



U. S. Department of Justice  
Office of the Deputy Attorney General

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Washington, D.C. 20530

September 9, 1997

Ms. Judith A. Winston  
Executive Director  
The President's Initiative on Race  
New Executive Office Building  
725 17th Street, N.W.  
Room 3236  
Washington, D.C. 20503

Re: Data Collection

Dear Ms. Winston:

As you requested, we have explored potential sources and types of data that the Justice Department could provide regarding race in the United States. What follows is an outline of the available statistical information we have identified as well as descriptive information regarding the Department's civil rights enforcement record. The narrative information may be useful in providing a sense of the kind and range of discrimination faced by Americans in every region of the country.

We have enclosed only preliminary materials that may be useful, but can provide you with any additional information described here but not enclosed.

**I. Statistical Information**

**A. General Inventory**

The Bureau of Justice Statistics (BJS) has compiled an inventory of available published statistical information on race and the criminal justice system in the United States. The inventory is fairly complete with respect to statistics published by BJS. Important statistics not available from BJS but available elsewhere are also listed in the inventory.

Crime victims, criminal offenders, and criminal justice employees are all included in the scope of the inventory. Per your request, certain topics received special attention:

- nature and distribution of offenses and offenders;
- disparity;
- offender/victim characteristics;
- recidivism;
- prisoner literacy;
- public attitudes;
- jury participation;
- police use of force; and
- hate crimes.

With respect to hate crimes, we have few sources of reliable statistical information because of the difficulty in collecting information on this type of crime. At the federal level, hate crime statistics are compiled by the FBI under the Uniform Crime Report (UCR) Program. Reporting is voluntary, with only about 60 percent of the 16,000 law enforcement agencies participating in the UCR Program submitting hate crime data. Of those that do submit hate crime data, only a limited number report any hate crime within their jurisdiction, while others report only a handful of crimes. Further, the problem of underreporting is not just limited to law enforcement agencies. Victims of bias-motivated attacks often fail to report such crimes. This combination of victim and law enforcement underreporting severely hampers our ability to estimate the overall level of hate crime and any trend related to it. The Justice Department's Working Group on Hate Crimes is developing recommendations for the Attorney General on how to improve data collection. Once a report and recommendations are approved by the Attorney General, they may be useful resources. In the meantime, we have provided a brief summary of the current state of the statistics available on hate crimes.

**B. Statistics on Civil Rights Prosecutions and Sentencing**

A chart prepared by the Criminal Section of the Civil Rights Division entitled "Civil Rights Prosecutions involving Racial Violence" is enclosed. The chart shows the number of federal prosecutions for racially motivated crimes from 1977 to 1997, with a breakdown of "KKK" or "non-KKK" related cases. Sentencing data is included in two forms: (1) a statistical comparison of the Criminal Section's sentencing data between July 1, 1996 and June 30, 1997 and (2) a statistical comparison for fiscal years 1995 to 1997, with numbers of racial violence cases in those years.

We note that the numbers of Civil Rights Prosecutions for 1996 and 1997 do not include racially motivated church burnings because the Criminal Section began tracking church burning cases by separate code in their database for those years. Those statistics are now reported by the National Church Arson Task Force. The National Church Arson Task Force's First Year Report for the President was released in June 1997 and includes statistics on: the total number of incidents of church bombings in 1996 and 1997, broken down by the race of the members of the house of worship (African American Houses of Worship and Non-African American Houses of Worship); investigations involving fires at African American Houses of Worship between January 1996 and May 1997; and subjects arrested for suspected church arsons broken down by sex and race. The report is enclosed.

**C. Statistics on Employment and Contracting**

The Civil Rights Division's Employment Litigation Section has suggested that the President's Advisory Board explore the following potential sources of data:

- Urban Institute's Report on Minority Contractors (1996). This report was funded in part by the Department of Justice, and reviewed the availability and utilization of minority and non-minority contractors. The Urban Institute concluded that minority contractors are underutilized within a number of industries. However, various courts have taken issue with the data used in the studies because of their unreliability. It is our understanding that the Department of Commerce is scheduled to come out with Disadvantaged Business Enterprises (DBE) benchmarks by Standard Industry Code (SIC) on October 1, 1997. With those benchmarks, the Commerce Department is expected to do a "but for" study showing what the level of DBE contracting would look like absent discrimination.

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- Urban Institute's Catalogue of Publications, Fall 1996, enclosed;
- Equal Employment Opportunity Commission's Publications including:
  - "Indicators of Equal Employment Opportunity - Status and Trends," enclosed;
  - Charge Database Information, which includes general information on the numbers and types of charges filed with the EEOC, including the bases for such charges;
  - EEO-4 Survey of State and Local Governments, which shows composition of employers' incumbent workforces;
  - EEO-1 Survey of Private Employers, which includes employers' reports on the racial composition of their workforces;
  - EEO-5 Survey of Elementary and Secondary Schools which shows the race and gender composition of the workforce and new hires; and
  - the former EEO-6 Survey of Colleges and Universities which is now known as the IPEDS-S, administered by the Department of Education.

The Employment Section also notes that the EEOC has published several booklets discussing trends shown by the EEO-1 and EEO-4 Surveys.

- Bureau of Census - Census' EEO Special File;
- Economic Census of Minority Businesses;
- Bureau of Labor Statistics information concerning earnings;
- Abstracts of General Accounting Office's Reports and Testimony for Fiscal Year 1997 also are enclosed.

#### D. Data on Environmental Justice

The Environment and Natural Resources Division has monitored and worked on the issue of environmental justice, which calls for the fair distribution of environmental risks and protection from environmental harms for all people regardless of race or income. Environmental justice sometimes arises in the course of our litigation, and the Environment Division also chairs a Department of Justice interagency working group that addresses cross-cutting environmental justice issues. While we have not generated any independent data on environmental equity, a tremendous amount of scholarly literature exists that examines the correlation between race and income and environmental risks or harms. This area continues to be a controversial one with researchers coming to different conclusions. Some of the studies or available information include the following:

- General Accounting Office, "Nonhazardous and Hazardous Waste: Demographics of People Living Near Waste Facilities," June 1995 (studying demographics of people living near nonhazardous municipal landfills and surveying ten other studies on populations around hazardous waste facilities).
- Vicki Been and Francis Gupta, "Coming to the Nuisance or Going to the Barrio? A Longitudinal Analysis of Environmental Justice Claims," 24 Ecol. L. Q. 1 (1997) (a nationwide study of the demographics of 544 communities before and after they became hosts for active commercial hazardous waste treatment storage and disposal facilities revealed that (1) there was no substantial evidence that the facilities that began operating between 1970 and 1990 were sited in areas that were disproportionately African American; (2) evidence shows the facilities were sited in areas that were disproportionately Hispanic at the time of the siting; and (3) the areas surrounding these facilities currently are disproportionately populated by African Americans and Hispanics).
- United Church of Christ Commission for Racial Justice, "Toxic Waste and Race in the United States: A National Report on the Racial and Socio-economic Characteristics of Communities with Hazardous Waste Sites," New York: Public Data Access, Inc. (1987) (a well-known early study concluding that race/ethnicity is a stronger indicator of proximity to waste facilities than income).

- Environmental Protection Agency Office of Environmental Justice, "Environmental Justice Bibliography" (an extensive 54-page bibliography on environmental justice articles, books, government documents, and other resources that is updated periodically). The bibliography is available on the World Wide Web at <http://www.ttemi.com/nejac/resource.html>

## II. Narrative Information on Civil Rights Enforcement

In addition to the statistical information we can provide regarding race in the United States, we have gathered information about Justice Department cases or initiatives involving race that may be useful to supplement the picture painted by the statistics. Enclosed for your review are the following:

- A Memorandum entitled "Activities of the Department of Justice Regarding Race in the Clinton Administration." This document provides an analysis of the accomplishments of each of the sections of the Civil Rights Division during the Clinton Administration.
- A brief memorandum from the Civil Rights Division's Housing and Civil Enforcement Section outlining the statistical information from which they draw and that they recommend to the Advisory Group. That information includes Census Bureau data obtained during the decennial census; data compiled by financial institutions under the Home Mortgage Disclosure Act; and, data from the American Housing Survey and Current Population Study.
- "A Policy Maker's Guide to Hate Crimes," published by the Bureau of Justice Assistance, Office of Justice Programs, U.S. Department of Justice. This includes a review of the issue of hate crimes which attempts to explain the scope and nature of the problem, to provide a general overview of the current responses to hate crimes, and provide a review of the efforts underway to create a baseline of raw data on hate crimes.

- There are a number of ways in which the Justice Department has worked to protect the civil rights and tribal sovereignty of Native Americans. Enclosed is a September 2, 1997 letter from Attorney General Reno to White House Chief of Staff Erskine Bowles which outlines some of the Department's efforts and may provide some information about the kind of discrimination and challenge faced by many American Indians.

### III. Sample Statistical Information

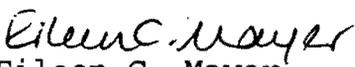
In order to provide you with some sense of what we would be able to provide you, also included herein are some sample charts and publications prepared by, or with the assistance of, the Bureau of Justice Statistics. These materials include:

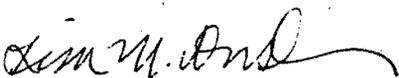
- Several statistical charts containing information which can be used as key indicators of progress, including:
  - Recidivism Rate by Race (Enclosure a).
  - Victimization Rate by Race (Enclosures b-d).
  - Literacy Rate of Offenders by Race (Enclosure e).
  - Minority Representation in the Law Enforcement Community (Enclosure f).
- Sample publications, including:
  - The 1997 BJS Publication Catalogue.
  - "Sex Offenses and Offenders, An Analysis of Data on Rape and Sexual Assaults."
  - Publications regarding prisoners, both state and federal.
  - Crime victims publications.
  - "Sentencing in the Federal Courts: Does Race Matter?"
  - The 1995 BJS "Sourcebook of Criminal Justice Statistics."

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We hope this information is helpful. Please do not hesitate to let us know if we can be of further assistance. We stand ready to provide you with any or all of the information noted in this memorandum.

Sincerely,

  
Eileen C. Mayer  
Associate Deputy  
Attorney General

  
Lisa M. Winston  
Special Assistant to the  
Deputy Attorney General

Enclosures



SEP 9 1997

**MEMORANDUM FOR JUDITH WINSTON**

Dr. Clay Simpson shared with me your request for data sources that would help support the President's Initiative on Race. Dr. Simpson and a number of our staff have provided a variety of sources and specific data related to health.

The Department is developing a set of health goals for the President's Initiative. At this time we anticipate our goals will focus on six areas that reflect many of the racial/ethnic disparities in health: infant mortality; diabetes; cardiovascular disease and hypertension; HIV and AIDS; breast and cervical cancer; and, immunization for both children and adults. We see these areas as indicators of the many racial and ethnic differences in morbidity and mortality. Our goals will be to focus attention and resources on these areas and through them other areas in which there are serious differentials in health status linked in significant part to race. It is only through more complete application of our current knowledge, coupled with research to understand these health differentials, that we will be able to realize the President's vision of "One America", one that is fully shared by the Secretary.

Data Sources

This Department is acutely aware of the need for racial and ethnic data for civil rights monitoring and enforcement, targeting of educational efforts, and development of culturally competent programs and policies to improve health and health care access of racial and ethnic minorities. Racial and ethnic data collection, analysis and dissemination in the Department have greatly improved since the publication of the Secretary's Task Force Report on Black and Minority Health in 1985. Examples of some of the Department's efforts to improve racial and ethnic data include publication in September 1995 of a Directory of Minority Health and Human Services Data Resources, the Health Care Financing Administration's multimillion dollar efforts to improve Hispanic origin data for Medicare beneficiaries, establishment of the DHHS Data Council's Working Group on Racial and Ethnic Data, expansion of presentation of racial and ethnic data in DHHS publications, and the convening of numerous workshops and task forces such as the Centers for Disease Control and Prevention's Workshop on the Use of Race and Ethnicity in Public Health Surveillance.

Significant limitations in racial and ethnic data still remain. For example, some DHHS data systems have only limited numbers of Hispanics, American Indians or Alaska Natives, or Asian or Pacific Islanders to provide stable estimates. As another example, mortality estimates for some groups, such as American Indians, Asian or Pacific Islanders or Hispanics may be underestimated due to misclassification of these persons as White or other races on the death certificates. We continue to work to overcome these limitations.

#### Health Status and Health Care Access Data Sources

Many of our data systems are maintained by the National Center for Health Statistics (NCHS)--the main statistical agency for the Department. The Indian Health Service (IHS) also has data on hospitalizations and ambulatory care visits for American Indians and Alaska Natives in their health services delivery system.

The attachments include charts and tables with the most recent data, a list of relevant tables from Health United States 1996-97 (the annual report to Congress on the health of the Nation), and Trends in Indian Health 1996 (the Indian Health Service's annual report on the health of Indian people). Relevant national health objectives for the year 2000 (Healthy People 2000) are also listed.

For your reference, the principal data sources for information related to the six health goals we are developing are the following:

Main data sources on infant mortality are the National Vital Statistics System mortality file and the National Linked File of Live Births and Infant Deaths. Data from the National Linked File are considered to provide a more accurate picture of infant mortality for Hispanics, Asian or Pacific Islanders and American Indians or Alaska Natives, since infant mortality estimates from the National Vital Statistics System may be underestimated due to racial misclassification on death certificates.

