
TEXAS 1999
INTENTIONAL JOB DISCRIMINATION
IN
METROPOLITAN AREAS

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The views expressed are those of the authors,
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The millions of men and women whose efforts made the Civil Rights Act of 1964 and its implementation an evolving achievement of American democracy.

§3. DEDICATION

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

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§6. INTRODUCTION

This study identifies intentional employment discrimination in Texas 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 8,783 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 can be established with employment statistics, which minimize the role of chance.

§7. SUMMARY OF FINDINGS

(Terms defined in glossary at end of this Report.)

A. STATEWIDE DISCRIMINATION

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

Table 1. Discriminating Establishments and Affected Workers – 1999

TEXAS: Discriminating Establishments and Affected Workers – 1999			
Group	All Discriminating Establishments		Affected Workers *
	#	% of all Establishments	#
White Women	2,793	33%	26,697
Black	2,901	39%	39,873
Hispanic	2,521	32%	39,857
Asian-Pac	737	41%	10,213
Totals	8,952		116,640

* "Affected workers" are the difference between the members of an affected group employed in an establishment that is 2 standard deviations or more below the average utilization in the MSA, Industry and Occupation, and the number who would have been employed if members of that group had been employed at that average.

** 54.6% of Women are assumed to be White. [See Table 9] They are reported here Minority Women are reported in each minority group.

- **70,000 minority workers were adversely affected by discrimination in more than 3,350 establishments.** There was a 29% 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 almost one third of the time a minority worker sought an employment opportunity.²** That opportunity may have consisted of obtaining employment, or of any condition or privilege of employment once obtained including promotion, pay, training, transfer, discipline, layoff and discharge. This was the burden imposed because of race or national origin on every minority worker seeking an employment opportunity.
- Blacks and Hispanics each had 39,900 workers affected by discrimination, although the EEO-1 Labor Force had nearly 700,000 Hispanic and 410,000 Black workers.
- **39,900 Hispanic workers** were affected by discrimination in 2,500 establishments. This was nearly one third of the establishments reporting concerning Hispanic workers. **The risk of discrimination existed 26% or one quarter of the time a Hispanic worker sought an employment opportunity.** [Table 14]
- **39,900 Black workers** were affected by discrimination in 2,900 establishments. This was 39% of the establishments reporting concerning Black workers. **The risk of discrimination existed 31% or nearly one-third of the time a Black worker sought an employment opportunity.** [Table 13]
- **10,200 Asian workers** were affected by discrimination in 700 establishments. This was 40% of the establishments reporting concerning Asian workers. **The**

risk of discrimination existed 37% or more than one third of the time an Asian worker sought an employment opportunity. [Table 15]

- **48,900 Women** were affected by intentional job discrimination in 2,800 establishments. This was 33% of all establishments reporting concerning women workers. [Table 11] The risk of discrimination was 23% or nearly one-quarter of the time a woman sought an employment opportunity. [Table 12] Women were 54.2% White, 17.6% Black, 23.3% Hispanic, 3.9% Asian Pacific and 0.5% Native American.

To avoid double counting women in this summary, the following five tables report 54.6% of women workers as White. The remaining 45.4% of women are included under Black, Hispanic, and Asian headings.

B. HARD CORE DISCRIMINATION

Table 2. Hard Core Discriminators and Affected Workers – 1999

Texas -- Hard Core Establishments* & Affected Workers**--1999				
Group	Hard Core Establishments		Affected Workers	
	#	% of all Establishments	# of Workers	% of all Affected Workers
White Women***	587	7%	9,428	35%
Black	683	9%	16,205	41%
Hispanic	570	7%	15,598	39%
Asian-Pacific	114	6%	3,943	39%
Totals	1954		45,174	

* Discrimination at 2.5 standard deviations or more below average .
in MSA,industry and occupation over at least 9 years.
**Affected workers are the difference between the number of members of an affected group employed in an establishment, and the number of such workers who would have been employed if the employer had employed that group at the average.
*** 54.6% of Women are White. They are reported here. Minority Women are reported in each minority group. [See Table 9]

- **988 Hard Core discriminators accounted for forty six percent of the minority workers affected by discrimination. [Table 11] They accounted for 15,500 Hispanic workers (39%), 16,200 Black workers (41%), and nearly 4,000Asian workers (39%).**
- **587 Hard Core establishments accounted for thirty five percent of the women workers affected by discrimination. This is a total of 17,267 women workers. [Table 11]**

C. GEOGRAPHIC DISTRIBUTION OF DISCRIMINATION

Five metropolitan areas accounted for 93.6% of Black, Hispanic and Asian workers and 92.6% of white female workers affected by discrimination.

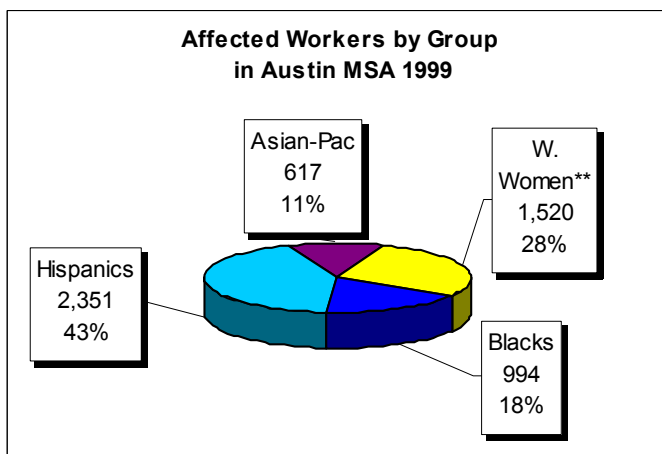
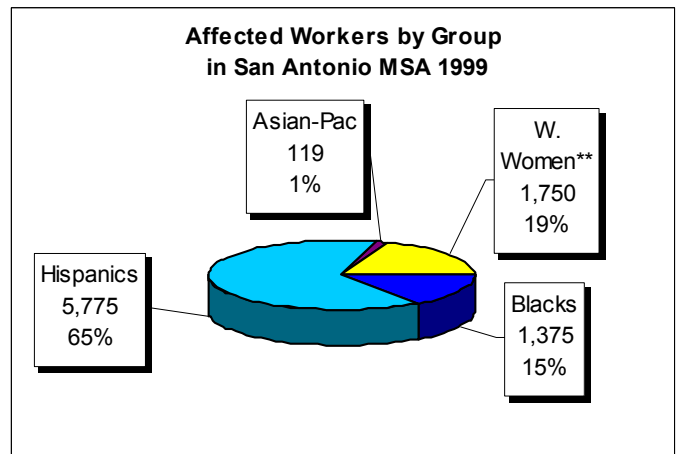
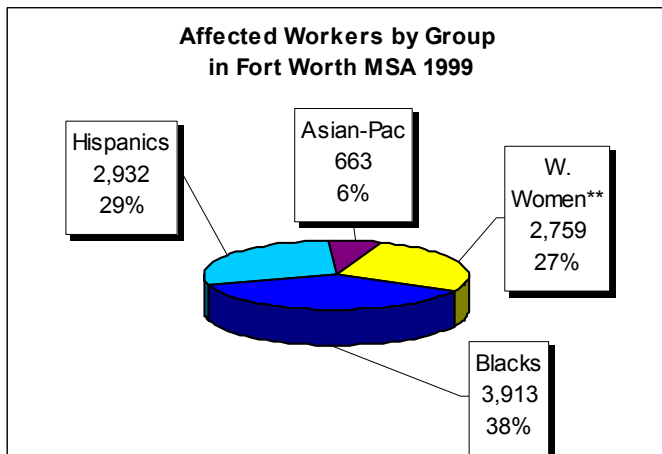
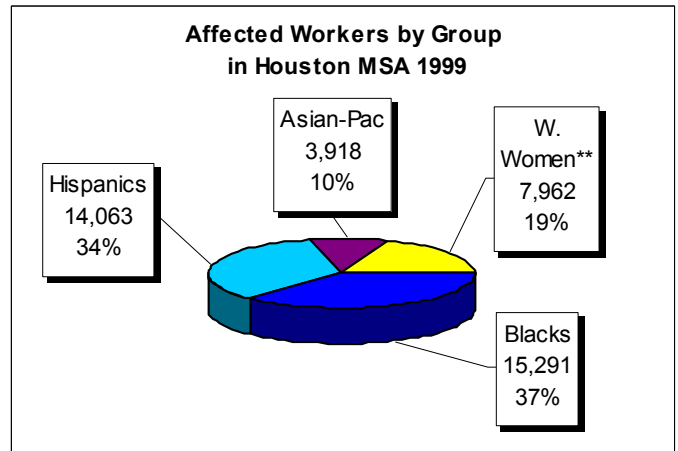
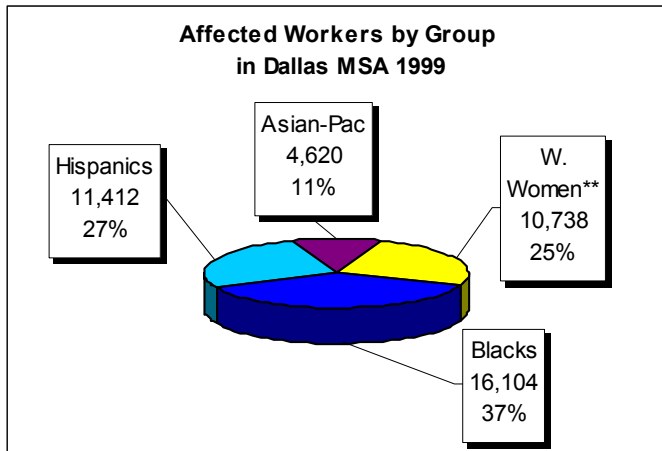
Table 3. Affected Workers in EEO-1 Labor Force in Five Largest MSA's

Affected Workers* in EEO-1 Labor Force in Five Largest Metro Statistical Areas - Texas										
* "Affected Workers" are the difference between the number of members of an affected group employed in an establishment, and the number of such workers who would have been employed if the employer had employed that group at the average. ** 54.6% of Women are White.										
They are reported here. Minority group women are reported as minorities. [See Table 9]										
Group	Dallas MSA		Houston MSA		Fort Worth MSA		San Antonio MSA		Austin MSA	
	Affected Workers		Affected Workers		Affected Workers		Affected Workers		Affected Workers	
	#	% of Group	#	% of Group	#	% of Group	#	% of Group	#	% of Group
W. Women**	10,738	40.2%	7,962	29.8%	2,759	10.3%	1,750	6.6%	1,520	5.7%
Blacks	16,104	40.4%	15,291	38.3%	3,913	9.8%	1,375	3.4%	994	2.5%
Hispanics	11,412	28.6%	14,063	35.3%	2,932	7.4%	5,775	14.5%	2,351	5.9%
Asian-Pac	4,620	45.2%	3,918	38.4%	663	6.5%	119	1.2%	617	6.0%
Total	42,874		41,234		10,267		9,019		5,482	

These five MSAs accounted for 108,876 of the 138,838 affected workers or 78.4% of all affected workers in the state. [See Table 1]

Discrimination patterns vary between MSAs within Texas as the charts on the next page demonstrate:

Table 3a. Affected Workers by Group in Large MSAs



D. DISCRIMINATION BY OCCUPATION

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

Table 4. Occupational Discrimination in Texas -- 1999

DISCRIMINATION* IN OCCUPATIONS -- Texas -- 1999								
	WHITE WOMEN**		BLACKS		HISPANICS		ASIAN PACIFIC	
	Risk of Discrim. %	Affected Workers*** #	Risk of Discrim. %	Affected Workers #	Risk of Discrim. %	Affected Workers #	Risk of Discrim. %	Affected Workers #
O & M	19%	2,201	25%	1,035	21%	1,072	35%	252
Prof	26%	5,763	23%	2,509	18%	1,179	34%	4,362
Tech	23%	1,972	25%	2,471	19%	1,289	36%	1,079
Sales	22%	4,521	35%	9,018	28%	8,209	34%	712
O & C	19%	4,216	31%	7,927	20%	3,803	41%	161
Craft	34%	790	23%	1,273	26%	3,376	42%	476
Oper	37%	2,712	33%	5,001	30%	6,932	48%	2,276
Labor	32%	1,778	34%	3,170	31%	4,425	53%	621
Service	20%	2,744	39%	7,470	31%	9,571	34%	274
Any Occ	33%	26,697	39%	39,873	32%	39,857	41%	10,213
TOTAL AFFECTED WHITE WOMEN, BLACKS, HISPANICS AND ASIANS = 116,640								
*	Discrimination at 1.65 standard deviations or more below average in industry and MSA.							
**	54.6% of Women are assumed to be White. They are reported here. Minority Women are reported in each minority group. [See Table 9]							
***	"Affected workers" are the difference between the members of a group employed in an establishment that is 2 standard deviations or more below the average utilization of that group in the same MSA, Industry and Occupation, and the number of members who would have been employed if members had been employed at the average utilization.							

E. DISCRIMINATION BY INDUSTRY

Texas is similar to the national pattern of industries engaged in intentional discrimination, with few exceptions. The top ten industries in terms of affected workers nationally are: Hospitals, Department Stores, Eating and Drinking Places, Computer and Data Processing, Telephone Communications, Grocery stores, Commercial banks, Motor Vehicles and Accessories, Scheduled Air Transport., and Nursing and personal care facilities. These industries have large numbers of employees. They discriminate against Women, Blacks, Hispanics and Asians. As the following summary table shows, Texas varies little from the pattern.

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

Blacks, Hispanics, Asians	# Affected Workers	# Estab.
Eating & Drinking Places	11,010	963
Grocery Stores	8,143	828
Hospitals	8,112	496
Department Stores	5,586	426
Telephone Communication	3,599	283
Variety Stores	2,923	201
Nursing & Pers. Care Facilities	2,560	191
Commercial Banks	2,249	166
Elect. Components & Acc.	2,208	89
Hotels and Motels	1,905	158
Total	48,295	3,801

White Women	# Affected White Women Workers	# Estab.
Hospitals	3,702	102
Eating & Drinking Places	3,059	291
Computer & Data Proc. Svcs.	2,771	105
Department Stores	2,149	151
Telephone Communication	2,095	138
Grocery Stores	2,072	204
Air Transport., Scheduled	1,814	28
Groceries & Related Products	877	44
Crude Petroleum & Natural Gas	858	41
Computer & Office Equip.	804	31
Total	20,201	1,135

§8. BACKGROUND OF THIS STUDY

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

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

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

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

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

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

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

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

TEXAS	TOTAL POPULATION 18 AND OVER*		EEO-1 POPULATION		EEO-1 LABOR FORCE	
Total	14,965,061		3,038,623		2,828,346	
Male	7,338,177	49%	1,696,574	55.8%	1,574,207	55.7%
Female	7,626,884	51%	1,342,049	44.2%	1,254,139	44.3%
		% of Total		% of Total		% of Total
White	10,948,322	73.2%	1,731,717	57.0%	1,608,762	56.9%
Black	1,653,377	11.0%	436,729	14.4%	410,813	14.5%
Hispanic	4,282,901	28.6%	742,786	24.4%	684,680	24.2%
Asian	429,846	2.9%	112,466	3.7%	109,976	3.9%
Nat. Amer.	82,854	0.6%	14,925	0.5%	14,115	0.5%
Comments	* Census treats Hispanics as of any race, so totals may exceed 100%		EEO-1 Population includes employees working both inside and outside of MSAs and for employers of any size workforce.		EEO-1 Labor Force includes employees working inside an MSA for an employer of 50 or more employees.	
Employed Labor Force	The employed labor force is: 10,206,000.		The EEO-1 Population is: 29.77% of the employed labor force		The EEO-1 Labor Force is: 93.08% of the EEO-1 Population, and 27.71% of the employed labor force.	

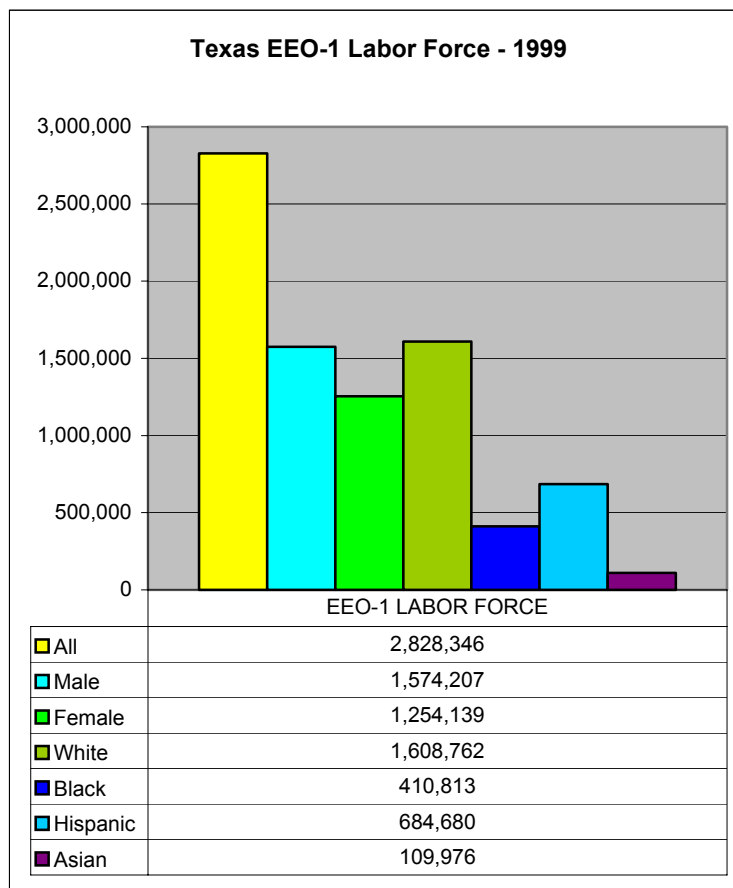
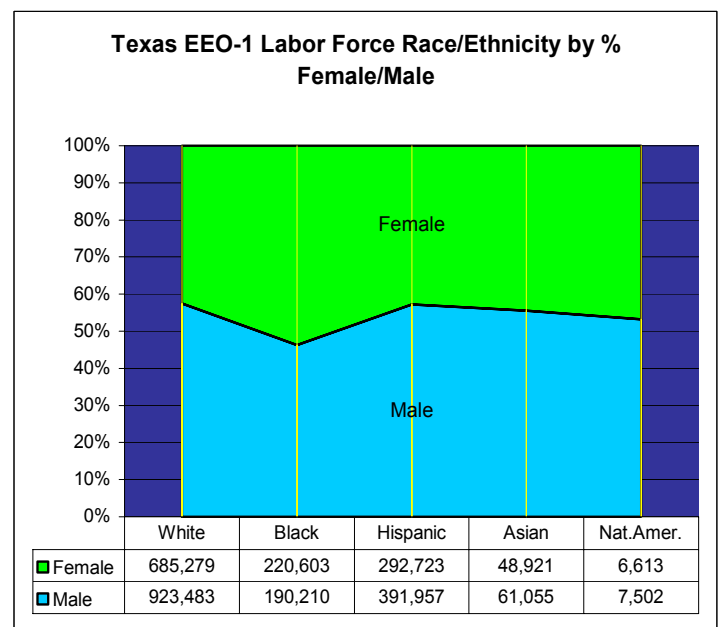
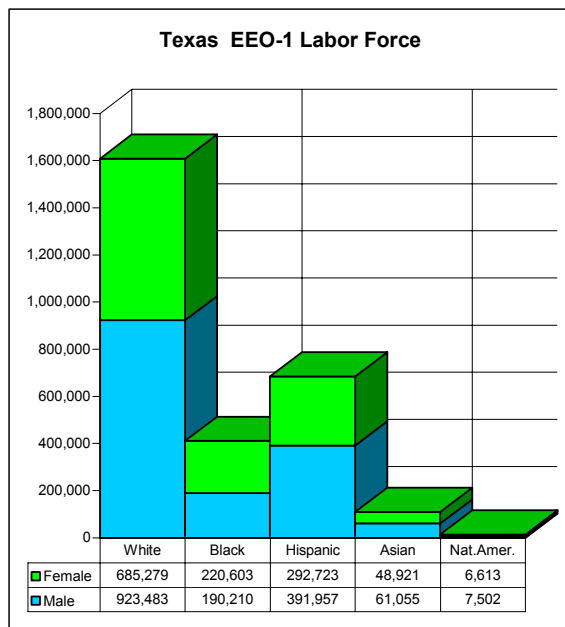


Table 9. The Texas EEO-1 Labor Force by sub categories of race, sex, and ethnicity: Showing proportions of minorities in each gender, and proportions of each gender among minorities

TEXAS EEO-1 LABOR FORCE MALE/FEMALE					
	Total	Female	Male	Percentages	
				Female	Male
ALL	2,828,346	1,254,139	1,574,207	44.34%	55.66%
White	1,608,762	685,279	923,483	42.60%	57.40%
Black	410,813	220,603	190,210	53.70%	46.30%
Hispanic	684,680	292,723	391,957	42.75%	57.25%
Asian	109,976	48,921	61,055	44.48%	55.52%
Nat.Amer.	14,115	6,613	7,502	46.85%	53.15%

