

EEOSTAT

FOR EEO COMPLIANCE

The five different modules provide quick answers in an easy-to-use format: **square** and **avail** provide simple statistical analyses of class-based discrimination claims; **paycalc** calculates backpay including compound interest at IRS rates; **mh calc** provides a statistical test of stratified selections; **census eeo tab** displays data from the *Census EEO Tabulation 2006-2010 (5-year ACS data)*. Version 3.2 adds age data from the EEO Tab for **avail** and **census eeo tab**.

EEOSTAT is a software tool that aids in EEO compliance, useful for HR professionals and employment lawyers. EEOSTAT is used by many EEO professionals, including investigators and attorneys at the U.S. EEOC and other federal and state civil rights agencies.

EEOSTAT was created by Jeffrey C. Bannon, an attorney with 40 years of experience handling EEO statistics.



square...a statistical test of selections from a pool

square calculates the statistical significance of disparities in an employment selection process when applicant flow data is available. **square** computes probability values using the Chi-Square test and, for 2x2 tables, Fisher's Exact Test. For example, in a race/hiring case, **square** determines if there is a significant disparity in the rates at which blacks and whites are hired. When this probability is sufficiently low (i.e., .05 or less), the result is said to be statistically significant. Disparities that are statistically significant are generally recognized as evidence of discrimination.



avail...a statistical test of selections against availability

avail calculates the statistical significance of disparities in an employment selection process when there is no applicant flow data, and protected class availability has been estimated from Census or other labor market data. **avail** calculates probabilities using the Exact Binomial and the Normal Approximation to the Binomial tests. **EEOSTAT** now includes data from the Census EEO Tabulation (2006-2010 ACS data) to calculate labor market availability.



paycalc...a tool to calculate backpay with interest

paycalc calculates the amounts of backpay including interest that are due aggrieved individuals when you supply the pay they should have earned and the pay they in fact did earn. Amounts are entered either monthly or quarterly, and interest is compounded at IRS interest rates, either monthly or quarterly. Interim earnings are subtracted out.



mh calc...a statistical test of stratified selections

mh-calc allows testing of association between selection and protected status, controlling for up to 18 tiers in a third dimension. It computes the Mantel-Haenszel statistic, common odds ratio, and Breslow-Day test of homogeneity. Odds ratios and Fisher's exact test are computed for each tier.



census eeo tab...data from the *Census EEO Tabulation 2006-2010 (5-year ACS data)*

census eeo tab provides availability data for detailed occupations and EEO-1 categories, by workplace and residence, for counties, places, and metro areas from the Census EEO Tabulation.

EEOSTAT is designed for people responsible for EEO compliance. Whether you are in HR or an employment lawyer, EEOSTAT gives you easy-to-use tools to monitor compliance and check whether a group of selections adversely affects a protected EEO class.

How EEOSTAT Works: A charge is filed against your company...

For example, a charge is filed alleging that women are not hired fairly for sales manager positions at your Boston company.

- If applicant data are available, you can use **square** or **mh calc** to see if any disparity is statistically significant (e.g., women are 20% of the applicants yet only 12% are hired).
- If applicant data are not available, get an estimate of female availability (e.g., women are 42% of marketing and sales managers in the Boston metro area) from the included **census eeo tab** data, and check the disparity with **avail**.
- To get an idea of possible exposure, use **paycalc** to calculate backpay with interest. Of course, total exposure should also take into account damages, usually a function of the total shortfall (a calculation made by **avail** and **square**).
- You can print the results from each of the modules or save as a Word, PDF, or text file.



square calculates the statistical significance of disparities in an employment selection process when applicant flow data is available.



avail calculates the statistical significance of disparities in an employment selection process when there is no applicant flow data, and protected class availability has been estimated from Census or other labor market data.



paycalc calculates backpay including compound interest at the IRS rates.



mh calc provides a statistical test of stratified selections, testing association between selection and protected status, while controlling for a third dimension, such as location or year.



census eeo tab displays data on race, sex, occupation, and geography from the *Census EEO Tabulation 2006-2010 (5-year ACS data)*.

To Purchase EEOSTAT

One copy of the EEOSTAT software CD and instruction manual is \$240 + \$15 shipping. (Up to three copies may be purchased with one shipping charge.) Digital downloads are \$225 for the EEOSTAT software plus PDF instruction manual; no shipping charge. *Each user is required to purchase a copy of the EEOSTAT software.* If you have any questions or are interested in four or more copies, please contact us (info@eeostat.com). Visit eeostat.com/buy-eeostat.