Main data sources on diabetes, cardiovascular disease and high blood pressure include the National Health Interview Survey (self-report of previous physician diagnosis), the National Health and Nutrition Examination Survey (actual physical exam results), National Vital Statistics System (mortality), the National Hospital Discharge Survey (hospitalizations, amputations), the Indian Health Service patient care data (hospitalizations and ambulatory care visits), Health Care Financing Administration's End Stage

Renal Disease program, and Medicare (hospitalizations). Since approximately half of all diabetics and persons with high blood pressure are undiagnosed, data from the National Health and Nutrition Examination Survey are preferred, although not collected as often (approximately every three years) or for all racial and ethnic minorities (most recent data are for Blacks and Mexican-Americans).

Main data sources for HIV/AIDS are the Centers for Disease Control and Prevention's HIV/AIDS Surveillance Systems, National Vital Statistics Systems (mortality), and the Health Resources and Services Administration's programs (ADAP, Ryan White).

Main data sources for immunization include the Centers for Disease Control and Prevention's National Immunization Survey, the National Health Interview Survey, and Medicare. Most of the immunization data are available for 19-35 month old children, and persons at least 65 years of age. The IHS has immunization data for certain age groups in its patient care information system. Few data are available for Asian or Pacific Islanders, or for certain age groups (older children, teenagers, young and middle-aged adults).

Main data sources for breast and cervical cancer data include the National Cancer Institute's Surveillance, Epidemiology and End Results Program (incidence, survival, mortality), the National Vital Statistics System (mortality), and the National Health Interview Survey (screening). The SEER data do not include all breast and cervical cancer cases, and are not representative of all racial and ethnic minorities in the U.S.

Per your request, the Department also identified data sources for civil rights complaints, foster care, education, religion and race relations.

#### Civil Rights Compliance Data Sources

DHHS/OCR collects data on civil rights compliance during post-grant reviews and investigations, and complaint investigations. Reporting is also required from more than 3,000 hospitals on compliance with the Hill-Burton community service assurance under Title VI and XVI of the Public Health Service Act. The Hill-Burton reporting requirement is a triennial (once every three years) reporting requirement. DHHS has been collecting Hill-Burton data for the past 15 years--available approximately one year after data collection. In 1996, data collection focused on Title VI related issues on race and ethnicity and method of payment.

In 1996, data were also collected on a random sample of non-Hill Burton facilities that are subject to Title VI of the Civil Rights Act of 1964 (380 hospitals). This is the first time since 1981 that the sampling of non-Hill Burton facilities has been done. From both sets of facilities, racial and ethnic data, and method of payment, were collected for inpatients and patients seen in emergency room.

#### Kinship Relationships Data

Foster care data are available annually from the Administration on Children and Families' Adoption and Foster Care Analysis and Reporting System (1993-1996) and are reported on the Internet. Foster care data are available for 1982-1990 (in some cases 1992) from the Voluntary Cooperative Information System which was maintained by the American Public Welfare Association with DHHS funding. Child Support Enforcement Program data are also available on an annual basis from ACF. ACF data were available on an annual basis, before block granting, from the Aid to Families with Dependent Children (AFDC). The data system for Temporary Assistance to Needy Families (TANF), the replacement program for AFDC, is under development. Annual data are also available from Transitional Child Care (TCC), At-Risk Child Care (ARCC) and the Child Care and Development Block Grant Program (CCDBG).

#### Education Data

Education and other socioeconomic data (e.g., poverty, income, occupation) are often collected in DHHS data systems in addition to racial and ethnic data. But, few analyses presented in regular publications of health data take both race/ethnicity and other socioeconomic factors into account. The available literature suggests that although education and income do not explain *all* important disparities in health status, socioeconomic status *does* play a large role in influencing health outcomes. Therefore, there is a movement to improve the presentation of health data by race/ethnicity and other socioeconomic factors in DHHS publications.

#### Religious Behavior

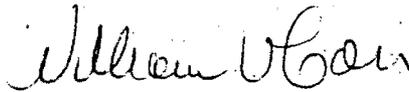
One of the best sources of national trend data on religious behavior is the annual report from the Gallup Poll: Religion in America. Gallup has also published a book reviewing trends in religious behavior from 1935-1985. Little racial and ethnic data are available since the national sample is relatively small (Call 649-924-9600). Another good source of data on religious behavior

is the General Social Survey which is conducted by National Opinion Research Center and available through the Inter-University Consortium for Political and Social Research (ICPSR) (Contact Tom Smith at 773-256-6288).

Race Relations

The ICPSR contains datasets on racial attitudes. These data are generally accessed by researchers who can analyze the data themselves. Since special projects have been funded by the National Science Foundation (NSF), it may be possible to have NSF analyze the data. The ICPSR contains data from the General Social Survey which is now conducted biannually (formerly used to be annually). Trend data are available for religious behavior and race relations. In 1989, the National Research Council published a book on race relations: A Common Destiny. Edited by Gerald Jaynes and Robin Williams, this book is considered an update of the Gunnar Myrdal classic report on race relations (An American Dilemma, the Negro Problem and Modern Legacy). The NRC's report also mainly focuses on Black-White relationships. Since the report has chapters on many of the focus areas covered by the August 15 memo request, it may prove useful as a reference during development of the Advisory Council's report.

As you know, Dr. Clay E. Simpson, Jr., Deputy Assistant Secretary for Minority Health, is the DHHS point of contact for the Race Initiative. Please contact Dr. Simpson or myself if you have any questions or if we can provide further information.



William V. Corr

Attachment



U.S. DEPARTMENT OF EDUCATION  
OFFICE OF EDUCATIONAL RESEARCH AND IMPROVEMENT

NATIONAL CENTER FOR EDUCATION STATISTICS

Michelle Cavataio  
One America in the 21<sup>st</sup> Century  
The President's Initiative on Race  
New Executive Office Building  
Washington, DC 20503

Dear Michelle:

We are submitting the enclosed materials to be used as briefing materials for the advisory board. They are drawn from a number of published National Center for Education Statistics (NCES) reports using NCES and other agency data. We have included information addressing all of the education indicators listed in the August 15 memorandum but one, facilities. One indicator area, SATs/ACTs, we would like to caution you in using because much of the trend that we see in the scores is a result of many more students taking the tests for college entrance. So, for this indicator you might want to consider the changes in numbers of students taking the tests as at least as important as the changes in the scores.

When we spoke on Thursday, September 4, you mentioned also that you were interested in information about church attendance and other religious activity. This is information that we have collected as part of the National Educational Longitudinal Study, but have never analyzed. Similarly, we have collected information about television watching but have not analyzed it by race and ethnicity. As with the other materials that we have sent to you, as we work with you on this project we can produce new tabulations or figures or refine ones that you see before you.

We have supplemented the topics requested with information that we found to be relevant to your topic; that is we added a few issue areas that we thought would be of particular interest to your board. Also, we reordered the indicators somewhat resulting in five major analytical areas: early childhood education (indicators A.1-2), enrollment and educational attainment (B.1-12), school environment (C.1-11), achievement (D.1-3), and students' attitudes and behaviors (E.1-5). The publications from which these indicators were drawn are also enclosed in the materials you are receiving. Wherever possible we have included tabulations or figures that present trend data. However, there were some important topics for which there were no trend data available; for these we included information for one point in time.

The Secretary's education priorities are a good place to start from for thinking about which of these indicators are significant for the advisory board's thinking. They are the following (in parentheses we have provided the key to the enclosed materials):

- Every child will read by the end of 3<sup>rd</sup> grade (A.1, D.1);
- Every child will master challenging math by the end of 8<sup>th</sup> grade (B.6, C.5, D);

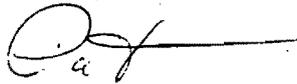
- Every 18-year-old will be prepared/have access/afford college (B.6, B.10, B.11, C.11, E.3);
- All states and schools will have challenging and clear standards of achievement for all children and effective strategies for reaching these standards (new area, we have conducted a survey from which data should soon be available);
- Talented, dedicated, and well-prepared teacher in every classroom (C.3, C.5, this also is an area to which we are currently devoting a lot of energy, there will be data available in the fall of 1998 on efforts to reach this goal); and
- Every classroom by 2000 will be connected to the Internet (C.4).

In addition, in the education equation, we feel it is important to consider:

- Coursetaking, in general (B.6);
- Safety of schools (C.9);
- Parent involvement (A.1 and C.11);
- Teacher qualifications (C.5);
- Dropout rates (A.7 and A.8);
- Proficiency scores (D.1);
- Educational aspirations (E.3); and
- Educational attainment, specifically persistence through college (B.11).

We look forward to working with you on this important project. Please let us know if you have any questions about this material or about any other data needs that you might have. Edith McArthur prepared these materials. Please contact her (phone 219-1442, fax 219-1575, or e-mail [Edith\\_McArthur@ed.gov](mailto:Edith_McArthur@ed.gov)) or John Ralph (219-2270, same fax, e-mail [John\\_Ralph@ed.gov](mailto:John_Ralph@ed.gov)) or other staff here at the Center who will be glad to help you and the advisory board.

Sincerely,



Pascal D. Forgione, Jr., Ph.D.  
Commissioner

Enclosures

Education Indicators  
for the President's Initiative on Race;  
One America in the 21<sup>st</sup> Century

- A. Early childhood education
  - 1. Early childhood literacy activities
  - 2. Enrollment in center-based programs and kindergarten
  
- B. Enrollment and educational attainment
  - 1. Grade retention
  - 2. Early signs of school problems
  - 3. Suspension
  - 4. Special education
  - 5. School mobility
  - 6. Coursetaking
  - 7. Dropout rates
  - 8. Detached youth
  - 9. Transition from high school to work
  - 10. Postsecondary enrollment
  - 11. Remedial education in higher education
  - 12. Educational attainment
  
- C. School environment
  - 1. Race and ethnicity of students, teachers, principals, and faculty
  - 2. Free or reduced price lunch
  - 3. Language background and difficulty speaking English
  - 4. Computer usage
  - 5. Teacher qualifications
  - 6. Class size
  - 7. School expenditures
  - 8. Student absenteeism
  - 9. School safety
  - 10. School choice
  - 11. Parent involvement
  
- D. Achievement
  - 1. Proficiency scores
  - 2. Advance placement examinations
  - 3. SATs/ACTs
  
- E. Students' attitudes and behaviors
  - 1. Extracurricular activities
  - 2. Community service
  - 3. Educational aspirations
  - 4. Expected occupations
  - 5. Registration and voting

U.S. DEPARTMENT OF LABOR

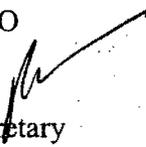
OFFICE OF THE DEPUTY SECRETARY

WASHINGTON, D.C.

20210

September 4, 1997

MEMORANDUM FOR MICHELE CAVATAIO

FROM: VIRGINIA APUZZO   
Associate Deputy Secretary

SUBJECT: Data for the President's Initiative on Race

Please find attached data requested on August 20th for the purpose of briefing the President's Commission. Referring to Judith Winston's August 15 memorandum, the Department of Labor took the lead on section 1, "Economic Status." The attached material focusses primarily on 1.b (labor markets) of this category. This package also includes limited information on 1.a (poverty). The Commerce Department has agreed to provide data on section 1.c. (wealth) directly to you. While most of the data presented is available as a time series, to simplify charts and tables many of the attached data have been provided for the most recent available year only.

The Bureau of Labor Statistics (BLS) maintains a rich collection of labor market information. I have included charts and dot points (stapled together as "Status of Minorities") on what we believe to be some of the critical labor market elements including data on employment and unemployment, occupations, education, and earnings. I have also included several charts showing the demographic make up of some of the Department's major programs, including the racial distribution of Job Training Partnership Act program participants, Employment Service applicants, Unemployment Insurance claimants, individuals benefiting from the minimum wage increase, and those who are protected by pensions.

These products should meet your current need for overview material. As your data needs become clearer, the Department will be able to provide additional assistance. Not only can we look more comprehensively at these data sets but the Department has additional programs and initiatives that provide insight into the status of the races. Perhaps of particular interest would be data from our Office of Federal Contract Compliance which show favorable economic impacts on minorities working for Federal contractors and subcontractors.

At last month's meeting you also requested that we send you examples of publications that summarize data. Attached is a short work by BLS, the Fact Sheet on Black and Hispanic Workers. Additionally, included is a large volume from our Women's Bureau, Women Workers: Trends and Issues. Also attached are two cover pages from additional volumes that may be of interest: The State of Black America from the National Urban League and From Dreams to Dust: the Deteriorating Labor Market Fortunes of Young Adults from John Hopkins University.