This table provides an overall assessment of the proportion of women and men in each racial/ethnic category.
 For example, 44.48%. of Asians are Female.
 A chart below shows that 3.9% 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. Texas EEO-1 Labor Force in 1975 and 1999

Texas Employment in MSAs in Establishments over size 50								
	Number				%	Percent of Total		
	Female	Male	All			Female	Male	All
1975								
All Groups	489,740	872,789	1,362,529		36%	100.00%	100%	100.00%
White	333,834	641,620	975,454		34%	68.17%	73.51%	71.59%
Black	75,648	103,614	179,262		42%	15.45%	11.87%	13.16%
Hispanic	75,167	120,991	196,158		38%	15.35%	13.86%	14.40%
Asian	2,958	3,136	6,094		49%	0.60%	0.36%	0.45%
Native American	2,133	3,428	5,561		38%	0.44%	0.39%	0.41%
1999								
All Groups	1,254,139	1,574,207	2,828,346		44.34%	100.00%	100.00%	100.00%
White	685,279	923,483	1,608,762		42.60%	54.64%	58.66%	56.88%
Black	220,603	190,210	410,813		53.70%	17.59%	12.08%	14.52%
Hispanic	292,723	391,957	684,680		42.75%	23.34%	24.90%	24.21%
Asian	48,921	61,055	109,976		44.48%	3.90%	3.88%	3.89%
Native American	6,613	7,502	14,115		46.85%	0.53%	0.48%	0.50%

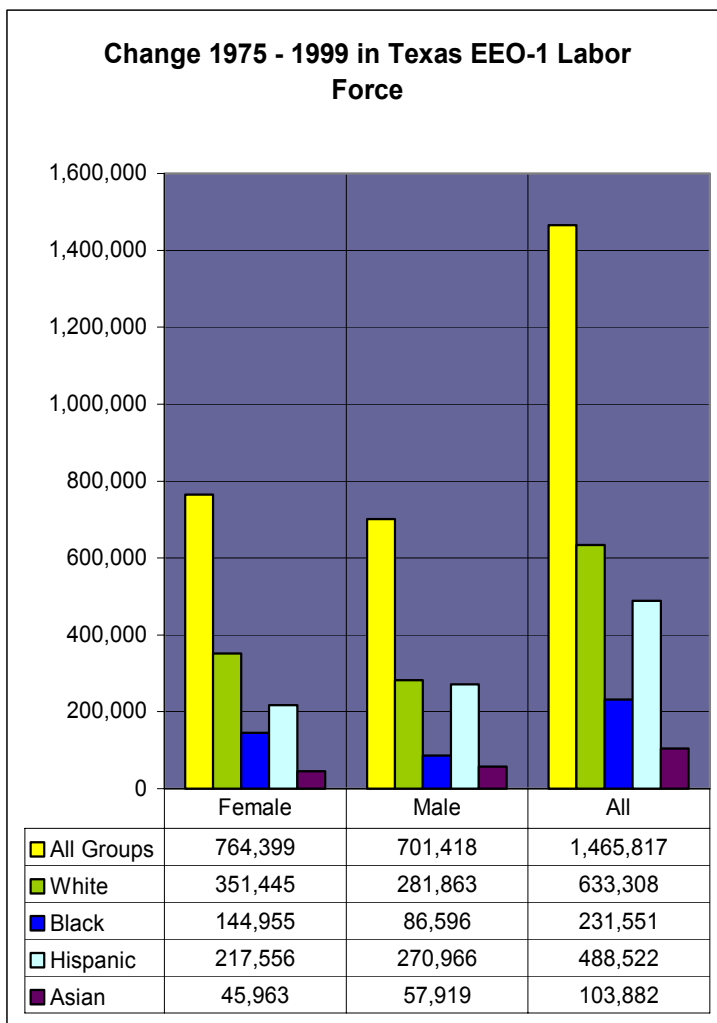
The increase in proportions of Women, Black, Hispanic and Asian employees is also evident in the adjoining chart showing the same data as above with emphasis on the changes between '75 and '99.

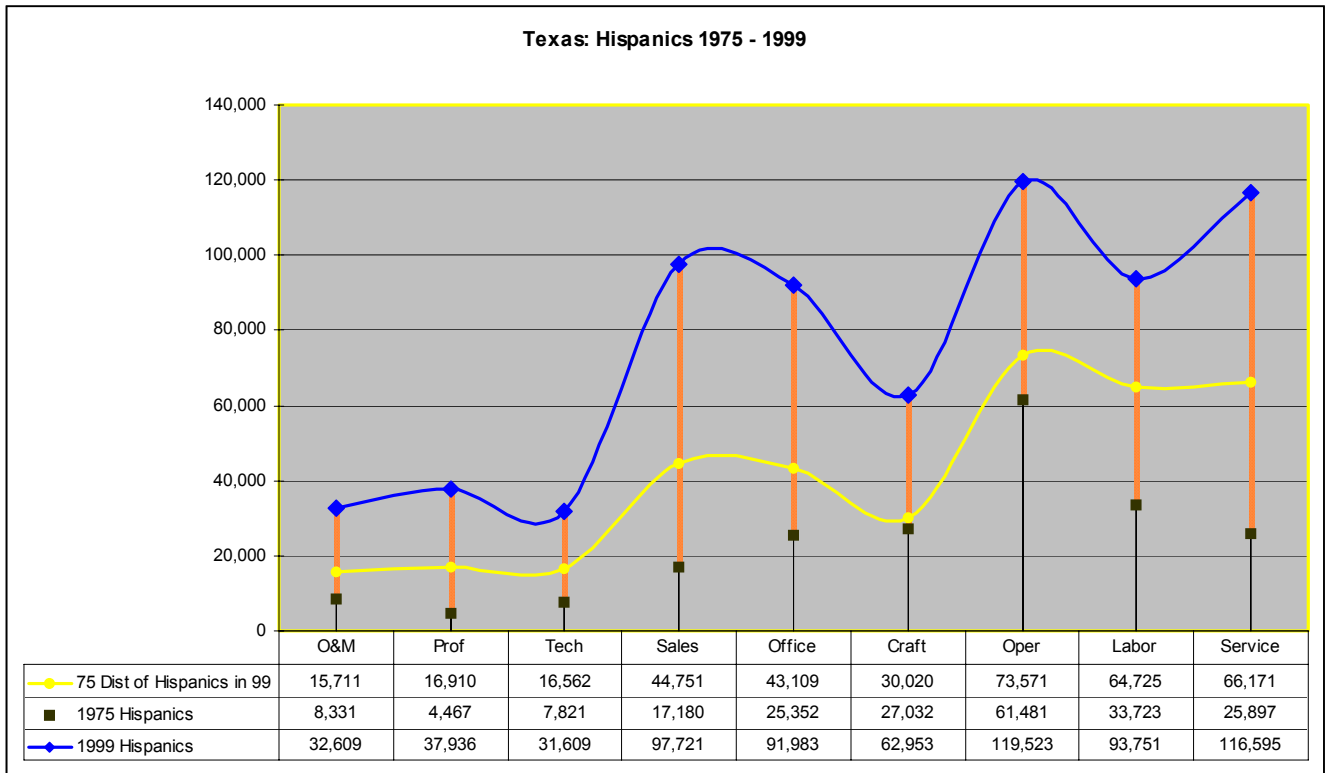
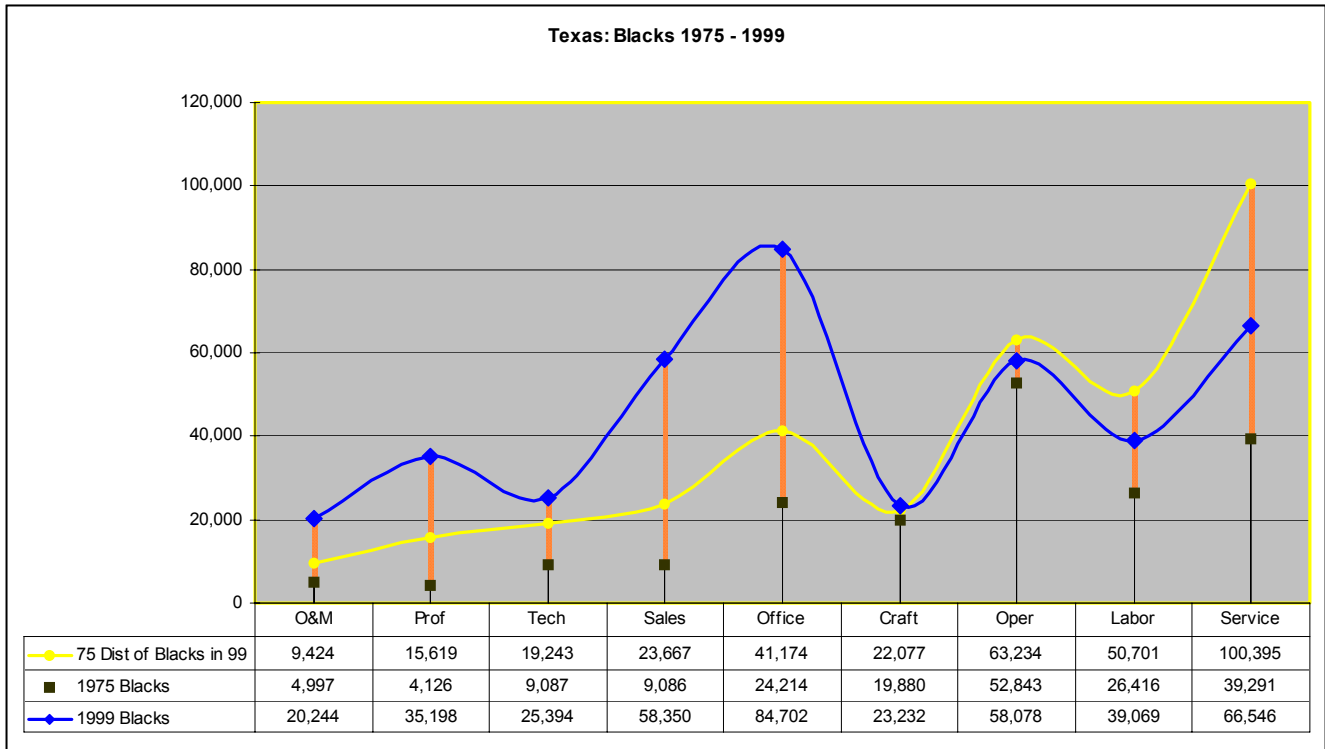
A. RACE/ETHNICITY

The following charts show the rising tide of employment among Blacks, Hispanics and Asian workers in 1999 (the blue lines) which often exceeded the distribution that would have been expected had the distribution of jobs continued in the same proportions as in 1975 (represented by the yellow lines).

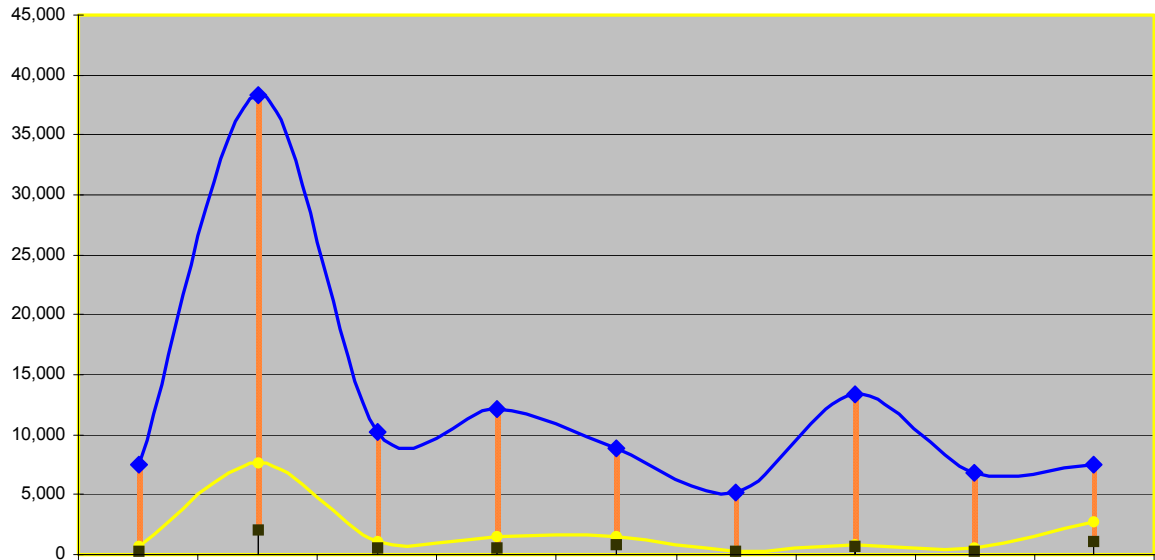
Table 10a. The Rising Tide: Black, Hispanic, Asian-Pacific Origin, and Native American Workers

[Next Page.]



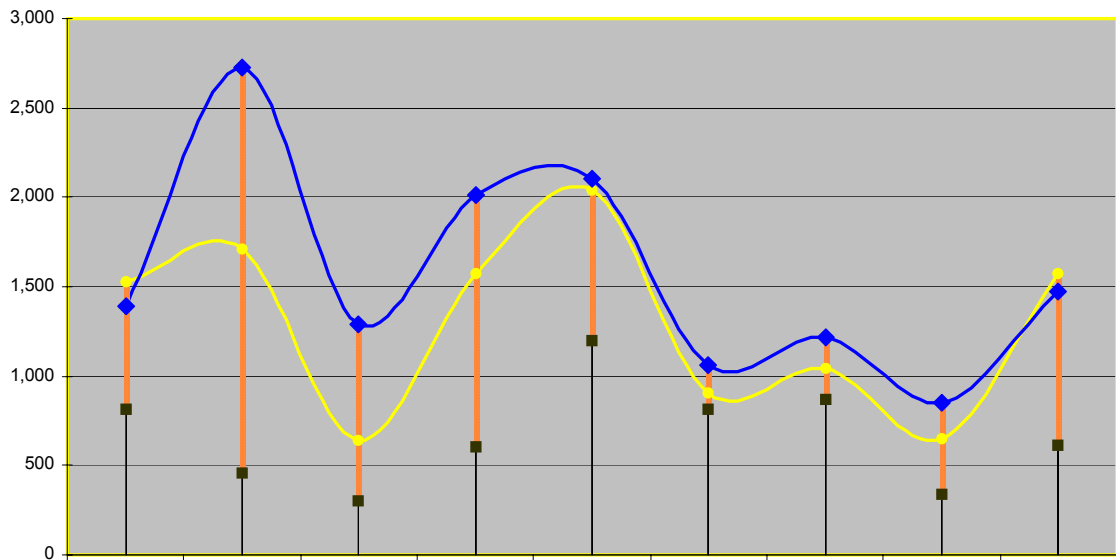


Texas: Asians 1975 - 1999



	O&M	Prof	Tech	Sales	Office	Craft	Oper	Labor	Service
75 Dist of Asians in 99	617	7,647	1,150	1,560	1,464	239	807	507	2,678
1975 Asians	327	2,020	543	599	861	215	674	264	1,048
1999 Asians	7,454	38,375	10,273	12,126	8,883	5,207	13,404	6,821	7,433

Texas: Native Americans 1975 - 1999

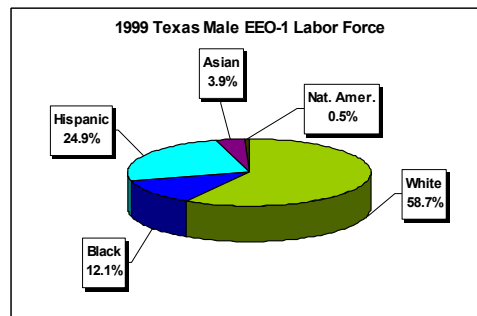
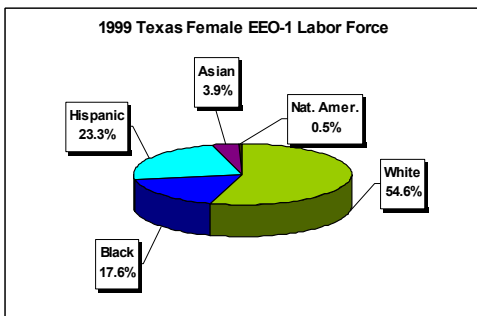
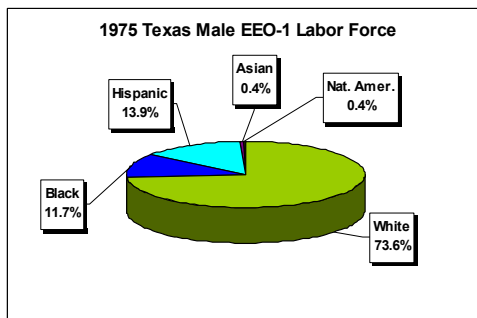
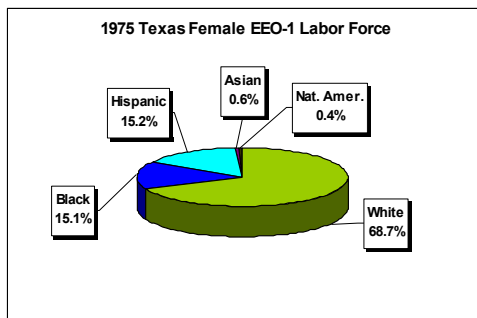
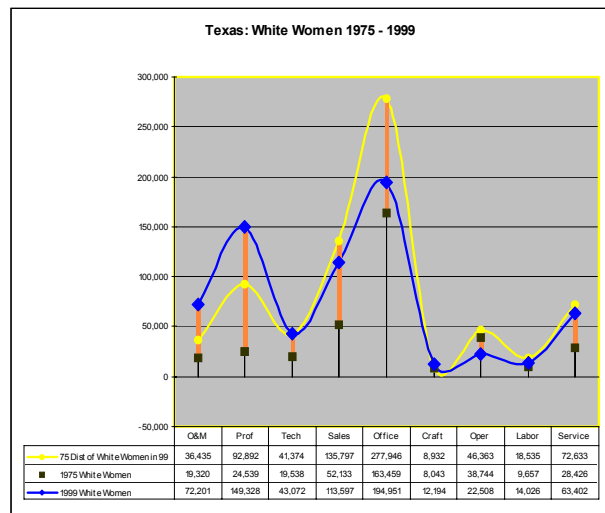
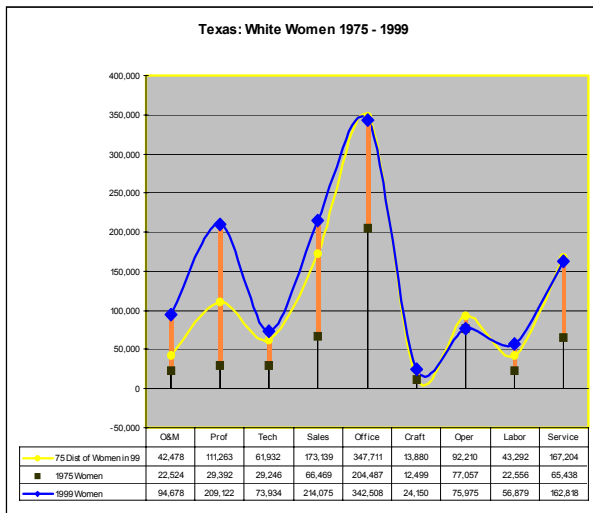


	O&M	Prof	Tech	Sales	Office	Craft	Oper	Labor	Service
75 Dist of Nat. Amer. in 99	1,528	1,715	642	1,571	2,035	903	1,042	649	1,577
1975 Native Americans	810	453	303	603	1,197	813	871	338	617
1999 Native Americans	1,387	2,724	1,292	2,012	2,102	1,058	1,215	854	1,471

B. GENDER AND RACE/ETHNICITY

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

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



This study examines how employers have addressed the emerging reality described above: that the number and proportion of qualified minority and female workers has been increasing. Many employers changed exclusionary practices and informally included more minorities and women. Others adopted more formal affirmative action programs. During this period, many reduced their use of pro forma screening devices such as written tests. They increased reliance on subjective judgments of supervisors that may harbor discrimination.¹² The discriminatory character of these judgments may become visible only when a pattern of similar activity is observed—often when the employer is compared to similar establishments. When the comparison yields a significant disparity, the Supreme Court has concluded that there is “substantial reason, based upon the statistical manifestations of the net effects of the employer’s practices, to believe that the employer has violated Title VII on a continuing basis.”¹³

Using this principle we have evaluated establishments in each industry and each metropolitan statistical area for which we have data. This enables us to identify those that are so far below the average utilization of minorities and women in particular occupations that the law presumes that intentional discrimination has taken place.¹⁴

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

The following table describes the probability that a worker will face discrimination in seeking an employment opportunity in one of the nine occupational categories reported in form EEO-1.¹⁵ They are: O& M = Official & Managers, Prof = Professionals, Tech = Technical workers, Sales = Sales workers, O & C = Office and Clerical, Craft = Craft workers-skilled, Oper = Operatives - semi skilled, Labor = Laborers - unskilled, Service = Service workers.

