American FactFinder2 (AFF) Self Tutorial
Access Equal Employment Opportunity (EEO) Tabulation
2006-2010 County to County Flows

This document was prepared by the Federal Highway Administration (FHWA) (January 24, 2013) with the help from Melissa Chiu at the U.S. Census Bureau. If you have any questions, please contact Dr. Liang Long by e-mail at liang.long@dot.gov.

Example 1: I want to get work flows to Montgomery County, MD

EEO tabulations have information on workplace flows, where you select workplace locations and find all flows into them. Workplace flows are included in tables EEO 1w through EEO 7w.

- Geographic level:
    - Currently only county flows are available in AFF.
    - Place flows will be released January 29, 2013 in AFF.
    - EEO does not provide residence flows, where you select residence locations and find all flows out.
- Limitation on number of flows reported:
    - For county flows, a maximum of 9 separate residence counties are reported, and commuting flows from all remaining counties are aggregated as "All Other Counties." The consortium of four Federal agencies (Equal Employment Opportunity Commission (EEOC), the Department of Justice (DOJ), the Office of Federal Contract Compliance Programs (OFCCP) at the Department of Labor (DOL) and the Office of Personnel Management (OPM)) who requested EEO tabulations only need the top flows resulting in the cap of 9 individual county reporting.
    - Additional suppression rules: depending on the table contents, there is either a 50,000 or 100,000 residence population threshold. Population thresholds are always based on the residence population, even for tabulations at worksite geography. Additionally, there must be at least 50 unweighted cases per residence-to-worksite commuter flows.[i]

For Montgomery County, MD, a total of nine residence counties have been listed as separate and all remaining counties are aggregated as All Other Counties:
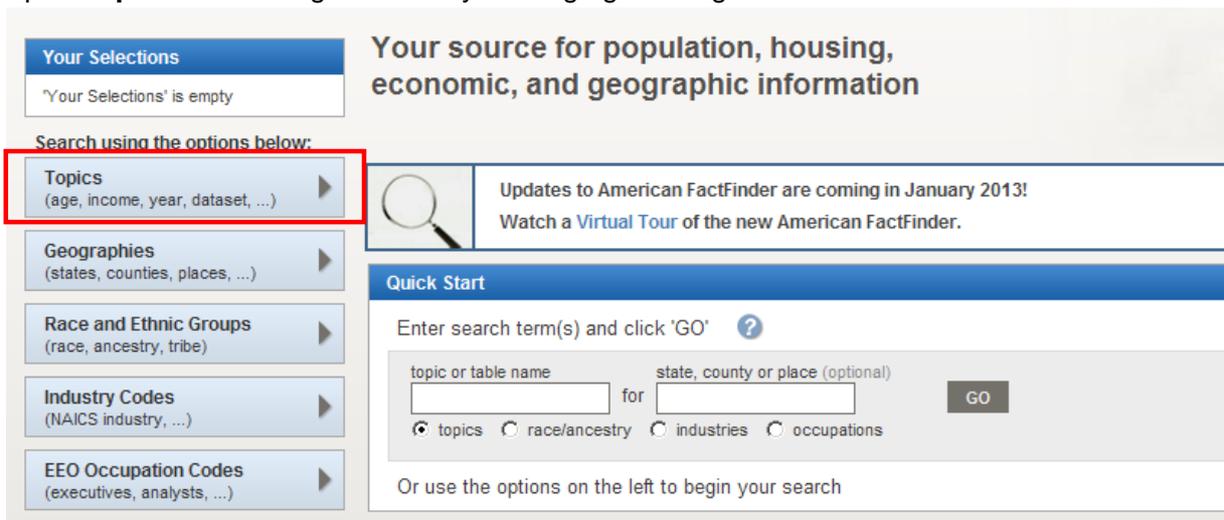
1. Washington, District of Columbia
2. Anne Arundel County, MD

3. Carroll County, MD
4. Frederick County, MD
5. Howard County, MD
6. Montgomery County, MD
7. Prince George's County, MD
8. Arlington County, VA
9. Fairfax County, VA
10. All Other Counties

In this particular example focuses on using **Table EEO 1W**: Detailed Census Occupation by Sex and Race/Ethnicity for Worksite Geography Universe: Civilians employed at work 16 years. This table has the flows by gender and race.

The steps to extract this information from AFF2:

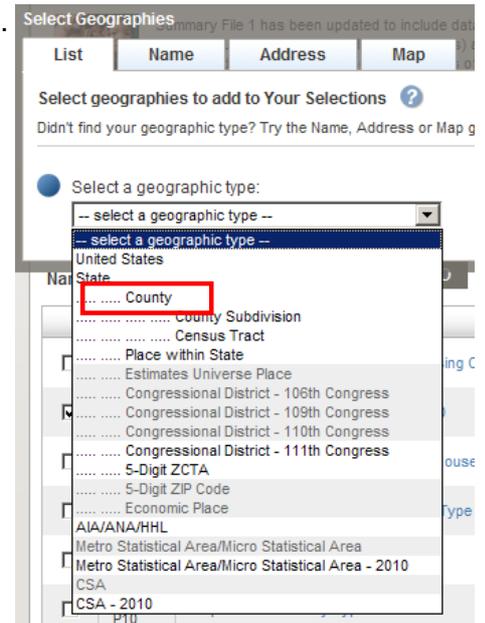Open **Topics** in left navigation bar by clicking right facing arrow head.