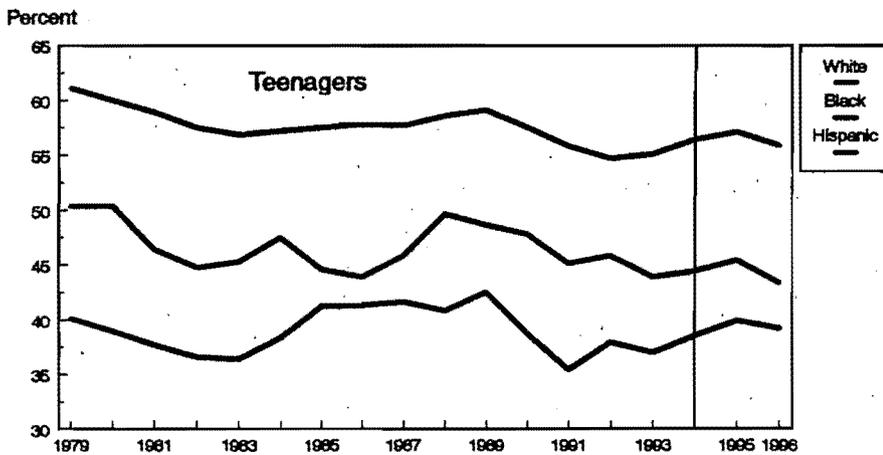
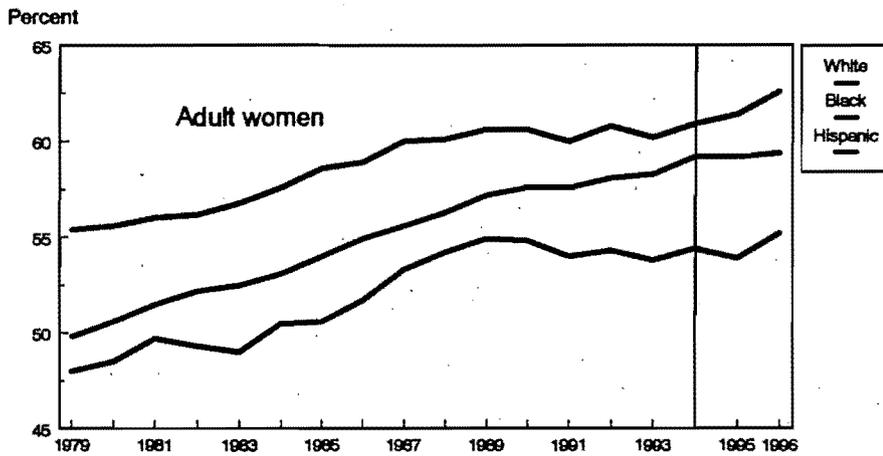
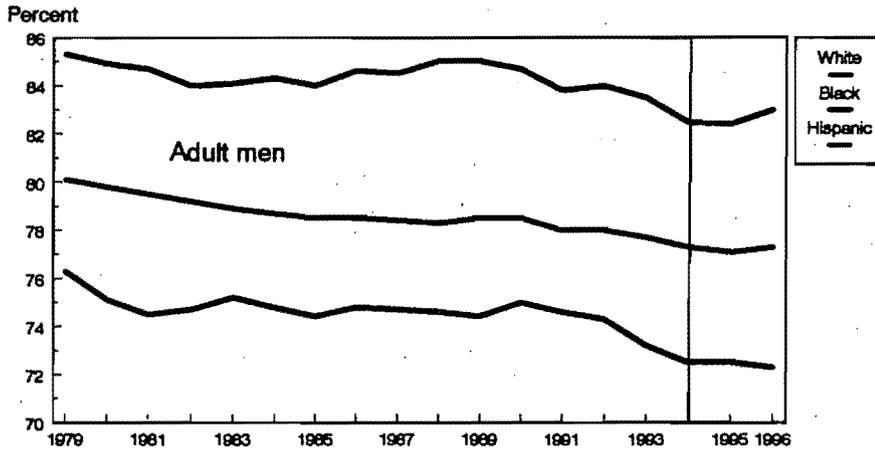
I hope this information proves helpful. For clarification of the materials provided please contact Lisa Stuart at 219-5108 or John Robinson at 219-6050.

Attachments

## **Status of Minorities**

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# Chart 1. Labor force participation among minorities varies widely by age and gender

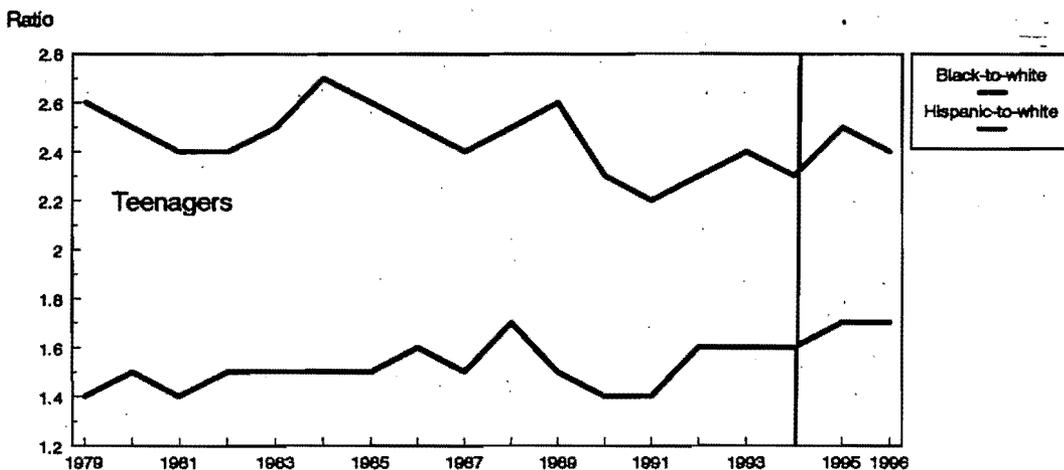
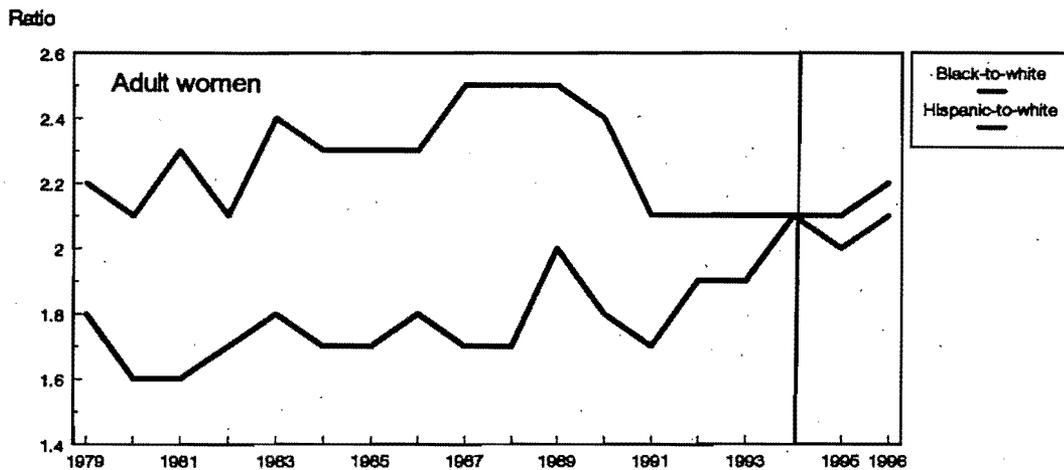
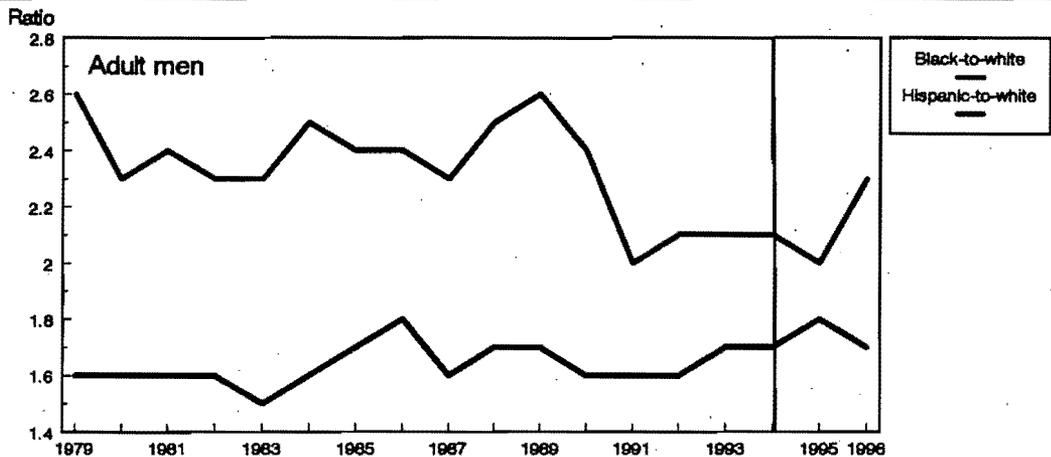


NOTE: Beginning in 1990, data reflect 1990 census-based population controls, adjusted for the estimated undercount. Beginning in 1994, data reflect the introduction of a major redesign of the Current Population Survey.

SOURCE: Bureau of Labor Statistics

- Regardless of race or ethnicity, the labor force participation rate for adult women has grown during the 1980's and 1990's. While the labor force participation rate among black women exceeds that for white and Hispanic women, the rate for black men is lower than that for both white and Hispanic men.
- Among teenagers, the participation rates for blacks and Hispanics are much lower than for whites, with the rate for black teens being particularly low.

**Chart 2. The unemployment rates for blacks and Hispanics have consistently remained much higher than that for whites**

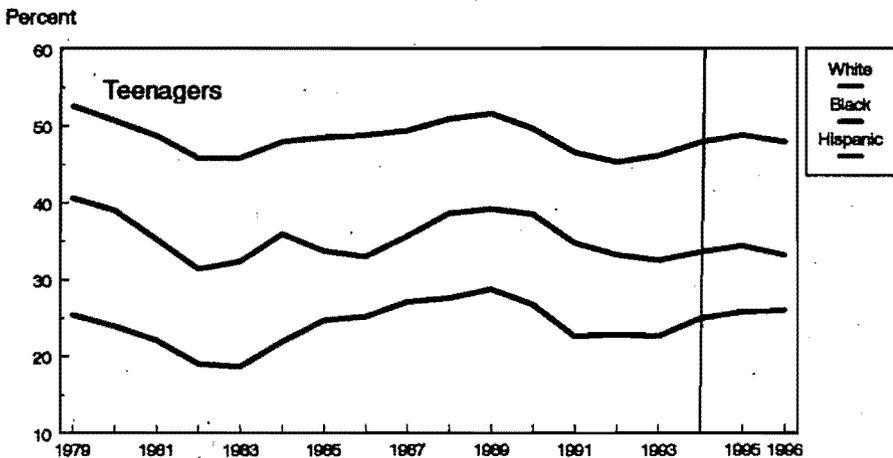
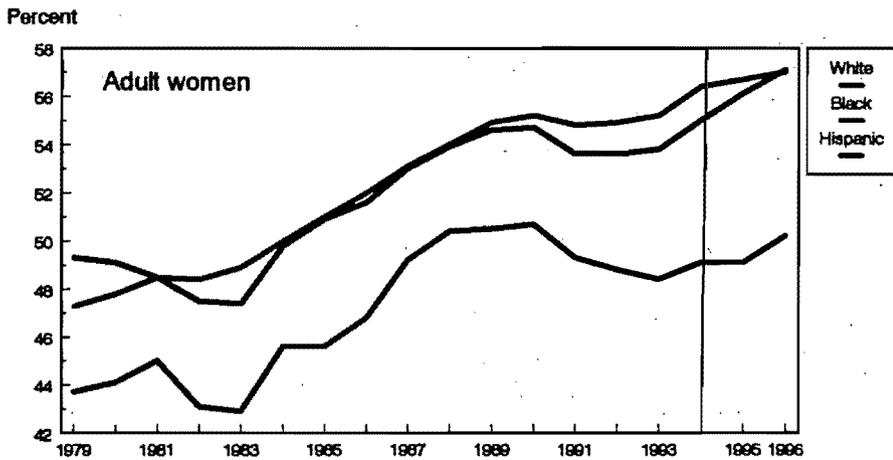
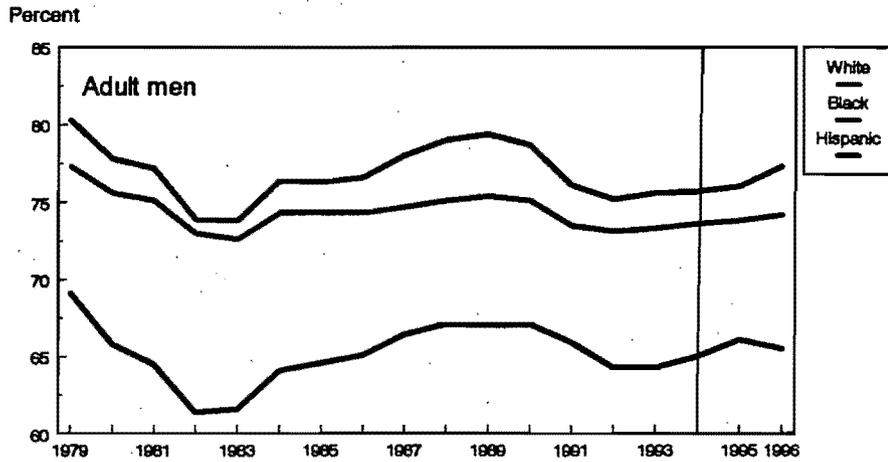


NOTE: Beginning in 1990, data reflect 1990 census-based population controls, adjusted for the estimated undercount. Beginning in 1994, data reflect the introduction of a major redesign of the Current Population Survey.

SOURCE: Bureau of Labor Statistics

- Unemployment rates for black adult men, adult women, and teenagers, are generally at least twice those for their white counterparts.
- The jobless rate for Hispanic workers is not as high as that for blacks, and hence the Hispanic-to-white unemployment rate ratio is not quite as high. For adult men, women, and teens, the jobless rate for Hispanics has been between 1-1/2 to 2 times that for white workers in the same groups.