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

including promotion, pay, training, transfer, discipline, layoff and discharge. This is the burden imposed on every member of each group because of his or her identification with that group when seeking an employment opportunity.

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

“Hard Core” establishments impose nearly half of the burden of discrimination on minorities. Thirty five percent of the burden on women flows from “Hard Core” establishments.

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

[See next page.]

Occupational Discrimination in Texas								
Group	Occupation	All Discriminators			Hard Core Discriminators			
		Establishments		Affected Workers	Establishments		Affected Workers	
		#	%	#	#	%	#	% of all Affected Workers
Female	O & M	370	19%	4,031	65	3%	1,250	31.02%
	Prof	550	26%	10,555	113	5%	4,450	42.16%
	Tech	212	23%	3,611	34	4%	1,198	33.18%
	Sales	616	22%	8,281	125	4%	2,902	35.05%
	O & C	473	19%	7,722	89	3%	2,265	29.33%
	Craft	168	34%	1,446	28	6%	562	38.89%
	Oper	370	37%	4,967	109	11%	2,230	44.89%
	Labor	269	32%	3,256	70	8%	1,231	37.79%
	Service	417	20%	5,026	54	3%	1,179	23.47%
	Any Occ	2,739	33%	48,895	587	7%	17,267	35.31%
Minority	O & M	384	22%	3,176	48	3%	1,030	32.42%
	Prof	501	24%	7,911	86	4%	3,529	44.61%
	Tech	274	27%	4,327	61	6%	1,676	38.72%
	Sales	916	34%	16,201	330	12%	8,972	55.38%
	O & C	745	29%	10,657	171	7%	4,169	39.12%
	Craft	307	28%	4,267	79	7%	1,674	39.24%
	Oper	420	28%	7,776	134	9%	4,189	53.88%
	Labor	284	28%	3,830	86	8%	1,704	44.50%
	Service	711	34%	12,335	248	12%	5,411	43.87%
	Any Occ	3,369	38%	70,480	988	11%	32,355	45.91%
Black	O & M	166	25%	1,035	16	2%	298	28.81%
	Prof	250	23%	2,509	44	4%	1,169	46.59%
	Tech	187	25%	2,471	42	6%	1,008	40.78%
	Sales	767	35%	9,018	217	10%	4,313	47.82%
	O & C	647	31%	7,927	118	6%	2,620	33.05%
	Craft	176	23%	1,273	25	3%	322	25.30%
	Oper	447	33%	5,001	109	8%	1,984	39.67%
	Labor	295	34%	3,170	61	7%	1,258	39.68%
	Service	730	39%	7,470	201	11%	3,234	43.29%
	Any Occ	2,901	39%	39,873	683	9%	16,205	40.64%
Hispanic	O & M	138	21%	1,072	17	3%	390	36.37%
	Prof	150	18%	1,179	12	1%	270	22.92%
	Tech	139	19%	1,289	11	2%	315	24.43%
	Sales	661	28%	8,209	192	8%	4,184	50.97%
	O & C	419	20%	3,803	50	2%	930	24.45%
	Craft	258	26%	3,376	57	6%	1,238	36.66%
	Oper	447	30%	6,932	111	8%	3,217	46.40%
	Labor	314	31%	4,425	59	6%	1,552	35.08%
	Service	632	31%	9,571	158	8%	3,502	36.59%
	Any Occ	2,521	32%	39,857	570	7%	15,598	39.14%
Asian	O & M	35	35%	252	3	3%	53	20.88%
	Prof	339	34%	4,362	57	6%	1,810	41.50%
	Tech	108	36%	1,079	15	5%	304	28.16%
	Sales	106	34%	712	10	3%	110	15.38%
	O & C	26	41%	161	0	0%	0	0.00%
	Craft	64	42%	476	7	5%	68	14.27%
	Oper	137	48%	2,276	35	12%	1,411	62.01%
	Labor	48	53%	621	7	8%	188	30.22%
	Service	23	34%	274	0	0%	0	0.00%
	Any Occ	737	41%	10,213	114	6%	3,943	38.61%

§13. INTENTIONAL DISCRIMINATION BY INDUSTRIES IN METROPOLITAN AREAS AMONG ESTABLISHMENTS WITH FIFTY OR MORE EMPLOYEES.¹⁶

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 industries 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 Texas

Texas	DISCRIMINATION AGAINST WOMEN	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%		#	%
MSA	Industry					
Dallas, TX	Telephone Communication	94	26.86%	2,127	76	47.50%
	Computer, Data Processing Svcs.	76	28.57%	1,487	54	43.20%
	Eating & Drinking Places	95	24.74%	997	88	25.88%
	Air Transportation, Scheduled	28	35.44%	853	13	40.63%
	Hospitals	36	17.48%	829	21	43.75%
	Groceries & Related Products	31	44.29%	795	20	68.97%
	Communications Equip.	50	33.11%	781	28	63.64%
	Department Stores	46	25.84%	755	40	38.83%
	Trucking, Courier Service, Ex. Air	38	46.91%	472	26	68.42%
	Electronic Components & Accessories	27	28.42%	457	17	54.84%
	Commercial Banks	32	26.67%	455	24	46.15%
	Grocery Stores	56	19.65%	411	53	27.04%
	Hotels & Motels	29	17.79%	377	22	35.48%
	Computer, Office Equip.	23	31.51%	319	14	53.85%
	Health & Allied Svcs.	15	28.85%	317	11	47.83%
	Fire, Marine, Casualty Insurance	25	21.74%	302	21	39.62%
	Professional & Commercial Equip.	26	32.50%	300	21	56.76%
	Variety Stores	19	19.00%	284	13	37.14%
	Public Warehousing & Storage	16	45.71%	281	15	60.00%
	Miscellaneous Plastics Products	20	43.48%	259	15	60.00%
	Accounting, Auditing, Bookkeeping	8	18.60%	248	6	28.57%
	Nursing, Personal Care Facilities	18	16.67%	244	13	22.03%
	Medical Service & Health Insurance	14	28.57%	218	8	44.44%
	Aircraft & Parts	13	44.83%	212	6	85.71%
	Miscellaneous Shopping Goods Stores	16	30.77%	207	14	36.84%
	Mortgage Bankers & Brokers	8	21.62%	194	5	33.33%
	Real Estate Agents, Managers	14	26.42%	179	11	47.83%
	Fabricated Structural Metal Products	22	44.00%	162	15	75.00%
	Legal Svcs.	10	17.86%	161	10	37.04%
	Soap, Cleaners & Toilet Goods	11	39.29%	156	8	66.67%
	Beverages	15	42.86%	151	5	45.45%
	Nonresidential Building Construction	11	52.38%	147	8	66.67%
	Insurance Agents, Brokers, Service	19	26.76%	146	16	50.00%
	Refrigeration & Service Machinery	10	35.71%	130	7	63.64%
	Subdividers & Developers	3	27.27%	129	2	40.00%
	Offices, Clinics of Medical Doctors	8	33.33%	126	7	53.85%
	Motor Vehicles, Parts & Supplies	16	38.10%	123	11	61.11%
	Personal Credit Institutions	5	20.00%	116	5	45.45%
	Measuring & Controlling Devices	14	30.43%	113	12	66.67%
	Business Credit Institutions	6	21.43%	111	6	46.15%
	Electrical Goods	6	11.54%	110	3	13.64%
	Misc. Electrical Equip. & Supplies	4	30.77%	109	3	50.00%
	Meat Products	4	19.05%	105	3	37.50%

Texas MSA	DISCRIMINATION AGAINST WOMEN Industry	Comparisons w/Discrimination		Affected Workers #	Discriminating Establishments	
		#	%		#	%
	Paperboard Containers & Boxes	14	46.67%	103	10	55.56%
	Radio, TV, & Computer Stores	12	21.43%	101	10	28.57%
	Automotive Rentals, No Drivers	11	28.21%	101	9	45.00%
	Holding Offices	6	37.50%	89	5	62.50%
	Life Insurance	8	17.02%	88	6	33.33%
	Millwork, Plywood & Structural Members	7	25.93%	88	6	54.55%
	Security Brokers & Dealers	13	22.03%	87	11	39.29%
	Nonferrous Rolling & Drawing	2	18.18%	86	2	33.33%
	Title Insurance	5	22.73%	82	4	30.77%
	Plumbing, Heating, Air-conditioning	9	37.50%	80	7	58.33%
	Crude Petroleum & Natural Gas	5	14.29%	77	5	33.33%
	Medical Instruments & Supplies	7	26.92%	77	6	66.67%
	Medical & Dental Laboratories	8	26.67%	74	6	50.00%
	Misc. Converted Paper Products	8	29.63%	71	5	45.45%
	Electric Svcs.	6	27.27%	70	5	35.71%
	Communication Svcs.	7	24.14%	69	4	28.57%
	Bakery Products	4	40.00%	67	3	50.00%
	Misc. Food & Kindred Products	6	26.09%	67	5	41.67%
	Commercial Printing	14	32.56%	66	7	50.00%
	Furniture, Homefurnishings Stores	4	18.18%	57	3	25.00%
	Special Industry Machinery	5	50.00%	56	3	50.00%
	Motor Vehicles & Equip.	4	19.05%	55	3	33.33%
	Dairy Products	8	44.44%	54	4	50.00%
	Drugs, Proprietaries & Sundries	5	29.41%	53	4	40.00%
	Engineering, Architectural Svcs.	7	20.59%	52	7	33.33%
	Machinery, Equip. & Supplies	7	28.00%	50	5	45.45%
	Books	4	26.67%	50	3	60.00%
	Family Clothing Stores	3	17.65%	50	3	17.65%
	Miscellaneous Publishing	6	25.00%	49	6	54.55%
	Credit Reporting & Collection	3	23.08%	42	3	30.00%
	Job Training & Related Svcs.	9	21.43%	39	8	32.00%
	Air Transportation, Nonscheduled	4	40.00%	39	2	50.00%
	Misc. Fabricated Metal Products	4	33.33%	38	3	50.00%
	Radio & TV Broadcasting	5	15.15%	35	5	31.25%
	Oil & Gas Field Svcs.	2	15.38%	33	1	14.29%
	Lumber, Other Building Materials	4	6.67%	30	4	8.89%
	Home Health Care Svcs.	4	23.53%	29	3	27.27%
	Misc. Apparel & Accessory Stores	2	16.67%	27	2	16.67%
	Paper & Paper Products	5	21.74%	27	5	38.46%
	Residential Building Construction	1	9.09%	24	1	20.00%
	Credit Unions	3	23.08%	24	2	25.00%
	Petroleum Refining	3	25.00%	23	3	60.00%
	New & Used Car Dealers	5	13.51%	21	5	26.32%
	Periodicals	2	18.18%	20	1	20.00%
	Construction & Related Machinery	3	18.75%	20	2	28.57%

Texas	DISCRIMINATION AGAINST WOMEN	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%		#	%
MSA	Industry					
	Newspapers	2	20.00%	15	2	33.33%
	Printing Trade Svcs.	2	16.67%	14	2	33.33%
	Drug Stores, Proprietary Stores	4	20.00%	8	4	20.00%
	Drugs	0	0.00%	0	0	0.00%
	Cable & Other Pay TV Svcs.	0	0.00%	0	0	0.00%
	SICs with <10 comparisons	43	25.60%	636	39	27.46%
Dallas, TX Total		1,352	26.00%	19,666	1,030	38.48%
Houston, TX	Hospitals	37	14.86%	1,541	18	32.14%
	Eating & Drinking Places	85	24.08%	1,061	81	26.13%
	Grocery Stores	100	22.73%	999	80	28.07%
	Air Transportation, Scheduled	15	30.61%	846	8	30.77%
	Crude Petroleum & Natural Gas	51	31.10%	788	33	56.90%
	Department Stores	45	21.53%	681	39	31.20%
	Engineering, Architectural Svcs.	58	33.33%	657	43	55.13%
	Oil & Gas Field Svcs.	48	27.59%	580	33	46.48%
	Computer, Data Processing Svcs.	26	20.31%	402	20	30.30%
	Nonstore Retailers	12	42.86%	378	7	50.00%
	Telephone Communication	37	31.90%	358	31	47.69%
	Commercial Banks	19	17.76%	349	16	29.09%
	Groceries & Related Products	17	34.00%	279	10	45.45%
	Gas Production & Distribution	13	16.88%	259	12	44.44%
	Nursing, Personal Care Facilities	7	9.33%	250	5	11.63%
	Research & Testing Svcs.	16	34.04%	241	11	64.71%
	Variety Stores	14	14.29%	207	10	28.57%
	Measuring & Controlling Devices	23	37.10%	193	19	63.33%
	Computer, Office Equip.	13	30.23%	193	10	62.50%
	Petroleum Refining	17	40.48%	174	10	71.43%
	Health & Allied Svcs.	6	18.75%	170	5	33.33%
	Hotels & Motels	15	15.15%	152	12	26.09%
	Electrical Goods	12	31.58%	140	7	41.18%
	Misc. Food & Kindred Products	10	43.48%	140	5	45.45%
	Heavy Construction, except Highway	15	60.00%	131	8	72.73%
	Beverages	15	36.59%	131	9	56.25%
	Miscellaneous Plastics Products	17	29.31%	130	15	55.56%
	Automotive Rentals, No Drivers	11	39.29%	118	9	56.25%
	Drug Stores, Proprietary Stores	2	8.33%	117	2	8.33%
	Machinery, Equip. & Supplies	18	23.68%	112	14	46.67%
	Legal Svcs.	11	21.57%	110	9	36.00%
	Professional & Commercial Equip.	13	30.95%	110	10	55.56%
	Life Insurance	5	18.52%	109	4	36.36%
	Bakery Products	8	53.33%	103	4	80.00%
	Insurance Agents, Brokers, Service	7	26.92%	93	6	46.15%
	Industrial Organic Chemicals	14	23.73%	90	8	42.11%
	Electric Svcs.	4	16.00%	89	3	27.27%

Texas MSA	DISCRIMINATION AGAINST WOMEN Industry	Comparisons w/Discrimination		Affected Workers #	Discriminating Establishments	
		#	%		#	%
	Miscellaneous Shopping Goods Stores	11	24.44%	83	11	29.73%
	Security Brokers & Dealers	13	30.23%	82	11	44.00%
	Construction & Related Machinery	13	23.64%	82	10	47.62%
	Plastics Materials & Synthetics	12	23.53%	78	8	38.10%
	Real Estate Agents, Managers	7	24.14%	77	5	45.45%
	Commercial Printing	8	30.77%	69	6	46.15%
	Motor Vehicles, Parts & Supplies	6	28.57%	67	6	85.71%
	Petroleum & Petroleum Products	5	19.23%	67	4	30.77%
	Sanitary Srvcs.	3	15.79%	67	2	25.00%
	Newspapers	5	26.32%	60	3	42.86%
	New & Used Car Dealers	9	23.08%	59	8	42.11%
	Fire, Marine, Casualty Insurance	6	13.64%	56	6	26.09%
	Civic & Social Associations	6	20.69%	51	5	20.00%
	Industrial Inorganic Chemicals	10	18.18%	51	10	41.67%
	Title Insurance	4	33.33%	50	3	50.00%
	Mailing, Reproduction, Stenographic	5	38.46%	50	5	71.43%
	Accounting, Auditing, Bookkeeping	3	11.54%	43	3	23.08%
	Lumber, Other Building Materials	4	8.89%	43	3	8.33%
	Mortgage Bankers & Brokers	3	18.75%	41	2	22.22%
	Holding Offices	4	25.00%	38	4	57.14%
	Medical Service & Health Insurance	4	14.81%	36	3	30.00%
	Furniture, Homefurnishings Stores	1	5.88%	35	1	11.11%
	Residential Building Construction	3	13.64%	35	2	16.67%
	Paper & Paper Products	4	19.05%	32	3	30.00%
	Public Warehousing & Storage	4	33.33%	32	4	57.14%
	Freight Transport Arrangement	2	13.33%	30	2	22.22%
	Family Clothing Stores	3	16.67%	30	3	16.67%
	Offices, Clinics of Medical Doctors	2	16.67%	28	2	22.22%
	Trucking, Courier Service, Ex. Air	6	20.00%	28	6	31.58%
	Combination Utility Srvcs.	5	20.83%	28	4	36.36%
	Chemicals & Allied Products	5	27.78%	23	3	37.50%
	Misc. Fabricated Metal Products	4	14.29%	20	4	30.77%
	Hardware, Plumbing & Heating Equip.	3	20.00%	16	1	16.67%
	Drugs, Proprietaries & Sundries	2	16.67%	15	2	33.33%
	Radio, TV, & Computer Stores	5	15.63%	13	5	18.52%
	Miscellaneous Chemical Products	4	40.00%	13	3	42.86%
	Radio & TV Broadcasting	3	10.34%	7	3	23.08%
	Ornamental Shrub, Tree Srvcs.	0	0.00%	0	0	0.00%
	Home Health Care Srvcs.	1	9.09%	0	1	16.67%
	SICs with <10 comparisons	55	26.70%	463	55	31.79%
Houston, TX Total		1,089	23.81%	14,582	848	34.70%
Fort Worth- Arlington, TX	Computer, Data Processing Srvcs.	11	36.67%	1,053	7	46.67%
	Hospitals	17	16.83%	740	10	40.00%
	Air Transportation, Scheduled	13	37.14%	502	7	58.33%

Texas MSA	DISCRIMINATION AGAINST WOMEN Industry	Comparisons w/Discrimination		Affected Workers #	Discriminating Establishments	
		#	%		#	%
	Eating & Drinking Places	28	16.28%	297	25	16.23%
	Grocery Stores	25	17.73%	256	19	17.76%
	Telephone Communication	10	25.00%	231	8	34.78%
	Department Stores	13	14.94%	208	12	21.05%
	Miscellaneous Shopping Goods Stores	4	25.00%	112	4	25.00%
	Miscellaneous Plastics Products	8	34.78%	112	6	54.55%
	Trucking, Courier Service, Ex. Air	9	47.37%	106	8	61.54%
	Public Warehousing & Storage	7	41.18%	95	7	53.85%
	Groceries & Related Products	11	37.93%	90	7	58.33%
	Commercial Banks	3	8.82%	77	3	15.79%
	Nursing, Personal Care Facilities	7	12.50%	61	7	22.58%
	Electrical Goods	4	19.05%	54	4	40.00%
	Nonferrous Rolling & Drawing	2	14.29%	54	2	33.33%
	Communications Equip.	4	23.53%	50	3	75.00%
	Variety Stores	4	10.81%	50	2	15.38%
	Beverages	4	33.33%	49	3	60.00%
	Electronic Components & Accessories	4	30.77%	48	4	80.00%
	Construction & Related Machinery	5	50.00%	44	5	62.50%
	Engineering, Architectural Svcs.	6	35.29%	36	5	50.00%
	Medical Service & Health Insurance	4	28.57%	28	2	33.33%
	Personal Credit Institutions	2	18.18%	27	2	33.33%
	Paperboard Containers & Boxes	4	36.36%	27	4	50.00%
	Radio, TV, & Computer Stores	2	12.50%	12	2	18.18%
	Aircraft & Parts	3	30.00%	10	2	33.33%
	Hotels & Motels	4	16.00%	7	3	33.33%
	Drug Stores, Proprietary Stores	2	12.50%	6	2	12.50%
	Lumber, Other Building Materials	2	10.00%	6	2	13.33%
	Medical Instruments & Supplies	1	10.00%	5	1	25.00%
	New & Used Car Dealers	1	5.56%	0	1	11.11%
	Furniture, Homefurnishings Stores	0	0.00%	0	0	0.00%
	Civic & Social Associations	0	0.00%	0	0	0.00%
	SICs with <10 comparisons	43	26.06%	604	39	28.89%
	Fort Worth-Arlington, TX Total	267	20.86%	5,054	218	27.01%
San Antonio, TX	Eating & Drinking Places	30	20.27%	407	28	20.90%
	Telephone Communication	16	27.59%	295	16	53.33%
	Department Stores	18	21.69%	243	15	31.25%
	Hospitals	18	18.56%	229	16	64.00%
	Grocery Stores	16	17.02%	196	13	18.31%
	Variety Stores	6	16.67%	164	4	26.67%
	Computer, Data Processing Svcs.	8	27.59%	153	6	37.50%
	Hotels & Motels	11	19.64%	151	8	36.36%
	Nursing, Personal Care Facilities	12	14.46%	150	9	21.95%
	Research & Testing Svcs.	5	26.32%	150	3	50.00%
	Insurance Agents, Brokers, Service	7	22.58%	102	4	36.36%

