI Total		48	22.54%	606	40	30.53%

Michigan MSA	DISCRIMINATION AGAINST WOMEN Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
Lansing- East Lansing, MI	Motor Vehicles & Equip.	3	15.00%	229	3	33.33%
	Department Stores	2	11.11%	64	2	13.33%
	Grocery Stores	5	14.29%	54	3	12.50%
	Hospitals	2	18.18%	50	2	50.00%
	Life Ins.	2	14.29%	22	2	40.00%
	Eating & Drinking Places	4	14.29%	20	4	14.29%
	Medical Srvc. & Health Ins.	2	15.38%	14	2	40.00%
	SICs with <10 comparisons	5	9.43%	35	5	11.36%
Lansing-East Lansing, MI Total		25	13.02%	488	23	17.16%
Flint, MI	Motor Vehicles & Equip.	11	23.91%	471	8	66.67%
	Eating & Drinking Places	4	18.18%	37	4	18.18%
	Grocery Stores	4	14.81%	37	4	19.05%
	Department Stores	4	16.00%	30	3	16.67%
	Nurs. & Personal Care Facilities	2	16.67%	10	2	22.22%
	SICs with <10 comparisons	8	22.86%	90	6	23.08%
Flint, MI Total		33	19.76%	674	27	25.00%
Jackson, MI	Combination Utility Srvc.	4	22.22%	28	3	42.86%
	Eating & Drinking Places	1	8.33%	0	1	8.33%
	SICs with <10 comparisons	12	37.50%	118	12	40.00%
Jackson, MI Total		17	27.42%	146	16	32.65%
Benton Harbor, MI	Department Stores	1	8.33%	33	1	11.11%
	Hospitals	2	13.33%	29	1	25.00%
	SICs with <10 comparisons	4	19.05%	52	4	19.05%
Benton Harbor, MI Total		7	14.58%	114	6	17.65%
MICHIGAN WOMEN TOTALS		1,580	23.41%	25,386	1,226	32.86%

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

Michigan	DISCRIMINATION AGAINST MINORITIES	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%		#	%
MSA	Industry					
Detroit, MI	Hospitals	152	52.78%	7,284	42	67.74%
	Motor Vehicles & Equip.	182	32.62%	6,347	91	52.60%
	Department Stores	134	45.27%	3,096	93	57.41%
	Grocery Stores	118	46.46%	1,967	106	53.81%
	Eating & Drinking Places	121	48.40%	1,766	117	50.43%
	Computer & Data Processing Svcs.	65	40.12%	1,162	52	52.53%
	Nurs. & Personal Care Facilities	46	33.09%	1,027	29	41.43%
	Metal Forgings & Stampings	44	34.11%	988	27	52.94%
	Telephone Communication	55	39.29%	731	44	57.14%
	Commercial Banks	30	38.96%	566	20	57.14%
	Health & Allied Svcs.	19	28.36%	566	9	45.00%
	Medical Svcs. & Health Ins.	24	42.86%	559	12	63.16%
	Misc. Plastics Prods.	29	41.43%	517	24	52.17%
	Lumber/Other Bldg. Materials	24	55.81%	420	21	65.63%
	Misc. Fabricated Textile Prods.	3	15.79%	413	3	23.08%
	Engineering & Architect. Svcs.	45	32.85%	396	31	44.93%
	Motor Vehicles, Parts & Supplies	28	25.69%	391	16	45.71%
	Variety Stores	16	39.02%	315	8	50.00%
	Truck/Courier Svcs./not Air	17	28.33%	261	13	39.39%
	Hotels & Motels	13	25.49%	236	11	35.48%
	Business Credit Institutions	10	43.48%	227	7	70.00%
	Home Health Care Svcs.	13	33.33%	200	8	42.11%
	Groceries & Related Prods.	15	37.50%	188	11	47.83%
	Offices & Clinics Of MDs	10	38.46%	184	4	36.36%
	Drug/Proprietary Stores	13	39.39%	172	11	42.31%
	Cable & Other Pay TV Svcs.	13	37.14%	165	5	62.50%
	Newspapers	15	50.00%	164	5	62.50%
	Misc. Shopping Goods Stores	22	55.00%	154	22	55.00%
	Engines & Turbines	4	26.67%	149	3	50.00%
	Electrical Work	11	37.93%	147	4	40.00%
	Fire, Marine & Casualty Ins.	14	24.14%	143	13	38.24%
	Civic & Social Associations	9	81.82%	140	9	81.82%
	Air Transport., Scheduled	9	28.13%	136	6	30.00%
	Blast Furnace/Basic Steel Prods.	13	38.24%	135	7	41.18%
	Gas Production & Distribution	11	28.21%	121	8	53.33%
	Savings Institutions	6	42.86%	112	4	57.14%
	Measuring & Controlling Devices	9	31.03%	99	8	50.00%
	Furniture/Homefurnishings Stores	11	35.48%	96	9	45.00%
	Sanitary Svcs.	7	25.00%	94	5	33.33%
	Beverages	8	27.59%	93	6	60.00%
	Metal Svcs.	8	42.11%	90	7	58.33%
	Job Training & Related Svcs.	4	33.33%	85	2	33.33%
	Life Ins.	5	26.32%	83	3	33.33%