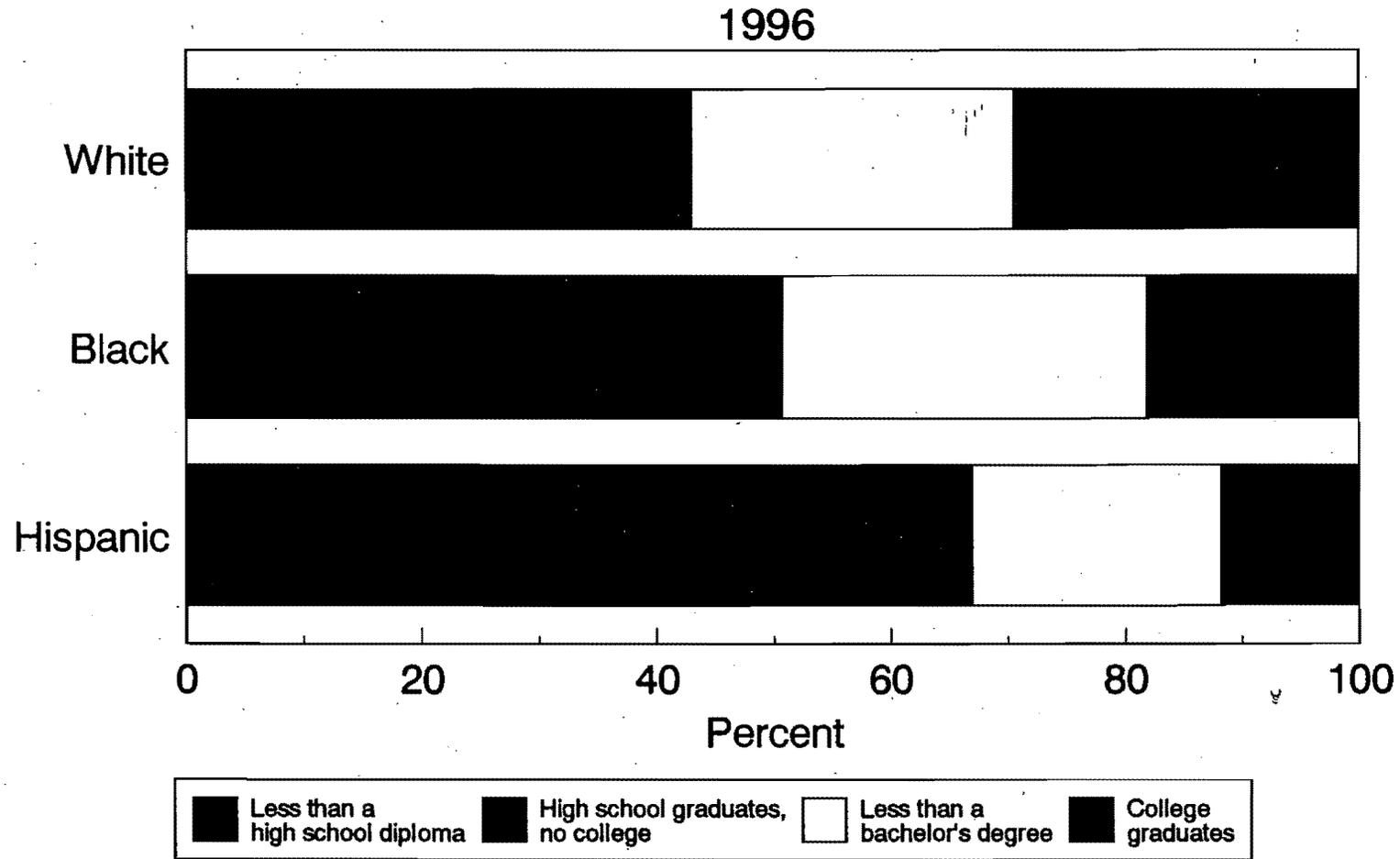
### Chart 3. The employment-population ratio for minority teenagers remains quite low relative to that for white teenagers



NOTE: Beginning in 1990, data reflect 1990 census-based population controls, adjusted for the estimated undercount. Beginning in 1994, data reflect the introduction of a major redesign of the Current Population Survey.  
 SOURCE: Bureau of Labor Statistics

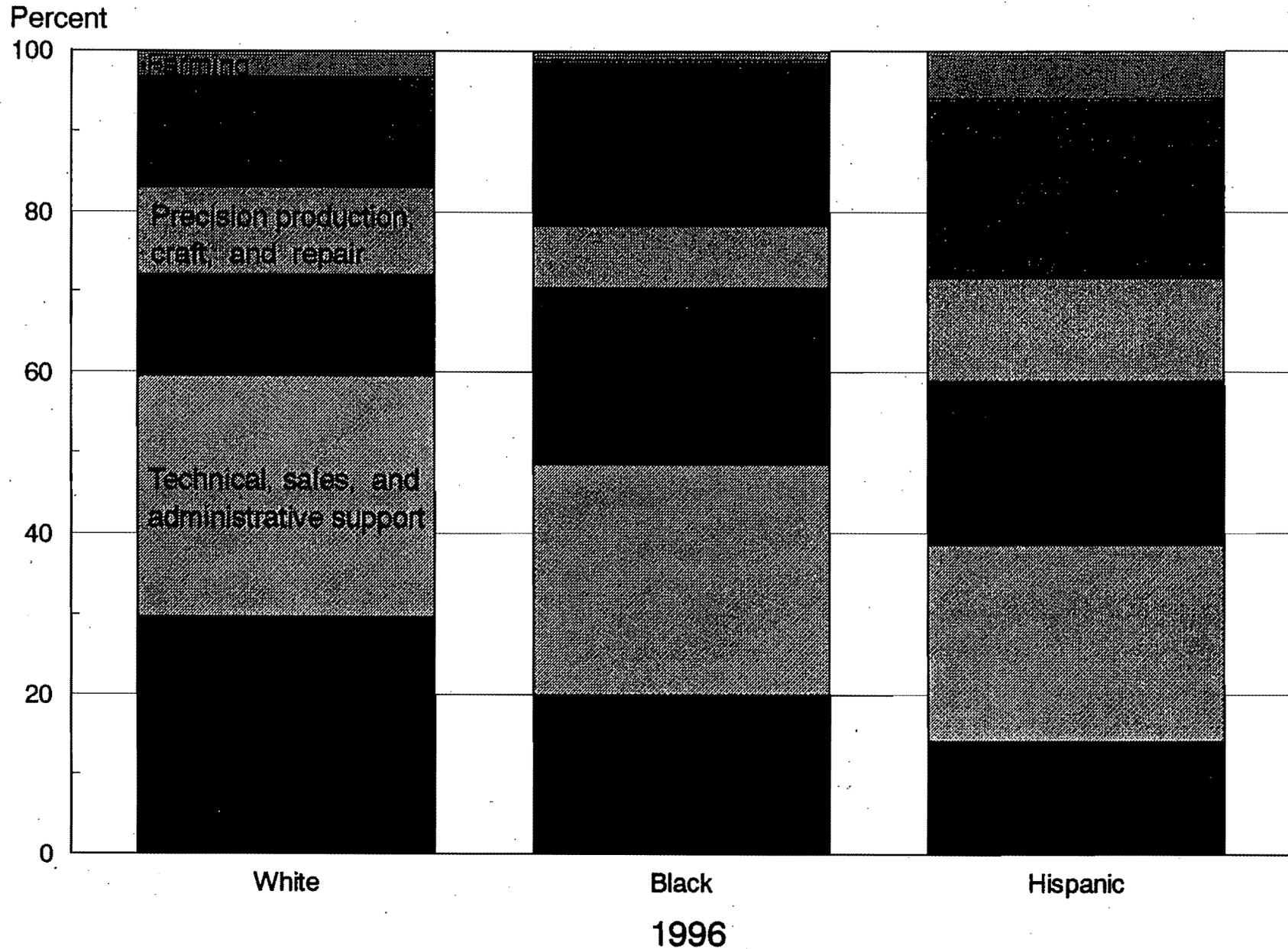
- The employment-population ratio for Hispanic adult men is higher than that for both whites and blacks. Among adult women, however, Hispanics are less likely to be employed than either whites or blacks.
- The ratio for white teens is higher than that for minority teens.

# Chart 4. Minority workers tend to have less formal education than whites



- Among workers 25 to 64 years old, a higher proportion of whites are college graduates than that of either blacks or Hispanics.
- A very large share of Hispanic workers have not completed high school.

# Chart 5. Minority workers tend to be overrepresented in service and blue-collar occupations

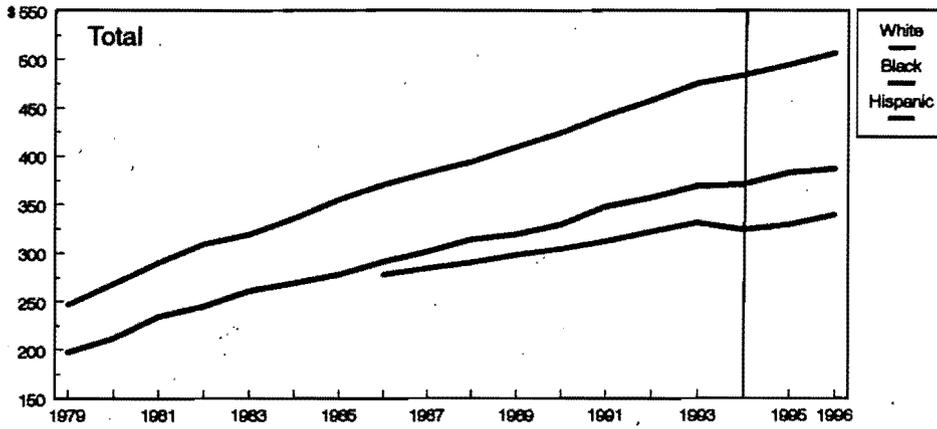


SOURCE: Bureau of Labor Statistics

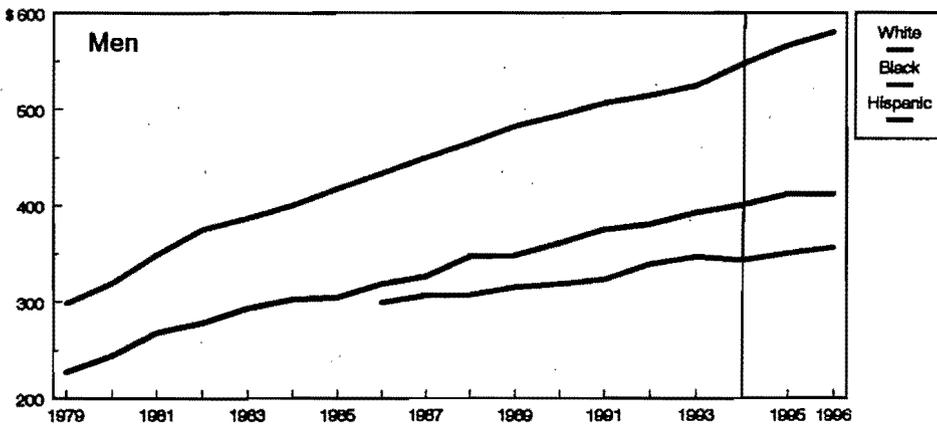
- Occupational distributions vary widely among race groups. For example, 6 in 10 whites worked either as managers or professionals or were employed in technical, sales, or administrative support occupations; this compares with about 5 in 10 black workers and about 4 of every 10 Hispanic workers.
- By contrast, black and Hispanic workers were more likely than whites to work in service occupations or as operators, fabricators, or laborers. Hispanic workers were particularly overrepresented in farming occupations. While they accounted for only 9 percent of all employed workers in 1996, Hispanics made up 19 percent of farm workers.

