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MINORITY ENTREPRENEURSHIP: EVALUATING SMALL BUSINESS RESOURCES AND PROGRAMS

ROUNDTABLE

BEFORE THE

COMMITTEE ON SMALL BUSINESS AND ENTREPRENEURSHIP UNITED STATES SENATE

ONE HUNDRED ELEVENTH CONGRESS

FIRST SESSION

SEPTEMBER 24, 2009

Printed for the Committee on Small Business and Entrepreneurship

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MINORITY ENTREPRENEURSHIP: EVALUATING SMALL BUSINESS RESOURCES AND PROGRAMS

THURSDAY, SEPTEMBER 24, 2009

UNITED STATES SENATE,
COMMITTEE ON SMALL BUSINESS
AND ENTREPRENEURSHIP,
Washington, DC.

The Committee met, pursuant to notice, at 10:02 a.m., in Room SR–418, Russell Senate Office Building, Hon. Mary L. Landrieu (chair of the committee) presiding.

Present: Senators Landrieu and Risch.

Staff present: Donald Cravins, Gregory Willis, Karen Hontz, Matt Walker and Adam Reece.

OPENING STATEMENT OF HON. MARY L. LANDRIEU, CHAIR, AND A U.S. SENATOR FROM LOUISIANA

Chair LANDRIEU. Good morning, everyone.

Thank you so much for joining me this morning for this roundtable on minority entrepreneurship during the Congressional Black Caucus week. We made a special effort to host this particular roundtable this week because of our many special guests in town.

Before I begin, because I am going to ask all of our roundtable members to briefly introduce themselves, I want to take a point of personal privilege and welcome two special individuals from Louisiana.

Dwayne Wilkerson, CEO of the Marrd Group in New Orleans, and Ms. Charlotte Burnell, owner of Strategic Planning Associates, from Metairie, Louisiana. I am grateful for both of them joining this national roundtable this morning.

I want to thank all of you for taking the time to be here as we examine an important issue vital to the growth and development of our nation and how we support the minority community's efforts to open, own, and grow their own businesses. We know that entrepreneurship, particularly small business development, but large as well—because minority businesses—both large and small are going to have a great role to play in this nation coming out of this recession. I believe that the nation has not yet quite tapped into the strength and potential of this particular group.

One of our nation's greatest assets is our diversity. Yes, it can be challenging. Yes, it can be complicated at times, but actually, it is a great strength that allows us today, and hopefully in the fu-

ture, to be the most competitive nation in a growing global marketplace.

We are literally the only nation that looks and speaks like every other nation on earth. We should be proud of that, and grab it and understand it as the strength that it is.

The number of businesses in our minority communities continues to grow, adding to our competitive advantage. Minority business enterprises accounted for more than 50 percent of the two million new businesses created in the last 10 years.

There are now more than four million minority-owned companies in the United States, with annual sales totaling nearly $700 billion. These businesses cross the entire industrial base from financial services and health care, to construction and transportation. While the numbers of minority-owned businesses are a source of optimism, and hold promise for the future, much more needs to be done to encourage and strengthen the minority business communities.

They make up 32 percent of the nation's population. Minority business owners, however, make up only 18 percent of firms. Nonminority firms bring in about $448,000 in annual sales, while minority firms are less than half of that. Clearly, the potential for small business growth and entrepreneurship, as I said, has not been fully tapped and there are barriers to entry that continue to exist despite our good efforts.

Capital, including venture capital, can sometimes be a serious barrier. The Federal Government, which is the largest purchaser of goods and supplies and services in the world, sometimes there are barriers to entry there.

The question today is, particularly to the SBA contracting and access to capital programs, how are these efforts through the SBA working to eliminate these barriers and how could they work better? I am looking forward to hearing from the experts on this panel today.

We know there are some issues. For example, African Americans receive only about 5 percent of the loans from the SBA 7(a) program. A 2005 SBA report also found that African-American and Hispanic firm owners face higher loan denials.

Obtaining venture capital is even tougher for minorities as the venture capital world is still 77 percent white and male. Part of this is due to the networks that are developed. The peers, the mentors, and the social networks are not yet completely as open as they could be. That is a fact. It is not an excuse, and we need to work through it.

So we want to open up opportunities, as best we can, using appropriately the power of the government not only for African-Americans, but also for Hispanic, Asian, and women-owned firms.

I am very proud of the team we have assembled here. I know that I am joined in many of these efforts, in spirit, by my ranking member, Olympia Snowe, the great Senator from Maine, who is not with us this morning, but is represented by her staff.

She is actually marking up the health care bill in Finance. She told me yesterday she would much prefer to be with us. I think last night they were working well into the night and will be for the

next couple of weeks, so I want to acknowledge Senator Snowe and her staff and thank them for cooperating with us in this effort.

Let me begin, if I could, starting here with Karen. We will go around this way. Because these are rather informal roundtables and not official hearings, I would like to have you all introduce yourselves.

Following introductions, I will start with a couple of questions. I am then going to turn the program over to Greg Willis, who is the Chief Contracting staff member on the Small Business Committee, and to Don Cravins, who is our Staff Director, who will continue the questioning. I will not be able to stay the whole time, but I will be here for the first part.

So, Karen, why don't we start with you? Just introduce yourself and we will go around.

Ms. HONTZ. Thank you, Senator.

I am Karen Hontz. I am the lead for government contracting on the Small Business Committee for Ranking Member Snowe.

Mr. WALKER. I am Matt Walker. I am Deputy Staff Director for the Republicans here on the Committee, and I just wanted to thank Chair Landrieu and her staff for working together with us in a bipartisan way over and over again on key issues that matter so much to Ranking Member Snowe.

Thank you.

Mr. REECE. Adam Reece. I am also on the contracting staff of the Small Business Committee for Senator Snowe.

Dr. WILLIAMS. My name is Rube Williams. I am the President and CEO of Jet Learning Laboratory, an organization located in Houston. We were founded for scientific research, particularly nuclear and space systems, and also educational services related to mathematics and science.

Chair LANDRIEU. Thank you.

Mr. WILKERSON. My name is Dwayne Wilkerson. I am President and CEO of the Marrd Group, a small minority business in New Orleans, a contracting firm, and I am glad to be invited to this roundtable.

Chair LANDRIEU. Thank you, Dwayne.

Mr. ROBINSON. Good morning, Madam Chairwoman. Anthony Robinson. I am with the Minority Business Enterprise Legal Defense and Education Fund, a Washington-based legal advocacy organization on behalf of minority businesses and also representing the Unity Group, which is a coalition of minority and women-owned businesses who have organized themselves around the issue of establishing a federal predicate for minority business programs.

Chair LANDRIEU. Thank you.

Ms. REID. Good morning. I am Royalyn Reid. I am the President of Consumer and Market Insights. We are a marketing, research, training, and event planning firm from Dallas, Texas. We are also 8(a), HUBZone, woman-owned and minority-owned.

Chair LANDRIEU. All of her bases are covered.

[Laughter.]

Mr. JORDAN. I am Joe Jordan. I am the Associate Administrator for Government Contracting and Business Development at the SBA. It is pleasure to be here, yet again this week, to talk about

these really important issues. I am very excited to hear about how everybody on the panel is dealing with SBA programs.

So thank you.

Chair LANDRIEU. Thank you.

Ms. JOHNSON-PATA. I am Jacqueline Johnson-Pata. I am the Executive Director of the National Congress of American Indians. We are located here in Washington, D.C. We are a group that represents the interests of the tribal governments in the country on all issues, including government contracting and economic development.

Chair LANDRIEU. Thank you

Ms. GATLING. I am Denise Jane Gatling. I am the Director of Global Supplier Diversity and Business Development for GlaxoSmithKline, a research-based pharmaceutical company.

Our mission challenges us to enable people to do more, feel better and live longer; and one of the ways we feel we can do this is through our inclusion of diverse suppliers.

So thank you very much for having us here today.

Chair LANDRIEU. Thank you.

Mr. COTTON. My name is Walter Cotton, the Managing Partner of MR–IT. We provide staff orientation, expert consulting services and community communication solutions. We are an 8(a), veteran-owned small business and always look forward to finding some good partners.

Chair LANDRIEU. Thank you.

Dr. BOSTON. Good morning, Senator. My name is Danny Boston. I am a Professor of Economics at Georgia Tech, in Atlanta, and I am also a business owner of EUQUANT, which is a consulting company which does economic and statistical research, focusing specifically on minority businesses.

Chair LANDRIEU. Thank you.

Dr. BANGS. I am Ralph Bangs, Associate Director of the Center on Race and Social Problems at the University of Pittsburgh, and I do research on discriminatory actions by local government against qualified minority businesses and women-owned businesses for contract opportunities.

Chair LANDRIEU. Thank you.

Mr. ALFORD. I am Harry Alford, Cofounder, President, and CEO of the National Black Chamber of Commerce. We have a reach to over 100,000 businesses. We have 151 chapters in the United States and 80 chapters offshore. We are the largest black business association in the world.

Chair LANDRIEU. Thank you, Harry.

Mr. WILLIS. My name is Greg Willis. I am the procurement counsel for Senator Landrieu, who is Chair of the Senate Small Business Committee.

Chair LANDRIEU. Thank you all so much, and again the audience, for joining us.

The record of the Committee will be open for two weeks. We will be happy to receive testimony for those invited to participate in the roundtable as well as for others who are here this morning or listening to this roundtable.

Again, the intent is to bring ideas to the table, to help strengthen the SBA's work as the lead advocacy agency of the Federal Govern-

ment, to open contracting opportunities, to help enforce the laws that are already on the books, and to identify what barriers there may be in minority, women-owned businesses participating in government contracting.

The Federal Government is the largest purchaser of goods and services in the world. We want to focus on this. One of the major efforts of this Administration, and underway now, is the stimulation of this economy through additional federal spending and investments. It is a major priority of this Administration.

I would like to begin by asking for you all to comment. What are you hearing from your organizations or what are you experiencing yourself in terms of participating in the expenditure of stimulus dollars that were invested in many infrastructure projects, educational opportunities, services, et cetera?

We want to hear from minority businesses about what you are hearing and what you are experiencing, so we can focus on what we could potentially do better in that regard during the next couple of months.

If you want to speak, please take your name plate and stand it up like this, and I will recognize you as we can. I do not know who wants to start.

Ms. Reid, why don't we start with you?

Ms. REID. Senator, I am very involved in the Dallas, Texas, area. I am involved with the Dallas-Fort Worth Minority Business Council, as well as the Women's Business Council Southwest, in which I am active and on the board.

What I have observed in our area is that everyone is very interested. There are so many small businesses that are desperate. You see new businesses forming everyday from those that are being laid off.

We hear about the stimulus money, but I have been to events that the word is not getting out and the right people are not communicating. You have some people up there speaking and they do not know anything.

You see a lot of small businesses leaving even more frustrated and more confused. There must be some kind of way we can truly get that information down to the areas that really need it.

I know that David Hansen mentioned this morning that they are focusing on the state and local levels, and that was encouraging because just what I have seen at the grassroots in that area is just not getting down to the people who really need it.

Chair LANDRIEU. Mr. Robinson.

Mr. ROBINSON. Prior to this morning, Madam Chairwoman, I would have stated emphatically that there was a great deal of frustration within the minority business community about the expenditures taking place with the stimulus funding.

I had an occasion this morning, at a breakfast of the National Association of Minority Contractors, where an unscientific poll was taken of those members in that organization. I was surprised at the number of people participating who did raise their hand.

What I would like to point out to the Committee is that because the stimulus money is governed by FAR, it has a fundamental flaw. You may be aware that under the federal acquisition streamlining and federal acquisition reform that took place in the 1990s. Many

of the socioeconomic indexes that required participation by minority and women-owned firms were gutted. And a lot of what we are seeing with bundling and the lack of minority participation, has its root causes in FAR and what took place with federal acquisition reform and federal acquisition streamlining.

So if we are going to have the infrastructure in place to assure that participation, Congress is going to have to address that issue once again in order to secure participation in those projects.

Chair LANDRIEU. Again, that is the federal acquisition regulation and it was passed in?

Mr. ROBINSON. I mean FAR has already been in place, but the streamlining and the reform took place in the mid-1990s.

Chair LANDRIEU. In the mid-1990s.

Would anybody else like to comment on that?

Harry.

Mr. ALFORD. Yes, ma'am. We have done surveys and polls. You could bring more feed to the trough; but if you got the same pigs at the trough, nothing new is happening. If African-American firms are getting 1.1 percent of the Federal Highway Administration contracts and Hispanics are getting 1.6 percent, it is going to remain the same, as Tony just said, if it does not change. So nothing is changing on the formula related funding.

We are going to hang in there and hopefully try to affect change on the discretionary fund. That is our hope for the coming year.

The Indiana Legislative Black Caucus summoned me to Indiana to help them understand where the stimulus money was in Indiana. I had three staffers work a week trying to figure out, despite all the transparency on the website, to find it; and we found $4.3 billion in Indiana; and they did not have a clue of how to get it or if anyone was getting it.

Chair LANDRIEU. Thank you for the comments.

Mr. Denlinger.

Mr. DENLINGER. Thank you. Good morning, everyone. My name is Steve Denlinger. I am the President of LAMA. I am also the federal contracting advocate for the U.S. Hispanic Chamber of Commerce.

I just got back from a week at the national convention of the U.S. Hispanic Chamber of Commerce and the overwhelming sense I get, and it is just widespread, is that they know there is lots of stimulus money out there but there is no systematic way to find out where it is being spent.

More than anything, we need a systemic way of providing the minority business community with an understanding of where those projects are taking place. I think it is as simple as funding some of the major minority women-owned, and so forth, trade associations, to make sure that the word is getting out. The word is not getting out. The people do not know where the action is.

Chair LANDRIEU. Go ahead.

Ms. JOHNSON-PATA. I would just like to make a couple of recommendations. I totally agree that too many people are feeding from the top. I think the Department of Energy is a good example of a large amount of money going to existing contractors. I think the stimulus has tried to get the money out as quickly as possible.

They are using the contracting vehicles that were in place. You see it across the country.

But, it did not stipulate anything new particularly from the small business community. A couple of recommendations would be to do some kind of review of who is getting the contracts. I know there is already transparency about that, but some kind of analyzing of exactly how many are really going to small businesses through the subcontracting plans.

We were hoping that even though big companies still got the contracts, that they would actually expand in subcontracting, but we have not yet seen that come to fruition.

Also, one of the things that we did in Indian country, because we wanted to take advantage of our very first opportunity to be part of Recovery Act funds, was a number of webinars and other kinds of things on a regular basis. We had a place for information that people could go to who have questions.

On everything else we have information. Every piece of the recovery except for the contracting. We have not been able to get, as everybody indicated, a clearinghouse basically of what is coming up and where the opportunities may potentially be.

Chair LANDRIEU. Let's hear from Joe, who represents the SBA, and I know they are trying their very best. But I think that, Jacqueline, you raised an excellent point. I do not speak for the Obama Administration or for President Obama. I understand that part of their focus was getting the money out quickly because the nation needed that push, but you are right. Doing that, if the same contractors were in place, is sort of a counter effort to not take the time to try to expand. There is a little bit of tension there, but perhaps we could figure out a way to move through that.

Mr. Jordan.

Mr. JORDAN. Absolutely. Thank you. I certainly hear the frustration. The Administration hears that quite a bit.

I did want to just briefly present what people talk about and the things they have heard. I want to present a few of the facts that I have, which are all publicly available, and also talk a little bit about what the President and Vice President have asked the Secretary of Commerce and Administrator Mills to do about the stakeholder outreach initiative. I have heard over and over, within this room and outside of it, about word not getting out.

We certainly want to address that issue, and to the extent possible, enlist all of your help in addressing that.

In terms of the SBA loan programs, the Recovery Act provided $375 million in funds to support the SBA loan programs. That has supported about $10.7 billion in small business lending across the country. It is over indexed in minority and women groups.

Minority-owned businesses have received 20 percent of Recovery Act-based SBA loans and women-owned small businesses have received 19 percent. Mr. Cotton, and others, would be interested to know that veteran-owned businesses received 9 percent.

We are here to talk about contracts, what has been going on with federal contracting and federal Recovery Act contracts. As you all know, we have a goal. The Federal Government has a goal that at least 23 percent of Federal contracts should go to small businesses.

Through the Recovery Act, thus far, we are just at that 23 percent, and I am cautiously optimistic that will continue. If you look at the trend, it has been moving up and then staying in that range right around the goal.

Small disadvantaged businesses, which include the 8(a) companies, are at 10.6 percent, more than twice the goal. Women-owned businesses, unfortunately, have no tool the contracting officers currently use. We certainly are working on that. They are at 3.6 percent.

Service-disabled veteran-owned businesses are at 3.7 percent. It would be great if we could exceed that goal. And minority-owned businesses, of all sizes, are at 14 percent of Recovery Act contracting dollars.

And then lastly HUBZone, Historically Unrealized Business Zone companies, have a 3 percent goal, and they are running at more than twice that, at 6 percent.

At the federal level, the contracts certainly are getting into the hands of the people that we all want them to. It is not just the same group of contractors.

There are three challenges that I see. One, assuring that happens at the state and local level, and as MBDA Director Hansen referred to, we are working hard to talk about that. Chair Landrieu and Ranking Member Snowe, as well as Administrator Mills, have all written letters to the nation's governors urging them to use small businesses and disadvantage small businesses with their state Recovery Act contracts.

We also need to ensure that these numbers that I listed at the federal level will continue. Then, we need to make sure that any successes we see here in the stimulus, apply to the regular $500 plus billion in annual federal contracting.

The speed with which these funds are being dispersed is a challenge, but it is also a real opportunity. It is an opportunity to have that transparency and accountability, and prove which approaches worked and which ones were less effective.

With the stakeholder outreach initiative, I will just briefly say that what we are trying to do is host and participate in all federal agencies, host and participate in a number of events around the country to get the word out on federal contracting, and state and local contracting.

Also, on SBA.gov, there is now the "How to Win Recovery Act Contracts" with free training available to all businesses primarily focusing small businesses, especially those who may not have previously contracted with the Federal Government.

We are trying to bring in new companies. We understand that many small businesses have had their commercial buyer base recede during these tough times, and we want to help them understand how to contract with the Federal Government.

So there are a number of things we are doing. To the extent that we can do more, myself, the Administrator and our team, are absolutely willing to listen and discuss with you all the ideas that you have because we want to get this right.

Chair LANDRIEU. Thank you, Mr. Jordan.

One minute, Harry.

Mr. Jordan, thank you so much for your enthusiasm and for leaning forward. I have had several conversations with the Administration, and particularly Ms. Mills, about this and I know that she is committed.

But one of the issues that came up yesterday, and I am going to get to those who want to ask questions, are laws on the books for all the different agencies, the goals, the 23 percent, et cetera.

And, as we talked the day before yesterday, about some of the larger companies bidding for federal work and indicating on those bids that they are using small business subcontractors, we also identified that just because the bid says that they are going to be using small business contractors, does not mean that in the execution of the work they actually did.

We are finding that with the gap, we are looking for ideas and suggestions to do more monitoring and really tough evaluation. I have had several small businesses from Louisiana, who are trying to do work with the Federal Government, who have said to me, "Senator, we are part of the bid. That is not the problem. The problem is when the contract is let, we are not a part of the work, so we are not actually participating in a real way."

I do not know if some of you have had that experience, but it would be a good time to speak now, if that has been your experience, or if you have had a different experience. Please share.

Dr. Boston.

Dr. BOSTON. Yes, Senator. I want to just really reenforce, particularly, the last point which you made. It is true that both at the federal level and particularly at the state level there are often contracts that let individual vendors indicate that they will be used, and then if there is no monitoring process to ensure that happens, often it does not happen. That is one of the problems.

I was delighted to hear the figures that were cited by Mr. Jordan. The other problem is that there is, really an endemic problem, regulatory problem in the SBA, as it relates to small disadvantaged businesses because it constrains their ability to grow and that would allow them to get the larger contracts.

It is primarily related to the whole issue of personal net worth. I have some comments on that. I will not take up the time right now, but there are a number of problems with that.

Even with the money, and if the money is reaching minority businesses particularly through the SDB program, what you have are businesses that are restricted because of the capacity that they can attain and thereby fostering a continuing relatively small group of firms, and not firms that ultimately break out and grow in scale, capacity to be mainstream players in society.

Chair LANDRIEU. Thank you. That issue has come up before and we are evaluating it. In your written comments to the Committee, you could go into more detail. We thank you so much.

Harry, go ahead.

Mr. ALFORD. Madam Chair, could we get a detailed report of that 10 percent? It started to sound like Katrina to me. Congresswoman Barbara Lee got a report from the Corps of Engineers, and here is their minority report on ANC companies. No blacks, whatsoever, had to go to the White House to get it changed around.

And to hear hurry, hurry, hurry. Just like Katrina. Please send me that report so that we can verify that and then see what the real numbers are or support your claim.

Mr. JORDAN. All these numbers are publicly available on the Federal Procurement Data System, FPDS NJ.

Mr. ALFORD. Just send me the report please.

Chair LANDRIEU. Yes. We will get a copy to everyone here.

And, Joe, thank you for making that available on the website.

However, Mr. Alford has hit on the same point. We not only want to make sure that agencies say these are the minority companies they are working with, but instead, that the large contractors are actually doing that. The Corps of Engineers is one of the agencies, Harry, that I hear some complaints about. So thank you for raising that.

Mr. Denlinger and then Mr. Cotton.

Mr. DENLINGER. Just a couple of quick follow-ups. On the point you just made about the subcontracting opportunities disappearing, that is nothing new. That has been the circumstance of the last——

Chair LANDRIEU. Please speak into your mic if you would.

Mr. DENLINGER [continuing]. Yes. The issue of vanishing subcontracts, is, of course, long-term, chronic, and an issue that I was going to address in my remarks later on with respect to the need for subcontract reform.

The missing ingredient is a contract. If there is not a contract between the subcontractor and the prime contractor, by the time the prime contractor gets the contract, he forgets about the subs that he was purportedly going to use to fulfill the minority subcontracting plan.

With respect to subcontracting reform, we need a contract between the prime contractor and the subcontractor at the time the prime contractor submits his bid.

The other item is a barometer. There are certain things you can use as a barometer to get a sense of how effective the outreach is with respect to stimulus and other programs.

One barometer is the extent to which associations, like LAMA, receive outreach information from the federal agencies and the SBA and so forth.

LAMA has been around for 35 years. Everybody knows who it is and what it reaches. I have not received one item from any federal agency about any stimulus funding, period. If the agencies are not reaching us, how, in God's green earth, am I going to believe that they are reaching our members across the country. It just is not happening.

The outreach mechanism is missing. The heart is good. The heart is sound. We are very happy with the tone and the disposition of this Administration. But the mechanism is missing.

Chair LANDRIEU. Thank you very much. I am going to ask the staff to really work on that specific issue today because it is something that our committee can do to help put a database together. We have access to it. Thank you for that suggestion.

Mr. Cotton.

Mr. COTTON. Thank you, Madam Chairman.

One of the critical issues that often is overlooked in this area of large business subcontracting is the need for us to influence the

spirit of subcontracting. Absent an enforcement mechanism that allows us to change the behavior of these large prime contractors is not going to change because we have a subcontracting intention which is incongruent to their fiduciary responsibility and to their shareholders, which is to increase their value.

So as long as prime contractors are not, and I do not want to use the word "punished," but I think we are talking behavior modification here. They have to understand the interdependent nature of the request that we are making to help subsidize the viability of our small business community.

Until we put a mechanism in place, that either holds them accountable for not meeting their stated subcontracting plan irrespective of whether they do it with the small businesses that they won the bid with or not, the fact that they have done it, is a vehicle that impacts their ability to acquire future contracts because of their poor performance against those goals. We are going to continue to chase this issue around and around.

We need a—I do not want to use the word "punitive." But we need a behavior modification vehicle put in place.

Chair LANDRIEU. Thank you for being so tactful. A very good suggestion.

Ms. Gatling, you represent a large company.

Ms. GATLING. Yes.

Chair LANDRIEU. One of the largest in the world. Could you comment about what your company has done to change behavior, to refocus, and some of the strategies that you are using or have used that could be helpful?

Ms. GATLING. Yes, Madam Chair.

Contract consolidations and utilization of major suppliers is something that a major corporation like GSK, because we are global, has to do. And we have to have the capacity of the small business in order to do work on that large scale.

What we have done is bring in a large supplier and asked that they come to us with their diversity strategy. When they are bidding on the work with us, they have to bring the strategy to us. It has to be a strategy that we know is going to work for that community.

We also listen to the small business community to find out what are some of the issues in working with a prime supplier. A lot of the messages are that they are not getting the contracts, so the work is not funneling there.

So what we do is monitor. When we give the contract to the prime supplier, we monitor their usage of those small businesses. We ask that they report their numbers into a reporting system that we monitor. Then it becomes part of their evaluation when we evaluate them on a yearly basis.

Monitoring is very key in this instance.

Chair LANDRIEU. One of the strategies the staff could consider is looking at what some of the largest companies in the world are doing, and seeing how that compares to what the Federal Government and state governments are doing. While one is a business and one is a government, they are structured in much the same way. These companies are procuring lots of goods and services, and they are huge, but not as large as the Federal Government.

I think we could look to practices in the private sector and see how the private sector potentially is going. I am not saying everyone does it well, but there has to be somebody out there that is doing a good job. We can see what it is they are doing, how they are enforcing it, what they are suggesting and maybe bring some of those best practices to the government.

Ms. Reid and then Mr. Jordan.

Ms. REID. And one thing, Senator, thank you so much for acknowledging the checks and balances because I do agree that is very important.

I personally understand that challenge, because even being a small business, I am committed to do those numbers as well. I know once we get contracts, you really have to work at it. But we are committed to do that as well.

One thing I have noticed, even with our successes and lack of success in that area, was a correlation between the firms as well as government agencies that have strong minority, women business enterprise programs or omnibus programs.

I think that would be important too to look at. Those who are successful, not only in size, can look at some of those agencies within the government that are doing well. We hear a lot about those that are not, but there are some that have strong programs which have been part of our success story as well.

I do not want to get us off course, but I would like to go back and just add some anecdotal information to the issue that was discussed with Mr. Jordan.

Of course, I do appreciate all that SBA is doing and has done. But one thing that we are seeing with those programs and even with those numbers are, first of all, challenging to even get through because of the red tape to get to that program.

You have a lot of small businesses falling off. My company does a lot better because we are an 8(a). We are used to all of that. We considered one of the SBA programs for the stimulus package that was being overseen by the bank. As a matter of fact, once I visited my SBA office, I knew more than the bank.

Even at that time the people who were operating it did not even have that information or knowledge, so they were learning along the way. I just took the initiative with my local SBA because I knew more.

I think that is one thing we really need to look at of what is going on.

Then, looking at some of the requirements. For $30,000, it was stringent on what you could spend it on. You could only spend it on passed bills that have shown a pattern. We have to look to try to see what bills could get up to that $30,000 to qualify. Sometimes you even have to look at some of those details.

I do appreciate SBA working to be a good steward of checks and balances. But they are so stringent that you cannot even pass, even from the grassroots level. We look at what is going on with big businesses all the time. Then we see all of the hoops we have to jump through.

Chair LANDRIEU. To access some of the stimulus funding is very difficult.

Ms. REID. Yes.

Chair LANDRIEU. We have been joined by Senator Risch from the State of Idaho. We are very happy to have the Senator join us for just a few minutes.

Let me go on.

Dr. Bangs.

Dr. BANGS. Yes. Thank you.

In terms of the point that was mentioned earlier, that local governments can be a major bottleneck to getting stimulus spending to minority and women firms, our research on discriminatory practices by local government strongly supports that view because there are a lot of actions out there that are inhibiting or excluding qualified minority and women businesses from local government prime contracts.

The problem is not just the subcontracting that is not getting from the prime contractors to the subcontractors. The problem in local government as well as the federal governments often is that they are not having equal opportunity for qualified firms for the prime contracts.

Those exclusionary practices include continued bundling, not breaking contracts into smaller sizes so that different sizes of firms can compete, having slow-pay systems so that small firms cannot get the money in time for these projects and so they cannot survive, or even apply for projects because they know that many local governments are not paying on time.

Those are just a couple of the mechanisms that exclude small businesses, and in particular, minority and women businesses.

Chair LANDRIEU. Thank you for raising another issue that comes up from small businesses, the prompt payment from the Federal Government, that sometimes, at the local, state, or Federal levels do not pay promptly. It can literally bankrupt a small business because you do not have the staying power that large businesses might have, such as the strength of credit.

It is important for governments to pay promptly. That in itself can be a barrier that small businesses just cannot take in terms of doing business with someone that is not going to pay them for six months or a year.

Mr. Robinson.

Mr. ROBINSON. Madam Chairman, as you know, the Congress passed the Prompt Pay Act, but there is a fundamental flaw in that much of the transportation money does not apply because the Prompt Pay Act flows through state governments.

Congress might want to consider revisiting that Prompt Pay Act, to make it apply to all federal monies that flow, even indirectly through state and local governments, where much of the problem exists relative to that.

Chair LANDRIEU. Thank you. That is an excellent suggestion.

We have been joined by Ms. Burnell. Thank you very much for being here from Jefferson Parish. We really appreciate it. I know you have your name plate up, so do you want to introduce yourself and then make a comment?

Ms. BURNELL. Yes. First of all, I would like to introduce myself. I am Charlotte Burnell, and I am a small business and 8(a) business in the Senator's district.

We have had a lot of money, besides stimulus money. We have been dealing with recovery projects which have really had a tremendous impact economically in our area.

However, just as several of you have said, we have had strong subcontracting plans and outreach programs. But because there is not strong compliance and monitoring, the dollars never get to the small businesses that are in the subcontracting plans.

That enforcement mechanism is very important. I know in some of the Corps of Engineers contracts that have been done in New Orleans, they have actually assessed some financial penalties. But nobody is monitoring it to enforce the financial penalties.

The language looks good. It is just not being enforced. Monitoring of who is being hired and where the dollars are going, beyond the subcontracting plans, and the actual dollars that are reported to Congress that are getting to the small businesses, I think, would be an important issue to all of us.

Chair LANDRIEU. Thank you.

Ms. Pata and I will come back to Mr. Alford.

Ms. JOHNSON-PATA. I wanted to follow up on the subcontracting plans, and certainly, we support improvement of subcontracting plans. In fact, one of our recommendations that we put forward is having to monitor. I think the monitoring should go one step further than the subcontracting plans.

I think the details should be in the contracts and that there should be follow-up with monitoring and compliance. I think it also follows up with joint ventures and mentor protégé. We should improve the goals and the monitoring of those goals because I think even small businesses and joint ventures of the small businesses and mentor protégé, also get left off the table when it comes to really delivering the goods and services for the dollar amounts.

I have some specific recommendations about maybe some items that could be monitored or reported, on a regular basis so that they could be reviewed.

The other recommendation I wanted to put on the table when talking about these subcontracting plans, and when you mentioned it earlier, Mr. Cotton, on perhaps making that be part of the original contract. It seems the strengthening of teaming arrangements might be a good opportunity for us.

One of the recommendations we put forward was just a pilot program on teaming which would require that the Federal Government look for contracts earlier in advance so you could put the right teams together.

But if you could pool together a group of small businesses to be eligible as a team, you have to make some changes in legislation to make them eligible collectively, so that they could team, some of these larger contracts or midlevel contracts that small businesses are not eligible for.

I think that might be something interesting to explore, too, because there are a lot of small businesses, as we have heard here today, that would like to pool together.

Chair LANDRIEU. That is an excellent suggestion. I am going to call on Mr. Boston now and I am going to turn the panel over to Don Cravins and Greg Willis. The Senator may want to add a few comments or questions himself, but this has been a very informal,

very open Senate roundtable. I have found these to be very effective and they are really helping us to understand what some of the barriers are, and how our laws, while they may be well-intentioned, are not working as well as we would like in order to get some changes.

Let me call on Mr. Cotton, and I am going to turn it over to Don Cravins. Thank you all so much, and again the record will be open for two weeks. This roundtable will continue probably until about 11:15 or 11:30. Thank you so much.

Go ahead, Mr. Cotton.

Mr. COTTON. One of the points that I want to follow up on that you made is relative to that issue. I think for many years, time has been used to keep small businesses out of the contracting pool. And that is the available pool of capacity that only teams of small businesses could meet in terms of the needs of consolidated or bundled contracts.

My study of the Code of Federal Regulations, and my study of the FAR, indicates that there are already authorities, mechanisms in place, that empower the small business community to utilize strategies like alliances, joint venturing (as probably the most dominant), to put together teams that could attack a number of opportunities within their size for their industry.

But there are other vehicles out there, like the utilization of the SBA Business Development Mentor Program, which is underutilized as a capacity generator and that would allow small businesses to put themselves in a position to, and since we are keeping this informal, I am going to use a little vernacular here, change the game.

Allow them to put themselves in a position to bring a response to any requirement that comes out that would be on par with those that are delivered by the individuals that are always feeding at the trough.

The point that you made, which is very relevant and resonated with me, is the fact that we have to get a lot better about being proactive and utilizing resources, like our PCRs, to bring opportunities to the visibility of the small business community at the requirement phase of the acquisition cycle which would give the small business community enough time to build capable teams to respond to them.

This I think is consistent with the statement that the young lady on the end made a little bit earlier when she said, "Once I sat down and studied the regulations, I was smarter than the people who were responsible for the program I went for lending."

We have to collectively, as a group, make the commitment to getting ourselves approved, understanding these programs and regulations that are available to us, and then constructing solutions that are going to be in the best interest of our economy as a whole.

So as we sit oftentimes, and I am going to say this directly to my brothers and sisters that are small business owners, as we sit oftentimes and point a single finger at the Federal Government or at the large contractor that is not letting a subcontract to us, we have to be assured that we have covered these three fingers that are pointing back at us.

We have to be assured that we have left no stone unturned, that we have utilized joint venturing, tried to find a mentor who could augment our capacity, and put us in a position to allow the intention of the Small Business Act to be realized, which is the maximum practicable opportunity to participate in federal contracting.

That is the enormous language that we have underutilized because we as a collective, and I am talking about the government in concert with the small businesses, have not developed a strategy to pursue. I will stop there.

Mr. CRAVINS. Thank you, Mr. Cotton.

I am going to call on some of the others. Keep your comments as brief as you can because I want to get Senator Snowe's staff involved so they can ask some questions as well.

Dr. Williams, I know you have had your name plate turned up for awhile.

Dr. WILLIAMS. Thank you, Mr. Cravins. I wanted to make a comment concerning the lines of monitoring. A few years ago, I was part of a team to develop a proposal with a very large firm to do some work in what we call "the second line of defense" where you install radiation detectors and such in places like Russia, Ukraine, places like that.

This is work I have done and have helped to get the contract over into the 8(a) bucket. All right. When we put the first team together that was possible for getting it over to the bucket, and then decided to join a large firm, they systematically began to reduce our influence on that contract.

I am talking about inside of the technology parts. I did not see anyone in that organization that was particularly more knowledgeable about technology than myself. And I know that is just the tendency for the way things go.

When we got toward the end, I was beginning to decide not to put too much effort toward the end, and they did not actually get the contract. But the fact is that in this business of bait and switch, you can kind of see it coming.

One thing I do not really see as practical is to have monitors. Then you have to monitor this and monitor that. Someone has to monitor the monitors.

I think one thing is that there is a belief system and there is this need, to maximize profit. A belief system is sometimes habit. We can do this. We want to do this ourselves.

Also, you know that you do something, you develop the capability; and if you let someone else do it, they develop the capability. That is really kind of against the competitiveness.

You have to expect large businesses are going to cut us out because, unless you are vital, you just have to have them.

I think, though, that some of this could change. I was in an aerospace conference last week. They made it very clear that it looks like an impossible task to be able to have the input of personnel in the next 20, 30, 40 years that are technical and are able.

One thing, I think is we may be able to use, national responsibility, this thing about national health. For national health, many industries, and most industries, know that they cannot get the people they are going to need as far as technical folks for the future. They are just not there. If you just project and you do your best

and you rebuild all the schools, it is still not there. So you have a problem.

A part of that problem could be facilitated in the right direction if you think about the fact that income correlates with educational successes.

When minority businesses are funded, you are going to have a lot better spread of wealth in minority communities. I know it is not something that people have well considered and it may not be something that folks want to consider, but I think that if you look at it from this standpoint, it is sort of a national emergency. It is national health. It is national security.

I think if you could get a little bit of esprit de corps in these larger organizations, that are not going to be functioning well, they are going to be giving up on their work to other countries because the people are not being trained.

And by funding small businesses, you are going to increase the numbers of folks. People have a hard time dealing with the delay. We are talking about a 10- to 20-year delay, but it is like global climate change. If it hits you, you are dead. You are done.

So you have to get ahead. I just wanted to put out there that not just monitoring, but maybe the cause du jour, may be by spreading. I know people do not like the idea of spreading the wealth, but you want to spread the technological capability.

The main thing people do not give you contracts for is because you instantly create a competitor. If you can do that, you are going to sustain something that is going to fall off here in the near future.

Mr. CRAVINS. Thank you, Dr. Williams.

We are going to move to Dr. Boston. I told Greg in the interim, doc, that when you put a lot of lawyers and PhDs on a panel, it is dangerous. Go ahead, Dr. Boston.

[Laughter.]

Dr. BOSTON. I will try not to live up to that reputation.

I want to make a couple of very quick points. One about the issue of prompt payment. Prompt payment has to be monitored down at all levels, not just the first level. For example, in North Carolina, the Department of Transportation has a payment system whereby if you submit an invoice, they pay you immediately.

But if you talk to subcontractors, they are complaining about not getting paid. The prime is paid immediately, but the subcontractors are not. It has to be monitored.

Secondly, there are a number of ways of monitoring. You do not just have to monitor with physical individuals. You can also set up appropriate data systems to do the monitoring. And if you are tracking with appropriate data systems, then you can also determine whether or not there is compliance.

In regard to the SBA, one of the gaps in terms of data systems that really needs to be addressed is subcontracting data, particularly, that come from corporations that do business with the government.

We have the FPDS that tracks absolutely perfectly, but we do not know what is going on underneath that.

Just two more very quick points. One is the contract issue. There needs to be a letter of intent. I do not think you can have a con-

tractor, beforehand, execute a contract without a letter of intent. That has to be monitored.

Then finally on the mentor-protégé relationship. I think Ms. Gatling can talk to this. One of the problems that major corporations are having is that when they engage in mentor-protégé relationships and are able to grow corporations in partnership to get into the value aspect of their supply chain, they are no longer eligible to participate in the SDB program. That is a real problem.

Mr. CRAVINS. Mr. Alford.

Mr. ALFORD. A strong bid language precludes all of that. We write bid specifications for some municipalities. You put in the bid specification that must support the documentation of minority business subcontracting. If there is a change, you must report that change. And if a minority falls off, he must be replaced by another minority. If you do not do that, you are in breach of contract. There are remedies to that, fines, removal from the contract.

Remember, Tony, we got Hunt Construction banned for five years from doing any work for the State of Indiana for that same business. Then we got them knocked off the short list of a basketball arena in St. Louis and off the short list of a baseball stadium in San Francisco. The CEO of Hunt Construction came and made peace, and they have been a good little angel ever since.

Janet Reno took Peter Kiewit to the wall, fined him $700,000 and carted some of the fronts off to jail. We need the Justice Department to get involved in this to set some examples. Just a couple of examples and everybody gets the message.

Mr. CRAVINS. Thank you, Mr. Alford.

At this time I will turn it over to my colleagues from Senator Snowe's staff. Ms. Hontz.

Ms. HONTZ. Thanks, Don.

We managed to cover a lot of issues on the agenda. I wanted to remind you as well that the record will be open. I know we could talk for days on all of these issues, but we are really looking to set a base and get some information for legislation that we would hope to be developing shortly after we conclude these roundtables. I encourage you to submit information.

We touched on net worth, but I want to go to something that is somewhat related, which is size standards. In Tuesday's Roundtable, we heard pros and cons. If you raise standards for procurement, which some agreed is important, you may be hurting those small businesses that are just trying to get into the government contracting arena; therefore, I would like to have a few comments on the record about size standards. I understand that Joe is caught in the middle of these issues but he needs to hear your comments as well because size standards fall under his purview.

Mr. Robinson, I believe you were the first one to have your name plate up.

Mr. ROBINSON. Yes. I have been a proponent of reforming size standards for a few years because they have not been changed, the bulk of them have not been changed, as I said before. There were some tweaks on some subindustries, but there has not been a real overhaul of size standards to see whether or not they are still consistent with what would be considered small, and other than small, in today's industries.

I would think that a serious, and I think the last Administration had begun to take a major look at that, would encourage to continue.

I would also like to take this opportunity to make sure that we do not miss the 800-pound gorilla in the room. As we look at these various issues to tweak and make programs, improve the programs' delivery and make them better, and speak to the congressional mandate that these programs developed competitively viable companies, that we also appreciate the fact that the courts are looking at these programs as we are. As Congress is.

If we have not established a robust predicate for these programs, the courts will do as it just did the DOD program this past November. It is absolutely critical that this Committee, as it looks at these program modifications and changes, also establishes a robust predicate to make sure that as the courts review these programs, that they are preserved.

Ms. HONTZ. I just wanted to point out Constitutional issues are on the agenda; and we are going to have discussion for the record.

Mr. Denlinger.

Mr. DENLINGER. Coming in on size standards, size standards present some of the most difficult issues that our companies confront. I am going to focus on a relatively small slice of the size standard issue.

There are number of codes wherein the size standards are so small, that we push companies out of the size standard classification into competition that is unsustainable in the open world.

SDB has a responsibility for helping develop small business so they can compete once they are no longer small. Let me give you the example. And we are talking about base maintenance. We are talking about certain aspects of environmental remediation, range operations, certain elements of information technology such as systems integration and so forth.

Focusing on systems integration in the IT world for a moment, the present size standard to graduate out of the small business category, companies need sales of $23 million, a three-year average of $23 million.

If you take a company that has $23 million, or a little bit over that three-year average, and put them out there to compete against the Lockheed Martins and the Northrop Grummans, it is insane, just absolutely insane.

It is a complete abrogation of SBA's responsibility to protect and support small business. We need a rational, logical look, at certain industries where we are graduating companies out of the small business category prematurely.

Think for a moment. What does it take, for a company to be able to compete in the systems integration business, once they are no longer small? That is probably a company that is maybe 1/10 of the size of the very largest companies or the dominant companies in the industry.

That ought to be somewhere along the lines of the formula used for determining when companies should graduate. That is a whole different number than the way it is today.

We see a serious and sustained look at size standards based on some, particularly, those industries where we know instinctively and we have known for years, that the size standard is too small.

We need to be careful that we do not injure smaller companies. It might be a case where there are no $5 million size companies that are going to be competing for systems integration contracts.

We are not competing against. We are not putting large small businesses against small small businesses.

There are some protections that could be built in, but I think we really need to address this issue seriously. We will have some recommendations on that point.

Ms. HONTZ. Thank you.

Dr. Boston.

Dr. BOSTON. Yes. I agree completely. If you could imagine how the size standards constraint small businesses in regards to them graduating out of the program, it is even more onerous when you consider minority businesses in the SDB program because they graduated unrelated to size, but related to personal net worth.

But the other issue with size standards is that there is no, as I understand it and I have looked, and my company is currently researching that, we do not understand the guidelines as to how those size standards are formed.

They are adjusted, but they are only adjusted on the basis of inflation and so that they can tend to just increase very very incrementally. For example, in professional services, the size standard for a company is about $6 million.

I have talked to diversity directors at major corporations. For example, one major corporation says that, in order for a minority firm to operate in our program, they have to have $25 million in revenue. There is another financial services company that says we have a minimum of $10 million. Size standards are really unrelated to industry criteria and they are an impediment.

Again, the size standards obviously have been there, but I agree that they need to be related to industry criteria such as, for example, the concentration in industry and construction. What is the required on-average bonding capacity? Those kinds of things are important and not just by an inflation adjustment.

Ms. HONTZ. Thank you.

Mr. Wilkinson.

Mr. WILKERSON. Yes. I want to touch on something and Dr. Boston brought it up just now about the bonding capacity. I am from New Orleans, and as you know, Mr. Cravins, we have some special challenges down there.

One of the challenges that we have as a small minority business subbing underneath these big contractors is our bonding.

We are not able to come up with this bonding. When you talk about the subcontracting plan that big contractors put in place and they say "Okay, we are going to use this minority and that minority," when it comes out, they are not using that minority.

One of the reasons why is because he may come to me and say, "Okay, Dwayne, we have $5 million that we are going to send to you all," and all of a sudden he sends us the $5 million and we do not have the capacity to get the bonding because of us being a new company in New Orleans.

So then he turns around, he goes back and he says, "Well, we cannot come up with this bonding that we need."

He goes back to whoever he has to report to, whatever regulatory person that he has to see and says, "Well, we reached out and they were not able to make their bonding."

What we need from the SBA is for the government to come in and work with us on the surety bonds, put something in place to say, "We are going to help assist you all with this bonding," because as a small company, if we are liquid, say we have a half a million dollars liquid, and we need a $5 million bond, and the people tell us, "You need to put that half a million dollars up on this bond," how are we going to pay the payroll?

Essentially, just like with the feds not getting paid enough. Any misstep with a small company down there, with us, you say, "There is a 60-day turnaround for us to get paid." Any misstep for us and we are bankrupt two weeks after that because we are leveraged all the way to the hilt.

I think that our problem down there is, basically in order for us to get to the next level for SBA, the government needs to step in and help put a surety bond, some type of thing in place, to help the businesses down there.

Mr. WALKER. If I could just go on with that for a second. One of the things that some members of this Committee worked on in the stimulus, specifically Chair Landrieu, Ranking Member Snowe and Senator Cardin, was to increase surety bonding for small businesses from the current level, which was $2 million, up to a new level of $5 million.

I just wanted to find out, if word on the street, was that the SBA had implemented that change and if that is being worked in a manner that is helpful and useful, and whether people are able to take advantage of the new increased bonding limits.

Mr. WILKERSON. Okay. I am hearing it from around the table here right now, but I have never heard of it. It is not getting out. Where do I go to see this? I mean I am online everyday. I am looking for anything. I am looking for all kinds of help down in New Orleans to try to build. I am from New Orleans. We are rebuilding this city, and this is our chance. I do not know where to go.

Where do we go to find that?

Mr. WALKER. What I would suggest doing—Mr. Jordan could probably speak to this issue a little better—is to contact the SBA to find out more details on what they are doing to implement the provision.

The SBA will certainly be the first line of contact but also feel free to call our office as well and we would be pleased to put you in contact with the right people.

Ms. HONTZ. Mr. Jordan, it is your turn.

Mr. JORDAN. Thank you. Briefly on the surety bonding, I would encourage you to do the same thing that I would tell you to do for any contracting or SBA program you were interested in or wanted to learn more about which is in your district office.

New Orleans has a great district office. They will be happy to give you all the information. We have certainly increased the Recovery Act surety bond limits to $5 million as Matt said.

What I have heard has been very positive. I would encourage all of you to look into it and let me know if there are other things that you can do.

With regard to the size standards, I just briefly want to address this. That is certainly something I hear quite a bit about. While it was around this forum, it sounded like the vast majority of people were recommending an increase. I hear just as many people come to me and say, "No, no, they are too high as they are."

In fact, subsequent to the roundtable that was held on Tuesday where this issue was discussed, I walked off and the first person who came running up to me was a woman who said, "Don't you dare raise the size standards."

It is common, when Mr. Denlinger talked about the $23 million example, and how it is very difficult for the business once it exceeds the size standard, to compete as an other than small entity. It is often, from what we hear, that it is difficult for a new business who is just entering that industry to compete with a $23 million business.

So we are very sensitive to this issue, and we want to get to the right answer. What are we doing about that?

We are undergoing a comprehensive size standards review. Several people have talked about different thoughts on the methodology that we would use and that is very exciting to me, because we hope to soon put out for public comment the methodology that we are proposing to use as well as several different industries to which we have recommended an adjustment to the size standard.

There are a few things that we are looking to do here. One, get the level right so that small business growth continues to happen within that small business industry. Also, as many people have pointed out, once a small business starts to approach a size standard, it does not feel constrained. Rather, it continues to grow when it is other than small.

We also want to limit confusion. Size standards are actually indexed to inflation for that very reason, among others, but that is a big reason we do not want them constantly changing and for there to be confusion.

We do absolutely understand that there is a need to review the size standards, and we are doing that. I know that is something that this Committee—for all of you who may not know, has been very diligent about pursuing. The Administrator and Administration are absolutely pursuing it.

Ms. HONTZ. In the interest of time, the constitutional issues are something on which we really want to spend some time.

Mr. Denlinger and Ms. Gatling, if you could submit whatever you were going to say for the record, I would appreciate it.

Don, do you want to continue?

Mr. CRAVINS. One of the things that Senator Landrieu asked me to do, and I did not do was to take a point of personal privilege and welcome two good friends of mine. I had the pleasure of serving with these two ladies in the Louisiana legislature.

They are here. Representative Regina Barrow, who is the Chair of the Louisiana Black Caucus and a champion of small business in her own right, from the great city of Baton Rouge.

And Representative Pat Smith, who I got a chance to serve with for a brief time in the Louisiana legislature, also from Baton Rouge and a champion of small business.

Welcome to the Committee.

[Applause.]

Mr. CRAVINS. I know Greg wants to talk about 8(a) which I know is a very important issue to many of you at this table.

So Greg.

Mr. WILLIS. We are going to try to move fairly quickly to get to the constitutional issues as quickly as possible, but one of the things that I have heard and the Committee has heard for a number of years, is the constraints that the 8(a) program places on minority small business owners, or socially and economically disadvantaged business owners as they try to grow. One of the major issues has been the net worth threshold.

We want to hear from folks about what their thoughts are on where the dollar limit is now, ways to change it, ways to improve the environment for small business owners, so that once they get into the program, they have the ability to grow and be viable after they exit the program.

So Dr. Boston.

Dr. BOSTON. Right. I think, above all other problems that have to be addressed, is the problem of personal net worth. Clearly, in order for the program to be constitutional, there has to be some type of parameters which define eligibility to the program so that you do not restrict certain businesses, only businesses of certain characteristics. But personal net worth is not that.

It is unrelated to any industry criteria. There is no understanding of why it was that, where it was set. It has not been changed in 10 years, so $750,000 today, is actually worth a half million dollars. And personal net worth is closely related to firm revenues. So if you cap one, you cap the other.

More importantly, personal net worth is related to bonding capacity. If personal net worth is too low, your ability to get bonding is too low.

It is related to your ability to raise finance and capital. It is unrelated to, for example, if I have a company in the manufacturing industry or in a service industry or in a construction industry—I have the same personal net worth threshold and it is unrelated to the capital requirements of those different industries. It just does not make sense.

It needs to be either eliminated altogether or supplemented with something else. We have been working with an alliance to come up with an alternative that we call "a business development index" that relates more specifically to industry criteria, some of the kinds of things that he was talking about.

How much concentration in the industry, what is the average revenue, bonding requirement? Those kinds of things as a criteria for entry into the 8(a) program and the SDB program. But not personal net worth.

It will continue to make, particularly minority businesses will continue to make them small. And I will just stop. I know I am running on and on.

In Georgia there was an audit done of businesses in the DBE program and that audit indicated that 17 of those firms that were doing business with the Georgia Department of Transportation had to be graduated because their owners' personal net worth exceeded the limit.

We tracked those companies on a month-to-month basis, and six months after they were graduated, their revenues fell by 45 percent.

Those companies were having all kinds of problems. That has to really be changed. It works counter to what the SBA really wants to do, and that is to grow these companies and give them opportunities. Personal net worth is actually working counter to that.

And again I have talked to Ms. Gatling a great deal about that, and she has brought a lot of these issues to my attention particularly on the corporate sector.

Mr. WILLIS. Mr. Denlinger and then Ms. Gatling.

Mr. Denlinger. You hit the point right on the head. Your points are so well taken. Net worth is built into the statute because the statute requires that the companies prove socio and economic disadvantage.

But we forget that the point was to achieve entry into the program, not for participation in the program. That is punitive. That is contrary to common business sense to limit net worth.

On the entry our position for years has been the $250,000 net worth that encourages only the smaller, least-capable companies coming into the program. We need companies that are strong. But once they are in the program, we need them to develop their net worth to the maximum extent possible.

Why? So that they are bankable. So that they can get the capital to finance the growth of their business. When they go to the bank, what do the banks ask for? For the owner's net worth.

The same thing for bonding. The points are very well taken. We need to eliminate net worth during program participation and go back to the original concept which is a criteria for entry into the program, not for continued participation in the program.

Mr. WILLIS. Ms. Gatling.

Ms. GATLING. Yes. From a corporate perspective, many corporate organizations have objectives with the SBA. What we are finding with the small disadvantaged business category, if you cap that net worth, you are looking at a small pool of suppliers that are eligible to assist corporate America. I mean all corporations.

If you take a look at a number of these companies, they do not really have what we need in order to meet those objectives.

I do agree that we need to take a look at the net worth cap. I am not sure what that number should be, but I believe that we should also look at the success of a business' characteristics because we have some categories that I know that corporate America is responsible for procuring in, such as women-owned businesses or HUBZones or veteran-owned businesses that do not have a net worth cap.

We are finding that those companies are successful based on business characteristics. I think that we should look more at business characteristics versus a net worth cap.

Mr. WILLIS. Mr. Alford.

Mr. ALFORD. Mr. Wilkerson, I present to you Mr. David Kay. Dave, raise your hand. If you need some bonding, see Mr. Kay. He is a magician.

Mr. WILKERSON. I am definitely going to go see him.

Mr. ALFORD. I put my word on it.

Small disadvantaged business they do not certify that any more. Does it exist actually or has it become self-certification?

Mr. WILLIS. It is self-certification.

Mr. ALFORD. So it is fraud basically, right? If you self-certify——

Mr. WILLIS. There is the potential for fraud, but there is not necessarily fraud.

Mr. ALFORD. On this net worth business in 8(a), Russell Kelly, please raise your hand.

This man lost everything in Katrina. He went to apply for 8(a) and they told him he is too rich. Lost everything. He is going to reapply.

Mr. WILLIS. Okay.

Mr. ALFORD. That is all I have to say.

Mr. WILLIS. Dr. Boston.

Dr. BOSTON. Just one last point. The other problem is that by restricting access to those programs to businesses whose owners fall under the personal net worth, what you end up doing is also having businesses that, when corporations use them, are using the low value chain. If, for example, an auto parts company or some other type of manufacturing company really wants a parts manufacturer, well, if they found a parts manufacturer, that owner's personal net worth is likely to be above the threshold.

What they do, because they are obligated to meet certain utilization goals, they go and they might get a minority firm to do maintenance work or something else. So they are not in the real high value chain or the high value section of the supply chain.

Mr. WILLIS. Thank you.

Mr. Robinson.

Mr. ROBINSON. I would just want to remind everyone that Congress is the cornerstone legislation for these programs, the 8(a) program, 95–507. The purpose of the program is to develop competitively valuable companies. That is the purpose.

I think we have lost sight of that, and one way in which that sight has been lost, I would suggest, is in the personal net worth category.

Mr. WILLIS. Thank you. I will turn it over to Karen quickly and then we will move on to the last issue on the docket.

Ms. HONTZ. Thanks, Greg.

Actually I am going to turn it over to Matt Walker. But Senator Snowe is very concerned about some of the recent GAO decisions that created a super preference for HUBZones.

HUBZones, I might add, are important to Maine because Maine is very rural. But she feels very strongly that programs should not be pitted against one another, that we need to increase the pie for small businesses, and not fight among ourselves but get out there and get more business.

There is $500 billion or more that the Federal Government buys in products and services every year. In fiscal year 2008, small businesses got about $90 billion of that. There is room for growth.

Matt, would you like to expound upon that?

Mr. WALKER. Yes. I think my colleague led into it well and I just wanted to follow up on that. Senator Snowe worked very closely with Chair Landrieu as well on this provision, and as Karen says, it is a provision that is difficult.

Senator Snowe realizes the importance of true parity among the programs and the detriment of fighting amongst the programs.

One of the provisions Senator Snowe included, in addition to the others, would try to achieve more parity by allowing all of the programs to have a mentor-protégé component.

We are interested in hearing about the benefits of the mentor-protégé program, specifically how it has worked, how it has not worked, and how it can be an effective tool.

In the interest of time I am not going to dwell on this because I know there are other issues to get on to.

Mr. Cotton, you and I have spoken about this in the past and you have spoken very eloquently to the benefits of the program as well as its potential. Again, while recognizing the limited time, maybe you can say a few brief words on this for the record.

Mr. COTTON. I think that the mentor-protégé program that the SBA, their business development mentor-protégé program, is an excellent tool to cause capacity creation for the small business community, and I think it was a stroke of genius to offer that as a possibility through the amendment to the other socioeconomic groups.

But I want to speak to that issue of parity that you addressed that is also a part of the amendment and address a question that Ms. Hontz asked earlier. What kind of solutions can we offer that they can consider for legislation as we move forward to address the problem?

One area that I think that we should consider is taking the contracting authority that exists under the 8(a) program which resides with the SBA. The SBA becomes the contractor of record between the agency and allows the other programs to enjoy that benefit as well. It allows the small disadvantaged business program, women-owned business program, and the veteran business program to enjoy that ability.

What that would do is produce an organic vehicle that gives a complete advantage to these groups because in some instances, it would allow them to operate at a contracting level that is above the commercial product tier, the commercial product buy, Part 8 of the FAR, and move that group, that entire population, out of the competitive pool where large businesses are taking advantage of them. I will give you more details on that in writing, but I think that is a good suggestion.

Mr. WALKER. Thank you very much. Again, unfortunately, we have got to move on.

Mr. DENLINGER. I just want to say that we very very strongly support that leveling of the playing field and true parity across the programs.

The decision as to which program to use, in any given requirement is something that should reside in the contracting office if the contracting officer is sitting there saying I have goals to meet with these various programs. I am doing really well with 8(a). So I am going to go with HUBZone on this one. Or the same thing with

women's preference or the veteran-owned preference. So we really strongly support this.

Mr. WALKER. Thank you.

Mr. ROBINSON. On Mr. Cotton's point relative to the delegation, part of the problem existing now is that SBA has delegated a lot of that authority to the agencies, and it no longer resides within SBA itself, and part of the problem when it was with SBA, was that it was not exercised.

There would have to be a major overhaul in both attitude and personnel for that to be effectively implemented.

Mr. WALKER. Thank you.

Greg.

Mr. WILLIS. Thanks, Matt. I appreciate it.

We are going to move pretty quickly now. One of the issues that has come to the forefront in the last two years has been the issue of building the predicate for the benefit of these race-conscious programs.

I wanted to allow folks to talk about where we are with respect to building that predicate in response to the Rothe decision from last November. I also wanted to talk about some of the statistical evidence that can be presented concerning discrimination contracting, in general.

So we will start with Mr. Alford.

Mr. ALFORD. That is so overrated. Any person who just passed the bar exam can look at the numbers and see the disparate impact. The numbers I put there for federal highways for black contractors, some states do not even do business at all with federal funds.

1.1 percent black, 1.6 percent Hispanic. Back in the mid-1980s we were doing 8 percent. Now we are doing 1.1. And I think Mr. Jenkins, who is my numbers cruncher, can present data that would justify these programs.

It is pretty simple if we had a Justice Department that would just argue for it. The data is there.

But let me say, and Tony brought up a point about personnel, when the National Black Chamber of Commerce started in 1993, the SBA had 5,000 employees and a budget of over $900 million. Today, they have 1,700 employees with a budget of less than $400 million.

It is like Eisenhower going into a concentration camp after World War II. It was a mess, worse than we thought. When this Administration comes in, we need to get funding and build back the personnel who can provide good technical assistance to our people in the field.

You talk about SBA in New Orleans. Is there an SBA in New Orleans? Three or four people maybe. It used to be 30 something.

Mr. WILLIS. Dr. Bangs.

Dr. BANGS. In terms of local government, some of the data are there and some are not. In local government, our research finds that many local governments do not have data that they report on minority and women shares of contracts; and if they have data on minority and women shares, it is often exaggerated. It is inaccurate.

Mr. ALFORD. We are talking Federal Government?

Dr. BANGS. Well, yeah, but when it comes down from the federal and state government to local government, in terms of the problem at local government, a fair amount of federal money is spent.

Mr. ALFORD. May I? If they are not keeping the data they are in violation of Title VI of the Civil Rights Act and should not receive federal funds.

Show me a city that is not keeping the data. I will show you a city I would like to go see.

Dr. BANGS. Part of the problem is that there is no federal monitoring investigation. There is very little federal monitoring investigation and enforcement of the constitutional laws——

Mr. ALFORD. Violating the Civil Rights Act.

Dr. BANGS. The Civil Rights Act and so on. We need a larger federal role in order to address the local government problem which is huge. The market for contracts is large at the local level, and minority and women businesses are getting very small shares and we know that because we go collect the data and verify the data.

There is a huge problem. We need a larger federal role in addressing this problem.

Mr. WILLIS. Thank you.

Dr. Boston.

Dr. BOSTON. Yes. In regards to the issue of a factual predicate, the first thing is, I have been an advocate for many many years that there should be some type of, for lack of a better word, a congressional commission on factual predicate standards because local and state governments are spending literally millions and millions of dollars to commission disparity studies, all of which do not conform to any real standard, and once they are done, it is no guarantee they will not be overruled.

There is too much variation in the standards and expectations in regard to predicates.

The second point is that with regard to the Rothe decision, that decision was related to the Department of Defense's program. I have submitted in earlier testimony, a report that was done that indicated using Federal Government data, that is, the small business data, records on 43,000 contractors with the Federal Government that indicated that firms that participate in the SDB program still encounter discrimination, that is, that if they were compensated based on their attributes, the industry that they operate in, the years that they had been in business and so on and so forth, if they were compensated at the same rate at which non-SDB firms are compensated, that their revenue would be $900,000 greater than it is.

Mr. WILLIS. Per firm?

Dr. BOSTON. Per firm, on average, it would be $900,000 greater. That has already been submitted to the record.

Mr. WILLIS. Can you resubmit that for this Congress?

Dr. BOSTON. I can. I will.

Mr. WILLIS. Thank you.

Mr. ROBINSON. In the testimony that I will be presenting today, we will provide anecdotes of individual testimonies of discrimination in the marketplace, specifically around access to capital, the SBA's Special Small Business Investment Corporation, the lack of

minority participation in that, and what we believe to be the exclusion of minorities from participation in that program.

The issue of discrimination is absolutely imperative and should be established on the record. We will get that information.

Mr. WILLIS. Can you speak a little bit more about, one of the issues that keeps coming up regarding access to long term capital for minority and women-owned firms? We held a hearing last Congress and I have come to the belief that access to that kind of mezzanine financing is the difference between businesses dying, and them really exploding, and what SBA had this morning with the SBIC program. I am going to ask Mr. Jordan to speak to that as well.

But, Mr. Robinson, can you talk about that?

Mr. ROBINSON. I believe that the way to get that capital to minority firms is through using minority firms. They tend to have the relationships. They tend to understand the community, the challenges of that community. And the problem that I have with SBA's program is the lack of minority participation that could leverage five, ten to one, the capital that those firms have available to them, to get out to minority communities.

Until we have greater participation of minority firms in programs, in venture capital, the mezzanine capital market is the way you get that capital to those communities by having those firms who are managed and controlled by minorities participating in those programs.

Mr. WILLIS. Mr. Jordan, a series of quick questions about that. The SBIC program, as I understand it, licenses firms who raise private capital and then leverage that capital to disburse to different companies. How many of those licenses are held by women and minorities?

And my understanding is also, and correct me if I am wrong, that once someone is licensed, they have to come back and get approval for disbursal of capital.

First, how many minorities and women have licenses? Second, how often do they get to disburse capital from the program? If you do not have that information right now, we want you to submit it for the record before the two weeks is out.

Mr. JORDAN. Sure. As you know, Mr. Willis, the SBIC does not fall under my personal purview but I did bring some statistics that specifically speak to the first part of your question. But I will certainly supplement those with the entirety of the answer.

I brought fiscal year 2007 and 2008 data. In fiscal year 2007, there were 2,057 businesses in the SBIC program. Businesses financed through the SBIC program, and 247 of them were minority-owned so that is 12 percent.

In fiscal year 2008 of the 1,905 firms, 219 were minority-owned so that is 11.5 percent. And I was told to keep in mind that very few businesses in the SBIC program are 50 percent owned by any individual.

Since I have the microphone for just a minute, can I quickly speak about the 8(a) program? I will say it very briefly. I did not have a chance during that entire conversation.

I did want to say we are extremely proud of the progress the 8(a) business development program has made in delivering true busi-

ness development, growth and assistance to socially and economically disadvantaged small businesses.

Over the last five years, every single socially disadvantaged group has seen tremendous growth in their participation with 8(a) contracts. It is not just one particular sector, but across the board.

The 7(j) training and management assistance is something that we are very proud of, but we are also putting a lot of focus on going forward to ensure that this program, as several of you said, meets its mission of being a true business development program.

I know the net worth issue is one that is quite contentious and there are certainly people on both sides of that.

One thing that was not mentioned is that $700,000 net worth cap does not include equity in your home, does not include equity in your business.

We are looking at changes to the 8(a) program. We hope to have some potential regulations out for public comment quite soon as well.

Certainly all of you would be very excited to have you engage in that public comment process. I did just want to say that.

Mr. WILLIS. No problem. Just as a follow-up, of the number of companies that were financed through the SBIC program, what was the average size of the deal that they do versus the size of non-minority firms?

Mr. JORDAN. I do not have that with me. As with the disbursal of capital, I get that.

Mr. WILLIS. Disbursal of capital, and overall what was the percentage of dollars that went to minority firms? Eleven or 12 percent of the companies were but the actual dollars that were disbursed to those companies.

Mr. JORDAN. Sure. I will get you those for women as well.

Mr. ALFORD. Mr. Chair, while you are at it, that 12 percent minority, how many were black?

Mr. WILLIS. We would like the breakdown of ethnic and racial groups as well as women.

Mr. Denlinger.

Mr. DENLINGER. I want to kind of backup and suggest it is time to take a look at the broad perspective and this is probably a very good time to do that.

One of the things that I see across the government is this chronic, knee-jerk built-in preference for large business. We have not broken that mentality. That culture pervades the Federal Government, the federal buying activity.

Why, for example, should over 50 percent of the federal IT dollars go to just ten large businesses. Why? That should scream out to be addressed in some fashion.

We need size standards reform so that small businesses can actually compete for some of that effectively. We need larger small businesses to be able to back up those monopolies.

Let me talk, just a moment or two, about the "rule of two." The "rule of two" is a very powerful, underutilized resource. The "rule of two" basically says that if there are two or more small businesses that are ready, willing, able, and capable of bidding out a requirement, it has to be set aside for small business competition.

But between that law, in the FARs, and the actuality, a lot of stuff falls through the cracks. We need a bigger focus on fully implementing the "rule of two." Let me give you an example.

The Air Force in 2008 missed its small business goal of 23 percent by seven points, achieving only slightly we will just say 16 percent. That is a huge deficit. That is a loss of billions in contracting to the small business community.

At the same time, the Air Force is considering consolidation actions that take small business requirements to the tune of $449 million. Lump them into a large bundled contract that only large businesses are going to be able to participate in.

So in addition to missing the goal, the Air Force is taking actions that will dramatically result in the reduction of the small business participation.

The SBA, through one of its PCRs, procurement center representatives, in California said to the Air Force, not so fast. We see what you are doing. We know you want to consolidate this.

We are going to go out there and take a look at the capability in the small business community so that we can satisfy ourselves as to whether or not there is sufficient capability in the small business community to keep that range of operation, which is $440 million in the small business arena. It was performed successfully by a small business over the period of the last contract.

We need a sharper focus on full implementation of the "rule of two." We need size standards that enable us to break the large business monopoly, and we need a philosophical change. This Committee can lead in that regard, to break the monopoly of large business.

We think about a 23 percent goal. It sounds really good. But the flip side of that you are saying 77 percent of the federal procurement dollar is the province of large business.

Why? It makes no sense. We have agencies in the Federal Government that are achieving 40 and 50 percent small business contracting. That goal needs to be increased to at least 40 percent.

I hear people saying, "It should be 25 percent or why bother?" It needs to be substantially more, and we need to think about that in terms of breaking the monopolies that large businesses have. This culture that pervades our procurement offices all across the country is large business preference. Thanks.

Mr. WILLIS. Dr. Boston.

Dr. BOSTON. For the record I just want to let Mr. Jordan know the comments that I offer were not comments that were designed to condemn the 8(a) program.

In fact, as a part of the same study that I will submit to the record, one of the things we did was to look at the contribution that the 8(a) and SDBs make annually to the economy.

We did ask, using the methods that we use statistically, what is added to the economy by virtue of having these roughly 7,000 firms participate in the program?

We found that on an annual basis, about $6 billion and created about 123,000 jobs, would not be there but for that program. They were creating jobs in overwhelmingly high poverty areas of central cities. So the program is very important. In fact, it is why we are so interested in making sure that it becomes even more effective.

The last point is that the very importance of the program relates to the fact that, because there are still discriminatory barriers in society as a whole, minority firms generally tend to pursue government contracts in a much larger percentage than is there representation among the general population.

If you look at all the small business contractors, what you will find is that minority firms represent about 39 percent of all small business federal contractors, where only 18 percent represent society as a whole.

The Federal Government, local, and state governments really become the first point of market entry. So again it was in that spirit that we are offering ways, we think, that would actually make the programs much more effective even than they are right now.

Mr. WILLIS. Mr. Alford.

Mr. ALFORD. To tie in with Dr. Boston, when the National Black Chamber of Commerce was incorporated in 1993, there were 300,000 black-owned businesses doing $30 billion a year. Today there are over a million black-owned businesses doing over $80 billion per year.

Despite the growth, despite the increase in capacity and businesses that are ready, willing, and able, our share of the federal procurement dollar is shrinking year by year despite our continual growth.

I want this Administration to understand that things are bad, and it is not your fault. These were not your numbers. You do not have to be defensive. We want to work with you. Do not think we are coming to criticize you. We know it is bad. Let us work as a team and turn it around.

Mr. WILLIS. Mr. Robinson.

Mr. ROBINSON. It is always hard coming behind Harry. One area that we have not touched on in the entire morning that I would like to get at least on the table represents another SBA program. That is the SBIR and STTR program, the research and development component of the program, and the lack of minority participation in that program as well.

I would like to suggest to SBA, and I would like to talk with them about this, ways in which the Federal Government spends over $300 billion annually in research and development.

As technology becomes an increasing important driver in the economy, it is going to be increasingly important that minority firms participate, in a significant way, in technology development and deployment.

The SBIR and STTR program is not addressing that at all. I would suggest that some out-of-the-box thinking relative to the participation of minority institutions and historically black colleges and universities, may represent a clear platform to get the involvement of the minority business community involved in research and development at the Federal Government.

Of all of the federal labs that are associated with academic institutions, no federal lab is associated with a historically black college or minority institution in this country, and thus we are out of the cycle of the research and development that takes place that is driving the economy.

So I would suggest that the Committee and SBA take a very strong look at that issue and how we get that turned around.

Mr. WILLIS. Mr. Cotton.

Mr. COTTON. Yes. I have one thought that I think we want to add to the record and that is the fact that we need to start a dialogue on how we create a mechanism that teaches our small business communities how to access the market of the 21st century, which we know, is going to be increasingly a global marketplace. It is going to require a skill set which our small business community is demonstrating a woeful deficit in and that is the skill set or ability to use alliances, joint ventures, strategic partnerships to overcome regulatory, geographic barriers, cultural barriers.

I think that we might want to talk at some point or add to the dialogue how we create a mechanism that is going to educate our small business community on preparing themselves to access the market of the 21st century.

Mr. WILLIS. Ms. Gatling, I was about to call on you.

Ms. GATLING. Yes. What I would like to say about that is that in corporate America, we have realized that there is a need to have more globalization with the suppliers. And one of the organizations that many of us belong to is the National Minority Supplier Development Council.

One of the things that they have is a global link initiative where they have gone into other countries to duplicate the NMSDC model, and we found that that is working very well.

As we embark on this solution, I think it is very very important that you bring corporate America to the table. We do have a Corporate Advisory Council that has been set up through the supplier business initiative that was started a couple of years ago with the Congressional Black Caucus Foundation.

I would encourage you to tap into that. We will be happy to assist with bringing the right corporate partners to the table to get the solutions because you definitely need to have our input on that.

Mr. COTTON. One last follow-on thought to this idea of preparing ourselves for the 21st century. One of the things that we also need to take a look at is that portion that the governments spend, that is exempt from the small business goaling requirements because it is that portion of the spending which would be a good incubator. It would be a good learning environment for our small business to acquire a globalization.

Mr. WILLIS. Are you talking about those contracts below $100,000 or are you talking about overseas——

Ms. GATLING. Designated overseas. It is in our recommendations.

Mr. COTTON. Designated oversees.

Mr. WILLIS. I think I have one last question for Dr. Boston. I have one question for SBA. But, Dr. Boston, I will give you the last comment before that.

Dr. BOSTON. I just wanted to emphasize. We have been talking about small businesses. There was a U.S. Commission on Small Business Innovation in 2005. That commission found that small businesses were three times more innovative than large businesses and their innovations had 13 times the impact as did the innovations of large businesses.

So small businesses really become the driving force of our economy as we go forward. Some of the figures that have been cited here in this panel indicate the growing importance of minority businesses among all small businesses.

While we look at how many economists, and we look at changes that take place demographically in the workforce and do the projections to 2050, if you did those same kind of projections for the business sector, what you would find is the demographics of the small business sector are changing even more rapidly than in the workforce where minority business are becoming an increasingly important part of the health and vitality of the country.

It really mandates that we focus on program strategies and policies that will be designed to create a more open, diverse society and a platform that all business owners can fulfill their potential.

Mr. WILLIS. One of the issues that we have also heard a lot about, at least the Committee has, from small business owners is the lack of technical assistance from SBA's side. They really have had a difficult time getting the kind of management training and those kind of things that are supposed to be part of the SBA's 8(a) program, and generally, it would be nice to have all small businesses particularly minority small businesses.

Section 4(b)(1) of the Small Business Act gives the Administrator the authority to appoint an Associate Administrator for minority small business and capital ownership development.

According to the Act, the Associate Administrator shall be an employee of the agency but shall basically formulate and execute the 8(a) program and the 7(j) program.

Is that position currently filled? Have you ever heard of that position?

Mr. JORDAN. Yes, it is currently filled. Joe Lodo is the Associate Administrator.

Mr. WILLIS. We would love to hear more from him about what he is doing under your auspices to improve the 8(a) program.

Mr. JORDAN. Yes, absolutely, and the 7(j) training program as well. As you know, the President's budget included an increase in the 7(j) funding because we really do believe that effectively delivering the training and management technical assistance is vitally important to the true business development nature of the 8(a) program.

Mr. WILLIS. That is good to hear. I mean we have had a number of complaints about the technical assistance part of the 8(a) program, that people really are receiving it.

Ms. Burnell.

Ms. BURNELL. Greg, to further what you were saying, part of the problem I see as an 8(a) business, those staff levels in the SBA offices, these people are working as hard as they possibly can. They have programs, but they just do not have the time or the people to get them out to us.

We made note in the New Orleans office. I had a meeting with the SBA people before I came up here. In 1985 or 1986 there were over 100 people in the office. Today they have seven.

Now they are being asked to do things with HUBZones and go out and do site visits and verify payrolls. All of these programs are great, but you need people to help implement them, not just put-

ting them on paper and handing it to the SBA because those same seven people that we work with in New Orleans, cannot deliver all the products.

So that is why you get complaints. Some of the programs are there. There is just nobody to implement them.

Mr. WILLIS. In our budget we definitely have asked for increases, and we will continue to do that.

Royalyn, and then I am going to turn to Karen and then we will close.

Ms. REID. Mine is very quick. I just want to say in my area, in the Dallas-Fort Worth, Texas, area, we experienced the exact same problem that Ms. Burnell mentioned.

Mr. ALFORD. In the field there is no SBA literally. In effect, I should say there is no SBA in the field.

Ms. HONTZ. Since I get the last word, I really want to thank all of you for coming today and spending the time and for all of your preparation. I look forward to your submissions and additional suggestions for the record that we can study.

We know the old problems. You have brought up some new problems. We would like some new solutions to these problems.

Again thank you so much for your time.

Mr. WILLIS. As a reminder, the record will be open for two weeks. Please submit any documents by then, by close of business on Thursday, October 8.

Thank you for your participation.

[Whereupon, at 11:58 a.m., the Committee was adjourned.]

APPENDIX MATERIAL SUBMITTED

SBIC Program
Financing to Minority-Owned, Women-Owned, and Veteran-Owned Businesses
Fiscal Year 2007, 2008 and 2009
prepared: October 2, 2009

Minority-Owned Businesses

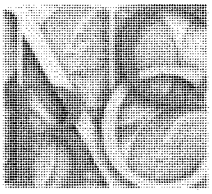
	Number of Businesses Financed			Dollar Amount of Financing ($ in millions)			Number of Financings		
	Minority-Owned Businesses	SBIC Program	% of SBIC Program	Minority-Owned Businesses	SBIC Program	% of SBIC Program	Minority-Owned Businesses	SBIC Program	% of SBIC Program
Fiscal Year									
Fiscal Year 2007	247	2,057	12.0	$92.4	$2,647.8	3.5	303	3,438	8.8
Black-Owned	119		5.8	$18.7		0.7	133		3.9
Hispanic-Owned	40		1.9	$33.7		1.3	48		1.4
Native American-Owned	2		0.1	$1.1		0.0	14		0.4
Asia Pacific-Owned	29		1.4	$9.3		0.4	36		1.0
Subcontinent Asian-Owned	57		2.8	$29.6		1.1	72		2.1
Fiscal Year 2008	219	1,905	11.5	$92.9	$2,427.4	3.8	274	3,372	8.1
Black-Owned	96		5.0	$42.9		1.8	115		3.4
Hispanic-Owned	30		1.6	$9.6		0.4	41		1.2
Native American-Owned	2		0.1	$0.5		0.0	5		0.1
Asia Pacific-Owned	20		1.0	$8.4		0.3	28		0.8
Subcontinent Asian-Owned	71		3.7	$31.4		1.3	87		2.6
Fiscal Year 2009	145	1,481	9.8	$69.1	$1,856.1	3.7	194	2,697	7.2
Black-Owned	48		3.2	$10.5		0.6	56		2.1
Hispanic-Owned	33		2.2	$18.0		1.0	53		2.0
Native American-Owned	0		0.0	$0.0		0.0	0		0.0
Asia Pacific-Owned	20		1.4	$23.2		1.2	29		1.1
Subcontinent Asian-Owned	44		3.0	$17.4		0.9	56		2.1
Total FY 2007 to FY 2009				$254.4	$6,931.3	3.7	771	9,507	8.1

Women-Owned Businesses

	Number of Businesses Financed			Dollar Amount of Financing ($ in millions)			Number of Financings		
	Women-Owned Businesses	SBIC Program	% of SBIC Program	Women-Owned Businesses	SBIC Program	% of SBIC Program	Women-Owned Businesses	SBIC Program	% of SBIC Program
Fiscal Year 2007	58	2,057	2.8	$27.6	$2,647.8	1.0	77	3,438	2.2
Fiscal Year 2008	54	1,905	2.8	$31.7	$2,427.4	1.3	84	3,372	2.5
Fiscal Year 2009	38	1,481	2.6	$26.8	$1,856.1	1.4	56	2,697	2.1
Total FY 2007 to FY 2009				$88.1	$6,931.3	1.2	217	9,507	2.3

Veteran-Owned Businesses

	Number of Businesses Financed			Dollar Amount of Financing ($ in millions)			Number of Financings		
	Veteran Businesses	SBIC Program	% of SBIC Program	Veteran Businesses	SBIC Program	% of SBIC Program	Veteran Businesses	SBIC Program	% of SBIC Program
Fiscal Year 2007	5	2,057	0.2	$4.1	$2,647.8	0.2	7	3,438	0.2
Fiscal Year 2008	3	1,905	0.2	$0.5	$2,427.4	0.0	4	3,372	0.1
Fiscal Year 2009	7	1,481	0.5	$6.7	$1,856.1	0.4	13	2,697	0.5
Total FY 2007 to FY 2009				$11.3	$6,931.3	0.2	24	9,507	0.3



National Black Chamber of Commerce

1350 Connecticut Avenue NW Suite 405, Washington DC 20036

202-466-6888 202-466-4918fax www.nationalbcc.org info@nationalbcc.org

CONGRESSIONAL TESTIMONY

September 24, 2009

Presented To:

Senate Small Business Committee

Honorable Mary Landrieu, Chair

Honorable Olympia Snowe, Ranking Minority Member

Presented By:

Harry C. Alford

President/CEO

Honorable Chair Landrieu and Ranking Member Snowe, the National Black Chamber of Commerce holds much gratitude that you have invited us to this hearing. As you know we are the largest Black business association in the world. We are nonpartisan, nonprofit with a mission to economically empower African American communities through entrepreneurship and good policy. The NBCC proudly represents the over 1 million small businesses that are Black owned. It is the fastest growing group per the US Census Bureau (45% growth over five years). We hope to begin making a significant milestone today.

In regards to unemployment there are a few serious things the federal government can do. It can cease supporting discrimination through non enforcement of some significant laws and it can prevent serious negative impact from some upcoming programs. Without doing this the recovery act and any other major initiative will have little if not negative impact on minority communities, in particular, Black communities.

Section 3 of the HUD Act (24 CFR part 135) became law in 1968 after the first Watts Riot. It was strengthened in 1992 after the Rodney King Riot. It is the Equal Opportunity Program involving HUD funds and is a great job creator and business developing tool. Under this law up to 30% of all new jobs created through HUD Funding are to go to people living in public housing facilities and others who live under the poverty level. They are considered Section 3 residents. Businesses who hire Section 3 residents are considered Section 3 businesses and are entitled to 10% of all contracts funded through HUD monies. This is a beautiful law and where we have applied it great results occurred. However, of the more than 5,000 HUD grantees less than 1 percent actually complies with the law. Less than a half of one percent actually even bother to send in their annual reports.

On the job training of minorities and women is anathema to construction unions and they have fought this fiercely. HUD does not enforce Section 3. They have never fined, banned nor held funds to any of the thousands of recalcitrant grantees. HUD has relented to the construction unions that discriminate freely against people of color and women. If Section 3 was enforced it would bring over 100,000 new jobs to African Americans alone each and every year. We need enforcement of Section 3.

Another big opportunity to ease the unemployment in minority communities is that of the Federal Highway Administration. The Disadvantaged Business Enterprise (DBE, 49 CFR part 26) is the enforcement mechanism for Title VI of the Civil Rights Act of 1964. It is to ensure against discrimination within the contract letting by divisions of USDOT. In the beginning, 1982, minority contractors were doing well in business development and volume increases. Now, despite significant growth by all ethnicities in construction capacity the volume of business done through our state departments of transportation via USDOT funding has been dropping since the middle of the Clinton Administration. Today it is almost nonexistent. Black contractors do no more than 1.1% of the volume while Hispanic contractors barely reach 1.6%. (A state by state breakdown of Black contracting is attached). That is 28% of the national population only

participating in 2.7% of a major federal program. This is clear disparate impact and it directly affects employment activity within the minority communities. This year with recovery dollars, the Federal Highway Administration will be funded by more than $54 billion. It's too bad that Blacks and Hispanics will have very little participation in the relief. There might as well be a sign saying "No Coloreds Allowed" as I remember visiting Louisiana in my early years. But this time it is not local governments doing it but the federal government.

Construction union shops that monopolize these highway contracts do not adequately employ minorities or women. In fact, they do not even comply with Executive Order 11246 (John F. Kennedy). State departments of transportation do not comply with Executive Order 11246 nor enforce it with their prime and subcontractors. In fact, in February, 1999, the Federal Highway Administration canceled Executive Order 11246. A copy of that cancellation is attached. Since then state departments and local contractors have become basically white male organizations. Dr. Martin Luther King and all of those other greats who gave their lives for equal opportunity have been betrayed.

If Title VI of the Civil Rights Act and Executive Order 11246 which ensures Title VII of the Civil Rights Act were enforced it would amount to 500,000 new jobs for African Americans each and every year. That would certainly address the "double the national average" unemployment Blacks, Hispanics and other minorities suffer. The above two programs (Federal Highways and Section 3) if implemented and enforced via the intent of Congress would bring 600,000 new jobs to the Black community each year. Should Congress hold itself responsible for doing this?

Those are the laws written decades ago. Now let's go to potentially lethal initiatives (job killers). It was a proud moment when President George W. Bush announced his executive order to ban Project Labor Agreements (PLA's) on federally funded projects. PLA's make a project basically union only or at least abide by union agreements. President Bush stated, "I cannot support Project Labor Agreements as they discriminate against small business and minorities." He was absolutely correct. 98% of Black owned contracting firms are not union. They are not welcomed nor would unions allow their employees into their trades. The only Black presence in union crafts is cement and general laborer. Everything else is practically exclusive to white males. If President Bush is correct then what is the rationale for President Barack Obama to cancel his executive order and reinstate Project Labor Agreements via his recent executive order.