Michigan MSA	DISCRIMINATION AGAINST MINORITIES Industry	Comparisons w/Discrimination		Affected Workers #	Discriminating Establishments	
		#	%		#	%
	Auto. Rentals, No Drivers	5	18.52%	83	5	33.33%
	Acc'ting, Auditing & Bookkeeping	6	23.08%	74	4	23.53%
	Radio, TV & Computer Stores	10	35.71%	71	9	42.86%
	Individual & Family Srvcs.	9	34.62%	70	7	50.00%
	Public Warehousing & Storage	6	28.57%	62	3	30.00%
	Beer, Wine & Distilled Beverages	7	50.00%	57	5	71.43%
	Freight Transport. Arrangement	6	46.15%	56	5	41.67%
	Ins. Agents, Brokers & Srvcs.	9	36.00%	55	8	57.14%
	New & Used Car Dealers	12	31.58%	54	7	41.18%
	Misc. General Mdse. Stores	6	26.09%	54	5	38.46%
	Radio & TV Broadcasting	8	28.57%	53	6	50.00%
	Railroads	8	29.63%	53	6	46.15%
	Research & Testing Srvcs.	9	31.03%	53	7	46.67%
	Screw Machine Prods/Bolts/Etc.	10	32.26%	52	9	42.86%
	Misc. Publishing	4	21.05%	51	3	42.86%
	Prof. & Commercial Equip.	7	23.33%	47	5	33.33%
	Mortgage Bankers & Brokers	3	27.27%	45	3	42.86%
	Metals & Minerals, except Petroleum	5	22.73%	41	5	31.25%
	Paperboard Containers/Boxes	5	33.33%	40	4	44.44%
	Misc. Fabricated Metal Prods.	4	22.22%	40	4	33.33%
	Machinery, Equip. & Supplies	6	27.27%	39	5	35.71%
	Legal Srvcs.	6	16.22%	38	4	20.00%
	Fabricated Structural Metal Prods.	3	30.00%	27	2	33.33%
	Security Brokers & Dealers	5	26.32%	24	5	33.33%
	Computer & Office Equip.	4	21.05%	21	3	30.00%
	Plastics Materials & Synthetics	3	17.65%	20	3	37.50%
	Commercial Printing	2	14.29%	13	2	28.57%
	General Industrial Machinery	2	16.67%	8	1	12.50%
	Elect. Components & Accessories	2	8.70%	8	2	18.18%
	Metalworking Machinery	1	5.26%	6	1	6.67%
	Drugs	1	7.69%	0	1	25.00%
	SICs with <10 comparisons	51	26.42%	492	48	29.27%
	Detroit, MI Total	1,630	36.38%	33,993	1,123	47.30%
Grd Rapids- Muskegn- Holland,MI	Grocery Stores	35	43.21%	379	29	52.73%
	Motor Vehicles & Equip.	15	34.09%	343	6	31.58%
	Office Furniture	14	22.58%	280	9	52.94%
	Nurs. & Personal Care Facilities	9	33.33%	236	9	40.91%
	Department Stores	20	35.09%	232	18	45.00%
	Misc. Plastics Prods.	12	21.82%	221	9	29.03%
	Eating & Drinking Places	22	28.95%	220	22	28.95%
	Metal Forgings & Stampings	10	50.00%	184	7	77.78%
	Prods. Of Purchased Glass	3	27.27%	128	1	33.33%
	Hospitals	10	31.25%	118	7	58.33%
	Fabricated Structural Metal Prods.	10	62.50%	106	6	66.67%