Texas	DISCRIMINATION AGAINST WOMEN	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%		#	%
MSA	Industry					
	Health & Allied Svcs.	2	7.14%	101	2	14.29%
	Groceries & Related Products	8	27.59%	74	7	58.33%
	Aircraft & Parts	5	20.83%	46	3	33.33%
	Commercial Banks	5	11.36%	46	5	21.74%
	Legal Svcs.	2	15.38%	34	2	28.57%
	Trucking, Courier Service, Ex. Air	5	38.46%	32	4	44.44%
	New & Used Car Dealers	3	17.65%	21	3	33.33%
	Bakery Products	3	27.27%	20	2	40.00%
	Radio & TV Broadcasting	2	8.33%	18	1	10.00%
	Engineering, Architectural Svcs.	3	21.43%	17	2	25.00%
	Communications Equip.	2	20.00%	15	1	20.00%
	Nonresidential Building Construction	2	15.38%	15	2	40.00%
	Beverages	2	16.67%	12	2	40.00%
	Credit Unions	0	0.00%	0	0	0.00%
	Fire, Marine, Casualty Insurance	2	18.18%	0	2	28.57%
	Lumber, Other Building Materials	0	0.00%	0	0	0.00%
	SICs with <10 comparisons	36	21.56%	514	35	25.93%
San Antonio, TX Total		229	19.26%	3,206	195	27.82%
Austin-San Marcos, TX	Computer, Office Equip.	13	32.50%	437	7	63.64%
	Computer, Data Processing Svcs.	21	27.27%	353	18	40.91%
	Electronic Components & Accessories	12	25.53%	240	6	42.86%
	Department Stores	13	26.00%	222	11	35.48%
	Eating & Drinking Places	16	17.02%	205	16	17.78%
	Hospitals	14	24.56%	196	9	56.25%
	Research & Testing Svcs.	8	38.10%	172	5	55.56%
	Grocery Stores	12	12.50%	123	10	15.87%
	Miscellaneous Plastics Products	5	45.45%	86	4	50.00%
	Nursing, Personal Care Facilities	3	11.54%	66	1	5.88%
	Fire, Marine, Casualty Insurance	4	30.77%	64	2	33.33%
	Variety Stores	4	22.22%	60	2	28.57%
	Miscellaneous Shopping Goods Stores	5	35.71%	53	5	35.71%
	Commercial Banks	3	13.64%	52	2	18.18%
	Engineering, Architectural Svcs.	6	26.09%	51	4	40.00%
	Telephone Communication	7	25.93%	49	7	43.75%
	Lumber, Other Building Materials	4	21.05%	21	3	21.43%
	Radio & TV Broadcasting	3	27.27%	21	3	50.00%
	Professional & Commercial Equip.	3	23.08%	19	3	60.00%
	Health & Allied Svcs.	2	15.38%	18	2	25.00%
	Legal Svcs.	3	11.11%	16	3	21.43%
	Measuring & Controlling Devices	3	30.00%	14	2	28.57%
	Hotels & Motels	3	7.69%	12	3	17.65%
	SICs with <10 comparisons	23	18.55%	234	22	22.68%
Austin-San Marcos, TX Total		190	21.30%	2,783	150	28.04%

Texas	DISCRIMINATION AGAINST WOMEN	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%		#	%
MSA	Industry					
El Paso, TX	Men's & Boys' Furnishings	7	29.17%	92	6	66.67%
	Department Stores	10	28.57%	83	10	43.48%
	Hospitals	5	17.24%	70	4	57.14%
	Variety Stores	5	23.81%	55	4	50.00%
	Eating & Drinking Places	5	21.74%	26	5	21.74%
	Grocery Stores	3	10.34%	23	3	12.00%
	Commercial Banks	2	20.00%	15	2	40.00%
	SICs with <10 comparisons	21	26.58%	353	19	28.36%
El Paso, TX Total		58	23.20%	717	53	31.74%
Beaumont-Port Arthur, TX	Department Stores	6	31.58%	67	6	46.15%
	Eating & Drinking Places	3	15.79%	45	3	15.79%
	Grocery Stores	5	19.23%	40	5	19.23%
	Plastics Materials & Synthetics	5	18.52%	20	5	50.00%
	Hospitals	4	20.00%	10	4	66.67%
	Nursing, Personal Care Facilities	1	8.33%	7	1	11.11%
	Variety Stores	2	10.00%	0	2	22.22%
	SICs with <10 comparisons	4	17.39%	36	4	20.00%
Beaumont-Port Arthur, TX Total		30	18.07%	225	30	26.79%
Corpus Cristi, TX	Hospitals	7	17.50%	120	4	40.00%
	Eating & Drinking Places	6	37.50%	58	6	37.50%
	Nursing, Personal Care Facilities	2	18.18%	27	2	25.00%
	Variety Stores	0	0.00%	0	0	0.00%
	Grocery Stores	0	0.00%	0	0	0.00%
	SICs with <10 comparisons	3	17.65%	21	3	17.65%
Corpus Cristi, TX Total		18	15.65%	225	15	21.43%
Lubbock, TX	Eating & Drinking Places	8	33.33%	102	7	31.82%
	Hospitals	3	18.75%	56	2	40.00%
	Grocery Stores	5	17.86%	43	5	33.33%
	Commercial Banks	2	20.00%	0	2	40.00%
	SICs with <10 comparisons	6	17.14%	89	6	17.65%
Lubbock, TX Total		24	21.24%	289	22	27.16%
McAllen-Edinburg-Mission, TX	Department Stores	5	33.33%	63	5	41.67%
	Hospitals	6	23.08%	53	4	66.67%
	Eating & Drinking Places	4	26.67%	33	4	26.67%
	Variety Stores	2	11.76%	20	2	33.33%
	Grocery Stores	1	5.88%	19	1	5.88%
	SICs with <10 comparisons	3	14.29%	78	2	11.76%
McAllen-Edinburg-Mission, TX Total		21	18.92%	266	18	24.66%
Killeen-Temple, TX	Miscellaneous Plastics Products	7	46.67%	135	4	80.00%
	Hospitals	3	20.00%	121	2	66.67%

Texas	DISCRIMINATION AGAINST WOMEN	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%		#	%
MSA	Industry					
	Eating & Drinking Places	6	28.57%	52	6	28.57%
	Department Stores	4	40.00%	50	4	40.00%
	Grocery Stores	3	18.75%	43	3	18.75%
	Nursing, Personal Care Facilities	2	16.67%	10	2	18.18%
	Variety Stores	1	9.09%	8	1	20.00%
	SICs with <10 comparisons	1	20.00%	30	1	20.00%
Killeen-Temple, TX Total		27	25.71%	448	23	30.26%
Odessa-Midland, TX	Department Stores	4	30.77%	53	4	30.77%
	Crude Petroleum & Natural Gas	3	13.04%	28	3	27.27%
	Eating & Drinking Places	3	20.00%	9	3	20.00%
	Grocery Stores	0	0.00%	0	0	0.00%
	SICs with <10 comparisons	2	13.33%	23	2	13.33%
Odessa-Midland, TX Total		12	15.58%	113	12	18.46%
Longview-Marshall, TX	Hospitals	3	17.65%	19	3	75.00%
	Nursing, Personal Care Facilities	1	9.09%	6	1	12.50%
	Variety Stores	0	0.00%	0	0	0.00%
	SICs with <10 comparisons	10	33.33%	93	10	34.48%
Longview-Marshall, TX Total		14	18.92%	117	14	29.79%
Amarillo, TX	Grocery Stores	4	28.57%	26	4	28.57%
	Eating & Drinking Places	1	7.14%	21	1	7.14%
	SICs with <10 comparisons	10	22.22%	74	10	26.32%
Amarillo, TX Total		15	20.55%	121	15	22.73%
Waco, TX	Hospitals	2	13.33%	26	2	40.00%
	Eating & Drinking Places	3	15.79%	21	3	15.79%
	Grocery Stores	0	0.00%	0	0	0.00%
	SICs with <10 comparisons	6	20.69%	75	6	20.69%
Waco, TX Total		11	15.07%	123	11	17.46%
Galveston-Texas City, TX	Eating & Drinking Places	5	20.83%	56	4	21.05%
	Grocery Stores	1	6.67%	11	1	6.67%
	Industrial Inorganic Chemicals	0	0.00%	0	0	0.00%
	SICs with <10 comparisons	2	8.70%	21	2	10.00%
Galveston-Texas City, TX Total		8	11.11%	87	7	12.28%
Brownsvl-Harlingn-SanBenitoTX	Department Stores	5	41.67%	66	5	41.67%
	Hospitals	2	15.38%	39	1	25.00%
	Eating & Drinking Places	3	25.00%	34	3	25.00%
	Grocery Stores	1	9.09%	0	1	9.09%
	SICs with <10 comparisons	3	13.64%	50	3	15.79%
Brownsvl-Harlingn-SanBenitoTX Total		14	20.00%	190	13	22.41%

Texas	DISCRIMINATION AGAINST WOMEN	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%		#	%
MSA	Industry					
Tyler, TX	Grocery Stores	4	22.22%	50	4	28.57%
	Eating & Drinking Places	3	25.00%	21	3	25.00%
	SICs with <10 comparisons	4	22.22%	27	4	28.57%
Tyler, TX Total		11	22.92%	99	11	27.50%
Sherman-Denison, TX	Nursing, Personal Care Facilities	1	6.67%	0	1	10.00%
	SICs with <10 comparisons	7	21.21%	100	6	22.22%
Sherman-Denison, TX Total		8	16.67%	100	7	18.92%
Brazoria, TX	Grocery Stores	1	8.33%	10	1	8.33%
	Variety Stores	1	7.69%	0	1	20.00%
	SICs with <10 comparisons	4	19.05%	20	4	19.05%
Brazoria, TX Total		6	13.04%	30	6	15.79%
Bryan-College Station, TX	Grocery Stores	1	9.09%	10	1	9.09%
	Eating & Drinking Places	2	14.29%	10	2	14.29%
	SICs with <10 comparisons	5	25.00%	83	5	25.00%
Bryan-College Station, TX Total		8	17.78%	102	8	17.78%
Texarkana, TX-AR	Hospitals	2	20.00%	29	2	50.00%
	Nursing, Personal Care Facilities	1	10.00%	4	1	16.67%
	SICs with <10 comparisons	5	23.81%	49	5	23.81%
Texarkana, TX-AR Total		8	19.51%	83	8	25.81%
Wichita Fall, TX	Eating & Drinking Places	3	25.00%	58	3	27.27%
	SICs with <10 comparisons	6	28.57%	44	6	28.57%
Wichita Fall, TX Total		9	27.27%	102	9	28.13%
Laredo, TX	SICs with <10 comparisons	4	13.79%	43	4	13.79%
Laredo, TX Total		4	13.79%	43	4	13.79%
Abilene, TX	SICs with <10 comparisons	3	10.71%	41	3	10.71%
Abilene, TX Total		3	10.71%	41	3	10.71%
San Angelo, TX	SICs with <10 comparisons	7	33.33%	72	7	36.84%
San Angelo, TX Total		7	33.33%	72	7	36.84%
Victoria, TX	SICs with <10 comparisons	2	18.18%	13	2	18.18%
Victoria, TX Total		2	18.18%	13	2	18.18%
TEXAS WOMEN TOTALS		3,445	23.30%	48,895	2,739	32.57%

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

Texas	DISCRIMINATION AGAINST MINORITIES	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%		#	%
MSA	Industry					
Dallas, TX	Eating & Drinking Places	146	38.02%	2,644	140	41.18%
	Telephone Communication	123	35.14%	1,714	81	50.63%
	Hospitals	73	36.32%	1,611	28	58.33%
	Grocery Stores	108	37.76%	1,372	83	42.35%
	Department Stores	58	32.58%	1,370	44	42.72%
	Commercial Banks	50	41.67%	1,062	32	61.54%
	Electronic Components & Accessories	30	31.58%	1,053	17	54.84%
	Variety Stores	33	33.00%	909	15	42.86%
	Communications Equip.	42	29.37%	820	26	59.09%
	Computer & Data Proc. Svcs.	50	21.10%	782	41	33.06%
	Air Transportation, Scheduled	28	35.00%	760	12	37.50%
	Hotels & Motels	44	26.99%	703	22	35.48%
	Trucking & Courier Svcs., Ex. Air	35	33.33%	589	26	53.06%
	Nursing & Personal Care Facilities	34	31.78%	499	25	42.37%
	Mortgage Bankers & Brokers	6	17.14%	449	5	35.71%
	Groceries & Related Prods.	27	31.40%	443	19	63.33%
	Fire, Marine & Casualty Ins.	30	26.32%	320	22	41.51%
	Computer & Office Equip.	21	29.58%	305	12	46.15%
	Aircraft & Parts	10	32.26%	263	4	44.44%
	Fabricated Structural Metal Prods.	12	20.00%	244	8	36.36%
	Accounting, Auditing, & Bookkeeping	17	40.48%	237	11	52.38%
	Health & Allied Svcs.	15	31.91%	233	12	54.55%
	Job Training & Related Svcs.	17	40.48%	227	12	48.00%
	Misc. Plastics Prods.	9	18.00%	227	7	28.00%
	Ins. Agents, Brokers, & Svc.	15	23.08%	185	10	31.25%
	Professional & Commercial Equip.	23	28.05%	180	16	41.03%
	Radio, Television, & Computer Stores	20	35.09%	174	16	45.71%
	Lumber & Other Building Materials	15	25.00%	171	15	33.33%
	Automotive Rentals, No Drivers	13	32.50%	162	10	47.62%
	Medical Instruments & Supplies	5	20.83%	156	2	22.22%
	Business Credit Institutions	10	35.71%	154	8	61.54%
	Refrigeration & Svc. Machinery	7	30.43%	152	4	40.00%
	Paperboard Containers & Boxes	12	30.77%	148	9	45.00%
	Motor Vehicles & Equip.	7	30.43%	145	4	40.00%
	Medical Svc. & Health Ins.	10	20.41%	144	6	33.33%
	Real Estate Agents & Managers	11	21.15%	143	8	34.78%
	Plumbing, Heating, AC	14	29.79%	141	11	73.33%
	Beverages	9	21.43%	137	5	45.45%
	Title Ins.	11	57.89%	135	11	84.62%
	Family Clothing Stores	7	41.18%	134	7	41.18%
	Motor Vehicles, Parts & Supplies	14	34.15%	128	11	61.11%
	Misc. Shopping Goods Stores	14	26.92%	127	13	34.21%
	Millwork, Plywood & Structural Members	6	25.00%	127	4	36.36%

Texas MSA	DISCRIMINATION AGAINST MINORITIES Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Credit Reporting & Collection	6	46.15%	114	4	40.00%
	Misc. Electrical Equip. & Supplies	5	33.33%	113	2	40.00%
	Public Warehousing & Storage	9	24.32%	111	8	32.00%
	New & Used Car Dealers	16	21.62%	102	11	44.00%
	Electrical Goods	14	34.15%	100	10	50.00%
	Misc. Food & Kindred Prods.	8	30.77%	94	6	50.00%
	Personal Credit Institutions	9	36.00%	93	6	54.55%
	Misc. Converted Paper Prods.	7	26.92%	92	4	36.36%
	Nonresidential Building Construction	8	34.78%	92	5	50.00%
	Holding Offices	4	30.77%	91	3	42.86%
	Vegetables & melons	9	27.27%	91	6	50.00%
	Offices & Clinics Of Medical Doctors	4	17.39%	91	3	23.08%
	Life Ins.	10	24.39%	88	9	50.00%
	Measuring & Controlling Devices	6	13.33%	87	5	27.78%
	Security Brokers & Dealers	14	32.56%	85	12	50.00%
	Misc. Fabricated Metal Prods.	3	25.00%	81	2	33.33%
	Books	6	40.00%	81	2	40.00%
	Misc. Publishing	13	54.17%	77	8	72.73%
	Meat Prods.	8	40.00%	76	4	50.00%
	Soap, Cleaners & Toilet Goods	6	22.22%	75	3	25.00%
	Dairy Prods.	6	31.58%	69	5	62.50%
	Electrical Work	3	27.27%	67	3	42.86%
	Cable & Other Pay TV Svcs.	5	27.78%	67	2	22.22%
	Engineering & Architectural Svcs.	9	23.68%	66	7	29.17%
	Electric Svcs.	8	19.51%	65	4	15.38%
	Construction & Related Machinery	6	30.00%	65	4	50.00%
	Concrete, Gypsum & Plaster Prods.	5	33.33%	61	4	44.44%
	Electrical Repair Shops	4	28.57%	60	3	33.33%
	Furniture & Homefurnishings Stores	7	26.92%	59	4	33.33%
	Commercial Printing	6	15.79%	58	4	28.57%
	Drug Stores & Proprietary Stores	7	35.00%	55	7	35.00%
	Legal Svcs.	8	17.78%	55	8	32.00%
	Medical & Dental Laboratories	5	16.67%	53	5	41.67%
	Newspapers	5	50.00%	51	3	50.00%
	Beer, Wine & Distilled Beverages	4	40.00%	46	4	80.00%
	Partitions & Fixtures	2	15.38%	44	1	20.00%
	Nonferrous Rolling & Drawing	2	14.29%	44	2	33.33%
	Heavy Construction, not Highway	4	28.57%	41	2	33.33%
	Communication Svcs.	8	24.24%	38	4	26.67%
	Special Industry Machinery	4	36.36%	37	3	50.00%
	Home Health Care Svcs.	5	29.41%	34	5	45.45%
	Metals & Minerals, not Petroleum	3	30.00%	31	3	42.86%
	Machinery, Equip. & Supplies	3	10.00%	31	3	21.43%
	Bakery Prods.	2	20.00%	30	2	33.33%
	Crude Petroleum & Natural Gas	4	13.79%	29	2	13.33%

Texas MSA	DISCRIMINATION AGAINST MINORITIES Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Paper & Paper Prods.	5	18.52%	24	5	38.46%
	Petroleum Refining	1	9.09%	20	1	20.00%
	Misc. Apparel & Accessory Stores	4	33.33%	15	4	33.33%
	Credit Unions	1	10.00%	15	1	12.50%
	Radio & Television Broadcasting	4	12.12%	13	3	18.75%
	Sanitary Srvcs.	1	8.33%	9	1	12.50%
	Drugs, Proprietaries & Sundries	2	12.50%	5	1	10.00%
	Printing Trade Srvcs.	1	10.00%	0	1	16.67%
	Air Transportation, Nonscheduled	1	7.69%	0	1	25.00%
	SICs with <10 comparisons	55	27.64%	808	49	30.63%
Dallas, TX Total		1,606	29.93%	25,676	1,148	41.44%
Houston, TX	Grocery Stores	139	31.59%	2,894	105	36.84%
	Hospitals	96	38.55%	2,779	34	60.71%
	Eating & Drinking Places	136	38.53%	2,511	128	41.29%
	Department Stores	66	31.58%	1,597	49	39.20%
	Engineering & Architectural Srvcs.	61	25.00%	787	40	41.24%
	Variety Stores	28	28.57%	752	15	42.86%
	Oil & Gas Field Srvcs.	56	25.11%	624	30	36.14%
	Commercial Banks	46	42.99%	570	31	56.36%
	Crude Petroleum & Natural Gas	52	32.70%	554	32	54.24%
	Air Transportation, Scheduled	18	33.96%	475	9	34.62%
	Telephone Communication	36	30.51%	436	29	44.62%
	Health & Allied Srvcs.	17	53.13%	435	13	86.67%
	Nursing & Personal Care Facilities	26	34.67%	378	20	46.51%
	Trucking & Courier Srvcs., Ex. Air	24	30.77%	369	19	45.24%
	Misc. Plastics Prods.	24	36.36%	358	13	48.15%
	Construction & Related Machinery	30	26.55%	356	20	51.28%
	Groceries & Related Prods.	22	38.60%	335	13	54.17%
	Lumber & Other Building Materials	21	42.00%	334	19	51.35%
	Heavy Construction, not Highway	14	35.00%	280	7	46.67%
	Nonstore Retailers	9	32.14%	263	8	53.33%
	Computer & Office Equip.	9	20.00%	242	6	35.29%
	Measuring & Controlling Devices	20	30.30%	230	14	46.67%
	Civic & Social Associations	9	31.03%	228	8	32.00%
	Research & Testing Srvcs.	14	29.79%	215	6	35.29%
	Computer & Data Proc. Srvcs.	20	16.00%	206	15	22.73%
	Machinery, Equip. & Supplies	18	27.27%	203	12	40.00%
	Sanitary Srvcs.	10	22.22%	195	6	37.50%
	Drug Stores & Proprietary Stores	7	29.17%	184	7	29.17%
	Gas Production & Distribution	18	23.68%	183	13	50.00%
	Misc. Shopping Goods Stores	14	31.11%	178	13	35.14%
	Life Ins.	11	40.74%	177	7	63.64%
	New & Used Car Dealers	21	25.30%	172	17	56.67%
	Hotels & Motels	16	15.69%	159	13	28.26%