Construction unions by nature of their employment roles cannot comply with Executive Order 11246. What is about to happen is Presidential endorsed discrimination. It is damaging, anti civil rights and human rights and definitely voids out the Civil Rights Act of 1964. I beg Congress to prevent this until construction unions integrate. They have had 45 years to integrate and still refuse. They should be banned rather than rewarded exclusivity for racist and sexist hiring patterns. They usually fool local officials with pre-apprentice training programs but they never lead to job placement – never.

The next potential negative initiative is the Waxman/Markey Bill which is headed for the Senate. Our study done by Charles River Associates has been accepted by many prestigious organizations. In that study, it clearly shows that certain geography will suffer the greatest impact from losing the estimated 3.3 million jobs as a result of this bill being enacted. Attached is a map showing a 700 mile radius around Nashville, Tennessee. This area accounts for 86% of the national Black population. As you will see the greatest job loss would land into this area. We pray that this bill is killed and we can start over with a responsible bill that doesn't target specific groups for pain.

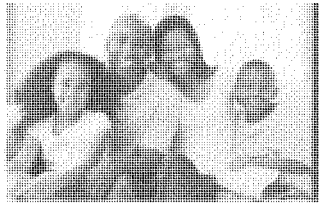
In essence, we are most concerned about activity that feeds unemployment and will sustain it and activity that will, in fact, increase unemployment in Black and other minority communities. It doesn't have to be that way. The "ball" is in your court. Let's enforce the good laws and prevent the bad ones from exacting their dirty deeds.

In regards to foreclosures we can enhance employment by attending to the above. Increasing employment would directly affect peoples' ability to pay their mortgages. There isn't much we can actually do but let the market take its course. Hopefully, we won't go down that avarice road of sub-prime mortgages again and reign in renegade investors. Banks have been bailed out for the most part but the individual mortgage holders have to feel the pain and take their losses.

We are interested in the billions of dollars HUD has allotted under its Housing Stabilization Program. It is designed to provide technical assistance to citizens who have or are seeking mortgages. Where is this money going? Is it effective? We are having trouble identifying it at the street level. We are suspicious and ask for a thorough audit by Congress. Another question is: Why are many realtors and developers refusing FHA backed mortgages now? What can we do to make them more attractive to lenders?

Finally, we should manage the Community Reinvestment Act a lot better. We shouldn't let it be used to gentrify Black communities. Greedy investors and institutions use the CRA credit process to quickly move and renovate a stable community. By doing so they drive up property values to the point that stable residents can no longer afford their homes and properties via increased property taxes, rent, etc. They are pushed out with the assistance of housing authorities who provide Section 8 rental vouchers to the residents provided that they move clearly out of their neighborhoods. Victims have been transplanted from Washington, DC to Hagerstown, MD; from Chicago to Danville, IL, etc. As opposed to empowering a community they transform it and orchestrate complete gentrification. The very people we are supposed to be helping become worse off than ever.

Once again, thank you for this great opportunity. We hope we have provided information that can be helpful in your leadership. Please don't hesitate to seek more information from us or to ask for more data.

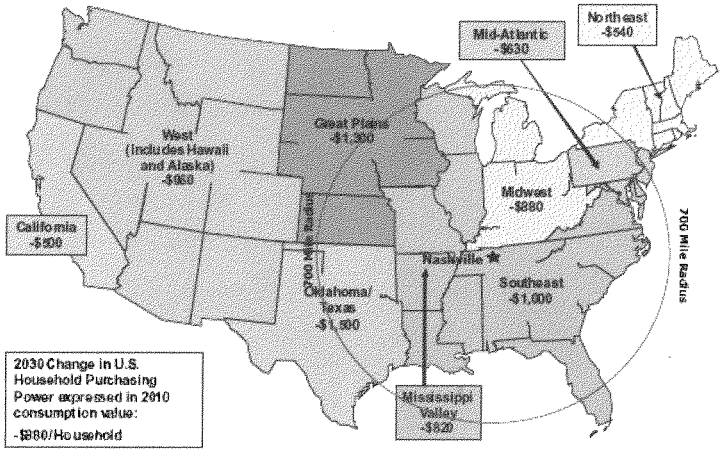


United States of America African American Population:

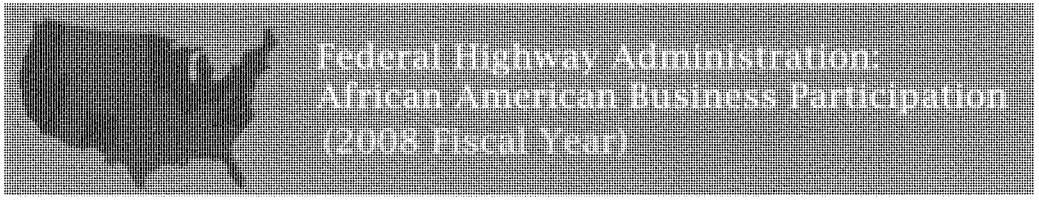
86% of Population lives within 700 mile Radius of Nashville, Tennessee

How does this effect African American Communities?: Due to their Geographic proximity, AA Communities will lose a larger percentage of Household income.

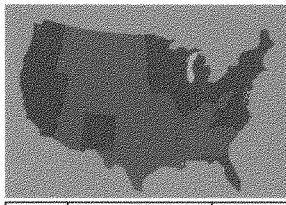
Figure 3.10: Projected regional distribution of changes to 2030 household purchasing power due to ACESA, stated in terms of 2010 income levels



Source: CRA Model Results, 2009

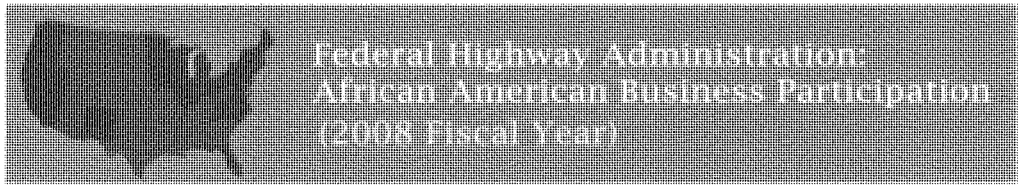


State	First Half of 2008 Fiscal Year		Second Half of 2008 Fiscal Year		Black Contracts	Total Contracts	Percentage of Black Participation
	Number of Contracts	Dollar Value	Number of Contracts	Dollar Value	Total Dollar Value	Total Dollar Value	
AL	18	$1,580,413	27	$3,607,291	$5,187,704	$390,456,454	%1.33
AK	0	$0	0	$0	$0	$200,582,736	0
AZ	0	$0	0	$0	$0	$515,487,918	0
AR	23	$3,380,063	42	$5,687,211	$9,067,274	$279,764,747	%3.2
CA	12	$2,256,905	5	$910,516	$3,167,421	$2,303,616,727	%0.1
CO	3	$49,811	3	$282,500	$332,311	$174,452,186	%0.2
CT	8	$1,852,394	14	$1,781,051	$3,633,445	$550,514,942	%0.7
DE	5	$84,737	5	$525,785	$610,522	$67,600,111	$0.9
DC	6	$3,441,955	10	$8,254,448	$11,696,403	$78,058,538	$14.98
FL	10	$340,988	31	$4,660,737	$5,001,725	$868,564,488	%0.6
GA	63	$8,142,042	42	$3,350,652	$11,492,694	$322,093,516	%3.6
HI	0	$0	0	$0	$0	$22,082,644	0
ID	0	$0	0	$0	$0	$224,961,344	0
IL	51	$3,656,428	99	$7,961,589	$11,618,017	$793,976,836	%1.5
IN	75	$2,623,315	44	$2,558,597	$5,181,912	$701,324,924	%0.7
IA	6	$395,418	11	$743,149	$1,138,567	$636,106,399	%0.2
KS	14	$972,679	25	$1,258,462	$2,231,141	$293,638,590	%0.8

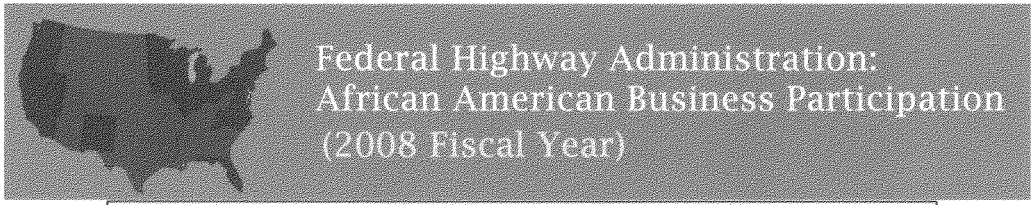


Federal Highway Administration: African American Business Participation (2008 Fiscal Year)

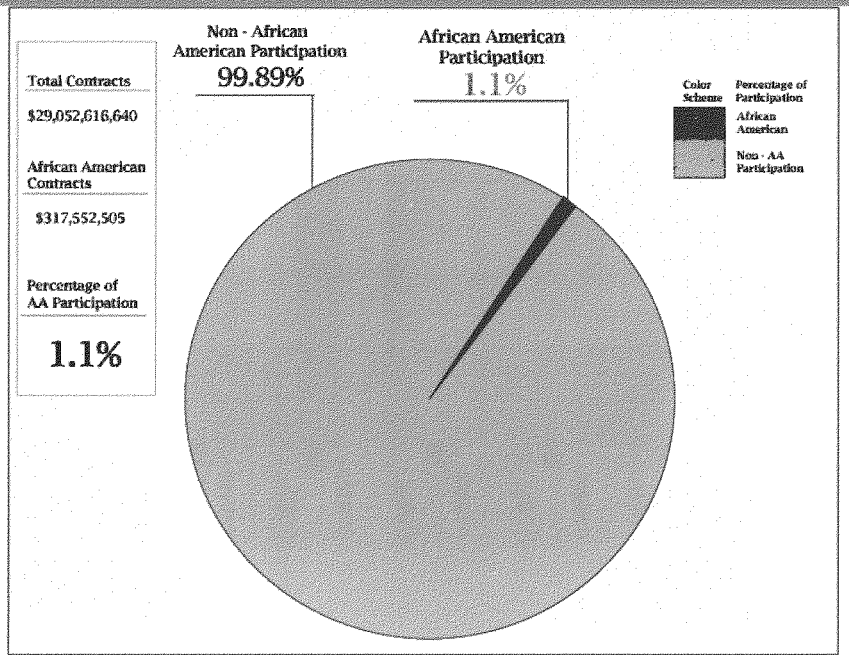
State	First Half of 2008 Fiscal Year		Second Half of 2008 Fiscal Year		Black Contracts	Total Contracts	Percentage of Black Participation
	Number of Contracts	Dollar Value	Number of Contracts	Dollar Value	Total Dollar Value	Total Dollar Value	
KY	2	82,503	10	$3,448,243	$3,530,746	$502,568,300	%0.7
LA	42	$4,886,175	76	$8,732,717	$13,618,892	$485,674,287	%2.8
ME	0	$0	1	$1,000	$1,000	$173,601,541	0
MD	46	$5,004,888	70	$9,673,803	$14,678,691	$444,230,492	%3.3
MA	13	$2,074,984	15	$3,419,124	$5,494,108	$519,556,933	%1.1
MI	125	$7,715,832	182	$11,618,026	$19,333,858	$1,840,730,378	%1.1
MN	2	$112,910	5	$544,078	$656,988	$290,801,443	%0.2
MS	5	$610,499	4	$671,633	$1,282,132	$418,478,250	%0.3
MO	58	$9,093,969	19	$9,559,253	$18,653,222	$2,379,557,734	%0.8
MT		$0	0	$0	$0	$273,647,429	0
NE	21	$1,435,692	40	$1,696,656	$3,132,348	$188,231,557	%1.7
NV	0	$0	0	$0	$0	$188,938,520	0
NH	0	$0	1	$4,590	$4,590	$82,562,529	0
NJ	4	$564,231	6	$18,300,401	$18,864,632	$462,860,033	%4.1
NM	0	$0	0	$0	$0	$303,555,539	0
NY	12	$2,157,498	21	$3,252,055	$5,409,553	$1,126,205,810	%0.5
NC	50	$2,400,572	100	$5,758,109	$8,158,681	$979,538,701	%0.8



State	First Half of 2008 Fiscal Year		Second Half of 2008 Fiscal Year		Black Contracts	Total Contracts	Percentage of Black Participation
	Number of Contracts	Dollar Value	Number of Contracts	Dollar Value	Total Dollar Value	Total Dollar Value	
ND	0	0	0	0	0	336,225,800	0
OH	80	8,612,987	90	13,515,024	22,128,011	1,013,409,541	2.2
OK	1	10,400	3	303,412	313,812	829,274,079	0.04
OR	0	0	0	0	0	196,538,276	0
PA	53	3,695,960	0	0	3,695,960	785,969,030	0.5
PR	0	0	0	0	0	113,662,391	0
RI	7	3,822,925	11	3,890,486	7,713,411	111,130,177	6.9
SC	36	2,653,411	35	2,200,029	4,853,440	279,418,134	1.7
SD	3	40,691	4	53,170	93,861	344,410,866	0.03
TN	26	5,163,370	26	39,744,459	44,907,829	995,290,878	4.5
TX	76	12,351,512	59	8,928,131	21,279,643	1,984,081,620	1
UT	1	246,409	2	996,931	1,243,340	290,604,877	0.4
VT	0	0	0	0	0	149,857,008	0
VA	13	4,548,063	15	2,315,636	6,863,699	507,768,963	1.4
WA	8	457,255	19	984,451	1,441,706	539,438,642	0.3
WV	8	1,368,422	12	3,803,444	5,171,866	525,674,026	1
WI	99	4,746,588	155	9,920,762	14,667,350	566,180,165	2.6
WY	0	0	0	0	0	399,659,591	0



Federal Highway Administration: African American Business Participation (2008 Fiscal Year)



U.S. Department of Transportation Federal Highway Administration

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U.S. Department of Transportation
Federal Highway Administration

Order

Subject
CLARIFICATION OF FEDERAL HIGHWAY ADMINISTRATION (FHWA) AND STATE RESPONSIBILITIES UNDER EXECUTIVE ORDER 11246 AND DEPARTMENT OF LABOR (DOL) REGULATIONS IN 41 CFR CHAPTER 60

Classification Code
4710.8

Date
February 1, 1999

Par.1. Purpose
2. Background
3. Applicability
4. Authority and Responsibilities
5. Cancellation

1. **PURPOSE**. To define FHWA's authority and responsibility concerning Executive Order (EO) 11246, as amended, and DOL regulations, set forth in 41 CFR Chapter 60.

2. **BACKGROUND**. Under EO 11246, "Equal Employment Opportunity," the FHWA is required to include certain nondiscrimination and equal employment opportunity provisions in direct Federal contracts and federally assisted construction contracts. The provisions have been established by the DOL, Office of Federal Contract Compliance Programs (OFCCP) and are set forth in 41 CFR Part 60-1, "Obligations of Contractors and Subcontractors," and 41 CFR Part 60-4, "Construction Contractors Affirmative Action Requirements."

3. **APPLICABILITY.** This Order applies to all direct Federal contracts and federally assisted construction contracts and subcontracts.

4. **AUTHORITY AND RESPONSIBILITIES**

   a. Department of Labor: Under Section 303 of EO 11246, only the DOL has the authority to determine compliance with EO 11246 and its implementing regulations. The FHWA and the State highway agency do not have independent authority to determine compliance with EO 11246, 41 CFR Chapter 60, or the minority and female participation goals established by OFCCP, pursuant to 41 CFR Chapter 60.

   b. State highway agencies and FHWA:

   (1) The State highway agency and FHWA have responsibility to ensure that recipients of Federal-aid funds include the required contractual language relating to equal employment opportunity, as set forth in 41 CFR Parts 60-1 and 60-4, either explicitly or by reference.

   (2) The State highway agency and the FHWA have the authority and the responsibility to ensure compliance with 23 USC Section 140 and Title VI of the Civil Rights Act of 1964, as amended, and related regulations, including 49 CFR Parts 21 and 23, and 23 CFR Parts 200, 230, and 633. Pursuant to this authority, the State highway agency and the FHWA may conduct compliance reviews of contractors on federally funded highway projects to determine compliance with these laws and related regulations. State highway agencies shall prepare complete, written reports of findings of the compliance reviews. These reports, and the evidence on which they are based, shall be available for FHWA analysis.

(3) If the State highway agency or the FHWA becomes aware of any possible violations of EO 11246 or 41 CFR Chapter 60, each has the authority and the responsibility to notify the OFCCP.

(4) The FHWA and the State highway agency shall not make any determinations regarding compliance with EO 11246 or 41 CFR Chapter 60.

5. **CANCELLATION**. The FHWA Form 86, Compliance Data Report, is hereby canceled.

Original signed by:
Kenneth R. Wykle
Federal Highway Administrator

Related Sites:

Leadership Conference on Civil Rights - The Executive Order on Affirmative Action (E.O. 11246): One of Our Nation's Most Successful Civil Rights Programs

Minority Business Enterprise Legal Defense
and Education Fund, Inc.
www.mbeldef.org

Parren J. Mitchell
Founder and Chairman

Anthony W. Robinson
President

Testimony of Anthony W. Robinson, President
Minority Business Legal Defense and Educational Fund

Before the United States Senate Committee
on Small Business and Entrepreneurship

Washington, DC
September 24, 2009

1100 Mercantile Lane Suite 115-A Largo, Maryland 20774

Testimony of Anthony W. Robinson, President
Minority Business Legal Defense and Educational Fund
Before the United States Senate Committee on Small Business And Entrepreneurship
Washington, DC

Testimony of Anthony W. Robinson
9/24/09

Good morning Madam Chairwoman and members of the Committee on Small Business and Entrepreneurship. My name is Anthony W. Robinson, and I am president of the Minority Business Enterprise Legal Defense and Educational Fund, affectionately referred to as MBELDEF. MBELDEF was founded and established in 1980 by the late former Maryland Congressman Parren J. Mitchell to act as a national advocate and legal representative for the minority business community. The organization has monitored barriers to minority business formation and development. We serve as a national advocate and legal representative for minority business enterprises (MBEs) by promoting policies affecting equitable and full participation of minority enterprises in the mainstream marketplace. We work with businesses in every sector of the American economy and we work with businesses in every corner of the country. We seek to advocate on behalf of firm owners from all historically underutilized minority groups. We attempt to provide non-partisan opinions on matters affecting minority firms and small businesses in general.

MBELDEF is a member of the Unity Group, which was established in March 2009, and is a new and growing coalition of minority business groups, women business groups and civil rights groups dedicated to supporting, defending, strengthening and expanding federal programs intended to eliminate discrimination against minority and women business owners. This coalition represents tens of thousands of minority- and women-owned businesses. We also represent many committed and forward-looking majority businesses dedicated to the elimination of business discrimination. We are committed to ending discrimination so that we can harness *all* of our nation's ingenuity, creativity and diversity to grow our economy to its fullest potential. On behalf of both MBELDEF and the Unity Group, we appreciate the Committee providing us this opportunity to come before you to represent the tens of thousands minority and small entrepreneurs who continue to rely on the federal marketplace as their primary source of income.

As you may be aware, since the federal government's first efforts to level the playing field on behalf of the minority business community in the 1970s, there has been substantial progress. I should note that assisting minority businesses has always been a bi-partisan effort. In fact, in the 1970s, President Nixon was instrumental in promoting equal opportunity for minority businesses. And Assistant Secretary of Labor Arthur Fletcher worked closely with Senator Ed Brookes and Congressman Mitchell to pass the earliest minority business legislation. Minority firms have grown quantitatively and qualitatively. However, as Dr. Wainwright, a noted expert in this area recently testified before the House Committee on Transportation and Infrastructure, the percentages of minority owned businesses compared to each minority group's population are disproportional. For example, Dr. Wainwright has noted that although African Americans constitute 12.7 percent of the U.S. population, they make up only 5.3 percent

of U.S. businesses, and earn only 1.0 percent of sales and receipts.[1] Latinos represent 13.4 percent of the population, account for only 7.0 percent of the businesses, and earn only 2.5 percent of sales and receipts.[2] Asians and Pacific Islanders make up 5.0 percent of the business population, yet earned only 3.8 percent of sales and receipts. Native Americans represent only 0.9 percent of all businesses, but earned only 0.3 percent of sales and receipts.[3] Lastly, women earn only 10.7 percent of sales and receipts, although they make up 28.9 percent of U.S. businesses and represent 50.9 percent of the population.[4]

Even though minority firms exist, they are not given the same opportunity to succeed as non-minority firms. Capital and credit access, the fuel driving our market oriented economy, as we have painfully learned from this recent depression, continues to be evasive for the minority and woman entrepreneur. Again, Dr. Wainwright's work in this area is illuminating. For example, in recent testimony he noted:

> When minority-owned firms did apply for a loan, their loan requests were substantially more likely to be denied than non-minorities, even when differences like firm size and credit history are accounted for.[5] The loan application denial rate for African-American-owned businesses is 44.3 percentage points higher than that for White male-owned firms.[6] Denial rates were 18-24 percentage points higher for Hispanic or Latino-owned firms and 5-9 percentage points higher for nonminority female-owned firms than for their nonminority male-owned counterparts. Significant loan denial disparities were also observed for Native American-owned firms in some cases (18-19 percentage points higher).[7]Furthermore, when minority-owned firms did receive a loan, they were obligated to pay higher interest rates on the loans than was true of comparable nonminority-owned firms.[8] African-Americans pay approximately 1.7 percentage points more, on average, for their business credit than do nonminority males, declining slightly to 1.5 percentage points when

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creditworthiness and other firm and owner controls are taken into account.[9]

Researchers have also shown that banks pay attention to different characteristics when they evaluate the loan applications of women and minority-owned businesses when compared with male and white-owned firms. [10] There exist asymmetries in a sense that banks treat women and minority-owned firms less favorably than male and white-owned firms. For example, a credit score of 2 would increase the probability of loan denial for both women and men, but it increases the probability more for women (by 3.2%) than men (by 0.1%).[11] Credit rationing is found to have a discouraging effect on a minority and women owner's probability of applying for a loan for the lowest 10th percentile of women-owned firms and highest 10th percentile of minority-owned firms. [12]

In addition, there is a good deal of evidence that the under-representation of women and minorities in construction especially is due to widespread and pervasive discrimination that has changed little over time. Not only is the proportion of firms owned by African Americans especially relatively low, so also are their representation in the construction workforce in general and in self-employment in particular. Where firms owned by minorities and women do exist in construction they are more likely than non-minority males to be in special trades rather than heavy and civil.[13] They are also more likely to be sub-contractors than prime contractors.[14] This does not appear to be because of a lack of an ability to expand to undertake these activities because it is research has made clear that small construction companies can expand rapidly as demand changes by hiring workers and renting equipment and making use of sub-contractors.[15] A particular concern in construction is that it is hard for minority and women-owned firms to obtain capital, especially working capital, and this causes increased difficulties when bonds have to be posted.[16] This is often made more difficult still when bonding firms are members of local construction associations.[17] Also unions are pervasive in the sector and these unions have tended to be dominated by white males and have successfully controlled entry to craft jobs (Ashenfelter, 1972).[18]

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[13] David G. Blanchflower & Jon Wainwright, An Analysis of the Impact of Affirmation Action Programs on Self-Employment in the Construction Industry (2005), *available at* http://www.nber.org/papers/w11793.

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[16] Id.

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[18] Id.

I would like to give you some examples of real business owners who have confronted discrimination. It is critical that the Committee understand how very difficult it is for these businesspersons to come forward and share their experiences. By coming forward, they are putting their businesses in jeopardy of being blackballed and frozen out of future business opportunities with larger companies that dominate their market or industry. I hope that you all will carefully consider the sort of courage and commitment to justice required to take those kinds of risks. I will submit letters and emails providing details of these entrepreneurs' stories for the record, but in the interest of time, I will provide only a short synopsis of the difficulties they have experienced. And Mr. Chairman, I would like to ask permission to submit a number of supporting documents for the record after the hearing.

- **Charles Richardson** is an African American engineer with more than 30 years of experience. His practice has included leadership and supervisory positions in an array of construction projects, including fossil-fuel and nuclear power plants, commercial and institutional buildings, schools, roads, bridges, and facilities for the U.S. armed forces. In addition, his firm, High Plains Technical Services, Inc., is the only African American-owned firm certified to do bridge and roadwork for the Oklahoma Department of Transportation. Despite Mr. Richardson's depth of experience, his firm has encountered substantial obstacles that impede the growth of his business, including slow and no pay practices. For instance, for four years, Mr. Richardson's firm has not been paid $108,000 for work on a contract for the Oklahoma University System. Payment to his firm has been withheld, even though the State's contract audit department agreed the contract and invoice instruments were valid. Moreover, the legal counsel of the University system stated, on more than one occasion, that there was no objection to the merits of the claim for payment. Currently, Mr. Richardson is petitioning the state legislature to seek relief.

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already told the refinery's representatives that it was denying Mr. Greaves' loan application. By doing so, JP Morgan inappropriately, and possibly unlawfully interfered with the business relationship between Mr. Greaves' company and the oil refinery. Subsequently, Mr. Greaves discovered that JP Morgan Chase loaned the same amount of funds that he had requested to a large, non-minority owned company that ultimately purchased the oil refinery. Unlike Mr. Greaves' company, this company offered no collateral to secure the loan. For its actions related to this matter, Mr. Greaves filed suit against JP Morgan Chase for fraudulent concealment and tortuous interference with a business relationship, and the case is currently pending in the U.S. Court of Appeals for the Second Circuit.

- **The Oklahoma Department of Transportation (ODOT)** has continued to use a selection and contract awarding system that has passively participated in the discrimination existing in Oklahoma's architectural, engineering and construction markets. ODOT's selection committees and contracting boards are predominantly comprised of non-minorities. Without a diverse selection committee, it is unlikely that ODOT contracts will be awarded to minority business owners. Further, ODOT works with the Oklahoma Chapter of the Association of General Contractors (AGC) to determine utilization goals for Disadvantaged Business Enterprises (DBEs) The AGC, however has supported and offered resources to initiatives abolishing affirmative action in local, state, and federal contracting over the past 20 years. ODOT does not work with any minority owned business associations to determine DBE utilization goals.

  Also, ODOT's Minority Business utilization Goals and Attainment for the past three fiscal years have not counteracted marketplace discrimination. African Americans received none of the contracts ODOT awarded from 2006 to 2008. ODOT's Goal Setting and Attainment reports group all DBEs together instead of separating DBEs by racial or ethnic minority affiliation. Because of the grouping of all DBEs, it is not apparent in these reports that ODOT has not contracted with an African American owned business for the past three fiscal years.[19]

- **Fish & Fisher** is a black-owned general contracting company in Jackson, Mississippi. The company worked on a new Nissan plant in Canton, Mississippi, and helped expand the Jackson-Evers International Airport. Despite its work on those significant projects, Fish & Fisher was not included in the bidding process when contracts were awarded for the construction of a new Toyota plant in Blue Springs, Mississippi in 2007. Only five companies were invited to bid on the project, and Fish & Fisher was relegated to work as a subcontractor on the job. Even when the state of Mississippi had allocated $300 million in incentives to bring the plant to Mississippi, only certain companies with special ties were among the five companies allowed to bid. In an

[19] Complaint Letter from the Oklahoma Legislative Black Caucus to Ray La Hood, Secretary, Department of Transportation (Feb. 17, 2009).

effort to obtain a remedy, Fish & Fisher filed a federal lawsuit to challenge the private bidding process that occurred for the Toyota job.

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- **Anna Peay** is the Minority Business Enterprise ("MBE") Coordinator for Advance Tactics Security, Inc. ("Advance Tactics"), a locally owned and operated MBE located in Indianapolis, Indiana. The company is about 70 percent minority. Advance Tactics is a certified minority vendor by the City of Indianapolis, the State of Indiana, and the Indiana Minority Supplier Development Council, ("IBDC/IMSDC"). The company provides security service personnel, both armed and unarmed guards, off duty police officers, traffic directors, parking lot attendants, flag men, and lobby customer service representatives to many companies in the greater Indianapolis area.

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Minority Business Enterprise Legal Defense
and Education Fund, Inc.
www.mbeldef.org

Parren J. Mitchell
Founder and Chairman

Anthony W. Robinson
President

Testimony of Anthony W. Robinson, President
Minority Business Legal Defense and Educational Fund

Before the United States Senate Committee
on Small Business and Entrepreneurship

Washington, DC
May 22, 2007

1100 Mercantile Lane Suite 115-A Largo, Maryland 20774

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As you may be aware, since the federal government's first efforts to level the playing field on behalf of the minority business community in the 1970s, there has been substantial progress. I should not that assisting minority businesses has always been a bi-partisan effort. In fact, in the 1970s, President Nixon was instrumental in promoting equal opportunity for minority businesses. And Assistant Secretary of Labor Arthur Fletcher worked closely with Senator Ed Brookes and Congressman Mitchell to pass the earliest minority business legislation. Minority firms have grown quantitatively and qualitatively. However, the percentages of minority owned businesses compared to each minority group's population are disproportional. For example, although African

Americans comprised 12.7 percent of the U.S. population, they accounted for only 5.3 percent of its businesses, and earned only 1.0 percent of sales and receipts.[1] Latinos represent13.4 percent of the population, account for only 7.0 percent of the businesses, and earn only 2.5 percent of sales and receipts.[2] Asians and Pacific Islanders make up 5.0 percent of the business population, yet earned only 3.8 percent of sales and receipts. Native Americans represent only 0.9 percent of all businesses, but earned only 0.3 percent of sales and receipts.[3] Lastly, women comprise of 50.9 percent of the population, and accounted for only 28.9 percent of the businesses, and earn only 10.7 percent of sales and receipts.[4]

Even though minority firms exist, they are not given the same opportunity to succeed as non-minority firms. Capital and credit access, the fuel driving our market oriented economy, as we have painfully learned from this recent depression, continues to be evasive for the minority and woman entrepreneur. For example, when minority-owned firms did apply for a loan, their loan requests were substantially more likely to be denied than non-minorities, even when differences like firm size and credit history are accounted for.[5] The loan application denial rate for African-American-owned businesses is 44.3 percentage points higher than that for White male-owned firms.[6] Denial rates were 18-24 percentage points higher for Hispanic or Latino-owned firms and 5-9 percentage points higher for nonminority female-owned firms than for their nonminority male-owned counterparts. Significant loan denial disparities were also observed for Native American-owned firms in some cases (18-19 percentage points higher).[7]

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22 Citing data from the Project Labor Agreement Task Force Report, July 2007, received at Sept. 20, 2007 meeting of the meeting of the Project Labor Task force (441 4th St. NW, WDC, Room 117 :6:30 PM)

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Although Advance Tactics operates a qualified security business, the company has faced discrimination from other companies and has been left without a remedy. In one instance, Advance Tactics agreed to become the subcontractor of Securatec for a security project offered by the city of Indianapolis. Securatec is a Women Business Enterprise based out of Chicago. In its bid, Securatec promised the city of Indianapolis and Advance Tactics that it would give Advance Tactics 15 percent of its contract business. This 15 percent is a city guideline to help disadvantaged minority businesses receive work. However, once Securatec won the bid, it only hired one of Advance Tactics' employees. With this employment, Advance Tactics only received about 1 percent of the project money promised to the company.

Ms. Peay complained to the city of Indianapolis about Securatec's decision to use Advance Tactics to receive the bid from city and then withhold the promised work. The city of Indianapolis told Ms. Peay that she had to resolve this problem with Securatec. When Ms. Peay tried to speak with Securatec, the company decided to complain about Advance Tactics sole employed employee. Then the company subsequently fired that worker and hired him as their own employee. Secuartec refuses to hire any other Advance Tactics employee for the remainder of this 3-year contract. Thus, when Ms. Peay sought to resolve this issue amicably and talk to the city about a breach of its project guidelines, Ms. Peay was ignored.

ENDING BARRIERS FOR MINORITY & WOMEN-OWNED BUSINESSES IN PRIME CONTRACTS

Research Summary for the Senate Committee on Small Business and Entrepreneurship
September 24, 2009

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Statement of the Issue

The 14th Amendment to the U.S. Constitution, the Civil Rights Act of 1964, and state and local laws promise equal access by all groups to economic and other opportunities. However, in the policy area of government contracts with businesses, there is much evidence that governments have erected and/or failed to remove barriers that limit access by qualified minority and women-owned firms.

Summary of Research Findings

Through monitoring prime contract opportunities, interviews with minority/women-owned firms, and examining overall utilization rates, our research finds that:

1. Minority and women-owned businesses receive small shares of prime contracts awarded by local government

2. Discriminatory barriers and actions by government inhibit access by qualified minority and women businesses to prime contract opportunities. The barriers and actions are:

   - Slow pay
   - Large contract sizes
   - Non-competitive and partially-competitive contracting processes
   - Limited publicity of contract opportunities
   - Limited time for preparing bids and proposals
   - Unclear bid specifications
   - High and unreasonable bond requirements
   - "Low-ball" bids due to excessive use of change orders

Recommendations for Action

- Close monitoring and strict enforcement of rules requiring open bidding process for prime contract opportunities (e.g., reasonable public notice, accurate bid specifications)
- Requiring local agencies receiving federal funds to set M/WBE goals and make efforts to achieve the goals with close monitoring of participation rates for M/WBEs
- Investigating low participation rates, complaints and possible cases of discrimination
- Convening groups to identify best practices, guidelines and effective remedies with local engagement that includes coordinated efforts with other government offices and agencies
- Providing incentives to local and state governments that demonstrate success in improving utilization rates and capacity-building for MBEs/WBEs in contracting work.

STUDY: **Business Development Index (to Supplement or Replace Personal Net Worth)**
DATE: **September 25th, 2009**
BY: **Thomas D. Boston, Professor of Economics, Georgia Tech and CEO of EUQUANT, INC.**

► EXECUTIVE SUMMARY

► In 1998 the SDB Program sponsored by the U.S. Small Business Administration was modified by the establishment of the Personal net worth (PNW) ceiling or cap. The $750,000 ceiling was designed to narrowly tailor the SDB Program in response to the US Supreme Court's decision in the case of Adarand. While the modification was intended to restrict the access to federal preferential procurement to disadvantaged business owners, in practice the ceiling has severely constrained the capacity of participating firms. Increasing the PNW ceiling is a necessary condition, but it is a very short-run solution to a major regulatory impediment.

EuQuant is currently working to create a Business Development Index (BDI) to replace or to supplement the Personal Net Worth (PNW) ceiling. The BDI will improve the effectiveness of the SDB program by replacing or supplementing the PNW ceiling and by refocusing the program on the mission of business development rather than on disadvantaged business criteria. The BDI is a multi-dimensional yardstick that takes into consideration business, industry and market criteria in determining the SDB Program eligibility. We believe that the economic benefits of using a BDI approach are significant.

► BACKGROUND

The government's SDB Program was established to help mitigate the effects of discrimination on the performance of businesses owned by minorities and other socially and economically disadvantaged peoples.

Certification as a SDB means that the firm has the following characteristics:

- Meets small business size standards for their sector/industry
- 51% owned and controlled by a socially and economically disadvantaged individual
- PNW of less than $750,000[1]

The program has demonstrated a noticeable impact on the businesses that participate.

- +$2.8MM in revenue for SDB participants relative to non-SDB participants
- Graduates of the SDB program have demonstrated better sustainability
- However, a case study of firms that were graduated unexpectedly because of PNW revealed that revenue declined by 45% as a result.

The PNW Ceiling of 750,000 decreases the effectiveness of the SDBs:

The Following are some Disadvantages Created by the PNW Ceiling

1. The $750,000 PNW ceiling has not been adjusted for inflation since it was established more than a decade ago; this makes its real value today slightly greater than $500,000.

[1] Excluding the equity in their business and primary residence.

2. EuQuant's research found that personal net worth is closely related to business capacity and therefore if PNW is set too low, business capacity will also be very low.
3. One PNW ceiling was set for all businesses regardless of the industry in which they operate. Therefore, manufacturing and construction companies face the same ceiling as do retail establishments.
4. Bonding and access to capital are heavily dependent upon the owner's personal net worth. Therefore, the PNW ceiling has severely constrained the growth of SDB bonding capacity.
5. Firms at the $750,000 level are not yet ready for program graduation and face a challenging transition period to longer run sustainability.

In an era when corporations are reducing the size of their supply chains in response to global competition, it is more important than ever for SDBs to build scale and capacity.

► THE BUSINESS DEVELOPMENT INDEX SOLUTION

By replacing the PNW Ceiling with the BDI, the program eligibility criteria will be relevant to the marketplace and greatly improve the ability of SDBs to create greater scale and capacity and thereby make greater employment and income contributions to their local communities.

The BDI will enable SDB qualification criteria to be based on a number of factors other than the owners PNW. Some of the factors include the following: Firm's bonding capacity relative to industry standard; Industry of operation; Degree of Industry concentration; Number of employees; Firm's revenues; Firm's Legal form of Organization; Years in operation; Government contract awards received by firm; Years registered as a government vendor; Degree of contracting disparity in private and public sector industry; Business capacity in a discrimination free market.

We also propose a phase-out transition period wherein businesses, having reached the BDI threshold, will have a three year program eligibility transition period to adjust to graduation. This is intended to circumvent sudden drops in revenue that have been experienced by businesses that must graduate unexpectedly.

► CONCLUSION

The SDB program has demonstrated its effectiveness, but its structure impedes the development of SDB capacity. The program eligibility standard must be improved upon. The inclusion of a BDI (in place of or as a supplement to personal net worth) will allow the SDB program to have an even greater impact than has been the case up to now.

the National Center

for American Indian Enterprise Development

STATEMENT

OF THE

NATIONAL CENTER FOR AMERICAN INDIAN ENTERPRISE DEVELOPMENT

FOR THE

SENATE COMMITTEE ON SMALL BUSINESS AND ENTREPRENEURSHIP

ROUNDTABLE DISCUSSION

ON

"MINORITY ENTREPRENEURSHIP: EVALUATING SMALL BUSINESS RESOURCES AND PROGRAMS"

SEPTEMBER 24, 2009

Headquarters:
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STATEMENT
FOR THE
SENATE COMMITTEE ON SMALL BUSINESS AND ENTREPRENEURSHIP
ROUNDTABLE DISCUSSION
ON
"MINORITY ENTREPRENEURSHIP: EVALUATING SMALL BUSINESS RESOURCES AND PROGRAMS"
SEPTEMBER 24, 2009

Chairwoman Landrieu and Ranking Member Snowe, the National Center for American Indian Enterprise Development (the "National Center" or "NCAIED") presents this statement for the Committee's Roundtable Discussions on September 22 and 24, 2009 focusing on the Small Business Administration ("SBA") small business contracting programs and resources for minority entrepreneurship. We include recommendations for actions that Congress should take and actions that should be accomplished by the SBA and other appropriate federal agencies.

This year, the National Center celebrates its 40th Anniversary as the Nation's longest serving Native business development assistance provider whose mission is to *develop the American Indian private sector* as a means to help Native communities become self-sufficient. The National Center has long played a pivotal role in spurring the Congress and federal agencies to support Native and minority business development. National Center witnesses have testified repeatedly before Congress, most recently at this Committee's Roundtable Discussion on April 2, 2009 on SBA's Entrepreneurial Development Programs. We have worked closely with other national organizations to improve the SBA's 8(a) and other small business contracting programs and to advance other Native business and economic development initiatives. The National Center also collaborated in formulating and then participating in the first-ever consultations that the SBA conducted with Indian tribes to discuss 8(a) regulatory proposals.

The National Center bases its comments on countless hours of assisting Native clients who are individual Native Americans, Indian tribes, tribal enterprises and other Native-owned companies as they struggle to grow, diversify, thrive and return economic benefits to their Native communities and other areas where their companies generate revenues and jobs. NCAIED's conferences and training sessions provide additional opportunities for Native-owned enterprises to learn from contracting experts, and receive valuable guidance on best practices to ensure their compliance with the spirit and letter of the rules applicable to small and minority companies.

BACKGROUND ON THE NATIONAL CENTER

Formed in 1969, the National Center has evolved into a national organization with supporting non-profit centers across the country providing procurement technical assistance, business development and management consulting services to Indian tribes, Alaska regional and village corporations ("ANCs"), Native Hawaiian organizations, and businesses owned by tribes, ANCs, and individual Native Americans, Alaska Natives, and Native Hawaiians. Our experienced Native American business and procurement consultants assist clients ranging from first generation Native entrepreneurs to sophisticated tribal enterprises. We help clients develop

business feasibility studies, business plans, banking relationships and lines of credit, marketing and growth strategies. We are supported by, and also help, the major federal contracting agencies by coaching contractors on applications for certifications and registrations, finding capable Native companies to fulfill federal requirements, and providing contractors guidance on Mentor Protégé and SBA contracting programs (e.g., 8(a), SDB, HUBZone, SDBVOB, WBE, etc.), and Electronic Commerce/Electronic Data Interchange.

In addition to client work at its centers, the NCAIED produces various events that train, promote and market Native enterprises to the public and private sectors. One such event is NCAIED's phenomenally successful annual Reservation Economic Summit & American Indian Business Trade Fair ("RES"). At RES 2009, over 2,500 individuals and 300 exhibitors attended, including tribes, ANCs, Native enterprises, Fortune 500 and other major corporate representatives, and federal, state, local and tribal procurement officials. Through our centers, RES conferences and other events with bid matching opportunities, NCAIED estimates that its operations have:

- assisted approximately 80% of the tribes in the lower 48 states and more than 25,000 Native enterprises;
- trained over 10,000 tribal members; and
- helped NCAIED clients receive nearly $3 billion in contract awards (translating to roughly 50,000 jobs) in the last 4 years alone.

SBA PROGRAMS AND RESOURCES

The National Center collaborates with the SBA, but it receives no grant or cooperative assistance funding from the agency. Most of the National Center's experience with the SBA is based on its centers' experience over the years in assisting Native companies with their efforts to access SBA programs and resources. The NCAIED's assistance centers and their clients suffer continuing frustration with the paperwork shuffle experienced in dealing with the SBA's financing and certification applications. No matter how hard NCAIED staff and clients work to ensure that their applications are "complete" when submitted to lessen workloads of the SBA staff reviewing the applications, the SBA's chronic understaffing stymies progress. Lack of trained, experienced staff, especially procurement-related staff, causes delays and frustration for everyone – from private applicants, to bankers, to dedicated SBA officials trying to review and process applications, provide assistance, monitor compliance, and accomplish needed reforms.

For the last several years, this Committee and its House counterpart have been pressing to increase the SBA's budget and workforce, as well as strengthen and reauthorize SBA's various programs. The National Center has joined the call for more resources for the SBA, and has worked collaboratively with the National Congress of American Indians ("NCAI") and the Native American Contractors Association ("NACA") to develop joint proposals to improve provisions of the SBA's 8(a) program that apply specifically to 8(a) companies owned by tribes, ANCs and Native Hawaiian organizations, improve other SBA contracting programs, and increase funding for Native American business outreach and entrepreneurial development initiatives. Attached to this testimony is a copy of the Joint Statement on the NCAIED-NCAI-NACA legislative proposals.

A major goal of the National Center -- and of SBA small business contracting programs generally -- is capacity building. In one-on-one counseling sessions with clients, and in training sessions offered at its conferences, the National Center focuses on building the capacity and capabilities of Native-owned businesses to grow and succeed by utilizing the various tools authorized by the Congress: the 8(a) and other contracting programs, the Mentor-Protégé Program, and Joint Venture provisions. Our centers also assist clients seeking financing from lenders, sometimes including loan guarantees offered by the SBA or the Department of Interior, and trying to secure bonding from sureties. While we assist both small and larger Native-owned companies, it is not surprising that the smaller companies need more time-consuming assistance. Increasingly, however, federal agencies are adopting the "Strategic Growth Initiative" of the Minority Business Development Agency that requires its Minority and Native American Business Enterprise Centers to meet higher goals based on assisting companies in obtaining larger contracts and financing packages. The SBA's Small Business Development Centers ("SBDCs") also seem to be adopting this "Strategic Growth Initiative" approach. Obviously, larger companies that can capture larger contracts and qualify for larger financing packages will enable their supporting business assistance centers to report greater returns on the federal business assistance dollars invested. This trend parallels the increasing tendency of federal contracting agencies to bundle and consolidate contracting actions for which only larger companies can compete and win. The problem with focusing most attention on the strategic growth initiative approach is that it overlooks the vast majority of small and minority businesses that also seek financing and sales to commercial and government buyers. Help is needed at both ends of the spectrum to enable small and minority businesses to capture what the Congress has deemed to be a fair small business share of federal contract award dollars.

CONTINUING BARRIERS TO SMALL/ MINORITY CONTRACTING GROWTH

As noted by the Committee's leadership, while federal contract award dollars have more than doubled over the last five years, small and minority businesses' percentage shares of that federal market have declined significantly. There is general agreement that the following problems have contributed to this decline:

- Bundling/consolidating contracts into sizes beyond most small contractors' capabilities;
- Huge growth in emergency/overseas contracts not subject to small business contracting requirements or goals;
- Barriers to growth, such as 1) the existing SBA limitations on individual owners' net worth that prematurely graduate entrepreneurs from the SBA's 8(a) and SDB programs before they can build their companies into stronger competitors able to pursue and perform larger contracts, and 2) lack of access to financing and bonding;
- Lax compliance with, and limited or non-existent enforcement of, 1) subcontracting plan requirements, 2) government-wide and agency small and minority business contracting goals, and 3) companies' size limits and proper coding of contract awards made to companies that actually qualify as small and minority owned; and

- Downsizing of the federal procurement workforce, compounding the above problems, as overworked contracting personnel have had to deal with higher volumes of contracting actions, pressures to meet deadlines and small business goals, and little or no time to monitor compliance with existing rules designed to 1) prevent or reduce contract bundling and consolidation, 2) enforce subcontracting plan requirements, and 3) enforce limits on subcontracting, among other key areas requiring additional oversight.

The above problems could be compounded by pressures to meet the noble, but daunting, requirements imposed by the new Obama Administration's initiatives to expedite federal actions to disseminate economic stimulus funds provided in the American Recovery and Reinvestment Act ("ARRA") to "shovel ready" and other projects across the country. Coupled with these contracting actions are heightened reporting and oversight responsibilities of federal procurement and other officials to ensure transparent and effective utilization of the ARRA funds.

To develop proposed solutions, the National Center has been collaborating with NCAI and NACA on workshops and consultations to collect as much input as possible from interested parties on how to improve the SBA's small business contracting programs and expand the small business share of the federal market. We have developed a common agenda to advance Native business and economic development initiatives, increase federal contracting and partnering opportunities for all types of small and small disadvantaged businesses, and promote transparency and compliance with all applicable procurement rules. We have reached out to other organizations to find common ground and work together on solutions that will cause the federal contracting agencies to meet (and possibly even exceed) their individual agency goals and the government-wide 23% small business contracting goal.

RECOMMENDATIONS

The National Center's recommendations include those in the attached NCAIED-NCAI-NACA Joint Statement, as well as other specific actions for the Congress to take, and corrective actions for the SBA and federal procurement agencies to implement to strengthen their oversight of contracting activities.

Prompt Congressional Actions Needed:

1. Authorize the SBA Office of Native American Affairs

The National Center has long advocated the formal authorization and adequate funding of the SBA's Office of Native American Affairs in entrepreneurial development legislation, and participated in this Committee's Roundtable Discussion on S. 1229 on June 11, 2009. The National Center believes that a fortified Office of Native American Affairs, with its own budget, can provide the additional administrative and procurement assistance support and oversight needed. We urge the Senate to approve S. 1229 promptly. In conference negotiations with the House of Representatives, we urge that the conferees agree to authorize a $2 million budget for the Office of Native American Affairs and at least $10 million for grants for Native American business centers that include little, or no, non-federal match requirement. We also urge a similarly low non-federal match requirement for any veterans business entrepreneurial grants to be authorized in this important legislation.

2. Appropriate Adequate Funds for SBA's Native American Outreach Program

The National Center also has urged that, in advance of enactment of the Native American entrepreneurial development authorization discussed above, the Congress must approve appropriations well above the meager $1 million for Native American Outreach provided in the last eight budget requests. NCAIED, NACA and NCAI have jointly advocated for at least $6 million for Native American Outreach for FY 2010 (some which would fund the operations of the Office of Native American Affairs), and more funds to advance the SBA's regulatory form agenda for the 8(a) program. We appreciate Chairwoman Landrieu's efforts to increase the Native American Outreach budget by $500,000 for FY 2010 and hope the final figures will go up even further in conference.

3. Reauthorize the SBA's Small/Minority Business Contracting Programs

For the last several Congresses, this Committee has developed impressive proposals to improve and reauthorize SBA's small business contracting programs. We hope the prospects for movement look better now, because the need grows daily to enact legislation that will create parity among the small business contracting programs, enforce subcontracting plans, help build small and minority businesses' capacity, and ensure that the federal contracting agencies improve their records of meeting both their prime contracting and subcontracting goals for awards to small and minority businesses. With the significant growth in the federal market, there is no good excuse for the continual declines in the total dollar value and the percentage share of overall contract awards to small businesses. The National Center supports the following proposals, most of which are included in the attached NCAIED-NACA-NCAI Joint Statement:

- Fulfill Congressional intent to further federal Indian Self-Determination policy set forth in 25 U.S.C. 450a by preserving the provisions that promote the competitive viability of 8(a) enterprises owned by tribes, ANCs and NHOs that help generate revenues, jobs and benefits to support their Native communities and develop more self-sufficient Native economies;

- Limit bundling and consolidation of contracts, break up such contracts for award to small businesses, and authorize set aside or other procurement procedures to enable teams of Native-owned and other small firm to pursue bundled/consolidated contracts;

- Require federal agencies to request information on contractors' capabilities with enough lead time prior to announcing their procurements, so as to allow small business contractors sufficient time to form joint ventures or other teaming arrangements to be capable of securing larger contract awards;

- Improve enforcement of and increase the Government-wide contracting goals for awards to small business (to not less than 30% of total contract awards to small business, and not less than 8% of total contract and subcontract awards to small disadvantaged business and 8(a) concerns);

- Make overseas contracts subject to small business contracting requirements and goals;

- Ensure parity among the various small business contracting programs;
- Strengthen SBA's authority to negotiate with individual contracting agencies to establish goals higher than their current levels, and to require the agencies to be more accountable for their past performance and future plans for making more small business awards in each subcategory of small business contracting;
- Increase net worth thresholds above $250,000 for individuals to qualify for 8(a) certification, and above $750,000 for continued 8(a) program participation, and include annual inflationary adjustments to any new thresholds established;
- Improve and facilitate small businesses' access to financing and surety bonding;
- Increase the competitive thresholds to enable individual-owned 8(a) companies to pursue larger contracts and build capacity;
- Encourage or require small businesses with larger contracts to implement subcontracting plans to develop stronger business alliances among all types of small business contractors, including 8(a), SDB, HUBZone, SDVOB, and WOB concerns;
- Strengthen enforcement of subcontracting plans, including incentives for meeting or exceeding subcontracting plan goals and penalties for failure to meet such goals;
- Direct the SBA to develop regulations, with appropriate safeguards, that will enable the SBA to accept a company's certification that it has received through a Federal, state or local government certification process, or from a responsible national certifying entity;
- Increase size standards with adjustments at least for inflation, if not also to take into account the capital requirements for each industry; and
- Enhance the SBA's BusinessLINC concepts by extending the SBA's authority to co-sponsor business outreach events together with private, public, and non-profit entities and to issue grants to such entities to expand databases of and business-to-business relationships between, large and small businesses interested in participating in Mentor-Protégé, joint venture or other teaming arrangements to pursue commercial and government contract opportunities.

CONCLUSION

The National Center appreciates the opportunity to submit this statement. We look forward to working with the Committee as it develops and considers legislation to address improvements in federal contracting provisions, especially those that apply to Native contractors, so as to keep both federal Indian and procurement policies in proper balance.

Attachment (1)

5047870

NACA
Native American Contractors Association

JOINT LEGISLATIVE PROPOSAL ON SMALL BUSINESS CONTRACTING SEPTEMBER 25, 2007

Expand Small Business Contracting Opportunities

In reauthorizing the Small Business Act's contracting programs, Congress must include stronger provisions to ensure small businesses actually receive the federal contract support required by law for decades. While the federal contracting market has doubled in size since 2000, small businesses' percentage share of that market has declined significantly due to:

- Bundling/consolidation of contracts into sizes beyond most small contractors' capabilities;
- Huge growth in emergency/overseas contracts not subject to small business contracting requirements or goals;
- Barriers to growth that make it difficult for small contractors to compete for larger contracts;
- Lax compliance with subcontracting plan requirements and limited enforcement; and
- Downsizing of the federal procurement workforce, compounding the above problems, as overworked contracting personnel must deal with higher volumes of contracting actions, pressures to meet deadlines and small business goals, and little or no time to monitor compliance with existing rules designed to prevent/reduce contract bundling/consolidation, enforce subcontracting plan requirements and other limits on subcontracting.

To enable small businesses, particularly 8(a) firms, to compete for a larger share of government contracts, the federal government must take immediate actions to reverse these trends, including enhancing incentives for contracting officers to increase awards to 8(a) and other small businesses. In considering small business contracting legislation, Congress should adopt provisions to:

1. Fulfill Congressional intent to further the Indian Self-Determination policy set forth in 25 U.S.C. 450a by preserving the provisions that promote the competitive viability of "Native enterprises" small business concerns certified by SBA as owned by Indian Tribes, Alaska Native regional or village corporations, or Native Hawaiian Organizations that help support their Native communities by developing more self-sufficient Native economies;

2. Support provisions that tighten limits on bundling and consolidation of contracts, break up such contracts for award to small businesses or employ procurement

procedures to enable teams of Native enterprises and other small businesses to pursue larger contracts. Require contracting agencies to issue a Request For Information (RFI) to small businesses so they have a chance to form teams to pursue these larger contracting opportunities (sections 1001 and 1002 of S. 3778 of the 109th Congress proposed such teaming approaches);

3. Increase the Government-wide contracting goals for awards to small business (along the lines of section 201 of H.R. 1873) of not less than 30% of total contract awards to small business, and not less than 8% of total contract and subcontract awards to small disadvantaged business concerns;

4. Include overseas contracts within the Government-wide contracting goals (like section 202 of H.R. 1873), and require reporting of awards to small businesses as prime or subcontractors performing contracts overseas (as proposed in section 1306 of S. 3778);

5. Enhance the ability of individuals to qualify for certification as 8(a) program participants and to pursue larger contracts on a competitive or non-competitive basis (as proposed in sections 202 of H.R. 2532);

6. Increase the net worth thresholds, including annual inflationary adjustments, for individuals seeking to qualify and retain eligibility for certification as 8(a) program participants (along the lines of section 1242 of S. 3778, or section 202 of H.R. 2532);

7. Double each competitive thresholds specified in 15 U.S.C. 637(d)(1)(D)(ii), (as proposed in section 202 of H.R. 2532);

8. Encourage small businesses with larger contracts to implement subcontracting plans to develop stronger business alliances among all types of small business contractors, including 8(a) and other small disadvantaged concerns, HUBZone, service disabled veteran-owned, women-owned and other small businesses;

9. Revisit size standards (as both the Senate and House Small Business Committees have proposed), but leave in place the new requirements for small business recertification that just became applicable on June 30, 2007; and

10. Support legislative or administrative directives for SBA to accept certifications by other federal, state and local governments, under such criteria as SBA may prescribe by regulation or order, in certifying small disadvantaged businesses, and other subcategories of small businesses for which certifications are required (sections 1221, 1232 and 1241 of S. 3778).

OCTOBER 8, 2009 TESTIMONY BEFORE THE UNITED STATES SENATE COMMITTEE ON SMALL BUSINESS AND ENTREPRENEURSHIP

SUBMITTED BY ASIAN AMERICAN INSTITUTE
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I. Introduction

Asian American Institute (AAI) applauds the United States Senate Committee on Small Business and Entrepreneurship for addressing minority business concerns at its recent roundtable hearing. AAI is a pan-Asian, non-partisan organization whose mission is to empower and advocate for the Asian American community in the Chicago area through research, education, and coalition-building. AAI partners with affiliate organizations located in Washington, D.C., San Francisco, and Los Angeles. The organizations collectively have local and national expertise on civil rights issues that affect Asian Americans.

Asian Americans continue to face discrimination in public and private settings. Recent findings, as well as past research, show evidence of such discrimination. AAI submits this testimony to convey that Asian Americans do face discrimination in government contracting and, for all the reasons explained below, it is crucial for Asian Americans to be included in minority government contracting programs.

II. Why Asian Americans Must Remain in Minority Government Contracting Programs

The pervasive discrimination against Asian American-owned businesses prevents them from competing on equal footing for public contracts. Extensive evidence of discrimination against Asian Americans is documented in various sources, including the recent report commissioned by the City of Chicago ("2009 Chicago Report")[1] whose recommendations were adopted in the Chicago minority business enterprise ordinance enacted in July of 2009[2]. Asian American-owned businesses face discrimination in obtaining government contracts – as well as in obtaining bonding, credit, fair prices from suppliers, access to social networks, and information about contracting opportunities.

In addition to data evidencing discrimination, the unique history, culture, and demographics of Asian Americans must also be considered in order to accurately assess discrimination against Asian American-owned businesses. Asian Americans have experienced racial discrimination in virtually all areas of life. Since this nation's earliest days, discriminatory federal, state, and private actions have denied Asian Americans equal rights not only in the sphere of government contracting, but also in the areas of citizenship, immigration, land ownership, education, marriage, and business. Discrimination against Asian Americans

continues to this day, particularly in government contracting, and more than justifies their inclusion in minority government contracting programs.

II. Evidence of Discrimination Against Asian Americans

The data regarding minority-owned businesses in Chicago provides an important example of discrimination against Asian Americans in the United States at large. As set forth in detail in the 2009 Chicago Report, a recent study of Asian American construction contractors "*found that a significant majority had experienced discrimination in the last five years. These [Asian American contractors] reported that without [Chicago's minority business enterprise] program they could not survive.* Prime contractors did not hire them as a subcontractor on private sector projects despite using them on public sector projects with goals. They also reported of difficulties in obtaining bonding and working capital." 2009 Chicago Report at 64 (emphasis added). Additionally, "[t]here is now evidence that Asians are discriminated against in the credit market." *Id.* at 59.

The 2009 Chicago Report goes on to state,

> [D]iscrimination continues to exist in the Chicago construction market. It is exacerbated by discrimination in the credit market that acts as a market failure, which means this discrimination persists. Firms owned by minorities...are unable to obtain loans when they apply for them, even with the same characteristics as white men. When they do get them they have to pay higher interest rates. When banks do not know the race of the owner, there is no difference, suggesting this is...due to...discrimination...There is **no evidence**...that suggests that...the observed discrimination has diminished over time.

2009 Chicago Report at 94-95. *See id.* at 59, 94-95, 99-100.

A 2007 report regarding the City of Chicago Minority Business Enterprise Program ("2007 Chicago Report")[3] stated that, with regard to Asian American-owned businesses, "[t]here is quantitative evidence – especially from the credit market and on unemployment and wages, plus anecdotal evidence of discrimination that is stronger than it was in 2004..." *Id.*

Other evidence also demonstrates that there Asian American contractors justly belong in minority government contracting programs.[4] For example, research commissioned by Cook County of Illinois shows that Asian subcontractors received *zero dollars* during the time period when Cook County suspended its M/WBE program for construction contracts. *See* Colette Holt, *Review of Compelling Evidence of Discrimination Against Minority- and Women-Owned Business Enterprises in the Chicago Area Construction Industry and Recommendations for Narrowly Tailored Remedies for Cook County, Illinois* (2006) (providing further documentation of discrimination against Asian American contractors in the Chicago area).

III. Context for Understanding Discrimination Against Asian Americans

The United States Senate Small Business Committee should consider the unique history and demographics of Asian Americans in order to accurately assess and understand

discrimination against Asian American-owned businesses. Asian Americans are an extremely diverse group in terms of socio-economic status, education, language, religion, and other factors. Research conducted on Asian American contractors – and the interpretation of such research – should account for this diversity. In particular, lawmakers and researchers should guard against concluding that all Asian Americans are economically successful, because it is merely a myth that Asian Americans are the "model minority". AAI recommends that, in the future, governmental bodies that study minority businesses should employ more rigorous research techniques that account for the unique ways in which Asian American-owned businesses experience discrimination.

A. Past and Present Discrimination Against Asian Americans

From the very beginning of American history, Asian Americans have faced governmental discrimination that has prejudiced their ability not only to obtain government contracts, but also to exercise the most basic rights. For many years, laws banned Asian Americans and other minorities from becoming naturalized citizens and severely restricted the ability of Asians to enter the United States as immigrants. The few Asians who overcame the discriminatory immigration laws then faced significant barriers in exercising even basic rights, such as the rights to marry[5] and to obtain an education.[6] Asian Americans' business rights were also unfairly hampered; for example, local ordinances in Chicago unfairly restricted the economic growth and advancement of Chinese-owned businesses.[7] Further, until as recently as the late 1940s, Illinois and several other states prohibited Asian Americans, *including American-born citizens of Asian descent*, from acquiring land.[8] Yet, the most egregious example of the effects of discrimination against Asian Americans was the brutal internment of approximately 120,000 Japanese Americans during World War II.[9]

Ominously, another study shows that many Americans continue to harbor racist views against Asian Americans. This study found that approximately 25% of the American public hold decisively negative views of Chinese Americans, and 46% of those surveyed believe that "Chinese Americans passing on information to the Chinese government is a problem."[10] Moreover, approximately 15% of those polled believed that Chinese Americans were "[m]ore willing than others to use shady practices," and also that Chinese Americans are "twofaced" and "conceited."[11] In the past decade, Chicago and other cities across the United States have seen a number of hate crimes and hate incidents involving Asian Americans. And post-9/11, South Asian Americans and other Asian Americans have increasingly faced unjust racial profiling on the local and national levels.[12]

Although often touted as a "model minority," Asian Americans nationally and locally face many economic problems, as shown by data from the United States Census of 2000. In Chicago, for example, Korean Americans have a poverty rate of 30% – higher than the poverty rates of whites, Latinos, and African Americans. The overall poverty rate for Asian Americans is 14% (compared to 9% for whites) and certain subsets of Asian Americans, such as Hmong and Cambodian Americans, have extremely high poverty rates of 60% and 40% (much higher than the rates of African Americans and Latinos).

B. Discrimination Against Asian Americans in Business

Discrimination against Asian Americans continues to this day, particularly in the business setting. Asian Americans receive unduly low returns on their education, as compared to whites. Equal Access at 33. For example, "[e]ven in Chicago, where educational attainment for Asians is significantly higher than for non-Hispanic whites, Asians earn only 71 cents to every dollar earned by non-Hispanic whites. In other words, Asians are having difficulties translating their education into earnings." *Id.* Asian Americans often have the "inability to find job opportunities commensurate with [their] education and training".[13] Similarly, the United States Commission on Civil Rights has found that being of "Asian descent" had a "negative effect" on an employee's chance to move upward into management.[14] Indeed, one study stated that Asian Americans "face the worst chance [among all racial groups] of being advanced into management positions."[15]

Disturbingly, the underlying racism that gave rise to the internment of Japanese Americans during World War II still appears to be with us today, and it forms the backdrop that this Committee should consider in assessing the concerns of Asian Americans. Minority contracting programs are a necessary step to begin to break the cycle of discrimination and disadvantage.

C. Specific Research Considerations for Asian Americans

Asian Americans have a unique history of discrimination and, as such, a one-size-fits-all assessment will not exhaustively measure the discrimination that Asian Americans currently face. There are inherent limitations in many research studies that have attempted to measure discrimination against Asian Americans. When interpreting such research studies, lawmakers, researchers, and government contracting officials should consider the following points:

a. "Household income" is not necessarily a reliable indicator of the success or disadvantage faced by Asian Americans. Many Asian American families live in joint or multi-generational households; plus, the household income might not account for unpaid or marginally paid family members who assist with the business.

b. "Self-employment" or "entrepreneurship" is not necessarily a reliable indicator of the success or disadvantage faced by Asian Americans. For example, statistics on relatively high self-employment rates of Asians can indicate discriminatory racial barriers that drive Asian Americans to be self-employed – such as workplace discrimination in the mainstream market, inability to advance meaningfully in businesses that are owned by others, or underemployment in mainstream markets commensurate with their levels of education.

c. As explained above, Asian Americans experience an unduly low return on their education. Therefore, numbers depicting "net worth," "household incomes," and "self-employment" do not paint a complete picture of

whether Asian Americans suffer discrimination or social disadvantage, because Asian Americans with a seemingly high net worth or income might still be receiving an unfairly low return on education.

d. Asian Americans are quite diverse in terms of ethnicities, socio-economic status, languages spoken, and several other factors. In order to obtain more comprehensive facts regarding discrimination against Asian American contractors, data regarding the subgroups within the Asian American community would need to be disaggregated.

e. Asian American contractors have suffered ongoing repercussions from previously being excluded from minority government contracting programs. Confusion still exists among government contracting authorities and the general public regarding whether Asian Americans face discrimination, and whether they are a part of minority contracting programs.

f. Asian American construction contractors face discrimination not only in obtaining government contracts, but also in obtaining bonding, credit, fair prices from suppliers, access to social networks, and information about contracting opportunities. Asian American contractors also have concerns about enforcement and monitoring of minority government contracting programs, because of past and present misuse of such programs. Future research should investigate these practices as they affect Asian Americans.

IV. Conclusion

Asian American contractors in the United States have suffered and continue to suffer discrimination, and Asian Americans must be included in minority government contracting programs.

SOURCES

[1] David G. Blanchflower, *Report on the City of Chicago's MWBE Program* (June 2009).

[2] Substitute Ordinance Amending Chapter 2-92 of the Chicago Municipal Code (passed July 29, 2009).

[3] David G. Blanchflower, *Report to City of Chicago: An evaluation of whether Asian-owned firms should be included in the City of Chicago's aspirational goals program in construction* (2007).

[4] *See, e.g., Equal Access: Unlocking Government Doors for Asian American Businesses*, Asian American Justice Center, ISBN 1-932526-11-0 (2008).

[5] *See, e.g.*, Ancheta, Angelo N., *Race, Rights and the Asian American Experience*, at 30 (1985) (noting that laws prohibiting intermarriage with Asians were common and remained on the books until the United States Supreme Court ruled them to be unconstitutional in *Loving v. Virginia*, 388 U.S. 1 (1967)). Even Illinois had a statute in 1829 that prohibited interracial marriage between whites and people of color. *See* Karthikeyan, Hrishi, *Preserving Racial Identity: Population Patterns and the Application of Anti-miscegenation Statutes to Asian Americans, 1910-1950*, 9 Asian L.J. 1 (2002).

[6] Like other racial minorities, Asian American children were required to attend segregated schools. *See, e.g.*, Ronald Takaki, *A History of Asian Americans: Strangers From A Different Shore* at 201 (1998); *Lum v. Rice*, 275 U.S. 78, 86-87 (1927) (applying separate-but-equal doctrine of *Plessy v. Ferguson*, 163 U.S. 537 (1896), to Chinese citizens).

[7] *See Yick Wo v. Hopkins*, 118 U.S. 356, 373-74 (1886) (striking down ordinances as a violation of equal protection because of the discriminatory manner in which they were enforced).

[8] *See* Dudley O. McGovney, *The Anti-Japanese Land Laws of California and Ten Other States*, 35 Cal. L. Rev. 7 (1947) (detailing the history of preclusion of Japanese Americans from land-ownership in eleven states).

[9] *See Korematsu v. United States*, 323 U.S. 214 (1944); *Adarand Constructors, Inc. v. Pena*, 515 U.S. 200, 235-36 (recognizing that the internment of Japanese Americans upheld in *Korematsu* was "illegitimate" and noting Congressional finding that "these actions [of relocating and interning civilians of Japanese ancestry] were carried out without adequate security reasons . . . and were motivated largely by racial prejudice, wartime hysteria, and a failure of political leadership") (citation omitted).

[10] *See* Committee of 100, *American Attitudes Toward Chinese Americans and Asian Americans* at 12, 15 (Apr. 25, 2001).

[11] *See id.* at 13; Thomas B. Edsall, *25% of U.S. View Chinese Americans Negatively, Poll Says*, Washington Post at A-4, Apr. 26, 2001 (discussing Committee of 100 survey results).

[12] *See* Chandrasekhar, Charu, *Flying While Brown: Federal Civil Rights Remedies to Post-9/11 Airline Racial Profiling of South Asians*, 10 Asian L.J. 215, 216 (2003); Lan, Shanshan, *Chinese Americans in Multiracial Chicago: A Story of Overlapping Racializations*, 13 Asian L.J. 31, 37 (2006) (detailing various incidents of violence in Chinatown and adjacent areas).

[13] *See* Deborah Woo, *The Glass Ceiling and Asian Americans: A Research Monograph* at 44 (July 1994) (unpublished manuscript) at 44.

[14] *Id.* at 42 (citing to the U.S. Comm'n on Civil Rights, Economic Status of Americans of Asian Descent: An Exploratory Investigation (1988)) ("Glass Ceiling and Asian Americans").

[15] LEAP Asian Pacific American Pub. Policy Inst. & UCLA Asian American Studies Ctr., *The State of Asian Pacific America* at 215-216 (1993).

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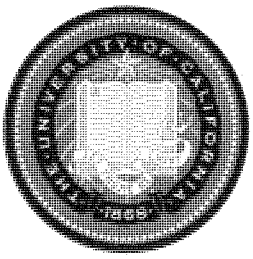
Thelton E. Henderson
Center for Social Justice

The Testimony of
Michael Sumner, PhD
at the Roundtable entitled:

"Minority Entrepreneurship: Evaluating Small Business Resources and Programs"

before the U.S. Senate Committee on Small Business and Entrepreneurship

September 24, 2009



Thank you, Madam Chairwoman and members of the Senate Small Business and Entrepreneurship Committee, for the opportunity to discuss minority entrepreneurship. My name is Michael Sumner, and I am the Research Manager at the Thelton E. Henderson Center for Social Justice at the University of California, Berkeley, School of Law. My colleagues and I have researched the effects of equal opportunity programs on small businesses owned and operated by people of color and women of all racial and ethnic groups.

With regard to equal opportunity programs, our research found evidence that:

- Discrimination and disparity, both present day and resulting from the legacy of past discrimination, are still prevalent for entrepreneurs of color and female entrepreneurs of all races and ethnicities.
- Equal opportunity programs can aid in leveling the playing field.
- Removing or weakening programs intended to combat discrimination reduces equal opportunity.
- Program participants had clear ideas on ways in which equal opportunity programs could help them more freely compete.

Our research focused on the California transportation construction industry, where a Disadvantaged Business Enterprise (DBE) program has been operated by the State Department of Transportation, or Caltrans. DBEs are small businesses majority owned and operated by people of color and women of all races and ethnicities.

The Caltrans DBE program is very similar to the Federal 8(a) program run by the Small Business Administration. In fact, the DBE program and the 8(a) program share a Memorandum of Understanding (MOU) for mutual certification of small businesses owned and operated by people of color and women of all racial and ethnic groups.

Our research focused on the effectiveness of the DBE program before and after the mid-1990s, when then-Governor Pete Wilson, Ward Connerly, and allies successfully curtailed equal opportunity programs. Beginning with an Executive Order in 1995 and culminating in the passage of Proposition 209 in 1996, traditional affirmative action programs were ended in the state. With respect to public contracting, a federal exception required Caltrans continue its DBE program for federal awards, but the program was ended for state awards.

In overview, our research found that equal opportunity programming enabled small businesses owned and operated by people of color and women of all races and ethnicities to more equally compete, and that the elimination of traditional affirmative action programs had a doubly negative

effect. Minority entrepreneurs lost a program designed to remedy past and current discrimination and disparity, and an apparent "chilling effect" may have created a climate in which discrimination and disparity became more widespread.

We began our research by examining over twenty years of data regarding awards from Caltrans to DBE and to non-DBEs. We found that on average awards to DBEs rose between the mid-1980s and the mid-1990s, highlighting the success of the equal opportunity program.

However, when equal opportunity programs were threatened and removed, federal awards to DBEs plunged. In 1996, the portion of awards to DBEs dropped by nearly 50 percent and there has been a sustained reduction of greater than 50 percent since the mid-1990s.[1] In fact, a program that disbursed 28 percent of awards to DBEs in 1994 now disburses only about 2 percent of awards to DBEs, in a state in which the population is over 50 percent people of color and almost 25 percent white women.[2]

We found that the DBE program was seen as less helpful after most traditional equal opportunity effor were eliminated or weakened, according to contractors we surveyed – DBE owners and operators who were certified in 1996 and stayed in business for at least 10 years. We also found that businesses owne by African Americans and those owned by women, particularly women of color, struggled the most.

In focus groups, interviews, and in-depth profiles, DBE contractors mentioned a number of barriers to their success. They mentioned an industry culture in which they perceived a "good old boy" network, one which systematically excludes people of color and women. These methods include keeping DBEs from gaining access to information about requests for bids and proposals and ignoring quality bids by DBEs.

DBE owners said the race- and gender-conscious DBE program opened doors by helping DBEs build relationships with prime contractors. In their words, it encouraged prime contractors to "pick up the phone." However, after the end to traditional affirmative action programs, DBE firms reported that the "phone stopped ringing."

---

[1] A 2007 Insight Center for Community and Economic Development study "State Policies and Programs for Minor and Women-Business Development" documented similar trends in Washington state, with increasing awards to I when equal opportunity programs were utilized and a sharp decrease after the anti-affirmative action Initiative 2 was passed in 1998.

[2] An Availability and Disparity study commission by Caltrans completed in 2007 found that in California between 2002 and 2006, there was significant disparity for most small businesses owned by people of color and women fc federal awards. It also found roughly twice as much disparity for state awards, for which no equal opportunity program operated.

As large amounts of capital are needed for loans, bonding, and insurance, both present day and the vestiges of historic discrimination tend to leave people of color and women undercapitalized. For instance, one contractor shared a story of being asked to provide collateral for a $200,000 loan he was attempting to secure. His attorney said that similarly situated White male clients were able to secure loans of that size without collateral.

When the anti-affirmative action Proposition 209 passed, it was perceived by DBE contractors as reinforcing a system of exclusion. Although billed as a way a way to create equal opportunity, they felt it never addressed what many consider the root causes of the imbalance, such as the "good old boy" network. It also led to a "chilling effect" on the climate of diversity in the state. For example, one woman-owned firm that participated in our study reported that:

> "When Proposition 209 passed, I was working on $200,000 worth of projects. The day after Proposition 209 passed, the senior project manager walked up to me and said, 'Hey, Prop 209 passed, and we don't have to use you anymore.' I didn't say anything to him at first, but the next day, I told him that I wanted to talk to him about what he had said to me. I said, 'Did it occur to you that I've been working here for a number of years and that I have always finished on time or early...and how many letters do you have from clients praising my cleanliness and professionalism?' Well, he didn't care. He just looked at me and said, 'Well, it's true. Prop 209 passed, and we don't have to use you anymore.' The next year, my projects plummeted to $30,000. To this day, I have to call and remind clients that I'm in still in business"

Unfortunately, our research indicates that the discrimination faced by this woman was not an isolated experience. Many women in the male dominated field of transportation construction confront a hostile working environment, facing both physical and emotional intimidation on the job, such as being randomly quizzed to prove their knowledge of the industry. Women also reported receiving the "run around" when trying to file a grievance or discrimination complaint.

Although most were very concerned by the loss of a robust DBE program, contractors saw areas in which even the earlier, more vigorous DBE program could be improved. Contractors stressed the importance that whatever components are put into place, that they be effective and utilize best practices.

For example, they observed that the DBE program only encouraged their participation at a subcontracting level, offering no help for reaching the more lucrative and stable prime contracting market. This finding from our research points out the tremendous importance of the 8(a) program which, as I understand it, focuses on prime contracting opportunities.

They also reiterated difficulties in areas such as securing bonding, financing, and insurance – which are core elements and key for capacity building in the transportation construction industry, and are areas in which racial and gender discrimination are widespread.

In summary, our research points to the need for robust equal opportunity programs which utilize best practices.

- The programs should be championed by leaders in key positions and should work in partnership with ethnic Chambers of Commerce, professional networks, and advocacy organizations to counter discriminatory and isolated social networks, including "good old boy" networks. The programs should include elements that help entrepreneurs gain access to key information, expand their networks, and identify mentors.

- The programs should include help with securing bonding, financing, and insurance, access to which these entrepreneurs are likely to be denied because of historic and present day discrimination.

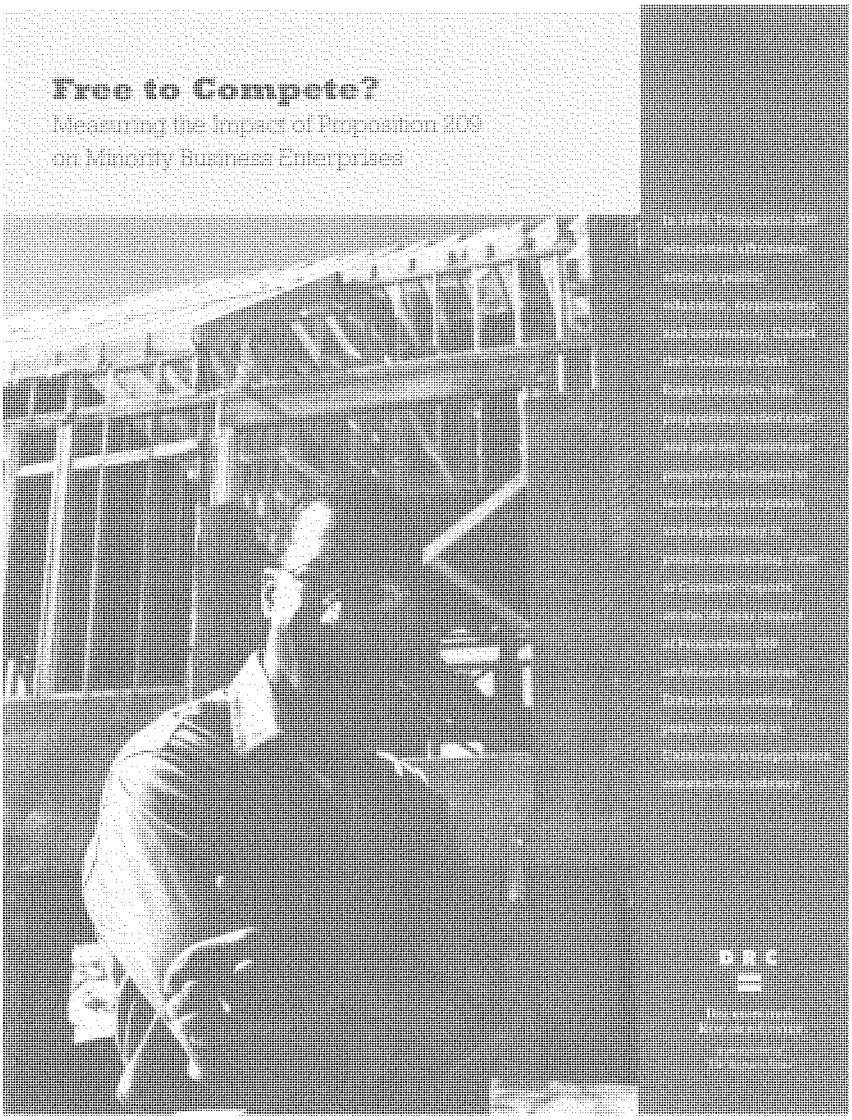
- The programs should minimize the burdens on entrepreneurs applying for certification. While certification for programs such as 8(a) or DBE need to weed out false front organizations, minimizing paperwork and creating MOUs with other contracting agencies can avoid certification from becoming unduly burdensome.

- The programs should promote prompt payment, unbundled contracts, and increased lead-time, elements that are race- and gender-neutral.

- The programs should include a data collection and analysis mandate. Trends should be studied over time rather than focusing on year-to-year trends to ensure the utilization of best practices.

The research I have mentioned today is available in more detail in our reports, "Free to Compete? Measuring the Impact of Proposition 209 on Minority Business Enterprises" and "A Vision Fulfilled? The Impact of Proposition 209 on Equal Opportunity for Women," which are freely available on our website, www.law.berkeley.edu/HendersonCenter.htm. I am also submitting copies of the reports with my testimony today and ask that it be made a part of the record.

Thank you very much for your consideration.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Measuring the Impact of Proposition 209
on Minority Business Enterprises

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Free to Compete?

Measuring the Impact of Proposition 209
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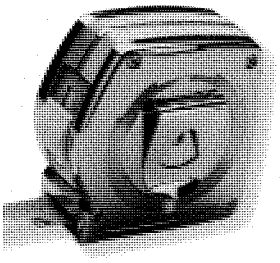

AUGUST 2006

Executive Summary

Affirmative action programs were initiated at the federal level in the 1960s to level the playing field for people who had been excluded from equal opportunities due to discriminatory laws and biased practices. These programs, which developed over the following two decades at the federal, state, and local levels of government, were designed to expand the participation of people of color and women in higher education, public contracting, and public employment. Following the 1989 Supreme Court decision in *City of Richmond v. J.A. Croson Company*, public contracting affirmative action programs throughout the country underwent a considerable amount of reconstruction. As a result of this decision, race-conscious affirmative action programs in public contracting needed to be supported by research demonstrating the prevalence of discrimination and underutilization of firms owned by underrepresented groups. In California, the legality of all race-conscious affirmative action programs, even if supported by findings of underutilization, was put into question when a majority of voters passed Proposition 209, the California Civil Rights Initiative, in 1996. This law ended race-conscious goals and affirmative action programs that were designed to facilitate equal access to public education, contracting, and employment.

California's transportation construction industry is the source of over $950 million in public contracts from the federal portion of awards alone. As the primary granting agency for transportation construction, the California Department of Transportation (Caltrans) has strong potential to affect wealth and employment among California's racially and ethnically diverse population. Before Proposition 209, Caltrans administered a race-conscious Disadvantaged Business Enterprise (DBE) program designed to increase the level of participation of businesses considered to be disadvantaged in all federal and state contracting activities. The DBE program includes Minority Business Enterprises (MBEs), which are firms owned and run by contractors of color, as well as Women Business Enterprises (WBEs), and Disabled Veteran Business Enterprises (DVBEs). The implementation of Proposition 209 and subsequent legal battles ended Caltrans' race-conscious DBE program for all but the federal portion of awards. The results of a disparity study commissioned by Caltrans expected in 2007 may restore a race-conscious program, but as of this report the program is race-neutral.

In 2006, the Discrimination Research Center (DRC) set out to measure the impact of Proposition 209 on businesses that were certified as MBEs in 1996 *Free to Compete?* intends to clarify how Caltrans race-conscious affirmative action program affected transportation construction companies owned by people of color both before and after Proposition 209 Using a four-pronged approach, DRC analyzed MBE survival and award access, surveyed transportation construction contractors whose surviving businesses were certified MBEs in 1996, led focus groups with MBE owners, and conducted in-depth case studies Using this multi-method approach, DRC documented a significant impact of Proposition 209 on MBEs Among DRC's key findings are:

- **Only one-third of certified MBEs in California's 1996 transportation construction industry are still in business today.** In 1996, Caltrans listed 3,269 transportation construction contractors who were certified as Minority Business Enterprises. Out of those businesses, 32 percent continued to be in operation. However, without a comparative figure for an appropriate non-MBE comparison group in the transportation construction industry, the interpretation of this survival rate is unclear.
- **After the passage of Proposition 209 in 1996, MBEs experienced a greater than 50 percent reduction of total awards and contracts from Caltrans.** In the nine years leading up to the passage of Proposition 209 in 1996, MBEs received, on average, 16.0 percent of award revenue for Caltrans projects with federal funding. However, this amount was reduced to 7.9 percent of award revenue in the nine years after the passage of Proposition 209 in

1996. DRC found that although MBEs always received over ten percent of total awarded revenue before 1996 (with the percentage reaching as high as 20.1 percent in Fiscal Year 1994), participation by MBEs never reached above ten percent of total revenue awarded after 1996. The number of contracts awarded to MBEs has declined over 50 percent since Fiscal Year 1999, the first year these records were available by ethnicity for MBEs. African American-owned MBEs showed the largest reductions relative to other MBEs.