Michigan MSA	DISCRIMINATION AGAINST MINORITIES Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Groceries & Related Prods.	11	37.93%	87	9	47.37%
	Bakery Prods.	3	15.00%	54	3	42.86%
	Commercial Banks	7	24.14%	43	7	33.33%
	Nonferrous Foundries (castings)	4	30.77%	40	3	37.50%
	Industrial Machinery	4	30.77%	39	3	37.50%
	Job Training & Related Srvcs.	4	40.00%	39	3	42.86%
	Prof. & Commercial Equip.	4	28.57%	23	3	42.86%
	Truck/Courier Srvcs./not Air	5	31.25%	20	5	38.46%
	Telephone Communication	0	0.00%	0	0	0.00%
	SICs with <10 comparisons	50	27.32%	493	47	31.54%
Grd Rapids-Muskegn-Holland,MI Total		252	30.77%	3,285	206	38.15%
Ann Arbor, MI	Eating & Drinking Places	20	52.63%	245	20	54.05%
	Hospitals	18	60.00%	238	6	75.00%
	Grocery Stores	16	44.44%	189	12	44.44%
	Department Stores	11	47.83%	173	8	47.06%
	Motor Vehicles & Equip.	9	20.00%	143	6	40.00%
	Nurs. & Personal Care Facilities	9	47.37%	140	5	50.00%
	Commercial Banks	6	60.00%	53	4	66.67%
	Research & Testing Srvcs.	4	21.05%	26	4	40.00%
	Misc. Plastics Prods.	2	16.67%	19	2	22.22%
	Computer & Data Processing Srvcs.	1	6.67%	9	1	7.14%
	SICs with <10 comparisons	16	28.07%	192	15	31.91%
Ann Arbor, MI Total		112	36.84%	1,427	83	41.50%
Saginaw- Bay City- Midland, MI	Grocery Stores	11	42.31%	208	8	47.06%
	Eating & Drinking Places	13	39.39%	198	13	39.39%
	Department Stores	15	46.88%	182	13	54.17%
	Motor Vehicles & Equip.	4	18.18%	179	2	33.33%
	Hospitals	6	37.50%	115	3	60.00%
	Nurs. & Personal Care Facilities	4	36.36%	102	3	33.33%
		SICs with <10 comparisons	20	35.09%	203	18
Saginaw-Bay City-Midland, MI Total		73	37.06%	1,188	60	42.86%
Kalamazoo- Battle Creek, MI	Eating & Drinking Places	9	28.13%	73	9	28.13%
	Motor Vehicles & Equip.	5	21.74%	70	5	45.45%
	Department Stores	4	16.00%	26	3	15.00%
	Hospitals	2	11.11%	20	1	20.00%
	Commercial Banks	1	7.14%	6	1	12.50%
	Grocery Stores	0	0.00%	0	0	0.00%
		SICs with <10 comparisons	12	20.34%	84	9
Kalamazoo-Battle Creek, MI Total		33	17.46%	280	28	22.05%

Michigan MSA	DISCRIMINATION AGAINST MINORITIES Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
Lansing- East Lansing, MI	Grocery Stores	9	30.00%	110	8	36.36%
	Eating & Drinking Places	11	39.29%	102	11	39.29%
	Motor Vehicles & Equip.	5	25.00%	87	5	55.56%
	Hospitals	5	38.46%	62	2	50.00%
	Department Stores	4	22.22%	56	3	20.00%
	Life Ins.	1	9.09%	0	1	25.00%
	SICs with <10 comparisons	9	16.67%	71	9	19.57%
Lansing-East Lansing, MI Total		44	25.29%	489	39	30.47%
Flint, MI	Motor Vehicles & Equip.	7	14.89%	190	5	41.67%
	Grocery Stores	10	38.46%	183	9	45.00%
	Eating & Drinking Places	9	40.91%	125	9	40.91%
	Department Stores	4	16.00%	91	4	22.22%
	Nurs. & Personal Care Facilities	3	21.43%	69	3	33.33%
	SICs with <10 comparisons	10	25.64%	66	9	31.03%
	Flint, MI Total		43	24.86%	724	39
Benton Harbor, MI	Department Stores	4	33.33%	104	3	33.33%
	Hospitals	7	38.89%	72	3	75.00%
	SICs with <10 comparisons	9	40.91%	116	9	40.91%
Benton Harbor, MI Total		20	38.46%	293	15	42.86%
Jackson, MI	Eating & Drinking Places	4	33.33%	17	4	33.33%
	SICs with <10 comparisons	6	16.67%	64	5	16.13%
	Jackson, MI Total		10	20.83%	81	9
MICHIGAN MINORITIES TOTALS		2,217	34.45%	41,759	1,602	43.33%