Texas MSA	DISCRIMINATION AGAINST MINORITIES Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Railroads	8	29.63%	151	5	71.43%
	Ins. Agents, Brokers, & Svc.	10	38.46%	148	6	46.15%
	Masonry, Stonework & Plastering	4	18.18%	141	3	30.00%
	Beverages	8	15.69%	140	7	43.75%
	Industrial Inorganic Chemicals	10	12.82%	138	8	25.00%
	Ornamental shrub & tree Srvcs.	4	36.36%	136	4	36.36%
	Misc. Fabricated Metal Prods.	15	23.44%	129	9	37.50%
	Fabricated Structural Metal Prods.	3	13.04%	127	2	13.33%
	Electric Srvcs.	8	25.81%	119	5	41.67%
	Plastics Materials & Synthetics	14	19.44%	105	10	40.00%
	Public Warehousing & Storage	9	39.13%	95	7	58.33%
	Blast Furnace & Basic Steel Prods.	6	35.29%	92	4	44.44%
	Industrial Organic Chemicals	13	18.57%	92	10	38.46%
	Electrical Goods	12	31.58%	88	9	52.94%
	Radio, Television, & Computer Stores	10	29.41%	83	7	25.93%
	Plumbing, Heating, AC	7	25.00%	80	4	33.33%
	Motor Vehicles, Parts & Supplies	5	22.73%	79	3	42.86%
	Professional & Commercial Equip.	10	23.81%	76	7	38.89%
	Family Clothing Stores	5	27.78%	71	5	27.78%
	General Industrial Machinery	10	31.25%	67	6	40.00%
	Electrical Work	5	27.78%	65	3	37.50%
	Mortgage Bankers & Brokers	5	31.25%	62	4	44.44%
	Fire, Marine & Casualty Ins.	9	20.45%	60	7	30.43%
	Legal Srvcs.	5	11.36%	59	5	20.00%
	Freight Transportation Arrangement	6	28.57%	57	5	55.56%
	Misc. Food & Kindred Prods.	6	35.29%	54	4	44.44%
	Commercial Printing	7	26.92%	53	6	46.15%
	Beer, Wine & Distilled Beverages	4	23.53%	52	3	42.86%
	Security Brokers & Dealers	11	25.58%	51	10	40.00%
	Automotive Rentals, No Drivers	5	17.86%	50	5	31.25%
	Furniture & Homefurnishings Stores	5	29.41%	50	4	44.44%
	Petroleum Refining	10	20.41%	49	8	44.44%
	Real Estate Agents & Managers	5	17.86%	49	3	27.27%
	Radio & Television Broadcasting	5	17.24%	49	4	30.77%
	Offices & Clinics Of Medical Doctors	4	26.67%	48	3	33.33%
	Misc. Chemical Prods.	5	31.25%	47	4	44.44%
	Holding Offices	4	25.00%	47	3	42.86%
	Newspapers	6	31.58%	45	4	57.14%
	Concrete, Gypsum & Plaster Prods.	3	21.43%	41	2	25.00%
	Petroleum & Petroleum Prods.	6	27.27%	41	5	41.67%
	Accounting, Auditing, & Bookkeeping	1	4.17%	34	1	7.69%
	Hardware, Plumbing & Heating Equip.	3	20.00%	33	1	14.29%
	Chemicals & Allied Prods.	3	17.65%	32	3	33.33%
	Combination Utility Srvcs.	5	21.74%	30	3	27.27%
	Bakery Prods.	2	11.76%	26	2	40.00%

Texas MSA	DISCRIMINATION AGAINST MINORITIES Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Electrical Industrial Apparatus	3	25.00%	26	3	75.00%
	Medical Svc. & Health Ins.	3	11.11%	25	2	20.00%
	Engines & Turbines	1	9.09%	22	1	20.00%
	Mailing, Reproduction, Stenographic	3	23.08%	21	2	28.57%
	Paper & Paper Prods.	4	18.18%	19	2	20.00%
	Residential Building Construction	4	22.22%	19	3	33.33%
	Metals & Minerals, not Petroleum	3	23.08%	19	3	42.86%
	Drugs, Proprietaries & Sundries	1	9.09%	14	1	16.67%
	Home Health Care Svcs.	3	27.27%	13	3	50.00%
	SICs with <10 comparisons	59	29.50%	944	52	32.10%
Houston, TX Total		1,493	28.53%	24,116	1,066	39.90%
Fort Worth- Arlington, TX	Eating & Drinking Places	60	34.88%	968	58	37.66%
	Hospitals	43	43.43%	938	20	80.00%
	Grocery Stores	57	36.77%	697	47	43.93%
	Department Stores	32	36.78%	480	23	40.35%
	Computer & Data Proc. Svcs.	7	25.00%	375	4	26.67%
	Commercial Banks	20	60.61%	257	15	78.95%
	Air Transportation, Scheduled	11	28.21%	239	6	50.00%
	Telephone Communication	11	27.50%	233	7	30.43%
	Nursing & Personal Care Facilities	14	25.00%	185	12	38.71%
	Misc. Plastics Prods.	7	31.82%	170	5	45.45%
	Concrete, Gypsum & Plaster Prods.	5	31.25%	168	4	66.67%
	Motor Vehicles & Equip.	3	27.27%	154	2	28.57%
	Variety Stores	8	21.62%	154	5	38.46%
	Communications Equip.	8	44.44%	109	3	75.00%
	Trucking & Courier Svcs., Ex. Air	9	32.14%	103	9	52.94%
	Misc. Shopping Goods Stores	8	50.00%	92	8	50.00%
	Public Warehousing & Storage	5	29.41%	78	4	30.77%
	Nonferrous Rolling & Drawing	3	25.00%	74	1	20.00%
	Groceries & Related Prods.	7	25.00%	67	4	30.77%
	Medical Svc. & Health Ins.	6	46.15%	64	3	50.00%
	Aircraft & Parts	3	15.79%	61	2	25.00%
	Fabricated Structural Metal Prods.	3	15.79%	61	2	25.00%
	Electrical Goods	5	23.81%	53	3	30.00%
	Drug Stores & Proprietary Stores	6	37.50%	51	6	37.50%
	Radio, Television, & Computer Stores	3	17.65%	50	3	27.27%
	Lumber & Other Building Materials	6	31.58%	49	6	40.00%
	Hotels & Motels	4	16.00%	49	3	33.33%
	Beer, Wine & Distilled Beverages	5	27.78%	44	4	66.67%
	Electronic Components & Accessories	3	23.08%	40	2	40.00%
	Personal Credit Institutions	4	36.36%	37	2	33.33%
	Construction & Related Machinery	5	33.33%	25	3	37.50%
	Medical Instruments & Supplies	3	30.00%	20	2	50.00%
	Beverages	2	14.29%	18	2	40.00%

Texas MSA	DISCRIMINATION AGAINST MINORITIES Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Paperboard Containers & Boxes	4	22.22%	17	3	33.33%
	New & Used Car Dealers	3	9.38%	15	2	15.38%
	Railroads	2	11.76%	11	2	40.00%
	Machinery, Equip. & Supplies	1	10.00%	6	1	25.00%
	Electric Svcs.	1	8.33%	5	1	10.00%
	Engineering & Architectural Svcs.	2	15.38%	0	2	22.22%
	Furniture & Homefurnishings Stores	1	8.33%	0	1	14.29%
	SICs with <10 comparisons	32	23.19%	346	31	25.83%
Fort Worth-Arlington, TX Total		422	30.23%	6,558	323	38.36%
San Antonio, TX	Eating & Drinking Places	50	33.78%	856	48	35.82%
	Grocery Stores	35	35.35%	811	30	42.25%
	Hospitals	30	30.00%	575	13	52.00%
	Department Stores	17	20.48%	382	13	27.08%
	Telephone Communication	20	33.90%	345	13	41.94%
	Variety Stores	13	36.11%	247	6	40.00%
	Nursing & Personal Care Facilities	16	19.28%	189	11	26.83%
	Hotels & Motels	12	21.05%	159	9	40.91%
	Nonresidential Building Construction	5	27.78%	130	2	40.00%
	Ins. Agents, Brokers, & Svc.	10	32.26%	130	6	54.55%
	Aircraft & Parts	7	24.14%	109	5	50.00%
	Lumber & Other Building Materials	4	33.33%	96	4	33.33%
	Health & Allied Svcs.	4	14.29%	94	3	21.43%
	Commercial Banks	12	27.27%	79	10	43.48%
	Trucking & Courier Svcs., Ex. Air	4	19.05%	57	3	21.43%
	Computer & Data Proc. Svcs.	5	17.24%	56	4	25.00%
	Research & Testing Svcs.	4	21.05%	53	2	33.33%
	Groceries & Related Prods.	6	15.00%	51	6	40.00%
	Concrete, Gypsum & Plaster Prods.	4	33.33%	47	2	28.57%
	Beer, Wine & Distilled Beverages	4	33.33%	47	2	50.00%
	New & Used Car Dealers	8	16.33%	46	6	30.00%
	Credit Unions	3	23.08%	39	2	28.57%
	Radio & Television Broadcasting	5	20.83%	37	4	40.00%
	Commercial Printing	4	36.36%	36	3	37.50%
	Beverages	4	18.18%	33	3	50.00%
	Communications Equip.	2	20.00%	25	1	20.00%
	Engineering & Architectural Svcs.	2	14.29%	17	1	12.50%
	Refrigeration & Svc. Machinery	2	20.00%	13	2	40.00%
	Legal Svcs.	2	16.67%	9	2	28.57%
	Bakery Prods.	1	9.09%	9	1	20.00%
	Meat Prods.	1	8.33%	9	1	20.00%
	Fire, Marine & Casualty Ins.	1	9.09%	7	1	14.29%
	SICs with <10 comparisons	36	21.82%	467	35	26.72%
San Antonio, TX Total		333	25.15%	5,262	254	33.96%

Texas MSA	DISCRIMINATION AGAINST MINORITIES Industry	Comparisons w/Discrimination		Affected Workers #	Discriminating Establishments	
		#	%		#	%
Austin-San Marcos, TX	Grocery Stores	41	41.84%	634	34	53.97%
	Eating & Drinking Places	37	39.36%	626	37	41.11%
	Electronic Components & Accessories	12	24.49%	569	6	42.86%
	Computer & Office Equip.	15	37.50%	320	6	54.55%
	Department Stores	18	36.00%	300	15	48.39%
	Hospitals	19	34.55%	238	11	68.75%
	Computer & Data Proc. Svcs.	21	30.00%	161	17	38.64%
	Telephone Communication	9	33.33%	126	6	37.50%
	Variety Stores	6	33.33%	90	4	57.14%
	Hotels & Motels	5	12.82%	79	3	17.65%
	Nursing & Personal Care Facilities	6	23.08%	77	5	29.41%
	Misc. Plastics Prods.	5	33.33%	75	4	50.00%
	Engineering & Architectural Svcs.	7	30.43%	52	4	40.00%
	Lumber & Other Building Materials	6	31.58%	44	6	42.86%
	Misc. Shopping Goods Stores	4	28.57%	40	4	28.57%
	Fire, Marine & Casualty Ins.	5	38.46%	24	3	50.00%
	Radio & Television Broadcasting	2	18.18%	24	2	33.33%
	Research & Testing Svcs.	4	20.00%	20	4	44.44%
	Health & Allied Svcs.	3	23.08%	19	2	25.00%
	Professional & Commercial Equip.	3	20.00%	19	2	33.33%
	Commercial Banks	3	15.00%	16	3	27.27%
	Measuring & Controlling Devices	3	30.00%	8	3	42.86%
	New & Used Car Dealers	0	0.00%	0	0	0.00%
Legal Svcs.	2	9.09%	0	2	14.29%	
SICs with <10 comparisons	39	29.55%	308	38	36.54%	
Austin-San Marcos, TX Total		275	30.39%	3,870	221	40.33%
El Paso, TX	Eating & Drinking Places	7	30.43%	79	7	30.43%
	Hospitals	5	17.24%	79	2	28.57%
	Variety Stores	3	14.29%	67	1	12.50%
	Department Stores	4	11.43%	55	4	17.39%
	Grocery Stores	5	17.24%	32	4	16.00%
	Motor Vehicles & Equip.	4	40.00%	27	3	42.86%
	Nonferrous Rolling & Drawing	2	15.38%	19	1	12.50%
	Men's & Boys' Furnishings	2	20.00%	18	1	14.29%
	Commercial Banks	1	10.00%	0	1	20.00%
	SICs with <10 comparisons	11	18.64%	111	11	20.00%
El Paso, TX Total		44	18.41%	488	35	20.83%
Beaumont-Port Arthur, TX	Variety Stores	8	40.00%	164	5	55.56%
	Grocery Stores	14	45.16%	132	11	42.31%
	Eating & Drinking Places	7	36.84%	74	7	36.84%
	Hospitals	5	20.83%	63	3	50.00%
	Nursing & Personal Care Facilities	5	41.67%	60	4	44.44%
	Plastics Materials & Synthetics	5	12.50%	36	3	23.08%

Texas MSA	DISCRIMINATION AGAINST MINORITIES Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Department Stores	3	15.79%	34	2	15.38%
	Misc. Chemical Prods.	1	8.33%	5	1	20.00%
	SICs with <10 comparisons	6	23.08%	48	5	25.00%
Beaumont-Port Arthur, TX Total		54	26.60%	618	41	34.17%
Corpus Cristi, TX	Hospitals	10	25.00%	153	5	50.00%
	Eating & Drinking Places	7	43.75%	95	7	43.75%
	Variety Stores	5	38.46%	71	2	40.00%
	Nursing & Personal Care Facilities	2	18.18%	21	1	12.50%
	Grocery Stores	2	11.11%	0	2	14.29%
	SICs with <10 comparisons	5	20.83%	55	5	20.83%
Corpus Cristi, TX Total		31	25.41%	395	22	28.57%
Lubbock, TX	Eating & Drinking Places	11	45.83%	214	11	50.00%
	Grocery Stores	10	31.25%	119	6	40.00%
	Hospitals	1	6.25%	39	1	20.00%
	Groceries & Related Prods.	2	20.00%	15	2	40.00%
	SICs with <10 comparisons	12	33.33%	212	12	35.29%
Lubbock, TX Total		36	30.51%	598	32	39.51%
Killeen-Temple, TX	Eating & Drinking Places	8	38.10%	102	8	38.10%
	Misc. Plastics Prods.	4	26.67%	101	2	40.00%
	Variety Stores	3	27.27%	46	3	60.00%
	Hospitals	3	21.43%	44	3	100.00%
	Grocery Stores	4	25.00%	38	4	25.00%
	Department Stores	3	30.00%	38	3	30.00%
	Nursing & Personal Care Facilities	3	18.75%	5	2	18.18%
	SICs with <10 comparisons	2	40.00%	7	2	40.00%
Killeen-Temple, TX Total		30	27.78%	380	27	35.53%
Longview-Marshall, TX	Nursing & Personal Care Facilities	4	36.36%	51	3	37.50%
	Hospitals	2	13.33%	39	1	25.00%
	Variety Stores	2	12.50%	23	2	33.33%
	Railroad Equip.	5	41.67%	22	4	57.14%
	Grocery Stores	3	25.00%	14	3	30.00%
	SICs with <10 comparisons	9	31.03%	96	9	34.62%
Longview-Marshall, TX Total		25	26.32%	245	22	36.07%
Odessa-Midland, TX	Oil & Gas Field Srvcs.	5	33.33%	197	3	37.50%
	Eating & Drinking Places	6	40.00%	86	6	40.00%
	Department Stores	4	30.77%	69	4	30.77%
	Grocery Stores	2	18.18%	29	2	18.18%
	Crude Petroleum & Natural Gas	2	11.11%	16	2	22.22%
	SICs with <10 comparisons	4	26.67%	50	4	26.67%
Odessa-Midland, TX Total		23	26.44%	447	21	29.58%

Texas MSA	DISCRIMINATION AGAINST MINORITIES Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
Galveston-Texas City, TX	Grocery Stores	5	33.33%	68	5	33.33%
	Eating & Drinking Places	6	25.00%	59	5	26.32%
	Industrial Inorganic Chemicals	3	25.00%	0	2	66.67%
	SICs with <10 comparisons	6	20.69%	79	5	21.74%
Galveston-Texas City, TX Total		20	25.00%	206	17	28.33%
Amarillo, TX	Eating & Drinking Places	4	28.57%	39	4	28.57%
	Grocery Stores	3	21.43%	21	3	21.43%
	SICs with <10 comparisons	11	22.92%	109	11	26.83%
Amarillo, TX Total		18	23.68%	169	18	26.09%
Waco, TX	Eating & Drinking Places	8	42.11%	96	8	42.11%
	Hospitals	3	21.43%	55	2	40.00%
	Grocery Stores	2	20.00%	45	2	20.00%
	SICs with <10 comparisons	7	24.14%	99	7	24.14%
Waco, TX Total		20	27.78%	296	19	30.16%
Brazoria, TX	Variety Stores	5	38.46%	67	3	60.00%
	Heavy Construction, not Highway	3	27.27%	32	2	50.00%
	Grocery Stores	2	16.67%	17	2	16.67%
	SICs with <10 comparisons	6	28.57%	34	6	28.57%
Brazoria, TX Total		16	28.07%	150	13	30.95%
Tyler, TX	Eating & Drinking Places	6	50.00%	89	6	50.00%
	Grocery Stores	9	39.13%	86	7	50.00%
	SICs with <10 comparisons	6	33.33%	65	5	35.71%
Tyler, TX Total		21	39.62%	239	18	45.00%
Bryan-College Station, TX	Eating & Drinking Places	4	28.57%	50	4	28.57%
	Grocery Stores	2	18.18%	19	2	18.18%
	SICs with <10 comparisons	5	21.74%	25	5	23.81%
Bryan-College Station, TX Total		11	22.92%	94	11	23.91%
Brownsvl-Harlingn- SanBenitoTX	Eating & Drinking Places	1	8.33%	11	1	8.33%
	Hospitals	2	15.38%	0	2	50.00%
	Grocery Stores	1	9.09%	0	1	9.09%
	SICs with <10 comparisons	1	12.50%	0	1	12.50%
Brownsvl-Harlingn-SanBenitoTX Total		5	11.36%	11	5	14.29%
McAllen-Edinburg- Mission, TX	Eating & Drinking Places	1	6.67%	88	1	6.67%
	Hospitals	2	9.52%	9	2	33.33%
	SICs with <10 comparisons	2	25.00%	11	1	25.00%
McAllen-Edinburg-Mission, TX Total		5	11.36%	108	4	16.00%

Texas	DISCRIMINATION AGAINST MINORITIES	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
MSA	Industry					
Sherman-Denison, TX	Nursing & Personal Care Facilities	3	30.00%	29	3	33.33%
	SICs with <10 comparisons	6	18.75%	74	5	18.52%
Sherman-Denison, TX Total		9	21.43%	103	8	22.22%
Texarkana, TX-AR	Nursing & Personal Care Facilities	2	20.00%	26	1	16.67%
	Hospitals	1	10.00%	12	1	25.00%
	SICs with <10 comparisons	6	28.57%	92	6	28.57%
Texarkana, TX-AR Total		9	21.95%	130	8	25.81%
Abilene, TX	SICs with <10 comparisons	11	29.73%	118	11	35.48%
Abilene, TX Total		11	29.73%	118	11	35.48%
Wichita Fall, TX	Eating & Drinking Places	4	33.33%	63	4	36.36%
	SICs with <10 comparisons	9	40.91%	46	9	40.91%
Wichita Fall, TX Total		13	38.24%	109	13	39.39%
San Angelo, TX	SICs with <10 comparisons	8	38.10%	58	8	42.11%
San Angelo, TX Total		8	38.10%	58	8	42.11%
Victoria, TX	SICs with <10 comparisons	2	18.18%	25	2	18.18%
Victoria, TX Total		2	18.18%	25	2	18.18%
Laredo, TX	SICs with <10 comparisons	2	25.00%	11	2	25.00%
Laredo, TX Total		2	25.00%	11	2	25.00%
Texas Total		4,542	28.63%	70,480	3,369	38.36%

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

Texas	DISCRIMINATION AGAINST BLACKS	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%		#	%
MSA	Industry					
Dallas, TX	Telephone Communication	115	37.58%	1,500	84	54.90%
	Hospitals	69	37.70%	1,287	30	62.50%
	Commercial Banks	46	42.59%	1,013	31	60.78%
	Department Stores	57	33.53%	927	43	41.75%
	Eating and Drinking Places	158	44.63%	868	152	46.34%
	Grocery Stores	102	35.92%	793	85	43.37%
	Variety Stores	35	35.00%	596	17	48.57%
	Hotels and Motels	48	32.43%	545	30	48.39%
	Air Transportation, Scheduled	24	38.71%	543	12	38.71%
	Trucking & Courier Services, Ex. Air	29	27.62%	498	24	48.98%
	Nursing and Personal Care Facilities	32	30.19%	467	23	38.98%
	Computer and Data Processing Services	39	25.49%	430	32	32.32%
	Electronic Components and Accessories	20	33.90%	361	14	48.28%
	Mortgage Bankers and Brokers	7	23.33%	345	5	35.71%
	Groceries and Related Products	23	33.33%	275	18	64.29%
	Job Training and Related Services	20	47.62%	225	14	56.00%
	Fire, Marine, and Casualty Insurance	30	28.57%	218	22	42.31%
	Misc. Food and Kindred Products	12	46.15%	216	7	58.33%
	Communications Equipment	14	15.73%	208	9	22.50%
	Automotive Rentals, No Drivers	13	34.21%	206	10	47.62%
	Health and Allied Services	16	39.02%	199	11	52.38%
	Computer and Office Equipment	22	41.51%	186	12	52.17%
	Insurance Agents, Brokers, & Service	17	30.91%	160	12	38.71%
	Public Warehousing and Storage	11	32.35%	152	10	40.00%
	Professional & Commercial Equipment	18	31.03%	138	15	46.88%
	Business Credit Institutions	11	39.29%	127	8	61.54%
	Miscellaneous Plastics Products	10	24.39%	123	7	30.43%
	Lumber and Other Building Materials	15	31.91%	117	13	32.50%
	Title Insurance	11	64.71%	115	11	84.62%
	Medical Service and Health Insurance	10	25.00%	108	6	33.33%
	Family Clothing Stores	8	47.06%	103	8	47.06%
	Aircraft and Parts	12	41.38%	101	5	55.56%
	Radio, Television, & Computer Stores	16	30.19%	99	14	40.00%
	Fabricated Structural Metal Products	11	31.43%	97	6	31.58%
	Beverages	7	20.00%	96	3	33.33%
	Holding Offices	5	45.45%	86	4	57.14%
	Miscellaneous Shopping Goods Stores	11	22.92%	85	10	27.03%
	Paperboard Containers and Boxes	8	23.53%	79	6	31.58%
	Accounting, Auditing, & Bookkeeping	8	33.33%	78	7	43.75%
	Security Brokers and Dealers	14	46.67%	77	14	60.87%
	Meat Products	7	41.18%	76	5	71.43%
	Millwork, Plywood & Structural Members	5	33.33%	70	3	30.00%
	Medical and Dental Laboratories	5	25.00%	69	4	40.00%