# Chart 6. Earnings of minority workers tend to be much lower than those of whites, with the largest disparity among men

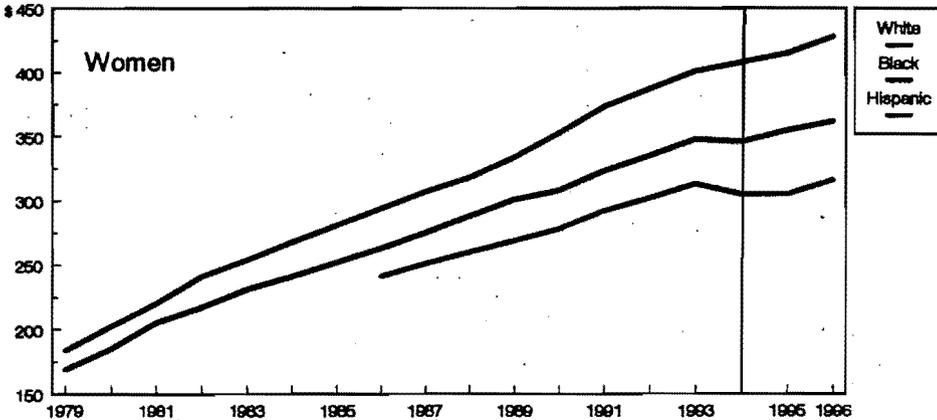
Earnings of full-time workers



Earnings of full-time workers



Earnings of full-time workers

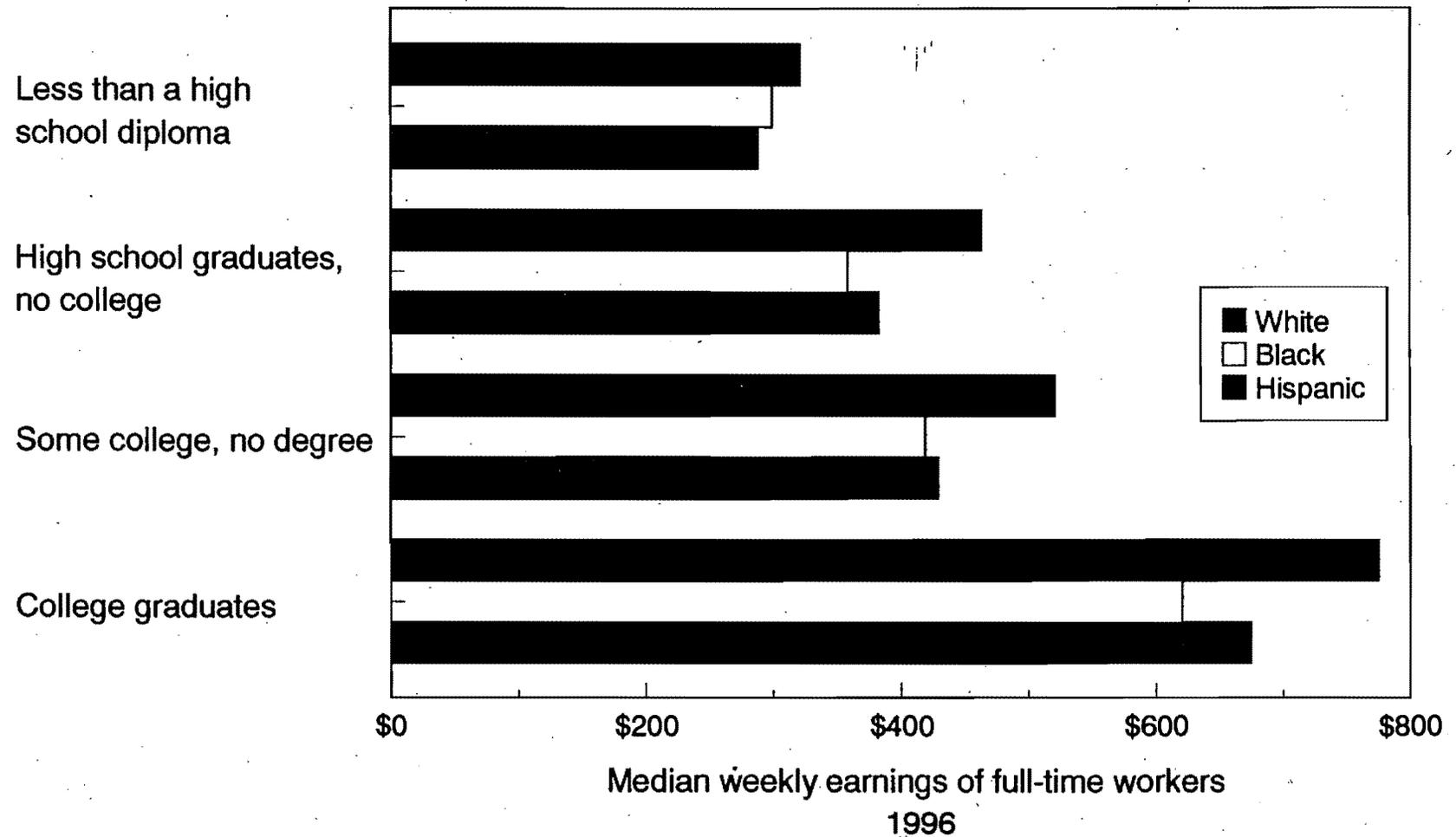


NOTE: Beginning in 1990, data reflect 1990 census-based population controls, adjusted for the estimated undercount. Beginning in 1994, data reflect the introduction of a major redesign of the Current Population Survey.

SOURCE: Bureau of Labor Statistics

- The median weekly earnings for wage and salary workers who usually work full time is higher for whites than for minorities.
- The disparities are largest among men, though white women also earn considerably more than black or Hispanic women.

# Chart 7. Education pays for everyone, regardless of race or ethnicity

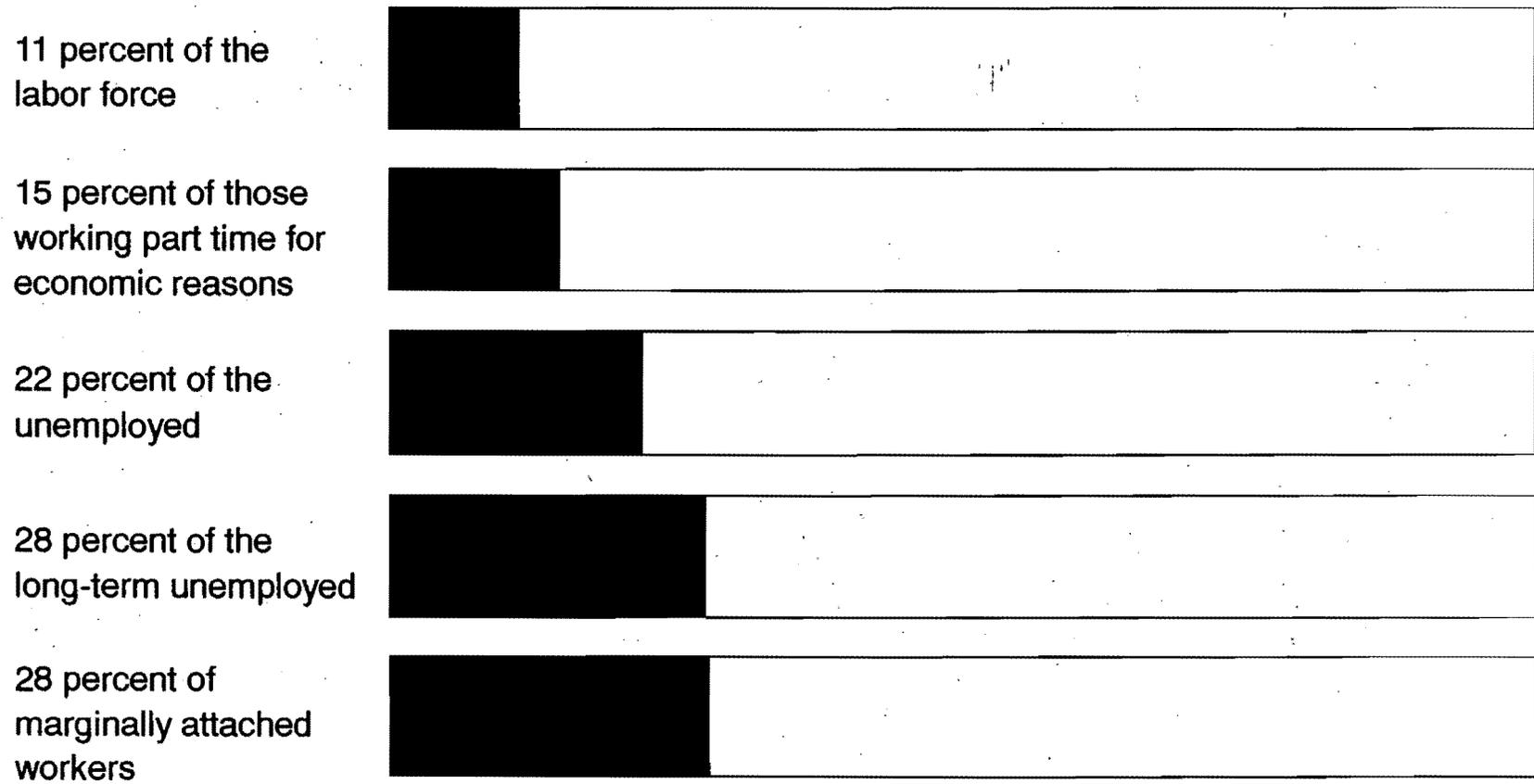


SOURCE: Bureau of Labor Statistics

- Education pays regardless of race or ethnicity. Among workers 25 years old and over, college graduates who work full time earn substantially more than do high school graduates and more than twice as much as high school dropouts.
- Whites earn more than blacks or Hispanics at every level of education. The difference is greatest among those who are college graduates and least among those who have not completed high school.

# Chart 8. Selected labor force characteristics of black workers

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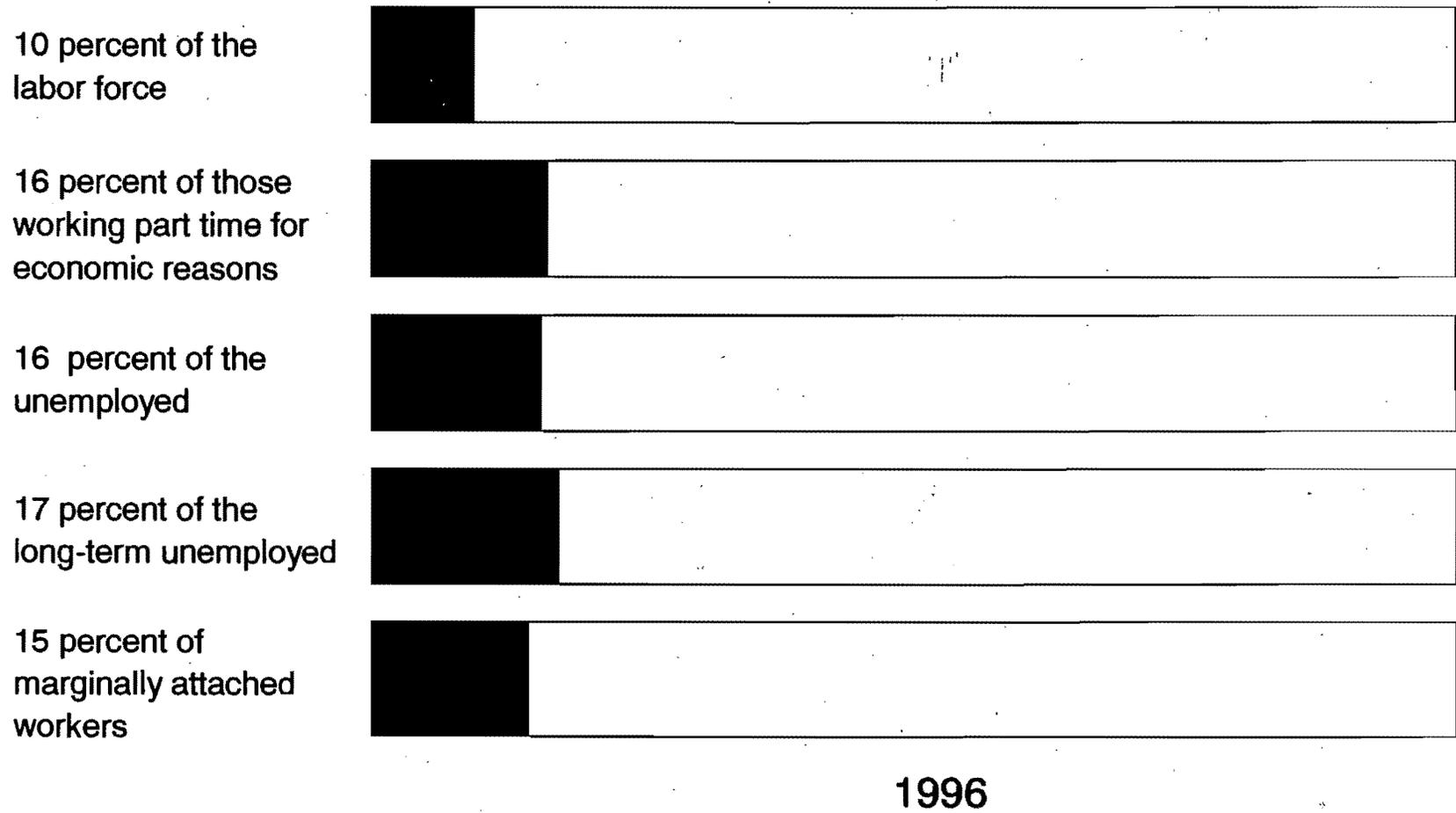


1996

- Black workers account for a disproportionately high share of those encountering labor market problems, such as the visibly underemployed (employed part time for economic reasons), the unemployed, and persons outside the labor force who want to work but are not looking because they are discouraged or because their entry is impeded by other factors, such as child-care requirements (the marginally attached).
- For example, although blacks made up just 11 percent of the labor force in 1996, they accounted for 28 percent of the very long-term unemployed (persons unemployed 27 weeks or longer).