- **MBEs reported that the aspects of the federal race-conscious DBE program that were the most helpful before 1996, such as good faith efforts by prime contractors and pre-bidding conferences, were less helpful after 1996.** After Proposition 209 passed, a DBE program for federal funding still operated, but it was much smaller in scope than previously. In general, surviving MBEs did not find the DBE program to be very helpful before or after 1996. The fiduciary aspects of the program, such as assistance with loans and bonds, were seen as significantly less helpful than other aspects of the program, both before and after 1996.
- **Among surviving MBEs, those owned by African Americans and women of color have experienced more of an impact from Proposition 209 than other MBEs.** Following Proposition 209, most of the surviving MBEs remained steady or grew in terms of the number of contracts received per year, total revenue, the number of employees, and the number of services offered. However, African American- and women-owned MBEs, on average, did not fare as well.
- **Surviving MBEs could not have initially succeeded, or maintained their success, without incentives in place that helped provide equal access to bids.** Focus groups and in-depth profiles reveal that MBE owners face many financial, social and political obstacles to overcoming a "good old boy" network. Contractors of color agreed that success and survival are always contingent upon positive professional relationships and skill, but that a lack of access to projects has hindered growth for some.

This study found significant barriers for contractors of color who seek to participate on equal footing with their white counterparts in California's public transportation construction industry. Assuming that it is a compelling interest for California to support the expanded participation of people of color in the transportation construction industry, DRC suggests that public agencies partner with ethnic Chamber of Commerce chapters and advocacy, research, and community organizations to provide technical assistance for MBEs regarding their initial access to this industry. As part of any existing or new DBE program designed to foster equal opportunity, these efforts would also sustain and grow MBEs in order to promote healthy competition among equally prepared and resourced candidates. DRC also recommends continued research on the impact of anti-affirmative action law and policies, to further illuminate the extent to which they have impacted not only surviving certified MBEs, but also firms that did not survive, those that did not maintain MBE certification, and those that have launched in the post-Proposition 209 climate. ■

Introduction

In an era of racial segregation and epidemic poverty, President Lyndon B. Johnson proposed a series of corrective responses to fulfill the civil and human rights that had previously been denied to people of color. As a way to foster a culture of inclusion in employment, and later in education, affirmative action programs were initiated with the intention that they would open doors for those populations previously locked out by centuries of slavery and servitude, decades of Jim Crow segregation, criminalization, and other cultural and institutional measures.

Between 1969 and 1989, race-conscious remedies to discrimination in public contracting expanded throughout state, city, and local governments.[1] While programs varied among localities, many included outreach, training, and mentorship programs as tools to strengthen the competitiveness of Minority Business Enterprises (MBEs). Several of these programs also included race-conscious participation goals, such as procurement set-aside programs, diversity goals, and incentives, to increase MBE utilization and establish a climate in which business owners of color could competitively bid and receive public contracts. Those decades saw impressive growth in the number of firms owned by people of color.

The Dismantling of Affirmative Action in Public Contracting

Regents of the University of California v. Bakke was one of the first cases to challenge affirmative action, specifically in higher education admission decisions.[2] However, it was not until the late 1980s that efforts were made to dismantle affirmative action in public contracting. The 1989 Supreme Court decision in *City of Richmond v. J.A. Croson Company*[3] fed growing national debate on affirmative action in public contracting. In order to use race-conscious affirmative action measures, the Court decided that entities must first document discrimination or under-representation against specific groups of people, and then create narrowly tailored measures to address this discrimination, using race-conscious measures only where race-neutral means are not sufficient.[4] As a result, MBE programs, which numbered over 200 nationwide in 1989, as well as any proposed affirmative action plans, needed disparity studies to provide evidence of a gap between the availability and utilization rates of MBEs. Many affirmative action programs that were developed to increase utilization of people of color in public contracting were affected by this decision, including those administered by the California State Personnel Board and the Office of Small and Minority Business (OSMB).[5] In California, MBEs were further jeopardized in 1995, when then-Governor Pete Wilson vetoed a bill, sponsored by then-Assemblymember Barbara Lee, which would have commissioned a statewide study to support participation goals for MBEs, Women Business Enterprises (WBEs), and disabled person-owned business enterprises. After the veto, state agencies that still had participation goals, such as the Department of General Services, Department of Corrections, and Department of Transportation (Caltrans),[6] were at risk of being dismantled in court.[7] Later in 1995, Wilson issued Executive Order W-124-95, which required all state agencies to dismantle "preferential treatment requirements" that exceeded federal or state law.

[1] Wainwright, J. S. (2000). *Racial Discrimination and Minority Enterprise*. New York & London: Garland Publishing, Inc. A Member of the Taylor & Francis Group.

[2] 438 U.S. 265 (1978).

[3] 488 U.S. 469 (1989). See legal review for further explanation.

[4] Bendick, Jr., M. (1990, Spring). "The Croson Decision Mandates that Set-Aside Programs be Tools of Business Development." *George Mason University Civil Rights Law Journal*. 1(1), 87-104.

[5] Ong, P. (1997, October). "Introduction." In P. Ong, ed., *The Impact of Affirmative Action on Public-Sector Employment and Contracting in California*. Berkeley, CA: California Policy Seminar. 9(3), 1-7.

[6] California Department of Transportation, Caltrans, and CA DOT are used interchangeably in this report.

[7] Jung, D. & Wadia, C. (1996, February). *Affirmative Action and the Courts*. Sacramento, CA: Public Law Research Institution.

"Freedom is the right to share, share fully and equally, in American society—to vote, to hold a job, to enter a public place, to go to school. It is the right to be treated in every part of our national life as a person equal in dignity and promise to all others. But freedom is not enough. ...You do not take a person who, for years, has been hobbled by chains and liberate him, bring him up to the starting line of a race and then say, "you are free to compete with all the others," and still justly believe that you have been completely fair. Thus it is not enough just to open the gates of opportunity. All our citizens must have the ability to walk through those gates. This is the next and the more profound stage of the battle for civil rights. We seek not just freedom but opportunity."

President Lyndon B. Johnson,
Commencement address at Howard University,
"To Fulfill These Rights" speech

The 1990s show a long record of attempts in California to further remove affirmative action measures in public education, hiring, and contracting through efforts in the Assembly, Senate, and on the ballot. All attempts were defeated in committee until Proposition 209, also known as the California Civil Rights Initiative, reached the ballot in November 1996. This proposition passed by 55 percent of the vote and legally ended many affirmative action programs throughout the state. With the passage of Proposition 209, Wilson presented a list of 30 statutes that violated the new amendment, including a range of laws relating to affirmative action in education, government, health and safety, labor, and public contracting and hiring. As a result, state and some federal race-conscious measures designed to boost MBE participation in public contracting were deemed illegal in California. However, some programs continued, including the Caltrans Disadvantaged Business Enterprise (DBE) program, a race-conscious program justified by federal transportation funding requirements.[8] Thus, the MBE program was merged into the DBE program, which consisted of firms owned by people of color, women of all ethnicities, and disabled veterans. For MBEs, the program was allowed to operate only for the federal portion of awards.[9]

Proponents of Proposition 209 argued that legislative responses to discrimination should emphasize individual merit rather than special privileges and thereby end preferential treatment.[10] Opponents of Proposition 209 argued that its language was misleading to the public. Language used in the proposition suggested that affirmative action programs were providing an unfair advantage to candidates who were perceived as under-qualified rather than providing opportunity to qualified yet historically excluded individuals. After surviving a number of legal and constitutional challenges, Proposition 209 went into effect in 1997.[11]

As of this report's publishing, a decade has passed since Proposition 209 disputed Lyndon B. Johnson's proposal that America correct a discriminatory past through race-conscious measures. Since the passage of Proposition 209, most research on its impact has focused on higher education, resulting in a paucity of research to measure its effects on MBEs seeking public contracts.

Free to Compete? Measuring the Impact of Proposition 209 on Minority Business Enterprises reports on the ways in which the removal of race-conscious programs affected public contractors of color in California. This report examines whether MBEs have been provided with the equal opportunity to compete in California's transportation construction industry, focusing on those contractors who work with Caltrans. This report seeks to answer the question that is at the core of President Johnson's vision of how to provide equal opportunity for communities of color: Are MBEs free to compete? ■

[8] Chung, J., McCabe, L., Seigel, S., & Gen, S. (2006, June). *Experiences, Perceptions, and Preferences of Caltrans' Certified DBEs.* San Francisco, CA: San Francisco State University Public Administration Program & Asian, Inc.

[9] See legal review for further explanation.

[10] Jabbra, N.W. (2001). "Affirmative Action and the Stigma of Gender and Ethnicity: California in the 1990's." *Journal of Asian and African Studies.* 36(3), 253-274.

[11] Federal courts upheld the constitutionality of Proposition 209 in *Coalition for Economic Equity v. Wilson*, 122 F.3d 692 (9th Cir. 1997). See also legal review for further explanation.

Legal Review

On a national scale, affirmative action programs designed to increase MBE participation experienced considerable reconstruction following the 1989 Supreme Court decision in *City of Richmond v. J.A. Croson Company*.[12] After the passage of Proposition 209 in 1996, further debate about the constitutionality of affirmative action in public contracting played out in California courts. This review highlights relevant major cases and their impact on public contracting in California's transportation industry.

Affirmative Action and Strict Scrutiny

In 1989, seven years before Proposition 209 was passed in California, a U.S. Supreme Court decision did much to create the framework within which future affirmative action programs would be built. In the decision of *City of Richmond v. J.A. Croson Company*,[13] the United States Supreme Court declared that the city's race-conscious affirmative action program was unconstitutional under the Fourteenth Amendment's Equal Protection Clause, which allows for the use of race-based measures to remedy the effects of past discrimination if they survive "strict scrutiny," the highest standard of judicial review in the United States.

To pass strict scrutiny, race-conscious affirmative action programs must follow two criteria. In the first, the program must serve a compelling governmental interest. The Supreme Court allowed government entities to take remedial measures to ameliorate the effects of current and past discrimination that they participated in creating. Second, the program must be carefully defined to meet the narrow tailoring requirement, which states that only those racial groups with a demonstrated history of discrimination should be included. As such, all affirmative action programs that make classifications on the basis of race need to be supported by facts indicating a presence of discrimination, and the programs must include effective and efficient means of removing the impact of discrimination.[14] To do this, government entities should consider race-neutral alternatives in addition to race-conscious ones, and the programs they enact should have a reasonable expiration or renewal date. Attempts should also be made to minimize the harm or disadvantage endured by individuals not benefiting from a program.[15] While the strict scrutiny test allows for carefully crafted ordinances, policies, and statutes to exist, these same ordinances, policies, and statutes, no matter how meticulously drawn up, would likely be considered illegal in California in the years following the passage of Proposition 209.

Analyzing Proposition 209: Discrimination and Preferential Treatment

Proposition 209, adopted as Article I, Section 31 in the California State Constitution, drastically changed the fate of affirmative action in California. Section 31 declares that: "the state shall not discriminate against, or grant preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, public education, or public contracting."[16] The law applies to state and local governments such as cities, counties, and municipal districts. Since its passage, Proposition 209 has been challenged, analyzed, and examined in court, consistently resulting in a broadly defined ban on preferential measures created with the intent to protect the interests of communities that have faced historical discrimination.

In the 2000 California Supreme Court case *Hi-Voltage Wire Works, Inc. v. City of San Jose*,[17] the Court struck down an outreach program established by the City of San Jose that was designed to increase participation by available MBEs and WBEs in pub-

[12] 488 U.S. 469 (1989).

[13] *Ibid.*

[14] *Ibid.*

[15] *See Grutter*, 539 U.S. at 341.

[16] Cal. Const. art. I, sec. 31(a) (West 2006).

[17] 24 Cal. 4th 537 (2000).

lic works contracting. Due to Proposition 209, the Court rejected the City of San Jose's race-conscious outreach program, which included a participation component that authorized quotas and set-asides that were preferential in nature.[18] In *Hi-Voltage*, the Court decided that the terms "discriminate" and 'preferential treatment," as used in Section 31, were to be defined as the Civil Rights Act of 1964 originally defined them: "discriminate" means to "make distinctions in treatment; show partiality or prejudice," and "preferential" means "giving of priority or advantage to one person...over others."[19] This interpretation of the Civil Rights Act reflected the Court's belief that: "however it is rationalized, a preference to any group constitutes inherent inequality."[20]

Redefining "Discrimination"

Opponents of Proposition 209 have attempted to challenge the way that key terms such as "racial discrimination" have been defined by the California Supreme Court. In 2003, state legislators passed and then-Governor Gray Davis signed into law Assembly Bill No. 703, which was codified as California Government Code Section 8315.[21] This law declared that "racial discrimination" and "discrimination on the basis of race" were not defined within Section 31(a) of the state constitution, as was decided in *Hi-Voltage*. Instead, the terms were those defined in the International Convention on the Elimination of All Forms of Racial Discrimination[22] as adopted by the General Assembly of the United Nations and ratified by the United States Senate as a treaty on June 24, 1994.

Due to Proposition 209, the Court rejected the City of San Jose's race-conscious outreach program.

The City defendant in *Coral Construction, Inc.* v. *City and County of San Francisco* argued that Congress' ratification of the International Convention "preempt[ed] Proposition 209 by operation of the Supremacy Clause of the United States Constitution."[23] The Superior Court, however, rejected the defendant's contention, arguing that California Government Code Section 8315 included qualifying language that provided that affirmative action measures would only fall outside of the definition of discrimination if "such measures [did] not...lead to the maintenance of separate rights for different racial groups."[24] The Court prohibited the use of affirmative action by San Francisco because "the City's public contracting program violates this provision by seeking separate rights for different racial groups and women through its public contracting program."[25] The Court also reasoned that the United States Senate ratified the treaty "subject to reservations," thus nullifying its ability to

[18] *Ibid.* at 562.

[19] *Ibid.* at 559-60.

[20] *Ibid.* at 561.

[21] Cal. Gov. Code § 8315 (2006 West).

[22] In defining discrimination, the International Convention states in part that "special measures taken for the sole purpose of securing adequate advancement of certain racial or ethnic groups or individuals requiring such protection as may be necessary in order to ensure such groups or individuals equal enjoyment or exercise of human rights and fundamental freedoms shall not be deemed racial discrimination."

[23] *Coral Construction*, No. 421249 at *14.

[24] *Ibid.* at *15 (citing Cal. Gov't Code § 8315(b)(4)).

[25] *Ibid.*

preempt Proposition 209's ban on preferential treatment within California.[26]

Challenges within the Courts

Several court challenges to Proposition 209's ban on preferential programs in public contracting have involved the Equal Protection Clause. In the case *Coalition for Economic Equity v. Wilson*,[27] pro-affirmative action organizations argued that Proposition 209's elimination of local governments' abilities to enact preferential treatment programs for women and people of color, and the transfer of such power to higher and more remote levels of the state, imposed an unequal political structure that ran counter to the Fourteenth Amendment's equal protection guarantees.[28] The District Court concluded that the extra burden on women and people of color to petition for preferential programs could not withstand the exacting review of strict scrutiny, and thus violated the Equal Protection Clause.[29]

The Ninth Circuit Court of Appeals disagreed with the District Court's reasoning and rejected the plaintiffs' claim, concluding that Proposition 209 was not discriminatory in nature and did not deny women and people of color equal protection of the law because it applied in a non-discriminatory manner to all individuals living in the state.[30] The Court held that Proposition 209 did not serve "as an impediment to protection against unequal treatment but as an impediment to receiving preferential treatment."[31] It concluded that even though the Equal Protection Clause allows for race- and gender-conscious measures to remedy the effects of past discrimination, the clause does not mandate these measures.

Seven years after *Coalition for Economic Equity*, the City and County of San Francisco used a similar defense to protect its Minority/Women/Local Business Utilization Ordinance that granted a number of benefits and preferences to MBEs and WBEs, including a bid discounting program for MBE and WBE prime contractors. In *Coral Construction, Inc. v. City and County of San Francisco*,[32] the defendant city challenged the constitutional validity of Proposition 209, arguing that "the state may not grant power to local authorities over contracting decisions and then selectively withdraw that power in a way that burdens minorities."[33] The Superior Court rejected the defendant city's claim.[34]

Another post-Proposition 209 Fourteenth Amendment claim was advanced in *L. Tarango Trucking v. County of Contra Costa*.[35] In *L. Tarango*, a group of MBEs and WBEs brought a class action against the County of Contra Costa alleging that the County failed to rigorously enforce its existing affirmative action ordinance and failed to collect data on its utilization of women and minority contractors, and that both were violations of the Fourteenth Amendment. As a result of Proposition 209, the county suspended its MBE/WBE program and adopted a new outreach program that encouraged outreach to MBEs, WBEs, Small Business Enterprises (SBE), and Local Business Enterprises (LBE) "without setting specific numerical goals for utilization of those types of businesses in County contracts."[36] After evaluating the facts of the case, the U.S. District Court held that the County of Contra Costa's failure to actively

[26] *Ibid.*

[27] *Coalition for Economic Equity v. Wilson*, 122 F.3d 692, 703 (9th Cir. 1997).

[28] *Ibid.* at 702-03.

[29] *Ibid.* at 703.

[30] *Ibid.* at 706-07.

[31] *Ibid.* at 708.

[32] *Coral Construction, Inc. v. City and County of San Francisco*, California Superior Court, County of San Francisco, No. 421249 (July 26, 2004).

[33] *Ibid.* at *15.

[34] *Ibid.* at *16.

[35] *L. Tarango Trucking v. County of Contra Costa*, 181 F. Supp. 2d 1017 (N.D. Cal. 2001).

[36] *Ibid.* at 1034-35.

enforce its outreach program was not a product of intentional discrimination.[37]

Although not directly related to Proposition 209, the Equal Protection case *Monterey Mechanical Co. v. Wilson*[38] had important effects on the transportation construction industry. In *Monterey Mechanical*, the Ninth Circuit Court of Appeals struck down a California statute that required general contractors to either subcontract—or demonstrate good faith efforts to subcontract—15 percent of their work to MBEs, five percent to WBEs, and three percent for disabled veteran-owned businesses.[39] The Court held that this statute violated the Equal Protection Clause of the Fourteenth Amendment because the law was not designed to remedy past discrimination against people of color and women who have not been specifically discriminated against by the state of California.[40] The Court also decided that the law needed to be narrowly tailored in a way that would allow it to address past discrimination while maintaining the rights of non-DBEs.[41] Since the defendants did not provide specific proof that each of the groups included within the statute's definition of the term "minority"[42] actually suffered discrimination in the awarding of contracts by the state, the Appellate Court concluded that the statute failed to meet the narrow tailoring prong of the strict scrutiny test. As a consequence, the Court reasoned, many affirmative action programs are over-inclusive,[43] and this particular statute's use of racial classifications violated the Equal Protection Clause of the Fourteenth Amendment.[44] Following the *Monterey Mechanical Co. v. Wilson* decision in 1997, Caltrans eliminated its MBE program, but continued its race-conscious DBE program, consistent with federal funding requirements.

Despite these federal regulations and the results of the disparity study, the Appellate Court concluded that SMUD's affirmative action program was illegal.

Efforts to Limit the Reach of Proposition 209

Some federal statutes and regulations permit or mandate the use of affirmative action-type programs to remedy past discrimination, so another strategy that some local governments and affirmative action advocates have used to circumvent the broad reach of Proposition 209 has been to utilize the federal funding exception contained within Section 31(e) of the California state constitution.[45]

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[37] *Ibid.*

[38] *Monterey Mechanical Co*, 125 F.3d at 714 (9th Cir. 1997).

[39] *Ibid.* at 702, 704.

[40] *Ibid.* at 712-13.

[41] *Ibid.* at 714.

[42] The statute specifically defined "minority" in the following manner: "Minority," for purposes of this section, means a citizen or lawful permanent resident of the United States who is an ethnic person of color and who is: Black (a person having origins in any of the Black racial groups of Africa); Hispanic (a person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish or Portuguese culture or origin regardless of race); Native American (an American Indian, Eskimo, Aleut, or Native Hawaiian); Pacific-Asian (a person whose origins are from Japan, China, Taiwan, Korea, Vietnam, Laos, Cambodia, the Philippines, Samoa, Guam, or the United States Trust Territories of the Pacific including the Northern Marianas); Asian-Indian (a person whose origins are from India, Pakistan, or Bangladesh); or any other group of natural persons identified as minorities in the respective project specifications of an awarding department or participating local agency. Cal. Pub. Cont. Code § 10115.1(d) (West 2006).

[43] *Supra*, note 38.

[44] *Ibid.*

[45] Section 31(e) states that "nothing in this section shall be interpreted as prohibiting action which must be taken to establish or maintain eligibility for any federal program, where

In a 2004 case, *C & C Construction, Inc. v. Sacramento Municipal Utility District,*[46] a California Court of Appeal evaluated the legality of the Sacramento Municipal Utility District (SMUD) 1998 Equal Business Opportunity Program. SMUD implemented the affirmative action program after commissioning a disparity study in 1998. Even though it documented improvement in the utilization of contractors of color over the years since its previous disparity study was commissioned in 1993, it revealed that "a statistically significant disparity continued to exist among certain subsets of minority contractors in identified categories of SMUD's contracting."[47] This affirmative action program provided a five percent price advantage and extended evaluation credits for prime contractors that met a subcontractor MBE/WBE participation goal of eight percent on certain proposals.[48] Additionally, the program mandated broad outreach procedures to provide notification of requests for bids to subcontractors,[49] and it also required contractors to document their good faith efforts.[50] The bid of any contractor who failed to meet these procedures would subsequently be rejected by SMUD.

SMUD argued that while its program constituted "preferential treatment" under Section 31 of the California Constitution, its program was nonetheless permissible under the section's federal funding exception because SMUD received funding from the Departments of Energy (DOE), Defense (DOD), and Transportation (DOT). Each of these federal departments and their agencies required that any entity that receives federal funding would be bound by regulations adopted in compliance with Title VI of the Civil Rights Act of 1964, which forbids discrimination based on race, color, or national origin in all programs that receive financial assistance from the federal government.[51] SMUD argued that its affirmative action program was in compliance with the regulations issued by the DOE, DOD, and DOT, and it would risk losing important financial assistance if it removed the program.

Despite these federal regulations and the results of the disparity study, the Appellate Court concluded that SMUD's affirmative action program was illegal. The Court found that the federal departments called for the use of both race-neutral and race-based programs to remedy existing or past discrimination; they did not mandate solely the use of race-based measures.[52] The Court also argued that even though SMUD commissioned disparity studies, it did not evaluate the effectiveness of race-neutral methods to remedy discrimination.[53] While the Court accepted that there was empirical data

ineligibility would result in a loss of federal funds to the state." Cal. Const. art. I., sec. 31(e) (West 2006).

[46] *C&C Construction*, 122 Cal. App. 4th 284 (3d Dist. 2004).

[47] *Ibid.* at 294.

[48] *Ibid.* at 294.

[49] These procedures include written evidence that the contractor has: (1) attended a SMUD affirmative action program briefing so that the contractor may fully understand the program requirements, (2) requested assistance from SMUD's affirmative action program office, (3) identified specified units of work that improve the likelihood of subcontracting, (4) contacted potential minority subcontractors not less than 10 days prior to the proposal due date, and (5) contacted interested minority subcontractors subsequent to the initial contact to determine with certainty whether they were interested in performing the specific work on the project.

[50] In order to meet the good faith requirement to comply with the SMUD program's goals, contractors had to document their efforts to do the following: (1) Efforts to comply with the notification procedures, (2) advertisements at least 10 days prior to the openings of proposals in at least one trade association and two minority focused media, one of them targeting African-American firms, (3) provision of information to the firms on the plans, specifications, and requirements for the subcontracts and assistance in reviewing those plans and specifications, (4) written proposals received from the firms seeking subcontract work and, if rejected, reasons why the proposals were rejected, and (5) efforts to assist the firms contacted in obtaining bonding, insurance and lines of credit, if required.

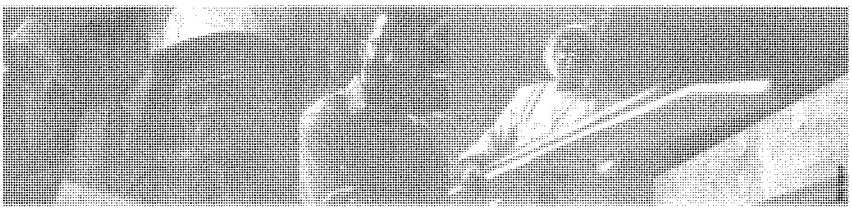
[51] 42 U.S.C. § 2000d (West 2006).

[52] *Supra*, note 46, at 308-09.

[53] *Ibid.*

supporting the existence of past and ongoing discrimination in the awarding of contracts by SMUD and in the Sacramento area, proof of such discrimination in public contracting did not justify the use of affirmative action. This Court opinion established judicial precedent that has made it more difficult for other municipalities to qualify for Section 31's federal funding exception.

In this current legal climate, the ten years following the passage of Proposition 209 have shown resistance from the courts to allow affirmative action programs for MBEs seeking public contracts. Even with empirical evidence and disparity studies indicating under-representation and potentially unfair practices, Proposition 209 has made it difficult for any county, city, or local municipality to maintain or justify race-conscious equal opportunity action programs that could increase participation and development of businesses owned by contractors of color. ■



Literature Review

One of the first models of affirmative action in public contracting was the Philadelphia Plan, implemented in the late 1960s by then-Assistant Secretary of Labor, Dr. Arthur Fletcher. This program set up goals and timetables for the participation of business owners of color on federal contracts in Pennsylvania. Many programs were to follow in other cities; in 1970 the U.S. Department of Labor announced that unless cities formulated their own measures for ending discrimination in the construction industry, the Philadelphia Plan prototype would be employed.[54] Throughout the 1970s and 1980s, before *Croson*, federal, state, and local governments implemented a wide range of affirmative action programs for MBEs by formally encouraging their participation in government processes.[55] These programs fell under two main categories: 1) those that used race as a factor in the awarding of contracts, and 2) those that increased the capacity of firms owned by people of color. Included among efforts in the first category are programs such as source contracts, race-conscious set-asides, bid preferences, subcontractor compensation clauses, notification of bidding opportunities to businesses owned by people of color, the use of good faith effort goals for prime or subcontracting, and the operation of certification programs to reduce false MBE fronts.[56] Included among efforts in the second category are lending assistance programs to expand working capital, outreach efforts to bring more MBEs into existing networks, and technical assistance programs to help with bidding procedures.[57] While the first strategy directly increased the number of contracts awarded to MBEs, the second increased the number of MBEs that would be eligible and competitive in a public bidding process.

While the *Croson* decision established stringent standards for race-conscious set-asides and procurement programs, it also acknowledged that past discrimination, current bias, systemic favoritism, and patterns of exclusion against people of color still remained a challenge for MBE development and viability.[58] In recognition of these barriers, *Croson* allowed that certain MBE programs, if narrowly and appropriately tailored, could be developed to offset any discrimination against a certain group. Under *Croson,* any race-conscious program must provide a benefit beyond receiving a contract under the set-aside program; the program must additionally provide "opportunity to strengthen the firm—to develop a track record, enhance staff experience, or expand its scale of operations—so that it can more effectively compete for future contracts not covered by set asides."[59] In theory, these programs would help to boost business skills and ameliorate the detrimental effects of having unequal capital, less powerful networks, and discrimination in the market.

Barriers to Minority Business Enterprise Development and Viability

To remain competitive in a public bidding process, securing adequate financing and capital, particularly working capital, is vital. For MBEs, securing capital can present more of a challenge than for white-owned firms.[60] Historical discrimination—resulting in lower incomes, fewer assets, fewer personal contacts who are able to finance firms, and discriminatory bank and commercial loan practices—makes

[54] Office of the Assistant Secretary for Administration and Management. "Nixon and Ford Administrations." In *Brief History of DOL.* Retrieved March 24, 2006, from http://www.dol.gov/oasam/programs/history/dolchp07.htm

[55] *Supra*, note 1.

[56] Enchautegui, M.E., Fix, M., Loprest, P., von der Lippe, S.C., & Wissoker, D. (1997). *Do Minority-Owned Businesses Get a Fair Share of Government Contracts?* Washington, DC: The Urban Institute.

[57] *Supra*, note 1.

[58] *Supra*, note 56.

[59] *Supra*, note 4, p 97.

[60] *Supra*, note 56; See also: Blanchflower, D.G., & Wainwright, J. (2005, November). *An Analysis of the Impact of Affirmative Action Programs on Self-Employment in the Construction Industry.* Cambridge, MA: National Bureau of Economic Research.

These strong social ties—developed through business contacts and through education and social activity—create networks that are very difficult for MBEs to access.

establishing adequate capital a challenge for MBEs.[61] In a study commissioned by the City of San Diego in 1995, MBEs reported that they had experienced discrimination in securing loans and that non-MBE/WBE suppliers had sold them supplies at a higher price than they would have charged white males.[62] These factors work against the viability and growth opportunities of MBEs; many are ultimately prevented from increasing business volume and are delayed in bidding on large public contract opportunities. Some race-conscious programs allowed under *Croson* were designed to make securing capital more equitable: some set out to remove discriminatory lending practices, others developed loan programs set up by agencies and local governments, and others subsidized costs of insurance or bonding.[63]

Networks are key to securing public contracts and developing a successful business. Businesses owned by people of color tend to lack networks with people in decision-making positions to the same degree as their non-MBE counterparts.[64] These strong social ties—developed through business contacts and through education and social activity—create networks that are very difficult for MBEs to access. These networks control large sections of the public contracting market and have historically excluded new members based on race, ethnicity or gender. This type of "good old boy" network can create a powerful barrier to accessing opportunities to bid for businesses owned by people of color, especially women of color.[65] While good faith effort requirements created by race-conscious programs were intended to lessen the effects of exclusionary networks, collusion and "bid rigging" remain as barriers to receiving subcontracts in public construction projects.[66] MBEs have reported in interviews that bid rigging—when general contractors receive bids from several subcontractors and then allow businesses within their network to know the lowest bid, essentially giving them a second opportunity to underbid—is a practice that hurts MBE opportunity to compete on a level playing field.[67] Prime contractors can claim to have made a good faith effort to include MBEs on public projects while continuing to award subcontracts to those non-MBE businesses in their network.[68] Agencies and local governments can reduce the effects of favoritism by ensuring equal opportunity for MBEs and that the bid processes are fair, open, and impartial.[69]

Another major barrier to the growth and competitiveness of MBEs is the negative stereotype that these firms are under-performing. Biased beliefs can also impede the progress of MBEs. Interviews with white males in the San Diego business community in 1995 revealed stereotypical and harmful attitudes regarding people of color's capabilities for owning or managing a business.[70] In addition to providing major barriers for MBE participation in business opportunities, these negative attitudes also increase the pressure for MBEs to

[61] DEGA/TMS. (1995, May). *City of San Diego MBE/WBE Predicate Study Report. V. 1.* San Diego, CA: City of San Diego. *See also*: Blanchflower, D.G., & Wainwright, J., *Ibid.*; *Supra*, note 4.

[62] DEGA/TMS, *Ibid.*

[63] *Supra*, note 4.

[64] *Supra*, note 56.

[65] DEGA/TMS, *Supra*, note 61.

[66] Blanchflower, D.G., & Wainwright, J., *Supra*, note 60.

[67] *Ibid.*

[68] DEGA/TMS, *Supra*, note 61.

[69] *Supra*, note 4.

[70] DEGA/TMS, *Supra*, note 61.

perform better than their white male counterparts. While previous discriminatory treatment in employment, education, and training opportunities can negatively affect management practices and expertise,[71] training and counseling can improve the overall business savvy of MBEs. Race-conscious set-aside programs and bid systems can help to develop track records for MBEs, allowing them to access the larger breadth and depth of experience required to make them more competitive.[72] In a study commissioned by Caltrans, contractors recommended that the agency adjust the type and size of work (e.g., the magnitude of individual contracts, the nature of the work, and the time available to complete the work) to make bidding more attractive.[73] If large government contracts are not broken down into smaller projects, small businesses cannot compete, and they must then rely on prime contractors awarding them subcontracts. This returns MBEs, which tend to be smaller, to the problems experienced when competing against non-MBEs, as described above.[74]

Disparity Studies Reveal Under-Representation

Disparity studies examine the "underlying factual predicate for race and/or gender-conscious preference programs for contracting and procurement in accordance with *Croson*."[75] After the *Croson* decision, many state and local governments commissioned disparity studies to measure differences between the proportion of available MBEs and the distribution of government contracts in order to determine whether underutilization of MBEs justifies a race-conscious DBE program. These disparity studies have also documented the role that state and local governments, unions, prime contractors, bonding companies, suppliers and financers have played in perpetuating discrimination and blocking opportunity to succeed.[76] By showing that there are large and statistically significant disparities against a particular group of business owners who are people of color, a government entity can and should initiate or continue an affirmative action program.[77] While these studies are important to build consensus regarding the need for affirmative action measures and for providing benchmarks for future evaluation, it is important to note that earlier studies have overlooked businesses that have gone out of business and do not include those entrepreneurs who have not had the opportunity to enter certain lines of business because of systemic discrimination and bias.[78]

> Interviews with white males in the San Diego business community in 1995 revealed stereotypical and harmful attitudes regarding people of color's capabilities for owning or managing a business.

Studies have consistently shown that participation in public contracting continues to be a

[71] *Supra*, note 56; *See also:* DEGA/TMS, note 61.

[72] *Supra*, notes 1 and 4.

[73] Rouen, L. & Mitchell, D.J. (2005, October 24). *California Construction Market Analysis: Causes of Bidding Trends and Industry Ability to Respond to Increased Department Funding.* Sacramento, CA: The California Department of Transportation, Division of Construction, Office of Construction Engineering.

[74] *Supra*, note 56.

[75] DEGA/TMS, *Supra*, note 61.

[76] *Supra*, note 56; *See also:* Blanchflower, D.G., & Wainwright, J., note 60.

[77] *Supra*, note 1.

[78] *Ibid.*

challenge to communities of color both before the enactment and after the enforcement of Proposition 209. In one study pre-Proposition 209, it was found that MBEs that relied heavily on government contracts were more likely than comparable small businesses to go out of business following *Croson*.[79] In a study commissioned by the Department of Minority Business Enterprise of the Commonwealth of Virginia,[80] it was found that in the five-year period from 1997 through 2002, spending with MBE firms was less than .44 percent of total spending. The study, which controlled for management experience and owner education, found that substantial disparities existed particularly for African American, Asian American, and Native American construction prime contractors and subcontractors. In a 2005 disparity study commissioned by New Jersey, statistically significant disparity was found in construction and construction-related services for businesses owned by African Americans, Asian Americans, and Latinos.[81] Many other disparity studies have been performed in states and municipal localities across the nation following *Croson*. Some of these include the states of North Carolina,[82] Texas, and Maryland,[83] as well as the City of San Diego[84] and an upcoming report for the City of Oakland.[85] In 1997, the Urban Institute analyzed the results of 58 disparity studies across the nation and found substantial disparity in government contracting. The study found that MBEs nationally received 57 cents of each dollar that they would be expected to receive based on their total share of available contractors.[86]

Programs designed to level the playing field and ensure equitable utilization rates are allowed to exist because of the government's compelling interest to remedy their role in allowing past and current discrimination. Few researchers, however, have performed cost/benefit analyses ou the monetary effects of affirmative action programs on the government. One study, though it was limited in scope and examinined only short-term costs, suggested that the Caltrans affirmative action program raised the price of winning bids.[87] Other studies have suggested that increasing the participation rates of MBEs in public contracting and providing equal opportunity for everyone can increase the competitiveness of a bid and be more cost effective for governments.[88] A reduction in competitiveness was such a concern for Caltrans that in 2005, a market analysis was commissioned to determine why the number of contractors bidding for Caltrans construction projects had declined in previous years, while the submitted low bids for these same contracts had increased relative to the department's estimates. As these factors increased necessary funding levels for new construction work, the analysis was to also determine whether these factors made up a trend of declining level of competition for contracts.[89] Caltrans sent a survey to contractors to find out the causes of the increasingly expensive

[79] Bates, T., & Williams, D. (1996, May). "Do Preferential Procurement Programs Benefit Minority Business?" *The American Economic Review*. 86(2), 294-297.

[80] MGT of America. (2004, January 12). *A Procurement Disparity Study of the Commonwealth of Virginia*. Tallahassee, FL: Department of Minority Business Enterprise, Commonwealth of Virginia.

[81] Mason Tillman Associates, Ltd. *State of New Jersey Construction Services Disparity Study*. October 2005.

[82] Office for Historically Underutilized Businesses. (2003). *Historically Underutilized Businesses Annual Report*. Raleigh, NC: State of North Carolina Department of Administration.

[83] *Supra*, note 56.

[84] DEGA/TMS, *Supra*, note 61.

[85] Mason Tillman was commissioned to do this report in 2006.

[86] *Supra*, note 56.

[87] Marion, J. (2005, September). *How Costly is Affirmative Action? Government Contracting and California's Proposition 209*. Santa Cruz, CA: University of Santa Cruz Department of Economics.

[88] *Supra*, note 73. *See also:* Ayres, I., & Cramton, P. (1996, April). "Pursuing Deficit Reduction through Diversity: How Affirmative Action and the FCC Increased Auction Competition. *Stanford Law Review:* 48(4), 761-815; Maryland General Assembly. (2005). *Procurement-Minority Business Enterprise and Small Business Reserve Programs*. HB 1432 Fiscal and Policy Note.

[89] *Ibid.*, Rouen, L. & Mitchell, D.J.

and reduced number of bids, and 70 percent of the respondents reported that they had reduced their volume of Caltrans bids or stopped bidding Caltrans jobs altogether. The most frequent recommendation that surveyed contractors gave to improve the process was that Caltrans should be fair; in other words, they should administer the contract fairly and develop better working relationships.[90]

Impact of Race-Specific Remedies vs. Non Race-Specific Remedies

Since 1982, the U.S. Department of Transportation (USDOT) has offered race-conscious programs to increase the participation of DBEs[91] in federal highway, transit, and airport contracts.[92] Due to the federal funding requirement, Caltrans continued a race-conscious DBE program following the passage of Proposition 209, although the department did subsequently cut its DBE goal from 20 percent to 10 percent. By 1997, actual DBE participation had fallen from 26 percent to 12 percent.[93] While the actual participation rate was still above stated goals, it is notable that the rate had fallen almost exactly by the same percentage by which the goal had dropped.

From 1998 to 2002, the proportion of federal aid dollars awarded to DBEs decreased by 30 percent.

Research has highlighted the role of race-conscious goals in the participation rates of DBEs. In 2000, USDOT allowed its grant recipients (e.g., state transportation agencies such as Caltrans) to set annual goals for participation by MBEs and WBEs with either a race/gender-conscious component, or a race/gender-neutral component, or a combination of the two.[94] Researchers from the National Bureau of Economic Research (NBER) found that between 2000 and 2002, 35 percent of state transportation agencies chose to adopt either predominantly or entirely race/gender-neutral DBE goals. The increased use of race-neutral goals in the implementation of transportation programs coincided with decreased participation of DBEs. From 1998 to 2002, the proportion of federal aid dollars awarded to DBEs decreased by 30 percent.[95]

An analysis performed by the Urban Institute compared jurisdictions where race-conscious programs were in place with those without such programs. Disparity was greater in jurisdictions where there were no goals articulated in programs.[96] After *Croson*, participation of MBEs in Richmond, Virginia reduced drastically from 30 percent to four percent.[97] In a review of states and localities that removed race-conscious programs, NBER found that "once these programs are removed, the utilization of MWBEs drops precipitously" and that "there is no evidence... that suggests that when programs are removed utilization of minorities goes up or remains constant. The evidence is universally that utilization drops."[98]

This downward trend continues. In January 2006, the Alaska Department of Transportation adopted a race-neutral policy, and only one percent of contracts (out of $110 million in available funds)

[90] *Ibid.*

[91] The Caltrans DBE program includes women, people of color, and disabled veterans.

[92] Blanchflower, D.G., & Wainwright, J., *Supra*, note 60.

[93] *Ibid.*

[94] *Ibid.*

[95] *Ibid.*

[96] *Supra*, note 56.

[97] *Ibid.*

[98] *Ibid.*

went to MBEs in the first half of 2006.[99] In Atlanta, MBE participation in city contracts declined from 35 percent to 14 percent following an end to the city's equal opportunity program, and in the city of Tampa, participation of African American and Latino contractors fell by 99 percent and 50 percent, respectively.[100] In San Jose, participation by people of color in the city's prime contracts fell by more than 80 percent immediately following the suspension of the city's race-conscious programs. Similar patterns are visible in cities and counties across the country that have adopted race-neutral programs.

In May 2006, Caltrans changed its DBE program from being a race-conscious program to a race-neutral program,[101] eliminating mandated participation goals and incentives for prime contractors to provide equal opportunity for firms owned by people of color. This change resulted from the ruling in the case of *Western States Paving Co., Inc. v. Washington State Department of Transportation.* In this case, the Ninth Circuit Court of Appeals found that Washington State's transportation DBE program was unconstitutional because there was not sufficient evidence of discrimination to support a race-conscious program. The ruling applied to all states and localities within the Court's jurisdiction, which includes California. Caltrans evaluated its DBE program and found that available disparity studies conducted in California were limited in scope to a local government agency or a project, geographically and chronologically limited, and did not provide "statistical evidence" of discrimination in transportation contracting.[102] A disparity study is expected to be released by Caltrans in 2007.[103]

While disparity studies investigate underutilization of businesses, this study investigates the impact of Proposition 209 on the fate of businesses that were certified MBEs in the transportation construction industry in 1996, as well as on the trends in Caltrans awards over time. *Free to Compete? Measuring the Impact of Proposition 209 on Minority Business Enterprises* intends to clarify how Caltrans' race-conscious affirmative action program affected transportation construction companies owned by people of color before Proposition 209, and how its impact continued after the passage of Proposition 209, through the examination of MBE survival and award access, a survey of transportation construction contractors whose surviving businesses were certified MBEs in 1996, focus groups with MBE owners, and in-depth case studies. ■

[99] Campbell, M. (2006, May 14). "Study to Determine if State DOT Discriminates in Contracting." *Alaska Journal of Commerce.* Retrieved July 19, 2006, from http://www.alaskajournal.com/stories/051406/hom_20060514003.shtml

[100] Blanchflower, D.G., & Wainwright, J., *Supra*, note 60.

[101] *Supra*, note 8.

[102] Kempton, W. (2006, May 1). [Letter to Transportation Construction Community]. Retrieved July 19, 2006, from http://www.dot.ca.gov/hq/bep/documents/directors_letter.pdf

[103] *Ibid.*

Methodology

DRC implemented a multi-method approach to collect data on the impact of Proposition 209 on MBEs. Empirical data in this report were gathered using four distinct methodologies: an aggregate analysis of MBE survival and award access, a survey of contractors from surviving firms that were certified MBEs in 1996, focus groups consisting of MBE owners, and in-depth case studies of MBE owners.

A legal review provided an analysis of the legal arguments throughout the United States, noting trends at the national, regional, and local levels. A literature review examined previous research that documented the barriers facing MBEs and the impact of removing race-conscious DBE programs in California and other states.

DRC collected and analyzed quantitative data provided by Caltrans from the Quarterly/Annual 1405 Reports from Fiscal Year (FY) 1985 through FY 1998, the Quarterly Report of DBE Awards and Commitments from FY 1999 through FY 2002, and the Uniform Report of DBE Awards or Commitments and Payments from FY 2003 through FY 2005. The total and relative amounts of revenue from Caltrans to MBEs were examined for trends before and after 1996.

Additionally, DRC collected data for 3,269 in-state firms listed in the 1996 volumes of the *Department of Transportation Disadvantaged Business (DB), State Woman Business Enterprise (SWBE), and State Minority Business Enterprise (SMBE) List* that were certified as SMBEs[104] and that worked in the construction industry during that period. Due to a limited sample size, the 100 MBEs categorized as Spanish American and Portuguese American were not included in this study. A search by DRC researchers indicated that of the 3,169 companies that were certified as SMBEs in 1996 and categorized as being owned by Hispanic/Latino American, Asian Indian American, Asian Pacific American, African American, or Native American contractors, 1,005 were either verified as being in business or possibly still in business as of the beginning of 2006.[105]

DRC contacted contractors from surviving MBEs in order to investigate their experiences since 1996. A sample size of at least 24 respondents from each of the three largest groups (Hispanic/Latino American, Asian Pacific American, and African American) was desired. After receiving a letter alerting them that they may be contacted to complete a survey, MBEs were randomly selected in May and June of 2006 to complete a 20-minute, 98-question survey. Surveys were administered by phone, fax, or mail.

The survey investigated how the Caltrans race-conscious DBE program was used before and after 1996 and also how MBE firms have changed in the past ten years. Programs in this analysis included: mentoring opportunities, networking events to establish relationships with prime contractors and suppliers, diversity goals, technical assistance programs, and pre-bidding conferences. Additionally, DRC measured changes in the size and viability of the firms since 1996.

The analysis of MBE data yielded results indicating differences in the trends across time periods and differences among demographic groups. In order to assess the importance of these differences, a variety of statistical tests were conducted.[106]

Focus groups and interviews were conducted to collect the input of contractors and to identify and discuss themes in preliminary research findings. Five focus groups were held in regions throughout

[104] In this report, enterprises owned by a person of color will be referred to as MBEs.

[105] Differences in survival rates were analyzed using Chi-squares.

[106] Response rates were analyzed using Chi-squares. For continuous variables, changes over time from before 1996 until after 1996 were analyzed using paired t-tests. Differences in changes over time by ethnicity or sex were analyzed using independent samples t-tests on change scores from before 1996 until after 1996. Differences at each time point by ethnicity or sex were analyzed using independent samples t-tests at each time point, before 1996 and after 1996. For dichotomous variables, differences between ethnic groups or sex over time were analyzed using McNemar tests, and differences at each time point were analyzed using Chi-squares.

California, including Orange County, San Diego, and the San Francisco Bay Area. In total, six men and two women participated in the focus groups, with five African American men, two Asian American women, and one Native American man contributing. These focus groups focused on Proposition 209, equal opportunity in bidding, and benefits/challenges of the MBE program. Participants included owners of construction firms who were survey participants and/or referred to DRC by business networks for people of color. The focus groups influenced who was chosen for in-depth interviews and shaped the themes in the rest of the report. Four MBEs were selected to participate in an in-depth interview detailing their work experience. Of these interviews, two MBE personal profiles were selected for inclusion in this report.

Limitations

The limitations of this study include the following:

- The non-uniform method that Caltrans collects and presents data on MBEs, DBES, and WBEs causes comparisons to be less precise both for comparing data collected in 1996 and 2006, as well as for data collected within those years. Additionally, the way in which firms are categorized as DBEs, MBEs, or WBEs makes it impossible to identify, with exact precision, the amount and number of contracts awarded to male and female contractors of color. Data from Caltrans are also not disaggregated by specific ethnicity for the Asian Pacific American and Hispanic/Latino American groups, limiting analyses for these populations.
- At the time of this study, DRC was unable to obtain disaggregated data (via reports) on awards for state contracts. The method that Caltrans uses to report the percentage of contracts awarded to MBEs, DBEs, and WBEs includes projects with at least some federal dollars. Until FY 2002, the total awarded amount and amount awarded to MBEs consisted of both the federal and state portion of awards with at least some federal dollars. However, starting in FY 2003, only the federal portion of these awards was documented.
- The survey includes the common limitations that are associated with using self-reported data and data about recalled experiences from over ten years ago.
- In some cases, the sample size of the survey did not provide enough statistical power to determine whether apparent differences were statistically significant or due to random chance. Due to the small number of women-owned MBEs in the sample, caution should be used in the interpretation of results for women-owned MBEs.
- DRC sampled only businesses that were certified MBEs in 1996 and were still in operation ten years later. As the businesses that did not survive could not be surveyed, the sample will only be reflective of the businesses that survived, not those which failed.

Despite these limitations, this report gives valuable new information, enlightening an area in which virtually no systematic information is otherwise available. This report constitutes one of the first systematic, data driven analyses of the effect of Proposition 209 on MBEs. By using multiple methodologies, DRC was able to examine trends that may only be noticeable as aggregate data affecting the survival of all MBEs, as the combined surveyed experiences of surviving firms, or in the detailed, personal experiences of MBE contractors. Findings that are evident in more than one of these methodologies are worthy of special notice. ■

Results: MBE Survival and Award Access

Decline in MBEs

In 1996, 3,269 transportation construction businesses were registered with Caltrans as Minority Business Enterprises (MBEs). Today, only 1,005 (32%) of those enterprises have remained in business (see Table 1). Of those, a small percentage (3%) no longer qualifies for the MBE program. Requirements for certification include a minimum of 51 percent minority ownership, daily management of the business by one or more of such individuals, and an adjusted net worth that does not exceed $750,000.[107]

The 3,269 MBEs that were in existence ten years ago were owned by members of the following ethnicities: Hispanic/Latino American (38%), Asian Pacific American (24%), African American (23%), Native American (5%), Asian Indian American (5%),

[107] Disadvantaged Business Enterprise Program Plan. (2006, May). Retrieved July 19, 2006, from http://www.dot.ca.gov/hq/bep/DBE_Program.htm

Table 1: Ethnic and sex breakdown of MBEs certified in 1996 and in business in 2006[†]

	Number of certified MBEs in 1996 *(percentage of total)*	Number of MBEs definitely or possibly still in business *(percentage of total)*	MBE survival rate
Total sample	3,269 (100%)	1,005 (100%)	32%[‡]
Hispanic/Latino American	1,253 (38%)	403 (40%)	32%
Asian Pacific American	795 (24%)	282 (28%)	35%
African American	765 (23%)	209 (21%)	27%
Native American	178 (5%)	57 (6%)	32%
Asian Indian American	178 (5%)	54 (5%)	30%
Portuguese American[§]	73 (2%)	----	----
Spanish American[§]	27 (1%)	----	----
Men	2,782 (85%)	869 (86%)	32%[‡]
Women	487 (15%)	136 (14%)	29%[‡]

Source: Department of Transportation Disadvantaged Business (DB), State Woman Business Enterprise (SWBE), and State Minority Business Enterprise (SMBE) List & California Minority Business Enterprise Program Survey, Discrimination Research Center, 2006.

[†] Percentages may not add to 100% due to rounding.
[‡] Portuguese American- and Spanish American-owned MBEs are not included in this survival rate.
[§] Due to the low number of certified MBEs in 1996, Portuguese American-owned and Spanish American-owned MBEs were not investigated.

Portuguese American (2%), and Spanish American (1%). Across ethnic categories, the vast majority of business owners were male (85%).

Today, the breakdown of MBE ownership by ethnic groups remains similar to ten years ago. Of the 1,005 surviving businesses: 40 percent are owned by Hispanic/Latino Americans, 28 percent are owned by Asian Pacific American, 21 percent are owned by African Americans, six percent are owned by Native Americans, and five percent are owned by Asian Indian Americans. DRC did not follow up with Portuguese American and Spanish American firms due to their small sample size. Ownership by men (86%) is still much more prevalent than ownership by women (14%).

The average survival rate for the certified MBEs in 1996 that were included in this study was 32 percent, as 1,005 out of 3,169 businesses survived. DRC found that African American-owned MBEs were significantly less likely to survive than those owned by other contractors of color; with 209 out of 765 still in operation, the survival rate was only 27 percent.[108] As less than one-third of certified MBEs from 1996 have survived, it is clear that few of these firms were able to successfully endure in the field of transportation construction. However, without comparing this survival rate to one for an appropriate comparison group, the impact of Proposition 209 on this survival rate is unclear.

A study by the UC Berkeley Center for Labor Research and Education found that the field of construction has been one of the top industries to employ African American workers since 1970.[109] By the year 2000, employment in construction dropped three spots from the seventh spot, and was ranked as the tenth largest employer of African American workers. It should be noted that while the field is employing less African Americans as a whole, it still remains one of the top employers of African Americans in Northern California's Bay Area. For instance, it is the sixth largest employer in San Francisco, and the third largest in the East Bay.[110]

Results: MBE Survival and Award Access

Table 2 and Figure 1 illustrate the dollars awarded for Caltrans transportation construction projects, in total, to MBEs, and to non-MBEs, from FY 1985 through FY 2005[111] for contracts that included at least some

[108] Differences that are described as "significant" meet this study's requirement of being within the 95% level of confidence. In other words, statistically significant differences are differences that have no more than a 5% chance of being produced through random chance.

[109] Pitts, S.C. (2006, June 15). "Black Workers in the Bay Area: 1970-2000." Presented at *Job Quality and Bay Area Black Workers: 1970 – 2000.* San Francisco, CA.

[110] *Ibid.*

[111] Caltrans awards by year are presented in fiscal years which begin October 1st of the preceding year and end September 30th of the denoted year. For example, the reported FY 1985 began October 1st, 1984 and ended September 30th, 1985.

DRC found that African American-owned MBEs were significantly less likely to survive than those owned by other contractors of color.

Results: MBE Survival and Award Access

Table 2: Real dollars of Caltrans FHWA awards, in total, to MBEs, and non-MBEs, and the percentage awarded to MBEs, by Fiscal Year†

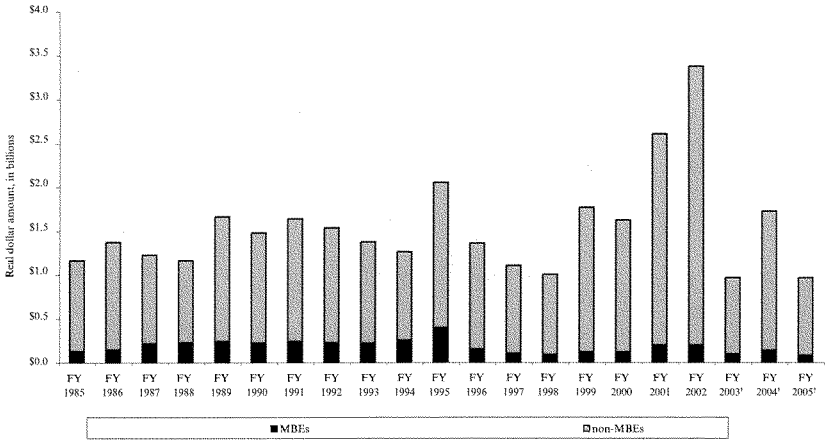
	Total contracts *(real dollar)*	Total contracts to MBEs *(real dollar)*	Total contracts to non-MBEs *(real dollar)*	Percentage of total dollars to MBEs
FY 1985	$1,158,113,076	$123,661,900	$1,034,451,175	10.7%
FY 1986	$1,370,029,809	$142,977,070	$1,227,052,738	10.4%
FY 1987	$1,223,039,243	$214,754,645	$1,008,284,598	17.6%
FY 1988	$1,158,538,172	$224,829,961	$933,708,211	19.4%
FY 1989	$1,658,869,859	$237,282,922	$1,421,586,937	14.3%
FY 1990	$1,476,107,167	$219,751,334	$1,256,355,833	14.9%
FY 1991	$1,636,573,778	$237,699,437	$1,398,874,341	14.5%
FY 1992	$1,532,763,920	$221,930,996	$1,310,832,923	14.5%
FY 1993	$1,370,615,212	$216,068,982	$1,154,546,230	15.8%
FY 1994	$1,260,329,054	$253,071,067	$1,007,257,987	20.1%
FY 1995	$2,047,681,743	$394,491,745	$1,653,189,998	19.3%
FY 1996	$1,356,302,349	$151,257,519	$1,205,044,830	11.2%
FY 1997	$1,099,407,742	$102,367,546	$997,040,196	9.3%
FY 1998	$998,251,155	$86,780,532	$911,470,623	8.7%
FY 1999	$1,762,918,522	$116,751,788	$1,646,166,734	6.6%
FY 2000	$1,617,164,423	$115,859,590	$1,501,304,833	7.2%
FY 2001	$2,602,318,432	$196,726,855	$2,405,591,577	7.6%
FY 2002	$3,367,574,097	$194,953,657	$3,172,620,441	5.8%
FY 2003‡	$962,226,135	$95,060,379	$867,165,756	9.9%
FY 2004‡	$1,719,791,608	$135,403,605	$1,584,388,002	7.9%
FY 2005‡	$958,505,986	$75,799,497	$882,706,489	7.9%

Source: Caltrans Quarterly/Annual 1405 Reports from FY 1985 - FY 1998, Quarterly Report of DBE Awards and Commitments from FY 1999 - FY 2002, & Uniform Report of DBE Awards or Commitments and Payments from FY 2003 - FY 2005.

† Total contracts to MBEs and total contracts to non-MBEs may not sum to total contracts due to rounding.

‡ Total contracts, total contracts to MBEs, and total contracts to non-MBEs for these years only include the federal portion of these awards.

Figure 1: Real dollar amounts of Caltrans FHWA awards to MBEs and non-MBEs, by Fiscal Year



Source: Caltrans Quarterly/Annual 1405 Reports from FY 1985 - FY 1998, Quarterly Report of DBE Awards and Commitments from FY 1999 - FY 2002, & Uniform Report of DBE Awards or Commitments and Payments from FY 2003 - FY 2005.

[1] Only the federal portion of awarded projects is reported.

federal funding. The percentage of dollars awarded to MBEs is calculated by dividing the amount awarded to MBEs by the total value of projects awarded in that fiscal year.

Dollar values are inflation-adjusted 2005 real dollar amounts using the Consumer Price Index (CPI) as the measure of inflation.[112] From FY 1985 through FY 2002, the federal and state portions of awards with some federal funding are reported, but starting in FY 2003, only the federal portion of awards is reported. This contributed to a reduction in the reported level of funding, both in total amount awarded and amount awarded to MBEs in particular. Additionally, in FY 2003 there was a sizeable reduction in the value of awards in transportation construction in general, a trend that was even more pronounced for Caltrans.[113]

The total amount of money awarded by Caltrans to contractors has increased since FY 1985, though it has varied from year to year. The fluctuation of awards is partly due to a variation in public projects for a particular year. For instance, an increase in funding in FY 2004 is due in part to seven contracts over $50 million

[112] The national CPI was deemed a better inflation adjuster than the California CPI due to the methodology used to create the California CPI.

[113] *Supra*, note 73.

being awarded in that time period. Other large increases in funding for particular years are due to large-scale projects, including the Richmond-San Rafael Bridge and the Bay Bridge retrofits.

The real dollars awarded to MBEs demonstrate a steady increase over time from FY 1985 until FY 1995. There is a clear reduction in the total value of contracts awarded to MBEs after FY 1995. Not only was this reduction maintained over time, but additional reductions occurred for the next several years. Almost $400 million real dollars were awarded to MBEs in FY 1995, but MBEs were awarded only $100 million real dollars just two years later, a reduction that lasted for four years.

Some of the reductions in MBE funding can be explained by the fact that the amount awarded by Caltrans to all enterprises was reduced during the same time period. However, not only did the absolute level of funding decline, but the percentage of funds awarded to MBEs declined as well during the same time period. From FY 1985 through FY 1995, the percentage of total dollars awarded to MBEs increased from 10.7 percent to 19.3 percent, and even reached as high as 20.1 percent in FY 1994. However, there is a sharp decline after FY 1995, with total MBE participation never exceeding ten percent after FY 1997.

During the nine years before the passage of Proposition 209, the percentage of awards to MBEs was 16.0 percent. However, that percentage significantly fell by more than half, to 7.9 percent for the nine years after the passage of Proposition 209. Of particular interest is FY 2002. This year had the highest amount of money awarded by Caltrans, yet it was also the year that MBEs received the lowest proportion of awards (5.8%). Strong leadership and advocacy from business councils have encouraged discussion and activity to support the participation of MBEs to reverse this trend.

The rate at which MBEs are awarded contracts has seen a steady decline over the past ten years. Between FY 1999 and FY 2005, the number of contracts awarded to MBEs was also reduced by 52 percent, from 834 in FY 1999 to 400 in FY 2005 (see

Table 3: Total number of Caltrans FHWA prime contracts and subcontracts to DBEs owned by contractors of color, by Fiscal Year

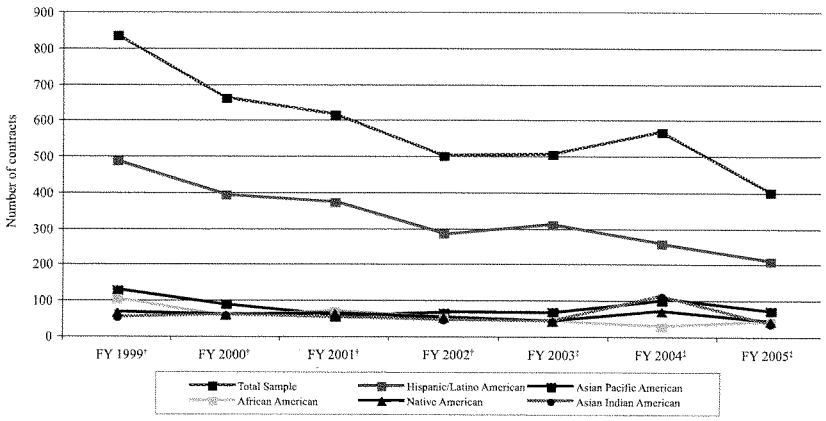
	Total sample	Hispanic/Latino American	African American	Asian Pacific American	Asian Indian American	Native American
FY 1999[†]	834	486	104	128	51	65
FY 2000[†]	661	394	55	92	60	60
FY 2001[†]	614	373	68	57	52	64
FY 2002[†]	499	286	52	66	44	51
FY 2003[‡]	504	310	42	68	41	43
FY 2004[‡]	566	256	28	101	112	69
FY 2005[‡]	400	209	41	74	35	41

Source: Quarterly Report of DBE Awards and Commitments from FY 1999 - FY 2002 & Uniform Report of DBE Awards or Commitments and Payments from FY 2003 - FY 2005.

[†] Contracts represent largely those awarded to male contractors of color, though a small number of white disabled veterens and women may be included.

[‡] Contracts represent those awarded to male and female contractors of color.

Figure 2: Total number of Caltrans FHWA prime contracts and subcontracts to DBEs owned by contractors of color, by Fiscal Year



Source: Quarterly Report of DBE Awards and Commitments from FY 1999 - FY 2002 & Uniform Report of DBE Awards or Commitments and Payments from FY 2003 - FY 2005.

† Contracts represent largely those awarded to male contractors of color, though a small number of white disabled veterans and women may be included.

‡ Contracts represent those awarded to male and female contractors of color.

Table 3 & Figure 2).[114] African American contractors saw the largest reduction in the number of contracts, from FY 1999 to FY 2005, 61 percent. Hispanic/Latino American contractors saw a 57 percent reduction, but held the most amount of contracts. Asian Indian American contractors experienced the least amount of reduction (31%), but also held the least amount of contracts overall. It is important to note that the number of contracts would likely have been reduced by even more than 52 percent if data from before FY 1999 had been available, due to the reduction in total and relative real dollars awarded to MBEs between FY 1995 and FY 1997 that is not reflected in these numbers. ■

[114] For FY 1999 through FY 2002, data on the number of contracts by ethnicity was reported only for the group labeled "DBE," which largely consisted of men of color. A small number of white disabled veterans and women, both of color and white, are also included. In FY 2003, the reporting structure was amended, and the data on the number of contracts by ethnicity include men and women of color only.

Results: Survey

DRC identified 3,269 certified MBEs in 1996, and contacted MBEs still operating today in order to assess their attitudes and opinions of the DBE program before and after 1996, as well as their current business situation.[115] Specifically, for the DBE program, DRC focused on lending programs, mentorship, technical assistance, and pre-bidding conferences that MBEs were offered as part of small business development, as well as outreach efforts that were offered by the state to MBEs. DRC also assessed the current contracts, revenues and employees of the MBEs.

DRC identified 1,005 companies that were certified MBEs in 1996 and were either definitely or

[115] Due to the low number of certified MBEs in 1996, Portuguese American-owned and Spanish American-owned MBEs were not investigated.

Table 4: Ethnic and sex breakdown of MBEs certified in 1996, in business in 2006, and contacted by DRC[†]

	Number of certified MBEs in 1996 *(percentage of total)*	Number of MBEs definitely or possibly still in business *(percentage of total)*	DRC attempted to survey	Completed survey	Response rate
Total sample	3,269 (100%)	1,005 (100%)	732	100	14%
Hispanic/ Latino American	1,253 (38%)	403 (40%)	283	28	10%
Asian Pacific American	795 (24%)	282 (28%)	173	30	17%
African American	765 (23%)	209 (21%)	189	30	16%
Native American	178 (5%)	57 (6%)	43	8	19%
Asian Indian American	178 (5%)	54 (5%)	44	4	9%
Portuguese American[‡]	73 (2%)	—	—	—	—
Spanish American[‡]	27 (1%)	—	—	—	—
Men	2,782 (85%)	869 (86%)	640	79	12%
Women	487 (15%)	136 (14%)	92	21	23%

Source: Department of Transportation Disadvantaged Business (DB), State Woman Business Enterprise (SWBE), and State Minority Business Enterprise (SMBE) List & California Minority Business Enterprise Program Survey, Discrimination Research Center, 2006.

[†] Percentages may not add to 100% due to rounding.

[‡] Due to the low number of certified MBEs in 1996, Portuguese American-owned and Spanish American-owned MBEs were not investigated.

Table 5: Participation in the DBE program

	Lending programs		Mentorship opportunites		Technical assistance		Pre-bidding conferences	
	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96
Total sample	4%	4%	5%	6%	8%	11%	56%	46%
Hispanic/Latino American	4%	0%	4%	4%	0%	4%	38%	38%
Asian Pacific American	0%	0%	7%	3%	10%	14%	62%	45%
African American	11%	7%	7%	10%	11%	14%	64%	54%
Men	4%	4%	6%	5%	9%	12%	55%	46%
Women	5%	5%	6%	5%	5%	10%	60%	45%

Source: California Minority Business Enterprise Program Survey, Discrimination Research Center, 2006.

possibly still in business in 2006. DRC attempted to contact 732 of these companies, and received 100 completed surveys, resulting in a response rate of 14 percent for contacted businesses (see Table 4). The goal of completing at least 24 surveys with the three largest ethnic groups, Hispanic/Latino American, Asian Pacific American, and African American contractors, was met.

Of the 1996 certified MBEs still in operation today, Hispanic/Latino American-owned MBEs were the largest, both in 1996 and currently, followed by Asian Pacific American-owned and African American-owned MBEs. There was a significant tendency for Asian Pacific American-owned MBEs, and a trend for African American-owned MBEs, to be more likely to respond than the rest, particularly compared with Hispanic/Latino American-owned MBEs. As a result, there were relatively similar numbers of Hispanic/Latino American-owned (n=28), African American-owned (n=30) and Asian Pacific American-owned (n=30) MBEs in the survey sample. There were eight Native American-owned and four Asian Indian American-owned MBEs that responded to the survey.[116] Although few MBEs were owned by women, a significantly higher response rate, almost double that of men-owned MBEs, resulted in a sample size of 21 women-owned MBEs. On average, MBEs had been in business for 22 years, with Hispanic/Latino American-owned and women-owned firms slightly younger than the others.

Lending Programs, Mentorship Opportunities, and Technical Assistance

Few survey respondents participated in any lending programs, mentorship opportunities, or technical assistance, regardless of whether or not the opportunities were affiliated with the Caltrans DBE program (see Table 5). On average, no more than four percent of contractors of color had used a lending program, no more than six percent had taken advantage of any formal mentorship opportunity, and no more than 11 percent had received any formal technical assistance, either before or after 1996. Of the contractors who utilized these programs, some were programs

[116] Due to the small number of Asian Indian American- and Native American-owned MBEs, survey results for these groups will not be presented.

offered by Caltrans, while others were programs offered by other agencies. However, due to low usage among our respondents, it was not possible to further subdivide the usage of these programs between Caltrans and non-Caltrans offered programs.

Pre-Bidding Conferences

Before 1996, the majority (56%) of the survey respondents were invited to attend pre-bidding conferences. Before 1996, Hispanic/Latino American contractors were significantly less likely to be invited than other contractors of color. After 1996, however, there was a trend for contractors of color to receive fewer invitations to pre-bidding conferences, with the invitation rate (46%) dropping by ten percentage points.

The number of pre-bidding conferences that contractors attended also decreased significantly, from 2.4 conferences per year before 1996 to 1.3 conferences per year after 1996. African American contractors attended significantly more pre-bidding conferences per year than other contractors of color, both before 1996 (4.6 conferences per year) and after 1996 (2.5 conferences per year).

The number of pre-bidding conferences that contractors attended also decreased significantly, from 2.4 conferences per year before 1996 to 1.3 conferences per year after 1996.

Outreach Efforts

Overall, a majority of contractors reported being contacted by prime contractors as part of good faith efforts, both before 1996 (75%) and after 1996 (70%) (see Table 6). Before 1996, on average, contractors reported that 13 percent of their revenue was the result of good faith efforts by prime contractors. However, the percent of revenue coming from this outreach evidenced a trend towards reducing after 1996, to nine percent of total revenue. Although not reaching significance, women-owned MBEs saw a trend of reduced outreach and reduced revenue from good faith efforts, while men-owned MBEs evidenced a less pro-

Table 6: Prime contractor outreach efforts

	Involvement in good faith efforts		Percent of revenue coming from good faith efforts		Percent of revenue coming from good faith efforts *(for those who received efforts)*	
	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96
Total sample	75%	70%	13%	9%	18%	14%
Hispanic/Latino American	77%	85%	7%	9%	11%	15%
Asian Pacific American	83%	72%	11%	11%	16%	18%
African American	64%	64%	18%	10%	32%	14%
Men	78%	74%	11%	9%	17%	13%
Women	65%	55%	22%	8%	24%	18%

Source: California Minority Business Enterprise Program Survey, Discrimination Research Center, 2006.

nounced trend. Contractors of color also reported that these good faith outreach efforts were significantly less helpful after 1996 (2.1 on a 1 to 5 scale) as compared to before 1996 (2.5 on a 1 to 5 scale).

DBE Program Utilization

The most utilized aspect of the DBE program was targeted outreach efforts by prime contractors; more than two-thirds of contractors were contacted by prime contractors, both before and after 1996. Many contractors received invitations to pre-bidding conferences, with over 45 percent of contractors being invited, both before and after 1996. The other aspects of the DBE program, technical assistance, mentorship, and lending programs, were sparsely used.

Interestingly, the aspects of the DBE program that were the most used before 1996 were the aspects that experienced the largest drop in usage af-

Table 7: MBE program helpfulness – How helpful was the MBE program to:

	Helpfulness scale *(all 8 items)*		Fiduciary scale *(3 items)*		Obtain more credit?		Qualify for loan program?		More easily secure bonding?	
	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96
Total sample	2.0	1.8	1.5	1.4	1.5	1.4	1.5	1.4	1.3	1.3
Hispanic/Latino American	1.4	1.4	1.2	1.1	1.1	1.0	1.2	1.1	1.2	1.1
Asian Pacific American	2.1	1.9	1.2	1.2	1.3	1.2	1.2	1.2	1.1	1.1
African American	2.4	2.2	2.1	2.0	2.2	2.0	2.1	1.8	1.8	1.6
Men	1.9	1.8	1.8	1.6	1.4	1.3	1.4	1.3	1.3	1.2
Women	2.4	1.7	1.4	1.3	2.0	1.8	1.9	1.7	1.6	1.5

	Subcontract with prime contractors?		Develop relationships with suppliers?		Join or expand networks that made it easier for firm to receive contracts?		Develop a more extensive track record?		Expand the scope of services provided?	
	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96
Total sample	2.4	2.1	1.6	1.6	2.1	1.8	2.2	2.1	2.1	1.9
Hispanic/Latino American	1.9	1.9	1.3	1.3	1.5	1.3	1.4	1.6	1.3	1.4
Asian Pacific American	2.9	2.6	1.5	1.4	2.3	2.0	2.7	2.4	2.3	2.0
African American	2.2	2.1	2.2	2.0	2.3	2.2	2.6	2.4	2.6	2.5
Men	2.3	2.2	1.5	1.6	1.9	1.9	2.1	2.1	2.0	2.0
Women	2.8	1.8	2.3	1.6	3.0	1.8	2.6	1.7	2.8	1.7

Source: California Minority Business Enterprise Program Survey, Discrimination Research Center, 2006. On a scale of 1 to 5, where 1 is "not at all helpful" and 5 is "very helpful."

Results: Survey

ter 1996. In other words, while usage of mentorship opportunities, technical assistance, and lending programs remained the same or showed trends towards increasing after 1996, the usage of targeted outreach efforts and pre-bidding conferences dropped by five to ten percentage points after 1996. Analyses indicated that all eight items measuring the helpfulness of the DBE program could be incorporated into one "overall helpfulness" scale.[117] Additionally, a second "fiduciary helpfulness" subscale consisting of the three fiduciary-related items (helping with credit, loans, and bonds) could also be formed. Analyses of these two scales and the eight individual items found that, overall, respondents did not find the DBE program very helpful in the areas listed in the survey (see Table 7). Before 1996, overall helpfulness was only 2.0 on a 1 to 5 scale, with the highest scoring aspect of the DBE program—help with subcontracting with prime contractors—only managing an average of 2.4 on a 1 to 5 scale. The fiduciary aspects of the DBE program were seen as less helpful than the other aspects of the DBE program, both before and after 1996.

After 1996, the overall helpfulness of the program was significantly reduced, down to 1.8. The two most helpful items, both relating to receiving contracts,

MBEs saw a significant reduction in the percentage of revenue and a trend towards reduction in contracts that came from Caltrans since 1996.

[117] A principal component analysis revealed two factors with eigenvalues over one.

Table 8: Challenges to working with the state – How much of a challenge was caused by:

	Qualifications or eligibility requirements needed to bid?		Number of hours needed to prepare a bid or proposal for a public contract?		Amount of lead time given to respond to a request for proposals?		Getting the information required or questions answered prior to the bid due date?		Costs involved in submitting the required documents to be certified as an MBE?	
	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96
Total sample	3.0	3.1	3.2	3.2	2.8	2.9	2.8	2.8	3.2	3.2
Hispanic/Latino American	2.4	2.5	3.2	3.1	2.2	2.3	2.6	2.6	3.1	3.0
Asian Pacific American	3.1	3.0	3.0	3.0	2.7	2.8	2.9	2.7	2.9	3.0
African American	3.5	3.4	3.4	3.1	3.2	3.1	2.8	2.8	3.6	3.2
Men	3.0	3.1	3.3	3.3	2.8	2.8	2.9	2.9	3.3	3.2
Women	3.4	3.4	2.6	2.6	2.4	3.1	2.3	2.3	2.4	3.0

Source: California Minority Business Enterprise Program Survey, Discrimination Research Center, 2006. On a scale of 1 to 5, where 1 is "not a challenge at all" and 5 is "an extreme challenge."

"subcontracting with prime contractors" and "joining or expanding networks that made it easier to receive contracts" each declined significantly since 1996, while other items showed reduction trends.

On the whole Hispanic/Latino American contactors found the DBE program, including fiduciary- and contract-related aspects significantly less helpful, both before and after 1996, while African American contractors found the DBE program more helpful, particularly the fiduciary-related aspects. Female contractors of color found the DBE program to be significantly less helpful over time relative to their male counterparts.

Overall, respondents reported that each of the difficulties they experienced with the state was moderately challenging (see Table 8). There were no significant changes in attitude after 1996. The challenges that received the highest scores were: 1) the number of hours needed to prepare a bid or proposal for a public contract, and 2) the costs involved to be certified as an MBE/DBE.

Before 1996, the amount of lead time given to a request for proposals was less of an issue for Hispanic/Latino American contractors but more of an issue for African American contractors. Female contractors of color found the amount of lead time given to be increasingly challenging.

Before 1996, Hispanic/Latino American contractors found the qualification/eligibility requirements for a bid to be more difficult than did African American and other contractors of color. African American contractors found the costs associated with DBE certification, as well as the number of hours needed to prepare a bid or proposal, to be easier over time.

State of the Minority Business Enterprise

For the surveyed MBEs, the period after 1996 evidenced some modest gains in growth, with the total number of contracts increasing significantly, and the number of employees holding steady (see Table 9). However, while men-owned MBEs advanced, women-owned MBEs did not. Over time, women showed a significant relative worsening in the number of contracts compared to men-owned MBEs, and the same pattern of results for the number of employees. Hispanic/Latino American-owned MBEs showed significantly more growth than Asian Pacific American-owned MBEs, resulting in a significantly larger number of employees today.

The vast majority of MBEs reported that the number or type of services they offer—such as cement pouring, heavy equipment rental, or structural engineering—had increased or stayed the same since

Table 9: Number of employees and contracts

	Number of employees *(median)*		Number of employees *(mean)*		Number of total contracts *(median)*		Number of total contracts *(mean)*	
	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96
Total sample	6	7	20	22	20	20	57	67
Hispanic/Latino American	7	9.5	20	33	25	20	46	61
Asian Pacific American	5	6.5	8	8	20	22.5	81	88
African American	6	6	32	21	6.5	10	22	31
Men	6	8	22	26	20	20	64	77
Women	5	3	7	5	15	10	27	17

Source: California Minority Business Enterprise Program Survey, Discrimination Research Center, 2006.

Results: Survey

Table 10: Number of services and percent of contracts and revenue from Caltrans

	Number of services offered *(relative to 1996)*			Percent of contracts coming from Caltrans		Percent of revenue coming from Caltrans	
	Percent offering fewer	Percent offering same	Percent offering more	Pre-96	Post-96	Pre-96	Post-96
Total sample	9%	54%	37%	7%	4%	12%	6%
Hispanic/Latino American	0%	44%	56%	1%	0%	5%	3%
Asian Pacific American	0%	69%	31%	8%	10%	16%	11%
African American	22%	44%	33%	8%	0%	14%	2%
Men	8%	52%	40%	5%	3%	8%	5%
Women	11%	63%	26%	15%	9%	28%	10%

Source: California Minority Business Enterprise Program Survey, Discrimination Research Center, 2006.

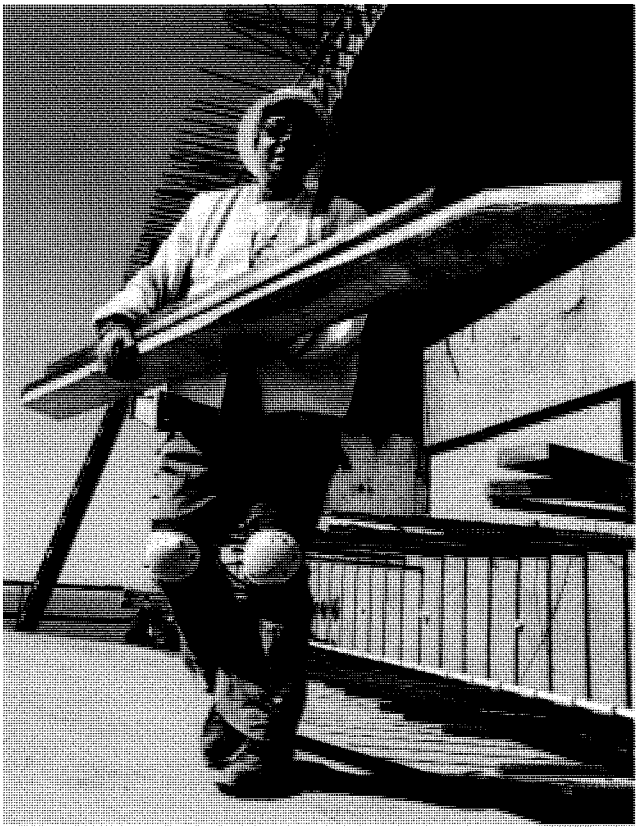
1996 (see Table 10). On average, 37 percent of the survey respondents offered more services and 54 percent offered the same number of services. For African American-owned MBEs, 22 percent reported offering fewer services, a significantly higher rate than that of the Hispanic/Latino American-owned or Asian Pacific American-owned MBEs, of which none reported offering fewer services. African American-owned MBEs were only 30 percent of the sample, but represented 80 percent of the MBEs who reported offering fewer services. Hispanic/Latino American-owned MBEs saw the most growth, with 56 percent offering more services currently as compared to 1996, significantly more than the other MBEs. Asian Pacific American-owned MBEs were significantly more likely than other MBEs to report offering the same number of services.

MBEs saw a significant reduction in the percentage of revenue and a trend towards reduction in contracts that came from Caltrans since 1996. Before 1996, women-owned MBEs received a significantly larger number of contracts and percentage of their revenue from Caltrans relative to men-owned MBEs in 1996. However, a significant 66 percent reduction in revenue and a trend evidencing a 42 percent reduction in the percentage of contracts coming from Caltrans resulted in men- and women-owned MBEs receiving equal proportions of contracts and revenue from Caltrans.

Currently, Asian Pacific American-owned MBEs receive significantly more of their revenue from Caltrans than other MBEs, and they showed a significant relative increase in the percentage of contracts coming from Caltrans compared to African American-owned MBEs.

Survey Limitations

Caution should be used in interpreting the results of this survey since only surviving MBEs were examined. The experiences of MBEs that did not survive may be different from those that survived. Additionally, with a response rate of 14 percent, it is not possible to draw strong inferences for the entire sample of surviving MBEs. ■



Ray Chavez

Results: MBE Focus Groups and Interviews

The goal of the focus groups and interviews was to provide an opportunity for MBE-owners to discuss the impact of Proposition 209 on public contracting in California's transportation construction industry. To measure this impact, questions were posed in the following areas:

- *The culture of the construction industry:* What aspects of the construction industry are not directly related to race or ethnicity, but could have an impact on contractors of color?
- *The business challenges for MBEs:* What are the main challenges for MBEs when establishing a business in the transportation construction industry?
- *The federal DBE program:* What benefits and challenges exist for MBEs regarding California's implementation of the federal DBE program?
- *The impact of Proposition 209:* What was the impact of Proposition 209? Were there any collateral effects?
- *MBE survival strategies:* What are some of the main reasons why so many MBEs who were in operation in 1996 are not alive today? What strategies contribute to the survival and/or longevity of MBEs?

The Culture of the Construction Industry

Participants agreed that it is the general culture of the construction industry for prime contractors to operate within a virtually indestructible "good old boy" network that values personal relationships. Participants also reported that it is more beneficial for an MBE to be a prime contractor and thereby avoid relying on other companies to provide contracts. In general, people in this industry reward people they know and trust with work. Participants reported that collusion is perceived as a part of the industry culture and that forming meaningful relationships with other prime bidders or awarding agencies is essential. Without these relationships, businesses cannot survive in this industry.

The Business Challenges for MBEs

Participants indicated that there are many obstacles to success for MBEs. Securing bonding, financing, and insurance were reported as the most challenging aspects of operating a business. Because many MBEs are small businesses and subcontractors, they rely on working with prime contractors. Slow payment from awarding agencies and prime contractors was also identified as a major barrier for MBEs, many of whom tend to be small businesses that need prompt payment to cover necessary expenses. Cash flow problems were considered common barriers for MBEs, largely due to the owners' relative inexperience operating a business. Participants also reported that they have personally been confronted with negative stereotypes about MBEs being "underperformers" or "inefficient." This can be overcome by developing relationships with prime contractors

> In general, people in this industry reward people they know and trust with work.

and/or awarding agencies and efficiently producing high quality work. Still, these relationships can only be fostered if an MBE has the time and money to invest in this type of outreach. While DBE programs provided incentives for bids that included the participation of MBEs, participants noted that

breach of contract was also a common challenge. While MBEs may have been used to secure bids, participants reported that many MBEs never actually conducted their contracted work on a project. Participants also reported that the private industry was more inclined to work with firms that have the ability to work regionally or nationally, which is beyond the capacity of many MBEs.

Participants agreed that the most valuable aspect of the federal DBE program was that it opened a door for MBEs by providing a needed incentive for prime contractors to "pick up the phone."

The Federal DBE Program

Participants agreed that the most valuable aspect of the federal DBE program was that it opened a door for MBEs by providing a needed incentive for prime contractors to "pick up the phone." Participants also agreed that every project builds a résumé. As such, one of the most valuable aspects of the DBE programs offered by Caltrans was that these programs encouraged utilization by providing announcements for jobs, thereby helping people of color gain access to opportunities that might not have otherwise been shared with them in a timely manner.

Participants criticized several aspects of the DBE programs as well. Large firms did not enthusiastically support these programs, so MBEs were often given late notification about bidding opportunities and good faith efforts were often haphazardly implemented. The programs only marginally opened the door to MBEs; the "good old boy" network is still the prevailing culture in construction. The programs also did not effectively address many of the business challenges for MBEs, such as slow payment or bonding and financing issues. Participants reported that there was little to no enforcement regarding prompt payment and no formal mechanism to address the attitude that MBEs were "lucky to be here" and should not complain.

Participants also noted that DBE programs incorporated a significant amount of "hand-holding," which did not encourage MBE owners to learn the business aspects of their industry. Instead, participants indicated that many MBEs, though highly skilled in their crafts, were encouraged to compete for business on a "second-tier" as subcontractors with large, prime firms that, in general, do not mentor MBEs in business. Without addressing the business development of MBE firms through education, DBE programs were perceived by many of the participants as contributing to the negative stereotypes that follow MBEs in the construction industry. Perceived as a "hurdle system" to label businesses owned by people of color, participants reported that prime contractors continue to view these programs as "subservient" and therefore use their power and leverage to withhold payment and set up MBEs for failure. Participants agreed that they should be evaluated not by whether they are people of color, but rather, on the merit of their skill, work, and reputation. Participants agreed that the promise of equal access to bids would provide this opportunity.