Texas	DISCRIMINATION AGAINST BLACKS	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
MSA	Industry	#	%	#	#	%
	Personal Credit Institutions	8	36.36%	68	5	45.45%
	Books	3	30.00%	68	2	40.00%
	Credit Reporting and Collection	6	46.15%	68	4	40.00%
	Miscellaneous Publishing	9	56.25%	65	8	72.73%
	Misc. Converted Paper Products	8	34.78%	61	6	54.55%
	Commercial Printing	7	26.92%	61	4	36.36%
	Home Health Care Services	6	35.29%	60	6	54.55%
	Bakery Products	3	30.00%	58	2	33.33%
	Real Estate Agents and Managers	12	34.29%	56	7	33.33%
	Newspapers	6	60.00%	51	4	66.67%
	Offices & Clinics Of Medical Doctors	2	11.76%	47	1	7.69%
	Life Insurance	6	23.08%	47	5	38.46%
	Soap, Cleaners, and Toilet Goods	6	33.33%	45	6	66.67%
	Motor Vehicles, Parts, and Supplies	7	23.33%	45	7	43.75%
	Furniture and Homefurnishings Stores	7	36.84%	43	4	40.00%
	Legal Services	7	28.00%	42	7	28.00%
	Nonferrous Rolling and Drawing	4	36.36%	38	3	50.00%
	Cable and Other Pay TV Services	3	17.65%	34	2	25.00%
	Drug Stores and Proprietary Stores	6	30.00%	33	6	30.00%
	Dairy Products	4	25.00%	33	4	50.00%
	Sanitary Services	3	25.00%	29	3	37.50%
	Electrical Repair Shops	3	25.00%	28	2	28.57%
	Electric Services	5	23.81%	26	3	20.00%
	Refrigeration and Service Machinery	3	16.67%	26	2	20.00%
	Paper and Paper Products	5	19.23%	26	5	38.46%
	Nonresidential Building Construction	4	28.57%	22	3	42.86%
	Plumbing, Heating, Air-conditioning	4	13.33%	19	2	14.29%
	Misc. Apparel & Accessory Stores	3	25.00%	18	3	25.00%
	Measuring and Controlling Devices	6	28.57%	17	4	36.36%
	Communication Services	4	22.22%	16	3	33.33%
	Radio and Television Broadcasting	3	11.54%	14	3	21.43%
	Machinery, Equipment, and Supplies	3	21.43%	13	3	27.27%
	Electrical Goods	4	20.00%	12	4	33.33%
	Medical Instruments and Supplies	3	18.75%	12	3	37.50%
	Construction and Related Machinery	3	30.00%	11	3	37.50%
	Vegetables and melons	2	16.67%	10	2	20.00%
	Metals and Minerals, except Petroleum	2	20.00%	9	2	28.57%
	New and Used Car Dealers	3	7.50%	5	3	13.04%
	SICs with <10 comparisons	65	27.66%	707	59	29.21%
	Dallas, TX Total	1,399	32.79%	16,104	1,061	42.04%

Texas	DISCRIMINATION AGAINST BLACKS	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%		#	%
MSA	Industry					
Houston, TX	Hospitals	95	39.92%	2,091	31	55.36%
	Eating and Drinking Places	186	54.07%	1,937	173	56.35%
	Grocery Stores	167	39.02%	1,512	122	42.81%
	Department Stores	69	33.50%	1,205	56	44.80%
	Commercial Banks	47	48.45%	563	34	62.96%
	Nursing and Personal Care Facilities	25	33.33%	523	18	41.86%
	Variety Stores	26	26.53%	456	15	42.86%
	Telephone Communication	34	28.81%	386	26	40.00%
	Crude Petroleum And Natural Gas	33	30.84%	321	24	44.44%
	Trucking & Courier Services, Ex. Air	24	30.77%	300	17	40.48%
	Air Transportation, Scheduled	13	27.66%	286	9	34.62%
	Lumber and Other Building Materials	23	46.00%	271	19	51.35%
	Groceries and Related Products	23	43.40%	260	15	62.50%
	Railroads	7	26.92%	217	4	57.14%
	Miscellaneous Plastics Products	13	26.00%	204	8	29.63%
	Engineering & Architectural Services	21	21.88%	199	17	29.82%
	Hotels and Motels	20	22.47%	198	16	34.78%
	Nonstore Retailers	8	42.11%	194	7	50.00%
	Oil and Gas Field Services	32	33.68%	190	26	44.83%
	Health and Allied Services	12	37.50%	174	10	66.67%
	Civic and Social Associations	9	32.14%	155	8	32.00%
	Life Insurance	10	38.46%	146	7	63.64%
	Misc. Food and Kindred Products	8	47.06%	141	6	54.55%
	Miscellaneous Shopping Goods Stores	15	34.09%	130	13	35.14%
	Sanitary Services	14	33.33%	123	11	68.75%
	Drug Stores and Proprietary Stores	9	37.50%	121	9	37.50%
	Computer and Data Processing Services	15	18.75%	102	11	20.00%
	Beverages	10	20.41%	100	9	56.25%
	Computer and Office Equipment	5	16.13%	92	3	21.43%
	Insurance Agents, Brokers, & Service	8	34.78%	87	5	38.46%
	Construction and Related Machinery	16	26.23%	85	13	43.33%
	Electric Services	8	36.36%	80	4	40.00%
	Automotive Rentals, No Drivers	8	28.57%	79	8	50.00%
	Masonry, Stonework, and Plastering	7	38.89%	73	5	71.43%
	Electrical Goods	6	31.58%	72	4	30.77%
	Freight Transportation Arrangement	6	30.00%	69	3	33.33%
	Ornamental shrub and tree services	6	54.55%	69	6	54.55%
	Public Warehousing and Storage	6	28.57%	68	5	41.67%
	Professional & Commercial Equipment	10	27.78%	66	6	37.50%
	Measuring and Controlling Devices	8	25.81%	63	7	36.84%
	Heavy Construction, except Highway	6	31.58%	62	4	44.44%
	Misc. Fabricated Metal Products	9	23.68%	56	7	31.82%
	Plastics Materials and Synthetics	10	19.61%	55	9	40.91%
	Mortgage Bankers and Brokers	5	31.25%	54	4	44.44%
	Family Clothing Stores	6	33.33%	53	6	33.33%

Texas MSA	DISCRIMINATION AGAINST BLACKS Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Motor Vehicles, Parts, and Supplies	6	40.00%	52	4	66.67%
	Blast Furnace and Basic Steel Products	6	40.00%	52	5	55.56%
	Gas Production and Distribution	7	14.00%	51	7	30.43%
	Machinery, Equipment, and Supplies	7	23.33%	50	6	31.58%
	Newspapers	8	42.11%	46	5	71.43%
	Industrial Inorganic Chemicals	6	11.32%	46	5	20.00%
	Industrial Organic Chemicals	8	15.69%	45	7	30.43%
	New and Used Car Dealers	10	19.61%	42	10	37.04%
	Furniture and Homefurnishings Stores	5	29.41%	41	4	44.44%
	Mailing, Reproduction, Stenographic	3	25.00%	41	2	28.57%
	Offices & Clinics Of Medical Doctors	3	30.00%	35	2	25.00%
	Radio, Television, & Computer Stores	6	17.65%	34	6	22.22%
	Radio and Television Broadcasting	7	26.92%	34	6	46.15%
	Fabricated Structural Metal Products	5	26.32%	31	5	33.33%
	Electrical Work	3	25.00%	30	3	50.00%
	Plumbing, Heating, Air-conditioning	5	33.33%	29	3	42.86%
	Bakery Products	2	11.76%	29	2	40.00%
	Research and Testing Services	4	21.05%	29	2	18.18%
	Medical Service and Health Insurance	4	15.38%	29	4	40.00%
	Paper and Paper Products	3	20.00%	29	2	25.00%
	Beer, Wine, and Distilled Beverages	3	21.43%	28	3	42.86%
	Miscellaneous Chemical Products	4	30.77%	26	3	37.50%
	Chemicals and Allied Products	3	27.27%	24	3	37.50%
	Security Brokers and Dealers	5	29.41%	24	4	28.57%
	Petroleum Refining	5	13.16%	24	5	29.41%
	Holding Offices	3	21.43%	20	3	42.86%
	Commercial Printing	5	25.00%	20	5	38.46%
	Fire, Marine, and Casualty Insurance	8	19.05%	19	7	30.43%
	Drugs, Proprietaries, and Sundries	2	20.00%	19	2	33.33%
	Home Health Care Services	4	36.36%	18	4	66.67%
	Legal Services	3	12.00%	18	3	12.00%
	Real Estate Agents and Managers	4	25.00%	12	3	37.50%
	Metals and Minerals, except Petroleum	3	30.00%	10	3	42.86%
	Accounting, Auditing, & Bookkeeping	1	7.14%	9	1	10.00%
	Combination Utility Services	2	13.33%	8	2	22.22%
	Petroleum and Petroleum Products	1	8.33%	6	1	12.50%
	SICs with <10 comparisons	58	27.75%	548	54	31.21%
	Houston, TX Total	1,320	32.07%	15,291	1,016	41.71%

Texas	DISCRIMINATION AGAINST BLACKS	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
MSA	Industry	#	%	#	#	%
Fort Worth-Arlington, TX	Hospitals	41	47.13%	805	20	83.33%
	Grocery Stores	59	39.60%	446	52	48.60%
	Eating and Drinking Places	55	36.42%	263	55	38.73%
	Commercial Banks	18	64.29%	243	14	77.78%
	Nursing and Personal Care Facilities	15	29.41%	242	13	43.33%
	Department Stores	21	26.58%	212	18	31.58%
	Telephone Communication	12	31.58%	185	7	33.33%
	Variety Stores	11	45.83%	124	8	61.54%
	Air Transportation, Scheduled	9	28.13%	117	6	50.00%
	Trucking & Courier Services, Ex. Air	12	50.00%	107	11	64.71%
	Railroads	4	33.33%	74	3	60.00%
	Miscellaneous Plastics Products	5	26.32%	71	4	40.00%
	Miscellaneous Shopping Goods Stores	7	43.75%	60	7	43.75%
	Hotels and Motels	4	19.05%	51	4	44.44%
	Public Warehousing and Storage	5	35.71%	47	4	30.77%
	Medical Service and Health Insurance	4	40.00%	44	3	50.00%
	Groceries and Related Products	4	25.00%	44	4	36.36%
	Nonferrous Rolling and Drawing	3	25.00%	38	2	40.00%
	Electrical Goods	4	23.53%	36	3	30.00%
	Radio, Television, & Computer Stores	4	23.53%	35	4	36.36%
	Communications Equipment	2	15.38%	34	2	50.00%
	Paperboard Containers and Boxes	4	22.22%	23	3	33.33%
	Aircraft and Parts	3	27.27%	23	3	42.86%
	Lumber and Other Building Materials	5	35.71%	23	5	35.71%
	Drug Stores and Proprietary Stores	6	37.50%	23	6	37.50%
	Personal Credit Institutions	2	18.18%	22	1	16.67%
	Beer, Wine, and Distilled Beverages	4	28.57%	20	3	50.00%
	Computer and Data Processing Services	1	8.33%	16	1	11.11%
	Fabricated Structural Metal Products	4	30.77%	16	2	28.57%
	New and Used Car Dealers	4	25.00%	6	4	50.00%
	Beverages	3	23.08%	5	3	60.00%
SICs with <10 comparisons	47	30.72%	457	47	35.61%	
Fort Worth-Arlington, TX Total		382	34.08%	3,913	322	42.37%

Texas	DISCRIMINATION AGAINST BLACKS	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%		#	%
MSA	Industry					
San Antonio, TX	Nursing and Personal Care Facilities	28	38.89%	342	23	56.10%
	Telephone Communication	11	28.95%	221	9	42.86%
	Eating and Drinking Places	40	31.75%	162	40	32.26%
	Hospitals	15	20.27%	158	7	29.17%
	Grocery Stores	13	27.66%	73	13	28.89%
	Department Stores	11	21.57%	68	11	23.40%
	Insurance Agents, Brokers, & Service	6	31.58%	33	3	30.00%
	Variety Stores	7	30.43%	30	6	42.86%
	Computer and Data Processing Services	5	29.41%	28	3	27.27%
	Groceries and Related Products	4	30.77%	27	4	40.00%
	Hotels and Motels	6	25.00%	26	6	33.33%
	Commercial Banks	1	10.00%	16	1	10.00%
	Trucking & Courier Services, Ex. Air	3	27.27%	14	3	37.50%
	Aircraft and Parts	3	30.00%	13	3	42.86%
	SICs with <10 comparisons	29	19.21%	164	29	23.02%
San Antonio, TX Total		182	26.53%	1,375	161	31.20%
Austin-San Marcos, TX	Grocery Stores	21	31.82%	207	19	33.33%
	Electronic Components and Accessories	11	37.93%	181	6	54.55%
	Hospitals	10	31.25%	113	7	53.85%
	Department Stores	11	26.19%	102	11	35.48%
	Computer and Office Equipment	6	40.00%	59	4	50.00%
	Nursing and Personal Care Facilities	4	17.39%	36	4	23.53%
	Hotels and Motels	8	33.33%	31	6	37.50%
	Variety Stores	2	13.33%	29	2	28.57%
	Eating and Drinking Places	10	25.00%	28	10	25.00%
	Commercial Banks	2	20.00%	12	2	20.00%
	Telephone Communication	2	11.76%	8	1	9.09%
SICs with <10 comparisons	35	25.18%	191	33	29.46%	
Austin-San Marcos, TX Total		122	26.99%	994	105	31.53%
Beaumont-Port Arthur, TX	Variety Stores	8	40.00%	147	5	55.56%
	Grocery Stores	13	41.94%	104	10	38.46%
	Eating and Drinking Places	7	36.84%	82	7	36.84%
	Nursing and Personal Care Facilities	5	41.67%	58	4	44.44%
	Department Stores	4	21.05%	29	3	23.08%
	Hospitals	3	12.50%	15	3	50.00%
	Plastics Materials and Synthetics	3	7.89%	12	3	23.08%
	Miscellaneous Chemical Products	0	0.00%	0	0	0.00%
SICs with <10 comparisons	6	25.00%	33	6	33.33%	
Beaumont-Port Arthur, TX Total		49	24.75%	479	41	34.75%

Texas	DISCRIMINATION AGAINST BLACKS	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
MSA	Industry					
Killeen-Temple, TX	Eating and Drinking Places	9	42.86%	106	9	42.86%
	Miscellaneous Plastics Products	3	25.00%	77	2	40.00%
	Nursing and Personal Care Facilities	5	31.25%	41	4	36.36%
	Hospitals	3	23.08%	35	2	66.67%
	Grocery Stores	5	38.46%	20	5	38.46%
	Variety Stores	2	18.18%	18	2	40.00%
	Department Stores	3	30.00%	17	3	30.00%
	SICs with <10 comparisons	0	0.00%	0	0	0.00%
Killeen-Temple, TX Total		30	29.70%	314	27	36.99%
Longview-Marshall, TX	Nursing and Personal Care Facilities	4	36.36%	53	3	37.50%
	Hospitals	2	13.33%	34	1	25.00%
	Railroad Equipment	3	25.00%	23	2	28.57%
	Variety Stores	2	12.50%	22	2	33.33%
	Grocery Stores	4	36.36%	9	4	44.44%
	SICs with <10 comparisons	10	34.48%	53	10	38.46%
Longview-Marshall, TX Total		25	26.60%	194	22	36.67%
Galveston-Texas City, TX	Eating and Drinking Places	9	47.37%	84	7	41.18%
	Grocery Stores	5	33.33%	30	5	33.33%
	Industrial Inorganic Chemicals	0	0.00%	0	0	0.00%
	SICs with <10 comparisons	4	14.29%	38	4	17.39%
Galveston-Texas City, TX Total		18	25.00%	152	16	27.59%
Lubbock, TX	Eating and Drinking Places	6	28.57%	58	6	30.00%
	SICs with <10 comparisons	14	29.79%	94	14	33.33%
	Lubbock, TX Total		20	29.41%	151	20
Waco, TX	Eating and Drinking Places	9	50.00%	78	9	50.00%
	Grocery Stores	1	10.00%	18	1	10.00%
	SICs with <10 comparisons	8	21.05%	65	8	24.24%
Waco, TX Total		18	27.27%	161	18	29.51%
Odessa-Midland, TX	Eating and Drinking Places	2	14.29%	20	2	14.29%
	Department Stores	2	16.67%	11	2	16.67%
	SICs with <10 comparisons	7	23.33%	21	7	23.33%
Odessa-Midland, TX Total		11	19.64%	52	11	19.64%
Tyler, TX	Eating and Drinking Places	6	50.00%	53	6	50.00%
	Grocery Stores	8	34.78%	38	6	42.86%
	SICs with <10 comparisons	6	33.33%	74	5	35.71%
Tyler, TX Total		20	37.74%	165	17	42.50%

Texas	DISCRIMINATION AGAINST BLACKS	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%		#	%
MSA	Industry					
Brazoria, TX	Variety Stores	5	38.46%	27	2	40.00%
	Grocery Stores	1	8.33%	7	1	8.33%
	SICs with <10 comparisons	5	23.81%	39	5	23.81%
Brazoria, TX Total		11	23.91%	73	8	21.05%
Texarkana, TX-AR	Nursing and Personal Care Facilities	2	20.00%	25	1	16.67%
	Hospitals	1	10.00%	13	1	25.00%
	SICs with <10 comparisons	8	38.10%	117	8	38.10%
Texarkana, TX-AR Total		11	26.83%	155	10	32.26%
Amarillo, TX	Eating and Drinking Places	5	41.67%	17	5	41.67%
	SICs with <10 comparisons	2	8.00%	12	2	9.52%
Amarillo, TX Total		7	18.92%	29	7	21.21%
Corpus Cristi, TX	Hospitals	2	18.18%	13	2	33.33%
	Eating and Drinking Places	2	14.29%	0	2	14.29%
	SICs with <10 comparisons	1	10.00%	4	1	10.00%
Corpus Cristi, TX Total		5	14.29%	17	5	16.67%
Sherman-Denison, TX	SICs with <10 comparisons	6	17.65%	50	6	17.65%
Sherman-Denison, TX Total		6	17.65%	50	6	17.65%
Wichita Fall, TX	Eating and Drinking Places	5	41.67%	45	4	36.36%
	SICs with <10 comparisons	6	33.33%	26	6	33.33%
Wichita Fall, TX Total		11	36.67%	71	10	34.48%
Bryan-College Station, TX	Grocery Stores	1	9.09%	5	1	9.09%
	SICs with <10 comparisons	4	26.67%	33	4	30.77%
Bryan-College Station, TX Total		5	19.23%	38	5	20.83%
Abilene, TX	SICs with <10 comparisons	3	13.04%	24	3	13.04%
Abilene, TX Total		3	13.04%	24	3	13.04%
Victoria, TX	SICs with <10 comparisons	3	27.27%	18	3	27.27%
Victoria, TX Total		3	27.27%	18	3	27.27%
El Paso, TX	SICs with <10 comparisons	4	40.00%	28	4	40.00%
El Paso, TX Total		4	40.00%	28	4	40.00%

Texas	DISCRIMINATION AGAINST BLACKS	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
MSA	Industry					
San Angelo, TX	SICs with <10 comparisons	0	0.00%	0	0	0.00%
San Angelo, TX Total		0	0.00%	0	0	0.00%
Laredo, TX	SICs with <10 comparisons	3	75.00%	23	3	75.00%
Laredo, TX Total		3	75.00%	23	3	75.00%
TEXAS BLACKS TOTALS		3,665	31.45%	39,873	2,901	39.36%