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

Michigan	DISCRIMINATION AGAINST BLACKS	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%		#	%
MSA	Industry					
Detroit, MI	Hospitals	151	54.12%	6,672	41	66.13%
	Motor Vehicles & Equip.	196	39.68%	6,665	106	64.24%
	Department Stores	138	49.11%	3,244	94	58.02%
	Grocery Stores	130	53.06%	2,078	114	58.16%
	Eating & Drinking Places	125	50.20%	1,761	122	52.59%
	Metal Forgings & Stampings	44	40.37%	1,061	27	54.00%
	Nurs. & Personal Care Facilities	47	33.81%	999	31	44.29%
	Telephone Communication	61	43.88%	764	46	59.74%
	Health & Allied Svcs.	22	33.85%	558	9	45.00%
	Medical Svcs. & Health Ins.	23	41.07%	543	12	63.16%
	Computer & Data Processing Svcs.	47	35.07%	532	39	40.21%
	Commercial Banks	27	36.99%	513	18	52.94%
	Lumber/Other Bldg. Materials	23	57.50%	426	20	62.50%
	Misc. Plastics Prods.	28	50.00%	356	25	60.98%
	Variety Stores	20	48.78%	333	9	56.25%
	Motor Vehicles, Parts & Supplies	19	30.16%	289	11	40.74%
	Truck/Courier Svcs./not Air	15	26.79%	268	10	30.30%
	Hotels & Motels	15	29.41%	264	10	32.26%
	Home Health Care Svcs.	16	43.24%	246	10	52.63%
	Business Credit Institutions	9	42.86%	222	7	70.00%
	Groceries & Related Prods.	13	39.39%	186	11	55.00%
	Drug/Proprietary Stores	13	41.94%	183	11	42.31%
	Electrical Work	12	41.38%	169	5	50.00%
	Offices & Clinics Of MDs	12	46.15%	167	5	45.45%
	Cable & Other Pay TV Svcs.	15	42.86%	164	5	62.50%
	Air Transport., Scheduled	12	38.71%	161	8	42.11%
	Misc. Shopping Goods Stores	23	57.50%	159	23	57.50%
	Engines & Turbines	5	35.71%	147	4	66.67%
	Engineering & Architect. Svcs.	22	38.60%	145	19	43.18%
	Gas Production & Distribution	15	39.47%	144	8	53.33%
	Blast Furnace/Basic Steel Prods.	11	36.67%	142	7	43.75%
	Civic & Social Associations	9	81.82%	140	9	81.82%
	Newspapers	15	51.72%	135	5	62.50%
	Fire, Marine & Casualty Ins.	11	18.97%	134	10	29.41%
	Savings Institutions	6	46.15%	113	4	57.14%
	Sanitary Svcs.	8	32.00%	109	6	40.00%
	Beverages	10	40.00%	103	6	66.67%
	Misc. Fabricated Textile Prods.	8	44.44%	96	7	53.85%
	Metal Svcs.	7	36.84%	94	6	50.00%
	Job Training & Related Svcs.	5	41.67%	92	2	33.33%
	Furniture/Homefurnishings Stores	12	38.71%	90	9	45.00%
	Life Ins.	3	16.67%	84	2	22.22%
	Radio, TV & Computer Stores	12	42.86%	72	10	47.62%

	Individual & Family Svcs.	10	38.46%	67	6	42.86%
	Auto. Rentals, No Drivers	8	29.63%	64	7	46.67%
	Measuring & Controlling Devices	7	43.75%	63	7	70.00%
	Screw Machine Prods/Bolts/Etc.	9	37.50%	62	9	45.00%
	Public Warehousing & Storage	5	26.32%	59	4	40.00%
	Acc'ting, Auditing & Bookkeeping	4	19.05%	51	4	28.57%
	Misc. Publishing	4	21.05%	50	3	42.86%
	Mortgage Bankers & Brokers	3	27.27%	49	3	42.86%
	Misc. General Mdse. Stores	5	21.74%	48	4	30.77%
	Research & Testing Svcs.	6	30.00%	43	4	36.36%
	Radio & TV Broadcasting	7	25.93%	42	4	33.33%
	Beer, Wine & Distilled Beverages	4	36.36%	38	4	57.14%
	Paperboard Containers/Boxes	5	33.33%	38	4	44.44%
	New & Used Car Dealers	8	28.57%	38	6	40.00%
	Machinery, Equip. & Supplies	5	35.71%	37	4	40.00%
	Freight Transport. Arrangement	5	38.46%	36	5	41.67%
	Misc. Fabricated Metal Prods.	4	33.33%	36	4	40.00%
	Legal Svcs.	7	21.88%	35	7	36.84%
	Prof. & Commercial Equip.	9	36.00%	33	6	40.00%
	Ins. Agents, Brokers & Svc.	7	33.33%	29	6	42.86%
	Security Brokers & Dealers	3	27.27%	20	3	27.27%
	Metals & Minerals, except Petroleum	4	21.05%	13	3	21.43%
	Railroads	4	18.18%	11	3	25.00%
	Elect. Components & Accessories	1	10.00%	11	1	16.67%
	Computer & Office Equip.	2	14.29%	10	2	22.22%
	Plastics Materials & Synthetics	1	9.09%	4	1	20.00%
	Metalworking Machinery	2	20.00%	4	2	20.00%
	SICs with <10 comparisons	56	32.56%	506	54	33.96%
	Detroit, MI Total	1,610	40.74%	32,320	1,113	49.62%
Grd Rapids-Muskegn-Holland,MI	Grocery Stores	34	61.82%	279	30	68.18%
	Motor Vehicles & Equip.	11	35.48%	263	7	38.89%
	Nurs. & Personal Care Facilities	10	45.45%	246	10	45.45%
	Department Stores	23	47.92%	220	19	47.50%
	Misc. Plastics Prods.	12	30.00%	165	10	32.26%
	Hospitals	11	35.48%	162	6	50.00%
	Eating & Drinking Places	32	43.24%	154	32	43.24%
	Office Furniture	9	42.86%	115	7	43.75%
	Bakery Prods.	3	21.43%	74	2	28.57%
	Commercial Banks	7	43.75%	54	7	43.75%
	Nonferrous Foundries (castings)	4	36.36%	40	3	37.50%
	Metal Forgings & Stampings	3	25.00%	34	2	22.22%
	Groceries & Related Prods.	4	36.36%	27	4	36.36%
	Fabricated Structural Metal Prods.	5	41.67%	27	4	50.00%
	Truck/Courier Svcs./not Air	3	23.08%	18	3	30.00%
	SICs with <10 comparisons	33	26.40%	228	30	28.85%
	Grd Rapids-Muskegn-Holland,MI Total	204	38.06%	2,103	176	40.93%