# Chart 9. Selected labor force characteristics of Hispanic workers

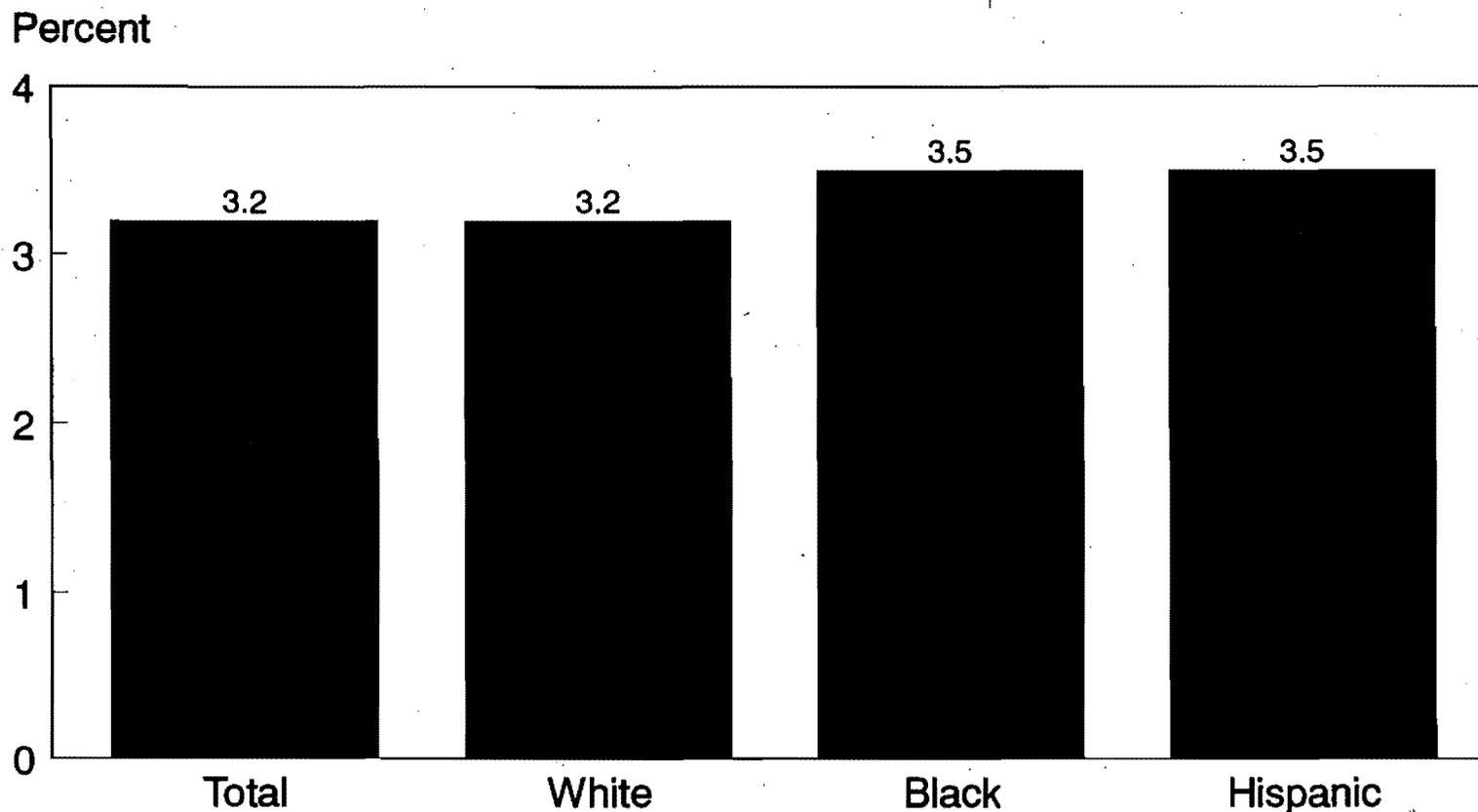
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- Like black workers, Hispanics also account for a relatively large share of persons experiencing labor market difficulties.
- For example, although Hispanic workers made up 10 percent of the labor force in 1996, they accounted for 17 percent of the very long-term unemployed.

# Chart 10. Displacement rates for minorities are only slightly higher than among whites

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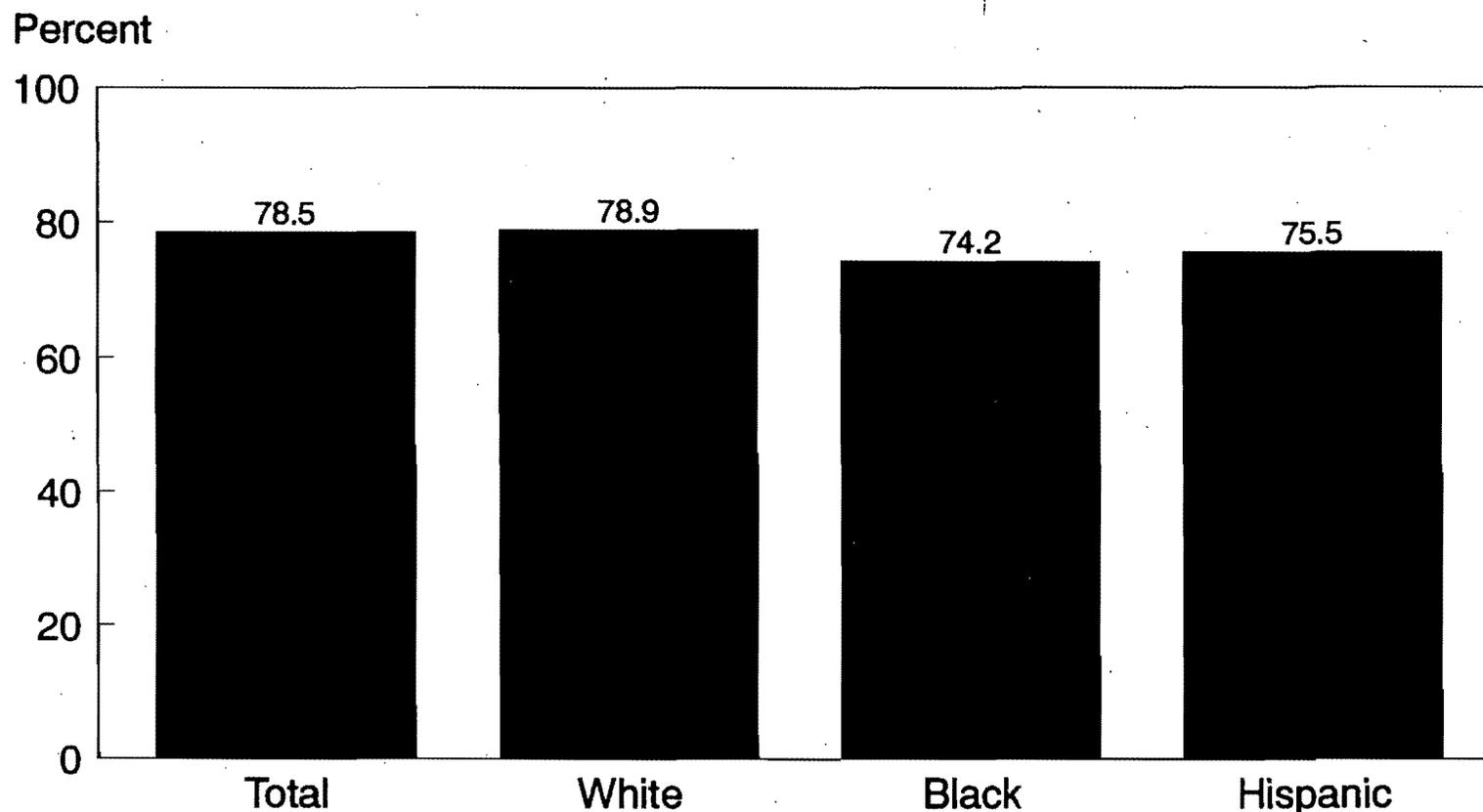
NOTE: Displacement rates are for the 1993-94 period. Displaced workers are persons 20 years and older with 3 or more years of tenure who lost or left jobs because their plant or company closed or moved, there was insufficient work for them to do, or their positions or shifts were abolished.

SOURCE: Bureau of Labor Statistics

- Currently, displacement rates among minorities are only slightly higher than those among whites. For example, 3.5 percent of both blacks and Hispanics were displaced from their jobs during the 1993-94 period, not much higher than the 3.2 percent figure for whites.
- During the early 1980's, the gap in displacement rates between minorities and whites was somewhat higher.

# Chart 11. Displaced minorities are less likely than whites to be reemployed

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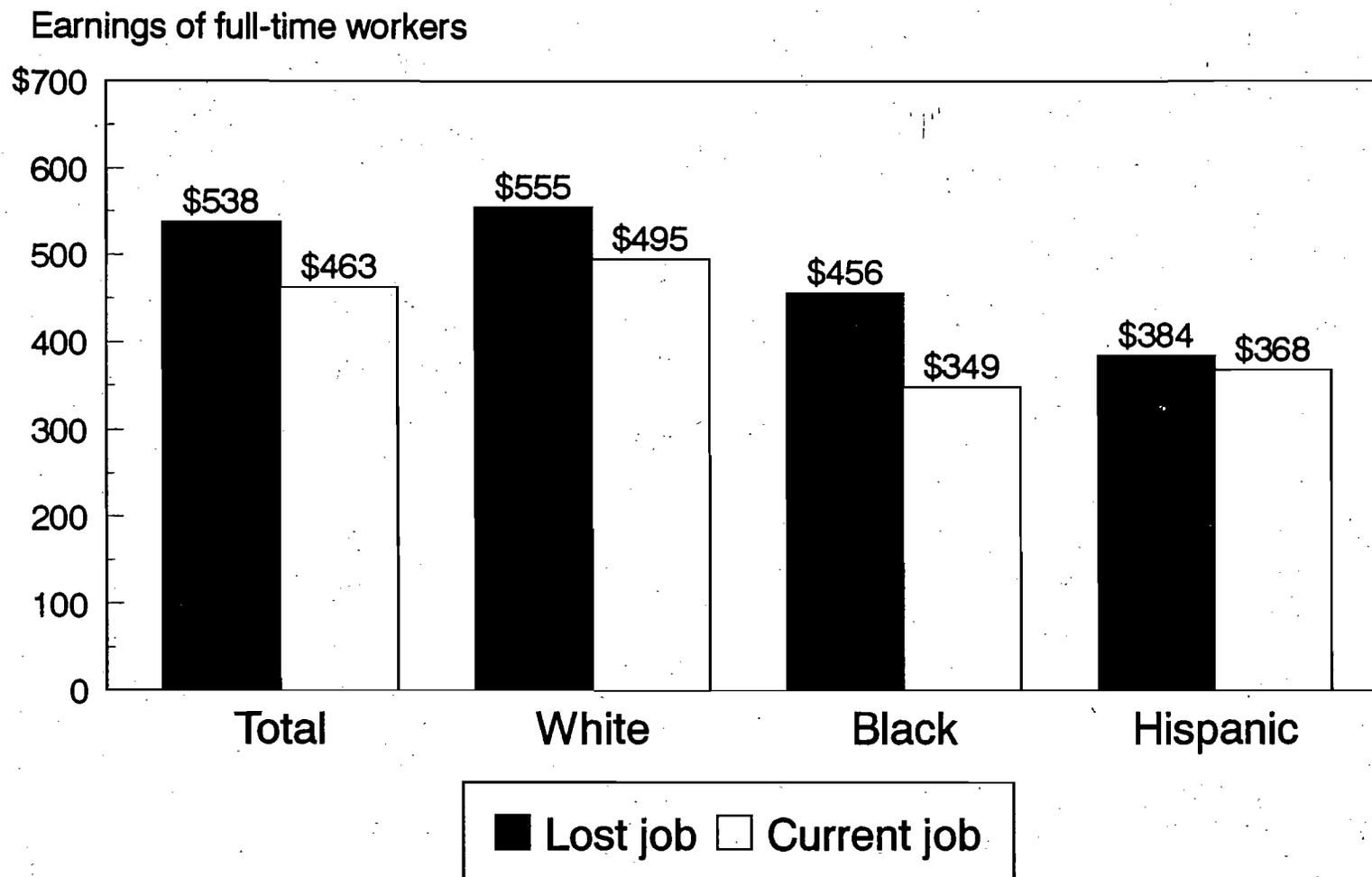


NOTE: Percent of persons displaced during 1993-94 and who were reemployed in February 1996. Displaced workers are persons 20 years and older with 3 or more years of tenure who lost or left jobs because their plant or company closed or moved, there was insufficient work for them to do, or their positions or shifts were abolished.

SOURCE: Bureau of Labor Statistics

- Almost 4 out of 5 workers who were displaced during the 1993-94 period were working again in February 1996.
- Minority workers are slightly less likely than whites to be reemployed after becoming displaced. About 75 percent of blacks and Hispanics who were displaced during the 1993-94 period were working when surveyed in February 1996, compared with about 79 percent of whites.

# Chart 12. Workers who are displaced tend to earn less on their new job than on their old one; this is particularly true for black workers

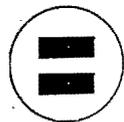


NOTE: Data pertain to displaced workers who lost full-time wage and salary jobs in 1993-94 and were reemployed in full-time wage and salary jobs in February 1996.

SOURCE: Bureau of Labor Statistics

- Displaced workers earn less on their new jobs than on the ones from which they were displaced. Median weekly earnings for full-time workers displaced from jobs during the 1993-94 period were \$538; when surveyed in February 1996, their earnings were 14 percent lower (\$463).
- In terms of race and ethnicity, earnings losses were greatest for blacks (24 percent).

# ***THE STATE OF BLACK AMERICA***



Published by National Urban League, Inc.