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

Texas	DISCRIMINATION AGAINST HISPANICS	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%		#	%
MSA	Industry					
Houston, TX	Grocery Stores	164	37.27%	2,226	121	42.46%
	Eating and Drinking Places	106	30.03%	1,902	95	30.65%
	Department Stores	60	31.41%	948	46	36.80%
	Hospitals	48	23.41%	510	26	48.15%
	Oil and Gas Field Services	30	31.25%	446	15	27.27%
	Engineering & Architectural Services	31	18.79%	432	23	28.75%
	Variety Stores	24	24.49%	384	14	40.00%
	Miscellaneous Plastics Products	23	41.07%	325	15	55.56%
	Heavy Construction, except Highway	17	48.57%	311	9	60.00%
	Health and Allied Services	21	70.00%	308	13	86.67%
	Railroads	10	41.67%	304	4	57.14%
	Groceries and Related Products	19	36.54%	267	13	54.17%
	Hotels and Motels	16	15.69%	258	11	23.91%
	Telephone Communication	17	17.89%	226	16	25.40%
	Misc. Fabricated Metal Products	16	28.07%	226	10	41.67%
	Construction and Related Machinery	20	22.47%	221	14	38.89%
	Nursing and Personal Care Facilities	20	42.55%	203	19	45.24%
	Machinery, Equipment, and Supplies	18	36.00%	194	11	39.29%
	Sanitary Services	7	19.44%	168	5	31.25%
	Misc. Food and Kindred Products	11	45.83%	165	5	45.45%
	Masonry, Stonework, and Plastering	5	22.73%	160	3	30.00%
	Electrical Goods	8	22.86%	158	6	35.29%
	Commercial Banks	21	21.43%	149	17	30.91%
	Trucking & Courier Services, Ex. Air	12	16.00%	143	12	29.27%
	Measuring and Controlling Devices	12	30.77%	129	10	45.45%
	Motor Vehicles, Parts, and Supplies	7	31.82%	118	5	71.43%
	Beverages	6	13.33%	111	5	31.25%
	Air Transportation, Scheduled	12	27.27%	103	11	42.31%
	Plumbing, Heating, Air-conditioning	9	33.33%	99	5	45.45%
	Blast Furnace and Basic Steel Products	5	35.71%	98	4	44.44%
	Fabricated Structural Metal Products	3	13.04%	98	2	13.33%
	Civic and Social Associations	6	20.69%	97	5	20.00%
	New and Used Car Dealers	17	22.08%	97	13	43.33%
	Miscellaneous Shopping Goods Stores	17	38.64%	89	16	43.24%
	Gas Production and Distribution	7	17.07%	86	5	22.73%
	Public Warehousing and Storage	7	43.75%	79	7	58.33%
	Computer and Data Processing Services	9	12.68%	76	9	16.98%
	Lumber and Other Building Materials	12	26.09%	72	11	29.73%
	Crude Petroleum And Natural Gas	15	25.86%	72	13	31.71%
	Ornamental shrub and tree services	3	27.27%	70	3	27.27%
	Newspapers	6	31.58%	67	4	57.14%
	Industrial Inorganic Chemicals	9	19.15%	65	7	28.00%
	Mailing, Reproduction, Stenographic	6	50.00%	59	5	71.43%

Texas MSA	DISCRIMINATION AGAINST HISPANICS Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Drug Stores and Proprietary Stores	8	33.33%	58	8	33.33%
	General Industrial Machinery	9	40.91%	57	6	50.00%
	Research and Testing Services	6	19.35%	57	4	26.67%
	Real Estate Agents and Managers	7	36.84%	53	3	33.33%
	Concrete, Gypsum, and Plaster Products	5	35.71%	50	4	50.00%
	Nonstore Retailers	4	23.53%	45	4	28.57%
	Commercial Printing	5	20.00%	45	5	38.46%
	Radio and Television Broadcasting	8	28.57%	45	7	53.85%
	Beer, Wine, and Distilled Beverages	5	29.41%	42	3	42.86%
	Automotive Rentals, No Drivers	4	19.05%	37	4	28.57%
	Electrical Work	4	23.53%	34	2	28.57%
	Professional & Commercial Equipment	6	23.08%	34	5	31.25%
	Radio, Television, & Computer Stores	7	20.59%	31	7	25.93%
	Miscellaneous Chemical Products	5	41.67%	31	4	50.00%
	Metals and Minerals, except Petroleum	3	27.27%	30	3	42.86%
	Insurance Agents, Brokers, & Service	6	46.15%	29	5	62.50%
	Electric Services	4	18.18%	27	4	40.00%
	Life Insurance	5	20.83%	27	5	45.45%
	Bakery Products	2	11.76%	26	2	40.00%
	Computer and Office Equipment	4	14.29%	24	3	21.43%
	Freight Transportation Arrangement	5	25.00%	23	4	44.44%
	Paper and Paper Products	5	25.00%	16	4	50.00%
	Plastics Materials and Synthetics	4	13.79%	14	3	15.00%
	Medical Service and Health Insurance	2	9.52%	12	2	20.00%
	Hardware, Plumbing & Heating Equip.	2	18.18%	10	1	16.67%
	Petroleum Refining	3	12.50%	10	2	20.00%
	Drugs, Proprietarys, and Sundries	2	20.00%	9	2	40.00%
	Industrial Organic Chemicals	7	15.56%	9	7	30.43%
	Family Clothing Stores	2	11.11%	8	2	11.11%
	Chemicals and Allied Products	2	18.18%	7	2	25.00%
	Furniture and Homefurnishings Stores	3	23.08%	7	3	33.33%
	Mortgage Bankers and Brokers	2	16.67%	7	2	22.22%
	Security Brokers and Dealers	1	6.67%	6	1	10.00%
	Offices & Clinics Of Medical Doctors	1	10.00%	6	1	12.50%
	Accounting, Auditing, & Bookkeeping	1	7.14%	4	1	10.00%
	Holding Offices	4	33.33%	4	3	50.00%
	Legal Services	2	8.00%	4	2	8.00%
	Petroleum and Petroleum Products	1	10.00%	4	1	16.67%
	Fire, Marine, and Casualty Insurance	1	3.13%	0	1	4.76%
	SICs with <10 comparisons	55	25.58%	803	51	29.65%
	Houston, TX Total	1,104	26.61%	14,063	846	34.26%

Texas MSA	DISCRIMINATION AGAINST HISPANICS Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
Dallas, TX	Eating and Drinking Places	128	35.07%	2,264	120	35.82%
	Grocery Stores	104	36.36%	781	80	40.82%
	Department Stores	44	27.85%	556	38	36.89%
	Hotels and Motels	33	22.30%	454	22	35.48%
	Misc. Food and Kindred Products	9	34.62%	331	5	41.67%
	Variety Stores	25	26.32%	328	14	40.00%
	Groceries and Related Products	21	44.68%	313	16	69.57%
	Miscellaneous Plastics Products	15	31.91%	302	12	48.00%
	Fabricated Structural Metal Products	12	23.53%	279	8	36.36%
	Electronic Components and Accessories	11	22.00%	242	8	28.57%
	Trucking & Courier Services, Ex. Air	26	30.59%	228	21	44.68%
	Telephone Communication	34	15.81%	226	31	25.62%
	Hospitals	26	23.42%	223	20	44.44%
	Public Warehousing and Storage	11	32.35%	196	9	36.00%
	Meat Products	11	44.00%	182	6	75.00%
	Plumbing, Heating, Air-conditioning	13	36.11%	166	9	60.00%
	Air Transportation, Scheduled	8	18.18%	154	5	17.86%
	Real Estate Agents and Managers	8	27.59%	151	6	35.29%
	Millwork, Plywood & Structural Members	8	38.10%	150	5	45.45%
	Commercial Printing	9	29.03%	126	6	42.86%
	Nonferrous Rolling and Drawing	3	21.43%	119	2	33.33%
	Commercial Banks	14	17.28%	116	12	24.49%
	Nursing and Personal Care Facilities	12	23.08%	114	12	23.08%
	Paperboard Containers and Boxes	6	17.65%	108	4	21.05%
	Miscellaneous Shopping Goods Stores	11	24.44%	104	7	20.00%
	Motor Vehicles and Equipment	6	42.86%	99	5	62.50%
	Medical Instruments and Supplies	6	35.29%	93	2	22.22%
	Misc. Converted Paper Products	9	40.91%	90	6	54.55%
	Vegetables and melons	7	21.21%	89	5	41.67%
	Special Industry Machinery	6	60.00%	89	5	83.33%
	Professional & Commercial Equipment	8	23.53%	87	7	33.33%
	Beverages	6	21.43%	86	3	33.33%
	Aircraft and Parts	3	16.67%	86	2	25.00%
	Concrete, Gypsum, and Plaster Products	5	41.67%	81	4	44.44%
	Motor Vehicles, Parts, and Supplies	11	29.73%	81	8	44.44%
	Nonresidential Building Construction	6	37.50%	78	5	62.50%
	Mortgage Bankers and Brokers	2	13.33%	71	2	18.18%
	Measuring and Controlling Devices	5	23.81%	69	5	45.45%
	Electrical Work	2	20.00%	63	2	28.57%
	Automotive Rentals, No Drivers	6	22.22%	61	6	33.33%
	Refrigeration and Service Machinery	5	33.33%	60	3	30.00%
	Credit Reporting and Collection	3	30.00%	56	2	25.00%
	New and Used Car Dealers	8	13.79%	52	7	31.82%
	Construction and Related Machinery	4	30.77%	52	3	37.50%
	Furniture and Homefurnishings Stores	8	30.77%	51	4	33.33%

Texas MSA	DISCRIMINATION AGAINST HISPANICS Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Partitions and Fixtures	2	15.38%	50	1	20.00%
	Misc. Fabricated Metal Products	2	20.00%	45	1	16.67%
	Dairy Products	5	31.25%	45	4	50.00%
	Heavy Construction, except Highway	4	30.77%	43	2	33.33%
	Communications Equipment	6	17.14%	41	4	21.05%
	Computer and Data Processing Services	6	12.50%	39	5	12.50%
	Radio, Television, & Computer Stores	5	11.63%	38	5	15.63%
	Life Insurance	5	38.46%	38	5	50.00%
	Metals and Minerals, except Petroleum	3	30.00%	36	2	28.57%
	Electrical Goods	2	11.76%	35	2	16.67%
	Radio and Television Broadcasting	7	26.92%	35	3	21.43%
	Drug Stores and Proprietary Stores	5	25.00%	33	5	25.00%
	Health and Allied Services	7	23.33%	31	6	31.58%
	Fire, Marine, and Casualty Insurance	3	9.38%	31	3	10.34%
	Sanitary Services	2	16.67%	31	2	25.00%
	Accounting, Auditing, & Bookkeeping	3	30.00%	29	3	30.00%
	Bakery Products	2	20.00%	28	1	16.67%
	Insurance Agents, Brokers, & Service	7	31.82%	28	6	30.00%
	Family Clothing Stores	5	29.41%	27	5	29.41%
	Business Credit Institutions	2	12.50%	27	2	16.67%
	Electrical Repair Shops	3	30.00%	26	3	50.00%
	Soap, Cleaners, and Toilet Goods	2	11.11%	26	2	22.22%
	Lumber and Other Building Materials	7	16.28%	25	7	18.42%
	Cable and Other Pay TV Services	1	9.09%	17	1	12.50%
	Job Training and Related Services	4	26.67%	15	3	25.00%
	Communication Services	3	15.00%	12	2	16.67%
	Paper and Paper Products	4	19.05%	12	4	30.77%
	Personal Credit Institutions	2	13.33%	12	2	18.18%
	Electric Services	4	18.18%	11	4	21.05%
	Medical and Dental Laboratories	2	15.38%	11	1	16.67%
	Holding Offices	2	20.00%	8	2	28.57%
	Legal Services	2	9.52%	6	2	9.52%
	Medical Service and Health Insurance	4	14.29%	6	4	23.53%
	Engineering & Architectural Services	2	20.00%	3	2	22.22%
	Security Brokers and Dealers	1	9.09%	0	1	9.09%
	Computer and Office Equipment	0	0.00%	0	0	0.00%
	Machinery, Equipment, and Supplies	1	7.14%	0	1	10.00%
	SICs with <10 comparisons	71	28.17%	809	65	30.66%
	Dallas, TX Total	916	25.98%	11,412	737	32.24%

Texas MSA	DISCRIMINATION AGAINST HISPANICS Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
San Antonio, TX	Grocery Stores	36	36.36%	883	31	43.66%
	Eating and Drinking Places	53	35.81%	824	51	38.06%
	Department Stores	27	32.53%	536	18	37.50%
	Hospitals	32	32.00%	512	15	60.00%
	Telephone Communication	16	27.12%	420	12	38.71%
	Nursing and Personal Care Facilities	19	22.89%	365	10	24.39%
	Variety Stores	12	33.33%	270	6	40.00%
	Hotels and Motels	11	19.30%	219	6	27.27%
	Insurance Agents, Brokers, & Service	11	35.48%	122	6	54.55%
	Nonresidential Building Construction	4	23.53%	121	2	40.00%
	Commercial Banks	12	27.27%	110	9	39.13%
	Aircraft and Parts	8	27.59%	105	6	60.00%
	Lumber and Other Building Materials	4	33.33%	92	4	33.33%
	Health and Allied Services	6	21.43%	77	5	35.71%
	Concrete, Gypsum, and Plaster Products	5	41.67%	59	3	42.86%
	New and Used Car Dealers	7	14.29%	48	4	20.00%
	Groceries and Related Products	6	15.00%	48	5	33.33%
	Credit Unions	2	15.38%	48	2	28.57%
	Research and Testing Services	2	10.53%	48	1	16.67%
	Radio and Television Broadcasting	5	20.83%	48	3	30.00%
	Beer, Wine, and Distilled Beverages	5	33.33%	45	3	75.00%
	Computer and Data Processing Services	6	21.43%	43	5	31.25%
	Beverages	3	13.64%	42	2	33.33%
	Trucking & Courier Services, Ex. Air	4	19.05%	40	4	28.57%
	Commercial Printing	4	36.36%	32	3	37.50%
	Refrigeration and Service Machinery	2	20.00%	26	1	20.00%
	Engineering & Architectural Services	3	21.43%	26	2	25.00%
	Bakery Products	3	21.43%	17	2	40.00%
	Meat Products	1	8.33%	13	1	20.00%
	Communications Equipment	1	10.00%	9	1	20.00%
	Legal Services	2	16.67%	8	2	28.57%
Fire, Marine, and Casualty Insurance	2	18.18%	0	2	28.57%	
SICs with <10 comparisons	40	24.54%	501	38	29.01%	
San Antonio, TX Total		354	26.70%	5,755	265	35.43%

Texas MSA	DISCRIMINATION AGAINST HISPANICS Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
Fort Worth- Arlington, TX	Eating and Drinking Places	55	32.35%	819	49	31.82%
	Grocery Stores	48	32.21%	285	41	38.32%
	Motor Vehicles and Equipment	3	27.27%	192	2	28.57%
	Department Stores	26	32.10%	173	23	40.35%
	Concrete, Gypsum, and Plaster Products	4	26.67%	128	3	50.00%
	Hospitals	9	20.45%	100	6	35.29%
	Miscellaneous Plastics Products	6	30.00%	100	6	60.00%
	Air Transportation, Scheduled	7	26.92%	87	4	36.36%
	Fabricated Structural Metal Products	8	42.11%	83	5	62.50%
	Public Warehousing and Storage	7	41.18%	62	6	46.15%
	Hotels and Motels	6	24.00%	50	4	44.44%
	Aircraft and Parts	2	18.18%	50	1	14.29%
	Computer and Data Processing Services	3	25.00%	48	3	33.33%
	Variety Stores	3	11.11%	48	3	23.08%
	Groceries and Related Products	4	23.53%	42	3	27.27%
	Telephone Communication	3	9.68%	41	3	15.00%
	Nursing and Personal Care Facilities	6	21.43%	40	6	21.43%
	Nonferrous Rolling and Drawing	2	18.18%	37	2	40.00%
	Railroads	3	27.27%	37	2	40.00%
	Beverages	2	16.67%	35	1	20.00%
	Commercial Banks	3	12.50%	27	3	18.75%
	Electrical Goods	5	29.41%	23	4	40.00%
	Miscellaneous Shopping Goods Stores	2	13.33%	22	2	13.33%
	Paperboard Containers and Boxes	5	27.78%	19	4	44.44%
	Beer, Wine, and Distilled Beverages	4	30.77%	19	3	60.00%
	Drug Stores and Proprietary Stores	2	12.50%	12	2	12.50%
	New and Used Car Dealers	3	11.11%	12	3	27.27%
	Lumber and Other Building Materials	2	12.50%	7	2	14.29%
	Construction and Related Machinery	4	30.77%	7	3	42.86%
	Radio, Television, & Computer Stores	2	16.67%	5	2	18.18%
	Communications Equipment	1	7.14%	0	1	25.00%
Trucking & Courier Services, Ex. Air	1	7.69%	0	1	9.09%	
SICs with <10 comparisons	32	23.02%	320	30	24.79%	
Fort Worth-Arlington, TX Total		273	25.42%	2,932	233	30.98%

Texas MSA	DISCRIMINATION AGAINST HISPANICS Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
Austin-San Marcos, TX	Eating and Drinking Places	30	31.91%	522	30	33.33%
	Grocery Stores	35	35.71%	437	29	46.03%
	Department Stores	15	30.00%	199	14	45.16%
	Hospitals	17	34.00%	146	12	80.00%
	Electronic Components and Accessories	5	12.20%	138	5	41.67%
	Computer and Office Equipment	11	32.35%	115	6	60.00%
	Variety Stores	7	38.89%	114	3	42.86%
	Telephone Communication	8	29.63%	101	5	31.25%
	Miscellaneous Plastics Products	4	26.67%	80	4	50.00%
	Hotels and Motels	5	12.82%	73	4	23.53%
	Miscellaneous Shopping Goods Stores	4	28.57%	30	4	28.57%
	Computer and Data Processing Services	7	16.28%	30	7	21.21%
	Engineering & Architectural Services	4	26.67%	25	3	33.33%
	Research and Testing Services	3	18.75%	24	2	28.57%
	Nursing and Personal Care Facilities	10	41.67%	24	8	47.06%
	Radio and Television Broadcasting	3	30.00%	22	3	50.00%
	Professional & Commercial Equipment	2	15.38%	9	2	33.33%
	Lumber and Other Building Materials	3	16.67%	8	3	21.43%
	New and Used Car Dealers	1	8.33%	6	1	20.00%
	Health and Allied Services	1	9.09%	0	1	14.29%
	Legal Services	0	0.00%	0	0	0.00%
	Fire, Marine, and Casualty Insurance	3	25.00%	0	2	33.33%
	Commercial Banks	1	5.56%	0	1	9.09%
SICs with <10 comparisons	27	23.08%	248	26	26.80%	
Austin-San Marcos, TX Total		206	25.72%	2,351	175	34.11%
El Paso, TX	Variety Stores	3	14.29%	100	1	12.50%
	Eating and Drinking Places	6	26.09%	82	6	26.09%
	Hospitals	5	17.24%	67	2	28.57%
	Department Stores	4	11.43%	60	4	17.39%
	Grocery Stores	6	20.69%	53	4	16.00%
	Nonferrous Rolling and Drawing	4	30.77%	45	2	25.00%
	Motor Vehicles and Equipment	3	30.00%	29	2	28.57%
	Men's and Boys' Furnishings	1	6.67%	19	1	14.29%
	Commercial Banks	1	10.00%	0	1	20.00%
	SICs with <10 comparisons	12	20.34%	154	12	21.82%
El Paso, TX Total		45	18.44%	609	35	20.83%
Corpus Cristi, TX	Hospitals	12	30.00%	176	6	60.00%
	Variety Stores	5	38.46%	77	2	40.00%
	Eating and Drinking Places	6	37.50%	56	6	37.50%
	Grocery Stores	2	11.11%	29	2	14.29%
	Nursing and Personal Care Facilities	2	18.18%	13	2	25.00%
	SICs with <10 comparisons	4	16.67%	55	4	16.67%
Corpus Cristi, TX Total		31	25.41%	406	22	28.57%