The Impact of Proposition 209

Participants agreed that for those MBE firms that relied on the race-conscious DBE measures to provide opportunities for contracts, the effects of Proposition 209 were more pronounced. For those participants whose firms did rely on subcontracts with prime companies (due to special trade or other reasons), Proposition 209 eliminated the incentives for prime contractors to call them. Participants reported that

many prime companies interpreted Proposition 209 as a reason to avoid working with MBEs altogether. This forced a number of MBE firms to downsize services and lay off employees, both of which impacted these firms' ability to compete.

Participants were split on the personal impact of Proposition 209. While a number of participants indicated that after the proposition passed, they were virtually shut out of the business by prime contractors, others reported that they suffered no negative impact as a result of Proposition 209. For those whose businesses were not harmed by Proposition 209, the main reason was that they had formed relationships with awarding agencies or prime contractors that gave them equal opportunity to compete with other prime contractors. Participants who reported no impact were also more likely to be prime bidders on contracts.

Participants agreed that there were collateral impacts of Proposition 209 that included unemployment as a result of lay-offs, fewer resources for immigrant communities to learn English, fewer resources to support local organizations, and negative health outcomes as a result of stress. Participants reported that Proposition 209 did not fix the problem of unequal access to competitive bids; instead, it reinforced the system of exclusion that already existed and strengthened lingering preconceptions about the work product of people of color. Participants interpreted race-neutral strategies to encourage MBE participation as a signal that little to no people of color would be awarded public contracts post-Proposition 209. Race-neutral strategies were viewed as a strategy to strengthen the "good old boy" network by ignoring the legacy of racial discrimination.

MBE Survival Strategies

While participants acknowledged that many small businesses fail, they also noted that the federal DBE program has never fulfilled the promise of equal access to contracts. Participants also reported that a lack of business savvy on the part of many MBEs contributes to their failure. A lack of access to bonding and financing coupled with the demands of build-

For those whose businesses were not harmed by Proposition 209, the main reason was that they had formed relationships with awarding agencies or prime contractors that gave them equal opportunity to compete with other prime contractors.

ing networks where their presence is not necessarily encouraged often proves fatal for MBEs. Below is a summary of the survival strategies used by MBEs in California's transportation construction industry:

- *Expand services*: MBEs reported that expanding the type of services offered generates new business and allows for the type of flexibility required to survive.
- *Become a part of the network*: MBEs consistently reported that building relationships with granting agencies and prime contractors is essential to the survival of any construction business. Participants reported that through formal business associations and boards, MBEs can directly combat many of the challenges that impede progress for businesses owned by people of color.
- *Build capacity*: MBEs reported that in order to survive, firms owned by people of color need to utilize basic business development practices to invest in their own companies so as to support their ability to work on projects in other cities and communities (including those outside of California), and to compete as a prime contractor.
- *Promote the business model of diversity*: MBEs reported that many prime contractors, once they recognize the business benefit of working with people of color, respond favorably to fostering relationship with MBEs.
- *Contract with the private sector*: Though many MBEs reported that access to contracts in the private sector was often as challenging as those in the public sector, contracts with private industries, including individual clients, were seen as a strategy to sustain their business.
- *Be persistent*: MBEs agreed that in order to survive, an owner must be persistent. Participants agreed that MBEs should seek every opportunity to demonstrate their ability to perform well and commit themselves to developing relationships with individuals, companies, and public agencies. ■

Sara Petrie

Profile:

Miguel Galarza

Yerba Buena Engineering & Construction, Inc.

A native of San Francisco, Miguel Galarza grew up wanting to be an architect. While he was discouraged by counselors who thought he should pursue manual labor, Miguel remained focused. He had a passion for building things with his hands, so at age 14, Miguel started working in construction—formally learning a craft that he thought might aid his dream of one day becoming an architect. When he heard that Chinese for Affirmative Action, a civil rights and advocacy organization, was looking for people to participate in a citywide carpenter apprenticeship program, he signed up. For six years, Miguel worked to hone his skills, but a personal loss forced him to change his objective from a focus on learning the craft to a focus on management and ownership.

While studying construction management, Miguel was offered a position as a junior project manager/estimator with an MBE-certified firm that he felt would give him practical experience, on-the-job training, and opportunity for growth. For two years he worked with this firm before leaving to become a senior project manager for a DBE-certified firm in San Francisco. Licensed in 1996, Miguel honed many of his skills during the nine years that he worked with this firm. However, his concern began to grow when he noticed that this firm was increasingly reliant on the DBE program to provide contracts. He realized that the firm was a "DBE baby"—a firm born from the owner's enthusiasm about potential opportunities that might come from prime contractors being required to subcontract or work with firms owned by women and people of color. This firm worked almost exclusively through the DBE program. When Proposition 209 passed and race-conscious set-aside programs in the state ended, this firm became unstable, primarily because the owner's business model had been to rely on the DBE program for its business and growth.

In San Francisco, a city known to be progressive on a number of social justice issues, the impact of Proposition 209 took time to materialize. For a while, a number of prime firms, many of which were owned by white males, continued to work with MBEs. These firms understood that it was in their best business- and community-interest to cultivate a relationship with MBE firms and to foster their opportunities for business development. Still, Miguel was uncomfortable with the business model of *relying* on the DBE program to provide contracts that would sustain his business. He understood that the federal DBE program was designed to open the door for MBEs, and that they should serve as training wheels, not permanent fixtures to sustain the life of a business enterprise. Finding flaw with any business model that would wrap its existence around the race-conscious programs, and motivated by a desire to allow his hard work and expertise to generate wealth for him and his family, he decided it was time for a change.

In 2002, Miguel launched out and founded Yerba Buena Engineering and Construction, a heavy engineering construction firm. Using the DBE program to make initial contact with granting agencies, Miguel actively pursued and won prime contracting bids. Once those bids were won, Miguel focused on completing the job, fulfilling the terms of the contract, and meeting—and sometimes exceeding—the goals of the contract. Determined not to use the DBE program as a "profit center," Miguel also focused on developing relationships with granting agencies and other prime contractors. Turning professional relationships into

mentorship opportunities, Miguel learned successful business strategies from a number of major companies. For six years, he was coached on how to support the basic business practices that could foster growth in his organization. Advice such as "leave the profit in the company instead of using it as a personal profit," "learn accounting and always pay your taxes on time," and "bid as a prime contractor" became part of his organizational mantra. He knew that his access to this kind of "know-how" was rare. Prime contractors do not make a practice of showing MBEs the tricks of the trade, strategies that may turn many of them into serious competitors. So, to him, the advice gleaned from these relationships was more valuable than the diversity goals articulated through the various DBE programs in which he had participated. Miguel worked hard, took smaller projects so that he would not have to wait years to see a profit, and left money in the bank so that he could bond. Within a year of founding, Yerba Buena Engineering and Construction had three employees and earned $500,000 in revenue. In 2006, Yerba Buena Engineering and Construction employed 30 people and earned over $7 million in revenue. These lessons combined to serve as his real-world PhD—earning him not only the business savvy to expand his business model beyond the scope of the DBE program, but also providing him with the clout in the community to share his strategies with others.

> He knew that his access to this kind of "know-how" was rare.

In 2003, Miguel joined the board of the San Francisco Hispanic Chamber of Commerce. In 2005, Miguel was elected as its Vice President. That year, he also won California Businessman of the Year, and in 2006 he was nominated for the California Small Business Administration's award for Businessman of the Year. He recognizes that many MBEs are craftsmen, and his mentorship emphasizes the *business* of creating a Minority Business Enterprise. He coaches other MBEs on how to overcome the pitfalls that often contribute to their failure. He helps them understand how to make money by performing quickly and efficiently, and by understanding the dynamics and importance of maintaining a cash flow. He helps them channel their passion for the work such that they do not have to rely on special programs, but rather, to cultivate personal and professional relationships that can lead to the creation of new opportunities.

For Miguel, the impact of Proposition 209 was more visible among those who would have been his competitors—those who, in their reliance on the race-conscious DBE program, may not have been able to survive in an industry run on personal relationships. Unlike many MBEs he has known over the years, his phone did not stop ringing as a result of Proposition 209 because he had developed relationships that could weather the storm. Still, he recognizes that without the DBE program, and its incentives to make contracting agencies look in his direction, he would likely have been initially shut out of the process, standing on the other side of a door that remains closed to many people of color struggling to realize their dreams of equal opportunity and prosperity. ■

Profile:

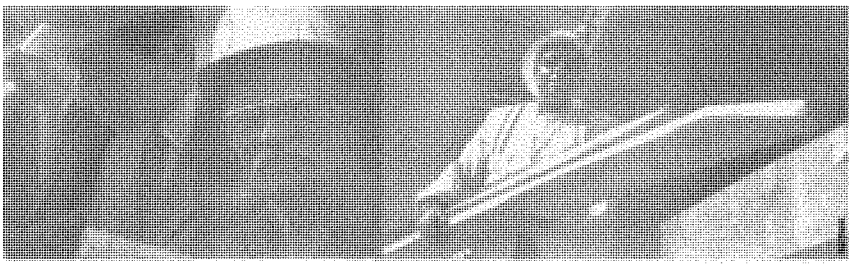
Robert Wilson

Wilson Electrical Company

Raised in Flint, Michigan, Robert Wilson came to California in 1981 searching for a place among a developing niche of contractors doing work with the oil rigs in Martinez. As a member of the International Brotherhood of Electrical Workers, Robert worked for several years as an industrial electrician. His reputation as a skilled electrician led him to many projects. In 1984, he decided to start his own business, so he took the test to become a contractor and immediately began looking for work. He also immediately certified as an MBE firm with Caltrans and every other major contracting agency in the San Francisco and East Bay areas.

Robert's first major subcontract award was for $112,000 to work with the San Francisco Airport. He was told that certain bonding agencies had relationships with MBE contractors and that he should go to these institutions to secure bonding for the project. When Robert went to secure a bond with the agency that was designated through the DBE program, the agent looked at him and responded, "Here comes another one," and then moments later, denied the request. Robert thought the statement was curious, but did not pursue the issue at that time. Instead, he went back to the general contractor and explained that he could not secure bonding. The general contractor did not make an issue of it and allowed Robert to proceed. Still nagged by the agent's comment, Robert went back to see if he could secure bonding after he had already completed half of the project. This time, his request was only for $50,000, which was immediately approved. When Robert inquired about why he was denied the first time, he was shocked by the response. Subcontracting MBE firms, Robert was told, were subject to limited funding—up to $50,000. In other words, the agency approved by the DBE program generally would not approve loans over $50,000 for subcontracting MBE firms. Robert interpreted this as a way to keep MBE subcontractors from ever competing for the bigger projects. He stopped working through this bonding agency when he realized that through other agencies, he was able to secure a bond for $100,000 or more.

Securing funding continued to be a problem for Robert. He quickly realized that securing funding for his business was more of an obstacle than originally anticipated. Still, he wanted to pursue business development in what he thought was the American way—he'd go to a bank for a loan. When he was awarded a $400,000 contract through the San Francisco Airport, he again attempted to secure a bond, this time more prepared for what awaited him at the financial institutions. Understanding many of the obstacles that prevent African Americans from securing loans, he stacked his team—comprised of an attorney, an insurance agent, and a bonding agent—with white males, thinking that might buffer him from any racially-motivated negative preconceptions. Together, they entered the bank, hoping to secure a loan for $200,000. When the attorney introduced the team and indicated that they were there to secure a loan to support the development of Wilson Electrical Company, they were told that Robert would have to provide collateral. At that moment, Robert's attorney closed his book and motioned for Robert and the rest of the team to leave the bank. Once outside, the attorney told Robert that he had regularly secured loans for his white clients with comparable credentials without any opposition from the bank or requests for collateral. In this climate, Robert continued to



fight for the survival for his business. His expertise and reputation as a skilled electrician followed him, and his business did grow. In 1995, at the height of his business, Robert's company earned revenue in excess of $600,000 a year and employed more than 20 electricians, many of whom were also African American.

Then, in 1996, Proposition 209 passed, and Robert immediately began to feel the effects. Right away, he heard rumors that *"minorities were no longer needed"* had been written on Caltrans specification booklets, and that prime contractors had begun to circulate materials that indicated ways to avoid contacting people of color for bids on projects. After 1996, Robert noticed that the number of calls from prime contractors began to decline. He noticed a steady rejection of his bids. In one instance, he watched as his bid for an Alameda County project was "shopped around" to competitors. After working on the Cypress Freeway in 1999, Robert decided to bid on work for the Bay Bridge. He submitted what he thought was a competitive bid, but ended up not being the low bidder. Then, he learned that Caltrans issued an addendum to prime contractors indicating that they would receive $500,000 to submit a bid for the contract, while subcontractors, many of which were MBE firms, did not receive any money. To Robert, this was a clear signal. He decided to stop "spinning his wheels," and has not submitted a bid on Caltrans projects since. Robert continued to make efforts to generate business for his company, but few resulted in actual contracts. Prime contractors seemed to feel that they did not need him anymore, and therefore, closed the door of opportunity.

Gradually, Robert had to lay off his employees, strap on his tool belt and start doing work himself. He adjusted the focus of his company, moving from industrial electric projects to residential projects. In 2004, his business eventually hit a low, earning only $40,000. Robert was evicted from his apartment and could barely survive. Robert persevered, knowing

Then, in 1996, Proposition 209 passed, and Robert immediately began to feel the effects.

he could turn things around. Two major electrical engineering companies tapped him for mentorship and began working with him to reinvigorate his business. His reputation landed him in the executive offices of these major companies, earning him the gift of their business savvy—savvy that has helped Robert breathe life into a company that was once on life-support.

Robert attributes the survival of his business to his belief in God, his knowledge of the trade, his ability to he flexible, and his ability to live with minimal resources. While he knows that Proposition 209 ended the primary strategy used to get prime contractors to pay attention to small firms that were owned by people of color, he also learned, as a result of Proposition 209, that "business has no color." From his experience of success, loss, and rebuilding, Robert has identified stumbling blocks and shown a way to break down the financial barriers that keep MBEs from succeeding as public contractors, and established himself as a survivor, in more ways than one. ■

Discussion

Overall, themes from the four data collection methods—MBE survival and award access, survey, focus groups, and contractor profiles—highlight consistent themes that clarify how MBEs were affected by the impact of Proposition 209 and other anti-affirmative action measures. There are clear negative repercussions from Proposition 209—both Caltrans and the MBEs themselves reported that Caltrans utilized MBEs less frequently after Proposition 209. However, many of the surviving MBEs reported that on the whole they did not see dramatic changes to their business models, their business growth, or their perceptions of the federal DBE program after Proposition 209.

Surviving MBEs did not tend to place a high value on most aspects of the race-conscious DBE program. Since the federal DBE program was, in general, only modestly utilized and valued by these firms, little room was left for negative effects due to Proposition 209 and other anti-affirmative action measures. Of most value to surviving MBEs were the aspects of the DBE program that provided assistance with networking, such as outreach and pre-bidding conferences. These components, as the most utilized and valued aspects of the DBE program both before and after 1996, are perceived by surviving MBEs as key to making public bidding processes fair. As supported by the qualitative data presented in this report, MBEs do not want to rely on a race-conscious DBE program; instead they seek to remedy a history of racial discrimination through a facilitation of equal opportunity and access to business development and bids. Of greatest emphasis has been outreach and pre-bidding conferences; however, since 1996, these networking efforts have tapered off considerably.

On average, the surviving MBEs that were surveyed had matured positively since 1996. Overall, these MBEs grew in terms of the number of employees,

Of most value to surviving MBEs were the aspects of the DBE program that provided assistance with networking, such as outreach and pre-bidding conferences.

and most are now offering the same, or more, services than in 1996. For these MBEs, expanding their type of services was the primary strategy used to survive decreases in outreach following Proposition 209. This helped them to maintain a steady number of total contracts from private and public sources between 1996 and 2006, a time in which DBEs experienced less business with Caltrans. Surveyed contractors reported that the percentage of revenue coming from Caltrans has dropped since 1996, with a downward trend in the percentage of contracts as well. These observations are consistent with Caltrans awards data confirming that the number of contracts and total revenue awarded to MBEs has dropped since the mid-1990s, with the percentage of awards secured by MBEs being reduced by over 50 percent, from 16.0 percent of total awards in the years preceding Proposition 209 to 7.9 percent of total awards in the years following the passage of Proposition 209. DRC found that although MBEs always received over ten percent of total revenne before 1996 (with the percentage reaching as high as 20.1 percent in FY 1994), participation by MBEs never reached ten percent of revenue awarded after 1996.

Women-owned and African American-owned MBEs fared more poorly over the last ten years than the other MBEs. Women-owned MBEs consistently showed a pattern of shrinking business; the number of employees, the total number of contracts, and the percentage of contracts and revenues obtained from Caltrans all demonstrated patterns of poorer outcomes relative to men-owned MBEs. Though women-owned MBEs may have found DBE programs more useful before 1996 than men-owned MBEs, their perceptions of helpfulness were reduced in the past ten years.

Though African American-owned MBEs showed some prosperity, these firms still consistently showed a pattern of poorer outcomes relative to other MBEs. Although several of the trends did not reach the traditional level of significance, African American-owned MBE firms were often on the worse-off end in measures of health for their enterprises. African American-owned MBEs were also significantly more likely to have decreased the number of services offered, rather than expanding like many of their peers. The evidence in this report, as exemplified in the contractor profile of Mr. Robert Wilson, appears to show that many African American-owned MBEs are struggling to stay afloat. ■

Recommendations:

Strategies for Providing Equal Opportunity

Public contracts remain unavailable to a considerable portion of people of color in California's transportation construction industry. Data consistently demonstrate the under-representation of these firms among those that are awarded public contracts, and barriers continue to keep MBEs from equal access to competitive prime-and sub-contracts. This study finds significant barriers for contractors of color who seek to participate on equal footing with their white counterparts in California's public transportation construction industry. To ensure equal opportunity for MBEs seeking public contracts in California's transportation construction industry, DRC recommends increased attention and action in four primary areas, including 1) equal opportunity programming, 2) capacity of businesses owned by people of color, 3) advocacy for the business model of diversity, and 4) continuation of research on the impact of anti-affirmative action laws and policies.

Equal Opportunity Programming

The findings of this report suggest that while MBEs do not perceive Caltrans' implementation of the federal race-conscious DBE program as perfect, there were specific components that were considered effective elements to improve MBE access to public contracts. Standards set by the *Croson* decision have resulted in a generation of disparity studies that consistently provide evidence of MBE underutilization, further sustaining the life of many race-conscious DBE programs. While Proposition 209 remains in effect, legal challenges to these types of programs are likely to continue in California. As noted earlier in this report, at the time of this study, Caltrans commissioned a disparity study to determine whether there is a legal justification to continue implementing the federal race-conscious DBE program in California. Nevertheless, the findings of this study reflect the need for a specific, race-conscious strategy to ensure equal opportunity to compete for public contracts in California's transportation construction industry Specific recommendations are as follows:

- *Recommendation*: Public agencies should develop a new equal opportunity program that emphasizes the most useful aspects of the race-conscious DBE program and incorporates new strategies to involve people of color. For example, public agencies should consider sending opportunity announcements by mail to all contractors instead of using the Internet as the main outreach tool. Public agencies should also advertise opportunities in the ethnic media in order to reach communities of color. Other components of a new program to facilitate MBE access to opportunities should include articulated diversity goals and dollar amounts for underrepresented racial and ethnic groups as well as tailored strategies to enforce these goals. These recommendations are important to ensure that outreach efforts are more than just good faith efforts; instead, these efforts must be indicative of equal opportunity among California's diverse communities.

- *Recommendation:* Public agencies should develop equal opportunity programming that includes formal relationships with ethnic local, regional, and statewide chapters of the Chamber of Commerce to host pre-bidding conferences so that opportunities are shared with business enterprises connected to networks that include strong representation from people of color. A stronger presence of people of color on the business councils and boards of major government granting agencies, contractor associations, and unions is also key to developing a climate in which open dia-

logue and strategic planning can ensure the development and implementation of strategies to provide MBEs with the equal opportunity to receive public contracts.

- *Recommendation:* Public agencies should change the nomenclature of equal opportunity programs to support a positive view of diversity as a business model. Being labeled a "Disadvantaged Business Enterprise" is not appealing to any entrepreneur, especially MBEs, which are already plagued by negative racial stereotypes that impede their efforts to compete on equal standing with their white counterparts. For example, private industry has implemented its equal opportunity efforts through "Diversity Business Enterprise" programs and goals.

- *Recommendation:* Public agencies should develop equal opportunity programming that includes routine, yet random, assessments of fairness in the bidding process. MBEs reported collusion, "bid-rigging," and other illegal practices that undermine MBE access to public contracts. A routine audit of practices should minimize the prevalence of these activities.

Capacity of Businesses Owned by People of Color

The findings of this report suggest that while MBEs are subject to unequal access to public contracts, other factors also impact whether they are free to compete in California's transportation construction industry. Capacity is an important predictor of whether a business will succeed or fail in the construction industry. For example, the number of Small Business Enterprises (SBEs) has also decreased in the past ten years,[118] experiencing a survival rate of approximately 30 percent, which is similar to that of the 1996 certified MBEs. As most MBEs are small business enterprises, their ability to sustain their capacity is critical. While Proposition 209 ended race-conscious efforts to level the playing field for businesses owned by people of color, any effort to enforce equal opportunity must include strategies designed to build the capacity of these business enterprises. Specific recommendations are as follows:

- *Recommendation:* Public agencies should implement strong enforcement strategies at public transportation agencies to ensure prompt payment of contractors at the agency or prime contracting level, and at the sub-contracting level.

[118] Office of Small Business and DVBE Certification: Firms Certified in 1996.

Public agencies should change the nomenclature of equal opportunity programs to support a positive view of diversity as a business model.

- *Recommendation:* Public agencies should invest in technical assistance for businesses owned by people of color. In partnership with nonprofit small business development corporations, public agencies should provide technical assistance in areas of securing loans and bonds, entrepreneurial training and other educational services for small businesses owned by people of color. To reach a greater number of MBEs, public agencies should also establish satellite offices in communities of color that provide technical assistance (e.g., information regarding opportunity announcements, financial lending programs, various insurance options for subcontractors) to businesses in the community.

- *Recommendation:* Public agencies should partner with ethnic Chamber of Commerce chapters, apprenticeship programs, and community colleges at the regional and local level to sponsor workshops on the business of construction. Many contractors understand the craft of construction but fail due to a lack of command for basic business practices (e.g., accounting). Access to training and education in this arena could facilitate a greater ability to operate a successful business.

The data in this report capture trends from MBEs that survived after Proposition 209; however, they do not capture trends and barriers for those whose businesses failed.

Advocacy for the Business Model of Diversity

Increasing the participation of MBEs should not only concern public agencies, MBEs, and advocates. Equal opportunity in public contracting affects the economic well-being of every community.

- *Recommendation:* Organizations that offer legal and/or political advocacy are critical conveners of community partners (including community members, attorneys, academics, policy analysts, researchers, and youth) that also have a vested stake in ensuring equal opportunity for businesses owned by people of color. These organizations should continue to form partnerships that can strengthen the visibility of MBEs in the development of solutions to rebuff efforts that undermine equal opportunity for people of color.

- *Recommendation:* Community organizers should develop multi-ethnic, multi-generational coalitions to increase accountability among state agencies and prime contractors. One strategy to increase accountability among public agencies and enforce a commitment to the business model of diversity is to implement Community Benefit Agreements.[119] Community Benefit Agreements offer a broader, more flexible vision for how to maximize the power of community organizing so

[119] Gross, J, with LeRoy, G. and Janis-Aparicio, M. (2005). *Community Benefit Agreements: Making Development Projects Accountable.* Washington, DC: Good Jobs First and the California Partnership for Working Families.

that local redevelopment efforts include concrete benefits for the community in which these activities occur. These agreements include, but are not limited to, selecting MBEs for local projects.

Continuation of Research on the Impact of Anti-Affirmative Action Laws and Policies

The development of research-based policies to protect the civil rights of all Americans is critical; for that reason, research must continue to measure the impact of Proposition 209 on MBEs seeking public contracts with federal, state, and local contracting agencies. While the data in this report demonstrate an impact of Proposition 209 on the access to bidding and awards for construction businesses owned by people of color in the transportation industry, they also reflect a need for additional research in at least four specific areas.

- *Recommendation:* Research the extent to which collusion, "good old boy" networks, and other violations of equal opportunity occur and impact businesses owned by people of color. This includes continuing research to analyze if there is a prevalence of racial discrimination and/or differential treatment in lending and bonding practices at financial institutions.

- *Recommendation:* Research the trends for MBEs who did not survive in the post-Proposition 209 climate. The data in this report capture trends from MBEs that survived after Proposition 209; however, they do not capture trends and barriers for those whose businesses failed. Research examining the economic trends of this population is necessary to fully understand the range and depth of Proposition 209's impact on MBEs in California's transportation construction industry. Of additional value would be an analysis of best practices to promote success among MBEs, and the development of a realistic and accessible training tool for MBEs, agencies and/or corporations interested in fostering a diverse pool of contractors with which to conduct business.

- *Recommendation:* Research the impact of Proposition 209 on MBEs offering professional services. While this report documents the impact of the proposition on a large segment of the transportation construction industry, it does not fully capture the experiences of MBEs in professional services (e.g., architecture, engineering) who do not participate in public bidding processes, but rather in selection processes that may foster bias and/or discrimination.

- *Recommendation:* In order to further illuminate the MBE experience, research should include non-MBEs in future research, including SBEs and non-MBE DBEs. Adding these experiences will help clarify what is unique about the MBE experiences and what is shared with other comparible enterprises.

- *Recommendation:* Caltrans and other public agencies should develop a system of collecting and reporting data that clearly denotes categories for reporting on race, ethnicity, and gender for federal and state contracts. ■

Conclusion

In transportation construction—and the construction industry in general—every project builds a résumé. Every job makes an MBE more competitive for the next project. In theory, each MBE firm should be free to compete with non-MBE firms and be granted equal opportunity to compete on the same tier as their non-MBE counterparts. California is at a crossroads, reflecting on its response to an anti-affirmative action law that has reshaped the landscape of opportunity for its communities of color. Ten years have passed since California voters reversed the course set forth by this country's leadership in 1965. Still, according to a 2006 poll, California voters share a core value that celebrates equal opportunity and fairness. California voters also support public action as a strategy to ensure that everyone, irrespective of race or ethnicity, has an equal opportunity to succeed.[120]

The struggle for equal access to public contracts continues; however, the opportunity to shift the paradigm remains. California can no longer afford to engage in racial politics-as-usual. As entrepreneurs and skilled craftsmen and craftswomen, MBEs have earned the right to equal opportunity and participation in state contracts. In a state as richly diverse as California, it is imperative for its leadership and corporations to embrace the business enterprises owned by people of color, for its own sake. As a state that is comprised of a majority of people of color, providing equal opportunity for the economic development of these communities is imperative. California's economic vitality depends on it. ■

[120] Equal Justice Society, Lawyers' Committee for Civil Rights of the San Francisco Bay Area, American Civil Liberties Union of Northern California. (2006). *Survey Findings on Racial Discrimination and Affirmative Action in California.* Oakland, CA: Lake Research Partners.

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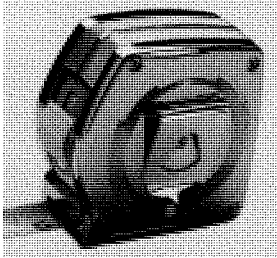

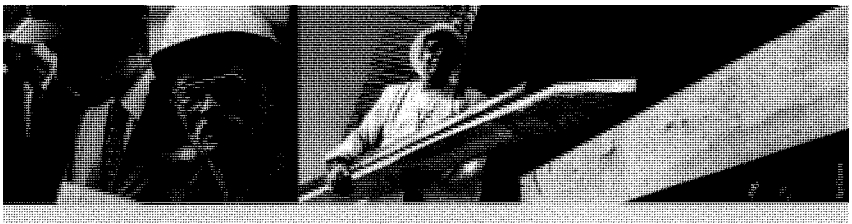

Studies by the Discrimination Research Center

Unequal Access to Health Care: A Test of Language Barriers at Alameda County Hospitals, 2000

Job Satisfaction and Advancement of Minorities in Nursing, 2000

Women Make a Difference: The Screening of Minorities by Temporary Employment Agencies in California, 2000

Proposition 209 and the Decline of Women in the Construction Trades, 2000

Racial Preferences: The Treatment of White and African American Job Applicants by Temporary Employment Agencies in California, 2000

A Study of the Treatment of Female and Male Employment Applicants by Auto Service Shops in the San Francisco Bay Area, 2000

Treatment of Caucasian and African American Applicants by San Francisco Bay Area Employment Agencies: Results of a Study Utilizing "Testers," 1999

Affirmative Action Is Due to Changes Measuring the Impact of Proposition 209 on Minority Business Enterprises and Other Small Firms and Contractors

DRC

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A Vision Fulfilled?

The Impact of Proposition 209 on Equal Opportunity for Women Business Enterprises

In 1996, Proposition 209 eliminated affirmative action in public education, employment and contracting. Dubbed the California Civil Rights Initiative, the proposition ended such programs designed to open the doors of equal opportunity for women and people of color in public contracting. A "Vision Fulfilled" chronicles the 11-year impact of Proposition 209 on Women Business Enterprises seeking public contracts in California's transportation construction industry.

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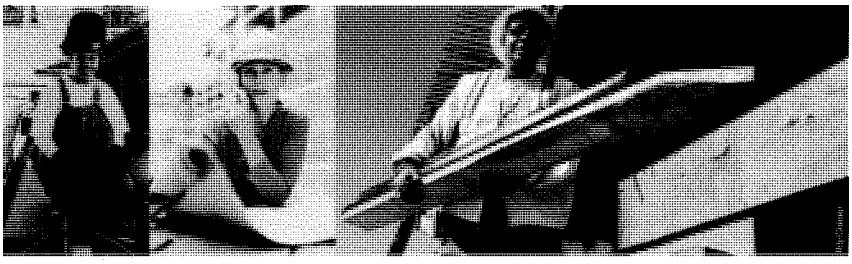

A Vision Fulfilled?

The Impact of Proposition 209 on Equal Opportunity for Women Business Enterprises

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SEPTEMBER 2007

Executive Summary

Affirmative action programs were initiated in the 1960s to correct patterns of discrimination against people of color and women of all racial groups in order to fulfill a vision to include all in the mainstream of the nation. Designed to open the doors of opportunity for all people, these programs sought to level the playing field in public employment, public contracting, and education. However, beginning in 1989 with the Supreme Court's ruling in *City of Richmond v. J.A. Croson Company,* the courts began to narrowly restrict mandatory affirmative action programs in public contracting. In California, growing efforts to eliminate affirmative action culminated in 1996, when voters passed Proposition 209, the California Civil Rights Initiative. This law ended virtually all affirmative action programs in public education, public employment, and public contracting. Although the federal district court ruled that Proposition 209 was unconstitutional, the Court of Appeals reversed the lower court and upheld the initiative.

California's transportation construction industry is the source of over $2 billion in public contracts each year and will disburse several billion dollars in bond money to contractors throughout the state. As the largest granting agency for transportation construction statewide, the California Department of Transportation (Caltrans) has tremendous capacity to increase the wealth and employment opportunities among California's diverse population. To correct the historic exclusion of people of color and women of all racial groups from the transportation construction industry, Caltrans initiated a race- and gender-conscious Disadvantaged Business Enterprise (DBE) program and administered it for two decades until 1996 when Proposition 209 eliminated affirmative action for all but federally funded projects. In May 2006, Caltrans discontinued the remaining race- and gender-conscious aspects of the federal program and adopted a race- and gender-neutral program.

In 2007, the Thelton E. Henderson Center for Social Justice (HCSJ) at the U.C. Berkeley School of Law completed an evaluation of the impact of Proposition 209 on businesses that were certified as Women Business Enterprises (WBEs) in 1996, when the initiative was passed. *A Vision Fulfilled?* analyzes how the elimination of race- and gender-conscious programs have affected women-owned businesses in California's transportation construction industry. Five distinct methodologies were used to analyze and document the impact of Proposition 209 on women-owned businesses. The study's research team analyzed WBE access to awards, measured the survival rate for 1996 certified WBEs, surveyed those WBEs who survived, led focus groups with surviving WBEs, and conducted in-depth interviews with surviving WBE contractors. By using multiple methods, the research team was able to document and verify a significant impact of Proposition 209 on WBEs. Key findings include:

- **After the passage of Proposition 209, real dollars awarded to certified WBEs fell by roughly 40 percent.** In 1985, certified WBEs were awarded 2.1 percent of federally funded Caltrans projects. This percentage steadily increased thereafter to reach an average of 6.7 percent in the six years leading up to and including 1996, the year that Proposition 209 was passed. With the elimination of the Caltrans affirmative action program, this percentage dropped significantly to 3.8 percent in the years that followed the passage of Proposition 209. White women-owned WBEs mirrored these trends closely while women of color-owned WBEs showed a different pattern. Prior to 1991, women of color-owned WBEs had received no awards at all. By 1993 they were receiving almost 2 percent of the awards but thereafter this number dropped to 1 percent and has remained steady since that time, for the years that data were collected.

- **Only 36 percent of WBEs certified with Caltrans in 1996 are still in business today.** In 1996, 2,096

transportation construction businesses were owned by women and registered with Caltrans as WBEs. Today, only 763 of those businesses are still in operation, 79 percent of which are owned by white women. However, without an appropriate comparison group, the interpretation of the relative success of WBEs is difficult to ascertain. Firms owned by African American women were significantly less likely to survive than other WBEs.

- **WBEs reported that the overall helpfulness of the DBE program fell significantly after 1996.** Following the passage of Proposition 209, WBEs reported a decline in the quality of pre-bidding conferences, "good faith" outreach efforts initiated by prime contractors, and the DBE program in general. Surviving WBEs also reported a regular inability to work with Caltrans. Women of color-owned WBEs reported relatively more difficulties post-Proposition 209 than white-owned WBEs.

- **Surviving WBEs have struggled to overcome gender bias in the transportation construction industry.** Focus groups and interviews reveal that the transportation construction industry still embraces a "good old boy" network that is difficult for women to access and overcome. Participants attributed their success in the construction industry to continued visibility to potential clients, shifting their focus from public agencies, strategically responding to requests for proposals, and exercising legal recourse when necessary.

A Vision Fulfilled? has found that women face significant barriers when trying to participate in California's transportation construction industry. To support equal opportunity for women-owned businesses to participate in this field, HCSJ recommends the augmentation and enforcement of a robust DBE program that utilizes gender-conscious equal opportunity goals and programming. The findings of this report suggest that women are currently underrepresented among firms receiving pubic contracts, and that this underrepresentation has been hastened by the implementation of Proposition 209. Because of California's ongoing interest in supporting the equal participation of women in the transportation construction industry, HCSJ also suggests that Caltrans and other public agencies provide training for key leadership at contracting agencies to address historical and present manifestations of gender bias and institute policies to enforce anti-discrimination in the workplace and on public projects. The development of additional structures to support and encourage the participation of women along key pathways to becoming entrepreneurs is also critical. Other recommendations include improved data collection for women-owned businesses, continued research on the impact of Proposition 209 on women in the transportation construction industry, and advocacy for implementing the business model of diversity. ■

Introduction

"I see a future of justice—the simple human justice of equal rights for all men and for all women, guaranteed equal rights at last under the Constitution of the United States of America...I want women free to pursue without limit the full life of what they want for themselves...I want the people in business free to pursue with boldness and freedom new ideas...and I want minority citizens fully to join the mainstream of American life. I need for all of you to join me in fulfilling that vision...If we succumb to a dream world then we'll wake to a nightmare. But if we start with reality and fight to make our dreams a reality, then Americans will have a good life, a life of meaning and purpose in a nation that's strong and secure."—President Jimmy Carter[1]

For centuries, women have been engaged in a struggle to achieve parity with men in access to employment and other opportunities that foster economic development. While some doors have been opened to include women in industries that have historically excluded them, there continue to be significant barriers to their full and equal participation. Prior to the 1940s, it was not common for white women to formally work in the labor market. While women of color have a long history of such participation in the labor force, primarily as domestic and agricultural workers, it was not until the early 1940s that women of all racial groups began to comprise a sizeable percentage of working adults. This growth filled the blue-collar vacancies caused by men joining the military during World War II, a time in which the numbers of women in the labor force increased by nearly 32 percent.[2]

Twenty years later, largely in response to the Civil Rights Movement of the 1960s, the federal government enacted a series of corrective responses to racial and gender discrimination. These responses included a series of affirmative action programs that implemented systems of accountability via goal-setting and incentives to encourage the participation of those who had faced historical exclusion and discrimination in the public sector.

In 1961, President Kennedy signed Executive Order 10925, in which he called upon federal contractors to use "affirmative action to ensure that applicants are treated equally without regard to race, color, religion, sex, or national origin." President Johnson signed Executive Order 11246 in 1965, establishing a series of contracting and employment programs to guard against the underutilization of and discrimination against people of color. This order was amended in 1967 to include gender-responsive strategies for women of all racial groups who had also encountered measurable discrimination. With diversity established as a compelling government interest, Disadvantaged Business Enterprise (DBE) programs were developed. Still, it was not until the early 1980s that the federal government began to prioritize including women as equal citizens—allowing equal access to employment and other systems to foster their economic development.

While there is some evidence to suggest that women have been the largest beneficiaries of affirmative action since the 1980s, the legal and political discourse and media coverage have, in general, treated women as an afterthought.[3] In addition to President Johnson's two-year delay before amending his Executive Order to include women, there was also a delay in President Richard Nixon's effort to include women in programs to support equal opportunity. In 1971, President Nixon's Order No. 4 was expanded to include women—a full year after it

[1] President Jimmy Carter, Second Presidential Nomination Acceptance Speech. Delivered on August 14, 1980.

[2] Arriola, E.R. (1990, Fall). "What's the Big Deal? Women in the New York City Construction Industry and Sexual Harassment Law, 1970-1985." *Columbia Human Rights Law Review.* 22, 21-71.

[3] Wise, T. (1998, Fall). "Is Sisterhood Conditional? White Women and the Rollback of Affirmative Action." *NWSA Journal.* 10(3), 1-26. See also Jackson, J. (1999, January/February). "Affirmative Aetion Coverage Ignores Women—and Discrimination: A six-month study of media coverage." *Extra!*

had already authorized flexible goals and timetables to correct the underutilization of Minority Business Enterprises (MBEs) by federal contractors. It was not until President Jimmy Carter's administration that significant strides were made to support the development of women-owned businesses. In 1979, President Carter established the National Women's Business Enterprise policy, which encouraged the nation to take affirmative action in supporting women's businesses. The nation responded and began a trend that would increase the participation of Women Business Enterprises (WBEs) on public projects.

Still, longstanding prejudice, cultural bias, and discriminatory practices have placed women at a comparative disadvantage to men.[4] This is especially true in fields traditionally dominated by men, including the transportation construction industry. The percentages of women in the construction industry as tradespersons and business owners have always been small. While gender-conscious affirmative action programs have supported an increase in the number of women participating in public contracting, the federal government has never been able to reach its target of awarding five percent of contracts to women.[5] The inability to reach this modest goal reflects the difficulty for women entrepreneurs to enter and succeed in the male-dominated transportation construction industry.

The Dismantling of Gender-Conscious Affirmative Action in Public Contracting

Despite a significant increase in the visibility and participation of women-owned businesses in public contracting in the 1980s, there were a number of legal challenges to the merits of affirmative action that impacted the enforcement of gender-responsive remedies to exclusion and discrimination. In 1989, the U.S. Supreme Court ruling in *City of Richmond v. J.A. Croson Company* began the erosion of judicial support for race- and gender-conscious equal opportunity programs. Following that decision were a number of cases that indirectly and directly impacted the use of gender-responsive equal opportunity programs in public contracting.[6] In the 1990s, a growing effort to eliminate affirmative action programs in education and public services culminated in 1995 with Proposition 209, a ballot initiative designed to eliminate affirmative action in public education, public employment, and public contracting. Entitled the California Civil Rights Initiative, Proposition 209 passed with 55 percent of the public vote in 1996. After surviving a series of legal challenges, Proposition 209 became law in 1997. Since the elimination of affirmative action in California, relatively little research has been conducted on any potential changes in public contracting and employment and how these changes have impacted women in business. As of this report's publishing, a decade has passed since Proposition 209 amended California's constitution to eliminate race- and gender-conscious equal opportunity programs in public education, employment, and contracting.

A Vision Fulfilled? The Impact of Proposition 209 on Equal Opportunity for Women Business Enterprises reports on the ways in which the removal of gender-conscious equal opportunity programs affected women seeking public contracts in California's transportation construction industry from 1996 to 2007, focusing on public contracting trends in the state Department of Transportation (Caltrans). This report investigates whether the transportation construction industry has successfully responded to President Jimmy Carter's call to action in 1980. Have we fulfilled the vision of a just society in which women have an equal ability to freely pursue their business ambitions? ■

[4] Otten, L. A. (1993). *Women's Rights and the Law.* Westport, CT: Praeger Paperback. *See also* Cheng, A. S. (2002). "Affirmative Action for the Female Entrepreneur: Gender as a Presumed Socially Disadvantaged Group For 8(a) Program Purposes." *American University Journal of Gender, Social Policy & the Law.* 10(1), 185-231.

[5] Rand Corporation for the Small Business Administration. (2007). *The Utilization of Women-Owned Small Businesses in Federal Contracting.*

[6] See Legal Review for further explanation.

Legal Review

Overview of Affirmative Action Jurisprudence

In the early years of affirmative action, the courts consistently upheld governmental programs designed to correct entrenched patterns of race- and gender-based exclusion and discrimination. For example, in 1979, the U.S. Supreme Court held that the use of temporary, voluntary affirmative action programs to remedy past discrimination did not conflict with the Civil Rights Act of 1964.[7] In 1987, the Court reiterated the view that gender-based classifications in hiring designed to remedy the imbalance of women in traditionally segregated job categories was consistent with the purpose of the Civil Rights Act of 1964.

Two years later, however, in *City of Richmond v. J.A. Croson Company*,[8] the Supreme Court struck down the City of Richmond's affirmative action plan and declared that racial classifications which benefited people of color would be analyzed by the same strict constitutional scrutiny used to evaluate laws that discriminated against such people of color. Applying this "strict scrutiny" standard, the Court held that government-initiated race-conscious affirmative action programs must serve a compelling government interest and be narrowly tailored to achieve this interest. To demonstrate a compelling interest, reasoned the Court, the governmental entity was required to show that it had discriminated against people of color in the past and to prove that an affirmative action program was necessary to address the effects of such discrimination.[9] The program was also required to be narrowly tailored to benefit only those who could demonstrate that they had been victims of discrimination.[10] The Court indicated that local entities could amend their affirmative action programs to correct discriminatory practices that had a statistically demonstrated disparate impact[11] and set defined goals, expiration dates, and procedures for mitigating the effects on those not benefiting from them.[12] Government entities were also instructed to consider possible race-neutral programs that extend opportunities to all through race-neutral classifications and to avoid disadvantaging those not eligible for government programs.[13]

While this ruling specifically addressed only racial classifications, the opinion had a significant practical impact on gender-based affirmative action programs as well. In the wake of the *Croson* decision, many agencies across the country immediately dismantled their race- *and* gender-conscious anti-discrimination programs, while others suspended programs pending the results of the disparity studies required by the ruling.

However, the U.S. Supreme Court has consistently held that gender-based classifications are subject to "intermediate" scrutiny, a different constitutional standard than race-based classifications. In cases such as *United States v. Virginia*,[14] the Court has held that gender-based classifications must only serve an important government interest and be substantially related to this interest. In applying this "intermediate scrutiny," a lesser level of scrutiny, the Court has recognized that men and women are not similarly situated sociologically, physiologically, or legally.[15] Indeed, in many instances, the Court has shown a tendency to defer to the legislature's identification of an important interest that would be advanced by policies promoting gender equality and engaging in only a minimal analysis of whether there is a substantial relationship between the policy or program being challenged and the identified government interest.[16] Despite this different standard, the Supreme Court has never explicitly established a separate level of scrutiny for gender-based affirmative action programs.

[7] *United Steelworkers v. Weber*, 443 U.S. 193 (1979).

[8] 488 U.S. 469 (1989).

[9] *Ibid.* at 496-97.

[10] *Ibid.* at 506.

[11] *Ibid.* at 509.

[12] *Ibid.* at 510.

[13] *Ibid.* at 507.

[14] 518 U.S. 515 (1996).

[15] *Ibid.* at 533-34.

[16] See *Michael M. v. Superior Court of Sonoma County*, 450 U.S. 464, 473 (1981).

... Proposition 209 barred all affirmative action programs that used race-based or gender-based classifications.

Prior to the enactment of Proposition 209, a California statute[17] required general contractors, including those in the transportation construction industry, to demonstrate a "good faith" effort to subcontract five percent of their work to WBEs, as well as 15 percent to MBEs and three percent to disabled veteran-owned businesses.[18] In *Monterey Mechanical Co. v. Wilson*, the Ninth Circuit Court of Appeals held that the statute violated the Equal Protection Clause because California had not offered legislative or factual findings proving past discrimination by the state against the benefited groups as required by *Croson*.[19] Because of this narrow holding, the court did not address the question of what constitutional standard should be applied in this case.[20]

Proposition 209 and Immediate Challenges

Notwithstanding the federal courts' guidelines for crafting affirmative action programs that met constitutional standards, Proposition 209 barred all affirmative action programs that used race-based or gender-based classifications. Proposition 209, enacted as Article I, Section 31 of the California State Constitution, reads in part, "the state shall not discriminate against or grant preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, education, or public contracting."[21] Subsection C further states that 'nothing in this section shall be interpreted as prohibiting bona fide qualifications based on sex which are reasonably necessary to the normal operation of public employment, public education, or public contracting."[22] Immediately after the enactment of Proposition 209, groups representing the interests of women and people of color filed a complaint against the State of California challenging the law as violative of the Equal Protection Clause.[23] The plaintiffs asserted that Proposition 209 created an invalid political structure that limited the ability of local governments to remedy the effects of past discrimination.[24] The district court prohibited the implementation of Proposition 209 on the grounds that it singled out people of color and women of all racial groups for unique political burdens, could not withstand the strict scrutiny test under the Equal Protection Clause, and was contrary to the purpose of the Civil Rights Act of 1964.[25]

However, on appeal, the Ninth Circuit Court of Appeals held that because women and people of color constitute a majority of the population they could not have voted to "stack the political deck" against themselves and that it is for the people, not the courts, to determine whether the initiative vindicated compelling state interests.[26] The court also noted that affirmative action programs would generally be viewed as attempts to grant preferential treatment, which would be contrary to the Equal Protection Clause.[27] It noted that while carefully crafted race- or gender-based preferences could sometimes be justified under the Constitution, the Equal Protection Clause does not mandate them.[28] The ruling encompassed not only numerical goal-oriented programs, but also any targeted outreach programs based on race or gender, including those operating in the transportation construction industry.

Although the court cited *Virginia* for its gender-based classifications standard, its actual analysis conflated the constitutional requirements for race- and gender-based classifications and thus appears inconsistent with most federal jurisprudence on the issue.

[17] Cal. Pub. Cont. Code § 10,115 (Deering 1994).

[18] 125 F.3d 702, 704 (9th Cir. 1997).

[19] *Ibid.* at 702.

[20] *Ibid.* at 713.

[21] Cal. Const. art 1, sec. 31(a).

[22] *Ibid.* at sec 31(c).

[23] *Coalition for Economic Equity v. Wilson*, 946 F. Supp. 1480 (N.D. Cal. 1996).

[24] *Ibid.* at 1508-09.

[25] *Ibid.*

[26] *Coalition for Economic Equity v. Wilson*, 122 F.3d 692, 707 (9th Cir. 1997).

[27] *Ibid.* at 708.

[28] *Ibid.*

Challenges to Gender-Based Affirmative Action Post-Proposition 209

Since the enactment of Proposition 209, attempts to defend affirmative action at any level of government in California have largely been unsuccessful. In 2000, a general contracting firm challenged a program that had been established by the City of San Jose in 1983 to encourage public works projects participation by WBEs and MBEs.[29] Under this program, the City established a preference for granting contracts to bidders who had demonstrated reasonable efforts to subcontract with a specific percentage of WBEs, documented solicitations of WBEs, and provided justification for insufficient representation of WBE and MBE subcontractors.[30] Ruling that Proposition 209 prohibits programs from considering race or gender in its formal outreach and procurement programs, the California Supreme Court struck down the City's outreach requirements.[31] The Court ruled that some forms of outreach would still be permissible under Proposition 209, including efforts to increase opportunities and participation in public employment and contracting directed to all types of subcontractor enterprises, such as small business enterprises. The court also ruled that other attempts to make information about public employment, education and contracting more widely available would be permissible.[32]

In an attempt to comply with Proposition 209, many local governments responded by immediately suspending WBE and MBE certification programs and attempting to develop programs that could legally provide assistance to women contractors and contractors of color. For example, the County of Contra Costa instituted a new outreach program that encouraged participation from an array of small and developing businesses, including WBEs, without specific hiring goals.[33] In 2001 a group of WBEs and MBEs brought a class action lawsuit against the County, contending that its contracting system was invalid because it had a disparate impact on them. Plaintiffs also argued that the subjectivity of the system allowed the County to discriminate against WBE contractors.[34] The court ruled against the plaintiffs on the grounds that they had not offered sufficient data to prove disparate impact and had not demonstrated that the discrimination was intentional.[35]

However, a recent Court of Appeals opinion may signal a shift in Proposition 209 jurisprudence.[36] When two construction companies challenged San Francisco's Minority/Women/Local Business Utilization Ordinance for its use of race- and gender-conscious classifications, the City raised a number of defenses, including a political restructuring argument, an international human rights approach, and an assertion that elimination of its program would threaten its continued receipt of federal funds.[37] The City's record included a 2003 disparity analysis conducted by the City's Human Rights Commission, which showed that the City was actively discriminating against women in its contracting and that its discriminatory practices had a statistically disparate impact on women. This study also showed that the City's discriminatory contracting practices violated federal law and that gender-conscious remedial programs would be required to bring the City into compliance.[38] Though the Court of Appeal held that the City had not met its burden of producing substantial evidence that it would lose its federal funding without gender-based remedi-

[29] *Hi-Voltage Wire Works, Inc. v. City of San Jose*, 24 Cal. 4th 537 (2000).

[30] *Ibid.* at 543-544.

[31] *Ibid.* at 563-565.

[32] *Ibid.* at 566.

[33] *L. Tarango Trucking v. County of Contra Costa*, 181 F. Supp. 2d 1017, 1034-35 (N.D. Cal. 2001).

[34] *Ibid.* at 1023-1024.

[35] *Ibid.* at 1032.

[36] *Coral Construction, Inc. v. City and County of San Francisco*, 149 Cal. App. 4th 1218 (1st Dist. 2007). Note: the California Supreme Court granted review of this decision on August 22, 2007.

[37] *Ibid.* at 1231-1240.

[38] *Ibid.* at 1229-1230.

al measures,[39] it did determine that the trial court had failed to consider whether the City's program was a narrowly-tailored program designed to remedy past discrimination as constitutionally required.[40] In its opinion, the Court stressed that while the trial court had focused on the requirements of Section 31 of the California Constitution, "[t]he federal *equal protection clause* is the last word."[41]

As noted above, San Francisco defended its race-based affirmative action program on the grounds that its receipt of federal funding requires it to comply with Title VI of the Civil Rights Act of 1964,[42] which bars race-based discrimination in all programs receiving federal financial assistance.[43] The Court of Appeal concluded that the agency's affirmative action program violated Proposition 209 and that no federal law mandated the use of race-based affirmative action when race-neutral measures had not been tested.[44] However, the court's holding did not extend to gender-based affirmative action programs because only the race-based aspects of the agency's program were challenged.[45] Although federal requirements must be documented for any race- or gender-based program to be defended under the federal funding exemption, there does not appear to be any specific case law addressing how the exemption would be evaluated in the gender context.

Response of the California Transportation Contracting Industry

In general, the California transportation contracting industry has taken a cautious approach in response to recent federal affirmative action jurisprudence. In 2005, the U.S. Court of Appeals for the Ninth Circuit struck down a State of Washington DBE program with a minority utilization requirement.[46] Concerned about maintaining its federal funding, Caltrans suspended its race- and gender-based DBE program in favor of race-neutral measures in 2006 after concluding that evidence provided by a past disparity study would be insufficient to meet federal constitutional standards. Caltrans has hired a consultant to conduct an availability and disparity analysis in order to assess whether race- and gender-conscious programs should be reinstated. While Caltrans' initial announcement regarding the abandonment of its DBE program did not explicitly refer to gender-based remedial programs – a reminder that jurisprudence in this area remains unsettled – its analysis found justification for a gender-conscious equal opportunity program.[47]

Whether at a federal or state level, judicial analysis of gender-based classifications in affirmative action programs has not reached the same level of development as that for race-based classifications in such programs. Perhaps a more probing analysis will follow in which courts will clarify what constitutional standard should be applied to gender-based affirmative action programs. With the present uncertainty however, under Proposition 209, gender-based programs to assist WBEs seeking public contracts have been difficult to maintain in California. ■

[39] *Ibid.* at 1234.

[40] *Ibid.* at 1250.

[41] *Ibid.* at 1247 (emphasis in original).

[42] 42 U.S.C. § 2000d (West 2006).

[43] 122 Cal. App. 4th 284, 304 (3d Dist. 2004).

[44] *Ibid.* at 311-312.

[45] *Ibid.* at 292, n.2.

[46] *Western States Paving Co. v. Washington State Department of Transportation*, 407 F.3d 983 (9th Cir. 2005).

[47] See Literature Review for further explanation. See also BBC Research and Consulting for the California Department of Transportation. (2007, June). *Availability and Disparity Study*.

Literature Review

Since its inception, the transportation construction industry has traditionally been male-dominated. Between 1980 and 1996, the percentage of women in the construction trades tripled, yet still only accounted for less than three percent of the construction workforce.[48] Women entering non-traditional fields often face strong resistance, often to the extent that their skills or experiences are overlooked or undermined.[49] Pervasive sexual harassment, unequal treatment, and intimidation in the construction field has had devastating effects on the advancement of women.[50] Nevertheless, in part due to gender-conscious goals and procurement programs, many women-owned businesses have made great strides over the last several decades. For example, in 1972, women owned five percent (approximately 400,000) of businesses nationwide;[51] however, by 2002, the number of businesses owned by women jumped to nearly 6.5 million, representing approximately one third of all businesses in the country.[52]

While the overall number of businesses owned by women has increased over time, these businesses have been clustered in industries such as retail and personal services.[53] Women have remained relatively invisible as competitors in industries that are traditionally male, such as the construction industry, and face unique challenges to their participation as skilled tradespersons, business owners, and public contractors. Nationwide, of the 2.8 million construction businesses, only seven percent are women-owned.[54] Projections based on figures from the 1997 and 2002 Economic Census estimate that between 1997 and 2006 the number of women-owned construction businesses decreased by 45 percent, including a 42 percent decline in the number of employees, and a 35 percent decline in annual sales nationwide.[55] The challenge faced by women in non-traditional fields, such as construction, is having to prove that they are equally qualified to compete with men. Affirmative action programs have attempted to help women break into and compete equally in all fields since the 1960s. However, the success of women-owned businesses have become increasingly limited in non-traditional industries since the elimination of such programs.

Gender-Conscious Affirmative Action Programs

One of the first uses of affirmative action in public contracting, the Philadelphia Plan, was put into operation in the late 1960s by then-Assistant Secretary of Labor, Dr. Arthur Fletcher. Using participation goals and timetables, the program sought the inclusion of businesses owned by members of historically disadvantaged groups on federal contracts in Pennsylvania.[56]

In the decades that followed, with the development and implementation of equal opportunity programs across the nation, business ownership began to expand among groups that had faced historical discrimination. Federal, state, and local governments developed various affirmative action programs aimed at strengthening the competitiveness of underutilized businesses, but these programs regularly did not include women. In the late 1970s, in response to the lobbying efforts of female entrepreneurs, the fed-

[48] Discrimination Research Center and Equal Rights Advocates. (2004, June). *Proposition 209 and the Decline of Women in the Construction Trades.*

[49] Payne, B. J. (1990). "Is Women Business Enterprise Discrimination a Reality?" *Journal of the Transportation Research Board. 1282.*

[50] *Supra,* note 48.

[51] US Census Bureau. (1972). "Table 1." *Women-Owned Businesses.*

[52] US Census Bureau. (2002). "Women-Owned Firms, Table 1." *Survey of Business Owners.*

[53] *Ibid.*

[54] US Census Bureau. (2002). "Women-Owned Firms, Table 11." *Survey of Business Owners.*

[55] These numbers are a projection. Actual numbers will be presented in the 2007 U.S. Economic Census. Center for Women's Business Research. (2006, September). *Women-Owned Businesses in the United States 2006. Fact Sheet. Washington, DC.*

[56] Office of the Assistant Secretary for Administration and Management. "Nixon and Ford Administrations." *In Brief History of DOL.* Retrieved March 24, 2006, from http://www.dol.gov/oasam/programs/history/dolchp07.htm.

eral government created the Interagency Task Force on Women Business Ownership. In its report, "The Bottom Line: Unequal Enterprise in America," the task force reviewed the status of women-owned businesses in the United States. In 1979, President Jimmy Carter responded to the barriers documented in the report by establishing the Office of Women's Business Ownership within the Small Business Administration (SBA). Soon after, the office began to proactively encourage the participation of women-owned businesses in government projects, marking an important step for firms owned by women.[57]

Gender-conscious equal opportunity programs were initiated with the intention of opening doors for women who had faced discrimination as a result of their gender. In the transportation construction industry and for women in general, the development of specific gender-conscious programs came only after programs were already broadly established for people of color. For example, in 1965, Executive Order 11246 required federal contractors and subcontractors to maintain written affirmative action plans for underutilized businesses owned by people of color. However, it was not until two years later, in 1967, that Executive Order 11375 extended these guidelines to include women of all races.[58]

In 1982, Congress established the DBE program through the U.S. Department of Transportation (USDOT) to encourage the participation of small businesses owned by people of color, including women of color, and other socially and economically disadvantaged groups, including disabled veterans, in federally funded projects. However, small businesses owned by women of all racial groups were not included in this program until five years later, in 1987, when the Surface Transportation and Uniform Relocation Assistance Act was enacted.[59] For women, the path to equal rights and opportunities through American policies is often fraught with inconsistencies, despite the establishment of policies aimed to correct racial discrimination.

Barriers to Success for Women Business Enterprises

For women, the ability to own a business is often challenged by specific issues that prevent them from participating on equal footing with men. In California and elsewhere, these include poor agency data collection regarding the participation of women, gender discrimination, unequal access to capital and financial support for women-owned businesses, barriers presented by the intersection between race and gender, and the impact of Proposition 209 on pathways to entrepreneurship.

Poor Agency Data Collection Regarding the Participation of Women

The House Small Business Committee has found that "miscoding," or awarding contracts that are intended for small businesses to ineligible large businesses, is problematic among many federal departments. The committee found that in 2005 the SBA had reported an inflated small business participation rate of 25 percent. Once miscoding was factored in, this rate fell to 22 percent, accounting for a total of $11.9 billion wrongfully awarded. USDOT also reported a miscoding rate of 25 percent.[60] Such a high rate of miscoding creates a false perception of participation of small businesses in the marketplace, resulting in the reduction of genuine opportunities for all small businesses, especially those owned by women.

[57] National Women's Business Council. (2002, December). *Support for Women's Enterprise in the United States: Lessons Learned.*

[58] Office of Federal Contract Compliance Programs. "Executive Order 11246, As Amended." Retrieved May 30, 2007, from http://www.dol.gov/esa/regs/statutes/ofccp/eo11246.htm.

[59] Blanchflower, D.G., and Wainwright, J. (2005, November). *An Analysis of the Impact of Affirmative Action Programs on Self-Employment in the Construction Industry.* NBER Working Paper No. W11793.

[60] House Small Business Committee Democratic Staff. (2006, July). *Scorecard VII: Faulty Accounting by Administration Results in Missed Opportunities for Small Businesses.*

Gender Discrimination

Gender discrimination has had a consistent and substantial presence in the history of women-owned business in the construction industry. The traditional path toward upward mobility begins with entry-level workers who increase their skills by receiving direct mentorship and skill development from supervisors, trade schools, or apprenticeship programs, experience that can eventually lead them to become managers and contractors themselves.[61] Unfortunately, gender discrimination in the traditionally male construction industry has prevented women from accessing and obtaining well-paying construction jobs, which can interfere with their ability to acquire the necessary work experience to qualify them as future contractors.[62] Although women-owned firms tend to be smaller and younger, there is evidence that their limited access to markets for business can be attributed, in part, to their being women-owned. That is, as women-owned businesses face discriminatory barriers which prevent them from selling their goods and services, women-owned businesses are unable to grow as quickly as male-owned businesses.[63] A study published in 2003 found WBEs faced barriers to accessing larger contracts. The study found that when the value of subcontracts increased, the share of awards to women-owned small businesses decreased. For example, when federal prime contractors subcontract more than $1 million, WBEs receive less than half the share that they would if subcontracts offered were less than $1 million, receiving only four percent compared to nine percent of the dollars. This can be explained in part by the fact that smaller businesses in general have difficulty competing for and obtaining very large subcontracts (such as those that are several million dollars).[64]

Previous studies that have examined economic data and collected anecdotal evidence have established that discrimination in market access continues to exist for women-owned businesses, particularly for women of color.[65] Women business-owners are regularly excluded from "good old boy" networks, not informed of bidding opportunities, and are barred from bids entirely. They have also reported discriminatory competition such as unequal pricing for different firms and biased standards of review. Resistance to women entering the construction industry is also found within unions. Women are discouraged from pursuing unionization by being subject to exclusionary entrance procedures that include advance payment of fees, secretive or limited application acceptance dates, difficult testing, or requirements that mandate that the applicant complete a certain number of hours for an industry employer prior to applying.[66] These practices undermine the ability of women to compete and also impact whether women are able to launch and sustain viable enterprises. Some WBEs have responded by focusing on companies with whom they have built relationships or by simply staying out of the public contracting sector altogether.[67]

In a Pennsylvania-based focus group that included WBEs who bid for state and municipal contracts, participants stated they felt that male contractors and vendors held prejudicial views regarding the ability of WBEs to complete a job and generally regarded them as "unsophisticated, lacking necessary equipment and resources, and not having needed ex-

[61] This differs from engineering, where the majority of individuals working in the engineering industry have at least a four-year college degree. BBC Research and Consulting for the California Department of Transportation. (2007, June). *Availability and Disparity Study.*

[62] *Supra*, note 48. See also supra, note 61.

[63] Bates, T. (2002, July). "Restricted Access to Market Characterizes Women-Owned Businesses". *Journal of Business Venturing*, 17, 313-324.

[64] National Women's Business Council. (2002, September). *Women-Owned Small Businesses in Federal Subcontracting: Measures and Data.*

[65] *Supra*, note 59.

[66] *Supra*, note 48.

[67] McLymont, R. (2003, June). "Reconstructing Affirmative Action; Opinions differ as to the damage done and how to repair it." *Minority Business Entrepreneur*, 20(3), 16.

WBEs reported that they must make an extra effort to prove their ability to prime contractors in order to win a subcontract award, even when fully qualified for the job.

perience in or knowledge of contracting procedures."[68] This is compounded by the prevalent negative perception among prime contractors that affirmative action programs give preference to unqualified applicants, affecting all women, especially women of color[69] Although studies have shown no evidence of weaker labor market performance among heneficiaries of affirmative action programs,[70] WBEs reported that they must make an extra effort to prove their abilities to prime contractors in order to win a subcontract award, even when fully qualified for the job. Others have responded to negative stereotypes by lowering their prices or increasing the amount of work without increasing the submitted bid price.[71] Other studies report that prime contractors abuse the WBE good faith efforts in order to win contracts—listing WBEs as one of their subcontractors, but never following through with actual subcontracting projects.[72]

Unequal Access to Capital & Financial Support

Access to financial capital is an important component to success. In its 1997 report summarizing disparities in government contracting, the Urban Institute found that limited experience in borrowing, difficulty demonstrating creditworthiness, having low income, low rates of home ownership and poor capital resources limit WBEs' access to financial resources. Insufficient funding puts small businesses, including WBEs, at risk of defaulting on their bonds or other financial commitments, especially if there is delay in payment for work completed.[73]

In 2004, the National Women's Business Council, a bi-partisan Federal advisory council, found that while the SBA has increased the number of total dollars loaned to women-owned firms at a faster rate than to other firms, the actual number of loans and investments to women-owned businesses is not growing at the same pace. Between 1998 and 2003, the SBA increased the dollars loaned to and invested in women-owned businesses by 30 percent, compared to a 21 percent increase in dollars loaned to all small businesses. Over the same period, however, the number of loans and equity investments to women-owned small businesses grew by only 41 percent, much lower than the 57 percent increase to all businesses. The cause for this disparity is unknown given that other studies have documented that women-owned firms do not differ significantly from the average American firm regarding bill payments, financial strength, and overall creditworthiness.[74]

Capital created through homeownership is often necessary to start or expand a business. Barriers to homeownership and home equity growth for women can negatively affect their opportunities for business growth. Historical evidence of gender discrimination in lending practices is evident; for instance, the availability of loans to women was often reduced because of the perceived risk associated with being single or of childbearing age.[75] These practices have since been

[68] US Commission on Civil Rights. "Barriers Facing Minority- and Women-Owned Businesses." In *Barriers Facing Minority- and Women-Owned Businesses in Pennsylvania.* Retrieved December 8, 2006 from http://www.usccr.gov/pubs/sac/pa0802/ch3.htm.

[69] Jabbra, N. W. (2001, August). "Affirmative Action and the Stigma of Gender and Ethnicity: California in the 1990s." *Journal of Asian and African Studies.* 36(3), 253-274.

[70] Holzer, H. J., and Neumark, D. (2006, Spring). "Affirmative Action: What Do We Know?" *Journal of Policy Analysis and Management, 25(2),* 463-490.

[71] US Commission on Civil Rights. "Developments in Minority- and Women Owned Business Utilization at the State and Local Levels." In *Barriers Facing Minority- and Women-Owned Businesses in Pennsylvania.* Retrieved December 8, 2006 from http://www.usccr.gov/pubs/sac/pa0802/ch5.htm.

[72] *Supra*, note 59. See also *supra*, note 68.

[73] Bonds guarantee that "a contractor will fully perform the contract and offer protections against breach" US Commission on Civil Rights. *Supra*, note 68.

[74] National Women's Business Council. (2004, April). *Trends in SBA-backed Financing to Women-Owned Businesses, FY1998-FY2003.*

[75] Stephanopoulos, G. & Edley, C. (1995). Affirmative action review Report to the President. Washington D.C.: U. S.

outlawed, but barriers to home ownership and equity growth continue to exist for women of all racial groups.

The Intersection between Race and Gender

Women of color face unique challenges that often compound the impact of discrimination based upon race, ethnicity, and gender. The legacy of slavery and other culturally destructive policies produced unique work histories, standards and expectations regarding the mandatory or necessary participation of women of color in the workforce. However, while women of color were expected to work, they were not encouraged to own. Still, despite significant social and economic barriers to building economic self-sufficiency, women of color often managed to own successful businesses that were in typically gendered fields, such as hair care, food/restaurants, laundry, and domestic or personal service. Because women of color, particularly African American women, were largely never accepted as "housewives," expectations regarding their participation in manual labor varied greatly from their white counterparts.[76]

Like their male counterparts, many women of color have historically become entrepreneurs as a way to escape racism and discrimination.[77] This racism, inflicted by unions, employers, project managers, and others, has served as a constant reminder for women of color that they were often their own best advocates. It has been observed that "whatever the hierarchy of preference[,] ...black women could always be found at the bottom."[78]

Still, many of the obstacles that have historically prevented women of color from entering and succeeding as entrepreneurs linger in the modern climate of opportunity. Indeed, women of color must not only overcome those barriers in place for women, but those that exist for people of color as well. Women of color face obstacles to business ownership such as lower rates of homeownership, or lower home values for those that do own homes, higher denial rates for business loans, and lower amounts of loans for those that receive them.[79] For women of color, the odds of opening a business are much lower than those for their white counterparts. A study by the SBA shows that as women they are 62 percent as likely to open a business as men; as people of color, their chances of opening a business are only 55 percent as likely.[80]

Unfortunately, the position faced by women of color as unique from both men of color and white women in non-traditional industries is often difficult to study because of limited data. As is currently the case with Caltrans, many agencies do not collect data for women of color separate from their male or white female counterparts. While women of color are often subject to experiences that are not comparable with those of men and white women, policies that affect either group have not responded to the unique barriers they face to full and equal participation.

Impact of Proposition 209 on Pathways to Entrepreneurship

Prior to the passage of Proposition 209, many of California's business enterprise programs increased MBE and WBE participation in public contacting and helped to mitigate the underutilization seen in that arena.[81] However, the proposition appears to have halted and even reversed these gains. Most notably, Caltrans experienced a significant decline in the amount award-

Government Printing Office. See also *supra*, note 61.

[76] Davis, A.Y. (1983). *Women, Race, and Class.* New York, NY: Vintage Books.

[77] Lerner, G. (1972). *Black Women in White America.* New York, NY: Vintage Books.

[78] Anderson, K. (1982, June). "Last Hired, First Fired: Black Women Workers during World War II." *Journal of American History.* 69.

[79] *Supra*, note 61. See also *supra*, note 75.

[80] The SBA does not provide figures for women of color separate from white women or men of color, thus, data regarding this group is difficult to ascertain. BCT Partners, LLC for the Small Business Administration. (2007, July). *The Effect of Wealth and Race on Start-up Rates.*

[81] Ong, P., ed. (1997). *The Impact of Affirmative Action on Public-Sector Employment and Contracting in California.* Berkeley, CA: California Policy Seminar. 9(3), 1-7.

ed to MBEs, falling from 16 percent to 7.9 percent.[82] In California, the number of women employed in the construction industry had initially increased by 26 percent between 1990 and 1996; it declined by 33 percent after the passage of Proposition 209. The number of women in apprenticeship programs also declined after the proposition passed, further hindering their advancement in the field and their ability to secure more lucrative salaries.[83]

A 2007 Caltrans study found racial and gender disparity in subcontracts and prime contracts at the state and federal levels for WBEs, illustrating that after the removal of DBE goals on federal projects, the utilization of WBEs dropped to "less than one-half of what would be anticipated from the relative availability of women-owned firms."[84]

There is a dearth of research on several issues important to understanding women business enterprises, affirmative action, and other gender-conscious remedies to discrimination. Even more scarce is research that examines the unique intersection between race and gender, and that which can provide analyses of how women have been impacted by the removal of race- and gender-conscious equal opportunity programs. However, existing studies suggest that women have faced a spectrum of barriers related to accessing male-dominated networks, accessing credit and other forms of financial support, and overcoming gender discrimination in male-dominated industries. Literature on WBEs also reveals a trend of declining participation by WBEs when there is an absence of gender-conscious goals, strategies, and outreach programs in place to counter discrimination and enforce equal opportunity. ■

[82] Discrimination Research Center. (2006, August). *Free to Compete?: Measuring the Impact of Proposition 209 on Minority Business Enterprises.*

[83] *Supra*, note 48.

[84] *Supra*, note 61.

Methodology

A multi-method approach was used to determine the impact of Proposition 209 on WBEs.[85] These included analyses of award data provided by Caltrans, the survival rate of certified 1996 WBEs, a statewide survey of surviving WBEs, focus groups, and in-depth interviews with surviving WBEs.[86]

Aggregate, quantitative data provided by Caltrans for women of color-owned WBEs, white-owned WBEs, and to WBEs in total was collected and analyzed for each Fiscal Year (FY) from FYs 1985 through 2006. These data included the total dollars awarded to each group, as well as relative amounts awarded for all Federal Highway Administration (FHWA) Caltrans awards. Data were provided by Caltrans through several summary sheets. These included the Quarterly/Annual 1405 Reports of DBE

[85] A WBE is a small business majority owned and controlled by one or more women.

[86] Data collection for the survival and survey sections was completed by the Discrimination Research Center.

Methodology

Awards and Commitments for FY 1985 through FY 1998, the 1405 Quarterly/Annual Reports of DBE Awards and Commitments for FY 1999 through FY 2002, and the Uniform Report of DBE Awards or Commitments and Payments for FY 2003 through FY 2006.

The research team collected data for 2,096 in-state women-owned businesses listed in the 1996 volumes of California's *Department of Transportation Disadvantaged Business (DB), State Women Business Enterprise (SWBE), and State Minority Business Enterprise (SMBE) List.* All women-owned, 1996 certified DBEs were included. In the initial search, which took place in winter 2006 through spring 2007, the researchers utilized a minimum of two internet phone book searches to locate current status information of all 2,096 certified WBEs. Any business that was likely to he still in business (i.e., finding a business with the same name and at the same location as in 1996) or possibly still in business (i.e., a business listing with a similar name, location, and/or contact information) was contacted to verify its current status. Businesses were then labeled as definitely still in business, possibly still in business, or definitely out of business. For the survival rate analyses, businesses that were definitely or possibly still in business were considered as "in business." The survival rate for white-owned WBEs was compared to the rate for women of color-owned WBEs.[87]

The researchers surveyed all surviving 1996 certified WBEs to ascertain their business experiences both before and after 1996. WBEs were contacted in the spring of 2007 to complete an 89-item, 20 minute questionnaire. Surviving WBE owners and managers were queried regarding their experiences witb the DBE program, pre-bidding conferences, good faith outreach efforts, their relationship with the state, and the state of their business before and after 1996. Statistical tests were performed to check for differences across time and between white-owned and women of color-owned WBEs.[88] Due to a limited sample size, tests could not be performed among ethnic subgroups (e.g., Hispanic/Latina American, Asian Pacific American, and African American). In an effort to bypass the limited statistical power of each individual question, the HCSJ researchers compared, for each of the items in the survey, whether reported outcomes were better, worse, or the same for women of color-owned WBEs relative to white-owned WBEs at each time point, before 1996 and after 1996, as well as for the relative change from before 1996 to after 1996.[89]

Focus groups and interviews were held with WBEs from a variety of regions in California, including San Diego, Los Angeles, Central Valley, the San Francisco Bay Area, and Sacramento. All participants were California-based companies owned by women that were certified as WBEs in 1996. All WBEs who participated in this qualitative examination voluntarily chose to participate in focus groups and interviews after completing the survey. ■

[87] Differences in survival rate were analyzed using Chi-squares.

[88] Response rates were analyzed using Chi-squares. For continuous variables, changes over time from before 1996 until after 1996 were analyzed using paired t-tests. Differences in changes over time by race/ethnicity were analyzed using independent samples t-tests on change scores from before 1996 until after 1996. Differences at each time point by race/ethnicity were analyzed using independent samples t-tests at each time point, before 1996 and after 1996. For dichotomous variables, differences over time were analyzed using McNemar tests, differences at each time point were analyzed using Chi-squares, and differences over time by race/ethnicity were analyzed using logistic regressions.

[89] In total, 34 items were used in this analysis. For items in which a median and mean were both presented in this report, only the median was used. For items concerning revenue from pre-bidding conferences and outreach efforts, only results for the entire sample were used. Significance testing was performed using the binomial distribution test on better versus worse outcomes, with a null hypothesis of no difference between the two options. For each item, a better outcome was considered to be a higher participation and helpfulness of the DBE program, lower difficulties, and greater revenue and contracts.

Results: WBE Award Access

In California's transportation construction industry, contracts awarded to firms owned by women experienced a significant decline following the passage and implementation of Proposition 209. Table 1 and Figure 1 illustrate the dollars awarded for Caltrans transportation construction projects, in total from FY 1985 through FY 2006, and to WBEs and non-WBEs from FY 1985 through FY 2002 for the FHWA contracts. Dollar values are inflation-adjusted 2006 real dollar amounts using the Consumer Price Index (CPI) as the measure of inflation. The relative amount awarded to WBEs is calculated by dividing the amount awarded to WBEs by the total value of projects awarded in that fiscal year.

In FY 2003, Caltrans switched to the federally mandated Uniform Report of DBE Commitments/ Awards and Payments. Due to this change, Caltrans shifted to reporting only the federal portion of awards for projects with at least some federal funding, contributing to a reduction in the total reported level of awards as well as in the portion awarded to DBEs.

Another change that occurred in the transition to the federally mandated Uniform Report in FY 2003 was a change in the subcategories of DBEs for which award data were provided. Before the change to the Uniform Report, Caltrans had provided data separately for DBEs owned by men of color and women of color. However, the Uniform Report format only provides pooled data for men of color and women of color together. Thus, since FY 2003, it has been impossible to identify the contracts awarded to DBEs owned by women of color. However, awards to WBEs owned by white women remain a distinct available category in the Uniform Report, and these data are provided for all years.

The transition to the Uniform Report in FY 2003 resulted in the loss not only of the category of women of color-owned WBEs, but the categories of WBEs in total and non-WBEs. For the 1405 Quarterly/ Annual Reports, used from FY 1985 through FY 2002, award data for WBEs in total was tallied by adding together awards for women of color-owned WBEs and white women-owned WBEs. However, due to the removal of the women of color category, it is impossible to determine the amount awarded to WBEs in total and non-WBEs from FY 2002 through FY 2006.[90]

The total amount of money awarded by Caltrans to contractors has increased since FY 1985, though it has varied from year to year, in part due to variations in public projects for any particular year.

In general, the value of awards to WBEs increased from FY 1985 through FY 1995, rising six-fold from FY 1985 to FY 1995. However, in FY 1996, there was a greater than two-thirds reduction in awards. The amount awarded to WBEs decreased further in FY 1997 and saw only modest increases over the next several years. The latter half of the 1990s saw an erasure of the gains made in WBE award access experienced in the earlier half of the 1990s.

The latter half of the 1990s saw an erasure of the gains made in WBE award access experienced in the earlier half of the 1990s.

Award values to white-owned WBEs contribute to the vast majority of awards to WBEs, and thus trends for white-owned WBEs reflect the trends seen for WBEs in total. In the ten years between FY 1985 and FY 1995, the amount of real dollars awarded to white-owned WBEs increased five-fold. However, that entire gain was nearly lost in FY 1996. Since then, increases have occurred, but have never approached the absolute level of funding seen in FY 1995, and in recent years have been hovering at FY 1985 levels.

The pattern for women of color-owned WBEs is drastically different than the pattern seen for white-owned WBEs. According to the 1405 reports, there were no awards to women of color-owned WBEs from

[90] A request to receive award data for WBEs owned by women of color or WBEs in totality was unable to be fulfilled by Caltrans.

TABLE 1: Real dollars of Caltrans FHWA awards in total, to WBEs owned by white women, women of color, and in total, and to non-WBEs, by Fiscal Year†

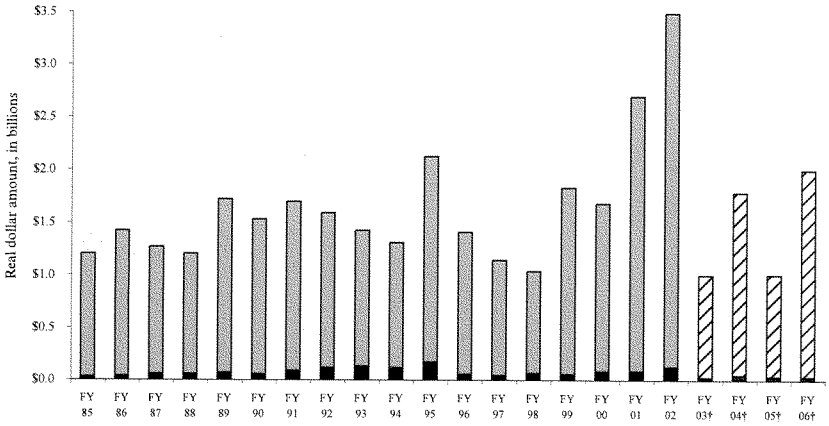
	Women of color-owned WBEs		White-owned WBEs		WBEs in total		Non-WBEs		All Contracts
FY	Total dollar awarded	Percent awarded	Total dollar awarded	Percent awarded	Total dollar awarded	Percent awarded	Total dollar awarded	Percent awarded	Total dollar Awarded
FY 85	$0	0%	$25,327,252	2.1%	$25,327,252	2.1%	$1,170,039,241	97.9%	$1,195,366,493
FY 86	$0	0%	$33,789,583	2.4%	$33,789,583	2.4%	$1,380,310,441	97.6%	$1,414,100,024
FY 87	$0	0%	$51,471,821	4.1%	$51,471,821	4.1%	$1,210,909,342	95.9%	$1,262,381,163
FY 88	$0	0%	$49,601,236	4.1%	$49,601,236	4.1%	$1,146,204,028	95.9%	$1,195,805,264
FY 89	$0	0%	$61,655,194	3.6%	$61,655,194	3.6%	$1,650,576,096	96.4%	$1,712,231,290
FY 90	$0	0%	$48,962,303	3.2%	$48,962,303	3.2%	$1,474,627,305	96.8%	$1,523,589,608
FY 91	$0	0%	$83,313,833	4.9%	$83,313,833	4.9%	$1,605,904,171	95.1%	$1,689,218,004
FY 92	$10,322,113	0.7%	$100,017,047	6.3%	$110,339,159	7.0%	$1,471,729,699	93.0%	$1,582,068,858
FY 93	$24,584,435	1.7%	$99,715,020	7.0%	$124,299,455	8.8%	$1,290,404,803	91.2%	$1,414,704,258
FY 94	$12,101,563	0.9%	$99,613,380	7.7%	$111,714,942	8.6%	$1,189,155,545	91.4%	$1,300,870,488
FY 95	$23,630,089	1.1%	$138,616,833	6.6%	$162,246,922	7.7%	$1,951,303,297	92.3%	$2,113,550,219
FY 96	$16,171,043	1.2%	$32,935,677	2.4%	$49,106,720	3.5%	$1,350,824,268	96.5%	$1,399,930,988
FY 97	$8,007,271	0.7%	$32,703,547	2.9%	$40,710,817	3.6%	$1,094,061,947	96.4%	$1,134,772,765
FY 98	$10,708,143	1.0%	$48,920,783	4.7%	$59,628,925	5.8%	$970,733,315	94.2%	$1,030,362,240
FY 99	$17,217,425	0.9%	$33,212,481	1.8%	$50,429,906	2.8%	$1,769,197,016	97.2%	$1,819,626,922
FY 00	$16,282,528	1.0%	$57,862,741	3.5%	$74,145,269	4.4%	$1,595,039,032	95.6%	$1,669,184,301
FY 01	$16,964,692	0.6%	$62,213,882	2.3%	$79,178,574	2.9%	$2,606,849,521	97.1%	$2,686,028,095
FY 02	$34,497,654	1.0%	$83,081,469	2.4%	$117,579,122	3.4%	$3,358,320,878	96.6%	$3,475,900,000
FY 03‡	—	—	$19,422,942	2.0%	—	—	—	—	$993,178,391
FY 04‡	—	—	$43,959,425	2.5%	—	—	—	—	$1,775,112,730
FY 05‡	—	—	$24,060,275	2.4%	—	—	—	—	$989,338,574
FY 06‡	—	—	$25,569,370	1.3%	—	—	—	—	$1,986,840,436

Source: Caltrans Quarterly/Annual 1405 Reports from FY 1985 - FY 1998, Quarterly Report of DBE Awards and Commitments from FY 1999 - FY 2002, & Uniform Report of DBE Awards or Commitments and Payments from FY 2003 - FY 2006.

† Awards to women of color-owned WBEs and white-owned WBES may not sum to WBEs in total, and WBEs in total and non-WBEs may not sum to total contracts, due to rounding.

‡ Total awards and awards to white-owned WBES for these years include only the federal portion of these awards. Data are not available for WBEs in total, women of color-owned WBEs, and non-WBEs for these years.

Figure 1: Real dollars of Caltrans FHWA awards to WBEs and non-WBEs, by Fiscal Year



Source: Caltrans Quarterly/Annual 1405 Reports from FY 1985 - FY 1998, Quarterly Report of DBE Awards and Commitments from FY 1999 - FY 2002, & Uniform Report of DBE Awards or Commitments and Payments from FY 2003 - FY 2006.

† For these years, only the federal portion of awarded projects is reported. The solid bars represent awards to white-owned WBEs only, as data are not available for women of color-owned WBEs. The cross-hatched bars include the portion of awards to non-WBEs as well as women of color-owned WBEs.