Expand **Dataset** by clicking on the "+" sign.
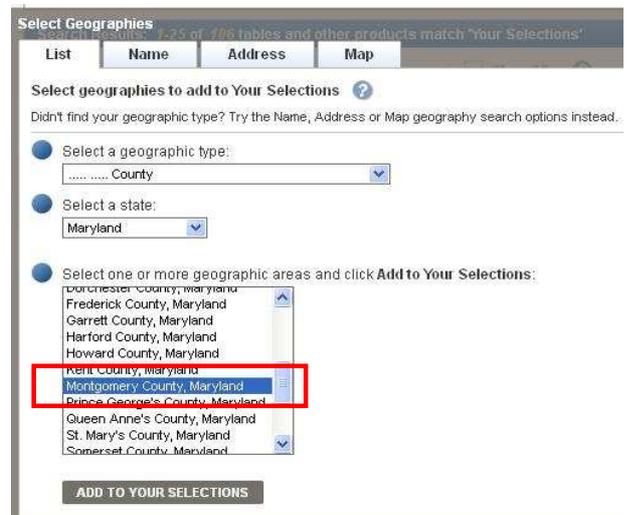Select "EEO Tabulation 2006-2010 (5-year ACS data)" by clicking on it.

Open **Geographies** in left navigation bar.

The Geography selection pane will open in the middle of your screen.
Click Drop down arrow and click **County.**

Select **Maryland** as state and then select **Montgomery County, Maryland**. CLICK "Add to your Selection" (to move this selection up into Your Selections box) IMPORTANT! If you don't click "Add to your Selection", County won't be selected.

Close Geographies by clicking on "X" in upper right of Select Geographies frame)

Then, Select Table EEO 1w in the table list and then select "view". (or, type in "EEO 1w" in the search within results box and select "go") You will see a screen similar to below. As you scroll down, you will see other counties.

	Total, race and ethnicity	Hispanic or Latino		Not Hispanic or Latino, one race					Not Hispanic or Latino, two or more races							Balance of not Hispanic or Latino
		White alone Hispanic or Latino	All other Hispanic or Latino	White alone	Black or African American alone	American Indian and Alaska Native alone	Asian alone	Native Hawaiian and Other Pacific Islander alone	White and Black	White and AIAN	White and Asian	Black and AIAN	NHPI and White (Hawaii only)	NHPI and Asian (Hawaii only)	NHPI and Asian and White (Hawaii only)	
Female																
Number	233,280	15,395	17,385	117,700	50,970	390	27,010	100	630	360	810	295	(X)	(X)	(X)	2,235
Percent	49.7%	3.3%	3.7%	25.1%	10.9%	0.1%	5.8%	0.0%	0.1%	0.1%	0.2%	0.1%	(X)	(X)	(X)	0.5%
All Other Counties to Montgomery County, Maryland																
Total, both sexes																
Number	35,370	1,450	1,465	23,395	6,350	50	2,140	20	10	105	85	100	(X)	(X)	(X)	190
Percent	100.0%	4.1%	4.1%	66.1%	18.0%	0.1%	6.1%	0.1%	0.0%	0.3%	0.2%	0.3%	(X)	(X)	(X)	0.5%
Male																
Number	23,170	1,025	1,090	15,560	3,645	40	1,530	20	10	45	50	70	(X)	(X)	(X)	80
Percent	65.5%	2.9%	3.1%	44.0%	10.3%	0.1%	4.3%	0.1%	0.0%	0.1%	0.1%	0.2%	(X)	(X)	(X)	0.2%
Female																
Number	12,200	425	380	7,830	2,705	10	610	0	0	60	35	30	(X)	(X)	(X)	105
Percent	34.5%	1.2%	1.1%	22.1%	7.6%	0.0%	1.7%	0.0%	0.0%	0.2%	0.1%	0.1%	(X)	(X)	(X)	0.3%
District of Columbia, District of Columbia to Montgomery County, Maryland																
Total, both sexes																
Number	21,710	1,500	895	9,295	8,550	15	1,065	15	45	130	55	80	(X)	(X)	(X)	75
Percent	100.0%	6.9%	4.1%	42.8%	39.4%	0.1%	4.9%	0.1%	0.2%	0.6%	0.3%	0.4%	(X)	(X)	(X)	0.3%
Male																
Number	10,800	935	605	4,540	4,085	0	460	0	0	120	15	10	(X)	(X)	(X)	25
Percent	49.7%	4.3%	2.8%	20.9%	18.8%	0.0%	2.1%	0.0%	0.0%	0.6%	0.1%	0.0%	(X)	(X)	(X)	0.1%
Female																
Number	10,915	570	285	4,750	4,470	15	605	15	45	10	35	70	(X)	(X)	(X)	50

Once you see the table, if you prefer to see the geographic units as rows, then select Actions: "Modify Table", then select "Transpose Rows and Columns". Another choice in the list of Actions is "Download". You can choose a comma-delimited .csv; .xls, or .pdf. Save the .zip file to your computer, and then unzip it.

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[i] Census Bureau: http://www.census.gov/people/eeotabulation/about/faq5year.html