Ann Arbor, MI	Motor Vehicles & Equip.	12	33.33%	212	7	46.67%
	Hospitals	14	70.00%	190	6	75.00%
	Grocery Stores	15	50.00%	172	13	54.17%
	Department Stores	11	47.83%	161	8	47.06%
	Eating & Drinking Places	22	62.86%	149	22	62.86%
	Nurs. & Personal Care Facilities	6	54.55%	128	5	50.00%
	Commercial Banks	7	70.00%	47	5	83.33%
	SICs with <10 comparisons	17	36.17%	150	16	39.02%
Ann Arbor, MI Total		104	49.06%	1,210	82	52.56%
Flint, MI	Motor Vehicles & Equip.	10	21.74%	318	5	41.67%
	Grocery Stores	10	38.46%	173	9	45.00%
	Eating & Drinking Places	9	40.91%	138	9	40.91%
	Department Stores	5	20.00%	84	5	27.78%
	Nurs. & Personal Care Facilities	3	27.27%	70	3	33.33%
	SICs with <10 comparisons	12	37.50%	72	10	38.46%
Flint, MI Total		49	30.25%	856	41	38.32%
Saginaw-Bay City-Midland, MI	Grocery Stores	11	52.38%	170	9	52.94%
	Department Stores	15	51.72%	158	14	58.33%
	Motor Vehicles & Equip.	3	21.43%	121	3	50.00%
	Eating & Drinking Places	15	45.45%	116	15	45.45%
	Hospitals	5	45.45%	96	3	60.00%
	SICs with <10 comparisons	18	37.50%	238	17	36.96%
Saginaw-Bay City-Midland, MI Total		67	42.95%	899	61	46.56%
Kalamazoo-Battle Creek, MI	Eating & Drinking Places	12	37.50%	67	12	37.50%
	Motor Vehicles & Equip.	4	36.36%	65	4	44.44%
	Department Stores	5	20.00%	20	4	20.00%
	Commercial Banks	1	10.00%	5	1	12.50%
	Grocery Stores	0	0.00%	0	0	0.00%
	SICs with <10 comparisons	12	21.82%	89	12	30.00%
Kalamazoo-Battle Creek, MI Total		34	23.61%	246	33	28.45%
Lansing-East Lansing, MI	Grocery Stores	11	40.74%	103	9	40.91%
	Eating & Drinking Places	12	42.86%	92	12	42.86%
	Motor Vehicles & Equip.	5	29.41%	86	4	44.44%
	Department Stores	6	33.33%	63	5	33.33%
	SICs with <10 comparisons	8	16.67%	82	7	16.67%
Lansing-East Lansing, MI Total		42	30.43%	425	37	31.90%
Benton Harbor, MI	Department Stores	4	33.33%	102	3	33.33%
	Hospitals	6	35.29%	71	3	75.00%
	SICs with <10 comparisons	8	36.36%	111	8	36.36%
Benton Harbor, MI Total		18	35.29%	285	14	40.00%

Jackson, MI	Eating & Drinking Places	3	25.00%	9	3	25.00%
	SICs with <10 comparisons	5	19.23%	18	5	20.00%
Jackson, MI Total		8	21.05%	26	8	21.62%
MICHIGAN BLACKS TOTALS		2,136	39.64%	38,372	1,565	46.43%