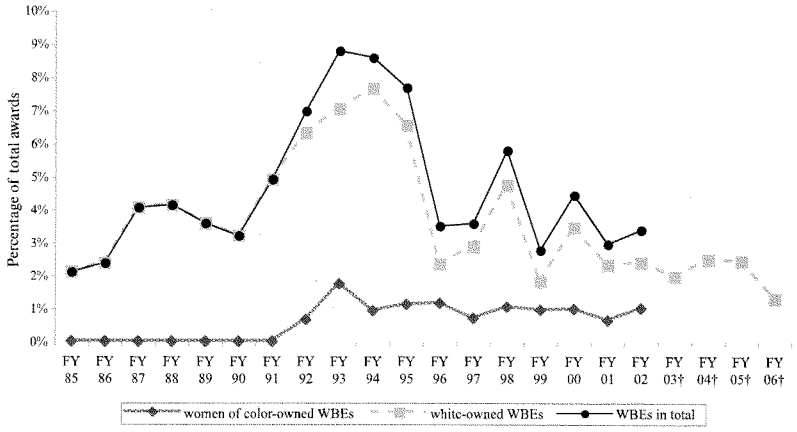
FY 1985 through FY 1991. However, it is possible that awards to women of color-owned WBEs were commingled with DBEs owned by men of color or white women during this time period. In FY 1992, roughly 10 million real dollars were awarded to women of color-owned WBEs, and the value has generally increased over time, up to a peak of 34 million real dollars in FY 2002, though reductions were seen in several years.

The relative awards to white- and women of color-owned WBEs can be seen in Figure 2 and Table 1. The first year of recorded data was produced in FY 1985 and showed that the relative amount awarded to WBEs in total compared to non-WBEs was roughly two percent. On average, the relative proportion of awards to WBEs in total increased steadily until the mid-1990s, reaching a peak of nine percent in FY 1993. After modest drops the next two years, the rate decreased nearly two-thirds in one year, to below four percent of awards, in FY 1996. The rate varied between three and six percent the next several years. Data are not available for WBEs in total in the years since FY 2002. In the six years that followed the pas-

sage of Proposition 209, awards to WBEs dropped significantly, to 3.8 percent relative to 6.7 percent of awards in the six years preceding the passage of Proposition 209.

Because white women-owned WBEs constitute the vast majority of WBEs in total, the pattern of awards received by them mirrors the trend for WBEs in total. For white women-owned WBEs, relative award levels peak at nearly eight percent in FY 1994, but then drop to just over two percent in FY 1996. With the exception of two years (FYs 1998 and 2000), white-owned WBEs have never again received more than two and one-half percent of awards. White-owned WBEs hovered at or just above two percent for several years, until FY 2006, when awards to white owned-WBEs were just over one percent. In the ten years following the passage of Proposition 209, awards to white-owned WBEs significantly decreased by almost 50 percent, from 5.0 percent to 2.6 percent.

Figure 2: The percentage of Caltrans FHWA awards to WBEs owned by white women, women of color, and in total, by Fiscal Year



Source: Caltrans Quarterly/Annual 1405 Reports from FY 1985 - FY 1998, Quarterly Report of DBE Awards and Commitments from FY 1999 - FY 2002, & Uniform Report of DBE Awards or Commitments and Payments from FY 2003 - FY 2006.

† Only the federal portion of awarded projects is reported. Award data are not available for women of color-owned WBEs or WBEs in total.

The relative amount of awards received by women of color-owned WBEs was reported as zero percent from FY 1985 through FY 1991. This percentage rose to almost two percent of awards in FY 1993, but then dropped to roughly one percent of awards for FYs 1994 through 2002. Data are not available for FYs 2003 through 2006, but given the corresponding drop in awards to white-owned WBEs, it would seem unlikely that awards to women of color-owned WBEs increased during those years. In the six years following the passage of Proposition 209, awards to women of color-owned WBEs did not evidence any significant changes, with 0.9 percent of awards going to firms owned by women of color before and after the passage of Proposition 209. Awards to women of color-owned WBEs were modest before the passage of Proposition 209 and remained low after Proposition 209.

There are several limitations for these analyses. The non-uniform methods used to collect and categorize WBEs and non-WBEs over time makes comparisons by year less than ideal, as well as making it difficult to identify, with exact precision, the amount and number of contracts awarded to WBEs and non-WBEs. It is also impossible to report on the total amount and relative portion of awards that went to business owned by women that were not certified as WBEs. Additionally, the research team was not able to obtain reports which summarized awards for WBEs and non-WBEs for state contracts. Since the implementation of Proposition 209, the DBE program only operates for contracts with at least some federal money. As previously mentioned, since Caltrans switched to the Uniform Reports in FY 2003, it no longer provides information separately for DBEs owned by men of color and women of color, making it impossible to report on recent trends to women of color-owned WBEs or WBEs in total. ■

In the six years that followed the passage of Proposition 209, awards to WBEs dropped significantly, to 3.8 percent relative to 6.7 percent of awards in the six years preceding the passage of Proposition 209.

Results: WBE Survival

In 1996, there were 2,096 firms certified as Women Business Enterprises. Of the 2,096 WBEs certified with Caltrans in 1996, 1,599, or 76 percent, were white owned. The remaining 497, or 24 percent, were owned by women of color. Today, the breakdown of surviving 1996 firms is similar to eleven years ago, with 79 percent owned by white women and 21 percent owned by women of color. Table 2 provides the 11 year survival of certified women-owned DBEs from 1996.

The average survival rate for WBEs in total over the 11 year period from 1996 to 2007 was 36 percent, with 763 out of the 2,096 WBEs identified as being definitely or possibly in business. For white-owned WBEs, 38 percent or 602 out of 1,599 businesses survived. This was significantly higher than the survival rate for women of color-owned WBEs, for whom only 161 out of 497 businesses had definitely or possibly survived. The resulting survival rate was 32 percent.

African American-owned WBEs evidenced the lowest survival rate (27%), significantly lower than both white- (38%) and Asian Pacific American-owned (39%) WBEs. There were no other significant differences in the survival rate between any of the other racial/ethnic groups.

With an 11-year survival rate of less than 40 percent for all races and ethnicities, the difficulties for women-owned businesses to compete in the transportation construction industry are apparent. However, without an appropriate comparison group, such as the survival of small businesses primarily owned by white men, it is difficult to ascertain the relative success of WBEs and the impact of Proposition 209 upon them.

One reason for the lower survival rate of businesses owned by women of color relative to those owned by white women may be the double jeopardy

Table 2: Total WBEs certified in 1996 and in business in 2007, and racial and ethnic breakdown of 1996 and 2007 surviving businesses†‡

	Number of certified WBEs in 1996 *(percentage of total)*	Number of WBEs definitely or possibly still in business *(percentage of total)*	WBE survival rate
Total sample	2,096 (100%)	763 (100%)	36%
White women	1,599 (76%)	602 (79%)	38%
Women of color	497 (24%)	161 (21%)	32%
Hispanic/Latina American	149 (7%)	49 (6%)	33%
Asian Pacific American	143 (7%)	56 (7%)	39%
African American	150 (7%)	41 (5%)	27%
Native American§	27 (1%)	8 (1%)	30%
Asian Indian American§	28 (1%)	7 (1%)	25%

Source: California Women Business Enterprise Survey, Thelton E. Henderson Center for Social Justice, 2007.

† Percentages may not add up to 100 percent because of rounding.

‡ Due to a very limited sample size, 13 Portuguese American- and 3 Spanish American-owned WBEs certified in 1996 were not investigated, and are not included in the analyses.

§ Due to the low number of Native American- and Asian Indian American-owned businesses, caution should be used when interpreting these results, which will not be discussed in the main body of this report.

Businesses owned by African American women had the lowest survival rate, significantly lower than both Asian Pacific American- and white-owned businesses, highlighting the difficulties for African American women to succeed in the transportation construction industry.

women of color face as being both "non-white" and "non-male," in an industry that is still dominated by white men. While white women-owned businesses may face difficulties based on their gender, women of color-owned businesses may face obstacles pertaining to both their race and gender.

However, this double jeopardy for women of color is often overlooked. Women of color are often treated, both historically and currently, as either being a woman or person of color, but not both. This includes current requirements by the US Department of Transportation which only counts women of color-owned DBEs as "non-white," but makes no further distinction between men and women of color.

WBEs owned by Asian Pacific American women had the highest survival rate, which was significantly higher than the rate for African American-owned WBEs and non-significantly surpassed the survival rate for white-owned WBEs. Across the nation, the number of firms owned by Asian Pacific American women increased by 80 percent, suggesting a network nationwide to support entrepreneurship.[91]

Businesses owned by African American women had the lowest survival rate, significantly lower than both Asian Pacific American- and white-owned businesses, highlighting the difficulties for African American women to succeed in the transportation construction industry. Across the nation, there are an estimated 849,430 firms owned by African American women, generating more than $36 billion in sales annually, and employing 287,913 people.[92] Still, more research is needed to understand potential barriers to business survival for firms owned by African American women in the transportation construction industry. ■

[91] Center for Women's Business Research. (2006). *Businesses Owned by Asian American Women in the United States, Fact Sheet.*

[92] Center for Women's Business Research. (2006). *Businesses Owned by African American Women in the United States.*

Results: Survey

Surviving 1996 certified WBEs paint a mixed picture for the DBE program and the current environment of the transportation construction business. The 763 firms identified as 1996 certified WBEs confirmed as surviving or possibly surviving businesses were contacted and asked to complete a questionnaire (see Table 3). Of the 763 attempts, 105 WBEs completed the questionnaire, resulting in a response rate of 14 percent. This response rate, 14 percent, was identical for white-owned WBEs and women of color-owned WBEs, resulting in 83 completions with white-owned WBEs and 22 completions with women of color-owned WBEs. As there were only six to seven completions with Hispanic/Latina American-owned, Asian Pacific American-owned, and African American-owned WBEs and one completion each for Native American-owned and Asian Indian-owned WBEs, survey results were not broken down by a specific race or ethnicity, though comparisons were made between WBEs owned by white women and those by women of color. As the vast majority of WBEs were owned by white women, results for white-owned businesses have a considerable effect on the pattern of results for WBEs in general.

Table 3: Number of completed surveys and response rate, in total and by race/ethnicity

	Number of WBEs definitely or possibly still in business *(percentage of total)*	Total surveys completed *(percentage of total)*	Response rate
Total sample	763 (100%)	105 (100%)	14%
White	602 (79%)	83 (79%)	14%
Women of color	161 (21%)	22 (21%)	14%
Hispanic/Latina American§	49 (6%)	7 (7%)	14%
Asian Pacific American§	56 (7%)	6 (6%)	11%
African American§	41 (5%)	7 (7%)	17%
Native American§	8 (1%)	1 (1%)	13%
Asian Indian American§	7 (1%)	1 (1%)	14%

Source: California Women Business Enterprise Survey, Thelton E. Henderson Center for Social Justice, 2007.

§ Due to the low number of businesses among each race and ethnicity, particularly for Native American-,and Asian Indian American-owned businesses, cautioo should be used when interpreting these results.

Lending Programs, Mentorship Opportunities and Technical Assistance

The use of lending programs, mentorship opportunities and technical assistance by WBEs was modest (see Table 4). At no point did a quarter of the WBEs surveyed use any of these three programs. White-owned and women of color-owned WBEs reported similar usage of the programs, and there were no changes after 1996 relative to before 1996. Of these programs, technical assistance programs were used the most and lending programs were used the least.

Pre-bidding Conferences

Pre-bidding conferences are meetings during which projects are openly discussed and requirements are reviewed for potential bidders. Most WBEs utilized pre-bidding conferences, with more than half of WBEs making use of pre-bidding conferences before and after 1996 (see Table 5). The percentage of WBEs attending pre-bidding conferences showed a trend toward increasing, with 59 percent attending before 1996 and 69 percent attending after 1996. This increase was significant for white-owned, but not women of color-

Table 4: Participation in DBE Program

	Lending Programs		Mentorship Opportunities		Technical Assistance	
	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96
Total sample	4%	5%	11%	14%	17%	16%
White women	4%	5%	11%	13%	16%	17%
Women of color	5%	5%	9%	18%	23%	14%

Source: California Women Business Enterprise Survey, Thelton E. Henderson Center for Social Justice, 2007.

owned WBEs. WBE owners received significantly fewer invitations to attend pre-bidding conferences after 1996 (reduced from 28 to 11 conferences), invitations were sent with significantly less advance notice (reduced from 3.9 to 3.1 on a 1 to 5 scale with 5 being more timely), and significantly fewer conferences were attended after 1996 (seven conferences before 1996 and three conferences after 1996). WBE contractors also said pre-bidding conferences were significantly less helpful after 1996 relative to before 1996 (down from 2.6 to 1.7 on a 1 to 5 scale, with 5 being more helpful). Women of color-owned WBEs reported that pre-bidding conferences were significantly less helpful after 1996 than white-owned WBEs. The percentage of revenue that was derived from contracts in which WBEs attended conferences was 17 percent before 1996 and 11 percent after 1996 for those who attended conferences, though this was not a significant decline.

WBE contractors reported that invitations to pre-bidding conferences were most commonly received by traditional mail, both before and after 1996 (see Table 6). About 50 percent of WBE contractors reported receiving invitations by fax and roughly 25 percent reported receiving invitations by phone both

Table 5: Participation in and impressions of pre-bidding conferences

	Pre-bidding conference participation		Number of invitations received *(per year)*		Number of conferences attended *(per year)*	
	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96
Total sample	59%	69%	28	11	7	3
White women	54%	70%	23	13	5	3
Women of color	77%	68%	43	6	10	1

	Invitations sent in a timely manner *(1 to 5, higher is more timely)*		Helpfulness of conferences *(1 to 5, higher is more helpful)*		Percentage of revenue from conferences *(for those who attended)*		Percentage of revenue from conferences	
	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96
Total sample	3.9	3.1	2.6	1.7	17%	11%	10%	7%
White women	4	3.3	2.7	1.9	19%	13%	10%	7%
Women of color	3.9	2.8	2.4	1.2	14%	6%	9%	4%

Source: California Women Business Enterprise Survey, Thelton E. Henderson Center for Social Justice, 2007.

Table 6: Methods used to contact WBEs about pre-bidding conferences

	By mail		By phone		By email		By fax	
	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96
Total sample	70%	60%	23%	23%	2%	57%	45%	47%
White women	65%	56%	24%	21%	3%	53%	44%	47%
Women of color	85%	69%	23%	31%	0%	69%	46%	46%

Source: California Women Business Enterprise Survey, Thelton E. Henderson Center for Social Justice, 2007.

before and after 1996. Invitations by email, virtually unused before 1996, became nearly as popular as traditional mail after 1996, rising from two percent before 1996 to 57 percent after 1996.

Outreach Efforts

Prime contractors are required to make a best effort – in "good faith" – to include DBEs in public projects. Good faith efforts can be made by sending notices by fax or email, or by making a phone call or in-person visit to inquire about the interest and availability of a DBE to participate in public projects. On average, 74 percent of WBEs were contacted via good faith outreach efforts by prime contractors before 1996 and 72 percent were contacted after 1996 (see Table 7). For women of color-owned WBEs, 81 percent reported that they were contacted by prime contractors before 1996 but only 62 percent were contacted after 1996, while white women-owned WBEs reported 73 and 75 percent involvement before and after 1996, respectively. The percentage of revenue that resulted from good faith outreach efforts was reduced significantly over time for WBEs. Although the number of times WBE contractors were contacted did not decrease, the good

Table 7: Prime contractor outreach efforts

	Contacted via good faith efforts		Percentage of revenue from good faith efforts		Percentage of revenue from good faith efforts *(for those who received efforts)*	
	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96
Total sample	74%	72%	16%	11%	23%	17%
White women	73%	75%	17%	13%	23%	18%
Women of color	81%	62%	15%	6%	21%	10%

	Number of times contacted *(per month)*		Helpfulness of good faith efforts *(1 to 5, higher is more helpful)*		Timeliness of good faith efforts *(1 to 5, higher is more timely)*		Percent of time told trying to fill quota	
	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96
Total sample	26	24	2.4	1.9	3.3	3.1	64%	52%
White women	31	29	2.4	2	3.4	3.1	61%	52%
Women of color	6	2	2.3	1.7	3	3.1	79%	53%

Source: California Women Business Enterprise Survey, Thelton E. Henderson Center for Social Justice, 2007.

Table 8: Methods used to contact WBEs by prime contractors for outreach efforts

	By mail		By phone		By email		By fax	
	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96
Total sample	47%	39%	65%	61%	11%	39%	53%	65%
White women	43%	35%	70%	65%	9%	37%	52%	63%
Women of color	64%	55%	45%	45%	18%	45%	55%	73%

Source: California Women Business Enterprise Survey, Thelton E. Henderson Center for Social Justice, 2007.

faith outreach efforts were seen as significantly less helpful, dropping from 2.4 to 1.9 on a 1 to 5 scale, with 5 being more helpful.

WBE contractors reported that the timeliness of good faith outreach efforts did not change after 1996. On average, WBEs felt that the amount of lead time (3.3 and 3.1 before and after 1996, respectively, on a 1 to 5 scale in which 5 is more timely) was not long enough, even if they usually made the necessary deadlines. WBE contractors also reported that prime contractors mentioned trying to fill their quota more than half the time, both before and after 1996. This percentage was significantly reduced, from 64 percent to 52 percent, after 1996, most likely reflecting the reduced importance of DBE goals.

As seen in Table 8, the telephone and fax were the most popular methods for reaching WBEs for good faith outreach efforts. In 1996, the telephone was the most popular method. However, a significant increase in the use of fax machines after 1996 elevated it to the same popularity as the telephone. Email was used only 11 percent of the time in 1996, but a significant increase after 1996 resulted in a tie with traditional mail, at 39 percent.

Table 9: DBE program helpfulness – How helpful was the DBE program to:

	Helpfulness scale *(all 8 items)*		Fiduciary scale *(3 items)*		Obtain more credit?		Qualify for loan program?		More easily secure bonding?	
	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96
Total sample	2.1	1.8	1.5	1.6	1.5	1.6	1.4	1.6	1.3	1.3
White women	2.1	1.8	1.4	1.6	1.5	1.6	1.4	1.6	1.3	1.2
Women of color	2.3	1.7	1.7	1.6	1.6	1.5	1.4	1.5	1.4	1.4

	Subcontract with prime contractors?		Develop relationships with suppliers?		Join or expand networks that made it easier for firm to receive contracts?		Develop a more extensive track record?		Expand the scope of services provided?	
	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96
Total sample	2.5	1.9	1.8	1.6	2.4	1.7	2.5	1.9	2.2	1.8
White women	2.5	2.0	1.8	1.7	2.4	1.7	2.6	1.9	2.1	1.7
Women of color	2.6	1.7	1.8	1.4	2.5	1.8	2.4	1.9	2.6	2.0

Source: California Women Business Enterprise Survey, Thelton E. Henderson Center for Social Justice, 2007. On a scale of 1 to 5, where 1 is "not at all helpful" and 5 is "very helpful."

Table 10: Challenges to working with the state – How much of a challenge was caused by:

	Qualifications or eligibility requirements needed to bid?		Number of hours needed to prepare a bid or proposal for a public contract?		Amount of lead time given to respond to a request for proposals?		Getting the information required or questions answered prior to the bid due date?		Costs involved in submitting the required documents to be certified as a WBE?	
	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96
Total sample	2.8	2.9	3.3	3.3	2.6	2.7	2.9	2.8	3.1	3.0
White women	2.8	2.8	3.2	3.2	2.6	2.7	2.9	2.8	3.1	3.0
Women of color	2.7	3.1	3.5	3.5	2.6	2.6	2.8	2.9	2.8	2.8

Source: California Women Business Enterprise Survey, Thelton E. Henderson Center for Social Justice, 2007. On a 1 to 5 scale, where 1 is "not a challenge at all" and 5 is "an extreme challenge."

DBE Program Helpfulness

WBE contractors were asked eight questions about the helpfulness of the DBE program before and after 1996 (see Table 9). None of the eight items were seen as very helpful, as the scores ranged from 1.3 to 2.5 on a 1 to 5 scale, with 5 being more helpful. Of the eight aspects, those that were seen as the most helpful before 1996 were helping with subcontracting with prime contractors, developing a more extensive track record, joining or expanding the networks that made it easier for their firm to receive contracts, and expanding the scope of services provided. All four of these aspects were seen as less helpful after 1996 for WBEs in total, with white-owned WBEs reporting a significant reduction for the first three aspects and women of color-owned WBEs reporting a significant reduction for the first two aspects.

Data reduction techniques[93] indicated that two scales could be constructed based on these eight items. The first was an overall helpfulness scale, containing all eight of the items, and the second was a fiduciary scale, consisting of the items relating to obtaining credit, loans, and bonding. As seen with the individual items, the overall DBE helpfulness scale indicated that the program was not seen as very helpful by WBEs in 1996, registering only 2.1 on a 1 to 5 scale, with 5 being more helpful. The helpfulness was significantly reduced to 1.8 after 1996. The reduction was significant for white women-owned WBEs as well. Although women of color-owned WBEs registered an even larger drop than white women-owned WBEs, this drop did not reach significance due to the smaller sample size.

Results from the fiduciary scale indicate that this aspect of the program was seen as the least helpful aspect of the program, registering only a 1.5 (on a 1 to 5 scale) before 1996 and a 1.6 after 1996. This difference was not significant, and there were no differences between white- and women of color-owned WBEs.

Challenges to Working with the State

On average, WBE contractors found working with the state moderately challenging, with no differences before or after 1996 (see Table 10). Scores varied between 2.6 and 3.3 (on a one to five scale, with five being the most difficult). The most challenging aspect was reported as the number of hours needed to prepare a bid or proposal for a public contract, while the least

[93] Data reduction techniques included factor analyses using Varimax rotation, which indicated the presence of a first factor that pulled positively from all eight aspects, and a second factor which pulled positively from the three fiduciary items.

Table 11: Percentage of time spent in different aspect of position§

	Administrative	Trade	Craft	Other skilled labor	Other non-skilled labor
Total Sample	56%	15%	6%	16%	3%
White Women	53%	16%	6%	16%	2%
Women of color	66%	11%	7%	13%	3%

Source: California Women Business Enterprise Survey, Thelton E. Henderson Center for Social Justice, 2007.
§ May not add to 100 percent due to rounding and due to contractors not reaching a total of 100 percent.

challenging aspect was the amount of lead time given to respond to a request for proposals.

State of the Women-owned Business Enterprise

Since 1996, certified WBEs have maintained modest success. Surveyed businesses had been in business for an average of 22 years and most female contractors had managed their business for nearly the entire time. On average, WBE contractors surveyed owned roughly 85 percent of their business. Over 60 percent of WBE owners surveyed owned 100 percent of the business. Just under 20 percent of those surveyed owned either 50 or 51 percent of their business, with the majority of these businesses being co-owned with spouses and/or family. At the present time, WBE contractors spent more than half of their time with administrative concerns (see Table 11).

There was no growth in the number of employees, with a mean of five employees before 1996 and four after 1996 and a median of nine employees at both time points (see Table 12). There was no significant change in the number of contracts, with a mean of 133 before 1996 and 91 after 1996, while the median held steady at 12 contracts.

Surviving WBEs did see growth in total revenue; with revenue increasing from $1.2 million before 1996 to $1.8 million after 1996 (see Table 13). Increases were significant for both white women-owned and women of color-owned WBEs, though white-owned WBEs had significantly higher revenue than women of color-owned WBEs both before and after 1996. Median revenue increased more modestly, from $468,000 to $550,000.

The growth seen by WBEs does not appear to have been a result of working with Caltrans (see Table 14). The percentage of revenue coming from Caltrans dropped from nine percent before 1996 to four percent after 1996, a pattern of reduction that was significant for white-owned WBEs. The percentage of contracts coming from Caltrans and the number of contracts from Caltrans prime contractors evidenced a similar pattern of reduction but were not significant.

Table 12: Number of employees and contracts

	Number of employees *(median)*		Number of employees *(mean)*		Number of total contracts *(median)*		Number of total contracts *(mean)*	
	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96
Total sample	5	4	9	9	12	12	133	91
White women	6	4	9	10	12	12	165	107
Women of color	3	2	7	7	14	10	27	37

Source: California Women Business Enterprise Survey, Thelton E. Henderson Center for Social Justice, 2007.

Table 13: WBE total revenue

	Total revenue *(mean)*		Total revenue *(median)*	
	Pre-96	Post-96	Pre-96	Post-96
Total sample	$1,193,384	$1,797,128	$468,000	$550,000
White women	$1,402,119	$2,094,085	$500,000	$700,000
Women of color	$545,211	$875,000	$250,000	$300,000

Source: California Women Business Enterprise Survey, Thelton E. Henderson Center for Social Justice, 2007.

Trends indicated that a large number of 1996 certified WBEs had little contact with Caltrans, before and after 1996. Over 60 percent of WBEs in total, white owned WBEs, and women of color owned WBEs surveyed indicated that zero percent of their contracts came from Caltrans, zero percent of their revenue came from Caltrans, or that none of their contracts came from Caltrans prime contractors, both before and after 1996.

However, despite the fact that more than two-thirds of WBEs received no revenue or contracts from Caltrans, it appears that some WBEs were able to begin working with Caltrans in at least some form. The proportion of WBEs that received none of their revenue from Caltrans was significantly reduced from 81 percent before 1996 to 70 percent after 1996. The proportion of WBEs that received no contracts from Caltrans prime contractors was significantly reduced from 80 percent before 1996 to 67 percent after 1996. A similar trend was seen for the proportion of WBEs that received zero percent of their revenue from Caltrans sources, which was 79 percent before 1996

Table 14: Contracts and revenue from Caltrans and Caltrans prime contractors

	Percentage of contracts coming from Caltrans		Percentage of revenue coming from Caltrans		Number of contracts from Caltrans prime contractors	
	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96
Total sample	8%	5%	9%	4%	7	4
White women	8%	5%	10%	4%	5	4
Women of color	9%	6%	6%	4%	13	5

	Percentage of WBEs with no contracts from Caltrans		Percentage of WBEs with no revenue from Caltrans		Percentage of WBEs with no contracts from Caltrans prime contractors	
	Pre-96	Post-96	Pre-96	Post-96	Pre-96	Post-96
Total sample	79%	70%	81%	70%	80%	67%
White women	82%	71%	82%	68%	79%	67%
Women of color	70%	65%	74%	79%	83%	67%

Source: California Women Business Enterprise Survey, Thelton E. Henderson Center for Social Justice, 2007.

Table 15: Number of services offered§

	Number of services offered *(relative to 1996)*		
	Percentage offering fewer	Percentage offering same	Percentage offering more
Total sample	13%	46%	41%
White women	13%	46%	41%
Women of color	10%	48%	43%

Source: California Women Business Enterprise Survey, Thelton E. Henderson Center for Social Justice, 2007.
§ May not add to 100 percent due to rounding

and 70 percent after 1996. Still, the improvement seen by surviving WBEs in their ability to secure at least one contract or similar source of revenue via Caltrans is restrained by the fact that the vast majority of WBEs did not secure any business from Caltrans despite being certified with Caltrans.

The vast majority of WBEs offered the same number of services (46 percent) or more services (41 percent) than they did in 1996 (see Table 15). Around one in ten were offering fewer services. There were no differences between white owned- and women of color-owned WBEs.

Hiring Trends and Outcomes among Women of Color-owned and White-owned WBEs

There was no overall change in the demographic make-up of WBEs in terms of the percentage of employees that were people of color or women after 1996 (see Table 16). Women of color-owned WBEs hired significantly more people of color, both before and after 1996. More than half of the employees of women of color-owned WBEs were people of color before and after 1996, while less than 20 percent of employees of white-owned WBEs were people of color. Furthermore, women of color-owned WBEs hired significantly more women than white owned-WBEs after 1996, though more than half of the employees of both white-owned and women of color-owned WBEs were women before and after 1996.

In this section, several differences are noted between responses given by WBEs owned by women of color and those owned by white women. However, many differences were not statistically significant, in part due to limited power, making it difficult to report on the overall trends for these two groups of WBEs. Thus, HCSJ examined the overall pattern of results for the items in the survey in aggregate. Before 1996, women of color-owned WBEs appeared evenly matched relative to white-owned WBEs, reporting better outcomes than white-owned WBEs on 50 percent of the items and a worse outcome on 41 percent of the items. However, after 1996, women of color-owned WBEs reported better results on only 24 percent of the items and worse on 65 percent of the items, a statistically significant difference. The relative change from before 1996 to after 1996 shows a similar pattern, with women of color-owned WBEs reporting significantly more negative outcomes (68 percent) than positive outcomes (24 percent). Thus, there is a clear pattern that women of color-owned business were more impacted in the post-Proposition 209 environment than white-owned business among surviving 1996 certified WBEs.

In summary, WBEs were likely to have maintained or increased the number of services provided and showed growth in total revenue. However, there was no growth in the number of employees or the number of contracts from Caltrans. Most surviving 1996 certified WBEs have never worked with Caltrans

Table 16: Demographics of WBE employees

	Percentage of employees that are people of color		Percentage of employees that are women	
	Pre-96	Post-96	Pre-96	Post-96
Total sample	27%	26%	57%	57%
White women	19%	17%	55%	53%
Women of color	59%	65%	63%	70%

Source: California Women Business Enterprise Survey, Thelton E. Henderson Center for Social Justice, 2007.

in any capacity, both before and after 1996, though there was a modest improvement post-Proposition 209 in the ability for surviving WBEs to secure at least some work through Caltrans.

On the whole, WBE contractors did not find the DBE program to be particularly effective, either before or after the passage of Proposition 209. WBE contractors reported that the DBE program became even less helpful after the passage of Proposition 209. In particular, items related to networking and expanding the scope of their business saw the largest drop. Although WBEs did not see a reduction in being contacted at least occasionally after 1996, good faith efforts and pre-bidding conferences show a pattern of reduced helpfulness and usefulness after 1996.

There are several limitations that constrain these findings. This includes common limitations which are associated with using recalled, self-reported data derived in part from over eleven years ago. For some analyses, the sample sizes offered limited statistical power to determine whether apparent differences were statistically significant or due to random chance. The limited sample size also does not allow for analyses by geographic area, years in business, relative success of the WBE or other factors that may influence responses. The small number of women of color-owned WBEs surveyed requires caution to be used in the interpretation of results for this group and also results in an inability to analyze results for racial and ethnic subgroups. As only surviving certified WBE businesses were sampled, the results may not indicate the pattern of results that would occur for non-WBEs, WBEs that did not survive, or for women-owned business that chose not to certify. Some of the reduced contact with the DBE program, effectiveness of the DBE program, and importance of the DBE program may reflect the natural growth of WBEs rather than the reduced effectiveness of the DBE program after 1996. Finally, many of those surveyed were unable to answer some or all of the questions pertaining to the helpfulness of the DBE program or relationship with the state because they did not use the program or interact with the state and with the bidding process, largely because many of those surveyed indicated they primarily or completely do not bid for public contracts. ■

Results: WBE Focus Groups and Interviews

The goal of the focus groups and in-depth interviews was to provide an opportunity for owners of surviving WBEs to discuss the impact of Proposition 209 on public contracting in California's transportation construction industry, and on their businesses in particular. To measure this impact, questions were posed in the following areas:

- **The culture of the transportation construction industry**: What aspects of the transportation construction industry culture potentially affect women differently than men? What aspects of the transportation construction industry may not be directly related to gender but could have an impact on women in public contracting?

- **The business challenges for WBEs**: What are the main challenges for WBEs when establishing and developing a business as a professional, supplier, or tradesperson in the transportation construction industry?

- **The federal DBE Program**: What were the benefits and challenges associated with California's implementation of the federal DBE program?

- **The impact of Proposition 209**: What was the impact of Proposition 209? Were there any collateral effects?

- **WBE survival strategies**: What have been the primary strategies used by women to sustain their businesses in the transportation construction industry? How were these strategies impacted by Proposition 209?

Culture of the Transportation Construction Industry

Participants agreed that the bureaucracy of public agencies often challenges the ability of WBEs to be competitive in the transportation construction industry. Slow payments, the lack of enforcement with regard to good faith efforts so as to minimize fraud, breach of contract, important omissions from instructions, and incomplete explanations of guidelines related to projects were examples provided by participants to illustrate the manner in which the success of WBEs is undermined in the transportation construction industry. Participants agreed that it remains a significant challenge for women to access what is perceived as a "good old boy" network that rewards personal relationships. Participants agreed that the process of filing a grievance or discrimination complaints is also challenging, which many participants interpreted as a lack of willingness among the agency to correct the institutional biases that are often sustained through existing networks between prime contractors and agency project managers.

Many of these agency challenges were perceived as exacerbated by the historical and current challenges faced by women in the transportation construction industry. While women tend to be more accepted as professionals or administrators, women who own companies in heavy construction still face a fair amount of overt discrimination. Participants agreed that women in the transportation construction industry are constantly challenged to demonstrate their knowledge and endure the humiliation of being randomly quizzed on industry standards by men who questioned their command of their work. In certain professions, such as architecture, there may be other factors that steer women away from tbe industry—including long hours, lack of substantial networks to obtain projects, and an underrepresentation of women in upper-level decision-making positions in firms. However, women who own companies and compete for public contracts in heavy construction and the trades often face a tremendous amount of physical and emotional intimidation, exhibited through the use of demeaning language, physical threats, dismissive behavior, and other actions that show a disrespect for women in the industry.

"Once, a prime contractor didn't want to pay us for work that we'd completed. When I visited him to tell him that we were going to file a lien against them, he literally jumped in my face, with his cigar hanging from his mouth, and was yelling at me. He was yelling, 'Who do you think you are? I'm not going to have no little girl filing paperwork against me!' I was shocked, of course, but I had to just laugh it off. I've been in this business for over 25 years!" – WBE owner

Participants agreed that Caltrans and other contracting agencies should improve their policies to ensure a more equitable distribution of contracts and to ensure fairness in the bidding and awarding process. While some women described experiences in which they were the low bidder and were forced to "fight" (i.e., file a formal complaint, make a public complaint, challenge the legitimacy of awards, etc.) in order to maintain the integrity of a fair public contracting process, others reported never having experienced collusion, bid-rigging, or other unethical processes.

Business Challenges for WBEs

Participants agreed that women face a series of unique challenges when establishing and developing their business in the transportation construction industry. While WBEs are fully capable of working on a number of projects, many described being hindered by bonding requirements that are prescribed according to the assets of the company. Participants agreed that bonding and access to financial support from lending institutions are difficult for WBEs, particularly those that are also small businesses.

"We're fully capable of responding to large projects, but we always have bonding problems. We can't get more than $10 million in bonding because of the assets of our company. If you're a small business, how can you compete with a multi-millionaire?...They always say, 'we'll help you with bonding and business loans.' Well, I've been in business for 20 years and I've never been able to get help in this area." – WBE owner

The suggestion that women are covers for male-owned business haunts many WBEs. While participants were split on the degree to which women served as covers for male-owned businesses, all agreed that it is not unreasonable for contracting agencies to explore the validity of women-owned businesses. The consensus among all participants was that the overwhelming majority of WBEs are legitimate businesses and that those which are not hinder the ability of some WBEs to be taken seriously.

The Federal Disadvantaged Business Enterprise (DBE) Program

Participants cited obtaining economic upward mobility as the primary reason for certifying as a WBE under the Disadvantaged Business Enterprise (DBE) program. The overwhelming reason women participated as WBEs in the DBE program was to increase their access to public projects, and thereby increase their income. Participants varied in their responses regarding the usefulness of the DBE program. While some acknowledged that they were able to develop networks and access contracts through the DBE program, others expressed a great deal of dissatisfaction with the program.

"I don't even get calls from big firms any more. I get notices about jobs that are completely unrelated to what I do—it makes me crazy!" – WBE owner

Participants agreed that statewide, the DBE program—and in particular, its implementation of goals and good faith efforts to include WBEs on public projects—was problematic on many levels. Participants expressed a great deal of dissatisfaction with the good faith effort, claiming that because the initiative has no strong enforcement, there are many opportunities for this effort to fail. Participants agreed that while they receive requests for bids or propos-

als, they are often unrelated to their company's focus. Participants considered it a common occurrence for WBEs to be contacted for projects within unrealistic timeframes, and for WBEs to spend time and money preparing bids for projects on which prime contractors never intended to use their services. Without enforcement, WBEs described good faith efforts as a "waste of time" and a strategy used by many prime contractors to appear as if they were fulfilling a requirement without any intention of actually working with them. Many participants interpreted the general lack of confidence in the WBE program and its core good faith effort as a function of the ongoing overt and covert sexism they experience in the transportation construction industry in general.

The Impact of Proposition 209

Participants agreed that when Proposition 209 eliminated affirmative action in public contracting, there was a shift in the way that project managers and prime contractors engaged them. While some participants described little change because they had never been able to access Caltrans' public contracts, most participants described marked declines in contracts and contract amounts following the elimination of race- and gender-conscious equal opportunity programs.

"When Proposition 209 passed, I was working on $200,000 worth of projects. The day after Proposition 209 passed, the senior project manager walked up to me and said, 'Hey, Prop 209 passed, and we don't have to use you anymore.' I didn't say anything to him at first, but the next day, I told him that I wanted to talk to him about what he had said to me. I said, 'Did it occur to you that I've been working here for a number of years and that I have always finished on time or early...and how many letters do you have from clients praising my cleanliness and professionalism?' Well, he didn't care. He just looked at me and said, 'Well, it's true. Prop 209 passed, and we don't have to use you anymore.' The next year, my projects plummeted to $30,000. To this day, I have to call and remind clients that I'm in still in business...do you think my male counterparts have to do that?" - WBE owner

Many participants questioned the usefulness of Proposition 209. They expressed concern that while Proposition 209 was designed to enforce race and gender neutrality, it did nothing to challenge the "good old boy" network that still operates at many key levels in the public contracting industry. WBEs were beginning to make advancements in California's transportation construction industry when the proposition was implemented. In fact, awards to WBEs experienced the most gains during the six years prior to the passage of Proposition 209. WBEs agreed that the biggest impact of Proposition 209 was the elimination of participation goals, which affected the outreach efforts of prime contractors and the systems to hold state agencies and prime contractors accountable for their contracting decisions and practices.

WBE Survival Strategies

Overall, participants agreed that women, in general, were just beginning to become more visible in the transportation construction industry when Proposition 209 passed. To maintain their businesses in a challenging industry climate, WBEs attributed their longevity to the following strategies:

- *Remain visible.* WBEs have to ensure that they maintain contacts and networks that can increase their visibility. Given the unreliability of good faith efforts, WBEs must engage other organizations, including civil, professional, or social networks that can engage potential clients and/or contractors.

- *Shift focus from public agencies.* WBEs agreed that shifting focus from public agencies to private sector and nonprofit organizations helps to sustain businesses owned by women. WBEs also empha-

sized maintaining contact with existing clients in order to increase the likelihood of winning other projects from them in the future.

- *Strategically respond to Request for Proposals (RFPs).* WBEs agreed that it is critical for women to gauge which outreach efforts are genuine and limit the number of RFPs to which they respond. Because preparing a bid and proposal can be very expensive, many participants suggested that WBEs only spend the time and money to respond to RFPs that perfectly match their expertise and that are received in a timely fashion.

- *Exercise legal recourse when necessary.* WBEs who were victims of discrimination survived as a result of receiving financial awards from class action litigation. When necessary and justified, WBEs suggested women use legal advocacy and protection to remedy discrimination. ■

Discussion

Proposition 209 ended California's ability to implement the nation's leading strategy to correct racial and gender discrimination. From the five methods used to analyze the impact of Proposition 209 on Women Business Enterprises in California's transportation construction industry—Caltrans contract awards to WBEs, the survival of 1996 certified WBEs, a statewide survey of surviving WBEs, focus groups with surviving WBEs, and in-depth interviews with surviving WBEs—there are several themes that demonstrate the degree to which women-owned businesses were impacted by the removal of race- and gender-conscious equal opportunity programs in California.

The quantitative data reveal that race- and gender-conscious policies that were previously implemented to remedy discrimination and hostility against women in the transportation construction industry before 1996 were at least partially successful in increasing participation among women-owned firms. However, the culture of the transportation construction industry appears to challenge, at every step, the inclusion of women. These trends appear to be more pronounced for women of color, particularly African American-owned WBEs, though it is important to note that their small representation within the industry and thus in this study, precludes the possibility of painting a comprehensive picture of their experiences in California's transportation construction industry before and after the elimination of affirmative action. The dearth of research on women of color in this industry, and in general, reflects a need for greater understanding about the specific barriers that prevent the development and success of firms owned by women of color in this industry.

The quantitative data reveal that the number and percentage of awards to women decreased after the elimination of these goals. The qualitative data suggest that the climate of the industry became increasingly hostile to women after the elimination of gender-conscious goals—reflecting an entrenched social bias against women in the transportation construction industry. While surviving WBEs in this study maintained modest success and relative longevity in the industry, it is important to note that the majority of them indicated that this was a result of working with the private and nonprofit sectors. Access to public contracts remains a challenge.

Race- and gender-conscious remedies to discrimination, including affirmative action programs, were designed to correct a history of bias and exclusion. The findings of this study suggest that just as women were beginning to make advances in the public domain—as evidenced by increased Caltrans awards for WBEs and as supported by aspects of the Caltrans DBE program, including the pre-bidding conferences, with some regularity—the removal of affirmative action programs impeded this progress, and in many ways, erased it altogether. ■

...just as women were beginning to make advances in the public domain [...] the removal of affirmative action programs impeded this progress, and in many ways, erased it altogether.

Recommendations:
Strategies for Providing Equal Opportunity

Women continue to face significant barriers to equal participation in California's transportation construction industry. Data consistently demonstrate the underrepresentation of women-owned firms among those awarded public contracts. This study and other examinations of equal opportunity in California public contracting find significant disparities for women following the elimination of gender-conscious equal opportunity programs. To ensure equal opportunity for WBEs seeking public contracts in California's transportation construction industry, HCSJ recommends increased attention and action in five primary areas, including: 1) equal opportunity goals and programming, 2) culture of transportation construction industry toward women, 3) data collection for women-owned businesses, 4) continued research on the impact of anti-affirmative action legislation on pathways to entrepreneurship for women, and 5) advocacy for the business model of diversity.

Equal Opportunity Programming

The findings of this report suggest an inconsistent application of the legal standards as they pertain to gender-conscious equal opportunity programs, which negatively impacts women-owned businesses who seek to participate in gender-conscious remedies to discrimination. While federal case law has generally indicated that gender-based classifications are to be reviewed according to a more flexible standard under the Equal Protection Clause than the strict scrutiny rule applied to race-based classifications, affirmative action programs designed to remedy discrimination against women have been analyzed as if they were race-conscious programs. Specific recommendations are as follows:

- *Recommendation*: Design gender-conscious programs to meet the federal standards for gender-based classifications and develop tailored programs that respond to the needs of women of all racial groups. Caltrans and other public contracting agencies should develop and implement specific remedies for women of color where there is demonstrated disparity. Numerical goals should be articulated regarding the participation of women of color in proportion to their availability.

- *Recommendation*: Implement gender-conscious goals with strict enforcement and review policies. Caltrans and other public contracting agencies should develop strategies to confirm and enforce good faith outreach and participation efforts. Goals should be developed using mechanisms both to encourage interpretation of WBE participation goals as minimal goals and to develop incentives to reward firms that exceed these goals.

Culture of Transportation Construction Industry toward Women

The findings of this report highlight that gender discrimination continues to exist at all stages along the pathway to entrepreneurship in the transportation construction industry. While no single agency or institution can eradicate racial and gender discrimination, there are a number of strategies that can be implemented to challenge discriminatory actions toward women:

- *Recommendation*: Training for key leadership at contracting agencies on the historical and present manifestations of gender bias and policies to enforce anti-discrimination in the workplace and on public projects. Caltrans and other public contracting agencies should routinely provide equal opportunity and sexual harassment training to prime contractors, project managers, inspectors, and other key personnel involved with the public contracting process.

- *Recommendation*: Examine and expand representation of women business owners on small business councils. Caltrans and other public contracting agencies should routinely examine the representation of women, including women of color, on councils charged with the task of reviewing and developing policies and practices regarding the equitable distribution of public contracts.

- *Recommendation*: Build networks to support capacity-building among firms owned by women. Caltrans and other public contracting agencies should consider partnering with organizations, including Chambers of Commerce, to increase the outreach and participation of women-owned firms in the transportation construction industry. Professional networks, advocacy organizations, and Chambers of Commerce should partner with Caltrans and other public contracting agencies to provide technical assistance and support for the capacity-building of firms owned by women in the transportation construction industry.

- *Recommendation*: Develop structures to support and encourage the participation of women in key institutions that provide entrepreneurial pathways. Institutions that provide training and education on trades, professional schools, and unions should develop mechanisms to ensure equal access for women to gain experience.

- *Recommendation*: Enforce anti-discrimination policies in lending, bonding, and insurance. Legislators and federal equal opportunity enforcement officers should monitor the extent to which lending institutions are in compliance with anti-discrimination laws. Lending, bonding, and insurance institutions should continue to implement self-monitoring processes to ensure objective decision-making in rewarding credit, loans, bonding, and other forms of financial support to businesses owned by women in the transportation construction industry.

Data Collection for Women-Owned Businesses

The findings of this report revealed significant challenges to collecting comprehensive, longitudinal data for women of all racial groups. Data collection is essential to developing informed policies and tailored responses to discrimination. Specific recommendations are as follows:

- *Recommendation*: Separate data by race, ethnicity, gender, award type and award amount. Caltrans and other public contracting agencies should ensure that the collection of demographic data distinguishes data pertaining to women of color from data relating to men of color or white women. This will ensure a more accurate analysis of trends regarding firms owned by women and ensure that women of color are not treated as invisible entities in analyses of potential disparity.

- *Recommendation*: Legislation to enforce accurate data collection and recording for ten years within the state of California. Policymakers should consider legislation to mandate the collection and storage of accurate disaggregated data from Caltrans and other public contracting agencies. Many agencies misinterpreted Proposition 209 as a mandate to eliminate data collection efforts. Enforcing data collection at these agencies would ensure accurate analyses and monitoring regarding award trends for all businesses.

Research on the Impact of Anti-affirmative Action Laws on WBEs

The findings of this report highlight the dearth of research on trends for women in the transportation construction industry and other traditionally male industries following the removal of affirmative action programs. In order to develop informed and tailored policies to encourage the participation of women-owned firms in industries in which they are underrepresented, more information is needed on their experiences. Specific recommendations are as follows:

- *Recommendation*: Continued research on the impact of Proposition 209 on women in the transportation construction industry. More research is needed regarding the impact of eliminating affirmative action in specific segments of the transportation construction industry, including professional services, supplying, and construction/trades.

Recommendations:

- *Recommendation:* Continued research on the impact of Proposition 209 and barriers to capacity-building for businesses owned by women. More research is needed on the successful pathways to entrepreneurship for women and on the impact of eliminating affirmative action on women in key areas of capacity-building, including access to technical assistance regarding business management, training/apprenticeship programs, representation in unions and other areas.

- *Recommendation:* Increased research on the intersection between race and gender in measuring the impact of anti-affirmative action laws and policies. More research is needed regarding the specific ways in which women of color are impacted by the elimination of race- and gender-conscious remedies to discrimination.

Advocacy for the Business Model of Diversity

The findings of this report suggest a failure to equally engage women-owned businesses following the elimination of affirmative action in California. Engaging the full spectrum of California's business community fosters the broader implementation of economic development opportunities. Specific recommendations are as follows:

- *Recommendation*: Caltrans and other public contracting agencies should examine and evaluate successful practices in the private sector. Many private enterprises have successfully demonstrated a business model that encourages the participation of diverse business enterprises. Examining and implementing outreach and utilization strategies can help to eradicate biased or discriminatory decision-making that negatively impacts women in traditionally male industries.

- *Recommendation*: Caltrans and other public contracting agencies should consider implementing incentives and awards for businesses that exceed participation goals for underrepresented groups and actively demonstrate a commitment to engaging in business practices that extend beyond personal networks. ■

Conclusion

The structural exclusion of one group from any public process because of race, ethnicity, gender or national origin is not only illegal, it is antithetical to any demonstration of the ideals of our nation. Our whole society loses when significant segments of our extended community are unable to freely compete. President Carter's vision of a democracy inclusive of everyone, including women, has yet to be fully realized. This collective struggle for equity is a call to action for legislators, academics, legal advocates, and the voting public to mobilize our nation to develop laws, policies, and practices that reflect the salient virtues of fairness and equal opportunity and that protect everyone from discrimination. The right to exist free of discrimination is not only a core social justice issue, but also, an essential human right.

A number of reports have revealed a lack of fairness and equal access to public contracts that result from the absence of gender-conscious equal opportunity programs. California, along with the rest of the nation, must continue to examine the degree to which we have upheld our promise of enforcing equal opportunity. Across the nation, women-owned businesses emerge as important employers in our society—spending approximately $546 billion annually on salaries and benefits.[94] Engaging these women as equal participants and competitors—thereby fulfilling the vision of a fair democracy—not only benefits women. It benefits us all. ■

[94] Center for Women's Business Research, (2006). *Key Facts about Women-Owned Businesses, Update.*

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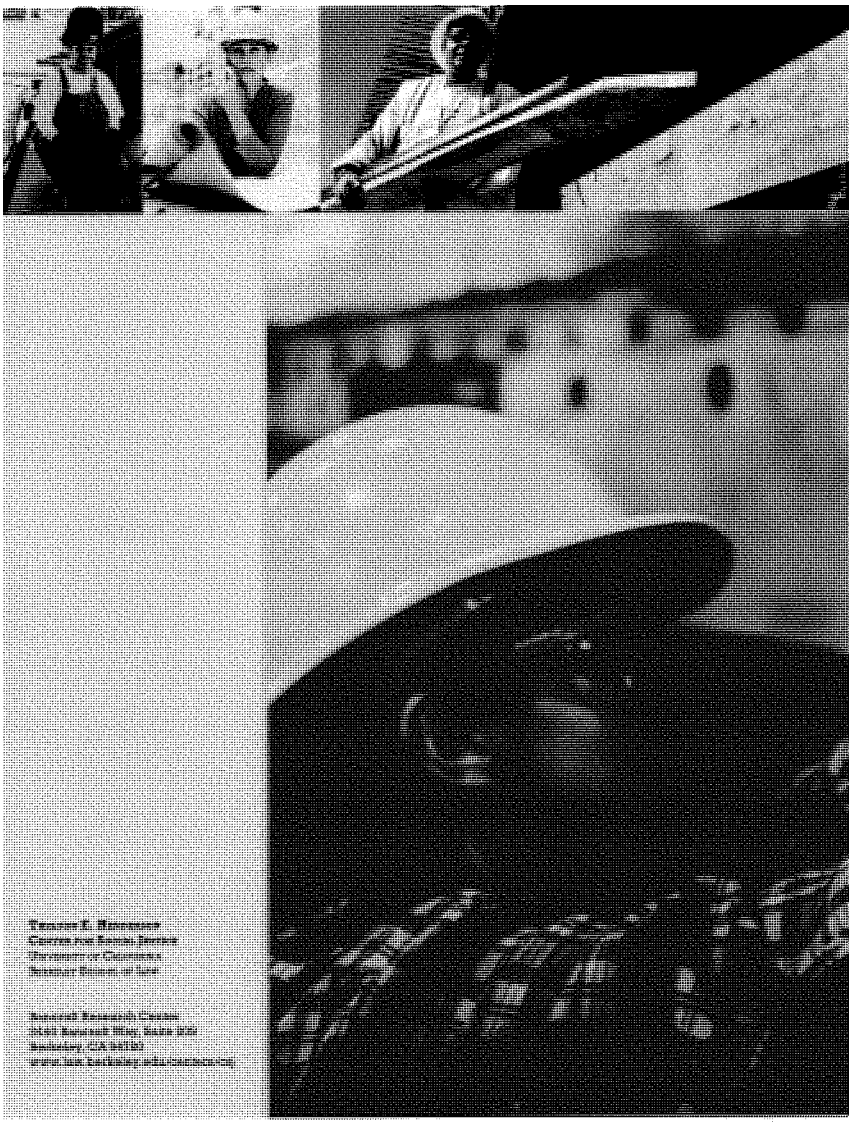

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Evidence of Discrimination Impacting Minority-Owned and Women-Owned Businesses

Testimony of Jon S. Wainwright, Ph.D., Vice President, NERA Economic Consulting

Before the Committee on Small Business and Entrepreneurship

United States Senate

September 24, 2009

Chairman Landrieu, Ranking Member Snowe, and Members of the Committee:

Thank you for the opportunity to submit testimony for this roundtable. My name is Jon Wainwright. I hold a Ph.D. in economics from the University of Texas at Austin. Currently, I am a Vice President with National Economic Research Associates, also known as NERA Economic Consulting, in Chicago, Illinois and Austin, Texas.

NERA is a global firm of experts dedicated to applying economic, finance, and quantitative principles to complex business and legal challenges. For nearly half a century, NERA's economists have been creating strategies, studies, reports, expert testimony, and policy recommendations for government authorities and the world's leading law firms and corporations. We bring academic rigor, objectivity, and real world industry experience to bear on issues arising from competition, regulation, public policy, strategy, finance, and litigation. NERA's clients value our ability to apply and communicate state-of-the-art approaches clearly and convincingly, our commitment to deliver unbiased findings, and our reputation for quality and independence. Our clients rely on the integrity and skills of our unparalleled team of economists and other experts backed by the resources and reliability of one of the world's largest economic consultancies. With its main office in New York City, NERA serves clients from over 20 offices across North America, Europe, and Asia Pacific.

I. Introduction

For twenty years, I have devoted the greater part of my professional life to studying race and sex discrimination and its impact on business enterprise and entrepreneurship in the United States. During this time I have served as the project director and principal investigator for almost 30 studies of business discrimination against minorities and women undertaken since 2000 and prior to that time worked on perhaps a dozen more. I have authored a book and several articles on the subject and provided expert testimony in federal and state courts on these and other labor and business related matters on many occasions.

I was fortunate to have been mentored at the start of my career by two of the country's leading scholars in this field—Dr. Ray Marshall, Professor Emeritus at the Lyndon B. Johnson School of Public Affairs at The University of Texas at Austin and former United States Secretary of Labor, and Dr. Andrew Brimmer, former member of the Board of Governors of the Federal Reserve, former Assistant Secretary of Commerce, and Professor Emeritus at the University of Massachusetts, Amherst.

A key lesson I absorbed from these men was expressed by Professor Marshall in this way:

> "Institutionalized discrimination in business transactions is deeply rooted in the American economy. There can be no doubt that business discrimination inflicts serious damage on the society, polity, and economy. Governments have a responsibility to improve public understanding of the seriousness of this problem and to take positive steps to address it. These positive steps must include public education, specifically outlawing this form of discrimination, using governments' purchasing power to help those who are being discriminated against while rewarding those who do not discriminate, and developing race neutral programs to help all small businesses."[1]

If you accept that discrimination in business transactions has become institutionalized in the American economy, then it is difficult to argue with the logic of Dr. Marshall's conclusions.

During the last twenty years, the primary bulwark against business discrimination has been the policy of using public sector purchasing power to support the entrepreneurial endeavors of minority-owned, women-owned, and other small disadvantaged businesses and to promote fair and full access to government contracting and procurement opportunities as well as to mitigate the impact of business discrimination in the private sector. The Disadvantaged Business Enterprise (DBE) Program and Small and Disadvantaged Business (SDB) Program are key examples of such policies at the federal level.

II. Findings and Conclusions from NERA's Disparity Studies Completed Since 2000

I would like to address my remarks today to the state of minority-owned and women-owned businesses as documented in numerous studies and related research I have directed at NERA in the last 10 years, and the implications of these findings for the continuing need for the public sector to use its purchasing power to help remedy the ill effects of business discrimination. Many of these studies included one or more entities participating in the USDOT's DBE Program through a state department of transportation, a transit authority, or an airport.[2]

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[1] Ray Marshall, "Minority and Female Business Development After *Croson*," Working Paper, 2000.

[2] Augusta-Richmond County, GA, 2009; Salt Lake City International Airport, 2009; Memphis International Airport, 2008; City of Austin, Texas (including Austin-Bergstrom International Airport), 2008; Illinois State Toll Highway Authority, 2006; Maryland Department of Transportation, State Highway Administration, 2006; Maryland Department of Transportation, Maryland Aviation Administration, 2006; Maryland Department of Transportation, Maryland Transit Administration, 2006; State of Massachusetts, 2006; City and County of

It is important to acknowledge as well the enormous amount of relevant evidence that already appears in the Congressional record. A useful synopsis of this evidence was provided by the Tenth Circuit Court of Appeals in their decision in *Adarand Constructors*.[3] Additionally, the U.S. Senate Committee on Small Business and Entrepreneurship, for example, held hearings in May 2007 and September 2008 regarding closely related subject matter. The Subcommittee on Information Policy, Census, and National Archives of the U.S. House Committee on Oversight and Government Reform held a hearing in September 2008 on how information policy affects competitive viability in minority contracting. The U.S. Committee on Transportation and Infrastructure held a hearing on challenges facing DBEs in the transportation sector this past March as well.

The disparity studies on which this testimony is drawn span a wide range of geographic locations—from Pennsylvania and Massachusetts in the North; to Georgia, Texas and Tennessee in the South; to Maryland in the East; to Washington, Colorado, and Utah in the West, to Illinois, Minnesota, and Missouri in the Midwest.

Despite the geographic diversity our studies represent, the findings from these studies show far more similarities than differences—minority-owned businesses and women-owned businesses throughout the nation and across a wide variety of industry sectors continue to face large disparities in almost every aspect of business enterprise activity that can be quantified.

II.A. Data from the Survey of Business Owners

One important source of data that we draw upon in our DBE studies is the Census Bureau's Survey of Business Owners (SBO), performed every five years. According to the most recent data available from the SBO, there are substantial disparities between the share of minorities in the general population and their share of the business population. Specifically:

- Although African Americans comprised 12.7 percent of the U.S. population, they accounted for only 5.3 percent of its businesses.
- Although Hispanics and Latinos comprised 13.4 percent of the population, they accounted for only 7.0 percent of the businesses.
- Although women comprised 50.9 percent of the population, they accounted for only 28.9 percent of the businesses.

Denver (including Denver International Airport), 2006; St. Louis Regional Transit, 2005; Washington Department of Transportation, 2005; Minnesota Department of Transportation, 2005; Missouri Department of Transportation, 2004; Illinois Department of Transportation, 2004; Minnesota Department of Transportation, 2000; Chicago Metra, 2000.

[3] *Adarand Constructors, Inc. v. Slater*, 228 F.3d 1147, 1166-1175 (10th Cir. 2000) (discussing evidence before Congress of business discrimination against minorities in the construction industry in enacting the Disadvantaged Business Enterprise Program for federal-aid transportation contracts, Pub.L. No. 100-17, 101 Stat. 132 (1987), Pub.L. No. 102-240, 105 Stat. 1914 (1991) and Pub.L. No. 105-178, 112 Stat. 107 (1998), and the implementing regulations at 49 CFR Part 26 (1999)).

Moreover, the minority and female share of business sales and receipts is far lower than their share of the business population.

- Although African Americans comprised 5.3 percent of all U.S. businesses, they earned only 1.0 percent of sales and receipts.
- Although Hispanics and Latinos comprised 7.0 percent of all businesses, they earned only 2.5 percent of sales and receipts.
- Although women comprised 28.9 percent of all businesses, they earned only 10.7 percent of sales and receipts.

Similar disparities are observed for other minority groups as well. Asians and Pacific Islanders comprised 5.0 percent of the business population yet earned only 3.8 percent of sales and receipts. Native Americans comprised 0.9 percent of all businesses but earned only 0.3 percent of sales and receipts.

These disparities between the size of the minority and female business populations and their share of sales and receipts are very large. They are also statistically significant, meaning they are unlikely to result from chance alone. While the exact proportions vary, large and statistically significant disparities are observed in all 50 states and the District of Columbia, for all minority groups—African-Americans, Hispanics and Latinos, Asians and Pacific Islanders, and Native Americans—as well as for women. These disparities are found in the economy as a whole, in the Construction sector, and in virtually all other industry sectors. This is documented below in Tables 1A through 20F. Similar findings from current and past SBO reports appear in most of NERA's disparity studies.

II.B. The Concept of "Capacity"

Some people have argued that the statistical evidence in disparity studies should be adjusted for something they call "capacity." By this they often seem to mean that disparity study statistics should be adjusted for the size of firms or size of contracts firms have completed in the past.

Based upon my own experience as an expert in the field of economics and regarding minority-owned and women-owned business issues in particular, I do not agree with this argument, for the following reasons.

The main problem with the argument that statistical evidence in disparity studies should be adjusted for so-called "capacity" measures is that such an approach prevents accurate measurement of the existence of discrimination. Many, if not all, "capacity" indicators are themselves impacted by discrimination. Therefore, it is not good social science to limit availability measures by factors such as firm age, revenues, or numbers of employees. Moreover, disparity studies already adjust for more appropriate measures related to "capacity" such as geographic market and industry code.

The reality is that large, adverse statistical disparities between minority-owned or women-owned businesses and non-minority male-owned businesses have been documented in numerous

research studies and reports since *Croson*.[4] Business outcomes, however, can be influenced by multiple factors, and it is important that disparity studies examine the likelihood of whether discrimination is an important contributing factor to observed disparities.

One traditional way that the linkage between statistical disparities and discrimination has been established is to consider the size of the observed disparities. That is, the larger the disparity, the less likely it becomes that non-discriminatory factors can account for the entire difference. Another traditional way that the linkage between statistical disparities and discrimination has been established is through the introduction of qualitative, or "anecdotal," evidence. If the thrust of such qualitative evidence is consistent with the statistical disparities observed, the case for the linkage is strengthened.

Some critics of DBE, SDB, and similar programs and some courts have criticized the evidentiary value of disparity statistics, claiming that the availability measure in the disparity statistic does not factor in "capacity" or, stated another way, claiming that availability statistics may include firms that are not "qualified, willing, and able" to perform the work. For several reasons, such criticisms are unwarranted and unscientific.

First, terms such as "capacity," "qualifications," and "ability" are not well defined in any statistical sense. Does "capacity" mean revenue level, employment size, or bonding limits? Does "qualified" or "able" mean possession of a business license, certain amounts of training, or types of work experience? Also, does the meaning of such terms differ from industry to industry, state to state, or through time?

Second, it is important to understand that when measuring the existence of discrimination, the statistical method used should not improperly limit the availability measure by incorporating factors that are themselves impacted by discrimination such as, firm age, revenues, bonding limits, or numbers of employees.

In understanding this problem, it is helpful to consider an extreme example where discrimination has prevented the emergence of any minority-owned firms. Suppose that racial discrimination was ingrained in a state's highway construction market. As a result, few minority construction employees are given the opportunity to gain managerial experience in the business; minorities who do end up starting construction firms are denied the opportunity to work as subcontractors for non-minority prime contractors; and non-minority prime contractors place pressure on unions not to work with minority firms and on bonding companies and banks to prevent minority-owned construction firms from securing bonding and capital. In this example, discrimination has essentially prevented the emergence of a minority highway construction industry with "capacity." Those minority firms that exist at all will be smaller and have lower revenues and employees than firms that are not subject to the same discrimination.

In this situation, excluding firms from an availability measure based on their "capacity" in a discriminatory market would preclude a government agency from doing anything to rectify the continuing support of a clearly discriminatory system with public dollars. There is no recognition

[4] Enchautegui, *et al.* 1996.

that discrimination has prevented the emergence of "qualified, willing and able" minority firms. Without such firms, there can be no statistical disparity.

Therefore, focusing on the "capacity" of businesses in terms of employment, revenue, bonding limits, number of trucks, and so forth is simply wrong as a matter of economics because it can obscure the existence of discrimination. A truly "effective" discriminatory system would lead to a finding of no "capacity," and under the "capacity" approach, a finding of no discrimination. Consider, for example, using revenue as the measure of qualifications. Revenues simply measure the value of contracts that firms are receiving. If minority-owned and women-owned businesses are subject to marketplace discrimination, their revenues will be smaller than nonminority male-owned businesses because they will be less successful at obtaining work. Using revenues as a measure of DBE availability in contracting is like using pay as a measure of qualifications in an equal-pay case. Revenue, like pay, measures the extent to which a firm has succeeded in the marketplace—it does not measure the ability to succeed and should not be used in such a manner.

Of course, the government is not so helpless in the face of the current effects of discrimination, and governments have quite rightly responded to the existence of discrimination by instituting programs like the DBE and SDB programs. Interestingly, the existence of these types of programs in the public sector, even while such programs are relatively rare in the private sector, has resulted in a situation where minority firms may more available for public sector work than for private sector work, despite the relatively greater bureaucratic barriers to entry (*e.g.*, certification requirements, reporting requirements, etc.) precisely because of the efforts to remedy discrimination in the public sector.

Third, in dynamic business environments, and especially in the construction sector, such "qualifications" or "capacity" can be obtained relatively easily. It is well known that small construction companies can expand rapidly as needs arise by hiring workers and renting equipment. Many general contractors subcontract the majority of a project. Subcontracting is one important source of this elasticity, as has been noted by several academic studies. Bourdon and Levitt, for example, in their study of construction labor markets, observed that:

> "One of the unique aspects of the construction industry is the prevalence of subcontracting. Construction projects are undertaken by a multitude of firms assembled for brief periods of time on a site then disbanded. General contractors can undertake projects of considerable scale without large amounts of direct labor or fixed capital; subcontractors can start with one or two employees and bid only on particularly highly specialized contracts."[5]

Thus, the "capacity" and "qualifications" of firms in the construction sector are highly elastic. Firms grow quickly when demand increases and shrink quickly when demand decreases.

[5] Bourdon and Levitt, 1980.

Academic studies have also found that, absent discrimination, entry into the construction industry is not difficult. Bourdon and Levitt attribute this to subcontracting opportunities.[6] Eccles observes that entry is easy based on the large number of small firms and that capital requirements for fixed assets are small.[7] Gould, who followed the careers of six construction contractors, also demonstrates ease of entry.[8] He further notes that there is movement between small and large firms not only via subcontracting but also by experienced staff at larger firms leaving to form smaller new firms. Similar kinds of elasticity exist as well in many industries beyond construction.

Fourth, even where "capacity"-type factors have been controlled for in statistical analyses, results consistent with business discrimination are still typically observed. For example, many jurisdictions have demonstrated that large and statistically significant differences in commercial loan denial rates between minority and non-minority firms were evident even when detailed balance sheet and creditworthiness measures were held constant. Similarly, economists using the decennial census data have demonstrated that statistically significant disparities in business formation and business owner earnings between minorities and non-minorities remain even after controlling for a host of additional factors including educational achievement, labor market experience, marital status, geographic mobility, number of workers in the family, number of children, immigrant status, disability status, veteran status, interest and dividend income, labor market attachment, industry, geographic location, and local labor market variables such as the unemployment rate, population growth rate, government employment rate, or per capita income.[9]

Ray Marshall, in partnership with Andrew Brimmer, conducted one of the first post-*Croson* disparity studies, for the City of Atlanta in 1990. Drawing on that experience, he summarizes well the arguments against using the outcomes of discrimination to measure "capacity"[10]

> The problem of establishing statistical proof of whether or not minority contractors are "qualified, willing and able" is particularly challenging. *Croson* provides limited guidance on this question.... Unfortunately, this lack of guidance has made it possible for courts and opponents of [DBE and SDB] programs to argue that the failure to produce perfect statistical evidence—*i.e.*, timely and highly specific, and methodologies that control for everything except discrimination—invalidates these programs despite the fact that the most reliable statistics and the most appropriate methodologies confirm the persistence of discrimination. Our evidence for Atlanta suggests that even highly qualified black contractors are disadvantaged relative to similarly

[6] *Ibid.*

[7] Eccles, 1981.

[8] Gould, 1980.

[9] Wainwright, 2000.

[10] Marshall, 2002.

> situated white contractors.... Once contractors are able to obtain contracts, they usually are able to expand their capacity.
>
> In a dynamic business environment, it would be difficult to argue, as some critics have, that qualifications are determined mainly by size.... Moreover, as the Tenth Circuit Court of Appeals observed in *Adarand VII*, there is no credible evidence that minority contractors who have been hired under [DBE or SDB] programs have lacked adequate qualifications.
>
> Nevertheless, analyses of available data for business owners that enable personal characteristics and other factors to be controlled for [generate results that remain] compatible with racial exclusion. There therefore is no credible evidence that the large disparities in the utilization of minority contractors can be explained by the lack of qualifications or the unwillingness to contract. Indeed, strong historical, anecdotal and survey evidence ... demonstrates that minority contractors are more willing than white males to contract with governmental entities, even though they recognize that public contracting is less desirable than the mainstream private sector, where their opportunities are greatly restricted.

To summarize, there are several reasons why I do not agree that the statistical analysis in disparity studies should adjust for "capacity." These reasons include that the term "capacity" has been ill-defined; that small firms, particularly in the construction industry, are highly elastic with regard to ability to perform; and that many disparity studies have shown that even when "capacity" and "qualifications" type factors are held constant in statistical analyses, evidence of disparate impact against DBE and SDB firms tends to persist. However, the most important reason I disagree with the use of "capacity" to limit measures of availability and other measures of disparity is that most, if not all, identifiable indicators of capacity are themselves impacted by discrimination.

II.C. Public Use Microdata Samples and Current Population Survey Data

It is, however, fair to ask whether the disparities documented in the SBO data result primarily from discrimination, either past, present or both, or whether they result from other factors not tainted by discrimination.[11]

Our disparity studies have put such questions to the test using the public use microdata samples (PUMS) from the two most recent decennial censuses, as well as microdata from the *Current Population Survey* (CPS). The advantage of the PUMS and CPS data is that they allow us to

[11] This was the subject of a book I authored, *Racial Discrimination and Minority Business Enterprise: Evidence from the 1990 Census*, New York and London: Garland Publishing, 2000. As all of the studies submitted for the record attest, similar results are observed using the 2000 decennial census data.

compare these percentages while holding a wide variety of other, potentially non-discriminatory, factors constant, such as industry, geography, education, age, and labor market status.[12]

Like the SBO, the PUMS and CPS data sources show large and statistically significant disparities between the percentage of minorities and women who choose to form businesses and the percentage of comparable non-minority males who choose to form businesses. Such disparities are observed for the nation as a whole and throughout the states, and in the economy as a whole as well as across different industry sectors, including construction and construction-related professional services.

As shown below in Table 21A, our disparity studies have found that even when these other attributes are held constant using regression analysis, the disparities between African-Americans, Hispanics and Latinos, Asians, American Indians and Alaska Natives, Native Hawaiians and Pacific, and women business owners on the one hand and their non-minority male counterparts on the other, tend to remain large, adverse, and statistically significant. The overwhelming majority of the cases included in Table 21A show large disparities. The data in the Construction sector also show large and statistically significant disparities consistent with discrimination, as shown in Table 21B.

Furthermore, even for those minorities and women who manage against the odds to form their own businesses, their entrepreneurial earnings tend to lag far behind their non-minority male counterparts. As shown below in Table 22B, for example, minority and female business owner earnings in construction and construction-related professional services average roughly 25 percent lower than their non-minority male counterparts, again even when other, non-discriminatory, attributes are held constant. For African Americans, Native Americans, and non-minority women, the disparities are even larger.

In sum, the evidence gathered from PUMS and CPS data sources, as documented below and in our many DBE studies, strongly suggests that business discrimination is the principal explanation for the disparities in the SBO data.

[12] We have also tested the hypothesis, with similar results, including additional factors such marital and family status, immigration status, ability to speak English, military service and veteran status, disability status, and asset levels.

III. Conclusion

In sum, the evidence gathered from PUMS and CPS data sources, as documented below and in our many disparity studies, strongly suggests that business discrimination is the principal explanation for the disparities observed in the SBO data.

I am optimistic that the statistical evidence will one day show that programs such as DBE and SDB are no longer needed, because minority-owned and women-owned businesses will have achieved competitive parity with their nonminority male-owned counterparts. However, my own research and that of my colleagues demonstrates that this day has not yet arrived.

Thank you. I will be pleased to answer any questions.

Table 1A. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, African Americans, All Industries, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	9.26%	0.62%	2.96%	0.46%	*0.07*	*0.16*
Alaska	1.49%	0.18%	0.66%	0.14%	*0.12*	*0.22*
Arizona	1.66%	0.16%	0.66%	0.13%	*0.10*	*0.19*
Arkansas	4.28%	0.27%	1.38%	0.18%	*0.06*	*0.13*
California	3.88%	0.35%	1.48%	0.26%	*0.09*	*0.18*
Colorado	1.52%	0.20%	0.68%	0.16%	*0.13*	*0.24*
Connecticut	3.42%	0.19%	0.97%	0.14%	*0.05*	*0.14*
Delaware	6.70%	0.18%	1.97%	0.11%	*0.03*	*0.06*
District of Columbia	25.86%	1.47%	9.23%	1.28%	*0.06*	*0.14*
Florida	6.63%	0.53%	1.95%	0.36%	*0.08*	*0.19*
Georgia	13.41%	0.77%	3.88%	0.55%	*0.06*	*0.14*
Hawaii	0.82%	0.12%	0.31%	0.10%	*0.15*	*0.33*
Idaho	0.31%	0.08%	0.34%	0.07%	*0.26*	*0.21*
Illinois	7.17%	0.43%	1.73%	0.35%	*0.06*	*0.20*
Indiana	3.24%	0.35%	1.28%	0.31%	*0.11*	*0.24*
Iowa	0.68%	0.11%	0.35%	0.10%	*0.16*	*0.29*
Kansas	2.04%	0.16%	0.96%	0.13%	*0.08*	*0.13*
Kentucky	2.52%	0.39%	0.92%	0.35%	*0.15*	*0.38*
Louisiana	12.24%	0.59%	3.55%	0.40%	*0.05*	*0.11*
Maine	0.24%	0.04%	0.10%	0.03%	*0.18*	*0.33*
Maryland	15.65%	1.25%	4.23%	0.92%	*0.08*	*0.22*
Massachusetts	2.27%	0.19%	0.87%	0.15%	*0.08*	*0.18*
Michigan	6.03%	0.54%	1.68%	0.47%	*0.09*	*0.28*
Minnesota	1.77%	0.15%	0.46%	0.12%	*0.08*	*0.27*
Mississippi	13.33%	0.94%	4.39%	0.59%	*0.07*	*0.13*
Missouri	3.81%	0.30%	1.73%	0.24%	*0.08*	*0.14*
Montana	0.22%	0.03%	n/a	n/a	*0.13*	
Nebraska	1.44%	0.10%	0.62%	0.09%	*0.07*	*0.14*
Nevada	2.56%	0.29%	1.08%	0.23%	*0.11*	*0.22*
New Hampshire	0.37%	0.07%	0.23%	0.06%	*0.19*	*0.26*
New Jersey	5.12%	0.38%	1.86%	0.31%	*0.07*	*0.16*
New Mexico	1.13%	0.29%	0.50%	0.27%	*0.26*	*0.53*
New York	7.58%	0.43%	1.81%	0.31%	*0.06*	*0.17*
North Carolina	8.11%	0.59%	3.07%	0.45%	*0.07*	*0.15*
North Dakota	0.14%	0.03%	n/a	n/a	*0.24*	
Ohio	4.36%	0.40%	1.56%	0.34%	*0.09*	*0.22*
Oklahoma	2.55%	0.23%	0.96%	0.18%	*0.09*	*0.19*
Oregon	0.74%	0.15%	0.39%	0.13%	*0.20*	*0.34*
Pennsylvania	2.83%	0.22%	1.17%	0.18%	*0.08*	*0.16*
Rhode Island	n/a	n/a	n/a	n/a		
South Carolina	9.77%	0.63%	3.31%	0.42%	*0.06*	*0.13*
South Dakota	0.18%	0.10%	0.11%	0.10%	*0.58*	*0.90*
Tennessee	5.90%	0.40%	2.16%	0.29%	*0.07*	*0.14*
Texas	5.12%	0.35%	1.79%	0.26%	*0.07*	*0.14*
Utah	0.34%	0.13%	0.15%	0.13%	*0.38*	*0.86*
Vermont	0.29%	0.05%	0.15%	0.05%	*0.18*	*0.33*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Virginia	7.77%	0.67%	3.39%	0.55%	*0.09*	*0.16*
Washington	1.49%	0.23%	0.84%	0.21%	*0.16*	*0.25*
West Virginia	1.30%	0.11%	0.39%	0.08%	*0.08*	*0.22*
Wisconsin	1.70%	0.15%	0.76%	0.12%	*0.09*	*0.16*
Wyoming	0.28%	0.03%	0.24%	0.02%	*0.10*	*0.10*

Notes: The disparity ratio is derived by dividing the percentage of sales by the corresponding percentage of firms. A disparity ratio of zero indicates complete disparity while a value of 1 indicates parity. Disparity ratios in italics are statistically significant at a 1-in-20 probability level or better.

Table 1B. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Hispanics and Latinos, All Industries, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.82%	0.28%	0.90%	0.26%	*0.34*	*0.29*
Alaska	2.00%	0.37%	1.85%	0.34%	*0.19*	*0.18*
Arizona	9.21%	1.32%	5.30%	1.10%	*0.14*	*0.21*
Arkansas	1.00%	0.23%	0.84%	0.20%	*0.23*	*0.24*
California	14.70%	2.04%	7.06%	1.68%	*0.14*	*0.24*
Colorado	5.17%	1.33%	3.48%	1.21%	*0.26*	*0.35*
Connecticut	3.12%	0.33%	1.70%	0.28%	*0.11*	*0.16*
Delaware	1.38%	0.12%	0.72%	0.09%	*0.09*	*0.12*
Dist of Columbia	4.60%	0.51%	3.18%	0.48%	*0.11*	*0.15*
Florida	17.33%	3.80%	11.09%	3.27%	*0.22*	*0.29*
Georgia	2.71%	0.57%	1.66%	0.48%	*0.21*	*0.29*
Hawaii	3.12%	0.73%	2.05%	0.66%	*0.23*	*0.32*
Idaho	2.28%	0.48%	1.82%	0.41%	*0.21*	*0.23*
Illinois	4.13%	0.64%	2.69%	0.57%	*0.16*	*0.21*
Indiana	1.26%	0.16%	0.81%	0.14%	*0.13*	*0.17*
Iowa	0.65%	0.12%	0.58%	0.11%	*0.19*	*0.19*
Kansas	1.90%	0.29%	1.47%	0.25%	*0.15*	*0.17*
Kentucky	0.70%	0.27%	n/a	n/a	*0.39*	
Louisiana	2.33%	0.60%	1.63%	0.56%	*0.26*	*0.34*
Maine	0.54%	0.15%	0.32%	0.13%	*0.28*	*0.41*
Maryland	3.46%	0.64%	2.00%	0.54%	*0.19*	*0.27*
Massachusetts	2.83%	0.32%	1.41%	0.26%	*0.11*	*0.19*
Michigan	1.34%	0.40%	0.90%	0.39%	*0.30*	*0.43*
Minnesota	0.90%	0.10%	0.57%	0.08%	*0.11*	*0.14*
Mississippi	0.71%	0.15%	0.56%	0.13%	*0.21*	*0.22*
Missouri	0.83%	0.15%	0.63%	0.14%	*0.18*	*0.22*
Montana	0.96%	0.22%	n/a	n/a	*0.23*	
Nebraska	1.35%	0.31%	0.94%	0.29%	*0.23*	*0.31*
Nevada	5.75%	1.11%	3.18%	0.96%	*0.19*	*0.30*
New Hampshire	0.73%	0.21%	0.65%	0.18%	*0.28*	*0.28*
New Jersey	7.03%	0.85%	3.78%	0.73%	*0.12*	*0.19*
New Mexico	21.73%	5.40%	15.08%	4.83%	*0.25*	*0.32*
New York	9.58%	0.71%	3.26%	0.56%	*0.07*	*0.17*
North Carolina	1.41%	0.30%	1.09%	0.25%	*0.21*	*0.23*
North Dakota	0.41%	0.04%	0.25%	0.03%	*0.09*	*0.13*
Ohio	0.87%	0.14%	0.67%	0.13%	*0.16*	*0.19*
Oklahoma	1.87%	0.58%	1.40%	0.53%	*0.31*	*0.38*
Oregon	2.12%	0.56%	1.56%	0.52%	*0.26*	*0.34*
Pennsylvania	1.26%	0.18%	0.72%	0.15%	*0.14*	*0.21*
Rhode Island	3.91%	0.32%	1.20%	0.20%	*0.08*	*0.17*
South Carolina	1.03%	0.27%	0.90%	0.25%	*0.26*	*0.28*
South Dakota	0.51%	0.20%	0.49%	0.19%	*0.40*	*0.39*
Tennessee	0.95%	0.23%	0.92%	0.21%	*0.24*	*0.23*
Texas	18.41%	2.33%	9.47%	1.88%	*0.13*	*0.20*
Utah	2.68%	0.38%	1.82%	0.32%	*0.14*	*0.17*
Vermont	0.62%	0.10%	0.35%	0.08%	*0.15*	*0.22*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Virginia	3.59%	0.62%	1.79%	0.53%	*0.17*	*0.30*
Washington	2.20%	0.34%	1.74%	0.30%	*0.16*	*0.18*
West Virginia	0.57%	0.22%	0.81%	0.20%	*0.38*	*0.25*
Wisconsin	0.95%	0.22%	0.77%	0.21%	*0.23*	*0.27*
Wyoming	2.49%	0.66%	1.95%	0.63%	*0.26*	*0.32*

Notes: See Table 1A.

Table 1C. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Asians, All Industries, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	1.38%	0.56%	2.17%	0.53%	*0.41*	*0.24*
Alaska	3.07%	0.91%	4.05%	0.82%	*0.30*	*0.20*
Arizona	2.68%	0.73%	3.36%	0.67%	*0.27*	*0.20*
Arkansas	0.96%	0.37%	1.84%	0.36%	*0.39*	*0.19*
California	12.77%	4.50%	15.24%	4.17%	*0.35*	*0.27*
Colorado	2.35%	0.64%	2.94%	0.58%	*0.27*	*0.20*
Connecticut	2.38%	0.48%	3.24%	0.41%	*0.20*	*0.13*
Delaware	2.98%	0.53%	3.96%	0.49%	*0.18*	*0.12*
Dist of Columbia	5.11%	0.94%	10.11%	n/a	*0.18*	
Florida	2.68%	1.04%	3.78%	0.99%	*0.39*	*0.26*
Georgia	3.99%	1.08%	5.97%	1.00%	*0.27*	*0.17*
Hawaii	45.28%	18.88%	43.92%	17.73%	*0.42*	*0.40*
Idaho	0.91%	0.39%	1.29%	0.38%	*0.43*	*0.29*
Illinois	4.64%	1.27%	5.43%	1.19%	*0.27*	*0.22*
Indiana	1.40%	0.54%	2.11%	0.52%	*0.38*	*0.24*
Iowa	0.76%	0.20%	1.12%	0.18%	*0.26*	*0.16*
Kansas	1.62%	0.39%	2.36%	0.36%	*0.24*	*0.15*
Kentucky	1.08%	0.48%	1.89%	0.47%	*0.45*	0.25
Louisiana	2.50%	0.55%	3.07%	0.47%	*0.22*	*0.15*
Maine	0.62%	0.27%	1.28%	0.26%	*0.45*	*0.21*
Maryland	5.90%	1.89%	7.44%	1.76%	*0.32*	*0.24*
Massachusetts	3.21%	0.77%	3.76%	0.72%	*0.24*	*0.19*
Michigan	2.09%	0.64%	2.80%	0.60%	*0.31*	*0.21*
Minnesota	1.73%	0.38%	1.61%	0.35%	*0.22*	*0.22*
Mississippi	1.56%	0.87%	2.34%	0.79%	*0.56*	*0.34*
Missouri	1.45%	0.42%	2.19%	0.40%	*0.29*	*0.18*
Montana	0.51%	0.22%	0.90%	0.22%	*0.44*	0.24
Nebraska	1.00%	0.49%	1.53%	0.49%	*0.49*	*0.32*
Nevada	5.23%	1.35%	5.37%	1.17%	*0.26*	*0.22*
New Hampshire	1.22%	0.43%	2.07%	0.39%	*0.35*	*0.19*
New Jersey	7.33%	2.18%	8.46%	2.06%	*0.30*	*0.24*
New Mexico	1.73%	0.73%	2.52%	0.69%	*0.42*	*0.27*
New York	8.50%	1.76%	8.40%	1.58%	*0.21*	*0.19*
North Carolina	2.13%	0.58%	2.84%	0.54%	*0.27*	*0.19*
North Dakota	0.49%	0.25%	0.97%	0.25%	*0.52*	*0.26*
Ohio	1.68%	0.57%	2.71%	0.54%	*0.34*	*0.20*
Oklahoma	1.57%	0.47%	2.28%	0.42%	*0.30*	*0.18*
Oregon	3.02%	0.87%	3.42%	0.76%	*0.29*	*0.22*
Pennsylvania	2.59%	0.69%	3.17%	0.63%	*0.27*	*0.20*
Rhode Island	1.75%	0.49%	1.78%	0.44%	*0.28*	*0.25*
South Carolina	1.51%	0.81%	2.47%	0.79%	*0.54*	*0.32*
South Dakota	0.43%	0.15%	0.46%	0.14%	*0.34*	*0.31*
Tennessee	1.59%	0.50%	2.86%	0.47%	*0.31*	*0.16*
Texas	4.49%	1.14%	5.99%	1.04%	*0.25*	*0.17*
Utah	1.46%	0.48%	1.81%	0.45%	*0.33*	*0.25*
Vermont	0.60%	0.17%	1.00%	n/a	*0.28*	

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Virginia	5.75%	1.38%	6.05%	1.27%	*0.24*	*0.21*
Washington	5.75%	1.59%	6.01%	1.46%	*0.28*	*0.24*
West Virginia	1.09%	0.51%	2.12%	0.50%	*0.47*	*0.23*
Wisconsin	1.26%	0.34%	1.61%	0.32%	*0.27*	*0.20*
Wyoming	0.76%	0.25%	1.34%	0.24%	*0.33*	*0.18*

Notes: See Table 1A.