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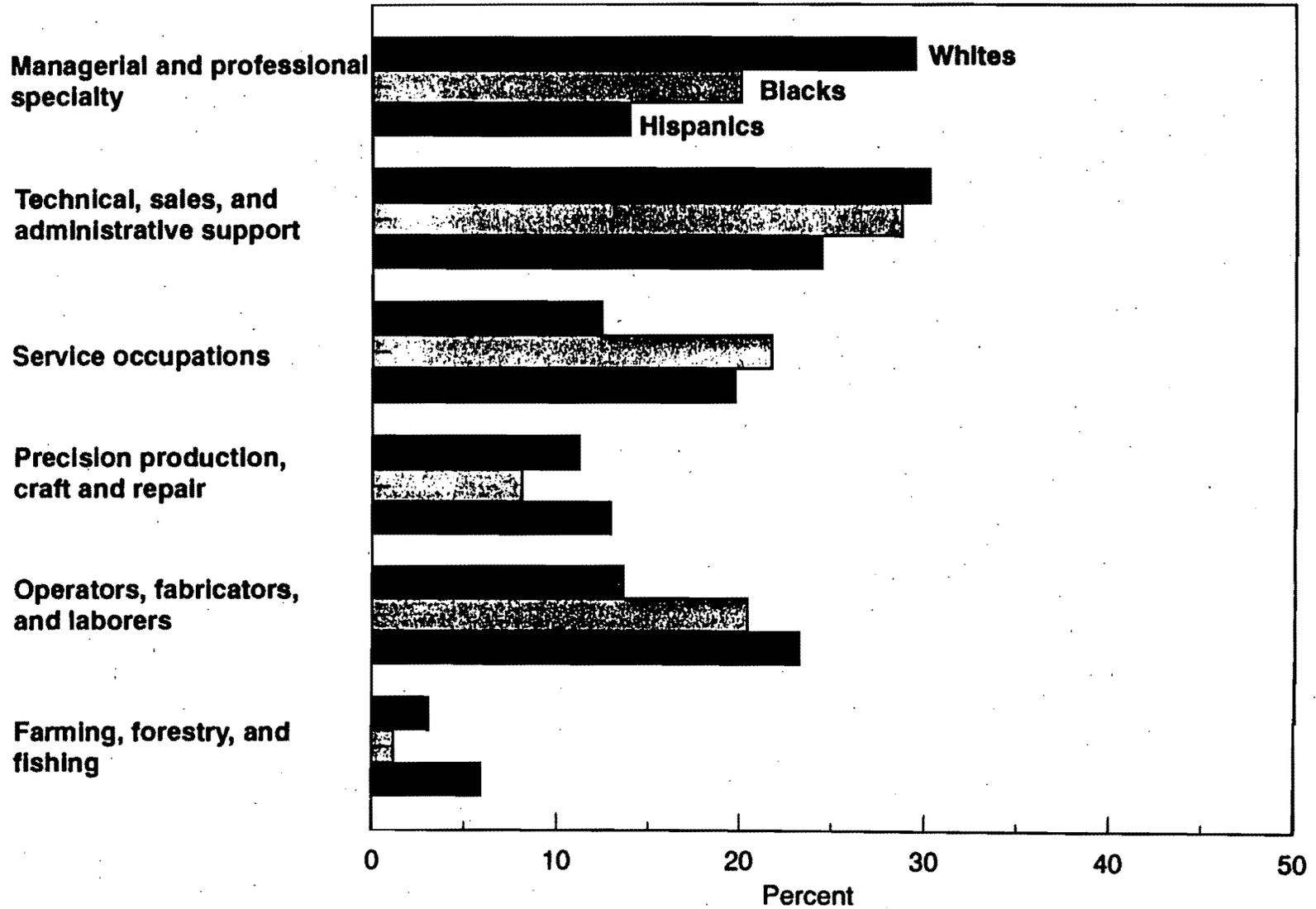
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**Chart 5. Percent distribution of employed persons by major occupation, race, and Hispanic origin, 1995 annual averages**



# Poverty Rates by Race and Hispanic Origin

Between 1994 and 1995, the poverty rate decreased significantly for Whites and Blacks. There was no significant change for people of Hispanic origin or Asians and Pacific Islanders.

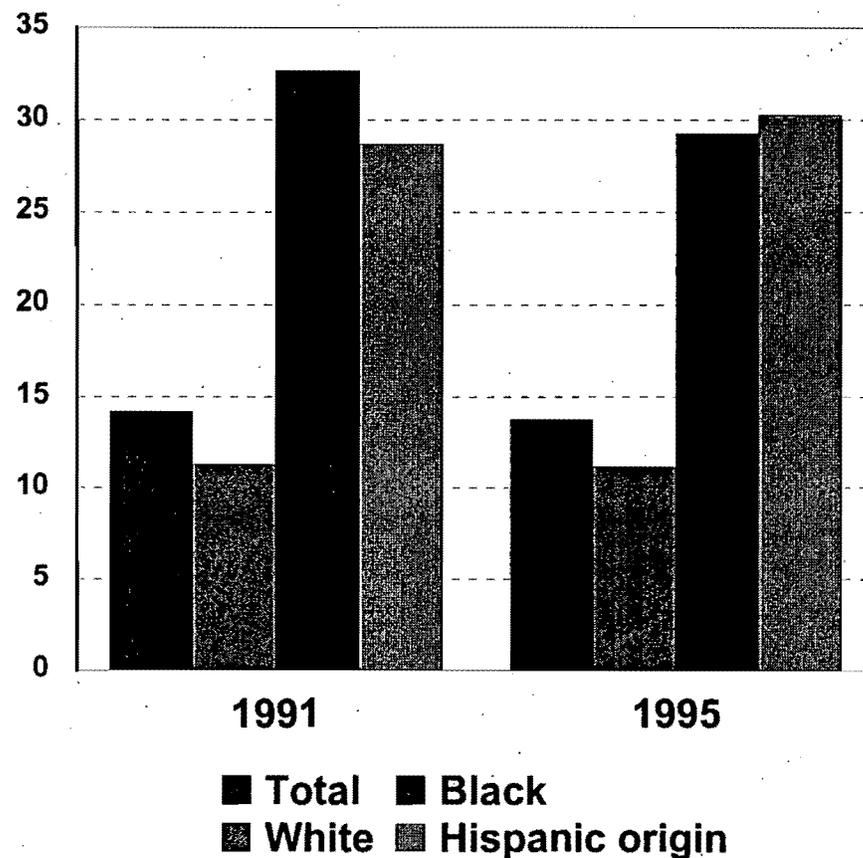
In 1995, the poverty rate was 11.2 percent for all Whites, 8.5 percent for non-Hispanic Whites, and 29.3 percent blacks. For persons of Hispanic origin (who may be of any race), the poverty rate was 30.3 percent, not significantly different from that for Blacks. For Asians and Pacific Islanders, the poverty rate was 14.6 percent in 1995.

Even though the poverty rate for Whites was lower than that for the other racial and ethnic groups, the majority of poor people in 1995 were White (67 percent) and 45 percent were non-Hispanic White.

In 1995, of all individuals under 18 years, 20.8 percent were living below the poverty level. Youth poverty rates were 16.2 percent of (all)Whites, 41.9 percent of Blacks, 40.0 percent of Hispanics, and 19.5 percent of Asian and Pacific Islanders.

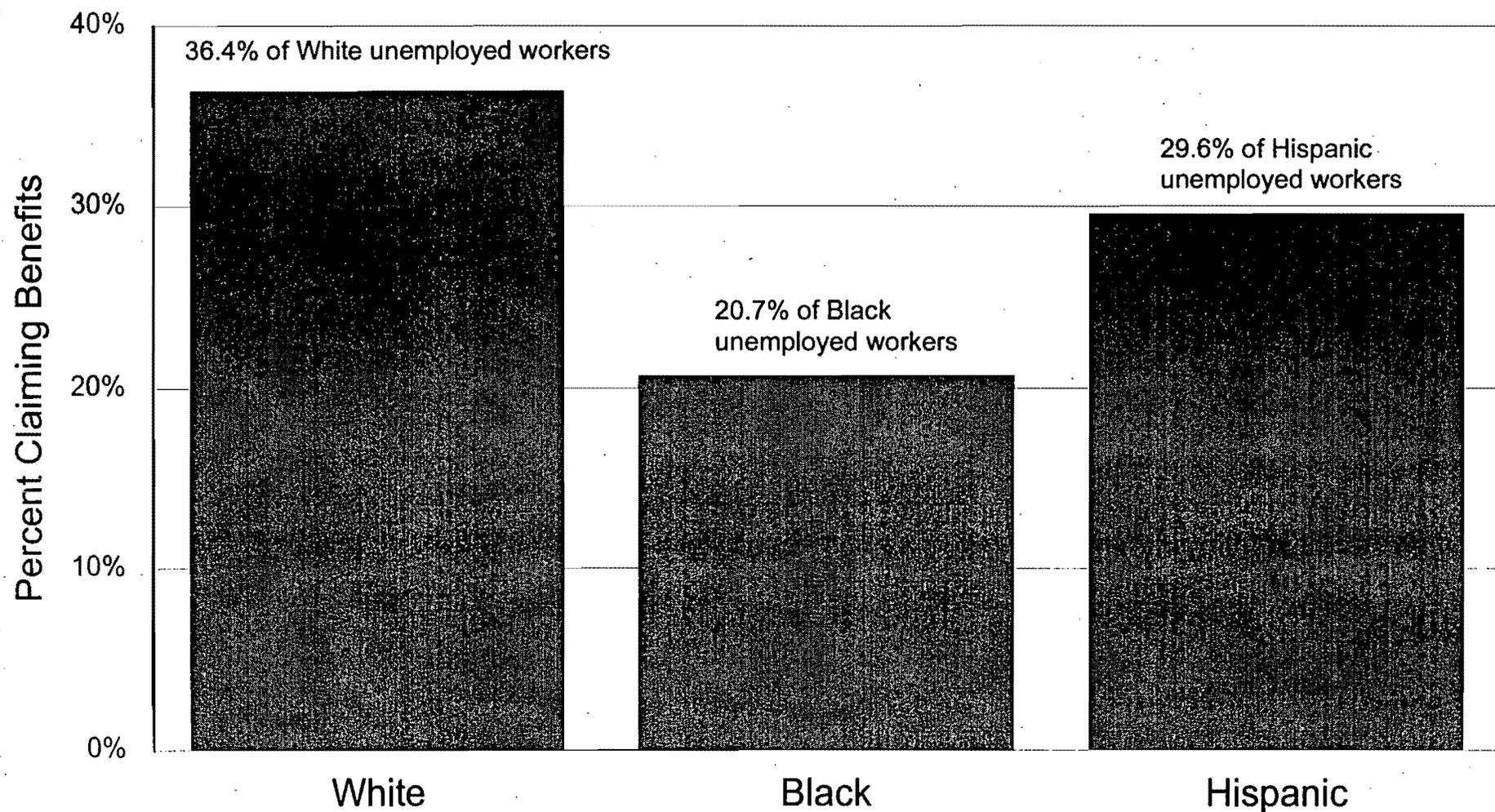
Data is from the U.S. Department of Commerce publication, Poverty in the United States: 1995 by Eleanor Baugher and Leatha Lamison-White (P60-194).

Percent

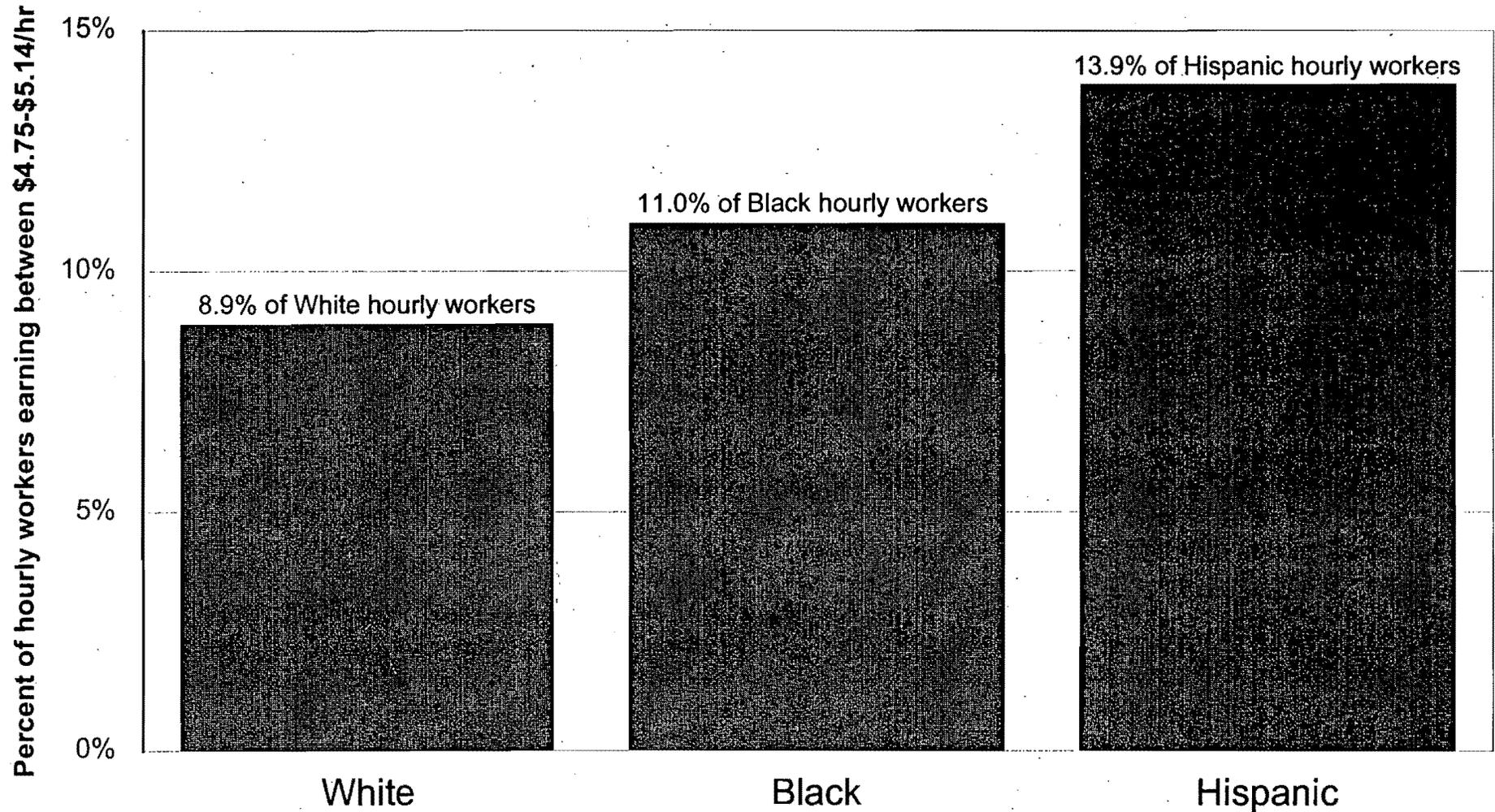


Source: Bureau of the Census, Current Population Survey.