Texas MSA	DISCRIMINATION AGAINST HISPANICS Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
Lubbock, TX	Eating and Drinking Places	11	45.83%	184	11	50.00%
	Grocery Stores	10	31.25%	90	6	40.00%
	Hospitals	4	28.57%	62	3	75.00%
	SICs with <10 comparisons	10	22.22%	129	10	25.64%
	Lubbock, TX Total	35	30.43%	466	30	37.50%
Killeen- Temple, TX	Miscellaneous Plastics Products	5	33.33%	90	3	60.00%
	Hospitals	4	33.33%	49	1	33.33%
	Eating and Drinking Places	4	19.05%	45	4	19.05%
	Nursing and Personal Care Facilities	2	15.38%	14	2	18.18%
	Department Stores	1	10.00%	8	1	10.00%
	Grocery Stores	4	26.67%	5	4	26.67%
	Variety Stores	2	18.18%	0	1	20.00%
	SICs with <10 comparisons	0	0.00%	0	0	0.00%
Killeen-Temple, TX Total	22	21.57%	212	16	21.33%	
Galveston- Texas City, TX	Eating and Drinking Places	6	25.00%	38	5	26.32%
	Grocery Stores	3	20.00%	9	3	20.00%
	Industrial Inorganic Chemicals	2	20.00%	6	1	33.33%
	SICs with <10 comparisons	5	17.24%	33	4	17.39%
Galveston-Texas City, TX Total	16	20.51%	85	13	21.67%	
Odessa- Midland, TX	Oil and Gas Field Services	4	28.57%	191	3	37.50%
	Eating and Drinking Places	6	40.00%	80	6	40.00%
	Department Stores	4	30.77%	67	4	30.77%
	Grocery Stores	2	18.18%	23	2	18.18%
	SICs with <10 comparisons	4	16.67%	31	4	17.39%
Odessa-Midland, TX Total	20	25.97%	393	19	27.14%	
Amarillo, TX	Eating and Drinking Places	4	28.57%	39	4	28.57%
	Grocery Stores	2	14.29%	5	2	14.29%
	SICs with <10 comparisons	8	19.05%	103	8	21.62%
Amarillo, TX Total	14	20.00%	146	14	21.54%	
Waco, TX	Eating and Drinking Places	6	31.58%	42	6	31.58%
	Grocery Stores	2	20.00%	16	2	20.00%
	SICs with <10 comparisons	5	13.89%	61	5	15.63%
Waco, TX Total	13	20.00%	119	13	21.31%	
McAllen- Edinburg- Mission, TX	Eating and Drinking Places	3	20.00%	103	3	20.00%
	Hospitals	4	19.05%	63	3	50.00%
	Department Stores	3	20.00%	25	3	25.00%
	SICs with <10 comparisons	2	25.00%	12	1	25.00%
McAllen-Edinburg-Mission, TX Total	12	20.34%	202	10	27.03%	

Texas MSA	DISCRIMINATION AGAINST HISPANICS Industry	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
Brazoria, TX	Heavy Construction, except Highway	4	36.36%	48	2	50.00%
	Grocery Stores	2	16.67%	20	2	16.67%
	Variety Stores	2	15.38%	18	2	40.00%
	SICs with <10 comparisons	4	19.05%	16	4	19.05%
	Brazoria, TX Total	12	21.05%	102	10	23.81%
Brownsvl- Harlingn- SanBenitoTX	Department Stores	2	16.67%	20	2	16.67%
	Hospitals	1	7.69%	17	1	25.00%
	Eating and Drinking Places	2	16.67%	11	2	16.67%
	Grocery Stores	1	9.09%	0	1	9.09%
	SICs with <10 comparisons	1	12.50%	0	1	12.50%
Brownsvl-Harlingn-SanBenitoTX Total	7	12.50%	47	7	14.89%	
Bryan- College Station, TX	Eating and Drinking Places	7	50.00%	47	7	50.00%
	Grocery Stores	3	27.27%	7	3	27.27%
	SICs with <10 comparisons	4	19.05%	15	4	20.00%
Bryan-College Station, TX Total	14	30.43%	69	14	31.11%	
Beaumont- Port Arthur, TX	Eating and Drinking Places	7	36.84%	30	7	36.84%
	Plastics Materials and Synthetics	2	16.67%	0	2	22.22%
	SICs with <10 comparisons	0	0.00%	0	0	0.00%
Beaumont-Port Arthur, TX Total	9	23.08%	30	9	25.00%	
Abilene, TX	SICs with <10 comparisons	8	21.62%	86	8	25.81%
	Abilene, TX Total	8	21.62%	86	8	25.81%
Wichita Fall, TX	Eating and Drinking Places	3	25.00%	32	3	27.27%
	SICs with <10 comparisons	4	19.05%	4	4	19.05%
Wichita Fall, TX Total	7	21.21%	36	7	21.88%	
Tyler, TX	Eating and Drinking Places	5	41.67%	73	5	41.67%
	Grocery Stores	4	40.00%	13	3	37.50%
	SICs with <10 comparisons	1	25.00%	0	1	25.00%
Tyler, TX Total	10	38.46%	85	9	37.50%	
Sherman- Denison, TX	SICs with <10 comparisons	14	58.33%	80	13	61.90%
	Sherman-Denison, TX Total	14	58.33%	80	13	61.90%
San Angelo, TX	SICs with <10 comparisons	5	23.81%	28	5	26.32%
	San Angelo, TX Total	5	23.81%	28	5	26.32%
Laredo, TX	SICs with <10 comparisons	4	23.53%	54	4	23.53%

Texas	DISCRIMINATION AGAINST HISPANICS	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
MSA	Industry					
	Laredo, TX Total	4	23.53%	54	4	23.53%
Longview- Marshall, TX	SICs with <10 comparisons	5	38.46%	56	5	38.46%
	Longview-Marshall, TX Total	5	38.46%	56	5	38.46%
Victoria, TX	SICs with <10 comparisons	2	18.18%	30	2	18.18%
	Victoria, TX Total	2	18.18%	30	2	18.18%
TEXAS HISPANICS TOTALS		3,158	25.91%	39,857	2,521	32.32%

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

Texas	DISCRIMINATION AGAINST ASIANS	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%		#	%
MSA	Industry					
Houston, TX	Hospitals	53	37.59%	1,127	28	51.85%
	Department Stores	41	36.94%	311	41	37.27%
	Engineering & Architectural Services	30	33.33%	236	24	37.50%
	Measuring and Controlling Devices	19	40.43%	221	14	50.00%
	Misc. Food and Kindred Products	10	66.67%	184	7	77.78%
	Computer and Data Processing Svcs.	21	28.77%	182	18	30.00%
	Electrical Goods	9	52.94%	141	7	70.00%
	Variety Stores	20	46.51%	135	17	51.52%
	Crude Petroleum And Natural Gas	12	29.27%	119	12	29.27%
	Computer and Office Equipment	6	26.09%	101	6	37.50%
	Oil and Gas Field Services	13	32.50%	87	13	32.50%
	Research and Testing Services	6	30.00%	83	3	27.27%
	Miscellaneous Plastics Products	6	50.00%	80	6	54.55%
	Machinery, Equipment, and Supplies	11	68.75%	74	9	69.23%
	Misc. Fabricated Metal Products	11	37.93%	65	9	47.37%
	Construction and Related Machinery	12	25.00%	62	10	41.67%
	Health and Allied Services	7	38.89%	53	6	54.55%
	Professional & Commercial Equipment	8	50.00%	44	7	63.64%
	Nonstore Retailers	4	33.33%	42	4	36.36%
	New and Used Car Dealers	6	50.00%	36	4	44.44%
	Gas Production and Distribution	4	21.05%	34	4	21.05%
	Radio, Television, & Computer Stores	7	25.93%	27	7	25.93%
	Air Transportation, Scheduled	3	30.00%	26	2	25.00%
	Industrial Inorganic Chemicals	3	27.27%	19	3	37.50%
	Plastics Materials and Synthetics	2	16.67%	11	2	16.67%
	Hotels and Motels	1	10.00%	0	1	20.00%
	SICs with <10 comparisons	56	35.90%	418	55	37.41%
	Houston, TX Total	381	35.64%	3,918	319	39.33%

Texas	DISCRIMINATION AGAINST ASIANS	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%		#	%
MSA	Industry					
Dallas, TX	Communications Equipment	60	55.56%	1,016	34	77.27%
	Electronic Components & Accessories	26	38.81%	956	16	53.33%
	Computer & Data Processing Services	48	35.56%	614	41	37.27%
	Hospitals	36	36.36%	442	25	54.35%
	Telephone Communication	31	36.47%	286	29	37.18%
	Accounting, Auditing, & Bookkeeping	8	50.00%	129	8	50.00%
	Electrical Goods	9	45.00%	120	8	53.33%
	Department Stores	21	26.92%	112	21	26.92%
	Refrigeration and Service Machinery	10	62.50%	110	6	75.00%
	Aircraft and Parts	5	41.67%	105	3	50.00%
	Medical Instruments and Supplies	6	40.00%	81	3	37.50%
	Measuring and Controlling Devices	7	29.17%	76	5	38.46%
	Engineering & Architectural Services	9	50.00%	70	9	50.00%
	Air Transportation, Scheduled	11	61.11%	66	10	66.67%
	Crude Petroleum And Natural Gas	5	45.45%	25	5	45.45%
	Paperboard Containers and Boxes	6	54.55%	23	6	60.00%
	Eating and Drinking Places	6	40.00%	18	6	40.00%
	Professional & Commercial Equipment	3	23.08%	15	3	27.27%
	Radio, Television, & Computer Stores	3	17.65%	9	3	18.75%
	SICs with <10 comparisons	45	33.58%	346	44	36.07%
	Dallas, TX Total	355	38.93%	4,620	285	42.54%
Fort Worth-Arlington, TX	Miscellaneous Plastics Products	12	63.16%	166	9	90.00%
	Communications Equipment	4	28.57%	112	3	75.00%
	Electrical Goods	4	36.36%	35	4	50.00%
	Nonferrous Rolling and Drawing	4	36.36%	7	4	80.00%
	SICs with <10 comparisons	34	38.20%	343	31	39.74%
	Fort Worth-Arlington, TX Total	58	40.28%	663	51	48.57%
Austin-San Marcos, TX	Electronic Components & Accessories	16	44.44%	331	8	57.14%
	Computer and Office Equipment	3	27.27%	119	3	33.33%
	Computer & Data Processing Services	18	40.91%	113	17	40.48%
	SICs with <10 comparisons	13	30.95%	54	12	40.00%
	Austin-San Marcos, TX Total	50	37.59%	617	40	42.11%
San Antonio, TX	Hospitals	4	25.00%	53	4	25.00%
	SICs with <10 comparisons	13	37.14%	66	13	39.39%
	San Antonio, TX Total	17	33.33%	119	17	34.69%
El Paso, TX	SICs with <10 comparisons	8	66.67%	120	8	66.67%
	El Paso, TX Total	8	66.67%	120	8	66.67%

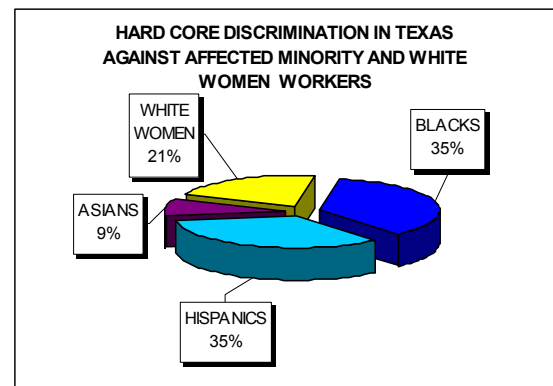
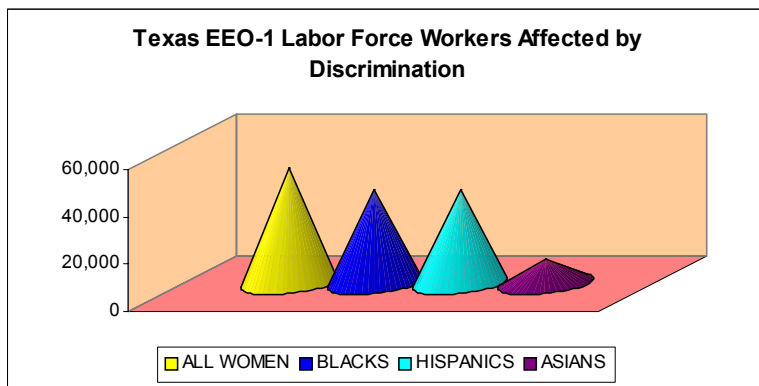
Texas	DISCRIMINATION AGAINST ASIANS	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%		#	%
MSA	Industry					
Killeen-Temple, TX	SICs with <10 comparisons	3	25.00%	15	3	25.00%
Killeen-Temple, TX Total		3	25.00%	15	3	25.00%
Corpus Cristi, TX	SICs with <10 comparisons	6	50.00%	36	6	50.00%
Corpus Cristi, TX Total		6	50.00%	36	6	50.00%
Beaumont-Port Arthur, TX	SICs with <10 comparisons	1	9.09%	0	1	12.50%
Beaumont-Port Arthur, TX Total		1	9.09%	0	1	12.50%
McAllen-Edinburg-Mission, TX	SICs with <10 comparisons	3	50.00%	41	3	50.00%
McAllen-Edinburg-Mission, TX Total		3	50.00%	41	3	50.00%
Brownsvl-Harlingn-SanBenitoTX	SICs with <10 comparisons	1	25.00%	13	1	25.00%
Brownsvl-Harlingn-SanBenitoTX Total		1	25.00%	13	1	25.00%
Amarillo, TX	SICs with <10 comparisons	2	66.67%	15	2	66.67%
Amarillo, TX Total		2	66.67%	15	2	66.67%
Lubbock, TX	SICs with <10 comparisons	1	50.00%	37	1	50.00%
Lubbock, TX Total		1	50.00%	37	1	50.00%
Galveston-Texas City, TX	SICs with <10 comparisons	0	0.00%	0	0	0.00%
Galveston-Texas City, TX Total		0	0.00%	0	0	0.00%
TEXAS ASIANS TOTALS		886	37.34%	10,213	737	41.15%

Texas	DISCRIMINATION AGAINST NATIVE AMERICANS	Comparisons w/Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
MSA	Industry					
Fort Worth-Arlington, TX	All Other Comparisons	6	85.71%	35	6	85.71%
Fort Worth-Arlington, TX Total		6	85.71%	35	6	85.71%
Dallas, TX	All Other Comparisons	2	66.67%	7	2	66.67%
Dallas, TX Total		2	66.67%	7	2	66.67%
TEXAS NATIVE AMERICANS TOTALS		8	80.00%	42	8	80.00%

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

Table 17. Bottom Line of Discrimination in Texas.

Bottom Line of Discrimination in Texas	Comparisons with Discrimination		Affected Workers	Discriminating Establishments		Hard Core Discriminators				
	#	%		#	#	%	Establishments		Workers	
							#	%	#	% of Affected Workers
ALL WOMEN	3,445	23.30%	48,895	2,739	32.57%	587	6.98%	17,267	35.31%	
MINORITIES	4,542	28.63%	70,480	3,369	38.36%	988	11.25%	32,355	45.91%	
BLACKS	3,665	31.45%	39,873	2,901	39.36%	683	9.27%	16,205	40.64%	
HISPANICS	3,158	25.91%	39,857	2,521	32.32%	570	7.31%	15,598	39.14%	
ASIANS	886	37.34%	10,213	737	41.15%	114	6.37%	3,943	38.61%	



Every time a Black worker sought an employment opportunity in 1999, he or she had a 31% chance of facing discrimination – almost one-third of the time. A Hispanic worker faced this risk a quarter of the time, while Asian workers faced it 37% of the time. White Women faced the risk of discrimination 23% or nearly a quarter of the time.

The Dallas - Fort Worth area included 53,000 affected workers or 38% of the state total. Those areas plus Houston contain 94,375 or two-thirds 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;
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- (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. Transport. 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).

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.

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.

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 Appendix B of the National Report.

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

STANDARD DEVIATIONS. See “Statistical Significance.”

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

deviations from the expected number. This difference is evidence of intentional discrimination. See **Intentional Discrimination**.

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

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

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

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

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

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

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

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

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

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

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

A. BACKGROUND OF THE STUDY

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

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

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

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

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

B. THE BURDEN OF DISCRIMINATION

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

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

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

C. BLACK WORKERS MOST SERIOUSLY AFFECTED

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

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

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

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

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

E. FORTY INDUSTRIES THAT WERE 'EQUAL OPPORTUNITY DISCRIMINATORS'

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

[Continued on next page.]

FORTY INDUSTRIES' INTENTIONAL DISCRIMINATION* AGAINST WOMEN, BLACKS, HISPANICS, AND ASIANS, SHOWING AFFECTED WORKERS** AND DISCRIMINATION RISK BY INDUSTRY***										
SIC	Industry	WOMEN		BLACKS		HISPANICS		ASIANS		AFFECTED WORKERS
		#	% Rsk	#	%Rsk	#	%Rsk	#	%Rsk*	
806	Hospitals	63,908	21%	89,314	41%	19,562	22%	23,719	36%	196,503
581	Eating and Drinking Places	35,370	19%	55,591	43%	43,702	40%	3,530	40%	138,193
531	Department Stores	42,271	22%	50,959	37%	20,615	29%	5,414	31%	119,259
541	Grocery Stores	28,253	14%	53,333	41%	20,681	33%	1,559	24%	103,827
805	Nursing and Personal Care Facilities	13,865	14%	39,429	35%	7,247	34%	5,508	34%	66,049
737	Computer and Data Processing Services	31,114	26%	8,206	28%	1,986	27%	16,637	36%	57,943
701	Hotels and Motels	13,127	17%	17,960	29%	18,651	25%	6,471	32%	56,208
481	Telephone Communication	29,394	30%	19,857	32%	3,654	25%	2,886	33%	55,791
602	Commercial Banks	18,673	18%	20,131	37%	4,006	23%	4,821	30%	47,632
371	Motor Vehicles and Equipment	18,084	32%	14,470	36%	3,206	32%	1,732	37%	37,492
367	Electronic Components and Accessories	11,965	26%	3,001	33%	5,808	23%	11,748	35%	32,522
421	Trucking & Courier Services, Ex. Air	10,119	42%	15,842	35%	5,304	26%	501	32%	31,766
451	Air Transportation, Scheduled	15,651	32%	8,597	30%	4,057	22%	2,768	33%	31,073
308	Miscellaneous Plastics Products	11,109	33%	4,622	33%	7,216	35%	2,559	49%	25,547
514	Groceries and Related Products	11,184	32%	4,783	34%	6,077	32%	534	36%	22,577
809	Health and Allied Services	10,329	21%	6,767	35%	2,063	29%	1,478	32%	20,638
633	Fire, Marine, and Casualty Insurance	7,858	18%	4,012	22%	772	20%	754	32%	13,395
632	Medical Service and Health Insurance	5,733	19%	5,751	28%	914	21%	944	26%	13,341
372	Aircraft and Parts	5,901	29%	1,443	34%	2,611	17%	2,497	35%	12,453
357	Computer and Office Equipment	5,814	27%	1,310	28%	1,066	21%	4,170	32%	12,360
594	Miscellaneous Shopping Goods Stores	6,186	30%	3,216	36%	1,888	33%	619	28%	11,909
621	Security Brokers and Dealers	7,506	21%	2,277	29%	817	23%	1,122	21%	11,723
384	Medical Instruments and Supplies	5,474	25%	1,012	27%	1,821	27%	2,995	31%	11,301
871	Engineering & Architectural Services	6,487	23%	1,792	25%	715	18%	2,235	25%	11,229
504	Professional & Commercial Equipment	6,440	26%	1,984	26%	977	25%	1,632	29%	11,033
366	Communications Equipment	4,500	25%	1,269	20%	978	20%	3,839	36%	10,585
283	Drugs	5,301	23%	1,718	25%	1,185	24%	2,301	31%	10,504
801	Offices & Clinics Of Medical Doctors	4,936	19%	2,987	33%	1,028	22%	1,419	27%	10,370
275	Commercial Printing	4,869	29%	1,984	31%	1,486	31%	878	43%	9,216
201	Meat Products	2,286	32%	1,720	33%	3,517	28%	916	58%	8,439
641	Insurance Agents, Brokers, & Service	3,943	19%	2,768	30%	756	25%	756	25%	8,222
349	Misc. Fabricated Metal Products	3,440	35%	1,511	30%	1,683	29%	835	39%	7,469
836	Residential Care	2,481	21%	3,449	33%	854	28%	378	35%	7,163
267	Misc. Converted Paper Products	3,505	33%	1,511	30%	1,516	33%	456	44%	6,988
344	Fabricated Structural Metal Products	2,242	37%	1,660	33%	2,476	32%	511	48%	6,888
489	Communication Services	2,530	30%	1,322	27%	1,474	29%	1,474	29%	6,800
271	Newspapers	2,924	19%	2,094	37%	1,016	26%	337	31%	6,372
501	Motor Vehicles, Parts, and Supplies	2,579	29%	1,354	30%	1,010	31%	1,010	31%	5,953
209	Misc. Food and Kindred Products	2,024	32%	1,119	35%	2,091	25%	695	43%	5,930
225	Knitting Mills	1,396	34%	1,043	34%	700	46%	414	59%	3,553
Total affected workers		470,773		463,206		207,186		125,052		1,266,217
31% reduction for minority women included in Women totals		(145,940)								1,120,277
Percent of all affected Workers		75%		79%		73%		84%		77%
* Discrimination 1.65 or more standard deviations.										
**Affected Workers are the difference between employment in same labor market and occupation at 2 or more standard deviations below average, and number who would have been employed if establishment had employed at the average.										
***Risk based on proportion of comparisons of establishments in same labor market and occupation.										

Additional highlights of the Study include:

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

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

F. AFFIRMATIVE ACTION STILL NECESSARY

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

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

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

G. RECOMMENDATIONS

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

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

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