Table 1D. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, American Indians and Alaska Natives, All Industries, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.94%	0.18%	0.69%	0.16%	*0.19*	*0.23*
Alaska	8.29%	6.02%	4.76%	6.07%	*0.73*	*1.28*
Arizona	1.72%	0.17%	0.49%	0.14%	*0.10*	*0.29*
Arkansas	1.09%	0.19%	0.50%	0.16%	*0.18*	*0.31*
California	1.31%	0.14%	0.54%	0.11%	*0.11*	*0.20*
Colorado	0.85%	0.14%	0.50%	0.11%	*0.16*	*0.23*
Connecticut	0.40%	0.04%	n/a	n/a	*0.09*	
Delaware	n/a	n/a	n/a	n/a		
Dist of Columbia	0.47%	0.05%	0.33%	0.05%	*0.10*	*0.14*
Florida	0.64%	0.06%	0.23%	0.04%	*0.09*	*0.16*
Georgia	0.66%	0.08%	0.42%	0.06%	*0.12*	*0.15*
Hawaii	0.90%	0.15%	n/a	n/a	*0.17*	
Idaho	0.94%	0.28%	0.54%	0.26%	*0.30*	*0.48*
Illinois	0.35%	0.04%	0.20%	0.03%	*0.11*	*0.16*
Indiana	0.45%	0.05%	0.27%	0.05%	*0.12*	*0.17*
Iowa	0.27%	0.04%	n/a	n/a	*0.13*	
Kansas	0.79%	0.15%	0.60%	0.14%	*0.20*	*0.24*
Kentucky	0.44%	0.03%	0.15%	0.02%	*0.06*	*0.11*
Louisiana	0.82%	0.10%	0.30%	0.08%	*0.12*	*0.27*
Maine	0.50%	0.06%	0.32%	0.05%	*0.13*	*0.15*
Maryland	0.81%	0.11%	0.35%	0.09%	*0.13*	*0.24*
Massachusetts	0.40%	0.06%	0.24%	0.05%	*0.14*	*0.20*
Michigan	0.73%	0.09%	0.40%	0.08%	*0.12*	*0.19*
Minnesota	0.62%	0.07%	0.43%	0.06%	*0.11*	*0.15*
Mississippi	0.36%	0.05%	n/a	n/a	*0.12*	
Missouri	0.75%	0.08%	0.39%	0.06%	*0.10*	*0.14*
Montana	1.98%	0.48%	1.26%	0.43%	*0.24*	*0.34*
Nebraska	0.29%	0.03%	0.11%	0.03%	*0.11*	*0.25*
Nevada	1.12%	0.14%	0.59%	0.10%	*0.13*	*0.17*
New Hampshire	0.42%	0.06%	0.29%	0.05%	*0.15*	*0.17*
New Jersey	0.37%	0.03%	0.18%	0.02%	*0.09*	*0.14*
New Mexico	4.99%	0.52%	1.14%	0.45%	*0.11*	*0.39*
New York	0.65%	0.04%	0.23%	0.03%	*0.06*	*0.13*
North Carolina	0.93%	0.10%	0.55%	0.07%	*0.11*	*0.14*
North Dakota	1.50%	0.29%	0.55%	0.26%	*0.19*	*0.48*
Ohio	0.38%	0.05%	0.20%	0.05%	*0.14*	*0.23*
Oklahoma	5.86%	1.28%	3.53%	1.10%	*0.22*	*0.31*
Oregon	1.02%	0.14%	0.53%	0.10%	*0.13*	*0.20*
Pennsylvania	n/a	n/a	n/a	n/a		
Rhode Island	0.51%	0.04%	0.13%	0.02%	*0.08*	*0.19*
South Carolina	0.49%	0.06%	0.32%	0.05%	*0.12*	*0.16*
South Dakota	1.87%	0.22%	0.73%	0.21%	*0.12*	*0.28*
Tennessee	0.78%	0.15%	0.38%	0.12%	*0.19*	*0.32*
Texas	0.93%	0.17%	0.61%	0.15%	*0.19*	*0.25*
Utah	0.59%	0.06%	0.36%	0.05%	*0.09*	*0.13*
Vermont	0.41%	0.11%	0.18%	0.10%	*0.27*	*0.54*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Virginia	0.50%	0.08%	0.36%	0.07%	*0.17*	*0.19*
Washington	1.23%	0.22%	0.72%	0.19%	*0.18*	*0.27*
West Virginia	0.36%	0.04%	0.30%	0.03%	*0.11*	*0.09*
Wisconsin	0.64%	0.10%	0.35%	0.09%	*0.15*	*0.25*
Wyoming	1.12%	0.18%	0.87%	0.15%	*0.16*	*0.18*

Notes: See Table 1A.

Table 1E. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Native Hawaiians and Pacific Islanders, All Industries, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.03%	0.00%	0.01%	0.00%	*0.06*	*0.24*
Alaska	0.24%	0.02%	0.22%	n/a	*0.09*	
Arizona	0.09%	0.01%	0.07%	0.01%	*0.13*	*0.14*
Arkansas	0.03%	0.00%	n/a	n/a	*0.09*	
California	0.24%	0.04%	0.15%	0.03%	*0.18*	*0.22*
Colorado	0.08%	0.01%	0.05%	0.01%	*0.11*	*0.16*
Connecticut	0.06%	0.02%	n/a	n/a	*0.36*	
Delaware	0.03%	n/a	n/a	n/a		
Dist of Columbia	n/a	n/a	n/a	n/a		
Florida	0.10%	0.01%	0.04%	0.00%	*0.07*	*0.13*
Georgia	0.03%	0.00%	0.03%	0.00%	*0.13*	*0.08*
Hawaii	8.42%	2.16%	4.26%	1.98%	*0.26*	*0.46*
Idaho	0.08%	0.01%	n/a	n/a	*0.15*	
Illinois	0.07%	n/a	n/a	n/a		
Indiana	0.03%	0.02%	n/a	n/a	*0.61*	
Iowa	0.01%	0.00%	0.00%	n/a	*0.39*	
Kansas	0.02%	0.01%	n/a	n/a	*0.42*	
Kentucky	0.02%	n/a	0.00%	n/a		
Louisiana	n/a	n/a	n/a	n/a		
Maine	n/a	n/a	n/a	n/a		
Maryland	0.02%	n/a	0.04%	0.01%		*0.24*
Massachusetts	n/a	n/a	n/a	n/a		
Michigan	0.03%	0.00%	n/a	n/a	*0.17*	
Minnesota	n/a	n/a	n/a	n/a		
Mississippi	0.07%	0.00%	n/a	n/a	*0.07*	
Missouri	0.02%	0.01%	n/a	n/a	*0.35*	
Montana	0.04%	0.00%	n/a	n/a	*0.12*	
Nebraska	0.01%	n/a	0.00%	0.00%		
Nevada	0.18%	0.04%	n/a	n/a	*0.20*	
New Hampshire	0.01%	n/a	n/a	n/a		
New Jersey	0.06%	0.00%	n/a	n/a	*0.07*	
New Mexico	0.10%	0.02%	n/a	n/a	*0.19*	
New York	0.18%	0.01%	0.04%	n/a	*0.04*	
North Carolina	0.03%	0.00%	n/a	n/a	*0.07*	
North Dakota	0.00%	n/a	0.00%	0.00%		
Ohio	n/a	n/a	n/a	n/a		
Oklahoma	0.10%	0.00%	0.03%	0.00%	*0.05*	*0.10*
Oregon	0.12%	0.02%	0.08%	0.02%	*0.18*	*0.21*
Pennsylvania	0.03%	0.00%	n/a	n/a	*0.13*	
Rhode Island	n/a	n/a	n/a	n/a		
South Carolina	0.01%	0.00%	n/a	n/a	*0.29*	
South Dakota	0.02%	n/a	0.01%	n/a		
Tennessee	n/a	n/a	n/a	n/a		
Texas	0.08%	0.00%	n/a	n/a	*0.05*	
Utah	0.22%	0.10%	0.18%	0.10%	*0.47*	0.58
Vermont	n/a	n/a	n/a	n/a		

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Virginia	0.08%	0.03%	0.07%	n/a	*0.32*	
Washington	0.16%	0.05%	0.09%	0.05%	*0.33*	*0.55*
West Virginia	0.01%	n/a	0.00%	0.00%		
Wisconsin	0.03%	0.00%	0.01%	0.00%	*0.03*	*0.12*
Wyoming	0.04%	0.00%	0.00%	0.00%	*0.04*	

Notes: See Table 1A.

Table 1F. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Women, All Industries, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	26.43%	4.29%	15.77%	3.87%	*0.16*	*0.25*
Alaska	26.24%	5.08%	18.87%	4.53%	*0.19*	*0.24*
Arizona	28.79%	4.83%	16.60%	4.26%	*0.17*	*0.26*
Arkansas	23.74%	3.85%	14.92%	3.50%	*0.16*	*0.23*
California	29.93%	4.92%	17.18%	4.25%	*0.16*	*0.25*
Colorado	29.08%	4.25%	18.36%	3.69%	*0.15*	*0.20*
Connecticut	27.23%	3.14%	14.66%	2.68%	*0.12*	*0.18*
Delaware	24.14%	1.74%	14.86%	1.45%	*0.07*	*0.10*
Dist of Columbia	33.23%	2.25%	17.92%	n/a	*0.07*	
Florida	28.41%	5.70%	18.09%	5.01%	*0.20*	*0.28*
Georgia	29.09%	4.06%	17.02%	3.60%	*0.14*	*0.21*
Hawaii	30.18%	6.91%	19.32%	6.17%	*0.23*	*0.32*
Idaho	23.71%	4.42%	13.72%	3.96%	*0.19*	*0.29*
Illinois	29.74%	4.08%	16.53%	3.69%	*0.14*	*0.22*
Indiana	27.39%	3.41%	14.77%	3.07%	*0.12*	*0.21*
Iowa	26.98%	3.17%	14.04%	2.86%	*0.12*	*0.20*
Kansas	27.18%	3.02%	15.78%	2.68%	*0.11*	*0.17*
Kentucky	25.66%	3.33%	15.01%	2.95%	*0.13*	*0.20*
Louisiana	26.43%	3.76%	15.54%	3.36%	*0.14*	*0.22*
Maine	24.01%	4.40%	14.88%	3.83%	*0.18*	*0.26*
Maryland	30.98%	4.63%	17.24%	3.99%	*0.15*	*0.23*
Massachusetts	28.73%	3.57%	15.88%	3.07%	*0.12*	*0.19*
Michigan	29.59%	3.68%	15.61%	3.29%	*0.12*	*0.21*
Minnesota	27.92%	3.52%	14.71%	3.15%	*0.13*	*0.21*
Mississippi	25.11%	4.79%	15.67%	4.27%	*0.19*	*0.27*
Missouri	27.41%	4.14%	16.69%	3.80%	*0.15*	*0.23*
Montana	24.42%	4.79%	16.41%	4.16%	*0.20*	*0.25*
Nebraska	26.61%	4.16%	14.95%	3.91%	*0.16*	*0.26*
Nevada	28.13%	5.86%	15.36%	5.17%	*0.21*	*0.34*
New Hampshire	24.74%	4.99%	15.80%	4.56%	*0.20*	*0.29*
New Jersey	26.13%	4.19%	15.46%	3.79%	*0.16*	*0.24*
New Mexico	30.91%	5.44%	18.54%	4.81%	*0.18*	*0.26*
New York	29.59%	4.10%	15.74%	3.55%	*0.14*	*0.23*
North Carolina	27.06%	4.43%	16.14%	4.02%	*0.16*	*0.25*
North Dakota	23.25%	3.12%	11.87%	2.74%	*0.13*	*0.23*
Ohio	28.12%	3.61%	15.11%	3.23%	*0.13*	*0.21*
Oklahoma	25.73%	4.69%	15.97%	4.25%	*0.18*	*0.27*
Oregon	29.49%	4.21%	16.30%	3.66%	*0.14*	*0.22*
Pennsylvania	25.98%	4.09%	15.28%	3.76%	*0.16*	*0.25*
Rhode Island	26.52%	5.48%	14.40%	4.92%	*0.21*	*0.34*
South Carolina	26.22%	4.29%	15.55%	3.86%	*0.16*	*0.25*
South Dakota	22.40%	2.58%	13.61%	2.31%	*0.12*	*0.17*
Tennessee	25.96%	4.04%	14.78%	3.61%	*0.16*	*0.24*
Texas	27.02%	3.63%	17.43%	3.18%	*0.13*	*0.18*
Utah	25.12%	4.06%	12.69%	3.66%	*0.16*	*0.29*
Vermont	26.26%	3.64%	13.41%	3.00%	*0.14*	*0.22*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Virginia	29.66%	3.96%	17.35%	3.52%	*0.13*	*0.20*
Washington	29.40%	3.88%	16.21%	3.41%	*0.13*	*0.21*
West Virginia	27.68%	3.82%	14.76%	3.38%	*0.14*	*0.23*
Wisconsin	26.49%	4.03%	14.99%	3.75%	*0.15*	*0.25*
Wyoming	24.38%	3.37%	15.63%	n/a	*0.14*	

Notes: See Table 1A.

Table 2A. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, African Americans, Forestry, Fishing, Hunting & Agricultural Support Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	4.73%	1.54%	2.74%	1.11%	*0.33*	*0.40*
Alaska						
Arizona	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Arkansas	2.96%	0.61%			*0.21*	
California	0.49%	0.04%			*0.08*	
Colorado						
Connecticut						
Delaware	0.00%		0.00%			
District of Columbia						
Florida	2.41%	1.47%			0.61	
Georgia	4.42%	1.41%	2.77%		*0.32*	
Hawaii						
Idaho	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Illinois						
Indiana						
Iowa	0.08%		0.00%			
Kansas						
Kentucky						
Louisiana	3.26%	1.83%			0.56	
Maine						
Maryland						
Massachusetts						
Michigan						
Minnesota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Mississippi	13.29%	3.89%	4.86%	2.85%	*0.29*	*0.59*
Missouri	0.00%		0.00%			
Montana	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Nebraska						
Nevada						
New Hampshire	0.05%		0.00%			
New Jersey	0.72%		0.00%			
New Mexico	0.28%					
New York						
North Carolina	2.99%	1.38%	1.58%		*0.46*	
North Dakota	0.08%		0.00%			
Ohio	0.18%		0.00%	0.00%		*0.00*
Oklahoma	0.00%	0.00%	0.00%		*0.00*	

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.01%		0.00%	0.00%		*0.00*
Pennsylvania						
Rhode Island						
South Carolina	7.25%	3.58%	6.89%	3.36%	*0.49*	*0.49*
South Dakota	0.06%		0.00%			
Tennessee	0.48%	0.34%	0.00%	0.00%	0.69	*0.00*
Texas	1.86%					
Utah	0.00%	0.00%	0.00%		*0.00*	
Vermont						
Virginia	4.35%		5.50%			
Washington						
West Virginia	0.55%	0.14%	0.00%	0.00%	*0.26*	*0.00*
Wisconsin	0.01%		0.00%	0.00%		*0.00*
Wyoming	0.00%		0.00%			

Table 2B. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Hispanics and Latinos, Forestry, Fishing, Hunting & Agricultural Support Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	1.03%	0.21%	0.35%	0.09%	*0.20*	*0.26*
Alaska	1.23%					
Arizona	8.93%		16.54%			
Arkansas						
California	13.74%	16.12%	17.58%	16.86%	1.17	0.96
Colorado	2.69%		4.22%			
Connecticut	0.83%		0.00%			
Delaware						
District of Columbia	2.63%		0.00%			
Florida	12.61%	8.81%	10.51%	8.92%	*0.70*	0.85
Georgia	2.28%					
Hawaii						
Idaho	2.45%		3.64%			
Illinois						
Indiana	0.21%					
Iowa						
Kansas	1.50%		0.00%	0.00%		*0.00*
Kentucky						
Louisiana						
Maine						
Maryland	0.91%					
Massachusetts	0.85%		0.23%			
Michigan						
Minnesota						
Mississippi	0.19%		0.22%			
Missouri						
Montana	0.18%		0.21%			
Nebraska						
Nevada						
New Hampshire	0.00%	0.00%	0.00%		*0.00*	
New Jersey	1.88%					
New Mexico	18.88%		17.29%			
New York						
North Carolina	0.90%		0.37%			
North Dakota	0.00%		0.00%			
Ohio	0.60%	0.53%	0.26%		0.87	
Oklahoma	2.93%					

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	1.73%	4.24%	3.74%		2.45	
Pennsylvania						
Rhode Island						
South Carolina						
South Dakota	2.13%		2.29%			
Tennessee						
Texas	16.57%		7.33%			
Utah						
Vermont						
Virginia	1.04%		0.38%			
Washington	1.96%	1.22%	2.32%		*0.62*	
West Virginia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wisconsin	0.38%		0.00%	0.00%		*0.00*
Wyoming						

Table 2C. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Asians, Forestry, Fishing, Hunting & Agricultural Support Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	3.44%	0.23%	0.00%	0.00%	*0.07*	*0.00*
Alaska						
Arizona						
Arkansas						
California	4.36%	4.10%	4.44%	4.17%	*0.94*	*0.94*
Colorado						
Connecticut	0.53%		0.00%			
Delaware	1.43%		2.17%			
District of Columbia	5.26%		0.00%			
Florida	1.73%	0.65%	0.07%		*0.38*	
Georgia						
Hawaii	41.09%		23.08%			
Idaho						
Illinois	0.35%		0.00%	0.00%		*0.00*
Indiana	0.00%		0.00%			
Iowa						
Kansas						
Kentucky						
Louisiana	12.03%	6.85%	0.00%	0.00%	*0.57*	*0.00*
Maine						
Maryland	0.85%		0.00%			
Massachusetts	0.57%		0.00%			
Michigan						
Minnesota						
Mississippi	9.18%	4.21%	0.00%	0.00%	*0.46*	*0.00*
Missouri						
Montana						
Nebraska						
Nevada	2.00%		1.47%			
New Hampshire						
New Jersey	1.16%		0.39%			
New Mexico						
New York						
North Carolina	1.66%	0.72%			*0.44*	
North Dakota						
Ohio	0.49%	0.38%	0.00%	0.00%	0.78	*0.00*
Oklahoma	0.00%	0.00%	0.00%		*0.00*	

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.34%					
Pennsylvania	0.40%		0.00%	0.00%		*0.00*
Rhode Island						
South Carolina						
South Dakota	0.00%		0.00%			
Tennessee	0.21%					
Texas	8.90%		0.00%			
Utah						
Vermont	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Virginia						
Washington	1.28%	0.63%			*0.49*	
West Virginia	0.06%		0.00%	0.00%		*0.00*
Wisconsin	0.33%					
Wyoming	0.00%		0.00%			

Table 2D. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, American Indians and Alaska Natives, Forestry, Fishing, Hunting & Agricultural Support Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	1.00%					
Alaska	25.38%	11.67%	5.93%	11.66%	*0.46*	1.96
Arizona						
Arkansas						
California						
Colorado	1.79%		0.00%			
Connecticut						
Delaware	0.00%		0.00%			
District of Columbia	2.63%		0.00%			
Florida	0.69%	0.11%			*0.16*	
Georgia						
Hawaii	0.23%		0.00%			
Idaho						
Illinois	0.58%					
Indiana	0.34%					
Iowa	0.00%	0.00%	0.00%		*0.00*	
Kansas						
Kentucky	1.07%		0.00%	0.00%		*0.00*
Louisiana	3.48%	1.62%	0.00%	0.00%	*0.47*	*0.00*
Maine	0.31%	0.39%	0.25%		1.24	
Maryland	0.00%		0.00%			
Massachusetts	0.38%		0.00%			
Michigan	1.27%					
Minnesota	0.68%	0.27%	0.00%	0.00%	*0.40*	*0.00*
Mississippi						
Missouri	1.17%		0.27%			
Montana	1.55%	1.55%	1.07%	1.25%	1.00	1.17
Nebraska						
Nevada	1.29%		0.00%			
New Hampshire	0.20%		0.00%			
New Jersey						
New Mexico	7.86%	1.27%	0.00%	0.00%	*0.16*	*0.00*
New York						
North Carolina						
North Dakota	1.46%		0.00%			
Ohio	0.38%		0.00%	0.00%		*0.00*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oklahoma	6.97%	1.50%	0.00%		*0.21*	
Oregon						
Pennsylvania	0.18%					
Rhode Island	0.07%		0.00%	0.00%		*0.00*
South Carolina						
South Dakota	0.06%		0.00%			
Tennessee	0.80%		0.27%			
Texas						
Utah	0.77%		0.00%			
Vermont						
Virginia						
Washington	2.49%	0.88%	1.58%	0.87%	*0.35*	0.55
West Virginia						
Wisconsin	0.32%	0.33%			1.04	
Wyoming						

Table 2E. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Native Hawaiians and Pacific Islanders, Forestry, Fishing, Hunting & Agricultural Support Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.02%		0.00%	0.00%		*0.00*
Alaska						
Arizona	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Arkansas	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
California						
Colorado	0.00%		0.00%			
Connecticut	0.00%	0.00%	0.00%		*0.00*	
Delaware	0.00%		0.00%			
District of Columbia	0.00%		0.00%			
Florida	0.37%		0.00%	0.00%		*0.00*
Georgia	0.02%		0.00%	0.00%		*0.00*
Hawaii	19.54%					
Idaho	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Illinois	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Indiana	0.00%		0.00%			
Iowa	0.00%	0.00%	0.00%		*0.00*	
Kansas	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Kentucky	0.00%		0.00%	0.00%		*0.00*
Louisiana	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Maine						
Maryland	0.00%		0.00%			
Massachusetts	0.00%	0.00%	0.00%		*0.00*	
Michigan	0.00%		0.00%			
Minnesota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Mississippi	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Missouri	0.00%		0.00%			
Montana	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Nebraska	0.00%	0.00%	0.00%		*0.00*	
Nevada						
New Hampshire	0.00%	0.00%	0.00%		*0.00*	
New Jersey	0.00%	0.00%	0.00%		*0.00*	
New Mexico	0.07%		0.00%	0.00%		*0.00*
New York						
North Carolina	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
North Dakota	0.00%		0.00%			
Ohio	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oklahoma	0.00%	0.00%	0.00%		*0.00*	
Oregon						
Pennsylvania	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Rhode Island	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Carolina						
South Dakota	0.00%		0.00%			
Tennessee	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Texas	0.00%		0.00%			
Utah	0.00%	0.00%	0.00%		*0.00*	
Vermont	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Virginia	0.00%		0.00%			
Washington						
West Virginia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wisconsin	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wyoming	0.00%		0.00%			

Table 2F. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Women, Forestry, Fishing, Hunting & Agricultural Support Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	6.06%	1.90%	4.15%	1.77%	*0.31*	*0.43*
Alaska	10.98%	5.59%	15.13%	6.59%	*0.51*	*0.44*
Arizona	12.00%	6.26%	9.06%	5.42%	0.52	*0.60*
Arkansas	10.01%	6.49%			*0.65*	
California	12.20%	8.33%	10.19%	8.04%	*0.68*	*0.79*
Colorado	8.86%		9.34%			
Connecticut	8.37%					
Delaware	6.15%		2.17%			
District of Columbia	18.42%		0.00%			
Florida	13.47%	13.10%	17.54%	12.82%	*0.97*	0.73
Georgia	7.76%	4.32%	7.81%		*0.56*	
Hawaii	8.08%					
Idaho	8.86%	3.06%			*0.35*	
Illinois	7.97%	5.28%	7.66%		0.66	
Indiana						
Iowa	9.94%	6.58%			0.66	
Kansas	5.47%		2.75%			
Kentucky	12.57%					
Louisiana	9.61%	5.85%			0.61	
Maine	7.02%	3.67%	2.75%	3.50%	*0.52*	1.27
Maryland	8.51%					
Massachusetts	9.01%	8.45%	18.86%		0.94	
Michigan	12.82%					
Minnesota	8.83%	2.74%			*0.31*	
Mississippi	7.60%	6.79%	7.34%	6.44%	0.89	0.88
Missouri	5.06%					
Montana	7.62%	5.09%			0.67	
Nebraska	9.58%		6.02%			
Nevada	12.30%		27.94%			
New Hampshire	4.63%	7.94%	12.96%		1.71	
New Jersey	10.47%		13.73%			
New Mexico	17.33%	2.29%			*0.13*	
New York	12.93%	5.62%	10.94%		*0.43*	
North Carolina	9.48%	4.40%	7.14%		*0.46*	
North Dakota	9.16%					
Ohio	10.06%	4.10%	4.87%		*0.41*	
Oklahoma	12.57%	15.30%	3.80%		1.22	

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	12.21%	5.34%	8.48%	4.25%	*0.44*	*0.50*
Pennsylvania	11.91%	4.93%	7.59%		*0.41*	
Rhode Island	3.81%	3.36%			0.88	
South Carolina	10.58%	7.59%			0.72	
South Dakota						
Tennessee	6.29%	5.41%			0.86	
Texas	8.14%		10.75%			
Utah	5.50%		12.00%			
Vermont	6.31%					
Virginia	11.08%		14.63%			
Washington	10.93%	2.86%	5.59%		*0.26*	
West Virginia						
Wisconsin	10.83%	3.95%			*0.36*	
Wyoming	8.90%					

Table 3A. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, African Americans, Mining, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.30%		0.00%	0.00%		*0.00*
Alaska	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Arizona	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Arkansas						
California	0.87%	0.07%	0.83%		*0.08*	
Colorado	0.03%		0.11%			
Connecticut	0.00%		0.00%			
Delaware	0.00%		0.00%			
District of Columbia	28.57%		0.00%			
Florida	0.45%		0.00%			
Georgia						
Hawaii	0.00%		0.00%			
Idaho	0.00%	0.00%	0.00%		*0.00*	
Illinois						
Indiana						
Iowa	0.00%		0.00%			
Kansas	0.15%		0.00%	0.00%		*0.00*
Kentucky	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Louisiana						
Maine	0.00%		0.00%			
Maryland	2.90%		0.00%	0.00%		*0.00*
Massachusetts	0.00%	0.00%	0.00%		*0.00*	
Michigan						
Minnesota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Mississippi						
Missouri	0.00%	0.00%	0.00%		*0.00*	
Montana	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Nebraska	0.38%		0.00%			
Nevada	0.77%		0.52%			
New Hampshire	0.00%		0.00%			
New Jersey						
New Mexico						
New York	0.67%					
North Carolina	1.38%		0.00%	0.00%		*0.00*
North Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Ohio	0.40%		0.00%	0.00%		*0.00*
Oklahoma						

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.00%		0.00%			
Pennsylvania	0.14%		0.00%	0.00%		*0.00*
Rhode Island	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Carolina	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Dakota	0.00%	0.00%	0.00%		*0.00*	
Tennessee						
Texas						
Utah	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Vermont	0.00%		0.00%			
Virginia						
Washington	0.00%		0.00%			
West Virginia	0.26%	0.01%	0.00%	0.00%	*0.05*	*0.00*
Wisconsin	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wyoming	0.06%		0.14%			

Table 3B. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Hispanics and Latinos, Mining, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama						
Alaska	0.32%		0.00%	0.00%		*0.00*
Arizona	8.46%					
Arkansas						
California	2.24%	0.17%	2.48%		*0.08*	
Colorado						
Connecticut	1.52%		0.00%			
Delaware	0.00%		0.00%			
District of Columbia	0.00%		0.00%			
Florida						
Georgia	0.42%		0.70%			
Hawaii	0.00%		0.00%			
Idaho	0.80%		0.00%			
Illinois						
Indiana	0.21%		0.42%			
Iowa	0.00%		0.00%			
Kansas	0.88%	0.25%			*0.29*	
Kentucky	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Louisiana						
Maine	0.00%		0.00%			
Maryland	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Massachusetts	1.20%					
Michigan	0.04%		0.24%			
Minnesota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Mississippi	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Missouri	0.19%		0.00%			
Montana	0.13%		0.00%	0.00%		*0.00*
Nebraska						
Nevada	1.16%					
New Hampshire	0.00%		0.00%			
New Jersey	3.80%		0.00%	0.00%		*0.00*
New Mexico	4.23%	0.19%	5.25%	0.16%	*0.05*	*0.03*
New York						
North Carolina	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
North Dakota	0.23%		0.00%	0.00%		*0.00*
Ohio	0.32%	0.03%			*0.10*	
Oklahoma	0.53%		0.00%	0.00%		*0.00*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon						
Pennsylvania						
Rhode Island	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Carolina	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Dakota	0.00%	0.00%	0.00%		*0.00*	
Tennessee	1.06%		0.00%	0.00%		*0.00*
Texas	2.73%	0.55%			*0.20*	
Utah	0.33%		0.34%			
Vermont	0.00%		0.00%			
Virginia	0.44%					
Washington						
West Virginia	0.29%					
Wisconsin	0.35%		0.00%	0.00%		*0.00*
Wyoming						

Table 3C. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Asians, Mining, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.15%		0.00%	0.00%		*0.00*
Alaska	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Arizona	0.43%					
Arkansas	0.08%		0.39%			
California	2.27%		0.41%			
Colorado						
Connecticut	0.00%		0.00%			
Delaware	0.00%		0.00%			
District of Columbia	0.00%		0.00%			
Florida	0.23%		0.00%			
Georgia						
Hawaii	15.38%		11.11%			
Idaho	0.40%		0.00%			
Illinois						
Indiana						
Iowa	0.00%		0.00%			
Kansas	0.02%		0.12%			
Kentucky	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Louisiana	0.16%					
Maine	0.00%		0.00%			
Maryland	1.45%		0.00%	0.00%		*0.00*
Massachusetts	0.00%	0.00%	0.00%		*0.00*	
Michigan	0.26%					
Minnesota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Mississippi	0.06%		0.00%	0.00%		*0.00*
Missouri						
Montana	0.13%		0.00%	0.00%		*0.00*
Nebraska	0.38%		0.00%			
Nevada	0.19%		0.00%	0.00%		*0.00*
New Hampshire	0.00%		0.00%			
New Jersey	0.63%		0.00%	0.00%		*0.00*
New Mexico	0.86%	0.04%	1.40%	0.04%	*0.05*	*0.03*
New York	3.76%		0.00%	0.00%		*0.00*
North Carolina	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
North Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Ohio	0.90%					
Oklahoma	0.34%	0.03%			*0.08*	

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.00%		0.00%			
Pennsylvania	0.42%					
Rhode Island	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Carolina	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Dakota	0.93%		0.00%			
Tennessee	0.21%		0.00%	0.00%		*0.00*
Texas	0.32%	0.14%	0.51%		*0.45*	
Utah	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Vermont	0.00%		0.00%			
Virginia						
Washington						
West Virginia						
Wisconsin	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wyoming	0.28%		0.42%			

Table 3D. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, American Indians and Alaska Natives, Mining, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	1.22%		0.00%	0.00%		*0.00*
Alaska	4.46%		4.35%			
Arizona	0.65%		0.00%	0.00%		*0.00*
Arkansas	0.34%		0.39%			
California						
Colorado						
Connecticut						
Delaware	0.00%		0.00%			
District of Columbia	0.00%		0.00%			
Florida						
Georgia						
Hawaii	0.00%		0.00%			
Idaho	0.80%		0.00%			
Illinois						
Indiana	0.00%	0.00%	0.00%		*0.00*	
Iowa	0.00%		0.00%			
Kansas	0.24%	0.04%	0.00%	0.00%	*0.15*	*0.00*
Kentucky	0.10%		0.00%	0.00%		*0.00*
Louisiana	0.89%	0.15%			*0.17*	
Maine	0.00%		0.00%			
Maryland	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Massachusetts	0.00%	0.00%	0.00%		*0.00*	
Michigan	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Minnesota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Mississippi	0.36%					
Missouri	0.00%	0.00%	0.00%		*0.00*	
Montana	0.63%					
Nebraska	0.38%		0.00%			
Nevada	0.77%					
New Hampshire	0.00%		0.00%			
New Jersey						
New Mexico	0.64%					
New York						
North Carolina	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
North Dakota	0.23%		0.00%	0.00%		*0.00*
Ohio	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Oklahoma	3.26%	0.63%	2.63%	0.56%	*0.19*	*0.21*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	4.58%					
Pennsylvania	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Rhode Island	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Carolina						
South Dakota	0.00%	0.00%	0.00%		*0.00*	
Tennessee	0.21%		0.00%	0.00%		*0.00*
Texas	0.85%	0.06%			*0.07*	
Utah	0.49%					
Vermont	0.00%		0.00%			
Virginia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Washington						
West Virginia						
Wisconsin	0.35%		0.61%			
Wyoming	0.57%		0.28%			

Table 3E. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Native Hawaiians and Pacific Islanders, Mining, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Alaska	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Arizona	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Arkansas	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
California	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Colorado	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Connecticut	0.00%		0.00%			
Delaware	0.00%		0.00%			
District of Columbia	0.00%		0.00%			
Florida	0.00%		0.00%			
Georgia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Hawaii	15.38%		22.22%			
Idaho	0.00%	0.00%	0.00%		*0.00*	
Illinois	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Indiana	0.00%	0.00%	0.00%		*0.00*	
Iowa	0.00%		0.00%			
Kansas	0.02%		0.12%			
Kentucky	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Louisiana	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Maine	0.00%		0.00%			
Maryland	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Massachusetts	0.00%	0.00%	0.00%		*0.00*	
Michigan	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Minnesota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Mississippi	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Missouri	0.00%	0.00%	0.00%		*0.00*	
Montana	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Nebraska	0.00%		0.00%			
Nevada	0.19%		0.00%	0.00%		*0.00*
New Hampshire	0.00%		0.00%			
New Jersey	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New Mexico	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New York	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
North Carolina	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
North Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Ohio	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Oklahoma	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.00%		0.00%			
Pennsylvania	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Rhode Island	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Carolina	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Dakota	0.00%	0.00%	0.00%		*0.00*	
Tennessee	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Texas						
Utah	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Vermont	0.00%		0.00%			
Virginia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Washington	0.00%		0.00%			
West Virginia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wisconsin	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wyoming	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*

Table 3F. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Women, Mining, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	10.52%	1.18%			*0.11*	
Alaska	6.37%	0.10%	6.96%		*0.02*	
Arizona	14.75%	3.75%			*0.25*	
Arkansas	13.36%	3.24%	8.24%	2.78%	*0.24*	*0.34*
California	15.90%	1.40%			*0.09*	
Colorado	13.84%	1.15%	5.62%	0.85%	*0.08*	*0.15*
Connecticut	16.67%					
Delaware	19.05%		23.53%			
District of Columbia	14.29%		0.00%			
Florida	13.06%		4.53%			
Georgia	9.62%					
Hawaii	7.69%		11.11%			
Idaho	8.03%	9.03%			1.12	
Illinois	14.59%	1.22%	9.30%		*0.08*	
Indiana	12.41%		4.20%			
Iowa	9.68%		12.94%			
Kansas	15.74%	3.91%	14.04%	3.17%	*0.25*	*0.23*
Kentucky	9.82%	1.08%	2.38%		*0.11*	
Louisiana	10.56%	0.52%	4.16%	0.47%	*0.05*	*0.11*
Maine	11.61%		14.29%			
Maryland	7.97%		6.33%			
Massachusetts	7.19%					
Michigan	12.29%	3.35%	4.33%	3.17%	*0.27*	*0.73*
Minnesota	6.05%		2.01%			
Mississippi	9.53%	3.96%	5.49%	4.02%	*0.42*	*0.73*
Missouri						
Montana	11.31%	1.16%	8.89%		*0.10*	
Nebraska	14.23%					
Nevada	10.83%	0.38%			*0.04*	
New Hampshire						
New Jersey	8.86%					
New Mexico	12.10%	0.80%	10.86%	0.71%	*0.07*	*0.07*
New York	4.35%		5.63%			
North Carolina	10.38%					
North Dakota	5.03%		2.20%			
Ohio	11.42%	4.02%	12.95%	3.64%	*0.35*	*0.28*
Oklahoma	13.59%	6.50%	8.84%	6.28%	*0.48*	*0.71*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	9.86%		11.51%			
Pennsylvania	6.56%	4.62%	4.87%		0.70	
Rhode Island						
South Carolina	7.45%		3.57%			
South Dakota	6.54%	2.38%	12.28%		*0.36*	
Tennessee	8.26%	3.49%	2.01%		*0.42*	
Texas	14.28%	0.72%	9.86%	0.58%	*0.05*	*0.06*
Utah	7.52%	0.97%	3.77%		*0.13*	
Vermont						
Virginia	10.04%	1.36%			*0.14*	
Washington	5.71%					
West Virginia	12.36%	0.60%	2.95%	0.46%	*0.05*	*0.16*
Wisconsin	3.85%	2.80%	3.64%		0.73	
Wyoming	7.74%	0.29%	4.25%	0.27%	*0.04*	*0.06*

Table 4A. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, African Americans, Utilities, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
State	**Percentage of All Firms**	**Percentage of All Sales**	**Percentage of All Employers**	**Percentage of All Employer Sales**	*Disparity Ratio-All Firms*	*Disparity Ratio Employers*
Alabama	5.40%		0.00%			
Alaska	2.07%		0.00%			
Arizona						
Arkansas	0.64%		0.00%			
California	0.38%		0.00%	0.00%		*0.00*
Colorado	0.00%	0.00%	0.00%		*0.00*	
Connecticut	3.31%		1.85%			
Delaware	2.38%		0.00%			
District of Columbia	17.14%		0.00%			
Florida	2.72%		0.63%			
Georgia						
Hawaii	0.00%		0.00%			
Idaho	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Illinois	3.91%		0.51%			
Indiana	0.69%		0.00%	0.00%		*0.00*
Iowa	0.89%		0.00%	0.00%		*0.00*
Kansas	1.00%		0.00%	0.00%		*0.00*
Kentucky						
Louisiana	4.16%		0.00%	0.00%		*0.00*
Maine	0.00%		0.00%			
Maryland						
Massachusetts	2.40%		0.00%	0.00%		*0.00*
Michigan						
Minnesota	0.81%		0.99%			
Mississippi	3.42%					
Missouri	2.14%		0.00%	0.00%		*0.00*
Montana	0.00%		0.00%			
Nebraska	0.00%		0.00%			
Nevada	0.85%		0.00%			
New Hampshire	0.00%		0.00%			
New Jersey	3.87%		5.32%			
New Mexico	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New York	4.89%		0.00%	0.00%		*0.00*
North Carolina						

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
North Dakota	0.00%	0.00%	0.00%		*0.00*	
Ohio	4.17%		0.64%			
Oklahoma	0.95%		0.56%			
Oregon	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Pennsylvania	1.35%		0.00%	0.00%		*0.00*
Rhode Island	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Carolina	7.46%		0.00%	0.00%		*0.00*
South Dakota	0.00%		0.00%			
Tennessee	2.81%		1.25%			
Texas	2.01%					
Utah	0.00%	0.00%	0.00%		*0.00*	
Vermont	0.00%		0.00%			
Virginia	6.64%		0.00%			
Washington	0.22%		0.00%	0.00%		*0.00*
West Virginia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wisconsin	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wyoming	0.00%		0.00%			

Table 4B. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Hispanics and Latinos, Utilities, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.00%	0.00%	0.00%		*0.00*	
Alaska	0.69%		0.00%			
Arizona	2.87%					
Arkansas	0.00%	0.00%	0.00%		*0.00*	
California	8.59%		0.22%			
Colorado	0.68%					
Connecticut	1.10%		0.00%	0.00%		*0.00*
Delaware	2.38%		0.00%			
District of Columbia						
Florida						
Georgia	0.37%		0.00%	0.00%		*0.00*
Hawaii	2.44%		0.00%			
Idaho	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Illinois	3.37%		0.51%			
Indiana	0.46%		0.00%	0.00%		*0.00*
Iowa	0.45%		0.00%	0.00%		*0.00*
Kansas	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Kentucky	0.35%		0.00%			
Louisiana	0.23%		0.00%	0.00%		*0.00*
Maine	0.00%		0.00%			
Maryland	2.79%					
Massachusetts	1.96%		0.00%	0.00%		*0.00*
Michigan	0.19%		0.00%			
Minnesota	0.27%		0.00%	0.00%		*0.00*
Mississippi	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Missouri	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Montana	0.00%		0.00%			
Nebraska	1.25%		0.00%			
Nevada	2.54%		0.00%			
New Hampshire	0.00%		0.00%			
New Jersey	10.71%					
New Mexico	9.22%	0.01%	0.83%		*0.00*	
New York						
North Carolina	8.06%					
North Dakota	0.00%	0.00%	0.00%		*0.00*	
Ohio	0.54%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Oklahoma	0.24%		0.00%	0.00%		*0.00*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Pennsylvania	0.98%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Rhode Island	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Carolina						
South Dakota						
Tennessee	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Texas	5.84%	0.02%	1.16%		*0.00*	
Utah	1.02%		0.00%			
Vermont	0.00%		0.00%			
Virginia	1.66%		0.00%			
Washington	0.44%		0.58%			
West Virginia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wisconsin	0.36%		0.00%	0.00%		*0.00*
Wyoming	0.00%		0.00%			

Table 4C. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Asians, Utilities, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.32%		0.00%			
Alaska	0.00%	0.00%	0.00%		*0.00*	
Arizona						
Arkansas	0.00%	0.00%	0.00%		*0.00*	
California	4.49%		0.00%	0.00%		*0.00*
Colorado	0.68%	0.00%	1.58%		*0.01*	
Connecticut	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Delaware	0.00%		0.00%			
District of Columbia	0.00%		0.00%			
Florida	0.50%					
Georgia	1.12%		0.00%	0.00%		*0.00*
Hawaii	21.95%					
Idaho	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Illinois	0.53%		0.00%	0.00%		*0.00*
Indiana	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Iowa	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Kansas	0.50%		0.00%	0.00%		*0.00*
Kentucky	0.00%	0.00%	0.00%		*0.00*	
Louisiana						
Maine	0.00%		0.00%			
Maryland	0.70%		0.00%	0.00%		*0.00*
Massachusetts						
Michigan	0.39%		0.00%			
Minnesota	0.54%		0.00%	0.00%		*0.00*
Mississippi	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Missouri	0.27%		0.00%	0.00%		*0.00*
Montana	0.00%		0.00%			
Nebraska	0.00%		0.00%			
Nevada	1.69%		0.00%			
New Hampshire	0.00%		0.00%			
New Jersey						
New Mexico	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New York						
North Carolina	0.16%		0.00%	0.00%		*0.00*
North Dakota	0.00%	0.00%	0.00%		*0.00*	
Ohio	2.00%		0.00%	0.00%		*0.00*
Oklahoma						

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.37%		0.00%	0.00%		*0.00*
Pennsylvania	0.25%		0.00%	0.00%		*0.00*
Rhode Island	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Carolina	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Dakota	0.00%		0.00%			
Tennessee	0.70%		0.00%	0.00%		*0.00*
Texas						
Utah	0.51%		0.00%			
Vermont						
Virginia	0.00%	0.00%	0.00%		*0.00*	
Washington	0.66%		0.58%			
West Virginia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wisconsin	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wyoming	0.00%		0.00%			

Table 4D. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, American Indians and Alaska Natives, Utilities, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.00%	0.00%	0.00%		*0.00*	
Alaska						
Arizona	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Arkansas	0.32%		0.56%			
California	4.62%	0.04%			*0.01*	
Colorado	0.23%		0.53%			
Connecticut	2.76%		1.85%			
Delaware	0.00%		0.00%			
District of Columbia	0.00%		0.00%			
Florida						
Georgia						
Hawaii	0.00%		0.00%			
Idaho	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Illinois	0.89%					
Indiana	0.23%		0.00%	0.00%		*0.00*
Iowa	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Kansas	1.00%		0.00%	0.00%		*0.00*
Kentucky	0.00%	0.00%	0.00%		*0.00*	
Louisiana	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Maine	0.00%		0.00%			
Maryland	0.35%		0.00%	0.00%		*0.00*
Massachusetts	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Michigan	0.19%		0.81%			
Minnesota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Mississippi	0.19%		0.00%	0.00%		*0.00*
Missouri	1.07%		0.65%			
Montana	0.65%		0.00%			
Nebraska	1.25%		0.00%			
Nevada	0.85%		0.00%			
New Hampshire	0.00%		0.00%			
New Jersey	0.60%		0.00%			
New Mexico						
New York	10.30%		0.00%	0.00%		*0.00*
North Carolina	0.16%		0.81%			
North Dakota	0.00%	0.00%	0.00%		*0.00*	
Ohio	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Oklahoma						

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.37%		0.00%	0.00%		*0.00*
Pennsylvania	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Rhode Island	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Carolina	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Dakota	0.96%		0.00%			
Tennessee	0.35%		0.00%	0.00%		*0.00*
Texas						
Utah	0.51%		0.00%			
Vermont	0.00%		0.00%			
Virginia	0.00%	0.00%	0.00%		*0.00*	
Washington	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
West Virginia	0.54%		0.00%	0.00%		*0.00*
Wisconsin	0.36%		0.00%	0.00%		*0.00*
Wyoming	0.00%		0.00%			

Table 4E. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Native Hawaiians and Pacific Islanders, Utilities, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.00%	0.00%	0.00%		*0.00*	
Alaska	0.00%	0.00%	0.00%		*0.00*	
Arizona	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Arkansas	0.00%	0.00%	0.00%		*0.00*	
California	0.06%		0.00%	0.00%		*0.00*
Colorado	0.00%	0.00%	0.00%		*0.00*	
Connecticut	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Delaware	0.00%		0.00%			
District of Columbia	0.00%		0.00%			
Florida	0.00%	0.00%	0.00%		*0.00*	
Georgia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Hawaii	0.00%		0.00%			
Idaho	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Illinois	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Indiana	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Iowa	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Kansas	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Kentucky	0.00%	0.00%	0.00%		*0.00*	
Louisiana	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Maine	0.00%		0.00%			
Maryland	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Massachusetts	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Michigan	0.00%	0.00%	0.00%		*0.00*	
Minnesota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Mississippi	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Missouri	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Montana	0.00%		0.00%			
Nebraska	0.00%		0.00%			
Nevada	0.00%		0.00%			
New Hampshire	0.00%		0.00%			
New Jersey	0.00%	0.00%	0.00%		*0.00*	
New Mexico	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New York	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
North Carolina	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
North Dakota	0.00%	0.00%	0.00%		*0.00*	
Ohio	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Oklahoma	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Pennsylvania	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Rhode Island	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Carolina	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Dakota	0.00%		0.00%			
Tennessee	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Texas	0.00%	0.00%	0.00%		*0.00*	
Utah	0.00%	0.00%	0.00%		*0.00*	
Vermont	0.00%		0.00%			
Virginia	0.00%	0.00%	0.00%		*0.00*	
Washington	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
West Virginia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wisconsin	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wyoming	0.00%		0.00%			

Table 4F. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Women, Utilities, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	3.81%		1.44%			
Alaska	9.66%					
Arizona	9.09%	0.29%	4.65%	0.26%	*0.03*	*0.06*
Arkansas	5.75%		1.12%			
California	12.18%	0.03%	4.68%	0.02%	*0.00*	*0.00*
Colorado	14.67%		2.63%			
Connecticut	3.87%		3.70%			
Delaware	9.52%		5.88%			
District of Columbia	2.86%		0.00%			
Florida	13.04%	0.14%			*0.01*	
Georgia	7.25%	0.28%	3.39%		*0.04*	
Hawaii	2.44%		0.00%			
Idaho						
Illinois	5.51%		5.05%			
Indiana	7.60%	0.40%	3.16%		*0.05*	
Iowa	8.48%					
Kansas	12.44%		0.00%	0.00%		*0.00*
Kentucky	16.84%		2.00%			
Louisiana	8.31%	0.35%	3.39%		*0.04*	
Maine	3.18%					
Maryland	11.85%					
Massachusetts	8.71%		1.90%			
Michigan	13.54%		2.42%			
Minnesota	5.68%					
Mississippi	6.45%	0.30%	3.70%	0.28%	*0.05*	*0.08*
Missouri						
Montana	5.19%		2.25%			
Nebraska	2.50%		0.00%			
Nevada	13.56%		2.17%			
New Hampshire	4.64%		2.27%			
New Jersey	13.99%		2.13%			
New Mexico	8.25%	0.19%	4.17%		*0.02*	
New York	19.98%					
North Carolina	6.58%					
North Dakota	1.33%		3.23%			
Ohio	15.61%	0.37%	8.97%		*0.02*	
Oklahoma	7.16%		2.79%			

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	3.72%	0.06%	2.68%		*0.02*	
Pennsylvania	7.49%		3.72%			
Rhode Island	13.79%	0.01%	0.00%	0.00%	*0.00*	*0.00*
South Carolina	2.99%		0.94%			
South Dakota	3.85%		0.00%			
Tennessee						
Texas	11.05%	0.07%	5.30%		*0.01*	
Utah						
Vermont						
Virginia	18.72%		5.31%			
Washington	10.62%		4.09%			
West Virginia	6.99%	0.36%			*0.05*	
Wisconsin	20.29%	0.05%	7.50%		*0.00*	
Wyoming	6.10%					

Table 5A. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, African Americans, Construction, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	5.71%	1.09%	3.12%	0.74%	*0.19*	*0.24*
Alaska	0.44%	0.13%	0.23%	0.11%	*0.30*	*0.46*
Arizona	0.57%	0.10%	0.20%	0.09%	*0.18*	0.45
Arkansas	2.60%	1.38%	n/a	n/a	0.53	
California	2.10%	0.47%	1.05%	0.40%	*0.22*	*0.38*
Colorado	0.65%	0.24%	n/a	n/a	*0.36*	
Connecticut	2.13%	0.39%	0.97%	0.28%	*0.18*	*0.28*
Delaware	n/a	n/a	n/a	n/a		
Dist of Columbia	34.90%	n/a	17.16%	7.05%		*0.41*
Florida	4.15%	0.59%	1.67%	0.45%	*0.14*	*0.27*
Georgia	6.19%	1.68%	2.96%	1.42%	*0.27*	*0.48*
Hawaii	n/a	n/a	n/a	n/a		
Idaho	n/a	n/a	n/a	n/a		
Illinois	2.79%	0.80%	0.94%	0.74%	*0.29*	*0.79*
Indiana	0.89%	0.97%	0.65%	1.02%	*1.09*	*1.57*
Iowa	0.22%	0.15%	0.13%	0.14%	*0.68*	*1.04*
Kansas	1.09%	0.52%	1.17%	0.48%	*0.48*	*0.41*
Kentucky	n/a	n/a	n/a	n/a		
Louisiana	9.90%	1.34%	2.92%	0.77%	*0.14*	*0.26*
Maine	0.04%	n/a	0.04%	n/a		
Maryland	7.12%	2.05%	2.69%	1.82%	*0.29*	*0.68*
Massachusetts	1.18%	0.55%	0.59%	0.51%	*0.47*	*0.87*
Michigan	1.64%	1.33%	0.85%	1.32%	*0.81*	*1.55*
Minnesota	0.73%	0.18%	0.11%	0.15%	*0.25*	*1.40*
Mississippi	10.47%	2.14%	5.65%	0.98%	*0.20*	*0.17*
Missouri	1.50%	0.62%	0.77%	0.60%	*0.41*	*0.78*
Montana	n/a	n/a	n/a	n/a		
Nebraska	0.51%	n/a	0.54%	n/a		
Nevada	1.18%	0.37%	n/a	n/a	*0.31*	
New Hampshire	n/a	n/a	n/a	n/a		
New Jersey	2.42%	0.58%	1.31%	0.47%	*0.24*	*0.36*
New Mexico	0.60%	0.16%	n/a	n/a	*0.27*	
New York	4.86%	0.77%	1.52%	0.67%	*0.16*	*0.44*
North Carolina	4.22%	0.87%	n/a	n/a	*0.21*	
North Dakota	0.00%	0.00%	0.00%	0.00%		
Ohio	2.04%	1.45%	1.37%	1.50%	*0.71*	*1.10*
Oklahoma	1.41%	0.32%	0.26%	0.16%	*0.23*	*0.61*
Oregon	0.41%	0.30%	0.38%	0.31%	*0.74*	*0.80*
Pennsylvania	1.41%	0.38%	0.54%	0.35%	*0.27*	*0.64*
Rhode Island	n/a	n/a	n/a	n/a		
South Carolina	6.65%	1.44%	3.95%	0.99%	*0.22*	*0.25*
South Dakota	n/a	n/a	n/a	n/a		
Tennessee	2.72%	0.70%	1.39%	0.57%	*0.26*	*0.41*
Texas	2.16%	0.57%	0.92%	0.41%	*0.26*	*0.45*
Utah	0.25%	0.03%	0.02%	n/a	*0.12*	
Vermont	n/a	n/a	n/a	n/a		

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Virginia	4.10%	1.05%	2.71%	0.88%	*0.26*	*0.33*
Washington	0.55%	0.28%	n/a	n/a	*0.52*	
West Virginia	0.54%	0.94%	0.29%	0.97%	*1.73*	*3.32*
Wisconsin	0.54%	0.40%	n/a	n/a	*0.75*	
Wyoming	0.13%	n/a	n/a	n/a		

Notes: See Table 1A.

Table 5B. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Hispanics and Latinos, Construction, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	1.23%	0.44%	1.32%	0.28%	*0.36*	*0.21*
Alaska	2.20%	0.86%	2.50%	0.81%	*0.39*	*0.32*
Arizona	11.66%	2.73%	6.97%	2.47%	*0.23*	*0.35*
Arkansas	1.50%	0.76%	0.44%	0.66%	*0.51*	*1.48*
California	15.38%	4.30%	8.25%	3.71%	*0.28*	*0.45*
Colorado	7.35%	2.61%	5.50%	2.22%	*0.36*	*0.40*
Connecticut	3.50%	0.64%	1.67%	0.44%	*0.18*	*0.26*
Delaware	1.16%	0.58%	0.25%	0.36%	*0.50*	*1.45*
Dist of Columbia	19.76%	n/a	10.65%	n/a	n/a	
Florida	17.44%	5.15%	8.25%	3.90%	*0.30*	*0.47*
Georgia	5.77%	1.39%	1.95%	0.62%	*0.24*	*0.32*
Hawaii	3.40%	1.31%	3.05%	n/a	*0.38*	
Idaho	2.01%	1.63%	1.93%	1.67%	*0.81*	*0.87*
Illinois	4.52%	1.52%	2.24%	1.38%	*0.34*	*0.61*
Indiana	1.67%	0.73%	0.97%	0.62%	*0.44*	*0.64*
Iowa	0.73%	0.29%	0.46%	0.18%	*0.39*	*0.40*
Kansas	2.49%	1.53%	n/a	n/a	*0.61*	
Kentucky	0.79%	0.43%	0.41%	0.32%	*0.55*	*0.77*
Louisiana	3.23%	1.84%	0.82%	1.70%	*0.57*	*2.07*
Maine	0.31%	0.33%	0.28%	0.37%	*1.04*	*1.34*
Maryland	8.43%	1.89%	3.13%	1.44%	*0.22*	*0.46*
Massachusetts	2.05%	0.75%	1.15%	0.67%	*0.37*	*0.58*
Michigan	1.33%	0.75%	0.95%	0.70%	*0.57*	0.73
Minnesota	0.88%	0.42%	0.67%	0.35%	*0.47*	*0.52*
Mississippi	0.75%	0.57%	0.31%	0.49%	*0.76*	*1.59*
Missouri	0.72%	0.43%	0.68%	0.41%	*0.59*	*0.60*
Montana	n/a	n/a	n/a	n/a		
Nebraska	1.35%	0.33%	n/a	n/a	*0.24*	
Nevada	7.05%	2.70%	3.93%	2.64%	*0.38*	*0.67*
New Hampshire	n/a	n/a	n/a	n/a		
New Jersey	6.97%	2.13%	3.33%	1.83%	*0.31*	*0.55*
New Mexico	29.50%	17.20%	25.44%	15.39%	*0.58*	*0.60*
New York	7.59%	1.72%	2.74%	1.48%	*0.23*	*0.54*
North Carolina	2.26%	1.11%	1.32%	0.72%	*0.49*	*0.55*
North Dakota	n/a	n/a	n/a	n/a		
Ohio	0.76%	0.32%	0.58%	0.27%	*0.42*	*0.47*
Oklahoma	2.27%	1.03%	1.49%	0.82%	*0.46*	*0.55*
Oregon	1.69%	1.10%	1.92%	1.10%	*0.65*	*0.57*
Pennsylvania	1.22%	0.36%	0.65%	0.28%	*0.29*	*0.44*
Rhode Island	n/a	n/a	n/a	n/a		
South Carolina	1.41%	0.67%	1.13%	0.58%	*0.48*	*0.51*
South Dakota	n/a	n/a	n/a	n/a		
Tennessee	1.47%	0.34%	0.71%	0.22%	*0.23*	*0.31*
Texas	30.86%	7.30%	11.30%	4.71%	*0.24*	*0.42*
Utah	2.78%	0.77%	1.60%	0.68%	*0.28*	*0.43*
Vermont	n/a	n/a	n/a	n/a		

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Virginia	7.24%	1.99%	2.10%	1.41%	*0.28*	*0.67*
Washington	1.67%	0.76%	1.78%	0.76%	*0.45*	*0.43*
West Virginia	0.35%	0.96%	0.41%	1.02%	*2.75*	*2.50*
Wisconsin	0.70%	0.37%	0.58%	0.35%	*0.53*	*0.61*
Wyoming	1.23%	0.44%	1.32%	0.28%	*0.36*	*0.21*

Notes: See Table 1A.

Table 5C. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Asians, Construction, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama						
Alaska	1.73%	0.43%	0.67%	0.32%	*0.25*	0.48
Arizona	0.55%	0.14%	n/a	n/a	*0.25*	
Arkansas	n/a	n/a	n/a	n/a		
California	4.77%	1.55%	3.57%	1.30%	*0.32*	*0.36*
Colorado	0.88%	0.21%	0.54%	0.17%	*0.24*	*0.31*
Connecticut	0.30%	0.26%	0.27%	0.27%	*0.86*	*1.01*
Delaware	n/a	n/a	n/a	n/a		
Dist of Columbia	2.69%	n/a	6.80%	n/a		
Florida	0.75%	0.36%	0.45%	0.35%	*0.48*	*0.78*
Georgia	0.69%	0.40%	n/a	n/a	*0.58*	
Hawaii	37.27%	27.68%	35.62%	27.67%	*0.74*	*0.78*
Idaho	0.31%	0.16%	0.24%	0.14%	*0.51*	*0.58*
Illinois	0.80%	0.60%	0.65%	0.59%	*0.74*	*0.90*
Indiana	0.35%	0.08%	n/a	n/a	*0.23*	
Iowa	n/a	n/a	n/a	n/a		
Kansas	0.32%	0.06%	n/a	n/a	*0.19*	
Kentucky	0.17%	0.27%	0.20%	0.29%	*1.62*	*1.50*
Louisiana	0.63%	0.21%	n/a	n/a	*0.34*	
Maine	n/a	n/a	n/a	n/a		
Maryland	4.14%	1.28%	1.49%		*0.31*	
Massachusetts	1.21%	1.03%	0.54%	1.03%	*0.85*	*1.90*
Michigan	0.34%	0.25%	0.26%	0.24%	0.72	*0.95*
Minnesota	0.47%	0.44%	n/a	n/a	*0.92*	
Mississippi	n/a	n/a	n/a	n/a		
Missouri	0.23%	0.29%	0.23%	n/a	*1.22*	
Montana	0.18%	0.15%	n/a	n/a	*0.87*	
Nebraska	n/a	n/a	n/a	n/a		
Nevada	1.11%	0.48%	0.70%	0.47%	*0.44*	*0.66*
New Hampshire	n/a	n/a	n/a	n/a		
New Jersey	1.33%	0.77%	0.89%	n/a	*0.58*	
New Mexico	n/a	n/a	n/a	n/a		
New York	4.12%	1.15%	1.93%	1.03%	*0.28*	*0.53*
North Carolina	0.53%	0.34%	0.40%	0.31%	*0.65*	*0.76*
North Dakota	n/a	n/a	n/a	n/a		
Ohio	0.43%	0.39%	n/a	n/a	*0.91*	
Oklahoma	0.57%	0.10%	n/a	n/a	*0.18*	
Oregon	0.86%	0.30%	0.67%	0.25%	*0.35*	*0.38*
Pennsylvania	0.72%	0.23%	0.23%	0.20%	*0.32*	*0.88*
Rhode Island	0.38%	0.25%	0.06%	n/a	*0.67*	
South Carolina	n/a	n/a	n/a	n/a		
South Dakota	n/a	n/a	n/a	n/a		
Tennessee	0.47%	0.16%	0.32%	0.13%	*0.35*	*0.39*
Texas	1.02%	0.40%	0.69%	0.36%	*0.39*	*0.52*
Utah	0.42%	0.66%	n/a	n/a	*1.57*	
Vermont	n/a	n/a	n/a	n/a		

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Virginia	3.14%	0.86%	1.28%	0.58%	*0.27*	*0.45*
Washington	2.10%	1.09%	1.72%	1.06%	*0.52*	*0.62*
West Virginia	0.15%	0.15%	n/a	n/a	*0.96*	
Wisconsin	0.21%	0.06%	n/a	n/a	*0.26*	
Wyoming	0.13%	n/a	n/a	n/a		

Notes: See Table 1A.

Table 5D. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, American Indians and Alaska Natives, Construction, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	1.30%	0.56%	1.31%	0.53%	*0.43*	*0.40*
Alaska	5.08%	15.03%	5.24%	15.67%	*2.96*	*2.99*
Arizona	2.05%	0.56%	0.80%	0.51%	*0.27*	0.64
Arkansas	1.81%	1.53%	1.19%	1.51%	*0.84*	*1.26*
California	2.15%	0.70%	1.27%	0.62%	*0.33*	*0.49*
Colorado	1.18%	0.31%	0.87%	0.24%	*0.26*	*0.28*
Connecticut	0.53%	0.09%	n/a	n/a	*0.16*	
Delaware	n/a	n/a	n/a	n/a		
Dist of Columbia	0.75%	n/a	0.00%	0.00%		
Florida	1.00%	0.17%	n/a	n/a	*0.17*	
Georgia	1.03%	0.17%	0.26%	0.03%	*0.16*	*0.12*
Hawaii	0.54%	n/a	n/a	n/a		
Idaho	1.47%	0.84%	n/a	n/a	*0.57*	
Illinois	0.33%	0.13%	0.22%	0.12%	*0.39*	*0.55*
Indiana	0.20%	0.23%	n/a	n/a	*1.16*	
Iowa	n/a	n/a	n/a	n/a		
Kansas	1.21%	0.71%	0.90%	0.69%	*0.59*	*0.77*
Kentucky	n/a	n/a	n/a	n/a		
Louisiana	1.05%	0.29%	n/a	n/a	*0.28*	
Maine	0.81%	0.18%	n/a	n/a	*0.22*	
Maryland	2.07%	0.32%	n/a	n/a	*0.15*	
Massachusetts	0.67%	0.07%	0.29%	0.05%	*0.11*	*0.18*
Michigan	0.95%	0.34%	0.48%	0.31%	*0.36*	*0.65*
Minnesota	0.66%	0.21%	0.42%	0.20%	*0.32*	*0.48*
Mississippi	0.38%	0.03%	n/a	n/a	*0.08*	
Missouri	1.36%	0.39%	n/a	n/a	*0.28*	
Montana	2.30%	1.91%	1.81%	1.99%	*0.83*	*1.10*
Nebraska	0.33%	0.29%	0.20%	0.28%	*0.86*	*1.36*
Nevada	2.07%	0.29%	1.10%	0.26%	*0.14*	*0.23*
New Hampshire	0.79%	0.38%	n/a	n/a	0.47	
New Jersey	0.38%	n/a	0.16%	n/a		
New Mexico	n/a	n/a	n/a	n/a		
New York	0.96%	0.19%	0.38%	0.14%	*0.20*	*0.37*
North Carolina	1.34%	0.48%	0.95%	0.38%	*0.36*	*0.40*
North Dakota	1.93%	1.02%	1.68%	1.00%	*0.53*	*0.60*
Ohio	0.48%	0.15%	n/a	n/a	*0.32*	
Oklahoma	8.30%	5.39%	5.00%	4.75%	*0.65*	*0.95*
Oregon	1.36%	0.64%	1.03%	0.60%	*0.47*	*0.58*
Pennsylvania	0.37%	0.08%	0.23%	0.07%	*0.21*	*0.28*
Rhode Island	n/a	n/a	n/a	n/a		
South Carolina	0.58%	0.17%	n/a	n/a	*0.29*	
South Dakota	2.65%	1.74%	1.85%	1.79%	*0.66*	*0.97*
Tennessee	1.03%	0.35%	n/a	n/a	*0.34*	
Texas	1.09%	0.57%	0.91%	0.54%	*0.53*	*0.60*
Utah	0.92%	0.22%	0.48%	0.18%	*0.23*	*0.37*
Vermont	0.91%	0.38%	0.31%	0.27%	*0.42*	*0.85*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Virginia	0.75%	0.30%	0.40%	0.20%	*0.40*	*0.50*
Washington	1.06%	0.66%	0.92%	0.63%	0.62	*0.68*
West Virginia	0.55%	0.13%	0.09%	0.12%	*0.24*	*1.33*
Wisconsin	0.57%	0.32%	0.31%	0.31%	*0.55*	*1.00*
Wyoming	1.82%	0.84%	n/a	n/a	*0.46*	

Notes: See Table 1A.

Table 5E. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Native Hawaiians and Pacific Islanders, Construction, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.00%	n/a	0.01%	n/a		
Alaska	n/a	n/a	n/a	n/a		
Arizona	0.14%	n/a	n/a	n/a		
Arkansas	n/a	n/a	n/a	n/a		
California	n/a	n/a	n/a	n/a		
Colorado	0.14%	0.03%	0.09%	n/a	*0.24*	
Connecticut	n/a	n/a	n/a	n/a		
Delaware	0.00%	0.00%	0.00%	0.00%		
Dist of Columbia	0.06%	n/a	0.00%	0.00%		
Florida	n/a	n/a	n/a	n/a		
Georgia	0.03%	0.03%	0.07%	0.03%	0.89	0.44
Hawaii	12.87%	4.66%	n/a	n/a	*0.36*	
Idaho	n/a	n/a	n/a	n/a		
Illinois	n/a	n/a	n/a	n/a		
Indiana	n/a	n/a	n/a	n/a		
Iowa	0.01%	n/a	n/a	n/a		
Kansas	0.00%	0.00%	0.00%	0.00%		
Kentucky	0.01%	n/a	n/a	n/a		
Louisiana	0.00%	n/a	0.01%	n/a		
Maine	0.01%	n/a	0.04%	n/a		
Maryland	0.01%	n/a	0.01%	n/a		
Massachusetts	n/a	n/a	n/a	n/a		
Michigan	0.00%	n/a	0.01%	n/a		
Minnesota	n/a	n/a	n/a	n/a		
Mississippi	0.02%	0.02%	0.02%	n/a	0.74	
Missouri	n/a	n/a	n/a	n/a		
Montana	0.00%	0.00%	0.00%	0.00%		
Nebraska	0.01%	n/a	0.00%	0.00%		
Nevada	0.06%	n/a	n/a	n/a		
New Hampshire	n/a	n/a	n/a	n/a		
New Jersey	0.03%	n/a	0.07%	n/a		
New Mexico	0.01%	n/a	0.02%	n/a		
New York	n/a	n/a	n/a	n/a		
North Carolina	0.01%	0.00%	n/a	n/a	0.47	
North Dakota	0.00%	0.00%	0.00%	0.00%		
Ohio	n/a	n/a	n/a	n/a		
Oklahoma	0.50%	0.06%	n/a	n/a	*0.11*	
Oregon	0.08%	0.09%	n/a	n/a	1.05	
Pennsylvania	n/a	n/a	n/a	n/a		
Rhode Island	0.02%	n/a	0.00%	0.00%		
South Carolina	n/a	n/a	n/a	n/a		
South Dakota	0.00%	0.00%	0.00%	0.00%		
Tennessee	0.00%	n/a	0.01%	n/a		
Texas	n/a	n/a	n/a	n/a		
Utah	0.17%	0.82%	n/a	n/a	*4.85*	
Vermont	0.00%	0.00%	0.00%	0.00%		

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Virginia	0.02%	n/a	0.05%	n/a		
Washington	0.13%	n/a	0.18%	n/a		
West Virginia	0.00%	0.00%	0.00%	0.00%		
Wisconsin	n/a	n/a	n/a	n/a		
Wyoming	0.03%	n/a	0.00%	0.00%		

Notes: See Table 1A.

Table 5F. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employers Firms, Women, Construction, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	7.45%	3.97%	6.96%	3.75%	*0.53*	*0.54*
Alaska	10.30%	8.39%	n/a	n/a	*0.81*	
Arizona	7.47%	4.69%	7.23%	4.34%	*0.63*	*0.60*
Arkansas	7.37%	4.05%	5.55%	4.11%	*0.55*	0.74
California	5.98%	4.97%	5.65%	4.95%	*0.83*	*0.88*
Colorado	7.85%	3.99%	7.32%	3.89%	*0.51*	*0.53*
Connecticut	6.85%	5.69%	7.03%	5.68%	*0.83*	*0.81*
Delaware	5.19%	4.30%	7.36%	n/a	*0.83*	
Dist of Columbia	5.25%	n/a	10.36%	n/a		
Florida	8.33%	5.31%	7.38%	5.05%	*0.64*	*0.68*
Georgia	6.96%	3.76%	6.49%	3.53%	*0.54*	*0.54*
Hawaii	8.03%	3.62%	5.93%	3.56%	*0.45*	0.60
Idaho	6.89%	4.92%	5.88%	4.97%	0.71	*0.84*
Illinois	8.92%	7.87%	10.83%	8.12%	0.88	*0.75*
Indiana	7.45%	4.32%	5.85%	4.36%	*0.58*	*0.75*
Iowa	6.74%	4.59%	4.60%	4.60%	*0.68*	*1.00*
Kansas	6.57%	4.57%	n/a	n/a	*0.70*	
Kentucky	7.62%	5.30%	6.75%	5.29%	*0.70*	*0.78*
Louisiana	7.06%	5.64%	7.89%	5.66%	*0.80*	*0.72*
Maine	6.12%	5.45%	5.47%	5.32%	*0.89*	*0.97*
Maryland	8.14%	5.46%	7.75%	5.40%	*0.67*	*0.70*
Massachusetts	6.44%	4.00%	6.31%	3.98%	*0.62*	*0.63*
Michigan	8.01%	4.98%	6.49%	4.94%	*0.62*	*0.76*
Minnesota	6.61%	3.98%	6.49%	3.93%	*0.60*	*0.61*
Mississippi	5.14%	5.70%	6.12%	5.07%	*1.11*	*0.83*
Missouri	8.21%	5.50%	8.05%	5.57%	*0.67*	*0.69*
Montana	7.09%	5.34%	7.35%	5.49%	0.75	*0.75*
Nebraska	4.55%	3.13%	4.22%	3.21%	*0.69*	0.76
Nevada	9.79%	5.22%	9.21%	5.09%	*0.53*	*0.55*
New Hampshire	3.38%	4.64%	3.35%	5.22%	*1.37*	*1.56*
New Jersey	7.37%	7.55%	7.76%	7.78%	*1.02*	*1.00*
New Mexico	10.34%	6.92%	n/a	n/a	*0.67*	
New York	8.11%	6.65%	8.51%	6.71%	*0.82*	*0.79*
North Carolina	8.05%	5.30%	7.64%	5.24%	*0.66*	*0.69*
North Dakota	4.80%	n/a	5.56%	n/a		
Ohio	7.55%	5.05%	8.00%	5.16%	*0.67*	*0.65*
Oklahoma	7.37%	5.40%	6.61%	5.69%	*0.73*	*0.86*
Oregon	6.29%	3.72%	5.84%	3.60%	*0.59*	*0.62*
Pennsylvania	6.18%	4.79%	7.01%	4.98%	*0.77*	*0.71*
Rhode Island	6.96%	10.55%	7.80%	11.20%	*1.52*	*1.44*
South Carolina	6.66%	5.45%	5.55%	5.50%	*0.82*	*0.99*
South Dakota	6.48%	4.21%	3.90%	4.26%	*0.65*	*1.09*
Tennessee	8.30%	3.99%	6.40%	3.69%	*0.48*	*0.58*
Texas	7.22%	5.15%	9.19%	5.18%	*0.71*	*0.56*
Utah	6.66%	3.61%	5.06%	3.59%	*0.54*	*0.71*
Vermont	6.20%	n/a	2.67%	n/a		

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Virginia	6.81%	4.59%	6.97%	4.58%	*0.67*	*0.66*
Washington	6.87%	3.37%	5.42%	3.26%	*0.49*	*0.60*
West Virginia	6.03%	7.84%	7.75%	7.96%	*1.30*	*1.03*
Wisconsin	6.52%	5.63%	5.49%	5.87%	*0.86*	*1.07*
Wyoming	7.77%	6.60%	9.07%	6.69%	*0.85*	*0.74*

Notes: See Table 1A.

