

Data Collect

POTENTIAL OPTIONS FOR DATA COLLECTION AND ANALYSIS ON DISCRIMINATION

I. New Data Collection

■ **Federal Contractors: AAP Summaries, Including Summary Wage/Salary Information**

Options include:

- 1) Proposed revision to 60-2: Would require all contractors to submit full AAP summaries each year,
- 2) Alternatives: Some contractors would be required to submit some or all AAP Summary information, depending on preliminary analysis of information from EEO-1 forms, etc.

These options are currently under discussion at the Department of Labor.

■ **Contractors and Large Non-Contractors: Revisions of EEO-1 Forms**

Options include:

- 1) Revision of occupational categories: Greater emphasis on white-collar and service occupations; and greater occupational detail within these categories.
- 2) Revision of racial categories for minorities.
- 3) Making these data more publicly accessible - to company employees or the public more broadly.

■ **Small Non-Contractors: Audit Studies and other Investigations**

Options include:

- 1) Regular use of "audit studies" of employers with matched applicant pairs, targetted specifically towards small establishments not covered by EEO-1 data;
- 2) Analysis of real applicants and the outcomes of their search behavior at such establishments.

II. Use of EEO-1 Data for Enforcement

■ Contractors: Revise Process of Choosing Companies for Compliance Checks/Reviews

Options include:

- 1) Revision of calculations performed on current EEO-1 data to trigger compliance checks/reviews;
- 2) Revision of calculations to incorporate potential revisions to EEO-1 data;
- 3) Revision of how these calculations are used to generate a multi-tiered review process of contractors;
- 4) Expansion of actions taken with regards to companies that have clear underrepresentations of women or minorities but that are not chosen for compliance checks/reviews in any particular year (e.g., letters informing them of their relative performance, as currently done by OSHA).

These options are under discussion at the Department of Labor.

■ Large Non-Contractors: Calculations and Other Actions

Options include:

- 1) Generating calculations on minority/female employment at companies that are comparable to those performed on contractors;
- 2) Actions aimed at companies with low representation, which could range from letters informing them of relative performance to partial or full investigations of EEO violations.

Calculations could be performed by Department of Labor while any actions taken on the basis of these calculations would have to be undertaken by EEOC.

III. Research/Publications

- New BLS Publications
- New Summaries of EEO-1 Findings
- New Audit Studies
- Annual Studies of Wage Gaps using Micro Data from CPS or NLS

The latter three activities would be conducted as part of the Administration's new "Tracking Discrimination" Initiative.