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

Michigan MSA	DISCRIMINATION AGAINST HISPANICS Industry	Comparisons w/Discrimination		Affected Workers #	Discriminating Establishments	
		#	%		#	%
Grd Rapids- Muskegn- Holland,MI	Metal Forgings & Stampings	10	58.82%	208	7	77.78%
	Office Furniture	8	38.10%	198	5	31.25%
	Eating & Drinking Places	28	36.84%	173	28	36.84%
	Misc. Plastics Prods.	13	41.94%	121	11	39.29%
	Fabricated Structural Metal Prods.	8	61.54%	102	6	66.67%
	Motor Vehicles & Equip.	6	31.58%	80	6	33.33%
	Bakery Prods.	5	33.33%	73	4	57.14%
	SICs with <10 comparisons	25	29.41%	230	23	31.94%
Grd Rapids-Muskegn-Holland,MI Total		103	37.18%	1,186	90	38.30%
Detroit, MI	Misc. Fabricated Textile Prods.	5	27.78%	461	4	30.77%
	Eating & Drinking Places	41	36.28%	149	41	36.61%
	Hotels & Motels	9	37.50%	44	9	39.13%
	SICs with <10 comparisons	21	41.18%	146	21	43.75%
Detroit, MI Total		76	36.89%	801	75	38.27%
Ann Arbor, MI	Eating & Drinking Places	15	46.88%	66	15	46.88%
	SICs with <10 comparisons	7	29.17%	38	7	31.82%
Ann Arbor, MI Total		22	39.29%	104	22	40.74%
Saginaw- Bay City- Midland, MI	Eating & Drinking Places	3	30.00%	26	3	30.00%
	Grocery Stores	3	20.00%	25	2	18.18%
	SICs with <10 comparisons	5	17.86%	58	5	17.86%
Saginaw-Bay City-Midland, MI Total		11	20.75%	109	10	20.41%
Lansing- E.Lansing, MI	Department Stores	1	8.33%	7	1	8.33%
	SICs with <10 comparisons	4	21.05%	30	4	21.05%
Lansing-East Lansing, MI Total		5	16.13%	36	5	16.13%
Jackson, MI	SICs with <10 comparisons	2	66.67%	39	2	66.67%
	Jackson, MI Total		2	66.67%	39	2
Flint, MI	SICs with <10 comparisons	1	50.00%	5	1	50.00%
	Flint, MI Total		1	50.00%	5	1
Benton Harbor, MI	SICs with <10 comparisons	1	50.00%	10	1	50.00%
	Benton Harbor, MI Total		1	50.00%	10	1
MICHIGAN HISPANICS TOTALS		221	35.08%	2,289	206	36.01%

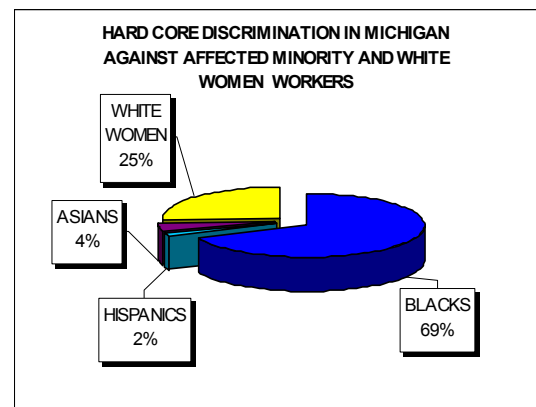
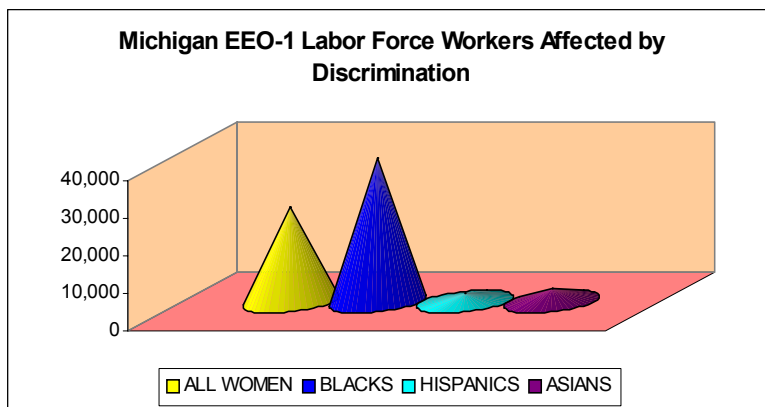
Table 16. Discrimination against Asians by MSA & Industry in Michigan

Michigan	DISCRIMINATION AGAINST ASIANS	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%		#	%
MSA	Industry					
Detroit, MI	Computer & Data Processing Svcs.	67	64.42%	1,247	63	65.63%
	Hospitals	26	46.43%	480	26	46.43%
	Engineering & Architect. Svcs.	24	46.15%	277	23	46.94%
	Motor Vehicles & Equip.	20	26.32%	269	20	26.32%
	Motor Vehicles, Parts & Supplies	13	52.00%	168	9	56.25%
	Nurs. & Personal Care Facilities	6	22.22%	40	6	22.22%
	Health & Allied Svcs.	4	36.36%	34	4	36.36%
	Acc'ting, Auditing & Bookkeeping	2	20.00%	31	2	20.00%
	Research & Testing Svcs.	7	50.00%	27	6	60.00%
	Elect. Components & Accessories	3	23.08%	16	2	22.22%
	SICs with <10 comparisons	20	37.04%	102	18	34.62%
Detroit, MI Total		192	43.44%	2,691	179	43.45%
Grd Rapids-Muskegn-Holland, MI	Misc. Plastics Prods.	14	42.42%	167	12	41.38%
	Motor Vehicles & Equip.	8	66.67%	100	8	66.67%
	SICs with <10 comparisons	11	31.43%	170	9	32.14%
Grd Rapids-Muskegn-Holland, MI Total		33	41.25%	437	29	42.03%
Ann Arbor, MI	Research & Testing Svcs.	5	31.25%	31	4	40.00%
	Computer & Data Processing Svcs.	3	23.08%	13	3	23.08%
	SICs with <10 comparisons	5	33.33%	82	5	33.33%
Ann Arbor, MI Total		13	29.55%	126	12	31.58%
Lansing-East Lansing, MI	SICs with <10 comparisons	3	37.50%	18	3	37.50%
Lansing-East Lansing, MI Total		3	37.50%	18	3	37.50%
Flint, MI	SICs with <10 comparisons	5	62.50%	46	5	62.50%
Flint, MI Total		5	62.50%	46	5	62.50%
Kalamazoo-Battle Creek, MI	SICs with <10 comparisons	2	40.00%	9	2	40.00%
Kalamazoo-Battle Creek, MI Total		2	40.00%	9	2	40.00%
Saginaw-Bay City-Midland, MI	SICs with <10 comparisons	1	33.33%	10	1	33.33%
Saginaw-Bay City-Midland, MI Total		1	33.33%	10	1	33.33%
MICHIGAN ASIANS TOTALS		249	42.20%	3,338	231	42.54%