Table 6A. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, African Americans, Manufacturing, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	3.23%	0.06%	0.81%	0.05%	*0.02*	*0.06*
Alaska	0.66%	0.01%			*0.01*	
Arizona	0.52%	0.07%	0.21%	0.06%	*0.13*	*0.31*
Arkansas	1.23%	0.04%	0.45%		*0.03*	
California	1.08%	0.11%	0.64%	0.10%	*0.10*	*0.16*
Colorado	0.75%	0.08%	0.32%		*0.11*	
Connecticut	0.72%	0.10%			*0.13*	
Delaware	1.69%		0.15%			
District of Columbia	21.79%		2.72%			
Florida	3.63%	0.24%	1.27%	0.22%	*0.07*	*0.17*
Georgia	4.20%	0.08%	0.54%	0.07%	*0.02*	*0.13*
Hawaii	0.89%	0.08%	0.22%		*0.09*	
Idaho	0.10%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Illinois	1.66%	0.14%	0.55%		*0.08*	
Indiana						
Iowa	0.25%	0.04%	0.29%	0.04%	*0.18*	*0.15*
Kansas						
Kentucky	0.94%	0.23%	0.64%		*0.24*	
Louisiana	6.20%	0.03%	1.49%	0.02%	*0.00*	*0.01*
Maine	0.09%		0.05%			
Maryland						
Massachusetts						
Michigan	1.41%	0.25%	0.79%	0.25%	*0.18*	*0.31*
Minnesota	0.36%					
Mississippi	4.54%	0.11%	1.55%	0.11%	*0.03*	*0.07*
Missouri						
Montana	0.07%		0.08%			
Nebraska	0.26%		0.05%			
Nevada	0.86%	0.04%	0.40%		*0.05*	
New Hampshire	0.28%		0.14%			
New Jersey	1.77%	0.19%	0.73%		*0.11*	
New Mexico						
New York	2.89%	0.22%	1.29%	0.21%	*0.08*	*0.16*
North Carolina	2.51%	0.11%	0.62%	0.10%	*0.04*	*0.17*
North Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Ohio	1.23%	0.12%	0.62%	0.12%	*0.09*	*0.18*
Oklahoma						

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon						
Pennsylvania	0.75%	0.17%	0.58%	0.17%	*0.22*	*0.28*
Rhode Island						
South Carolina	4.01%	0.05%	0.86%	0.05%	*0.01*	*0.06*
South Dakota	0.06%		0.00%	0.00%		*0.00*
Tennessee	1.72%	0.15%	0.34%	0.15%	*0.09*	*0.43*
Texas	2.05%	0.07%	0.56%	0.06%	*0.04*	*0.11*
Utah						
Vermont	0.04%		0.09%			
Virginia	2.62%	0.13%	1.34%	0.13%	*0.05*	*0.10*
Washington	0.68%	0.04%	0.94%	0.04%	*0.06*	*0.04*
West Virginia	0.19%		0.00%	0.00%		*0.00*
Wisconsin	0.12%		0.00%	0.00%		*0.00*
Wyoming	0.08%		0.18%			

Table 6B. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Hispanics and Latinos, Manufacturing, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama						
Alaska	1.71%	0.04%	0.83%	0.03%	*0.02*	*0.03*
Arizona	6.61%	0.54%	4.43%	0.52%	*0.08*	*0.12*
Arkansas	0.45%	0.05%	0.31%	0.05%	*0.11*	*0.15*
California	12.50%	1.69%	8.62%	1.63%	*0.14*	*0.19*
Colorado	3.58%	0.61%	2.61%	0.59%	*0.17*	*0.23*
Connecticut	1.52%	0.14%	1.13%	0.14%	*0.09*	*0.12*
Delaware	0.51%		0.60%			
District of Columbia	8.65%					
Florida	15.54%	2.59%	10.41%	2.46%	*0.17*	*0.24*
Georgia	1.48%	0.18%	0.54%	0.18%	*0.12*	*0.33*
Hawaii	2.74%		2.16%			
Idaho	1.06%	0.07%	0.78%		*0.07*	
Illinois	2.82%	0.46%	2.13%	0.45%	*0.16*	*0.21*
Indiana	0.48%	0.02%	0.22%	0.02%	*0.04*	*0.08*
Iowa	0.25%	0.12%	0.29%	0.12%	*0.50*	*0.42*
Kansas	1.04%	0.13%	0.56%	0.13%	*0.12*	*0.22*
Kentucky	0.22%	0.01%	0.18%	0.01%	*0.06*	*0.07*
Louisiana	1.51%	0.05%	0.70%	0.05%	*0.04*	*0.07*
Maine	0.19%		0.22%			
Maryland	1.98%	0.21%	0.89%	0.20%	*0.11*	*0.22*
Massachusetts	1.60%	0.21%	1.26%	0.20%	*0.13*	*0.16*
Michigan	1.19%	0.36%	1.13%	0.36%	*0.30*	*0.32*
Minnesota	0.25%	0.02%			*0.06*	
Mississippi						
Missouri	0.61%	0.05%	0.74%	0.05%	*0.08*	*0.06*
Montana						
Nebraska	1.00%		0.82%			
Nevada	4.48%	0.86%	3.73%	0.82%	*0.19*	*0.22*
New Hampshire	0.35%	0.24%	0.45%	0.24%	*0.68*	*0.53*
New Jersey	4.88%	0.43%	3.58%	0.41%	*0.09*	*0.11*
New Mexico	13.69%	3.07%	16.95%	2.98%	*0.22*	*0.18*
New York	6.36%	0.39%	2.76%	0.37%	*0.06*	*0.13*
North Carolina	1.25%	0.16%	1.08%	0.16%	*0.13*	*0.14*
North Dakota	0.17%		0.14%			
Ohio	0.47%	0.06%	0.34%	0.06%	*0.13*	*0.18*
Oklahoma	1.14%	0.57%	1.24%	0.57%	*0.50*	*0.46*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	1.42%	0.52%	1.28%	0.52%	*0.37*	*0.41*
Pennsylvania	0.56%	0.07%	0.42%	0.07%	*0.12*	*0.16*
Rhode Island	3.30%	0.13%	1.13%	0.10%	*0.04*	*0.09*
South Carolina						
South Dakota	0.48%		0.33%			
Tennessee						
Texas	13.89%	0.75%	7.40%	0.71%	*0.05*	*0.10*
Utah	1.57%	0.11%	0.90%	0.11%	*0.07*	*0.12*
Vermont	0.25%	0.00%	0.17%	0.00%	*0.01*	*0.01*
Virginia	1.68%	0.22%	1.45%	0.22%	*0.13*	*0.15*
Washington	1.17%	0.09%	1.26%	0.09%	*0.08*	*0.07*
West Virginia	0.23%	0.00%	0.14%		*0.01*	
Wisconsin	0.65%	0.27%	0.73%	0.27%	*0.42*	*0.37*
Wyoming	0.83%	0.01%	0.71%		*0.02*	

Table 6C. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Asians, Manufacturing, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.95%	0.21%	1.00%	0.21%	*0.22*	*0.21*
Alaska	1.71%		0.41%			
Arizona	1.64%	0.47%	2.05%	0.46%	*0.28*	*0.23*
Arkansas	0.24%	0.22%	0.21%		0.93	
California	10.62%	2.63%	12.07%	2.59%	*0.25*	*0.21*
Colorado	2.34%	0.16%	1.89%	0.14%	*0.07*	*0.08*
Connecticut	1.16%	0.23%	0.84%		*0.20*	
Delaware	1.95%	0.29%	1.05%	0.28%	*0.15*	*0.27*
District of Columbia	6.41%	2.30%	9.52%		*0.36*	
Florida	2.15%	0.63%	1.70%	0.61%	*0.29*	*0.36*
Georgia	2.66%	0.42%	3.37%	0.42%	*0.16*	*0.12*
Hawaii	40.66%	11.94%	44.94%		*0.29*	
Idaho	0.63%	0.04%	0.50%		*0.07*	
Illinois	4.19%	1.07%	3.08%	1.06%	*0.26*	*0.35*
Indiana	0.65%	0.52%	0.45%	0.52%	0.80	1.15
Iowa	0.15%	0.02%			*0.14*	
Kansas	0.57%		0.59%			
Kentucky	1.23%		1.81%			
Louisiana						
Maine	0.23%	0.02%	0.33%		*0.07*	
Maryland	4.17%	0.80%	4.05%	0.79%	*0.19*	*0.20*
Massachusetts	2.32%	0.57%	1.87%	0.56%	*0.24*	*0.30*
Michigan	1.12%	0.38%	1.04%	0.37%	*0.34*	*0.36*
Minnesota	1.38%		0.43%			
Mississippi	0.96%	0.71%	0.87%	0.71%	0.73	0.81
Missouri	0.72%		0.70%			
Montana	0.50%	0.01%	0.64%		*0.02*	
Nebraska	0.55%		0.38%			
Nevada	2.43%	0.78%	2.01%	0.77%	*0.32*	*0.38*
New Hampshire	0.70%	0.42%	0.73%	0.42%	*0.60*	*0.58*
New Jersey	3.67%	0.90%	3.54%	0.89%	*0.25*	*0.25*
New Mexico	1.39%	0.45%	1.77%	0.45%	*0.33*	*0.25*
New York	8.04%	1.31%	6.52%	1.29%	*0.16*	*0.20*
North Carolina	1.21%	0.22%	1.01%	0.21%	*0.18*	*0.21*
North Dakota	0.17%		0.00%	0.00%		*0.00*
Ohio	0.85%	0.16%	0.86%	0.16%	*0.19*	*0.18*
Oklahoma	0.90%	0.31%	0.58%	0.31%	*0.35*	*0.54*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	2.30%	0.21%	1.32%	0.20%	*0.09*	*0.15*
Pennsylvania	2.02%	0.37%	1.79%	0.37%	*0.18*	*0.20*
Rhode Island	2.50%	0.25%	0.47%	0.22%	*0.10*	*0.48*
South Carolina	0.76%	1.07%	0.62%	1.07%	1.42	1.74
South Dakota	0.30%					
Tennessee	0.83%	0.22%	0.89%	0.21%	*0.26*	*0.24*
Texas	4.95%	0.41%	3.42%	0.39%	*0.08*	*0.11*
Utah						
Vermont	0.46%					
Virginia	3.04%	0.20%	3.38%	0.20%	*0.07*	*0.06*
Washington	4.98%	0.53%	3.90%	0.51%	*0.11*	*0.13*
West Virginia	0.23%		0.35%			
Wisconsin	0.67%	0.10%			*0.15*	
Wyoming	0.23%		0.00%	0.00%		*0.00*

Table 6D. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, American Indians and Alaska Natives, Manufacturing, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.66%					
Alaska	3.81%		2.90%			
Arizona	5.46%	0.06%	0.29%	0.04%	*0.01*	*0.15*
Arkansas						
California	0.90%	0.08%	0.49%	0.08%	*0.09*	*0.16*
Colorado	0.49%	0.02%			*0.03*	
Connecticut						
Delaware	0.25%		0.00%	0.00%		*0.00*
District of Columbia	1.60%		0.68%			
Florida	1.20%	0.06%			*0.05*	
Georgia	0.89%	0.04%			*0.05*	
Hawaii	0.79%		0.11%			
Idaho	1.72%	0.08%	0.22%	0.07%	*0.05*	*0.31*
Illinois	0.22%	0.01%			*0.04*	
Indiana	0.60%	0.02%	0.07%	0.01%	*0.03*	*0.19*
Iowa	0.10%		0.00%	0.00%		*0.00*
Kansas	0.68%	0.03%	0.56%	0.03%	*0.05*	*0.05*
Kentucky	0.68%					
Louisiana	0.45%	0.01%			*0.02*	
Maine						
Maryland						
Massachusetts						
Michigan	0.62%	0.06%			*0.09*	
Minnesota	0.86%	0.06%	0.45%	0.06%	*0.07*	*0.13*
Mississippi	0.26%		0.12%			
Missouri	0.27%	0.01%			*0.04*	
Montana	1.62%	0.15%	1.21%	0.13%	*0.09*	*0.11*
Nebraska	0.10%		0.00%	0.00%		*0.00*
Nevada	0.47%		0.46%			
New Hampshire	0.14%		0.23%			
New Jersey						
New Mexico	19.27%	0.18%	1.71%	0.09%	*0.01*	*0.05*
New York	0.80%	0.02%	0.12%		*0.02*	
North Carolina						
North Dakota	0.58%		0.58%			
Ohio	0.09%	0.01%			*0.16*	
Oklahoma	5.77%	0.67%	3.21%	0.65%	*0.12*	*0.20*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.47%	0.09%	0.32%	0.08%	*0.18*	*0.26*
Pennsylvania						
Rhode Island						
South Carolina						
South Dakota	2.41%					
Tennessee	0.83%	0.02%	0.39%	0.02%	*0.03*	*0.06*
Texas						
Utah						
Vermont	0.25%		0.09%			
Virginia						
Washington	1.04%	0.10%			*0.10*	
West Virginia	0.45%		0.07%			
Wisconsin	0.36%	0.06%			*0.16*	
Wyoming	0.98%	0.18%	1.07%	0.17%	*0.18*	*0.16*

Table 6E. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Native Hawaiians and Pacific Islanders, Manufacturing, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.01%		0.00%	0.00%		*0.00*
Alaska	0.26%		0.00%	0.00%		*0.00*
Arizona	0.02%		0.02%			
Arkansas	0.02%		0.00%	0.00%		*0.00*
California	0.08%	0.02%	0.07%	0.02%	*0.30*	*0.36*
Colorado	0.02%		0.00%	0.00%		*0.00*
Connecticut	0.01%		0.00%	0.00%		*0.00*
Delaware	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
District of Columbia	0.00%	0.00%	0.00%		*0.00*	
Florida						
Georgia						
Hawaii	3.53%	1.11%	3.02%		*0.31*	
Idaho	0.03%		0.00%	0.00%		*0.00*
Illinois						
Indiana	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Iowa	0.02%		0.03%			
Kansas	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Kentucky	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Louisiana	0.01%		0.00%	0.00%		*0.00*
Maine	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Maryland	0.04%		0.00%	0.00%		*0.00*
Massachusetts	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Michigan	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Minnesota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Mississippi	0.02%		0.04%			
Missouri	0.02%		0.03%			
Montana	0.03%		0.08%			
Nebraska	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Nevada	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New Hampshire	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New Jersey	0.01%		0.01%			
New Mexico	0.02%		0.00%	0.00%		*0.00*
New York						
North Carolina	0.01%		0.00%	0.00%		*0.00*
North Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Ohio	0.01%		0.01%			
Oklahoma	0.01%		0.00%	0.00%		*0.00*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.03%		0.02%			
Pennsylvania	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Rhode Island	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Carolina	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Tennessee	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Texas	0.05%					
Utah	0.17%		0.07%			
Vermont	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Virginia						
Washington	0.11%		0.03%			
West Virginia	0.04%		0.00%	0.00%		*0.00*
Wisconsin	0.01%		0.00%	0.00%		*0.00*
Wyoming						

Table 6F. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Women, Manufacturing, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	16.60%	2.86%	11.92%	2.85%	*0.17*	*0.24*
Alaska	25.87%		15.94%			
Arizona	19.60%	1.77%	13.63%	1.71%	*0.09*	*0.13*
Arkansas	17.51%	1.80%	10.38%	1.78%	*0.10*	*0.17*
California	18.52%	3.36%	13.76%	3.29%	*0.18*	*0.24*
Colorado	19.45%	1.70%	12.02%	1.62%	*0.09*	*0.14*
Connecticut	16.82%	1.89%	10.56%	1.84%	*0.11*	*0.17*
Delaware	16.60%	0.84%	9.32%	0.83%	*0.05*	*0.09*
District of Columbia	28.21%		17.69%			
Florida	18.97%	3.00%	13.33%	2.87%	*0.16*	*0.22*
Georgia	17.37%	2.21%	11.86%	2.18%	*0.13*	*0.18*
Hawaii	30.22%	3.50%	16.49%		*0.12*	
Idaho	15.26%	1.83%	10.34%	1.78%	*0.12*	*0.17*
Illinois	16.90%	3.43%	12.28%	3.41%	*0.20*	*0.28*
Indiana	13.10%	1.67%	10.18%	1.66%	*0.13*	*0.16*
Iowa	13.10%	1.21%	8.48%	1.19%	*0.09*	*0.14*
Kansas	16.67%	1.65%	12.07%	1.63%	*0.10*	*0.14*
Kentucky	17.05%	1.72%	11.17%	1.71%	*0.10*	*0.15*
Louisiana	17.56%	1.27%	15.02%	1.25%	*0.07*	*0.08*
Maine	23.35%	2.62%	15.59%	2.55%	*0.11*	*0.16*
Maryland	21.87%	2.69%	15.51%	2.64%	*0.12*	*0.17*
Massachusetts	17.15%	2.08%	9.28%	2.03%	*0.12*	*0.22*
Michigan	15.55%	1.67%	10.48%	1.65%	*0.11*	*0.16*
Minnesota	16.64%	3.17%	10.16%	3.14%	*0.19*	*0.31*
Mississippi	15.53%	2.01%	10.53%	2.00%	*0.13*	*0.19*
Missouri	16.94%	1.42%	11.82%	1.39%	*0.08*	*0.12*
Montana	20.34%	1.90%	11.76%	1.77%	*0.09*	*0.15*
Nebraska	17.30%	3.09%	12.21%	3.07%	*0.18*	*0.25*
Nevada	17.62%	6.78%	12.63%	6.69%	*0.38*	*0.53*
New Hampshire	19.72%	3.27%	15.20%	3.21%	*0.17*	*0.21*
New Jersey	16.56%	2.68%	13.19%	2.63%	*0.16*	*0.20*
New Mexico	28.78%	2.14%	15.88%	1.98%	*0.07*	*0.12*
New York	19.92%	3.69%	14.53%	3.62%	*0.19*	*0.25*
North Carolina	17.94%	1.78%	11.92%	1.76%	*0.10*	*0.15*
North Dakota	12.51%	1.38%	8.82%	1.35%	*0.11*	*0.15*
Ohio	15.58%	2.46%	10.66%	2.44%	*0.16*	*0.23*
Oklahoma	15.53%	2.44%	13.73%	2.40%	*0.16*	*0.17*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	20.34%	2.55%	12.06%	2.50%	*0.13*	*0.21*
Pennsylvania	14.68%	1.84%	10.29%	1.82%	*0.13*	*0.18*
Rhode Island	16.21%	3.26%	11.04%	3.20%	*0.20*	*0.29*
South Carolina	16.95%	1.42%	11.49%	1.40%	*0.08*	*0.12*
South Dakota	14.76%	1.64%	11.61%	1.63%	*0.11*	*0.14*
Tennessee	13.93%	1.92%	9.68%	1.90%	*0.14*	*0.20*
Texas	20.59%	1.78%	14.09%	1.73%	*0.09*	*0.12*
Utah	19.44%	2.70%	10.99%	2.65%	*0.14*	*0.24*
Vermont	21.28%	1.32%	11.13%	1.23%	*0.06*	*0.11*
Virginia	20.80%	2.02%	13.26%	1.99%	*0.10*	*0.15*
Washington	18.27%	1.99%	11.16%	1.93%	*0.11*	*0.17*
West Virginia	13.87%	1.92%	7.03%	1.90%	*0.14*	*0.27*
Wisconsin	15.57%	3.02%	10.29%	3.01%	*0.19*	*0.29*
Wyoming	15.04%	1.25%	12.66%	1.19%	*0.08*	*0.09*

Table 7A. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, African Americans, Wholesale Trade, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama						
Alaska	0.17%		0.16%			
Arizona	0.72%	0.03%			*0.04*	
Arkansas	1.17%		0.00%	0.00%		*0.00*
California	1.07%	0.17%			*0.16*	
Colorado						
Connecticut	1.24%					
Delaware	2.32%		0.11%			
District of Columbia	16.50%		6.25%			
Florida	2.36%	0.13%	1.06%	0.10%	*0.05*	*0.10*
Georgia	4.19%	0.11%	1.04%	0.10%	*0.03*	*0.09*
Hawaii	0.40%		0.12%			
Idaho	0.25%					
Illinois	1.64%	0.04%	0.48%		*0.03*	
Indiana	1.02%	0.29%	0.13%	0.29%	*0.29*	*2.22*
Iowa	0.26%	0.13%	0.34%		*0.51*	
Kansas	0.57%					
Kentucky						
Louisiana	3.85%	0.20%	1.29%	0.19%	*0.05*	*0.15*
Maine	0.10%		0.06%			
Maryland	6.75%	0.26%	1.32%	0.23%	*0.04*	*0.18*
Massachusetts						
Michigan	1.80%	0.18%	0.74%	0.18%	*0.10*	*0.24*
Minnesota						
Mississippi						
Missouri	0.86%	0.07%	0.59%	0.07%	*0.08*	*0.11*
Montana	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Nebraska	0.15%		0.04%			
Nevada						
New Hampshire	0.16%		0.11%			
New Jersey	1.64%	0.12%	0.71%	0.11%	*0.07*	*0.16*
New Mexico	0.05%		0.00%	0.00%		*0.00*
New York	1.96%	0.09%	0.69%		*0.05*	
North Carolina	2.98%	0.22%	0.51%	0.20%	*0.07*	*0.40*
North Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Ohio	1.49%	0.17%	0.73%	0.17%	*0.12*	*0.23*
Oklahoma	0.57%	0.03%	0.10%	0.02%	*0.05*	*0.25*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.28%	0.02%	0.16%	0.02%	*0.07*	*0.12*
Pennsylvania	0.81%	0.04%	0.27%		*0.05*	
Rhode Island	0.61%		0.07%			
South Carolina	3.46%	0.09%			*0.03*	
South Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Tennessee	2.29%	0.06%			*0.03*	
Texas	2.43%	0.14%			*0.06*	
Utah	0.03%		0.00%	0.00%		*0.00*
Vermont	0.06%		0.00%	0.00%		*0.00*
Virginia	2.93%	0.26%	0.72%	0.24%	*0.09*	*0.34*
Washington						
West Virginia						
Wisconsin	0.47%		0.15%	0.04%		*0.26*
Wyoming	0.08%		0.00%	0.00%		*0.00*

Table 7B. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Hispanics and Latinos, Wholesale Trade, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.86%	0.09%			*0.11*	
Alaska	0.59%		0.32%			
Arizona	6.09%	0.94%	3.93%	0.89%	*0.15*	*0.23*
Arkansas	0.52%		0.07%			
California	7.59%	1.29%	5.76%	1.24%	*0.17*	*0.22*
Colorado	3.04%	0.39%	1.60%	0.38%	*0.13*	*0.23*
Connecticut	1.98%	0.41%	0.49%		*0.21*	
Delaware	0.87%	0.07%			*0.08*	
District of Columbia	5.89%		6.25%			
Florida	19.61%	4.99%	17.96%	4.79%	*0.25*	*0.27*
Georgia	2.26%	0.39%	1.12%	0.37%	*0.17*	*0.33*
Hawaii						
Idaho	4.13%	0.24%			*0.06*	
Illinois	2.49%	0.39%	1.81%	0.38%	*0.16*	*0.21*
Indiana						
Iowa	0.24%	0.05%			*0.19*	
Kansas	0.58%	0.03%			*0.05*	
Kentucky						
Louisiana	2.58%	0.64%	1.56%	0.62%	*0.25*	*0.40*
Maine	0.22%					
Maryland	2.10%	0.41%			*0.20*	
Massachusetts	0.74%	0.24%	0.45%	0.24%	*0.32*	*0.53*
Michigan	0.79%	0.15%	0.73%	0.14%	*0.19*	*0.19*
Minnesota	0.36%	0.01%	0.14%	0.01%	*0.03*	*0.05*
Mississippi	0.21%	0.02%			*0.11*	
Missouri	0.48%	0.08%	0.54%	0.08%	*0.18*	*0.16*
Montana	0.39%		0.56%			
Nebraska						
Nevada	4.40%	0.46%	1.54%	0.36%	*0.10*	*0.23*
New Hampshire	1.72%	0.16%			*0.09*	
New Jersey	4.53%	0.66%	2.19%	0.63%	*0.15*	*0.29*
New Mexico	8.14%	2.63%	8.53%	2.46%	*0.32*	*0.29*
New York	3.86%	0.49%	1.56%	0.46%	*0.13*	*0.29*
North Carolina	0.97%	0.14%	0.61%	0.13%	*0.14*	*0.22*
North Dakota	0.17%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Ohio	0.53%	0.02%	0.46%	0.02%	*0.04*	*0.04*
Oklahoma	1.13%	0.80%	0.72%	0.80%	0.71	*1.11*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon						
Pennsylvania	0.57%	0.10%	0.30%	0.10%	*0.18*	*0.32*
Rhode Island	1.05%	0.07%	1.12%		*0.07*	
South Carolina	0.56%	0.13%			*0.23*	
South Dakota	0.11%	0.01%	0.18%	0.01%	*0.13*	*0.08*
Tennessee	0.66%	0.25%			*0.39*	
Texas	9.38%	1.74%	5.96%	1.68%	*0.19*	*0.28*
Utah	0.78%	0.37%	0.56%	0.37%	*0.48*	0.66
Vermont	0.18%		0.13%			
Virginia	1.57%	0.84%	0.56%	0.84%	0.54	1.49
Washington	1.12%	0.21%	0.72%	0.20%	*0.19*	*0.28*
West Virginia						
Wisconsin						
Wyoming	0.76%					

Table 7C. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Asians, Wholesale Trade, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama						
Alaska						
Arizona	2.03%	0.61%	1.67%	0.57%	*0.30*	*0.34*
Arkansas	0.33%	0.17%	0.30%	0.18%	*0.53*	0.58
California	19.97%	6.15%	22.02%	5.94%	*0.31*	*0.27*
Colorado	1.45%	0.21%	1.47%	0.20%	*0.14*	*0.14*
Connecticut	2.40%	0.20%	1.95%	0.18%	*0.08*	*0.09*
Delaware	2.67%	0.26%			*0.10*	
District of Columbia	11.62%		15.49%			
Florida	2.82%	1.03%	3.14%	1.00%	*0.37*	*0.32*
Georgia	4.07%	0.79%	4.80%	0.77%	*0.19*	*0.16*
Hawaii	42.32%	20.80%	38.35%	20.28%	*0.49*	*0.53*
Idaho	0.57%	0.70%	0.43%	0.70%	1.24	*1.64*
Illinois	4.85%	1.27%	4.74%	1.25%	*0.26*	*0.26*
Indiana	1.10%	0.41%	1.04%	0.40%	*0.37*	*0.39*
Iowa	0.60%					
Kansas	1.69%	0.57%	1.85%	0.56%	*0.34*	*0.30*
Kentucky	0.56%	0.08%	0.28%	0.07%	*0.14*	*0.25*
Louisiana	2.02%	0.62%			*0.31*	
Maine						
Maryland	4.92%	1.42%	5.17%	1.39%	*0.29*	*0.27*
Massachusetts	2.71%	0.46%	2.48%	0.44%	*0.17*	*0.18*
Michigan	1.95%	0.24%	1.51%	0.22%	*0.12*	*0.15*
Minnesota	1.42%	0.33%	0.88%		*0.23*	
Mississippi	0.91%	1.20%	0.99%	1.19%	1.32	1.20
Missouri	1.13%	0.53%	1.19%	0.53%	*0.47*	*0.45*
Montana	0.09%		0.08%			
Nebraska						
Nevada	4.09%	1.24%	2.54%	1.18%	*0.30*	*0.46*
New Hampshire	0.40%	0.18%	0.42%	0.17%	*0.46*	*0.39*
New Jersey	9.62%	2.80%	9.30%	2.76%	*0.29*	*0.30*
New Mexico	1.50%	0.58%			*0.39*	
New York	10.58%	2.36%	11.37%	2.30%	*0.22*	*0.20*
North Carolina	1.43%	0.64%	1.44%	0.64%	*0.45*	*0.44*
North Dakota	1.06%	0.50%	1.65%	0.51%	0.47	*0.31*
Ohio	1.41%	0.47%	1.13%	0.46%	*0.33*	*0.41*
Oklahoma	1.29%	0.27%	1.30%	0.25%	*0.21*	*0.19*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	3.00%	0.58%	2.18%	0.55%	*0.19*	*0.25*
Pennsylvania	1.69%	0.68%	1.88%	0.66%	*0.40*	*0.35*
Rhode Island						
South Carolina	1.16%	0.35%	1.52%	0.34%	*0.30*	*0.22*
South Dakota	0.37%	0.19%	0.45%		*0.52*	
Tennessee	1.13%	0.33%	1.37%	0.33%	*0.30*	*0.24*
Texas	5.40%	1.18%	5.98%	1.15%	*0.22*	*0.19*
Utah	1.64%	0.39%	1.48%	0.37%	*0.24*	*0.25*
Vermont						
Virginia	4.28%	0.83%	2.83%	0.78%	*0.19*	*0.28*
Washington	7.21%	2.37%	7.14%	2.31%	*0.33*	*0.32*
West Virginia	0.28%		0.41%			
Wisconsin	1.33%	0.34%	0.94%	0.33%	*0.26*	*0.35*
Wyoming	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*

Table 7D. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, American Indians and Alaska Natives, Wholesale Trade, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama						
Alaska	1.95%	2.01%	2.24%	2.03%	1.03	*0.91*
Arizona	1.03%	0.06%	0.15%	0.06%	*0.06*	*0.38*
Arkansas	0.60%	0.05%			*0.08*	
California	0.30%	0.03%	0.22%	0.03%	*0.10*	*0.13*
Colorado	0.40%	0.08%	0.43%	0.08%	*0.21*	*0.19*
Connecticut	0.03%		0.00%	0.00%		*0.00*
Delaware	0.06%		0.00%	0.00%		*0.00*
District of Columbia	1.85%		2.45%			
Florida	0.39%	0.01%	0.11%	0.01%	*0.04*	*0.12*
Georgia	0.42%	0.06%	0.36%		*0.15*	
Hawaii						
Idaho	0.16%	0.43%	0.30%	0.43%	*2.71*	*1.42*
Illinois	0.28%					
Indiana						
Iowa	0.09%		0.03%			
Kansas						
Kentucky	0.08%		0.00%	0.00%		*0.00*
Louisiana	0.24%	0.03%			*0.13*	
Maine	0.13%		0.00%	0.00%		*0.00*
Maryland	0.14%		0.19%			
Massachusetts	0.04%					
Michigan						
Minnesota						
Mississippi						
Missouri	0.29%	0.01%			*0.05*	
Montana						
Nebraska	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Nevada	0.29%	0.04%			*0.14*	
New Hampshire	0.05%		0.00%	0.00%		*0.00*
New Jersey	0.17%					
New Mexico	31.79%	0.52%	0.98%	0.31%	*0.02*	*0.32*
New York						
North Carolina	0.42%	0.05%	0.25%	0.05%	*0.12*	*0.20*
North Dakota	0.50%	0.60%	0.35%	0.59%	1.20	*1.70*
Ohio	0.26%	0.01%			*0.04*	
Oklahoma	3.28%	0.37%	1.67%	0.33%	*0.11*	*0.20*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.58%	0.04%			*0.07*	
Pennsylvania	0.16%	0.01%	0.11%	0.01%	*0.06*	*0.07*
Rhode Island	0.14%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Carolina	0.08%	0.01%			*0.14*	
South Dakota	0.21%		0.00%	0.00%		*0.00*
Tennessee	0.19%		0.38%			
Texas	0.51%	0.10%			*0.19*	
Utah	0.33%	0.02%			*0.06*	
Vermont						
Virginia	0.13%					
Washington	0.49%	0.14%			*0.29*	
West Virginia	0.21%	0.03%	0.00%	0.00%	*0.16*	*0.00*
Wisconsin						
Wyoming	0.34%		0.16%			

Table 7E. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Native Hawaiians and Pacific Islanders, Wholesale Trade, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama						
Alaska	0.08%		0.00%	0.00%		*0.00*
Arizona	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Arkansas	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
California	0.07%	0.00%	0.06%	0.00%	*0.06*	*0.06*
Colorado	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Connecticut	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Delaware	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
District of Columbia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Florida						
Georgia						
Hawaii	3.63%	3.10%	3.86%	3.13%	*0.85*	*0.81*
Idaho	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Illinois	0.03%		0.00%	0.00%		*0.00*
Indiana	0.01%		0.01%			
Iowa	0.01%		0.00%	0.00%		*0.00*
Kansas	0.01%		0.00%	0.00%		*0.00*
Kentucky	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Louisiana						
Maine	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Maryland	0.01%		0.00%	0.00%		*0.00*
Massachusetts	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Michigan	0.01%		0.01%			
Minnesota	0.01%		0.00%	0.00%		*0.00*
Mississippi	0.02%		0.04%			
Missouri	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Montana	0.04%		0.08%			
Nebraska	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Nevada	0.04%		0.04%			
New Hampshire	0.03%		0.05%			
New Jersey						
New Mexico	0.04%		0.00%	0.00%		*0.00*
New York						
North Carolina	0.01%		0.00%	0.00%		*0.00*
North Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Ohio						
Oklahoma	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.06%		0.10%			
Pennsylvania						
Rhode Island	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Carolina	0.01%		0.02%			
South Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Tennessee	0.02%		0.02%			
Texas	0.01%		0.00%			
Utah	0.08%		0.03%			
Vermont	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Virginia	0.01%		0.00%	0.00%		*0.00*
Washington						
West Virginia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wisconsin	0.01%		0.00%	0.00%		*0.00*
Wyoming	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*

Table 7F. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Women, Wholesale Trade, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	12.97%	5.07%	9.55%	5.02%	*0.39*	*0.53*
Alaska	23.62%	5.00%	8.95%	4.89%	*0.21*	0.55
Arizona	18.03%	6.03%	11.10%	5.96%	*0.33*	*0.54*
Arkansas	12.70%	2.04%	9.01%	2.01%	*0.16*	*0.22*
California	19.57%	4.56%	15.49%	4.46%	*0.23*	*0.29*
Colorado	17.98%	3.77%	11.65%	3.73%	*0.21*	*0.32*
Connecticut	14.86%	2.93%	10.90%	2.87%	*0.20*	*0.26*
Delaware	11.25%		6.34%			
District of Columbia	14.48%		12.50%			
Florida	17.03%	7.81%	13.46%	7.69%	*0.46*	*0.57*
Georgia	15.99%	3.55%	10.58%	3.50%	*0.22*	*0.33*
Hawaii	22.56%	8.64%	17.04%	8.29%	*0.38*	*0.49*
Idaho	11.79%	5.09%	4.63%	5.04%	*0.43*	1.09
Illinois	16.19%	3.11%	11.89%	3.07%	*0.19*	*0.26*
Indiana	14.43%	3.63%	9.41%	3.57%	*0.25*	*0.38*
Iowa	9.54%	6.24%	6.26%	6.25%	0.65	1.00
Kansas	14.71%	1.92%	6.92%	1.89%	*0.13*	*0.27*
Kentucky	14.37%	2.40%	8.35%	2.35%	*0.17*	*0.28*
Louisiana	16.74%	4.77%	12.85%	4.71%	*0.28*	*0.37*
Maine	12.53%	4.07%			*0.33*	
Maryland	16.15%	3.80%	12.40%	3.75%	*0.24*	*0.30*
Massachusetts	15.91%	3.48%	10.12%	3.43%	*0.22*	*0.34*
Michigan	15.11%	3.94%	9.25%	3.92%	*0.26*	*0.42*
Minnesota	14.77%	3.45%	9.33%	3.43%	*0.23*	*0.37*
Mississippi	14.54%	6.52%	9.98%	6.47%	*0.45*	*0.65*
Missouri	14.75%	5.06%	9.41%	5.04%	*0.34*	*0.53*
Montana	12.33%	2.90%	9.19%	2.88%	*0.24*	*0.31*
Nebraska	11.90%	4.27%	8.81%	4.26%	*0.36*	*0.48*
Nevada	13.85%	14.11%	8.78%	14.14%	1.02	*1.61*
New Hampshire	12.17%	3.44%	7.28%	3.40%	*0.28*	*0.47*
New Jersey	14.46%	3.63%	10.99%	3.58%	*0.25*	*0.33*
New Mexico	34.74%	10.46%	18.09%	10.25%	*0.30*	*0.57*
New York	16.38%	4.43%	12.18%	4.35%	*0.27*	*0.36*
North Carolina	16.62%	5.97%	10.52%	5.96%	*0.36*	*0.57*
North Dakota	12.15%	1.41%	4.94%		*0.12*	
Ohio	16.88%	3.81%	9.82%	3.76%	*0.23*	*0.38*
Oklahoma	13.01%	2.65%	9.50%	2.60%	*0.20*	*0.27*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	13.85%	3.40%	9.19%	3.38%	*0.25*	*0.37*
Pennsylvania	16.37%	7.02%	9.87%	7.00%	*0.43*	*0.71*
Rhode Island	12.61%	3.13%	5.54%	3.02%	*0.25*	*0.55*
South Carolina	15.52%	6.08%	9.45%	6.07%	*0.39*	*0.64*
South Dakota	11.83%	3.42%	8.49%	3.38%	*0.29*	*0.40*
Tennessee	15.43%	5.96%	9.30%	5.93%	*0.39*	*0.64*
Texas	16.53%	3.31%	10.66%	3.26%	*0.20*	*0.31*
Utah	14.98%	6.00%	9.47%	5.96%	*0.40*	0.63
Vermont	7.59%	2.66%	4.51%		*0.35*	
Virginia	17.71%	5.24%	10.29%	5.19%	*0.30*	*0.50*
Washington	16.30%	3.62%	9.12%	3.55%	*0.22*	*0.39*
West Virginia	13.58%	1.96%	7.88%	1.91%	*0.14*	*0.24*
Wisconsin	15.74%	6.00%	9.18%	5.98%	*0.38*	*0.65*
Wyoming	19.93%		10.36%			

Table 8A. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, African Americans, Retail Trade, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	6.57%	0.65%	2.03%	0.54%	*0.10*	*0.27*
Alaska	1.32%	0.43%			*0.33*	
Arizona	1.38%	0.17%	0.39%	0.15%	*0.12*	*0.38*
Arkansas	2.84%	0.20%	0.53%	0.15%	*0.07*	*0.28*
California	3.27%	0.25%	0.77%	0.17%	*0.08*	*0.22*
Colorado	1.64%	0.21%	0.88%	0.16%	*0.13*	*0.18*
Connecticut	2.69%	0.26%			*0.10*	
Delaware	6.31%	0.28%	0.98%		*0.04*	
District of Columbia	28.21%	3.26%	8.17%		*0.12*	
Florida	5.14%	0.42%	1.88%	0.34%	*0.08*	*0.18*
Georgia	11.76%	1.25%	3.02%	1.10%	*0.11*	*0.37*
Hawaii	0.58%	0.01%	0.06%		*0.02*	
Idaho						
Illinois	4.13%	0.51%	1.12%	0.47%	*0.12*	*0.41*
Indiana	1.95%	0.41%	0.86%	0.38%	*0.21*	*0.45*
Iowa	0.34%	0.26%			0.76	
Kansas	1.38%	0.24%	0.61%	0.20%	*0.17*	*0.33*
Kentucky	1.73%	0.56%	1.02%	0.55%	*0.32*	*0.54*
Louisiana	7.81%	0.52%	2.46%	0.40%	*0.07*	*0.16*
Maine	0.18%					
Maryland	13.73%	0.47%	1.85%	0.32%	*0.03*	*0.17*
Massachusetts	2.35%	0.29%	0.59%	0.26%	*0.13*	*0.45*
Michigan	3.85%	0.76%	0.78%	0.73%	*0.20*	*0.94*
Minnesota	1.28%	0.31%	0.53%		*0.24*	
Mississippi	10.01%	0.76%	2.70%	0.52%	*0.08*	*0.19*
Missouri	2.80%	0.21%	1.03%	0.19%	*0.08*	*0.18*
Montana	0.10%		0.02%			
Nebraska	0.98%	0.19%	0.49%	0.19%	*0.19*	*0.38*
Nevada	2.33%	0.11%	0.80%	0.09%	*0.05*	*0.11*
New Hampshire	0.24%					
New Jersey	4.54%	0.42%	1.35%	0.37%	*0.09*	*0.27*
New Mexico	0.95%	0.93%	0.53%	0.94%	0.98	1.78
New York	5.91%	0.70%	1.75%	0.60%	*0.12*	*0.34*
North Carolina	6.85%	0.84%			*0.12*	
North Dakota	0.18%					
Ohio	2.71%	0.65%	1.02%	0.63%	*0.24*	*0.62*
Oklahoma	1.82%	0.16%	0.38%	0.14%	*0.09*	*0.36*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.75%	0.37%	0.41%	0.37%	*0.50*	0.89
Pennsylvania	1.95%	0.15%	0.92%	0.12%	*0.08*	*0.13*
Rhode Island	3.89%	0.26%	0.96%	0.22%	*0.07*	*0.23*
South Carolina	8.33%	0.68%	1.97%	0.59%	*0.08*	*0.30*
South Dakota						
Tennessee	4.49%	0.24%	1.25%	0.16%	*0.05*	*0.13*
Texas	3.92%	0.41%	1.04%	0.38%	*0.11*	*0.36*
Utah	0.23%	0.60%	0.27%	0.62%	2.64	2.31
Vermont	0.11%		0.06%			
Virginia	6.18%	0.37%	1.86%	0.32%	*0.06*	*0.17*
Washington	1.14%	0.46%	0.67%	0.45%	*0.40*	*0.67*
West Virginia	0.45%	0.02%			*0.05*	
Wisconsin	1.23%	0.15%	0.57%	0.13%	*0.12*	*0.23*
Wyoming	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*

Table 8B. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Hispanics and Latinos, Retail Trade, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.54%	0.16%	0.60%	0.15%	*0.30*	*0.25*
Alaska						
Arizona	10.04%	1.65%	5.38%	1.42%	*0.16*	*0.26*
Arkansas						
California	14.91%	2.46%	7.10%	2.11%	*0.16*	*0.30*
Colorado	5.48%	3.52%	2.33%	3.49%	*0.64*	*1.50*
Connecticut	2.90%	0.39%	1.84%	0.30%	*0.13*	*0.16*
Delaware	1.57%	0.14%	0.73%	0.09%	*0.09*	*0.12*
District of Columbia	3.53%		2.85%			
Florida	13.40%	3.22%	11.15%	2.99%	*0.24*	*0.27*
Georgia	2.08%	0.95%	1.33%	0.91%	*0.45*	*0.68*
Hawaii	2.15%	1.14%	1.63%	1.13%	*0.53*	0.69
Idaho						
Illinois	4.13%	0.66%	2.79%	0.57%	*0.16*	*0.20*
Indiana	1.18%	0.16%	0.52%	0.14%	*0.14*	*0.27*
Iowa						
Kansas	2.00%	0.46%			*0.23*	
Kentucky	0.83%	0.12%	0.52%	0.08%	*0.14*	*0.16*
Louisiana						
Maine						
Maryland	1.97%	0.29%	1.62%	0.25%	*0.15*	*0.16*
Massachusetts	2.70%	0.30%	1.54%	0.22%	*0.11*	*0.14*
Michigan	1.17%	0.99%	0.65%	1.00%	0.85	1.54
Minnesota	0.75%	0.11%	0.63%	0.09%	*0.14*	*0.14*
Mississippi	0.93%	0.16%			*0.17*	
Missouri	0.67%	0.22%			*0.33*	
Montana	1.20%	0.15%			*0.13*	
Nebraska	1.26%	0.25%	0.64%	0.21%	*0.20*	*0.33*
Nevada	5.62%	1.08%	2.69%	1.01%	*0.19*	*0.38*
New Hampshire	0.47%	0.05%	0.47%	0.04%	*0.11*	*0.08*
New Jersey	7.08%	1.23%	5.35%	1.11%	*0.17*	*0.21*
New Mexico	20.06%	7.13%	14.20%	6.76%	*0.36*	*0.48*
New York	9.25%	1.62%	5.53%	1.44%	*0.18*	*0.26*
North Carolina	1.24%	0.35%	0.82%	0.32%	*0.28*	*0.39*
North Dakota	0.14%					
Ohio	0.89%	0.27%	0.68%	0.26%	*0.31*	*0.38*
Oklahoma	1.55%	0.50%	1.04%	0.46%	*0.32*	*0.44*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	1.86%	0.67%	1.18%	0.64%	*0.36*	*0.54*
Pennsylvania	1.40%	0.38%			*0.27*	
Rhode Island	6.22%	0.60%	2.13%	0.41%	*0.10*	*0.19*
South Carolina	0.64%	0.29%	0.56%	0.29%	*0.46*	*0.52*
South Dakota	0.42%		0.26%			
Tennessee	0.56%	0.22%	0.54%	0.20%	*0.39*	*0.37*
Texas	16.63%	3.39%	8.65%	3.02%	*0.20*	*0.35*
Utah	2.81%	0.35%	2.19%	0.32%	*0.12*	*0.15*
Vermont	0.73%	0.25%	0.22%		*0.35*	
Virginia	1.67%	0.21%	0.76%	0.18%	*0.12*	*0.23*
Washington	1.89%	0.30%	1.64%	0.27%	*0.16*	*0.16*
West Virginia	0.55%	0.21%	0.49%	0.20%	*0.38*	*0.42*
Wisconsin	1.12%	0.20%	0.87%	0.19%	*0.18*	*0.22*
Wyoming	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*

Table 8C. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Asians, Retail Trade, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	2.10%	0.67%	3.22%	0.57%	*0.32*	*0.18*
Alaska	3.03%	1.07%	4.06%	0.98%	*0.35*	*0.24*
Arizona	3.30%	0.76%	5.00%	0.68%	*0.23*	*0.14*
Arkansas	0.94%	0.36%	1.55%	0.32%	*0.38*	*0.21*
California	16.39%	6.00%	19.43%	5.48%	*0.37*	*0.28*
Colorado	3.07%	1.21%	5.36%	1.10%	*0.39*	*0.20*
Connecticut	4.61%	1.13%	6.64%	0.95%	*0.25*	*0.14*
Delaware	4.56%	1.67%	8.13%	1.59%	*0.37*	*0.20*
District of Columbia	15.61%	7.09%	27.30%		*0.45*	
Florida	4.38%	1.29%	6.84%	1.17%	*0.29*	*0.17*
Georgia	6.55%	2.36%	11.82%	2.23%	*0.36*	*0.19*
Hawaii	55.78%	24.53%	53.07%	24.01%	*0.44*	*0.45*
Idaho	1.01%	0.45%	1.24%	0.43%	*0.45*	*0.35*
Illinois	5.56%	1.62%	8.47%	1.52%	*0.29*	*0.18*
Indiana	1.04%	0.37%	1.65%	0.36%	*0.36*	*0.22*
Iowa	0.69%	0.44%	1.05%	0.43%	*0.64*	*0.40*
Kansas	1.56%	0.33%	1.92%	0.28%	*0.21*	*0.15*
Kentucky	0.63%	0.24%	0.87%	0.22%	*0.38*	*0.26*
Louisiana	3.94%	1.08%	6.77%	0.96%	*0.27*	*0.14*
Maine						
Maryland	8.02%	2.77%	14.55%	2.61%	*0.35*	*0.18*
Massachusetts	4.41%	1.35%	5.78%	1.24%	*0.31*	*0.22*
Michigan	1.75%	0.56%	2.59%	0.53%	*0.32*	*0.21*
Minnesota	1.56%	0.33%	1.30%	0.27%	*0.21*	*0.21*
Mississippi	2.46%	1.10%	3.24%	0.95%	*0.45*	*0.29*
Missouri	1.27%	0.50%	2.16%	0.48%	*0.39*	*0.22*
Montana						
Nebraska	1.01%	2.03%			2.01	
Nevada	7.09%	1.34%	8.71%	1.22%	*0.19*	*0.14*
New Hampshire	1.50%	0.33%			*0.22*	
New Jersey	11.01%	3.16%	14.81%	2.99%	*0.29*	*0.20*
New Mexico	1.87%	0.66%	2.41%	0.61%	*0.35*	*0.25*
New York	11.61%	3.65%	15.52%	3.46%	*0.31*	*0.22*
North Carolina	2.70%	0.73%	4.01%	0.66%	*0.27*	*0.16*
North Dakota	0.21%		0.21%			
Ohio	1.51%	0.67%	2.70%	0.65%	*0.44*	*0.24*
Oklahoma	2.32%	0.54%	2.66%	0.37%	*0.23*	*0.14*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	3.57%	1.22%	3.82%	0.96%	*0.34*	*0.25*
Pennsylvania	3.09%	1.02%	4.56%	0.91%	*0.33*	*0.20*
Rhode Island	2.69%	0.50%	2.37%	0.42%	*0.19*	*0.18*
South Carolina	2.43%	0.85%	4.01%	0.76%	*0.35*	*0.19*
South Dakota	0.19%	0.07%	0.46%	0.07%	*0.38*	*0.16*
Tennessee	2.11%	0.78%	3.79%	0.74%	*0.37*	*0.19*
Texas	6.55%	2.17%	11.68%	1.95%	*0.33*	*0.17*
Utah	1.51%	0.52%	1.67%	0.46%	*0.34*	*0.28*
Vermont	0.38%		0.32%			
Virginia	5.30%	1.74%	7.27%	1.62%	*0.33*	*0.22*
Washington	6.98%	2.60%	9.40%	2.43%	*0.37*	*0.26*
West Virginia	0.51%	0.06%	0.81%		*0.12*	
Wisconsin	1.32%	0.65%	2.46%	0.58%	*0.49*	*0.24*
Wyoming	0.41%	0.14%	0.77%	0.13%	*0.34*	*0.17*

Table 8D. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, American Indians and Alaska Natives, Retail Trade, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	*Disparity Ratio-All Firms*	*Disparity Ratio Employers*
Alabama	0.86%	0.27%	0.53%	0.24%	*0.31*	*0.46*
Alaska	7.94%	4.00%	9.04%	3.96%	*0.50*	*0.44*
Arizona	2.21%	0.22%	0.73%	0.18%	*0.10*	*0.25*
Arkansas	0.94%	0.15%			*0.16*	
California						
Colorado	0.87%	0.11%	0.21%	0.09%	*0.12*	*0.45*
Connecticut	0.46%	0.04%			*0.08*	
Delaware						
District of Columbia	1.21%	0.12%			*0.10*	
Florida	0.77%	0.05%	0.22%	0.03%	*0.07*	*0.15*
Georgia	0.67%	0.11%			*0.16*	
Hawaii						
Idaho	1.12%	0.37%	0.41%	0.35%	*0.33*	0.87
Illinois						
Indiana	0.34%	0.04%			*0.13*	
Iowa						
Kansas	0.82%	0.58%	0.61%	0.59%	*0.71*	0.96
Kentucky						
Louisiana						
Maine	0.85%	0.07%			*0.08*	
Maryland	0.36%		0.14%			
Massachusetts						
Michigan	0.63%	0.17%	0.16%	0.16%	*0.27*	1.00
Minnesota						
Mississippi						
Missouri	0.64%	0.10%	0.32%	0.08%	*0.16*	*0.23*
Montana						
Nebraska	0.14%	0.01%			*0.04*	
Nevada	1.09%	0.09%	0.51%	0.07%	*0.08*	*0.14*
New Hampshire						
New Jersey	0.21%	0.08%	0.13%		*0.41*	
New Mexico	2.88%	0.65%	1.08%	0.63%	*0.22*	0.58
New York	0.38%	0.09%	0.16%	0.08%	*0.23*	*0.46*
North Carolina	1.10%	0.09%	0.45%	0.06%	*0.08*	*0.14*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
North Dakota	0.57%	0.20%	0.35%	0.17%	*0.34*	0.49
Ohio	0.51%	0.14%			*0.27*	
Oklahoma	5.58%	1.54%	2.97%	1.46%	*0.28*	*0.49*
Oregon	0.62%	0.06%			*0.09*	
Pennsylvania	0.15%	0.03%	0.21%	0.03%	*0.20*	*0.14*
Rhode Island						
South Carolina	0.61%	0.03%			*0.04*	
South Dakota	1.67%	0.36%	0.34%	0.35%	*0.22*	1.02
Tennessee	0.75%	0.19%			*0.25*	
Texas	0.95%	0.24%			*0.26*	
Utah	0.61%	0.04%	0.46%	0.04%	*0.06*	*0.08*
Vermont	0.21%					
Virginia	0.40%	0.04%			*0.10*	
Washington	1.11%	0.32%	0.68%	0.31%	*0.29*	*0.46*
West Virginia						
Wisconsin	0.48%	0.07%			*0.14*	
Wyoming	1.02%	0.11%	0.34%	0.11%	*0.11*	*0.31*

Table 8E. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Native Hawaiians and Pacific Islanders, Retail Trade, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama						
Alaska	0.12%	0.00%	0.00%	0.00%	*0.02*	*0.00*
Arizona	0.04%		0.01%			
Arkansas	0.01%		0.00%	0.00%		*0.00*
California						
Colorado						
Connecticut	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Delaware	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
District of Columbia	0.07%		0.00%	0.00%		*0.00*
Florida	0.11%	0.00%			*0.02*	
Georgia						
Hawaii	8.88%	2.24%	3.89%	2.12%	*0.25*	*0.55*
Idaho	0.07%		0.00%	0.00%		*0.00*
Illinois						
Indiana	0.00%		0.00%	0.00%		*0.00*
Iowa	0.01%		0.01%			
Kansas	0.01%		0.01%			
Kentucky	0.02%		0.00%	0.00%		*0.00*
Louisiana						
Maine	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Maryland						
Massachusetts	0.02%					
Michigan						
Minnesota						
Mississippi	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Missouri	0.00%		0.01%			
Montana	0.01%		0.02%			
Nebraska	0.01%		0.00%	0.00%		*0.00*
Nevada	0.22%	0.04%	0.06%	0.04%	*0.18*	*0.61*
New Hampshire	0.01%		0.00%	0.00%		*0.00*
New Jersey						
New Mexico	0.12%		0.10%			
New York	0.31%					
North Carolina	0.01%	0.00%	0.01%		*0.12*	
North Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Ohio						
Oklahoma						

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.10%	0.01%			*0.11*	
Pennsylvania	0.01%		0.00%	0.00%		*0.00*
Rhode Island						
South Carolina						
South Dakota	0.02%		0.03%			
Tennessee						
Texas						
Utah	0.40%					
Vermont	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Virginia						
Washington	0.21%		0.01%			
West Virginia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wisconsin						
Wyoming	0.03%	0.00%	0.00%	0.00%	*0.00*	*0.00*

Table 8F. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Women, Retail Trade, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	35.53%	4.65%	20.33%	4.16%	*0.13*	*0.20*
Alaska	38.44%	7.89%	24.45%	7.50%	*0.21*	*0.31*
Arizona	35.19%	3.78%	17.72%	3.33%	*0.11*	*0.19*
Arkansas	31.89%	6.31%	19.22%	5.92%	*0.20*	*0.31*
California	34.55%	4.72%	19.43%	4.17%	*0.14*	*0.21*
Colorado	40.57%	4.87%	24.28%	4.38%	*0.12*	*0.18*
Connecticut	32.59%	5.07%	17.21%	4.71%	*0.16*	*0.27*
Delaware	33.71%	3.69%	15.42%	3.37%	*0.11*	*0.22*
District of Columbia	35.23%		17.64%			
Florida	33.61%	4.21%	19.81%	3.77%	*0.13*	*0.19*
Georgia	37.79%	4.39%	19.52%	3.93%	*0.12*	*0.20*
Hawaii	39.07%	9.67%	27.00%	9.25%	*0.25*	*0.34*
Idaho	31.07%	4.80%	19.84%	4.39%	*0.15*	*0.22*
Illinois	40.13%	5.00%	19.71%	4.58%	*0.12*	*0.23*
Indiana	40.08%	4.39%	18.69%	3.99%	*0.11*	*0.21*
Iowa	36.51%	4.22%	17.82%	3.89%	*0.12*	*0.22*
Kansas	38.08%	5.21%	18.77%	4.75%	*0.14*	*0.25*
Kentucky	35.87%	4.42%	16.03%	3.86%	*0.12*	*0.24*
Louisiana	35.28%	5.10%	18.80%	4.66%	*0.14*	*0.25*
Maine	34.45%	4.98%	21.15%	4.64%	*0.14*	*0.22*
Maryland	40.37%	3.79%	19.11%	3.36%	*0.09*	*0.18*
Massachusetts	33.77%	5.77%	19.01%	5.37%	*0.17*	*0.28*
Michigan	37.45%	4.69%	16.62%	4.36%	*0.13*	*0.26*
Minnesota	37.40%	3.57%	16.50%	3.21%	*0.10*	*0.19*
Mississippi	35.15%	6.29%	20.94%	5.74%	*0.18*	*0.27*
Missouri	37.33%	4.61%	17.77%	4.18%	*0.12*	*0.24*
Montana	29.98%	5.01%	20.20%	4.54%	*0.17*	*0.22*
Nebraska	34.48%	3.75%	16.59%	3.53%	*0.11*	*0.21*
Nevada	38.31%	3.08%	17.93%	2.68%	*0.08*	*0.15*
New Hampshire	32.03%	7.52%	18.80%	7.32%	*0.23*	*0.39*
New Jersey	31.93%	4.30%	16.25%	3.93%	*0.13*	*0.24*
New Mexico	35.77%	5.60%	24.43%	5.23%	*0.16*	*0.21*
New York	32.06%	5.85%	18.29%	5.34%	*0.18*	*0.29*
North Carolina	36.75%	6.22%	19.57%	5.86%	*0.17*	*0.30*
North Dakota	33.48%	4.84%	14.73%	4.67%	*0.14*	*0.32*
Ohio	41.05%	4.04%	18.80%	3.58%	*0.10*	*0.19*
Oklahoma	37.11%	4.93%	19.72%	4.43%	*0.13*	*0.22*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	37.19%	5.10%	22.87%	4.59%	*0.14*	*0.20*
Pennsylvania	35.69%	3.87%	18.06%	3.42%	*0.11*	*0.19*
Rhode Island	28.40%	8.16%	18.66%	7.89%	*0.29*	*0.42*
South Carolina	36.36%	5.52%	19.01%	4.99%	*0.15*	*0.26*
South Dakota	28.53%	2.71%	13.47%	2.45%	*0.10*	*0.18*
Tennessee	34.09%	3.83%	18.40%	3.28%	*0.11*	*0.18*
Texas	37.72%	4.38%	20.29%	3.88%	*0.12*	*0.19*
Utah	35.89%	3.88%	17.54%	3.59%	*0.11*	*0.20*
Vermont	29.31%	3.75%	14.65%	3.38%	*0.13*	*0.23*
Virginia	41.33%	4.30%	20.71%	3.89%	*0.10*	*0.19*
Washington	38.56%	4.85%	21.64%	4.45%	*0.13*	*0.21*
West Virginia	40.23%	5.68%	16.47%	5.11%	*0.14*	*0.31*
Wisconsin	40.91%	4.19%	17.79%	3.78%	*0.10*	*0.21*
Wyoming	32.69%	0.00%	22.92%	0.00%	*0.00*	*0.00*

Table 9A. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, African Americans, Transportation and Warehousing, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	10.30%	1.97%	4.56%	0.85%	*0.19*	*0.19*
Alaska	2.41%	0.18%			*0.08*	
Arizona	3.16%	0.34%	0.94%	0.15%	*0.11*	*0.16*
Arkansas	5.77%	0.70%	1.70%	0.13%	*0.12*	*0.08*
California	5.00%	0.76%	1.93%	0.37%	*0.15*	*0.19*
Colorado	4.74%	0.42%	0.54%	0.05%	*0.09*	*0.09*
Connecticut	12.08%	1.23%	2.38%	0.44%	*0.10*	*0.19*
Delaware	10.37%	1.38%	4.46%	0.58%	*0.13*	*0.13*
District of Columbia	68.32%	9.86%	21.88%		*0.14*	
Florida	10.77%	1.33%	3.82%	0.50%	*0.12*	*0.13*
Georgia	25.89%	2.75%	6.36%	1.26%	*0.11*	*0.20*
Hawaii	0.70%	0.04%	0.00%	0.00%	*0.05*	*0.00*
Idaho						
Illinois	9.49%	1.27%	2.92%	0.82%	*0.13*	*0.28*
Indiana	4.42%	0.66%	1.71%	0.45%	*0.15*	*0.26*
Iowa	0.68%					
Kansas	2.10%	0.51%	1.57%	0.45%	*0.24*	*0.29*
Kentucky	2.45%	0.35%	1.14%	0.20%	*0.14*	*0.18*
Louisiana	20.03%	1.97%	6.27%	0.86%	*0.10*	*0.14*
Maine	0.84%	0.53%			*0.64*	
Maryland	34.99%	7.27%	10.31%	3.99%	*0.21*	*0.39*
Massachusetts	9.88%	0.94%	1.58%	0.29%	*0.10*	*0.18*
Michigan	6.58%	1.32%	2.89%	1.01%	*0.20*	*0.35*
Minnesota	5.83%	0.35%	0.48%		*0.06*	
Mississippi	22.11%	3.99%	7.39%	1.32%	*0.18*	*0.18*
Missouri	4.71%	0.87%	1.74%	0.52%	*0.18*	*0.30*
Montana						
Nebraska	1.08%	0.08%	0.41%		*0.07*	
Nevada						
New Hampshire						
New Jersey	10.60%	0.92%	2.57%	0.34%	*0.09*	*0.13*
New Mexico	0.81%	0.42%			0.52	
New York	17.71%	2.35%	2.61%		*0.13*	
North Carolina	18.20%	3.08%	6.71%	1.33%	*0.17*	*0.20*
North Dakota	0.09%		0.21%			
Ohio	5.85%	1.10%	2.41%	0.69%	*0.19*	*0.29*
Oklahoma	2.83%	0.33%	0.55%	0.04%	*0.12*	*0.07*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	1.34%	0.15%	0.54%		*0.11*	
Pennsylvania	4.72%	0.58%	0.89%	0.31%	*0.12*	*0.35*
Rhode Island	4.25%	0.60%			*0.14*	
South Carolina	23.66%	4.44%	6.88%	1.24%	*0.19*	*0.18*
South Dakota	0.03%		0.00%	0.00%		*0.00*
Tennessee	8.47%	0.97%	3.20%	0.30%	*0.11*	*0.09*
Texas	11.07%	1.11%	1.79%	0.30%	*0.10*	*0.17*
Utah	0.98%	0.10%			*0.10*	
Vermont						
Virginia	20.18%	3.31%	9.12%	1.86%	*0.16*	*0.20*
Washington	5.61%	0.74%	0.72%	0.41%	*0.13*	*0.58*
West Virginia						
Wisconsin	1.79%	0.24%	0.63%	0.09%	*0.14*	*0.14*
Wyoming	0.09%		0.00%	0.00%		*0.00*

Table 9B. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Hispanics and Latinos, Transportation and Warehousing, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.55%	0.10%			*0.19*	
Alaska	2.58%	0.16%			*0.06*	
Arizona	12.37%	1.71%	5.37%	1.17%	*0.14*	*0.22*
Arkansas	0.86%	0.18%			*0.21*	
California	32.63%	6.57%	13.19%	3.72%	*0.20*	*0.28*
Colorado	7.22%	1.88%	4.54%	1.54%	*0.26*	*0.34*
Connecticut	8.33%	0.89%			*0.11*	
Delaware	1.11%		0.15%			
District of Columbia	2.92%		1.88%			
Florida	31.34%	6.68%	15.33%	4.35%	*0.21*	*0.28*
Georgia	2.82%	0.45%	1.21%	0.33%	*0.16*	*0.28*
Hawaii						
Idaho	5.04%	1.65%			*0.33*	
Illinois	8.42%	1.60%	4.41%	0.99%	*0.19*	*0.22*
Indiana	1.33%	0.17%	0.56%	0.09%	*0.13*	*0.16*
Iowa	0.36%	0.13%	0.15%	0.13%	*0.38*	0.90
Kansas	2.61%	0.42%	1.70%	0.19%	*0.16*	*0.11*
Kentucky	0.63%	0.19%			*0.30*	
Louisiana	1.74%	0.27%	1.46%	0.22%	*0.16*	*0.15*
Maine	0.22%					
Maryland	3.02%	1.37%	2.82%	1.18%	*0.45*	*0.42*
Massachusetts	5.85%	1.09%			*0.19*	
Michigan	1.13%	0.42%			*0.37*	
Minnesota	1.03%	0.36%			*0.35*	
Mississippi						
Missouri	0.42%	0.10%	0.56%	0.07%	*0.24*	*0.13*
Montana	1.05%					
Nebraska						
Nevada	6.58%	1.41%	1.77%	0.89%	*0.21*	*0.50*
New Hampshire	0.63%		0.13%			
New Jersey	21.15%	3.01%	5.62%	1.41%	*0.14*	*0.25*
New Mexico	32.79%	6.99%	21.15%	4.86%	*0.21*	*0.23*
New York	19.20%	2.89%	4.42%	1.12%	*0.15*	*0.25*
North Carolina						
North Dakota	0.59%	0.20%			*0.34*	
Ohio						
Oklahoma	1.91%	0.78%			*0.41*	

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	3.19%	0.64%	0.92%	0.38%	*0.20*	*0.41*
Pennsylvania	1.51%	0.37%			*0.25*	
Rhode Island	4.49%		1.02%			
South Carolina	0.83%	0.17%	0.14%	0.07%	*0.21*	*0.53*
South Dakota	0.54%	0.36%			0.67	
Tennessee	0.56%	0.11%	0.42%	0.07%	*0.19*	*0.17*
Texas	31.55%	6.07%	18.32%	3.40%	*0.19*	*0.19*
Utah	3.79%	0.35%			*0.09*	
Vermont	0.39%		0.20%			
Virginia	4.29%	0.72%	1.61%	0.26%	*0.17*	*0.16*
Washington	3.77%	0.67%	3.04%	0.46%	*0.18*	*0.15*
West Virginia	0.24%	0.03%			*0.12*	
Wisconsin	0.88%	0.33%			*0.37*	
Wyoming	2.03%					

Table 9C. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Asians, Transportation and Warehousing, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.56%	0.13%			*0.24*	
Alaska	6.36%	0.29%	0.25%		*0.05*	
Arizona	1.92%	0.30%	0.78%	0.21%	*0.16*	*0.26*
Arkansas	0.23%	0.03%	0.30%		*0.15*	
California	14.32%	4.26%	9.00%	3.21%	*0.30*	*0.36*
Colorado	1.20%	0.31%			*0.26*	
Connecticut						
Delaware	0.90%		0.59%			
District of Columbia	5.20%		5.00%			
Florida	1.62%	0.30%	0.80%	0.22%	*0.18*	*0.27*
Georgia	1.45%	0.29%	0.60%	0.21%	*0.20*	*0.34*
Hawaii	61.91%	22.60%	30.97%	20.99%	*0.37*	*0.68*
Idaho						
Illinois	7.89%	1.35%	2.08%	0.94%	*0.17*	*0.45*
Indiana	0.44%	0.14%	0.20%	0.13%	*0.32*	*0.63*
Iowa	0.26%	0.10%	0.24%		*0.37*	
Kansas	0.76%	0.46%	0.91%	0.46%	0.61	0.50
Kentucky	0.30%	0.26%	0.68%	0.26%	0.87	*0.38*
Louisiana	2.64%	0.27%	0.83%	0.15%	*0.10*	*0.18*
Maine	0.20%	0.11%	0.16%		*0.53*	
Maryland	4.29%		1.07%			
Massachusetts	2.30%	0.37%	0.68%	0.24%	*0.16*	*0.35*
Michigan	1.88%	0.48%	1.18%		*0.25*	
Minnesota	1.07%	0.30%	0.77%	0.28%	*0.28*	*0.37*
Mississippi	0.06%					
Missouri	0.32%	0.12%			*0.39*	
Montana	0.21%		0.67%			
Nebraska						
Nevada	4.08%	2.02%	1.77%	1.87%	*0.49*	*1.06*
New Hampshire	0.36%					
New Jersey	8.06%	1.33%	3.40%	0.92%	*0.17*	*0.27*
New Mexico						
New York	18.52%	4.62%	5.43%	2.80%	*0.25*	*0.52*
North Carolina	1.11%	0.16%	0.18%	0.09%	*0.14*	*0.50*
North Dakota	0.03%		0.00%	0.00%		*0.00*
Ohio	0.57%	0.28%	0.67%	0.27%	*0.49*	*0.39*
Oklahoma	0.24%	0.12%	0.23%		*0.50*	

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.82%	0.39%	0.38%	0.39%	*0.48*	*1.03*
Pennsylvania	1.54%	0.23%	0.23%	0.14%	*0.15*	*0.62*
Rhode Island						
South Carolina	0.45%		0.33%			
South Dakota	0.05%		0.10%			
Tennessee						
Texas	1.84%	0.33%	0.69%	0.21%	*0.18*	*0.31*
Utah	1.42%		0.07%			
Vermont	0.11%	0.03%	0.00%		*0.23*	
Virginia	10.76%	0.97%	0.98%	0.20%	*0.09*	*0.20*
Washington	8.12%	1.85%	1.23%	1.35%	*0.23*	*1.10*
West Virginia	0.13%		0.14%			
Wisconsin	1.23%	0.11%	0.12%	0.02%	*0.09*	*0.19*
Wyoming	0.09%		0.15%			

Table 9D. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, American Indians and Alaska Natives, Transportation and Warehousing, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	1.56%	0.64%	0.47%	0.42%	*0.41*	0.91
Alaska	9.62%	2.40%	8.04%	2.28%	*0.25*	*0.28*
Arizona	1.12%	0.06%			*0.05*	
Arkansas	0.75%	0.06%	0.00%	0.00%	*0.09*	*0.00*
California	1.93%	0.30%	0.48%	0.11%	*0.16*	*0.23*
Colorado	2.32%	0.65%	1.54%	0.54%	*0.28*	*0.35*
Connecticut						
Delaware						
District of Columbia	0.11%		0.00%			
Florida	0.68%	0.11%	0.32%	0.04%	*0.16*	*0.13*
Georgia	0.86%	0.11%			*0.13*	
Hawaii	0.39%		0.00%	0.00%		*0.00*
Idaho						
Illinois	0.75%	0.09%	0.04%		*0.12*	
Indiana	0.71%	0.13%			*0.18*	
Iowa						
Kansas						
Kentucky						
Louisiana	0.99%	0.19%			*0.19*	
Maine	0.37%	0.26%			0.70	
Maryland						
Massachusetts						
Michigan	0.92%	0.23%	0.26%	0.18%	*0.24*	0.69
Minnesota	0.62%	0.04%			*0.07*	
Mississippi						
Missouri						
Montana	1.82%	0.25%			*0.14*	
Nebraska						
Nevada	2.01%	0.69%			*0.35*	
New Hampshire	0.33%					
New Jersey	1.09%					
New Mexico						
New York	0.34%	0.11%			*0.34*	
North Carolina						
North Dakota	0.86%	0.09%	0.31%		*0.11*	
Ohio	0.48%	0.10%	0.02%		*0.21*	
Oklahoma	8.64%	3.02%	4.82%	2.05%	*0.35*	*0.43*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.78%	0.17%			*0.22*	
Pennsylvania						
Rhode Island	0.41%		0.00%	0.00%		*0.00*
South Carolina						
South Dakota						
Tennessee	0.64%	0.12%			*0.19*	
Texas	0.84%	0.08%	0.09%	0.01%	*0.10*	*0.12*
Utah	0.19%		0.14%			
Vermont						
Virginia	0.84%	0.54%	0.33%	0.46%	0.64	1.38
Washington	1.64%	0.35%	1.69%	0.27%	*0.22*	*0.16*
West Virginia						
Wisconsin	0.63%	0.08%			*0.13*	
Wyoming	1.20%		0.15%			

Table 9E. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Native Hawaiians and Pacific Islanders, Transportation and Warehousing, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama						
Alaska	0.14%		0.12%			
Arizona						
Arkansas	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
California	0.41%	0.12%			*0.31*	
Colorado	0.05%		0.00%	0.00%		*0.00*
Connecticut	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Delaware						
District of Columbia	0.06%		0.00%			
Florida						
Georgia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Hawaii	6.44%	4.39%	9.40%	4.24%	*0.68*	*0.45*
Idaho						
Illinois						
Indiana	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Iowa	0.01%		0.00%	0.00%		*0.00*
Kansas	0.09%		0.30%			
Kentucky	0.02%		0.04%			
Louisiana	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Maine	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Maryland						
Massachusetts						
Michigan	0.00%		0.00%	0.00%		*0.00*
Minnesota						
Mississippi	0.01%		0.00%	0.00%		*0.00*
Missouri						
Montana	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Nebraska	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Nevada						
New Hampshire	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New Jersey						
New Mexico						
New York						
North Carolina	0.00%		0.00%	0.00%		*0.00*
North Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Ohio	0.01%		0.00%	0.00%		*0.00*
Oklahoma						

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.14%					
Pennsylvania						
Rhode Island	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Carolina	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Tennessee	0.01%					
Texas						
Utah	0.46%	0.12%	0.49%		*0.26*	
Vermont						
Virginia						
Washington						
West Virginia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wisconsin	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wyoming	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*

Table 9F. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Women, Transportation and Warehousing, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	12.52%	6.34%	10.55%	5.95%	*0.51*	*0.56*
Alaska	9.79%	3.78%	8.29%	3.64%	*0.39*	*0.44*
Arizona	12.88%	4.79%	13.04%	4.40%	*0.37*	*0.34*
Arkansas	9.78%	2.71%	8.87%	2.33%	*0.28*	*0.26*
California	9.35%	4.63%	11.48%	4.59%	*0.50*	*0.40*
Colorado	13.15%	5.49%	10.41%	5.27%	*0.42*	*0.51*
Connecticut	16.76%	4.49%	14.48%	3.94%	*0.27*	*0.27*
Delaware	11.72%	7.48%	13.67%		*0.64*	
District of Columbia						
Florida	13.25%	4.34%	13.71%	3.70%	*0.33*	*0.27*
Georgia	13.03%	5.42%	12.46%	5.16%	*0.42*	*0.41*
Hawaii	8.44%	6.58%	14.48%	6.59%	0.78	*0.46*
Idaho	9.79%	5.75%	7.51%	5.56%	*0.59*	0.74
Illinois	10.48%	5.56%	12.12%	5.56%	*0.53*	*0.46*
Indiana	13.06%	4.87%	10.25%	4.52%	*0.37*	*0.44*
Iowa	7.41%	3.82%	5.13%	3.49%	*0.52*	0.68
Kansas	7.51%	3.57%	10.44%	3.57%	*0.48*	*0.34*
Kentucky	11.30%	3.05%	15.77%	2.74%	*0.27*	*0.17*
Louisiana	12.73%	6.02%	10.73%	5.78%	*0.47*	*0.54*
Maine	9.27%	6.42%	8.03%	7.03%	0.69	0.88
Maryland	11.70%	7.03%	14.20%	6.45%	*0.60*	*0.45*
Massachusetts	12.60%	5.79%	11.26%	5.41%	*0.46*	*0.48*
Michigan	12.96%	6.13%	11.43%	5.56%	*0.47*	*0.49*
Minnesota	10.58%	6.10%	7.24%	6.13%	*0.58*	0.85
Mississippi	9.42%	4.73%	9.96%	4.73%	*0.50*	*0.48*
Missouri	12.50%	9.35%	12.04%	9.44%	*0.75*	*0.78*
Montana	9.76%	5.14%	6.67%	4.79%	*0.53*	0.72
Nebraska	9.89%	12.08%	7.59%	12.66%	1.22	1.67
Nevada	17.85%	3.85%	9.91%	2.91%	*0.22*	*0.29*
New Hampshire	10.60%	4.40%	7.29%	4.29%	*0.41*	*0.59*
New Jersey	11.89%	4.71%	11.36%	4.64%	*0.40*	*0.41*
New Mexico	10.56%	3.43%	10.33%	3.05%	*0.33*	*0.29*
New York	9.09%	5.77%	11.63%	5.61%	*0.63*	*0.48*
North Carolina	10.92%	5.11%	13.93%	5.03%	*0.47*	*0.36*
North Dakota	6.90%	4.11%	6.37%	4.13%	*0.60*	*0.65*
Ohio	14.13%	5.37%	11.27%	5.22%	*0.38*	*0.46*
Oklahoma	12.33%	4.57%	10.10%	3.85%	*0.37*	*0.38*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	11.61%	7.14%	12.75%	7.32%	0.62	0.57
Pennsylvania	11.00%	5.67%	11.12%	5.76%	*0.52*	*0.52*
Rhode Island	16.29%	2.12%	8.02%		*0.13*	
South Carolina	12.90%	4.55%	12.49%	3.75%	*0.35*	*0.30*
South Dakota	7.06%	5.02%	8.33%	5.41%	0.71	0.65
Tennessee	11.63%	3.61%	9.69%	3.40%	*0.31*	*0.35*
Texas	11.05%	4.23%	10.26%	3.94%	*0.38*	*0.38*
Utah	14.15%	3.68%	9.77%	3.45%	*0.26*	*0.35*
Vermont	11.43%		1.22%			
Virginia	11.52%	6.17%	12.80%	6.16%	*0.54*	*0.48*
Washington	11.85%	4.70%	10.27%	4.50%	*0.40*	*0.44*
West Virginia	12.59%	5.39%	11.23%	5.05%	*0.43*	*0.45*
Wisconsin	11.09%	5.42%	10.04%	5.26%	*0.49*	*0.52*
Wyoming	8.67%	3.76%	9.02%	3.77%	*0.43*	*0.42*

Table 10A. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, African Americans, Information, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	6.38%	0.44%	2.95%	0.41%	*0.07*	*0.14*
Alaska						
Arizona	1.53%	0.05%	0.23%	0.04%	*0.04*	*0.17*
Arkansas						
California	3.76%	0.29%	2.38%	0.26%	*0.08*	*0.11*
Colorado	1.42%	0.05%	0.34%		*0.04*	
Connecticut	3.88%	0.11%	0.77%	0.09%	*0.03*	*0.11*
Delaware	6.56%		0.80%			
District of Columbia	14.63%	0.28%	1.61%	0.23%	*0.02*	*0.14*
Florida	5.06%	0.37%	1.00%	0.35%	*0.07*	*0.34*
Georgia	13.74%	0.18%	3.50%	0.15%	*0.01*	*0.04*
Hawaii	1.74%		0.29%			
Idaho	0.39%		0.00%	0.00%		*0.00*
Illinois	6.22%	2.21%	2.37%	2.19%	*0.35*	0.93
Indiana	2.89%	0.38%			*0.13*	
Iowa						
Kansas						
Kentucky	1.68%					
Louisiana						
Maine	0.14%		0.00%	0.00%		*0.00*
Maryland	14.86%	0.44%	3.40%	0.36%	*0.03*	*0.10*
Massachusetts	2.76%	0.04%			*0.01*	
Michigan	4.86%	0.32%	2.98%	0.29%	*0.07*	*0.10*
Minnesota	1.57%	0.14%	0.51%	0.14%	*0.09*	*0.27*
Mississippi	8.86%	0.16%	1.46%		*0.02*	
Missouri	2.94%	0.05%	0.54%		*0.02*	
Montana	0.09%		0.00%			
Nebraska	1.87%	0.06%	1.81%		*0.03*	
Nevada	1.89%	0.20%	0.42%	0.16%	*0.10*	*0.39*
New Hampshire	0.24%		0.19%			
New Jersey						
New Mexico	1.28%		0.39%			
New York						
North Carolina	7.89%	0.14%	1.55%	0.11%	*0.02*	*0.07*
North Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Ohio	3.95%	0.09%			*0.02*	
Oklahoma						

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon						
Pennsylvania	2.76%	0.09%	0.38%	0.08%	*0.03*	*0.20*
Rhode Island	1.79%		0.38%			
South Carolina	7.18%	0.11%			*0.01*	
South Dakota	0.14%		0.00%	0.00%		*0.00*
Tennessee	3.98%	0.20%	1.39%	0.17%	*0.05*	*0.12*
Texas	4.93%	0.12%	1.73%	0.10%	*0.02*	*0.06*
Utah	0.28%		0.23%			
Vermont	0.27%		0.00%	0.00%		*0.00*
Virginia	6.47%	0.15%	2.91%	0.13%	*0.02*	*0.05*
Washington						
West Virginia	0.60%		0.00%	0.00%		*0.00*
Wisconsin						
Wyoming	0.18%		0.00%			

Table 10B. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Hispanics and Latinos, Information, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	1.32%	0.03%	0.57%	0.03%	*0.03*	*0.05*
Alaska	0.62%		0.91%			
Arizona	4.19%	0.26%	2.46%	0.22%	*0.06*	*0.09*
Arkansas						
California	7.26%	0.49%	2.86%	0.41%	*0.07*	*0.14*
Colorado						
Connecticut						
Delaware	2.06%		0.80%			
District of Columbia	3.73%					
Florida	14.28%	1.31%	10.21%	1.14%	*0.09*	*0.11*
Georgia	1.67%	0.06%			*0.04*	
Hawaii	5.92%					
Idaho	4.51%	0.10%	1.75%	0.09%	*0.02*	*0.05*
Illinois	3.26%	0.19%	0.71%	0.16%	*0.06*	*0.23*
Indiana	1.56%					
Iowa	0.56%		0.11%			
Kansas	0.87%					
Kentucky	0.68%		0.12%			
Louisiana						
Maine	1.91%	0.11%	0.79%	0.08%	*0.06*	*0.10*
Maryland	2.21%	0.18%	1.42%	0.15%	*0.08*	*0.10*
Massachusetts	2.76%	0.12%	3.14%	0.10%	*0.04*	*0.03*
Michigan	1.41%	0.03%			*0.02*	
Minnesota						
Mississippi	0.34%		0.21%			
Missouri						
Montana	0.37%		0.51%			
Nebraska	0.80%		0.36%			
Nevada	2.58%	0.19%	1.25%	0.09%	*0.07*	*0.08*
New Hampshire	0.59%		0.19%			
New Jersey	3.93%	0.14%	1.96%	0.11%	*0.04*	*0.06*
New Mexico	9.23%	0.50%			*0.05*	
New York	4.77%	0.13%	1.92%	0.10%	*0.03*	*0.05*
North Carolina	1.66%	0.07%	1.43%	0.06%	*0.04*	*0.04*
North Dakota	0.82%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Ohio	0.95%	0.02%	0.19%	0.02%	*0.02*	*0.09*
Oklahoma						

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	1.61%	0.18%			*0.11*	
Pennsylvania	0.88%		0.17%			
Rhode Island						
South Carolina	0.46%		0.00%	0.00%		*0.00*
South Dakota	0.28%		0.35%			
Tennessee						
Texas	10.58%	0.29%	5.12%	0.25%	*0.03*	*0.05*
Utah						
Vermont	0.54%		0.25%			
Virginia	2.85%	0.21%	0.65%	0.20%	*0.07*	*0.30*
Washington	1.58%	0.04%	0.88%	0.04%	*0.02*	*0.04*
West Virginia	0.50%		0.00%	0.00%		*0.00*
Wisconsin						
Wyoming	1.76%		0.00%			

Table 10C. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Asians, Information, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama						
Alaska	1.70%		0.91%			
Arizona	1.86%	0.14%	1.92%	0.12%	*0.08*	*0.06*
Arkansas	0.88%					
California	7.57%	1.50%	7.61%	1.45%	*0.20*	*0.19*
Colorado	2.55%	0.76%	2.49%	0.75%	*0.30*	*0.30*
Connecticut	2.05%	0.37%			*0.18*	
Delaware	3.09%		0.40%			
District of Columbia	2.56%		0.54%	0.26%		*0.48*
Florida	1.79%	0.23%	2.05%	0.21%	*0.13*	*0.10*
Georgia	2.44%	0.60%	3.41%	0.58%	*0.25*	*0.17*
Hawaii	26.91%	3.49%	25.14%	3.19%	*0.13*	*0.13*
Idaho						
Illinois	3.48%		3.97%			
Indiana						
Iowa	0.56%	0.04%			*0.07*	
Kansas						
Kentucky	0.71%		0.23%			
Louisiana	1.78%	0.12%			*0.07*	
Maine	0.34%	0.00%	0.00%	0.00%	*0.01*	*0.00*
Maryland	3.97%		3.03%	0.26%		*0.09*
Massachusetts	3.50%	0.24%	3.26%		*0.07*	
Michigan	1.41%	0.15%			*0.11*	
Minnesota	1.08%	0.14%	0.68%	0.13%	*0.12*	*0.19*
Mississippi	2.43%	0.08%			*0.03*	
Missouri	1.29%	0.04%	1.76%		*0.03*	
Montana	0.09%		0.26%			
Nebraska	0.87%		0.00%	0.00%		*0.00*
Nevada	5.87%	0.42%			*0.07*	
New Hampshire	0.94%		0.38%			
New Jersey	6.29%	0.54%	4.85%		*0.09*	
New Mexico						
New York	5.49%	0.48%	4.43%	0.45%	*0.09*	*0.10*
North Carolina	2.15%	0.22%	1.49%	0.20%	*0.10*	*0.14*
North Dakota	0.33%		0.00%	0.00%		*0.00*
Ohio	1.81%	0.38%			*0.21*	
Oklahoma	0.76%		0.35%			

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.80%	0.51%			0.64	
Pennsylvania	1.71%	0.36%	1.74%		*0.21*	
Rhode Island	2.09%	0.20%	2.69%	0.15%	*0.09*	*0.06*
South Carolina	0.39%		0.14%			
South Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Tennessee						
Texas	3.78%	0.25%	4.15%	0.23%	*0.07*	*0.06*
Utah	1.42%	0.15%			*0.11*	
Vermont	0.09%		0.00%	0.00%		*0.00*
Virginia	5.85%	0.35%	4.11%	0.33%	*0.06*	*0.08*
Washington	4.50%	0.11%	3.23%		*0.02*	
West Virginia	0.70%		0.61%			
Wisconsin						
Wyoming	0.35%		0.00%			

Table 10D. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, American Indians and Alaska Natives, Information, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	2.22%					
Alaska	6.64%	1.86%	11.87%		*0.28*	
Arizona						
Arkansas						
California	1.17%	0.04%			*0.04*	
Colorado						
Connecticut						
Delaware	0.39%		0.00%	0.00%		*0.00*
District of Columbia	0.52%		0.00%	0.00%		*0.00*
Florida	0.21%	0.00%	0.16%	0.00%	*0.02*	*0.02*
Georgia	0.86%	0.02%	0.17%		*0.02*	
Hawaii						
Idaho	0.31%					
Illinois	0.27%		0.00%	0.00%		*0.00*
Indiana						
Iowa						
Kansas						
Kentucky	0.21%		0.23%			
Louisiana	0.92%					
Maine	0.07%		0.20%			
Maryland	1.07%		0.37%			
Massachusetts						
Michigan	0.69%		0.09%			
Minnesota	0.07%		0.06%			
Mississippi	1.89%					
Missouri	0.23%		0.00%	0.00%		*0.00*
Montana	0.92%		0.26%			
Nebraska	0.93%		1.63%			
Nevada						
New Hampshire						
New Jersey						
New Mexico	1.82%		0.19%			
New York	0.58%	0.01%	0.26%		*0.01*	
North Carolina	0.60%	0.02%	0.11%		*0.04*	
North Dakota	2.14%	0.62%	3.07%		*0.29*	
Ohio	0.07%		0.00%	0.00%		*0.00*
Oklahoma						

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	1.94%	0.08%			*0.04*	
Pennsylvania						
Rhode Island	0.10%		0.00%	0.00%		*0.00*
South Carolina	1.51%					
South Dakota	0.85%		0.70%			
Tennessee	0.43%		0.27%			
Texas	1.21%	0.06%			*0.05*	
Utah	0.19%		0.00%	0.00%		*0.00*
Vermont	0.27%		0.25%			
Virginia	0.12%		0.09%			
Washington						
West Virginia	0.40%	0.01%	0.00%	0.00%	*0.01*	*0.00*
Wisconsin	0.42%	0.13%	0.66%	0.13%	*0.31*	*0.20*
Wyoming	1.06%		0.46%			

Table 10E. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Native Hawaiians and Pacific Islanders, Information, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.03%		0.11%			
Alaska						
Arizona	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Arkansas	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
California						
Colorado	0.01%		0.00%	0.00%		*0.00*
Connecticut	0.24%					
Delaware	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
District of Columbia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Florida	0.01%		0.00%	0.00%		*0.00*
Georgia						
Hawaii	6.79%	1.72%	3.47%		*0.25*	
Idaho	0.08%		0.00%	0.00%		*0.00*
Illinois						
Indiana	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Iowa	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Kansas	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Kentucky	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Louisiana	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Maine	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Maryland	0.01%		0.06%			
Massachusetts	0.07%					
Michigan						
Minnesota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Mississippi	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Missouri						
Montana	0.00%	0.00%	0.00%		*0.00*	
Nebraska	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Nevada						
New Hampshire	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New Jersey	0.02%		0.00%	0.00%		*0.00*
New Mexico	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New York						
North Carolina	0.01%		0.00%	0.00%		*0.00*
North Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Ohio	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Oklahoma	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.24%					
Pennsylvania	0.01%		0.03%			
Rhode Island	0.10%		0.00%	0.00%		*0.00*
South Carolina	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Tennessee	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Texas	0.02%		0.00%	0.00%		*0.00*
Utah						
Vermont	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Virginia	0.51%					
Washington						
West Virginia	0.10%		0.00%	0.00%		*0.00*
Wisconsin	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wyoming	0.00%	0.00%	0.00%		*0.00*	

Table 10F. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Women, Information, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	28.95%	2.07%	15.91%	1.91%	*0.07*	*0.12*
Alaska	23.30%	1.60%	22.37%	1.53%	*0.07*	*0.07*
Arizona	25.16%	7.63%	15.40%	7.50%	*0.30*	*0.49*
Arkansas	25.97%	3.30%	10.45%	3.25%	*0.13*	*0.31*
California	21.07%	2.27%	12.44%	2.12%	*0.11*	*0.17*
Colorado	26.32%	1.07%	14.26%	0.94%	*0.04*	*0.07*
Connecticut	23.80%	3.83%	11.41%		*0.16*	
Delaware	22.01%		12.80%			
District of Columbia	35.78%		13.98%	1.14%		*0.08*
Florida	24.10%	3.03%	16.45%	2.88%	*0.13*	*0.17*
Georgia	27.26%	5.68%	15.89%	5.53%	*0.21*	*0.35*
Hawaii	24.47%	1.40%	12.14%	1.06%	*0.06*	*0.09*
Idaho	23.00%	2.33%	14.04%	2.18%	*0.10*	*0.16*
Illinois	25.39%	3.24%	13.48%	3.08%	*0.13*	*0.23*
Indiana	24.90%	2.28%			*0.09*	
Iowa	24.39%	1.46%	11.34%	1.33%	*0.06*	*0.12*
Kansas	22.83%	2.19%	11.37%	2.13%	*0.10*	*0.19*
Kentucky	24.77%	3.54%	13.75%	3.40%	*0.14*	*0.25*
Louisiana	22.02%	8.22%	17.01%	8.11%	*0.37*	*0.48*
Maine	27.68%	5.20%	3.94%	5.00%	*0.19*	1.27
Maryland	30.29%	1.34%	16.93%		*0.04*	
Massachusetts	29.96%	0.89%	10.46%	0.74%	*0.03*	*0.07*
Michigan	31.44%	1.99%	17.42%	1.75%	*0.06*	*0.10*
Minnesota	27.81%	1.12%	10.53%	0.97%	*0.04*	*0.09*
Mississippi	25.02%	1.99%	9.39%	1.85%	*0.08*	*0.20*
Missouri	22.86%	2.64%			*0.12*	
Montana	29.27%	3.38%	14.14%		*0.12*	
Nebraska	20.95%	8.10%	15.91%	8.05%	*0.39*	*0.51*
Nevada	19.55%	7.32%	10.97%	7.09%	*0.37*	0.65
New Hampshire	25.24%	1.36%	6.04%		*0.05*	
New Jersey	23.71%	1.20%	13.77%		*0.05*	
New Mexico	29.08%	3.08%	15.89%	2.75%	*0.11*	*0.17*
New York	29.98%	1.40%	14.23%	1.20%	*0.05*	*0.08*
North Carolina	21.84%	2.51%	8.70%	2.38%	*0.11*	*0.27*
North Dakota	23.72%	0.85%	9.58%	0.73%	*0.04*	*0.08*
Ohio	28.40%	2.39%	9.12%	2.16%	*0.08*	*0.24*
Oklahoma	22.46%	3.87%	13.15%	3.77%	*0.17*	*0.29*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	23.14%	1.90%	5.85%	1.56%	*0.08*	*0.27*
Pennsylvania	25.27%	2.43%	11.51%	2.29%	*0.10*	*0.20*
Rhode Island	29.05%	21.27%	17.31%		*0.73*	
South Carolina	27.79%	3.60%	14.82%	3.36%	*0.13*	*0.23*
South Dakota	27.48%		16.84%			
Tennessee	20.96%	2.20%	14.58%	2.05%	*0.11*	*0.14*
Texas	25.77%	2.05%	13.57%	1.92%	*0.08*	*0.14*
Utah	20.68%	2.98%	12.16%	2.72%	*0.14*	*0.22*
Vermont	31.34%	6.10%	12.56%	5.53%	*0.19*	*0.44*
Virginia	29.28%	2.17%	11.13%	2.07%	*0.07*	*0.19*
Washington	27.27%	0.84%	11.60%	0.75%	*0.03*	*0.06*
West Virginia	23.65%	1.35%	11.31%	1.18%	*0.06*	*0.10*
Wisconsin	24.95%	1.91%	8.87%	1.77%	*0.08*	*0.20*
Wyoming	25.40%	6.95%	13.89%		*0.27*	

Table 11A. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, African Americans, Finance and Insurance, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama						
Alaska	0.98%		0.25%			
Arizona	1.45%	0.02%			*0.02*	
Arkansas	2.35%	0.07%	0.46%	0.04%	*0.03*	*0.08*
California	2.91%	0.09%	1.32%	0.04%	*0.03*	*0.03*
Colorado	1.10%	0.04%	0.42%	0.03%	*0.04*	*0.07*
Connecticut						
Delaware						
District of Columbia	11.83%	0.36%	7.82%	0.35%	*0.03*	*0.05*
Florida	4.05%	0.17%	1.82%	0.14%	*0.04*	*0.08*
Georgia	8.22%	0.26%	4.08%	0.18%	*0.03*	*0.04*
Hawaii						
Idaho	0.11%		0.14%			
Illinois	3.13%	0.15%	1.71%	0.13%	*0.05*	*0.08*
Indiana	3.12%	0.08%	2.94%	0.05%	*0.02*	*0.02*
Iowa						
Kansas	0.87%	0.01%			*0.01*	
Kentucky	1.36%	0.07%	0.48%	0.06%	*0.05*	*0.13*
Louisiana	5.75%	0.34%	2.74%	0.28%	*0.06*	*0.10*
Maine	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Maryland	9.29%	0.28%	3.82%		*0.03*	
Massachusetts	1.37%	0.02%	0.49%		*0.01*	
Michigan	4.21%	0.13%	1.40%	0.08%	*0.03*	*0.06*
Minnesota	0.69%	0.02%			*0.03*	
Mississippi	7.03%	0.20%	1.76%	0.13%	*0.03*	*0.07*
Missouri	2.39%	0.06%	1.30%		*0.02*	
Montana	0.03%		0.08%			
Nebraska						
Nevada	1.61%	0.10%	1.30%	0.05%	*0.06*	*0.04*
New Hampshire						
New Jersey	3.86%	0.07%	1.67%		*0.02*	
New Mexico	0.75%	0.04%			*0.05*	
New York	3.19%	0.07%	1.21%	0.06%	*0.02*	*0.05*
North Carolina	6.62%	0.14%	3.36%	0.08%	*0.02*	*0.02*
North Dakota	0.03%		0.10%			
Ohio	2.33%	0.04%	1.43%	0.03%	*0.02*	*0.02*
Oklahoma	1.94%	0.05%	0.37%		*0.02*	