# Percent Claiming Unemployment Benefits by Race and Hispanic Origin May 1997

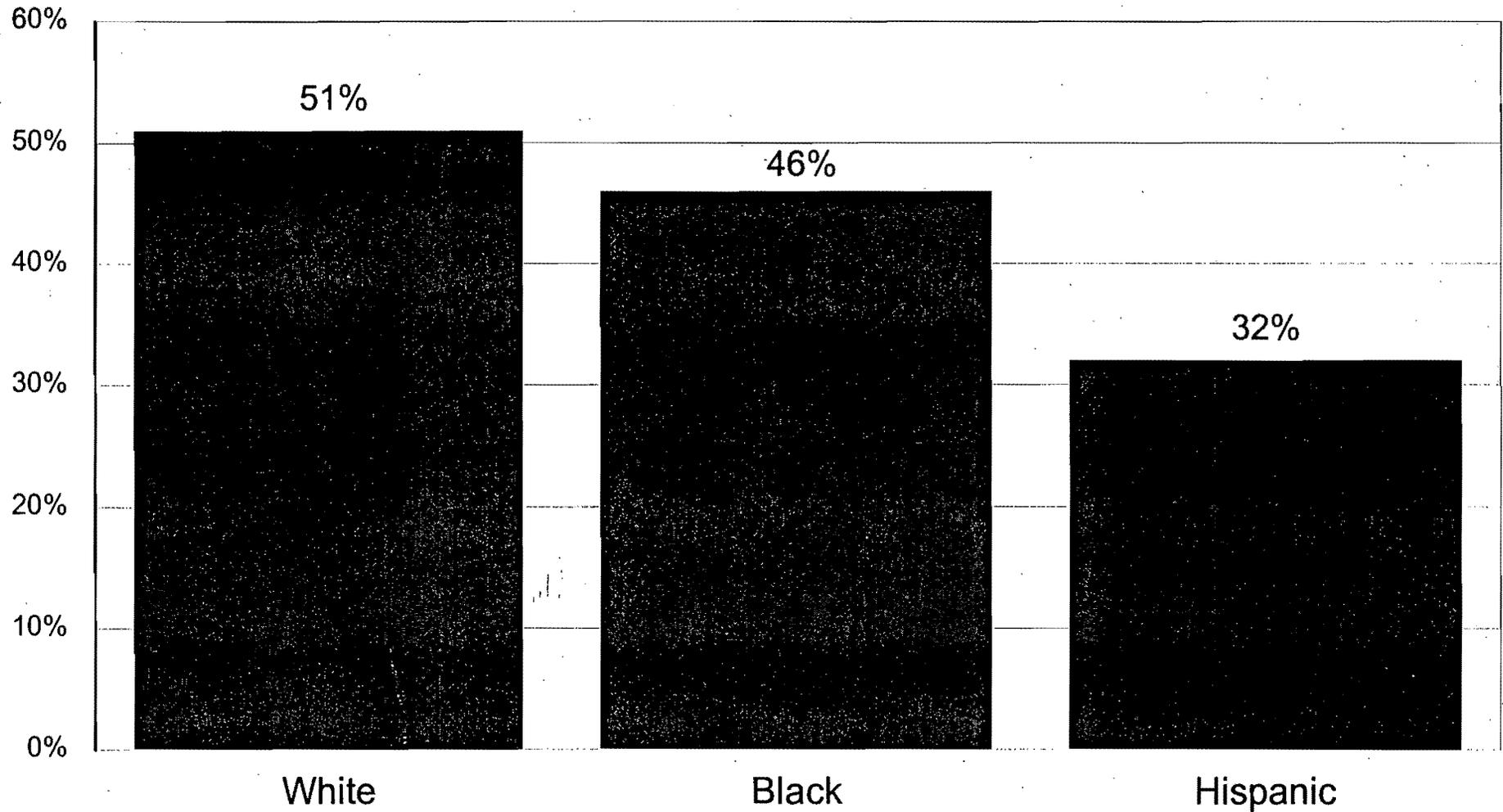


# Hourly Workers By Race Expected To Be Directly Affected By The Minimum Wage Increase of September 1997



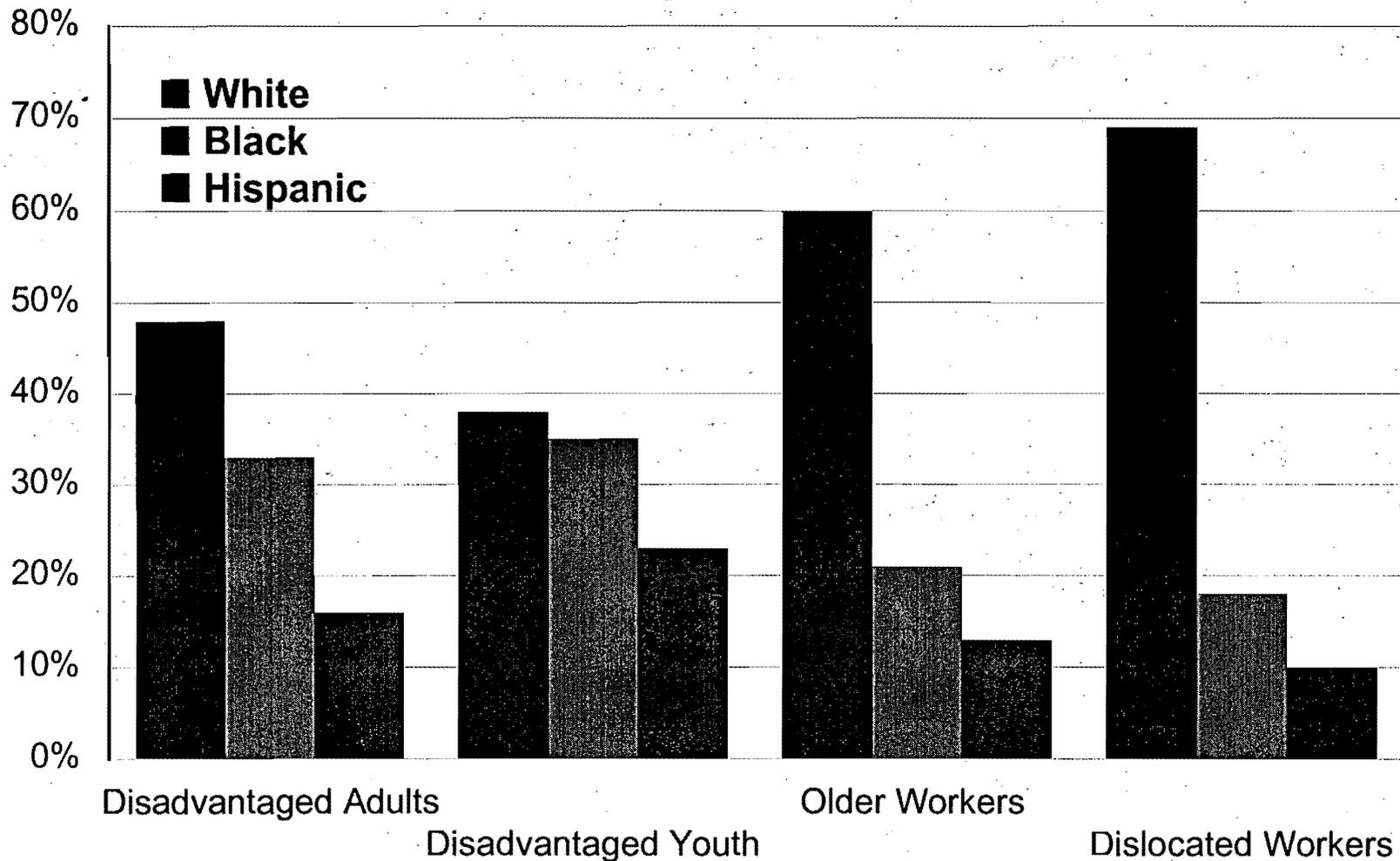
Source: Bureau of Labor Statistics, First Quarter 1997 averages

# Pension Plan Participation by Race and Hispanic Origin



Source: Department of Labor

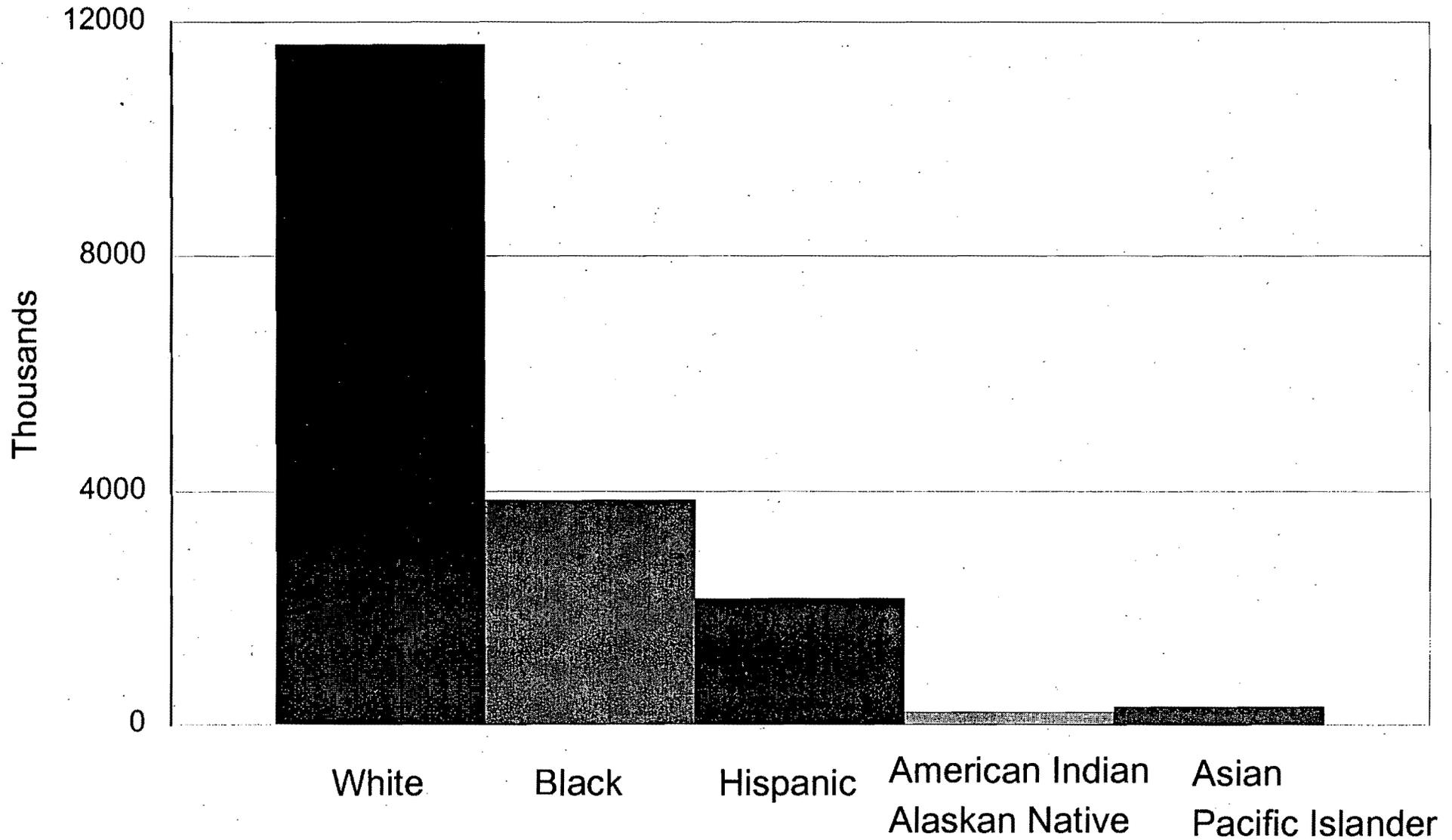
# JOB TRAINING: Program Participants by Race and Hispanic Origin



Source: Department of Labor, Job Training Partnership Act Standardized Program Information Report, Program Year 1995.

Note: Totals do not equal 100% because not all races are shown.

# Employment Service Applicants



Source: Department of Labor, Employment and Training Administration 9002 Quarterly Report, Program Year 1995.