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

Table 17. Bottom Line of Discrimination in Michigan.

Bottom Line of Discrimination in Michigan	Comparisons with Discrimination		Affected Workers	Discriminating Establishments		Hard Core Discriminators			
	#	%		#	#	Establishments		Workers	
						#	%	#	% of Affected Workers
ALL WOMEN	1,580	23.41%	25,386	1,226	32.86%	322	8.63%	12,233	48.19%
MINORITIES	2,217	34.45%	41,759	1,602	43.33%	650	17.58%	26,923	64.47%
BLACKS	2,136	39.64%	38,372	1,565	46.43%	633	18.78%	24,639	64.21%
HISPANICS	221	35.08%	2,289	206	36.01%	17	2.97%	740	32.34%
ASIANS	249	42.20%	3,338	231	42.54%	49	9.02%	1,425	42.70%



Every time a Black worker sought an employment opportunity in 1999, he or she had a 40% chance of facing discrimination – two fifths of the time. A Hispanic worker faced this risk 35% of the time, while Asian workers faced it 42% of the time. Women faced the risk of discrimination 23% or nearly one quarter of the time.

The Detroit, Grand Rapids, and Ann Arbor MSAs included 57,184 affected workers or 91% of all affected workers in the state.

§15. CONCLUSIONS AND RECOMMENDATIONS

This state study has the same objectives as the National Study: (1) to assist the public in deciding whether discrimination is still so severe that affirmative action continues to be necessary to raise the status of minorities and women to that of equality; (2) to enable those employers whose practices appear discriminatory to understand their situations and take actions they deem appropriate; (3) to enable public and private agencies to address the continuation of intentional job discrimination; and, (4) to bring a modest element of predictability and stability to the law of employment discrimination.¹⁷

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

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

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

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

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

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

ASIAN-PACIFIC ISLANDERS. See “Groups.”

BLACKS. See “Groups.”

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

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

EEO-1 REPORT. All employers with 100 or more employees and many with fifty or more, have been required to file reports on the composition of their work forces since 1966 on a form called EEO-1. This employer reporting system has enabled the continuous annual collection of information on the race, sex, national origin, and occupation of employees. The Office of Federal Contract Compliance Programs (OFCCP) has required government contractors to file identical reports with respect to establishments of 50 or more employees.¹⁸ The reports require information on the number of employees who are men and women, Black, Hispanic, Asian Pacific and Native American.

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

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

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

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

GROUPS (RACE/ETHNICITY).

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

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

"The race/ethnic categories for this survey are:

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

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

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

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

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

HISPANICS. See "Groups" above.

INTENTIONAL DISCRIMINATION. "Intentional Discrimination" exists "when a complaining party demonstrates that **race, color, religion, sex or national origin was a motivating factor for any employment practice, even though other factors also motivated the practice.**"¹⁹ This means that the intent need not be the sole factor in an employment decision. It is enough to show that it was one of the motivating factors. If an employer has both a legitimate reason for its practices and also a discriminatory reason, then it is engaged in intentional discrimination under the Civil Rights Act. See Statistical Significance.

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

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

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

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

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

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

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

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

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

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

"Laborers (unskilled). - Workers in manual occupations which generally require no special training who perform elementary duties that may be learned in a few days and require the application of little or no

independent judgment. Includes: garage laborers, car washers and greasers, groundskeepers and gardeners, farmworkers, stevedores, wood choppers, laborers performing lifting, digging, mixing, loading and pulling operations, and kindred workers.

