

Census 2000 Special EEO Tabulation

Things to Know Before Using the Special EEO Tabulation Files

1. **File descriptions:** The Special EEO Tabulation is a set of 24 separate files (actually each file is a set of two files or versions, one version covers all areas except Hawaii and a second version covers Hawaii only; the only difference between the versions is that the Hawaii version has 15 race/ethnicity categories while the version for all areas except Hawaii contains only 12 – for further explanation see #2 below).

The files are delineated as follows:

- Files 1 through 7 are residence tabulations. The tabulations are presented for the civilian **labor force** 16 years and older by occupation categories, race and ethnicity, and sex based on the location where they live.
- Files 8 through 19 are workflow tabulations. The tabulations are presented for a central worksite (county or place of 50,000 or more population) showing the flow to that worksite of workers from up to nine individual counties, places, or balance of counties. The data are shown for civilian **workers** 16 years and older by occupation categories, race and ethnicity, and sex based on the location of the worksite.
- Files 20 through 24 are worksite tabulations. The tabulations are presented for civilian **workers** 16 years and older by occupation categories, race and ethnicity, sex, and one of the following: educational attainment, older age groups, industry, and earnings. The tabulations are based on the location of the worksite.

See Appendix 4.1 for a detailed description of the 24 files involved with the Special EEO Tabulation.

2. **Race and Ethnicity:** For all geographies outside of Hawaii, data are shown for 12 categories of race and ethnicity (see Appendix 4.2 for a description of those categories). For Hawaii only, three additional race and ethnicity categories are added to identify people of multiple races, one of which is Native Hawaiian and Other Pacific Islander (see Appendix 4.2 for a description of the three additional categories).
3. **County Subdivisions in New England:** In those files that present data below the county level, the county subdivision shown is the place in all states outside of New England. For the New England states, the county subdivision shown is the minor civil division (MCD). Below is a list of the MCDs of 50,000 or more population that are shown for New England.

ConnecticutFairfield County

Bridgeport town
Danbury town
Fairfield town
Greenwich town
Norwalk town
Stamford town

Hartford County

Bristol town
Hartford town
Manchester town
New Britain town
West Hartford town

New Haven County

Hamden town
Meriden town
Milford town
New Haven town
Waterbury town
West Haven town

MaineCumberland County

Portland city

MassachusettsBristol County

Fall River city
New Bedford city
Taunton city

Essex County

Haverhill city
Lawrence city
Lynn city

Hampden County

Chicopee city
Springfield city

Middlesex County

Cambridge city
Framingham town
Lowell city
Malden city
Medford city
Newton city
Somerville city
Waltham city

Norfolk County

Brookline town
Quincy city
Weymouth town

Plymouth County

Brockton city
Plymouth town

Suffolk County

Boston city

Worcester County

Worcester city

New HampshireStrafford County

Manchester city
Nashua city

Rhode IslandKent County

Warwick City

Providence County

Cranston City
Pawtucket City
Providence City

4. **Results of Disclosure Avoidance:** Because of the need to implement various disclosure avoidance techniques to protect respondent privacy, users of the Special EEO Tabulation should be aware of the following:

- a. Seven metropolitan areas (MSAs and PMSAs) are not included in files 1 and 2 because to identify them in conjunction with identifying County Sets would result in showing data for an area of under 50,000 population. The seven areas are –

Arizona: Flagstaff AZ-UT MSA - FIPS MSA Code #2620
Arkansas: Fort Smith AR-OK MSA - FIPS MSA Code #2720
Maryland: Baltimore MD PMSA - FIPS PMSA Code #0720
New York: Newburgh NY-PA PMSA - FIPS PMSA Code #5660
North Dakota: Grand Forks ND-MN MSA - FIPS MSA Code 2985
Pennsylvania: Pittsburgh PA MSA - FIPS MSA Code #6280
Wisconsin: La Crosse WI-MN MSA - FIPS MSA Code #3870

However, all metropolitan areas (MSAs and PMSAs) are shown in files 3, 4, 5, and 7.

- b. Sixty places with populations of 50,000 or more are not shown in files 14 through 19 because showing them in conjunction with data for the county they are in would result in the identification of a balance of the county that is under 50,000 population. However, all places of 50,000 or more are shown in files 3 through 6. The sixty places not shown are –

Alabama:

Dothan city
Montgomery city

Arkansas:

Fort Smith city
Jonesboro city
Pine Bluff city

Colorado:

Pueblo city

Florida

Jacksonville city

Georgia:

Albany city
Athens-Clarke County (balance)
Augusta-Richmond County (balance)
Columbus city (balance)

Idaho:

Idaho Falls city
Pocatello city

Illinois:

Decatur city

Indiana:

Terre Haute city

Iowa:

Ames city

Council Bluffs city

Dubuque city

Iowa City city

Sioux City city

Kansas:

Kansas City city

Lawrence city

Topeka city

Kentucky:

Owensboro city

Louisiana:

Bossier City city

Minnesota:

Rochester city

Missouri:

Kansas City city

St. Joseph city

Montana:

Billings city

Great Falls city

Missoula city

Nebraska:

Lincoln city

New Mexico:

Rio Rancho city

North Carolina:

Durham city

Rocky Mount city

North Dakota:

Bismarck city

Fargo city

Oklahoma:

Lawton city

Oregon:

Gresham city

Salem city

South Dakota:

Rapid City city

Sioux Falls city

Tennessee:

Clarksville city

Jackson city

Nashville-Davidson (balance)

Texas:

Abilene city
Amarillo city
Bryon city
Corpus Christi city
Laredo city
Longview city
Lubbock city
Midland city
Odessa city
San Angelo city
Victoria city
Wichita Falls city

West Virginia:

Huntington city

Wisconsin:

Eau Claire city

Wyoming:

Cheyenne city

- c. Thirty-four places with populations of 100,000 or more are not shown in datasets 21 through 24 because showing them in conjunction with data for the county they are in would result in the identification of a balance of the county that is under 100,000 population.
The thirty-four places not shown are:

Alabama:

Montgomery city

Colorado:

Pueblo city

Florida:

Jacksonville city

Tallahassee city

Georgia:

Athens-Clarke County (balance)

Augusta-Richmond County (balance)

Columbus city (balance)

Illinois:

Peoria city

Springfield city

Indiana:

Evansville city

Indianapolis city (balance)

Iowa:

Cedar Rapids city

Kansas:
 Kansas City city
 Topeka city
Louisiana:
 Lafayette city
 Shreveport city
Michigan:
 Lansing city
Mississippi:
 Jackson city
Missouri:
 Independence city
 Kansas City city
 Springfield city
Nebraska:
 Lincoln city
 Omaha city
North Carolina:
 Durham city
South Dakota:
 Sioux Falls city
Tennessee:
 Clarksville city
 Nashville-Davidsonville (balance)
Texas:
 Abilene city
 Amarillo city
 Corpus Christi city
 Laredo city
 Lubbock city
 Waco city
 Wichita Falls city

- 5. Effects of Required Rounding:** The Census Bureau’s internal Disclosure Review Board (DRB) is responsible for reviewing specifications for all census data products, and determining that no product format is approved that contains any degree of disclosure risk. To meet the DRB’s disclosure avoidance standards, the Special EEO Tabulation was created using approved rounding rules, that are described in the “Protecting Privacy” appendix. Basically, all counts in these files are rounded.

Specifically, in the EEO residence and worksite files (#1-7 and #20-24), each occupational group contains combinations of characteristics that are individually rounded (for example, the sex – race group variables in file #1, such as White non-Hispanic males) and also a total civilian labor force variable that was constructed based on the unrounded total and was then rounded (named “total” on

the files). This approach provides users with occupational group totals that are closer to the actual unrounded estimates. However, the total civilian labor force value may not equal the sum of the individually rounded characteristic variables for each occupational group. (This rounding procedure occurs for each observation in the file; for example, each geographic unit's occupational group.) In addition, the totals for a particular summary level of geography (state) will likely not equal the sum of the geographies within that summary level (counties).

In the EEO worksite/residence (also known as workflow) files (#8-19), the rounding of the total number of people employed at work (named "people_r" on the files) occurs for each observation in the file, which is a combination of occupational groups by race by sex for every place of work by place of residence occurrence. Some totals may not agree between files for the same geographic areas and/or occupational groups, because of the rounding of estimates.

Data from the Special EEO Tabulation will not agree with estimates from other Census 2000-based products (such as Summary Files 3 and 4) because of universe differences and rounding. Use published SF-3 and SF-4 data products to obtain estimates of the total civilian labor force, total number of employed, or high-level occupational groups for the civilian employed population. The Special EEO Tabulation gives users access to more detailed occupational group data.

- 6. Geocoding Difference:** The Special EEO Tabulation reflects corrections to a number of county-to-county flows that were discovered to have errors after the release of Census 2000 SF3 and SF4 data. In general, the errors were the result of name similarity/duplication/confusion between counties, MCDs, and places, oftentimes the results of respondents mis-fielding their answers. The major exception to this, and the largest correction made, was the incorrect geocoding of the Warner-Robbins Air Force Base. This base was geocoded to a tract and block in the wrong county. About 7,800 workers were moved as a result of the correction. Most of the other corrections involved flows of less than 150 workers, although a few were between 150 and 500 workers.
- 7. EEO User Note #1:** The SOC code for Occupation code 845 - Upholsterers is incorrect on the EEO tabulation CD-ROM, specifically in files # 1, 2, 20, 21, 22, 23, and 24. The correct SOC code is 51-6093.