

EEOC Explore Frequently Asked Questions (FAQs)

1. What is EEOC Explore?

EEOC Explore is an interactive data query and mapping tool that gives users access to the most current, granular, and privacy protected aggregate EEO-1 data publicly available. EEOC Explore allows users to analyze aggregate data associated with more than 56 million employees and 73,000 employers nationwide. The user-friendly tool enables stakeholders to explore and compare data trends across a number of categories, including location, sex, race and ethnicity, and industry sector without the need for experience in computer programming or statistical analysis.

As part of its mandate under Title VII of the Civil Rights Act of 1964, as amended, public and private employers, as well as local referral unions are required to submit to the EEOC periodic reports which indicate the composition of their workforces by sex and race/ethnicity. EEOC Explore visualizes these aggregate data in ways that are more intuitive and efficient than previous methods. The tool uses aggregate information from employer EEO-1 reports which include data such as employee demographics, which are collected annually from private employers with 100 or more employees and federal contractors with 50 or more employees. EEOC Explore also allows users to dive down to county-level details, surpassing the previously available static tabular format available on the EEOC's public website.

2. Why do I see only two years of data in EEOC Explore?

This pilot phase of EEOC Explore used two years of aggregate EEO-1 data for producing Public Use Files (PUF). Aggregate data of additional years are expected to be de-identified and integrated with the EEOC Explore data query and mapping tool in the future. Data in aggregated tabular form are also available on this website.

3. How is confidential information protected in the released dataset?

Confidential information is protected from disclosure by a series of statistical disclosure limitation activities. As a result, the Public Use Files contain the most granular details of aggregate employment characteristics without identifying any employer or employee.

4. How can I download publicly released datasets?

Public use files can be downloaded using links in the downloads section above the application:

- For 2017: [Download 2017 EEO-1 Public Use File \(PUF\)](#)
- For 2018: [Download 2018 EEO-1 Public Use File \(PUF\)](#)

There are two tabs in the exported Excel file. The first tab shows data and the second tab shows description of each column name used in the data file.

5. Can I download a visualization along with output of queries?

Yes, visualizations and aggregate data can be exported in various formats by using the download button (a box with down arrow key) at the bottom right corner below the Plot area.

6. Why do I see an asterisk (*) in cells on the downloaded datasets?
Asterisks (*) are used to protect individuals (employee or establishment) from the risk of identification. An asterisk is sometimes used to protect a vulnerable cell and other times to safeguard another at-risk cell.
7. Why do I see asterisk (*) on the user interface for certain queries?
If the result of a query formed by the combination of selected filters include suppressed employee counts, the information is displayed by the use of an asterisk (*). Aggregate data suppression is more expected in smaller geographic areas compared to larger territories.
8. How can I reload the original shape of a map if I change the display?
A selection on the map can be reversed by following reset instructions along the bottom right corner of the map section.
A zoom action can be reversed by the opposite zoom action.
If the entire view needs to be reset to the original display, just click on another report and return to it. The system will reset the entire display.
9. What does 'Aggregate' option mean in the filter dropdowns?
'Aggregate' option shows the sum of employee counts for all other options presented in the dropdown. This option is offered to maximize the domain of publishable data. For example, employee counts may not be publishable due to disclosure limitations for a given set of filters for male and female individually, but the aggregated data (male and female combined) for the same set of filters may be publishable.
Since the 'Aggregate' option includes employee count of other options presented within a given dropdown, this option should not be selected if any other option is selected within the same filter. Therefore, uncheck the 'Aggregate' option from a filter dropdown while selecting any other option from the same dropdown for generating reports with unduplicated employee counts.
10. How do I get publicly released datasets of other years prior to 2017?
EEO-1 publicly released aggregate data from 1996 to 2016 can be downloaded from the link below.
<https://www.eeoc.gov/statistics/employment/jobpatterns/eo1/historical>
11. Does a screen reader work on the visualization for blind and visually impaired individuals?
Yes, standard readers work on the visualization. A free version of the NVDA screen reader software can be downloaded from the following site: <https://www.nvaccess.org/download/>
For additional information on the NVDA software and system requirements, please visit: <https://www.nvaccess.org/about-nvda/>.

NVDA quick reference command keys information is available at:

<https://www.nvaccess.org/files/nvdaTracAttachments/455/keycommands%20with%20laptop%20keyboard%20layout.html>

12. How do I download data from visualization using a screen reader?

Use **Tab** until the map or plot is selected. Follow audio instruction for opening data window using **Control+Shift+Enter** keys simultaneously. The screen reader will instruct options for data download when the data window is opened.

13. How can I access the visualization download option by using a keyboard?

Use the **Tab** key on the keyboard to navigate through controls until the Tableau logo is reached along the bottom left corner of visualization. Then use the **Right Arrow** key twice to reach the download option. Hit the **Enter** key on the keyboard for opening the dialogue box that presents download options. Use the **Up** or **Down Arrow** key to select the desired download option.