"*Service workers*. - Workers in both protective and non-protective service occupations. Includes: attendants (hospital and other institutions, professional and personal service, including nurses aides, and orderlies), barbers, charworkers and cleaners, cooks, counter and fountain workers, elevator operators, firefighters and fire protection, guards, door-keepers, stewards, janitors, police officers and detectives, porters, waiters and waitresses, amusement and recreation facilities attendants, guides, ushers, public transportation attendants, and kindred workers."

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

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

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

NATIVE AMERICANS. See "Groups."

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

STANDARD DEVIATIONS. See "Statistical Significance."

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

women, that difference is deemed statistically significant. It is 2.7 standard deviations from the expected number. This difference is evidence of intentional discrimination. See “**Intentional Discrimination.**”

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

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

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

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

Intentional discrimination was “the most obvious evil” that the Civil Rights Act of 1964 was designed to prevent. Is intentional discrimination still a potent force restricting job opportunities for women and minorities? Or, is it what University of California Regent Ward Connerly suggested in 1998, “Black Americans are not hobbled by chains any longer. We’re free to compete. We’re capable of competing. It is an absolute insult to suggest that we can’t.”¹ Which is it: a “level playing field,” or an uphill struggle for women and minorities against intentional job discrimination that favors whites/males?

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

In 1991, Congress confirmed that intentional discrimination exists when “race, color, religion, sex or national origin was a motivating factor for any employment practice, even though other factors also motivated the practice.”² “Intent to discriminate” is not the equivalent of “evil motive,” where a personal wish or desire to oppress women or minorities is the *only* explanation for the harm done. If an employer has both a legitimate reason for its practices and also a discriminatory reason, it is engaged in intentional discrimination.

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

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

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

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

A. BACKGROUND OF THE STUDY

Private employers of 100 or more employees and government contractors of 50 or more employees have been required to file annual reports, called EEO-1 reports, since 1966 with the U.S. Equal Employment Opportunity Commission and

the Department of Labor. The study obtained computerized versions of these reports from the EEOC with the names and identifying addresses of employers expunged to preserve employer confidentiality. The statistics only identify the state and Metropolitan Statistical Area in which establishments are located.

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

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

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

B. THE BURDEN OF DISCRIMINATION

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

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

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

C. BLACK WORKERS MOST SERIOUSLY AFFECTED

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

- Thirty five thousand business establishments discriminated against 586,000 Blacks. Ninety percent of these Black workers were affected by establishments that were so far below the average utilization that there was only a 1 in 100 chance that this happened by accident and half by” hard core” employers who had been discriminating for at least nine years.
- Hispanic workers were 33% of minority workers reported, and they constituted 28% of those affected by discrimination or 283,000 workers.

- Asian Pacific workers were 17% of the minorities, and 15% -- or nearly 150,000 -- of those affected by discrimination.
- The data about Native American workers was too sparse to draw conclusions.

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

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

E. FORTY INDUSTRIES THAT WERE 'EQUAL OPPORTUNITY DISCRIMINATORS'

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

[Continued on next page.]

FORTY INDUSTRIES' INTENTIONAL DISCRIMINATION* AGAINST WOMEN, BLACKS, HISPANICS, AND ASIANS, SHOWING AFFECTED WORKERS** AND DISCRIMINATION RISK BY INDUSTRY***										
SIC	Industry	WOMEN		BLACKS		HISPANICS		ASIANS		AFFECTED WORKERS
		#	% Rsk	#	%Rsk	#	%Rsk	#	%Rsk*	
806	Hospitals	63,908	21%	89,314	41%	19,562	22%	23,719	36%	196,503
581	Eating and Drinking Places	35,370	19%	55,591	43%	43,702	40%	3,530	40%	138,193
531	Department Stores	42,271	22%	50,959	37%	20,615	29%	5,414	31%	119,259
541	Grocery Stores	28,253	14%	53,333	41%	20,681	33%	1,559	24%	103,827
805	Nursing and Personal Care Facilities	13,865	14%	39,429	35%	7,247	34%	5,508	34%	66,049
737	Computer and Data Processing Services	31,114	26%	8,206	28%	1,986	27%	16,637	36%	57,943
701	Hotels and Motels	13,127	17%	17,960	29%	18,651	25%	6,471	32%	56,208
481	Telephone Communication	29,394	30%	19,857	32%	3,654	25%	2,886	33%	55,791
602	Commercial Banks	18,673	18%	20,131	37%	4,006	23%	4,821	30%	47,632
371	Motor Vehicles and Equipment	18,084	32%	14,470	36%	3,206	32%	1,732	37%	37,492
367	Electronic Components and Accessories	11,965	26%	3,001	33%	5,808	23%	11,748	35%	32,522
421	Trucking & Courier Services, Ex. Air	10,119	42%	15,842	35%	5,304	26%	501	32%	31,766
451	Air Transportation, Scheduled	15,651	32%	8,597	30%	4,057	22%	2,768	33%	31,073
308	Miscellaneous Plastics Products	11,109	33%	4,662	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 EE01.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.
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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.
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§18. ENDNOTES

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