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.45%					
Pennsylvania	1.87%	0.10%	1.19%	0.08%	*0.05*	*0.07*
Rhode Island	1.12%	0.01%	0.78%	0.01%	*0.01*	*0.01*
South Carolina	7.28%	0.22%	2.67%	0.13%	*0.03*	*0.05*
South Dakota	0.22%		0.00%	0.00%		*0.00*
Tennessee	4.03%	0.09%	1.73%	0.06%	*0.02*	*0.04*
Texas	3.05%	0.11%	1.44%	0.08%	*0.04*	*0.06*
Utah						
Vermont	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Virginia	5.21%	0.08%	2.49%	0.06%	*0.01*	*0.02*
Washington	1.36%	0.24%	1.04%	0.23%	*0.18*	*0.22*
West Virginia						
Wisconsin	0.92%	0.01%			*0.01*	
Wyoming	0.11%		0.34%			

Table 11B. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Hispanics and Latinos, Finance and Insurance, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.39%	0.01%			*0.03*	
Alaska	0.54%		0.25%			
Arizona	4.05%	0.21%	4.80%	0.17%	*0.05*	*0.04*
Arkansas						
California	8.34%	0.39%	4.43%	0.25%	*0.05*	*0.06*
Colorado	3.54%	0.29%	2.80%	0.22%	*0.08*	*0.08*
Connecticut	0.89%	0.02%			*0.02*	
Delaware	0.67%	0.00%			*0.00*	
District of Columbia						
Florida	11.42%	1.25%	10.24%	1.08%	*0.11*	*0.11*
Georgia	1.36%	0.05%	0.99%	0.02%	*0.03*	*0.02*
Hawaii	1.70%	0.04%	0.13%		*0.03*	
Idaho						
Illinois	2.26%	0.11%	1.54%	0.10%	*0.05*	*0.06*
Indiana	0.97%	0.03%			*0.03*	
Iowa	0.38%					
Kansas	0.87%	0.01%			*0.02*	
Kentucky						
Louisiana	1.73%	0.16%	1.06%	0.13%	*0.09*	*0.12*
Maine	0.24%					
Maryland	1.34%	0.04%	0.98%		*0.03*	
Massachusetts	0.74%	0.02%			*0.02*	
Michigan	0.64%	0.03%			*0.05*	
Minnesota	0.34%	0.01%			*0.03*	
Mississippi	0.24%	0.01%	0.04%		*0.05*	
Missouri	0.55%	0.01%	0.16%		*0.03*	
Montana	0.17%	0.02%			*0.14*	
Nebraska	0.55%	0.19%			*0.34*	
Nevada	3.10%	0.29%			*0.09*	
New Hampshire	0.17%	0.01%			*0.06*	
New Jersey	3.26%	0.13%	2.70%	0.10%	*0.04*	*0.04*
New Mexico	16.70%	1.74%	12.81%	1.40%	*0.10*	*0.11*
New York	3.36%	0.10%	2.17%	0.09%	*0.03*	*0.04*
North Carolina	0.61%	0.03%			*0.05*	
North Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Ohio	0.81%	0.05%	0.71%	0.05%	*0.07*	*0.07*
Oklahoma	0.97%	0.10%	0.84%	0.09%	*0.10*	*0.10*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	1.28%	0.02%			*0.02*	
Pennsylvania	0.61%	0.02%	0.86%	0.02%	*0.04*	*0.02*
Rhode Island						
South Carolina						
South Dakota						
Tennessee						
Texas	7.88%	0.53%	6.90%	0.45%	*0.07*	*0.07*
Utah	2.47%	0.07%			*0.03*	
Vermont	0.73%		0.37%			
Virginia	1.68%	0.03%			*0.02*	
Washington	1.21%	0.07%	1.35%	0.05%	*0.06*	*0.04*
West Virginia						
Wisconsin	0.65%	0.03%			*0.05*	
Wyoming	1.96%	0.59%			*0.30*	

Table 11C. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Asians, Finance and Insurance, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama						
Alaska	2.69%	0.14%	0.99%	0.06%	*0.05*	*0.07*
Arizona	1.21%	0.19%	1.33%	0.17%	*0.16*	*0.13*
Arkansas	0.39%					
California	12.45%	1.01%	8.92%	0.80%	*0.08*	*0.09*
Colorado	1.28%	0.09%	0.89%	0.05%	*0.07*	*0.06*
Connecticut	1.88%	0.09%	1.56%	0.06%	*0.05*	*0.04*
Delaware						
District of Columbia	5.46%	0.03%			*0.01*	
Florida	1.08%	0.13%	1.32%	0.07%	*0.12*	*0.06*
Georgia	1.38%	0.10%	1.28%	0.06%	*0.08*	*0.05*
Hawaii	46.38%	3.42%	28.66%	2.14%	*0.07*	*0.07*
Idaho						
Illinois	3.29%	0.19%	2.18%	0.14%	*0.06*	*0.06*
Indiana	0.72%	0.03%	0.37%	0.02%	*0.05*	*0.05*
Iowa	0.09%	0.00%	0.21%		*0.04*	
Kansas	0.44%		0.32%			
Kentucky	0.64%					
Louisiana	0.62%	0.10%			*0.15*	
Maine	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Maryland						
Massachusetts	1.93%	0.06%	0.82%	0.03%	*0.03*	*0.04*
Michigan	1.56%	0.05%	0.60%	0.02%	*0.03*	*0.04*
Minnesota	1.13%	0.07%	0.26%		*0.06*	
Mississippi						
Missouri						
Montana	0.06%		0.08%			
Nebraska						
Nevada	3.88%	1.54%	2.78%	1.45%	*0.40*	*0.52*
New Hampshire	1.17%					
New Jersey	5.12%	0.20%	2.30%	0.14%	*0.04*	*0.06*
New Mexico	1.04%	0.17%	1.67%	0.15%	*0.16*	*0.09*
New York	4.60%	0.31%	3.31%	0.24%	*0.07*	*0.07*
North Carolina	0.88%	0.01%	0.34%	0.01%	*0.02*	*0.02*
North Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Ohio	0.94%	0.05%	0.95%	0.03%	*0.05*	*0.03*
Oklahoma	0.71%					

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	2.46%	0.22%			*0.09*	
Pennsylvania	1.15%	0.05%	0.49%	0.04%	*0.04*	*0.07*
Rhode Island						
South Carolina	0.28%	0.04%			*0.13*	
South Dakota						
Tennessee						
Texas	2.31%	0.24%	1.98%	0.18%	*0.10*	*0.09*
Utah	0.79%	0.02%			*0.02*	
Vermont						
Virginia	2.94%	0.15%	2.56%	0.13%	*0.05*	*0.05*
Washington	4.59%	0.38%			*0.08*	
West Virginia	0.32%	0.01%			*0.02*	
Wisconsin	1.02%	0.01%	0.56%	0.01%	*0.01*	*0.01*
Wyoming	0.16%					

Table 11D. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, American Indians and Alaska Natives, Finance and Insurance, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama						
Alaska	4.48%	2.73%			0.61	
Arizona						
Arkansas						
California	0.89%	0.02%	0.35%	0.01%	*0.03*	*0.04*
Colorado	1.10%	0.07%	0.23%	0.06%	*0.07*	*0.28*
Connecticut						
Delaware	0.06%		0.17%			
District of Columbia	1.12%		0.00%	0.00%		*0.00*
Florida	0.87%	0.03%	0.40%	0.02%	*0.04*	*0.06*
Georgia	0.27%					
Hawaii						
Idaho						
Illinois	0.39%	0.01%	0.18%	0.01%	*0.03*	*0.04*
Indiana						
Iowa	0.17%	0.01%	0.40%	0.01%	*0.06*	*0.03*
Kansas						
Kentucky	0.14%	0.00%			*0.03*	
Louisiana	0.35%	0.05%			*0.14*	
Maine						
Maryland	0.76%	0.01%			*0.02*	
Massachusetts						
Michigan						
Minnesota	0.24%		0.00%	0.00%		*0.00*
Mississippi	0.16%					
Missouri						
Montana	0.03%		0.00%	0.00%		*0.00*
Nebraska	0.13%					
Nevada						
New Hampshire						
New Jersey	0.35%					
New Mexico	0.82%	0.03%			*0.04*	
New York						
North Carolina						
North Dakota	0.06%		0.00%	0.00%		*0.00*
Ohio						
Oklahoma	3.79%	0.39%	3.02%	0.32%	*0.10*	*0.11*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon						
Pennsylvania	0.28%	0.00%			*0.01*	
Rhode Island	0.07%					
South Carolina	0.63%	0.02%			*0.03*	
South Dakota						
Tennessee	0.53%					
Texas	0.41%	0.07%	0.33%	0.06%	*0.17*	*0.20*
Utah						
Vermont						
Virginia						
Washington	0.66%					
West Virginia	0.06%		0.00%	0.00%		*0.00*
Wisconsin	0.25%	0.01%			*0.05*	
Wyoming						

Table 11E. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Native Hawaiians and Pacific Islanders, Finance and Insurance, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.01%		0.00%	0.00%		*0.00*
Alaska	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Arizona						
Arkansas						
California	0.15%	0.00%			*0.01*	
Colorado						
Connecticut	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Delaware						
District of Columbia	0.07%		0.00%	0.00%		*0.00*
Florida						
Georgia	0.01%		0.00%	0.00%		*0.00*
Hawaii	3.62%	0.07%	1.25%		*0.02*	
Idaho						
Illinois						
Indiana	0.01%		0.02%			
Iowa	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Kansas	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Kentucky						
Louisiana	0.01%		0.00%	0.00%		*0.00*
Maine	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Maryland	0.02%					
Massachusetts						
Michigan						
Minnesota	0.01%		0.02%			
Mississippi	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Missouri	0.02%		0.00%	0.00%		*0.00*
Montana	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Nebraska	0.01%		0.00%	0.00%		*0.00*
Nevada						
New Hampshire	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New Jersey	0.01%		0.02%			
New Mexico	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New York						
North Carolina						
North Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Ohio	0.00%		0.00%	0.00%		*0.00*
Oklahoma	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon						
Pennsylvania						
Rhode Island	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Carolina	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Tennessee	0.01%		0.00%	0.00%		*0.00*
Texas						
Utah						
Vermont	0.06%		0.00%	0.00%		*0.00*
Virginia						
Washington						
West Virginia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wisconsin	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wyoming	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*

Table 11F. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Women, Finance and Insurance, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	19.21%	1.51%	11.04%	1.26%	*0.08*	*0.11*
Alaska	23.46%	2.32%	16.38%	2.11%	*0.10*	*0.13*
Arizona	19.07%	0.82%	14.65%	0.60%	*0.04*	*0.04*
Arkansas	19.40%	3.19%	10.30%	2.92%	*0.16*	*0.28*
California	21.40%	1.30%	14.86%	1.02%	*0.06*	*0.07*
Colorado	20.92%	1.61%	15.32%	1.31%	*0.08*	*0.09*
Connecticut	18.03%	0.29%	8.89%	0.18%	*0.02*	*0.02*
Delaware	13.63%	0.24%	11.83%		*0.02*	
District of Columbia	14.52%		10.31%			
Florida	21.18%	1.51%	16.94%	1.14%	*0.07*	*0.07*
Georgia	19.69%	1.60%	14.70%	1.42%	*0.08*	*0.10*
Hawaii	13.22%	1.00%	12.39%	0.78%	*0.08*	*0.06*
Idaho	14.73%	1.01%	10.91%	0.71%	*0.07*	*0.07*
Illinois	17.37%	0.87%	11.68%	0.73%	*0.05*	*0.06*
Indiana	14.51%	2.22%	8.53%	2.12%	*0.15*	*0.25*
Iowa	17.74%	0.61%	10.68%	0.51%	*0.03*	*0.05*
Kansas	15.76%	0.96%	12.27%	0.86%	*0.06*	*0.07*
Kentucky	13.43%	1.84%	10.86%	1.75%	*0.14*	*0.16*
Louisiana	18.09%	1.56%	12.40%	1.30%	*0.09*	*0.10*
Maine						
Maryland	17.76%	0.81%	14.09%	0.70%	*0.05*	*0.05*
Massachusetts	15.81%	0.38%	9.13%	0.29%	*0.02*	*0.03*
Michigan	19.03%	1.04%	12.87%	0.86%	*0.05*	*0.07*
Minnesota	13.53%	0.60%	8.92%	0.52%	*0.04*	*0.06*
Mississippi	22.63%	1.44%	11.85%	1.09%	*0.06*	*0.09*
Missouri	18.28%	1.59%	15.14%	1.42%	*0.09*	*0.09*
Montana	18.35%	1.79%	10.23%	1.43%	*0.10*	*0.14*
Nebraska	15.44%	0.56%	11.28%	0.45%	*0.04*	*0.04*
Nevada	22.68%	1.93%	14.16%	1.19%	*0.08*	*0.08*
New Hampshire	15.39%	0.70%	10.90%	0.58%	*0.05*	*0.05*
New Jersey	15.27%	0.56%	10.84%		*0.04*	
New Mexico	20.17%	1.36%	17.18%	1.04%	*0.07*	*0.06*
New York	16.38%	0.49%	10.88%	0.40%	*0.03*	*0.04*
North Carolina	20.37%	0.64%	13.16%	0.48%	*0.03*	*0.04*
North Dakota	13.15%	0.96%	8.90%	0.65%	*0.07*	*0.07*
Ohio	15.74%	0.57%	10.68%	0.46%	*0.04*	*0.04*
Oklahoma	17.00%	5.78%	15.53%	5.62%	*0.34*	*0.36*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	19.91%	0.98%	15.71%	0.79%	*0.05*	*0.05*
Pennsylvania	14.81%	0.84%	8.89%	0.75%	*0.06*	*0.08*
Rhode Island						
South Carolina	19.11%	3.27%	13.85%	3.15%	*0.17*	*0.23*
South Dakota						
Tennessee	18.65%	0.69%	11.89%	0.59%	*0.04*	*0.05*
Texas	19.80%	1.40%	15.37%	0.97%	*0.07*	*0.06*
Utah	17.30%	1.11%	10.18%	0.83%	*0.06*	*0.08*
Vermont	16.28%					
Virginia	18.08%	0.38%	14.40%	0.29%	*0.02*	*0.02*
Washington	17.65%	1.98%	13.79%	1.79%	*0.11*	*0.13*
West Virginia	12.49%	1.13%	6.57%	0.98%	*0.09*	*0.15*
Wisconsin	16.01%	0.45%	10.00%	0.36%	*0.03*	*0.04*
Wyoming	15.96%	1.37%	12.79%	1.22%	*0.09*	*0.10*

Table 12A. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, African Americans, Real Estate and Rental and Leasing, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	3.55%	0.73%	1.99%	0.44%	*0.21*	*0.22*
Alaska	0.68%	0.17%	0.14%		*0.26*	
Arizona	0.74%	0.12%			*0.16*	
Arkansas						
California	2.24%	0.33%	0.71%	0.12%	*0.15*	*0.17*
Colorado	1.31%	0.44%			*0.33*	
Connecticut	0.99%	0.22%			*0.22*	
Delaware	1.79%		1.43%			
District of Columbia	12.09%		4.32%	1.34%		*0.31*
Florida	2.71%	0.74%			*0.27*	
Georgia	7.94%	1.29%	2.30%	0.50%	*0.16*	*0.22*
Hawaii						
Idaho	0.40%	0.07%			*0.18*	
Illinois	3.64%	0.88%	1.74%	0.62%	*0.24*	*0.36*
Indiana	1.64%	0.27%			*0.17*	
Iowa	0.16%	0.07%	0.00%	0.00%	*0.43*	*0.00*
Kansas	0.80%	0.82%	0.78%	1.00%	1.02	1.28
Kentucky	1.16%	0.35%			*0.30*	
Louisiana	4.28%	0.98%	1.20%	0.42%	*0.23*	*0.35*
Maine						
Maryland	7.54%	1.27%	2.53%		*0.17*	
Massachusetts	0.99%	0.28%	0.48%	0.08%	*0.28*	*0.17*
Michigan	2.61%	0.79%	2.03%	0.65%	*0.30*	*0.32*
Minnesota	0.90%	0.17%	0.00%	0.00%	*0.18*	*0.00*
Mississippi	5.60%	2.59%	2.31%	1.56%	*0.46*	*0.67*
Missouri	2.59%	0.49%	0.60%	0.19%	*0.19*	*0.31*
Montana						
Nebraska	0.44%	0.11%	0.00%	0.00%	*0.26*	*0.00*
Nevada	2.58%	0.42%	0.82%	0.07%	*0.16*	*0.08*
New Hampshire	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New Jersey	2.11%	0.41%			*0.20*	
New Mexico						
New York	3.12%	1.18%			*0.38*	
North Carolina	3.17%	0.48%	1.94%	0.33%	*0.15*	*0.17*
North Dakota						
Ohio	2.45%	0.43%	1.06%	0.21%	*0.18*	*0.20*
Oklahoma	1.15%	0.34%	0.55%	0.23%	*0.30*	*0.41*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.28%	0.14%	0.11%	0.06%	*0.48*	0.50
Pennsylvania	1.16%	0.18%	0.51%	0.13%	*0.16*	*0.26*
Rhode Island	0.55%		0.11%			
South Carolina	2.33%	0.41%	0.92%	0.22%	*0.17*	*0.24*
South Dakota						
Tennessee	3.55%	0.72%			*0.20*	
Texas	2.75%	0.47%	0.84%	0.18%	*0.17*	*0.21*
Utah						
Vermont	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Virginia	3.20%	0.71%	0.82%	0.25%	*0.22*	*0.31*
Washington	1.02%	0.19%	0.31%		*0.18*	
West Virginia	0.38%	0.05%	0.00%	0.00%	*0.14*	*0.00*
Wisconsin	0.55%	0.10%	0.00%	0.00%	*0.18*	*0.00*
Wyoming	0.02%		0.00%	0.00%		*0.00*

Table 12B. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Hispanics and Latinos, Real Estate and Rental and Leasing, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.23%	0.08%	0.03%		*0.34*	
Alaska	1.02%					
Arizona	3.65%	1.16%	2.63%	0.74%	*0.32*	*0.28*
Arkansas						
California	7.04%	2.24%	2.80%	1.06%	*0.32*	*0.38*
Colorado	2.34%	1.63%	1.53%	1.73%	*0.70*	1.13
Connecticut	0.96%	0.25%			*0.26*	
Delaware	0.33%	0.03%			*0.10*	
District of Columbia						
Florida	10.83%	4.95%	9.60%	3.47%	*0.46*	*0.36*
Georgia	0.96%	0.41%	1.26%	0.30%	*0.43*	*0.23*
Hawaii	1.52%	0.21%			*0.14*	
Idaho	1.36%	0.64%			0.47	
Illinois	2.82%	0.91%			*0.32*	
Indiana	0.65%	0.37%	1.21%	0.35%	0.57	*0.29*
Iowa	0.28%		0.56%			
Kansas	1.06%	0.57%			0.54	
Kentucky	0.24%	0.19%	0.03%		0.77	
Louisiana	0.97%	0.30%	1.51%	0.21%	*0.31*	*0.14*
Maine	0.29%	0.62%	0.14%		2.11	
Maryland	1.29%	0.50%			*0.39*	
Massachusetts	1.30%	0.48%	0.81%	0.22%	*0.37*	*0.27*
Michigan	0.49%	0.19%	0.37%	0.14%	*0.39*	*0.39*
Minnesota	0.42%	0.30%			0.71	
Mississippi	0.26%					
Missouri						
Montana	0.41%	0.25%			0.61	
Nebraska	0.52%	0.14%			*0.26*	
Nevada	3.52%	1.13%	2.07%	0.56%	*0.32*	*0.27*
New Hampshire						
New Jersey	3.06%	0.93%			*0.30*	
New Mexico	8.29%	2.68%	4.85%	1.83%	*0.32*	*0.38*
New York	2.81%	0.91%	1.92%	0.69%	*0.32*	*0.36*
North Carolina	0.48%	0.14%	0.55%	0.11%	*0.29*	*0.20*
North Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Ohio	0.60%	0.17%	0.32%	0.17%	*0.29*	*0.55*
Oklahoma	0.81%	0.35%			*0.43*	

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	1.42%	0.61%			*0.43*	
Pennsylvania	0.51%	0.14%	0.29%	0.07%	*0.28*	*0.24*
Rhode Island	0.60%	0.16%	0.00%	0.00%	*0.27*	*0.00*
South Carolina						
South Dakota						
Tennessee						
Texas	6.61%	2.08%	4.08%	1.27%	*0.31*	*0.31*
Utah	1.44%	0.42%			*0.29*	
Vermont	0.25%					
Virginia	1.62%	0.90%	1.17%	0.75%	*0.56*	*0.64*
Washington	0.97%	0.27%			*0.28*	
West Virginia	0.23%					
Wisconsin	0.46%	0.13%			*0.28*	
Wyoming						

Table 12C. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Asians, Real Estate and Rental and Leasing, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.41%	0.19%			*0.47*	
Alaska						
Arizona	1.76%	0.90%			*0.51*	
Arkansas						
California	11.50%	5.44%	9.28%	3.72%	*0.47*	*0.40*
Colorado	1.37%	0.98%	1.17%	1.09%	0.72	*0.93*
Connecticut	0.86%	0.51%	0.47%	0.24%	*0.59*	*0.52*
Delaware	1.41%	0.23%	0.20%		*0.16*	
District of Columbia						
Florida	1.26%	0.58%	1.27%	0.31%	*0.46*	*0.25*
Georgia	1.73%	1.06%	1.93%	0.82%	*0.62*	*0.42*
Hawaii	46.88%	22.27%	37.57%	14.71%	*0.48*	*0.39*
Idaho	0.56%	0.26%			*0.46*	
Illinois	2.93%	1.15%	2.57%	0.91%	*0.39*	*0.36*
Indiana	0.86%	0.48%			*0.56*	
Iowa	0.51%	0.28%	0.00%	0.00%	0.55	*0.00*
Kansas	0.93%	0.45%			*0.49*	
Kentucky	0.52%	0.24%			*0.46*	
Louisiana	1.06%	0.57%	0.97%	0.40%	*0.54*	*0.42*
Maine						
Maryland	3.07%	1.00%	2.51%	0.60%	*0.33*	*0.24*
Massachusetts	1.43%	0.48%	0.90%		*0.33*	
Michigan	1.32%	0.96%	0.65%	0.14%	*0.72*	0.21
Minnesota	1.55%	0.52%	0.55%	0.16%	*0.33*	*0.30*
Mississippi	0.44%	0.41%	0.87%		0.94	
Missouri	0.83%	0.30%			*0.37*	
Montana	0.19%	0.08%	0.00%	0.00%	*0.41*	*0.00*
Nebraska	0.40%					
Nevada	4.59%	2.47%	3.64%	1.45%	*0.54*	*0.40*
New Hampshire	1.01%	0.69%			0.68	
New Jersey	4.62%	2.15%	3.84%	1.23%	*0.47*	*0.32*
New Mexico	0.73%	0.26%			*0.36*	
New York	4.61%	2.50%	4.97%	2.20%	*0.54*	*0.44*
North Carolina	1.01%	0.43%	0.65%	0.24%	*0.43*	*0.37*
North Dakota	0.29%					
Ohio	1.07%	1.01%	1.21%	0.78%	0.94	0.65
Oklahoma	0.81%	0.41%	0.44%	0.22%	*0.50*	0.49

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	1.96%	2.00%	2.58%	2.26%	1.02	0.87
Pennsylvania	1.46%	0.78%	1.06%	0.41%	*0.54*	*0.38*
Rhode Island	1.29%	0.69%			*0.53*	
South Carolina	0.70%	0.38%			0.54	
South Dakota						
Tennessee	0.76%	0.51%			0.67	
Texas	2.86%	1.56%	3.57%	1.28%	*0.55*	*0.36*
Utah	0.73%	0.40%			*0.54*	
Vermont						
Virginia	3.06%	1.24%	2.33%	0.71%	*0.41*	*0.31*
Washington	4.24%	1.75%	3.27%	1.22%	*0.41*	*0.37*
West Virginia	0.80%	0.59%	1.37%	0.60%	0.74	0.44
Wisconsin	0.43%	0.44%			1.02	
Wyoming						

Table 12D. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, American Indians and Alaska Natives, Real Estate and Rental and Leasing, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.46%	0.18%			*0.39*	
Alaska	3.04%	11.10%	6.18%	15.19%	*3.65*	*2.46*
Arizona						
Arkansas	0.31%	0.05%	0.00%	0.00%	*0.15*	*0.00*
California	0.72%	0.15%	0.33%	0.10%	*0.21*	*0.31*
Colorado	0.35%	0.09%	0.30%	0.08%	*0.27*	*0.28*
Connecticut	0.18%	0.03%			*0.18*	
Delaware						
District of Columbia	0.02%		0.00%	0.00%		*0.00*
Florida						
Georgia						
Hawaii						
Idaho						
Illinois	0.27%					
Indiana						
Iowa						
Kansas						
Kentucky						
Louisiana	0.45%	0.30%			0.66	
Maine						
Maryland						
Massachusetts	0.34%	0.05%			*0.14*	
Michigan	0.77%	0.11%	0.28%	0.06%	*0.15*	*0.20*
Minnesota						
Mississippi						
Missouri	0.64%	0.07%			*0.11*	
Montana						
Nebraska						
Nevada	1.08%	0.36%	0.14%	0.05%	*0.34*	*0.35*
New Hampshire						
New Jersey						
New Mexico	0.78%	0.22%			*0.29*	
New York						
North Carolina	0.39%	0.20%	0.52%	0.19%	*0.51*	*0.37*
North Dakota	0.33%	0.14%	0.00%	0.00%	*0.42*	*0.00*
Ohio	0.19%	0.11%			0.57	
Oklahoma	3.18%	1.79%			*0.56*	

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon						
Pennsylvania	0.14%	0.06%			*0.40*	
Rhode Island						
South Carolina						
South Dakota						
Tennessee						
Texas	0.55%	0.11%			*0.20*	
Utah						
Vermont	0.08%	0.06%	0.00%	0.00%	0.76	*0.00*
Virginia	0.21%					
Washington	0.76%	0.44%			0.58	
West Virginia						
Wisconsin						
Wyoming	0.22%	0.07%	0.00%	0.00%	*0.32*	*0.00*

Table 12E. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Native Hawaiians and Pacific Islanders, Real Estate and Rental and Leasing, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Alaska						
Arizona						
Arkansas						
California	0.14%	0.02%			*0.16*	
Colorado						
Connecticut						
Delaware	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
District of Columbia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Florida						
Georgia						
Hawaii	7.70%	3.59%	10.46%	3.14%	*0.47*	*0.30*
Idaho	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Illinois						
Indiana						
Iowa	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Kansas	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Kentucky	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Louisiana	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Maine	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Maryland	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Massachusetts						
Michigan	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Minnesota						
Mississippi	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Missouri	0.01%	0.00%	0.00%	0.00%	*0.30*	*0.00*
Montana						
Nebraska	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Nevada						
New Hampshire	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New Jersey						
New Mexico						
New York						
North Carolina						
North Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Ohio						
Oklahoma						

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon						
Pennsylvania	0.00%		0.01%			
Rhode Island	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Carolina	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Dakota	0.02%		0.00%	0.00%		*0.00*
Tennessee						
Texas	0.00%		0.00%	0.00%		*0.00*
Utah						
Vermont	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Virginia						
Washington						
West Virginia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wisconsin	0.00%		0.00%	0.00%		*0.00*
Wyoming	0.02%		0.00%	0.00%		*0.00*

Table 12F. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Women, Real Estate and Rental and Leasing, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	21.52%	9.38%	16.77%	6.96%	*0.44*	*0.42*
Alaska	18.38%	12.23%	21.84%	12.19%	*0.67*	*0.56*
Arizona	26.06%	8.62%	19.87%	5.86%	*0.33*	*0.29*
Arkansas	19.46%	10.07%	11.96%	7.62%	*0.52*	*0.64*
California	25.98%	10.79%	18.91%	7.29%	*0.42*	*0.39*
Colorado	22.21%	10.20%	22.16%	8.27%	*0.46*	*0.37*
Connecticut	23.80%	9.22%	15.22%	5.49%	*0.39*	*0.36*
Delaware	22.01%	2.10%	17.20%	1.07%	*0.10*	*0.06*
District of Columbia	21.50%		21.03%			
Florida	28.57%	11.28%	22.85%	7.78%	*0.39*	*0.34*
Georgia	27.77%	8.87%	23.24%	5.69%	*0.32*	*0.24*
Hawaii	27.92%	9.15%	21.76%	5.99%	*0.33*	*0.28*
Idaho	18.15%	13.15%	25.07%	16.12%	0.72	*0.64*
Illinois	25.09%	8.67%	18.48%	6.28%	*0.35*	*0.34*
Indiana	23.09%	9.05%	19.29%	5.72%	*0.39*	*0.30*
Iowa	19.30%	9.36%	16.92%	7.82%	*0.49*	*0.46*
Kansas	21.02%	7.97%	18.85%	6.03%	*0.38*	*0.32*
Kentucky	19.38%	9.90%	21.72%	9.20%	*0.51*	*0.42*
Louisiana	23.39%	7.63%	17.35%	5.01%	*0.33*	*0.29*
Maine	22.29%	12.42%	16.14%	12.09%	*0.56*	0.75
Maryland	21.95%	11.32%	19.22%	9.56%	*0.52*	*0.50*
Massachusetts	27.76%	10.13%	19.20%	7.08%	*0.37*	*0.37*
Michigan	21.60%	8.50%	17.30%	6.32%	*0.39*	*0.37*
Minnesota	18.48%	7.01%	18.06%	5.61%	*0.38*	*0.31*
Mississippi	24.00%	11.81%	23.92%	8.34%	*0.49*	*0.35*
Missouri	22.81%	8.47%	19.36%	6.38%	*0.37*	*0.33*
Montana	17.48%	14.91%	19.27%	17.22%	0.85	0.89
Nebraska	19.50%	13.10%	21.48%	14.93%	*0.67*	*0.69*
Nevada	26.08%	12.96%	17.91%	10.49%	*0.50*	*0.59*
New Hampshire	24.42%	11.87%	22.95%	10.17%	*0.49*	*0.44*
New Jersey	24.33%	9.96%	15.73%	7.52%	*0.41*	*0.48*
New Mexico	21.52%	10.70%	19.78%	8.46%	*0.50*	*0.43*
New York	20.16%	9.09%	13.06%	7.41%	*0.45*	*0.57*
North Carolina	22.93%	9.37%	19.93%	6.77%	*0.41*	*0.34*
North Dakota	16.72%		10.66%			
Ohio	22.55%	7.97%	15.40%	4.82%	*0.35*	*0.31*
Oklahoma	21.85%	8.98%	17.79%	7.71%	*0.41*	*0.43*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	22.52%	10.98%	20.27%	8.19%	*0.49*	*0.40*
Pennsylvania	21.29%	8.63%	16.07%	6.10%	*0.41*	*0.38*
Rhode Island	20.52%	10.06%	8.05%	6.16%	*0.49*	0.77
South Carolina	20.59%	8.58%	19.30%	6.27%	*0.42*	*0.32*
South Dakota	13.42%	11.46%	20.94%	13.94%	0.85	0.67
Tennessee	22.44%	8.97%	19.30%	6.51%	*0.40*	*0.34*
Texas	23.43%	8.37%	18.03%	6.34%	*0.36*	*0.35*
Utah	18.59%	8.43%	18.87%	6.24%	*0.45*	*0.33*
Vermont	19.96%	10.24%	15.65%	10.64%	*0.51*	0.68
Virginia	24.71%	9.91%	20.08%	6.69%	*0.40*	*0.33*
Washington	21.59%	9.55%	17.37%	8.52%	*0.44*	*0.49*
West Virginia	20.83%	11.49%	13.13%	11.53%	*0.55*	0.88
Wisconsin	17.99%	9.02%	16.23%	8.55%	*0.50*	*0.53*
Wyoming	21.31%	12.43%	17.32%	8.67%	*0.58*	*0.50*

Table 13A. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, African Americans, Professional, Scientific and Technical Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	5.89%	2.48%	2.53%	2.30%	*0.42*	0.91
Alaska	1.36%	0.59%			*0.44*	
Arizona	1.27%	0.34%	0.54%	0.24%	*0.27*	*0.44*
Arkansas	2.65%	0.48%	0.89%	0.24%	*0.18*	*0.27*
California	2.81%	0.57%	1.26%	0.43%	*0.20*	*0.34*
Colorado	1.05%	0.43%	0.55%	0.37%	*0.41*	0.68
Connecticut	2.13%	0.35%	0.62%	0.28%	*0.16*	*0.45*
Delaware	4.79%	0.45%	1.84%		*0.09*	
District of Columbia	14.72%		6.81%			
Florida	3.66%	1.02%	1.37%	0.82%	*0.28*	*0.60*
Georgia	9.63%	2.03%	3.44%	1.54%	*0.21*	*0.45*
Hawaii	0.58%	0.08%	0.21%	0.04%	*0.14*	*0.20*
Idaho	0.38%	0.24%			0.63	
Illinois	4.20%	0.93%	1.69%	0.77%	*0.22*	*0.45*
Indiana	2.65%	0.57%	1.57%	0.45%	*0.21*	*0.29*
Iowa	0.70%	0.35%	0.34%	0.31%	*0.50*	0.91
Kansas	1.39%	0.32%	0.70%	0.22%	*0.23*	*0.32*
Kentucky	1.76%	0.35%	0.49%	0.25%	*0.20*	0.51
Louisiana	6.43%	1.82%	2.72%	1.54%	*0.28*	*0.57*
Maine	0.43%	0.03%	0.00%	0.00%	*0.06*	*0.00*
Maryland	12.48%	3.91%	4.71%	3.38%	*0.31*	*0.72*
Massachusetts	1.60%	0.32%	0.87%	0.26%	*0.20*	*0.29*
Michigan	4.03%	1.10%	1.91%	0.88%	*0.27*	*0.46*
Minnesota	1.07%	0.29%	0.46%	0.24%	*0.27*	0.51
Mississippi	8.11%	3.70%	3.98%	3.09%	*0.46*	0.78
Missouri	2.81%	0.54%	1.55%	0.43%	*0.19*	*0.28*
Montana	0.26%	0.08%			*0.32*	
Nebraska						
Nevada	1.98%	0.66%	0.80%	0.50%	*0.33*	0.62
New Hampshire						
New Jersey	3.98%	0.83%	1.77%	0.64%	*0.21*	*0.36*
New Mexico	0.70%	0.47%	0.49%	0.49%	0.68	1.00
New York	4.62%	0.60%	1.55%	0.40%	*0.13*	*0.26*
North Carolina	5.69%	0.99%	2.56%	0.79%	*0.17*	*0.31*
North Dakota	0.14%		0.08%			
Ohio	3.08%	1.01%	1.41%	0.90%	*0.33*	*0.64*
Oklahoma	1.69%	0.56%	0.87%	0.52%	*0.33*	*0.59*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.46%	0.19%	0.51%	0.16%	*0.42*	*0.32*
Pennsylvania	2.29%	0.55%	1.04%	0.44%	*0.24*	*0.42*
Rhode Island	1.27%	0.42%	0.41%	0.36%	*0.33*	0.89
South Carolina	5.99%	0.97%	2.54%	0.72%	*0.16*	*0.28*
South Dakota	0.15%		0.00%	0.00%		*0.00*
Tennessee	4.13%	0.86%	1.81%	0.72%	*0.21*	*0.40*
Texas	3.64%	0.76%	1.32%	0.62%	*0.21*	*0.47*
Utah	0.45%	0.13%	0.18%	0.12%	*0.30*	*0.67*
Vermont	0.25%	0.16%	0.15%	0.18%	0.63	*1.18*
Virginia	4.78%	2.43%	2.91%	2.33%	*0.51*	*0.80*
Washington	1.24%	0.51%	1.00%	0.46%	*0.41*	*0.46*
West Virginia	1.50%	0.91%			0.61	
Wisconsin	0.99%	0.35%	0.57%	0.29%	*0.35*	0.51
Wyoming	0.55%					

Table 13B. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Hispanics and Latinos, Professional, Scientific and Technical Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.78%	3.15%	1.02%	3.37%	*4.04*	*3.32*
Alaska	1.29%	0.32%	0.48%	0.20%	*0.25*	*0.41*
Arizona	5.51%	1.65%	3.03%	1.38%	*0.30*	*0.45*
Arkansas	0.75%	0.15%			*0.20*	
California	7.40%	2.24%	4.37%	1.86%	*0.30*	*0.42*
Colorado	3.10%	1.17%	2.36%	1.07%	*0.38*	*0.45*
Connecticut	1.72%	0.70%	1.44%	0.65%	*0.41*	*0.45*
Delaware	1.37%	0.21%			*0.15*	
District of Columbia	3.51%	1.39%	2.91%	1.36%	*0.40*	*0.47*
Florida	13.02%	5.13%	9.48%	4.41%	*0.39*	*0.47*
Georgia	1.94%	0.70%	0.96%	0.61%	*0.36*	*0.64*
Hawaii	1.97%	0.83%	2.01%	0.70%	*0.42*	*0.35*
Idaho	1.77%	1.02%	1.74%	1.04%	*0.58*	0.60
Illinois	2.38%	0.64%	1.42%	0.54%	*0.27*	*0.38*
Indiana	0.91%	0.31%	0.53%	0.24%	*0.34*	*0.46*
Iowa	0.70%	0.08%	0.05%		*0.12*	
Kansas	1.54%	0.44%	0.88%	0.35%	*0.29*	*0.40*
Kentucky	0.94%	0.49%			0.52	
Louisiana	1.83%	0.93%			*0.51*	
Maine	0.33%	0.07%	0.09%	0.03%	*0.22*	*0.28*
Maryland	2.60%	0.99%	1.83%	0.88%	*0.38*	*0.48*
Massachusetts	1.72%	0.51%	0.70%	0.44%	*0.30*	*0.62*
Michigan	1.16%	0.41%	0.52%	0.35%	*0.35*	0.66
Minnesota	0.96%	0.16%			*0.17*	
Mississippi	0.76%	0.24%	0.51%	0.15%	*0.31*	*0.30*
Missouri	0.89%	0.36%	1.04%	0.33%	*0.41*	*0.32*
Montana	0.85%	0.45%			*0.53*	
Nebraska	0.93%	0.23%	0.26%	0.19%	*0.25*	0.72
Nevada						
New Hampshire						
New Jersey	3.81%	1.02%	2.19%	0.81%	*0.27*	*0.37*
New Mexico	13.51%	7.70%	10.46%	7.19%	*0.57*	*0.69*
New York	4.53%	0.91%	1.74%	0.59%	*0.20*	*0.34*
North Carolina	1.33%	0.57%	0.78%	0.51%	*0.43*	*0.65*
North Dakota	0.58%					
Ohio	0.70%	0.34%	0.46%	0.33%	*0.48*	*0.70*
Oklahoma	1.40%	1.08%			0.77	

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	1.66%	0.62%	0.68%	0.54%	*0.37*	0.80
Pennsylvania	1.14%	0.71%	0.92%	0.68%	*0.62*	0.74
Rhode Island	2.52%	0.60%	0.91%	0.48%	*0.24*	0.52
South Carolina	1.08%	0.73%	0.48%	0.76%	0.68	1.58
South Dakota	0.53%		0.13%			
Tennessee	0.68%	0.43%	0.69%	0.41%	*0.64*	*0.59*
Texas	8.98%	3.45%	6.10%	2.95%	*0.38*	*0.48*
Utah	2.35%	0.78%	1.78%	0.61%	*0.33*	*0.34*
Vermont						
Virginia	2.34%	1.62%	1.92%	1.59%	*0.69*	0.83
Washington	1.82%	0.76%	1.19%	0.70%	*0.42*	*0.58*
West Virginia	0.79%	1.66%	1.55%	1.69%	2.10	1.09
Wisconsin	1.04%	0.67%	0.83%	0.58%	*0.64*	0.70
Wyoming						

Table 13C. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Asians, Professional, Scientific and Technical Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	1.08%	2.73%	0.65%	2.83%	*2.52*	*4.39*
Alaska	1.00%	1.28%	0.84%	1.28%	1.27	*1.52*
Arizona	2.14%	1.13%	1.75%	1.03%	*0.53*	*0.59*
Arkansas	0.75%	0.45%	0.69%	0.44%	0.60	0.64
California	11.48%	4.84%	10.10%	4.33%	*0.42*	*0.43*
Colorado	1.72%	1.56%	1.67%	1.57%	0.91	0.94
Connecticut	2.22%	1.35%	1.67%	1.18%	*0.61*	0.71
Delaware	4.19%	2.40%	5.64%		0.57	
District of Columbia	2.34%		2.18%			
Florida	2.05%	1.23%	1.52%	1.22%	*0.60*	0.80
Georgia	2.93%	2.24%	3.03%	2.21%	*0.77*	*0.73*
Hawaii	42.01%	32.94%	46.20%	33.58%	*0.78*	*0.73*
Idaho	1.38%	1.23%	1.55%	1.25%	0.89	0.80
Illinois	4.77%	2.10%	4.10%	1.99%	*0.44*	*0.49*
Indiana	1.24%	0.80%	0.75%	0.73%	*0.64*	0.97
Iowa	1.00%	0.78%	1.06%	0.77%	0.77	0.73
Kansas	1.94%	0.45%	1.51%	0.35%	*0.23*	*0.23*
Kentucky	0.83%	0.74%	0.71%	0.76%	0.89	1.06
Louisiana	1.11%	0.53%			*0.48*	
Maine	0.48%	0.20%			*0.43*	
Maryland	5.34%	4.75%	6.09%	4.82%	0.89	*0.79*
Massachusetts	3.01%	2.14%	2.73%	2.13%	*0.71*	*0.78*
Michigan	2.53%	2.97%	2.65%	2.97%	*1.18*	1.12
Minnesota	2.12%	1.09%	1.83%		*0.51*	
Mississippi	0.65%	0.35%	0.42%	0.25%	*0.54*	*0.60*
Missouri	1.28%	0.59%	1.25%	0.55%	*0.46*	*0.43*
Montana	0.79%	1.05%			1.33	
Nebraska						
Nevada	3.81%	1.98%	3.46%	1.58%	*0.52*	*0.46*
New Hampshire	1.46%	1.24%	2.67%	1.20%	0.85	*0.45*
New Jersey	9.18%	5.51%	11.18%	5.37%	*0.60*	*0.48*
New Mexico	1.48%	1.79%	1.74%	1.91%	1.21	1.10
New York	6.70%	1.93%	5.08%	1.70%	*0.29*	*0.33*
North Carolina	1.93%	1.27%	1.43%	1.24%	*0.66*	0.86
North Dakota						
Ohio	1.91%	2.23%	2.12%	2.26%	*1.16*	1.06
Oklahoma	1.07%	0.79%	1.09%	0.80%	0.73	0.74

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	2.35%	1.66%	1.63%	1.52%	*0.70*	0.93
Pennsylvania	2.23%	1.71%	1.99%	1.67%	*0.77*	0.84
Rhode Island	1.35%	1.19%	1.18%	1.27%	0.89	1.07
South Carolina	0.93%	0.29%	0.42%	0.21%	*0.31*	*0.51*
South Dakota	0.36%					
Tennessee	1.24%	1.31%	0.84%	1.34%	1.06	1.60
Texas	3.53%	2.10%	3.13%	1.96%	*0.60*	*0.63*
Utah	1.34%	0.95%	0.65%	0.81%	*0.70*	1.24
Vermont	0.50%	0.40%			0.80	
Virginia	5.49%	4.98%	6.43%	5.02%	*0.91*	*0.78*
Washington	4.10%	2.32%	3.63%	2.15%	*0.56*	*0.59*
West Virginia	0.90%	2.08%	0.72%	2.14%	2.31	*2.98*
Wisconsin	1.29%	1.83%	1.11%	1.90%	1.41	1.72
Wyoming	1.43%					

Table 13D. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, American Indians and Alaska Natives, Professional, Scientific and Technical Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.84%	0.55%			0.66	
Alaska	5.23%	9.05%	2.10%	9.83%	1.73	*4.67*
Arizona	1.25%	0.26%	0.44%	0.14%	*0.20*	*0.32*
Arkansas	0.66%	0.37%	0.63%	0.32%	*0.56*	0.51
California	0.86%	0.16%	0.54%	0.10%	*0.18*	*0.18*
Colorado	0.58%	0.17%	0.47%	0.13%	*0.30*	*0.27*
Connecticut	0.31%	0.12%			*0.37*	
Delaware	0.23%		0.09%			
District of Columbia	0.55%		0.30%			
Florida	0.50%	0.18%	0.28%	0.16%	*0.36*	*0.58*
Georgia	0.61%	0.14%	0.36%	0.11%	*0.23*	*0.30*
Hawaii	0.54%		0.10%			
Idaho	0.47%	0.11%	0.37%	0.07%	*0.23*	*0.18*
Illinois	0.26%	0.04%	0.15%	0.03%	*0.15*	*0.20*
Indiana	0.58%	0.12%	0.42%	0.09%	*0.20*	*0.20*
Iowa	0.22%	0.09%	0.00%	0.00%	0.42	*0.00*
Kansas	0.48%	0.34%			0.71	
Kentucky	0.40%	0.09%			*0.23*	
Louisiana	0.53%	0.28%	0.23%	0.27%	*0.53*	1.19
Maine	0.39%	0.13%			*0.34*	
Maryland	0.58%	0.46%	0.47%	0.45%	0.78	0.95
Massachusetts	0.26%	0.03%			*0.13*	
Michigan	0.48%	0.10%	0.53%	0.08%	*0.21*	*0.15*
Minnesota						
Mississippi	0.88%	0.08%			*0.09*	
Missouri	0.63%	0.33%			*0.52*	
Montana	2.25%	0.81%	0.87%	0.43%	*0.36*	0.49
Nebraska	0.39%	0.15%	0.10%	0.12%	*0.37*	*1.18*
Nevada	0.98%	0.49%	0.57%	0.36%	*0.50*	0.64
New Hampshire						
New Jersey	0.50%	0.14%	0.43%		*0.28*	
New Mexico	2.75%	1.16%	1.55%	1.03%	*0.42*	0.66
New York	0.44%	0.05%	0.26%	0.03%	*0.12*	*0.11*
North Carolina	0.56%	0.30%	0.37%	0.29%	*0.53*	0.78
North Dakota						
Ohio	0.39%	0.11%	0.35%	0.10%	*0.28*	*0.28*
Oklahoma	5.31%	2.64%	4.02%	2.39%	*0.50*	*0.60*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.93%	0.17%	0.29%	0.05%	*0.18*	*0.17*
Pennsylvania	0.29%	0.06%	0.15%	0.05%	*0.21*	*0.32*
Rhode Island	0.19%		0.07%			
South Carolina	0.69%	0.18%			*0.26*	
South Dakota	2.67%	0.75%			*0.28*	
Tennessee	0.82%	0.32%	1.05%	0.30%	*0.38*	*0.28*
Texas	0.93%	0.26%	0.51%	0.22%	*0.28*	*0.44*
Utah						
Vermont	0.10%	0.17%	0.15%	0.20%	1.66	*1.37*
Virginia	0.50%	0.21%	0.54%	0.20%	*0.42*	*0.36*
Washington	0.91%	0.27%	0.51%	0.23%	*0.30*	*0.45*
West Virginia						
Wisconsin	0.41%	0.18%			*0.43*	
Wyoming						

Table 13E. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Native Hawaiians and Pacific Islanders, Professional, Scientific and Technical Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama						
Alaska	0.09%		0.06%			
Arizona	0.06%	0.02%			*0.25*	
Arkansas	0.02%		0.02%			
California	0.21%	0.03%			*0.15*	
Colorado	0.12%	0.02%	0.07%	0.02%	*0.16*	*0.24*
Connecticut	0.02%					
Delaware	0.01%		0.00%	0.00%		*0.00*
District of Columbia						
Florida	0.05%	0.00%			*0.04*	
Georgia						
Hawaii	6.33%	2.49%	3.37%	1.92%	*0.39*	*0.57*
Idaho	0.02%		0.00%	0.00%		*0.00*
Illinois						
Indiana	0.05%					
Iowa	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Kansas	0.02%		0.00%	0.00%		*0.00*
Kentucky						
Louisiana	0.01%		0.01%			
Maine	0.01%		0.00%	0.00%		*0.00*
Maryland	0.01%		0.01%			
Massachusetts						
Michigan						
Minnesota	0.01%		0.00%	0.00%		*0.00*
Mississippi	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Missouri	0.00%		0.00%	0.00%		*0.00*
Montana						
Nebraska	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Nevada	0.08%		0.03%			
New Hampshire	0.02%		0.00%	0.00%		*0.00*
New Jersey						
New Mexico	0.03%	0.01%	0.00%	0.00%	*0.19*	*0.00*
New York						
North Carolina						
North Dakota	0.04%		0.00%	0.00%		*0.00*
Ohio						
Oklahoma						

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon						
Pennsylvania						
Rhode Island	0.01%		0.00%	0.00%		*0.00*
South Carolina	0.00%		0.00%	0.00%		*0.00*
South Dakota						
Tennessee	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Texas						
Utah						
Vermont	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Virginia	0.12%	0.15%			1.22	
Washington	0.10%	0.02%	0.05%		*0.18*	
West Virginia	0.03%	0.00%	0.00%	0.00%	*0.09*	*0.00*
Wisconsin						
Wyoming	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*

Table 13F. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Women, Professional, Scientific and Technical Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	26.77%	7.92%	15.74%	6.72%	*0.30*	*0.43*
Alaska	32.70%	12.77%	20.75%	11.09%	*0.39*	*0.53*
Arizona	29.31%	9.11%	19.52%	7.27%	*0.31*	*0.37*
Arkansas	25.40%	11.11%	19.83%	9.67%	*0.44*	*0.49*
California	29.77%	7.92%	18.09%	5.95%	*0.27*	*0.33*
Colorado	30.11%	7.61%	21.23%	6.26%	*0.25*	*0.29*
Connecticut	27.07%	7.47%	15.95%	5.79%	*0.28*	*0.36*
Delaware	27.39%	6.55%	21.98%	5.26%	*0.24*	*0.24*
District of Columbia	35.27%	4.33%	18.01%	3.67%	*0.12*	*0.20*
Florida	27.51%	10.06%	20.08%	8.30%	*0.37*	*0.41*
Georgia	29.15%	8.59%	18.60%	6.81%	*0.29*	*0.37*
Hawaii	28.57%	8.58%	15.70%	7.04%	*0.30*	*0.45*
Idaho	24.82%	8.68%	13.83%	7.62%	*0.35*	*0.55*
Illinois	29.16%	6.88%	18.20%	5.46%	*0.24*	*0.30*
Indiana	26.77%	9.23%	16.62%	7.70%	*0.34*	*0.46*
Iowa	26.15%	7.69%	16.84%	6.41%	*0.29*	*0.38*
Kansas	27.68%	7.55%	19.51%	6.48%	*0.27*	*0.33*
Kentucky	25.76%	8.45%	15.49%	6.93%	*0.33*	*0.45*
Louisiana	26.13%	7.40%	13.78%	5.77%	*0.28*	*0.42*
Maine	27.74%	6.68%	15.80%	4.52%	*0.24*	*0.29*
Maryland	31.51%	10.07%	21.88%	8.73%	*0.32*	*0.40*
Massachusetts	30.39%	6.31%	16.17%	4.58%	*0.21*	*0.28*
Michigan	27.66%	7.07%	17.15%	5.78%	*0.26*	*0.34*
Minnesota	29.01%	8.74%	19.44%	7.23%	*0.30*	*0.37*
Mississippi	26.77%	9.36%	16.46%	7.76%	*0.35*	*0.47*
Missouri	27.10%	6.01%	18.45%	4.87%	*0.22*	*0.26*
Montana	31.78%	10.82%	22.95%	8.67%	*0.34*	*0.38*
Nebraska	26.82%	7.63%	17.53%	6.37%	*0.28*	*0.36*
Nevada	24.79%	8.94%	15.61%	7.14%	*0.36*	*0.46*
New Hampshire	25.64%	9.46%	18.25%	7.27%	*0.37*	*0.40*
New Jersey	26.56%	7.93%	16.33%	6.57%	*0.30*	*0.40*
New Mexico	31.93%	9.88%	23.19%	7.42%	*0.31*	*0.32*
New York	29.33%	7.31%	16.97%	5.53%	*0.25*	*0.33*
North Carolina	29.35%	9.24%	18.49%	7.49%	*0.31*	*0.41*
North Dakota	23.40%	5.41%	18.95%	4.36%	*0.23*	*0.23*
Ohio	26.04%	7.19%	15.50%	5.65%	*0.28*	*0.36*
Oklahoma	25.55%	7.84%	17.83%	6.71%	*0.31*	*0.38*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	32.16%	10.84%	20.18%	9.19%	*0.34*	*0.46*
Pennsylvania	26.17%	6.56%	15.84%	5.32%	*0.25*	*0.34*
Rhode Island	29.04%	8.56%	15.90%	5.77%	*0.29*	*0.36*
South Carolina	26.89%	7.90%	17.02%	6.81%	*0.29*	*0.40*
South Dakota	22.90%	7.51%	16.52%	6.37%	*0.33*	*0.39*
Tennessee	27.97%	8.81%	17.58%	6.96%	*0.32*	*0.40*
Texas	26.67%	8.47%	17.69%	7.05%	*0.32*	*0.40*
Utah	20.27%	6.01%	12.54%	4.97%	*0.30*	*0.40*
Vermont	31.34%	13.15%	13.83%	10.35%	*0.42*	0.75
Virginia	30.00%	6.96%	22.12%	6.01%	*0.23*	*0.27*
Washington	31.14%	7.49%	18.74%	5.82%	*0.24*	*0.31*
West Virginia	26.81%	10.12%	16.97%	9.03%	*0.38*	*0.53*
Wisconsin	26.06%	8.38%	15.83%	7.02%	*0.32*	*0.44*
Wyoming	25.34%	7.94%	17.68%	6.48%	*0.31*	*0.37*

Table 14A. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, African Americans, Management of Companies and Enterprises, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.69%		0.69%			
Alaska	0.00%		0.00%			
Arizona	0.17%		0.17%			
Arkansas	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
California	0.68%		0.68%			
Colorado	0.15%		0.15%			
Connecticut	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Delaware						
District of Columbia	3.61%	0.61%	3.61%	0.61%	*0.17*	*0.17*
Florida	0.25%	0.00%	0.25%	0.00%	*0.00*	*0.00*
Georgia	0.82%		0.82%			
Hawaii	0.53%		0.53%			
Idaho	0.00%		0.00%			
Illinois	0.33%	0.00%	0.33%	0.00%	*0.00*	*0.00*
Indiana	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Iowa	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Kansas	0.65%	0.00%	0.65%	0.00%	*0.00*	*0.00*
Kentucky	0.42%		0.42%			
Louisiana	1.33%		1.33%			
Maine	0.00%		0.00%			
Maryland	1.97%		1.97%			
Massachusetts	0.37%		0.37%			
Michigan						
Minnesota						
Mississippi	0.79%		0.79%			
Missouri	0.63%		0.63%			
Montana	0.00%		0.00%			
Nebraska	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Nevada						
New Hampshire	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New Jersey	0.20%		0.20%			
New Mexico	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New York	0.21%		0.21%			
North Carolina	0.77%		0.77%			
North Dakota	0.00%		0.00%			
Ohio	0.87%		0.87%			
Oklahoma	0.47%		0.47%			

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.21%		0.21%			
Pennsylvania	0.36%		0.36%			
Rhode Island	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Carolina	0.49%		0.49%			
South Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Tennessee	0.57%	0.00%	0.57%	0.00%	*0.00*	*0.00*
Texas						
Utah	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Vermont	0.00%		0.00%			
Virginia	0.70%		0.70%			
Washington	0.69%	0.00%	0.69%	0.00%	*0.00*	*0.00*
West Virginia	0.00%		0.00%			
Wisconsin	0.45%	0.00%	0.45%	0.00%	*0.00*	*0.00*
Wyoming	0.00%		0.00%			

Table 14B. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Hispanics and Latinos, Management of Companies and Enterprises, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.23%		0.23%			
Alaska	1.04%		1.04%			
Arizona	1.39%		1.39%			
Arkansas	0.34%		0.34%			
California						
Colorado						
Connecticut	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Delaware	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
District of Columbia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Florida	2.22%		2.22%			
Georgia	0.37%		0.37%			
Hawaii	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Idaho	0.65%		0.65%			
Illinois	0.39%		0.39%			
Indiana	0.15%		0.15%			
Iowa	0.51%		0.51%			
Kansas	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Kentucky	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Louisiana	0.67%		0.67%			
Maine	0.00%		0.00%			
Maryland	0.49%		0.49%			
Massachusetts	0.25%		0.25%			
Michigan	0.09%		0.09%			
Minnesota						
Mississippi						
Missouri	0.13%		0.13%			
Montana	0.00%		0.00%			
Nebraska	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Nevada						
New Hampshire	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New Jersey						
New Mexico	5.81%		5.81%			
New York	0.31%	0.01%	0.31%	0.01%	*0.03*	*0.03*
North Carolina	0.22%		0.22%			
North Dakota	0.00%		0.00%			
Ohio	0.07%		0.07%			
Oklahoma	0.47%		0.47%			

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Pennsylvania						
Rhode Island	0.92%		0.92%			
South Carolina	0.24%		0.24%			
South Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Tennessee	0.29%		0.29%			
Texas						
Utah	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Vermont	0.00%		0.00%			
Virginia	1.06%		1.06%			
Washington	0.14%		0.14%			
West Virginia	0.00%		0.00%			
Wisconsin	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wyoming	3.08%		3.08%			

Table 14C. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Asians, Management of Companies and Enterprises, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.92%		0.92%			
Alaska	3.13%		3.13%			
Arizona						
Arkansas	0.34%		0.34%			
California	4.56%		4.56%			
Colorado	2.23%	0.02%	2.23%	0.02%	*0.01*	*0.01*
Connecticut	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Delaware						
District of Columbia	0.52%		0.52%			
Florida	1.60%	0.29%	1.60%	0.29%	*0.18*	*0.18*
Georgia	0.55%		0.55%			
Hawaii	14.74%	9.30%	14.74%	9.30%	*0.63*	*0.63*
Idaho	0.00%		0.00%			
Illinois	1.04%		1.04%			
Indiana	0.15%		0.15%			
Iowa	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Kansas	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Kentucky	0.21%		0.21%			
Louisiana	1.55%	0.00%	1.55%	0.00%	*0.00*	*0.00*
Maine	1.34%		1.34%			
Maryland	0.49%	0.00%	0.49%	0.00%	*0.00*	*0.00*
Massachusetts						
Michigan	0.46%		0.46%			
Minnesota	0.52%	0.00%	0.52%	0.00%	*0.00*	*0.00*
Mississippi	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Missouri						
Montana	0.00%		0.00%			
Nebraska	0.74%		0.74%			
Nevada	2.47%		2.47%			
New Hampshire	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New Jersey	1.61%		1.61%			
New Mexico	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New York						
North Carolina	0.44%		0.44%			
North Dakota	1.14%		1.14%			
Ohio						
Oklahoma	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	1.69%		1.69%			
Pennsylvania	0.51%	0.00%	0.51%	0.00%	*0.00*	*0.00*
Rhode Island	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Carolina	0.73%		0.73%			
South Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Tennessee						
Texas	2.42%		2.42%			
Utah	1.00%		1.00%			
Vermont	1.14%		1.14%			
Virginia	0.23%		0.23%			
Washington						
West Virginia	0.00%		0.00%			
Wisconsin	1.04%	0.11%	1.04%	0.11%	*0.11*	*0.11*
Wyoming	0.00%		0.00%			

Table 14D. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, American Indians and Alaska Natives, Management of Companies and Enterprises, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.23%		0.23%			
Alaska	17.71%		17.71%			
Arizona	0.35%		0.35%			
Arkansas	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
California	0.09%		0.09%			
Colorado	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Connecticut	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Delaware	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
District of Columbia	0.52%		0.52%			
Florida	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Georgia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Hawaii	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Idaho	0.00%		0.00%			
Illinois	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Indiana	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Iowa	0.25%		0.25%			
Kansas	0.22%		0.22%			
Kentucky	0.21%		0.21%			
Louisiana	0.22%		0.22%			
Maine	0.00%		0.00%			
Maryland	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Massachusetts	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Michigan	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Minnesota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Mississippi	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Missouri	0.13%		0.13%			
Montana	0.99%		0.99%			
Nebraska	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Nevada						
New Hampshire	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New Jersey	0.20%		0.20%			
New Mexico	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New York	0.05%		0.05%			
North Carolina	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
North Dakota	0.00%		0.00%			
Ohio	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Oklahoma	1.88%		1.88%			

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Pennsylvania	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Rhode Island	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Carolina	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Tennessee	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Texas	0.16%		0.16%			
Utah	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Vermont	0.00%		0.00%			
Virginia	0.12%		0.12%			
Washington	0.55%		0.55%			
West Virginia	0.00%		0.00%			
Wisconsin	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wyoming	0.00%		0.00%			

Table 14E. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Native Hawaiians and Pacific Islanders, Management of Companies and Enterprises, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Alaska	0.00%		0.00%			
Arizona	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Arkansas	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
California	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Colorado	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Connecticut	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Delaware	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
District of Columbia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Florida	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Georgia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Hawaii	1.58%		1.58%			
Idaho	0.00%		0.00%			
Illinois	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Indiana	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Iowa	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Kansas	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Kentucky	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Louisiana	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Maine	0.00%		0.00%			
Maryland	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Massachusetts	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Michigan	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Minnesota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Mississippi	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Missouri	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Montana	0.00%		0.00%			
Nebraska	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Nevada	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New Hampshire	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New Jersey	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New Mexico	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New York	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
North Carolina	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
North Dakota	0.00%		0.00%			
Ohio	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Oklahoma	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Pennsylvania	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Rhode Island	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Carolina	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Tennessee	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Texas	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Utah	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Vermont	0.00%		0.00%			
Virginia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Washington	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
West Virginia	0.00%		0.00%			
Wisconsin	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wyoming	0.00%		0.00%			

Table 14F. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Women, Management of Companies and Enterprises, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	5.31%		5.31%			
Alaska						
Arizona	4.35%	0.35%	4.35%	0.35%	*0.08*	*0.08*
Arkansas	6.53%	4.43%	6.53%	4.43%	*0.68*	*0.68*
California	7.01%	0.82%	7.01%	0.82%	*0.12*	*0.12*
Colorado	2.38%		2.38%			
Connecticut						
Delaware	3.94%		3.94%			
District of Columbia	5.15%		5.15%			
Florida	6.71%	2.12%	6.71%	2.12%	*0.32*	*0.32*
Georgia	3.66%	3.69%	3.66%	3.69%	1.01	1.01
Hawaii	6.84%		6.84%			
Idaho	7.74%		7.74%			
Illinois	7.70%	1.56%	7.70%	1.56%	*0.20*	*0.20*
Indiana						
Iowa	7.63%	0.24%	7.63%	0.24%	*0.03*	*0.03*
Kansas	5.16%		5.16%			
Kentucky	3.77%	3.87%	3.77%	3.87%	1.03	1.03
Louisiana	7.98%	0.97%	7.98%	0.97%	*0.12*	*0.12*
Maine	4.03%		4.03%			
Maryland	5.91%		5.91%			
Massachusetts	3.23%		3.23%			
Michigan	3.14%		3.14%			
Minnesota	4.78%		4.78%			
Mississippi	4.33%	2.31%	4.33%	2.31%	*0.53*	*0.53*
Missouri	4.28%	2.76%	4.28%	2.76%	*0.64*	*0.64*
Montana	5.94%		5.94%			
Nebraska						
Nevada	13.91%	2.19%	13.91%	2.19%	*0.16*	*0.16*
New Hampshire	2.82%		2.82%			
New Jersey	2.61%	0.62%	2.61%	0.62%	*0.24*	*0.24*
New Mexico	5.81%		5.81%			
New York						
North Carolina	7.37%	2.81%	7.37%	2.81%	*0.38*	*0.38*
North Dakota	6.82%		6.82%			
Ohio	6.97%	2.69%	6.97%	2.69%	*0.39*	*0.39*
Oklahoma	8.71%	3.43%	8.71%	3.43%	*0.39*	*0.39*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	7.82%	3.69%	7.82%	3.69%	*0.47*	*0.47*
Pennsylvania	3.71%	0.97%	3.71%	0.97%	*0.26*	*0.26*
Rhode Island	3.67%		3.67%			
South Carolina	6.07%	1.02%	6.07%	1.02%	*0.17*	*0.17*
South Dakota						
Tennessee	3.72%		3.72%			
Texas	10.82%	1.12%	10.82%	1.12%	*0.10*	*0.10*
Utah	4.01%		4.01%			
Vermont	2.27%		2.27%			
Virginia	5.87%	2.10%	5.87%	2.10%	*0.36*	*0.36*
Washington	4.02%	0.86%	4.02%	0.86%	*0.21*	*0.21*
West Virginia						
Wisconsin	8.21%	1.80%	8.21%	1.80%	*0.22*	*0.22*
Wyoming	4.62%		4.62%			

Table 15A. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, African Americans, Administrative and Support and Waste Mgmt. and Remediation Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	17.79%	1.84%	4.38%	1.28%	*0.10*	*0.29*
Alaska	2.37%	0.37%	1.97%	0.27%	*0.16*	*0.14*
Arizona	3.68%	0.96%	1.53%	0.84%	*0.26*	0.55
Arkansas						
California	5.02%	1.04%	3.78%	0.78%	*0.21*	*0.21*
Colorado	2.42%	0.38%	1.65%	0.28%	*0.16*	*0.17*
Connecticut	3.17%	0.79%			*0.25*	
Delaware	12.96%	1.12%	6.94%		*0.09*	
District of Columbia	35.66%		11.40%			
Florida	9.24%	1.39%	2.92%	1.10%	*0.15*	*0.38*
Georgia	21.60%	2.36%	5.74%	1.54%	*0.11*	*0.27*
Hawaii	0.60%	0.49%	0.46%	0.49%	0.81	1.08
Idaho						
Illinois	6.23%	0.88%	2.52%	0.70%	*0.14*	*0.28*
Indiana	4.20%	0.79%			*0.19*	
Iowa	0.90%					
Kansas	4.68%	1.30%	2.60%	1.08%	*0.28*	*0.41*
Kentucky	4.87%	0.95%	2.67%	0.70%	*0.19*	*0.26*
Louisiana	22.16%	2.99%	6.03%	2.25%	*0.14*	*0.37*
Maine	0.46%					
Maryland	19.32%	3.62%	7.61%	2.86%	*0.19*	*0.38*
Massachusetts	2.57%	0.86%	1.45%	0.84%	*0.34*	*0.58*
Michigan	7.80%	2.38%	3.17%	2.25%	*0.30*	*0.71*
Minnesota	2.29%	1.47%	1.51%		*0.64*	
Mississippi	20.92%	1.89%	6.17%	0.87%	*0.09*	*0.14*
Missouri	4.87%	1.25%	3.30%	1.13%	*0.26*	*0.34*
Montana	0.14%					
Nebraska	2.23%	0.33%	0.89%	0.28%	*0.15*	*0.32*
Nevada	3.09%	0.80%	1.75%	0.80%	*0.26*	*0.46*
New Hampshire	0.28%	0.36%	0.38%	0.38%	1.32	0.98
New Jersey	5.37%	1.85%	2.61%	1.71%	*0.34*	*0.66*
New Mexico						
New York	8.02%	1.13%	2.37%	0.83%	*0.14*	*0.35*
North Carolina	14.20%	2.71%	6.92%	2.32%	*0.19*	*0.34*
North Dakota	0.11%					
Ohio	6.47%	1.22%	2.47%	0.93%	*0.19*	*0.38*
Oklahoma	5.10%	0.92%	3.14%	0.69%	*0.18*	*0.22*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	1.29%	0.17%	0.43%		*0.13*	
Pennsylvania	4.24%	0.99%	1.99%	0.79%	*0.23*	*0.40*
Rhode Island	2.23%	0.16%	0.45%	0.07%	*0.07*	*0.17*
South Carolina	15.58%	2.63%	4.84%	1.99%	*0.17*	*0.41*
South Dakota	0.34%					
Tennessee	8.97%	1.86%	4.77%	1.48%	*0.21*	*0.31*
Texas	8.48%	0.98%	3.81%	0.64%	*0.12*	*0.17*
Utah	0.34%	0.08%			*0.25*	
Vermont	0.07%		0.22%			
Virginia	14.43%	3.08%	7.92%	2.75%	*0.21*	*0.35*
Washington	1.98%	0.68%	1.45%	0.63%	*0.34*	*0.43*
West Virginia	1.42%	0.30%	0.30%		*0.21*	
Wisconsin	1.74%	1.03%	1.41%	1.03%	*0.59*	*0.73*
Wyoming	0.27%					

Table 15B. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Hispanics and Latinos, Administrative and Support and Waste Mgmt. and Remediation Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.90%	1.41%			1.57	
Alaska	2.37%	1.89%			0.80	
Arizona	17.21%	2.90%	7.21%	2.10%	*0.17*	*0.29*
Arkansas	1.26%		0.05%			
California	33.99%	6.98%	14.39%	5.33%	*0.21*	*0.37*
Colorado	7.98%	1.70%			*0.21*	
Connecticut	6.29%	0.99%	2.72%	0.81%	*0.16*	*0.30*
Delaware						
District of Columbia	8.51%		2.98%			
Florida	26.31%	3.70%	9.89%	2.74%	*0.14*	*0.28*
Georgia	4.46%	0.86%	1.73%	0.67%	*0.19*	*0.39*
Hawaii	5.44%	1.51%	1.18%		*0.28*	
Idaho						
Illinois	6.27%	3.25%	5.61%	3.14%	*0.52*	*0.56*
Indiana	2.04%	0.24%			*0.12*	
Iowa	0.68%					
Kansas	2.10%	0.83%	2.04%	0.76%	*0.39*	*0.37*
Kentucky	0.55%	0.46%	0.60%	0.45%	0.85	0.75
Louisiana	4.41%	0.75%	2.06%	0.60%	*0.17*	*0.29*
Maine	0.51%		0.35%			
Maryland	6.42%	1.97%	2.60%	1.69%	*0.31*	*0.65*
Massachusetts	5.38%	2.43%	2.18%	2.37%	*0.45*	1.08
Michigan	1.96%	0.97%	1.60%	0.96%	*0.50*	*0.60*
Minnesota	1.06%	0.23%	0.92%	0.18%	*0.22*	*0.20*
Mississippi	0.69%		0.82%			
Missouri	0.94%	0.57%	0.43%	0.55%	0.60	1.28
Montana						
Nebraska	1.12%	0.27%			*0.24*	
Nevada	12.47%	2.40%	7.09%	2.13%	*0.19*	*0.30*
New Hampshire	0.76%	0.46%	0.44%	0.46%	*0.61*	1.06
New Jersey						
New Mexico	36.00%	9.75%	18.50%		*0.27*	
New York	18.90%	1.80%	3.93%	1.13%	*0.10*	*0.29*
North Carolina	1.49%	0.60%	1.61%	0.56%	*0.40*	*0.35*
North Dakota	0.36%					
Ohio	0.73%	0.34%	0.63%	0.32%	*0.46*	*0.50*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oklahoma	4.28%	0.92%	2.04%	0.79%	*0.22*	*0.39*
Oregon	4.03%	1.03%	3.23%	0.87%	*0.26*	*0.27*
Pennsylvania	2.02%	0.37%	0.56%	0.29%	*0.18*	*0.52*
Rhode Island	6.15%	0.53%			*0.09*	
South Carolina	1.13%	0.27%			*0.24*	
South Dakota						
Tennessee	1.07%	1.15%	1.06%	1.18%	1.08	1.11
Texas	30.49%	3.85%	11.69%	2.73%	*0.13*	*0.23*
Utah						
Vermont	0.69%					
Virginia	9.11%	2.42%	4.44%	2.20%	*0.27*	*0.49*
Washington	3.09%	0.62%	2.27%	0.47%	*0.20*	*0.21*
West Virginia	0.15%	0.09%			0.55	
Wisconsin	1.56%	0.88%	1.09%	0.86%	*0.56*	0.79
Wyoming						

Table 15C. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Asians, Administrative and Support and Waste Mgmt. and Remediation Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.55%	1.12%	0.80%	1.07%	*2.04*	1.34
Alaska	5.80%	2.62%	10.56%	2.36%	*0.45*	*0.22*
Arizona	2.03%	0.72%	0.79%	0.68%	*0.35*	0.86
Arkansas	0.29%	0.39%	0.10%		1.36	
California	9.27%	3.27%	6.99%	2.89%	*0.35*	*0.41*
Colorado	2.60%	0.62%	1.89%	0.56%	*0.24*	*0.30*
Connecticut	1.56%	0.81%			*0.52*	
Delaware						
District of Columbia	2.56%	1.93%	4.27%	1.92%	*0.75*	0.45
Florida	1.54%	0.37%	1.14%	0.34%	*0.24*	*0.29*
Georgia	2.91%	1.45%			*0.50*	
Hawaii	40.80%	17.40%	31.24%	15.92%	*0.43*	*0.51*
Idaho	0.94%	0.62%			0.66	
Illinois	2.48%	2.38%	2.49%	2.43%	0.96	0.97
Indiana	1.18%	0.91%			0.77	
Iowa	0.33%	0.79%	0.39%		2.43	
Kansas	1.46%		1.81%			
Kentucky	0.39%	0.08%	0.13%	0.03%	*0.21*	*0.26*
Louisiana	0.67%	0.42%	0.26%	0.39%	*0.63*	1.50
Maine						
Maryland	4.26%	2.87%	2.23%	2.82%	*0.67*	1.26
Massachusetts	1.87%	0.78%	1.73%	0.73%	*0.42*	*0.42*
Michigan	0.88%	1.54%	1.63%	1.59%	*1.75*	0.97
Minnesota	1.80%	0.79%	1.04%	0.70%	*0.44*	0.67
Mississippi	0.54%	0.18%			*0.33*	
Missouri	0.55%		0.69%			
Montana	0.18%		0.08%			
Nebraska						
Nevada	4.19%	1.07%	3.53%	0.95%	*0.26*	*0.27*
New Hampshire						
New Jersey						
New Mexico	1.04%	1.07%	0.98%	1.10%	1.03	1.12
New York	7.02%	1.22%	2.87%	0.97%	*0.17*	*0.34*
North Carolina	1.38%	1.13%			0.82	
North Dakota	0.07%		0.14%			
Ohio	1.01%	0.65%	0.89%	0.65%	0.64	0.73
Oklahoma	0.99%	0.50%	1.35%	0.46%	*0.51*	*0.34*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	2.68%	1.40%	2.28%		*0.52*	
Pennsylvania	1.28%	0.70%	1.02%	0.64%	*0.54*	*0.63*
Rhode Island	0.78%	0.50%	0.38%	0.52%	*0.65*	*1.35*
South Carolina	0.76%	1.11%	0.66%	1.12%	1.46	1.70
South Dakota	0.08%					
Tennessee	0.71%	0.23%			*0.33*	
Texas	3.07%	1.25%	2.24%	1.12%	*0.41*	*0.50*
Utah	1.21%	0.60%	1.76%	0.56%	*0.49*	*0.32*
Vermont						
Virginia	4.11%	3.74%			0.91	
Washington	7.39%	1.72%	4.21%	1.47%	*0.23*	*0.35*
West Virginia	0.29%	0.90%	0.53%	0.95%	3.06	1.78
Wisconsin	0.73%	0.27%	0.27%	0.25%	*0.37*	0.92
Wyoming						

Table 15D. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, American Indians and Alaska Natives, Administrative and Support and Waste Mgmt. and Remediation Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	1.32%	1.01%	0.74%	1.03%	0.76	1.38
Alaska	8.92%	37.75%			4.23	
Arizona	1.61%	0.28%			*0.17*	
Arkansas	1.38%	0.32%	0.34%	0.15%	*0.23*	*0.45*
California	2.12%	0.46%	0.96%	0.40%	*0.22*	*0.42*
Colorado	0.57%	0.78%			1.37	
Connecticut	0.28%					
Delaware						
District of Columbia	0.21%		0.13%			
Florida	0.56%	0.08%	0.47%	0.06%	*0.14*	*0.13*
Georgia	0.39%	0.25%			0.63	
Hawaii	0.32%		0.59%			
Idaho	0.36%	0.78%	0.18%	0.80%	*2.16*	4.52
Illinois						
Indiana						
Iowa						
Kansas	1.55%		0.46%			
Kentucky	0.83%	0.09%	0.09%		*0.11*	
Louisiana	1.02%	0.08%			*0.08*	
Maine						
Maryland	1.26%	0.21%	0.48%		*0.17*	
Massachusetts						
Michigan	0.58%	0.17%			*0.28*	
Minnesota	0.91%	0.46%	1.02%	0.46%	*0.50*	*0.46*
Mississippi						
Missouri	0.85%	0.19%	0.54%	0.16%	*0.23*	*0.30*
Montana	2.68%	0.43%			*0.16*	
Nebraska	0.18%					
Nevada	1.46%	0.13%	0.56%	0.08%	*0.09*	*0.15*
New Hampshire						
New Jersey	0.55%					
New Mexico	3.90%	3.29%	2.56%	3.38%	0.84	1.32
New York	1.16%	0.18%	0.82%		*0.16*	
North Carolina	0.95%	0.21%	0.31%	0.18%	*0.22*	*0.58*
North Dakota	0.76%	0.35%	0.68%		0.46	
Ohio	0.50%	0.28%			0.55	

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oklahoma	5.56%	3.48%	2.85%	3.32%	*0.63*	1.16
Oregon	0.94%	0.35%	1.08%	0.33%	*0.38*	*0.30*
Pennsylvania	0.12%	0.04%			*0.31*	
Rhode Island						
South Carolina	0.34%	0.32%	0.59%	0.31%	0.92	0.53
South Dakota	2.59%	2.72%			1.05	
Tennessee	0.66%	0.24%	0.23%	0.23%	*0.37*	1.00
Texas						
Utah						
Vermont						
Virginia	0.27%	0.10%			*0.38*	
Washington	1.91%	0.53%			*0.28*	
West Virginia	0.02%		0.00%	0.00%		*0.00*
Wisconsin	1.25%	0.19%	0.68%	0.13%	*0.15*	*0.20*
Wyoming	1.52%	0.42%			*0.27*	

Table 15E. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Native Hawaiians and Pacific Islanders, Administrative and Support and Waste Mgmt. and Remediation Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama						
Alaska	0.52%	0.48%			0.92	
Arizona						
Arkansas						
California						
Colorado						
Connecticut						
Delaware	0.03%		0.09%			
District of Columbia	0.03%		0.00%	0.00%		0.00
Florida						
Georgia						
Hawaii	13.12%	4.35%	7.12%	4.05%	*0.33*	*0.57*
Idaho						
Illinois	0.00%		0.00%	0.00%		*0.00*
Indiana						
Iowa	0.01%		0.00%	0.00%		*0.00*
Kansas						
Kentucky	0.01%		0.00%	0.00%		*0.00*
Louisiana	0.00%		0.00%	0.00%		*0.00*
Maine	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Maryland	0.01%		0.05%			
Massachusetts						
Michigan	0.00%		0.01%			
Minnesota						
Mississippi						
Missouri						
Montana	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Nebraska	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Nevada	0.15%	0.04%			*0.29*	
New Hampshire	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New Jersey						
New Mexico	0.03%		0.00%	0.00%		*0.00*
New York						
North Carolina	0.00%		0.01%			
North Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Ohio						

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oklahoma						
Oregon						
Pennsylvania						
Rhode Island	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Carolina						
South Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Tennessee	0.01%					
Texas						
Utah						
Vermont						
Virginia	0.14%					
Washington	0.20%					
West Virginia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wisconsin						
Wyoming	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*

Table 15F. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Women, Administrative and Support and Waste Mgmt. and Remediation Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	35.67%	10.29%	21.23%	9.11%	*0.29*	*0.43*
Alaska	32.33%	7.97%	24.83%	7.06%	*0.25*	*0.28*
Arizona	36.60%	10.81%	20.06%	9.94%	*0.30*	*0.50*
Arkansas	31.27%	15.17%	20.14%	14.85%	*0.49*	0.74
California	37.73%	11.92%	17.51%	10.37%	*0.32*	*0.59*
Colorado	41.25%	8.71%	24.32%	7.67%	*0.21*	*0.32*
Connecticut	32.05%	7.18%	13.42%	6.05%	*0.22*	*0.45*
Delaware	35.80%	9.75%	20.02%	9.29%	*0.27*	*0.46*
District of Columbia	35.77%		23.58%			
Florida	37.76%	9.05%	21.90%	8.13%	*0.24*	*0.37*
Georgia	36.42%	8.25%	18.58%	7.04%	*0.23*	*0.38*
Hawaii	35.36%	12.70%	21.11%	11.25%	*0.36*	*0.53*
Idaho	34.00%	10.42%	17.58%	9.21%	*0.31*	*0.52*
Illinois	39.05%	12.17%	20.33%	11.27%	*0.31*	*0.55*
Indiana	33.94%	9.85%	20.39%	9.04%	*0.29*	*0.44*
Iowa	36.93%	10.30%	19.66%	9.41%	*0.28*	*0.48*
Kansas	35.30%	8.03%	21.45%	7.00%	*0.23*	*0.33*
Kentucky	34.11%	11.40%	18.05%	10.06%	*0.33*	*0.56*
Louisiana	34.25%	10.73%	21.66%	9.93%	*0.31*	*0.46*
Maine	31.75%	5.68%	11.21%	4.54%	*0.18*	*0.41*
Maryland	37.66%	13.51%	21.61%	12.23%	*0.36*	*0.57*
Massachusetts	33.91%	9.14%	17.29%	8.34%	*0.27*	*0.48*
Michigan	36.63%	10.18%	19.97%	9.27%	*0.28*	*0.46*
Minnesota	37.04%	8.31%	21.40%	7.32%	*0.22*	*0.34*
Mississippi	30.29%	11.11%	17.38%	9.54%	*0.37*	*0.55*
Missouri	35.60%	9.37%	20.68%	8.34%	*0.26*	*0.40*
Montana	35.00%	18.77%	23.21%	17.77%	*0.54*	0.77
Nebraska	31.64%	4.67%	12.86%	4.10%	*0.15*	*0.32*
Nevada	31.61%	7.73%	18.92%	6.98%	*0.24*	*0.37*
New Hampshire	36.63%	9.43%	19.02%	8.34%	*0.26*	*0.44*
New Jersey	35.15%	14.38%	16.71%	13.58%	*0.41*	0.81
New Mexico	36.04%	11.19%	23.57%	10.51%	*0.31*	*0.45*
New York	38.04%	10.86%	18.06%	9.70%	*0.29*	*0.54*
North Carolina	31.67%	13.41%	21.27%	12.67%	*0.42*	*0.60*
North Dakota	25.85%					
Ohio	37.17%	9.63%	19.85%	8.57%	*0.26*	*0.43*
Oklahoma	34.59%	10.28%	19.05%	9.37%	*0.30*	*0.49*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	37.67%	11.42%	17.66%	10.27%	*0.30*	*0.58*
Pennsylvania	34.55%	9.63%	16.75%	8.59%	*0.28*	*0.51*
Rhode Island	36.98%	6.92%	13.76%	5.56%	*0.19*	*0.40*
South Carolina	33.42%	8.40%	16.78%	7.10%	*0.25*	*0.42*
South Dakota	31.62%	10.00%	16.31%	9.21%	*0.32*	*0.56*
Tennessee	30.50%	8.07%	14.76%	6.93%	*0.26*	*0.47*
Texas	36.10%	8.08%	21.51%	6.90%	*0.22*	*0.32*
Utah	31.20%	10.43%	13.75%	9.67%	*0.33*	*0.70*
Vermont	35.92%	8.12%	12.95%	5.00%	*0.23*	*0.39*
Virginia	37.18%	11.93%	22.73%	11.19%	*0.32*	*0.49*
Washington	39.97%	9.14%	22.10%	7.96%	*0.23*	*0.36*
West Virginia	37.87%	8.64%	18.22%	7.19%	*0.23*	*0.39*
Wisconsin	31.48%	10.53%	20.45%	10.15%	*0.33*	*0.50*
Wyoming	32.94%	15.39%	17.64%	15.10%	*0.47*	0.86

Table 16A. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, African Americans, Educational Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	10.92%		0.95%			
Alaska						
Arizona						
Arkansas	6.72%	0.23%	0.23%		*0.03*	
California	4.30%	0.43%	1.69%	0.29%	*0.10*	*0.17*
Colorado	1.40%		0.51%	0.08%		*0.16*
Connecticut						
Delaware	12.82%		0.00%			
District of Columbia						
Florida	6.85%	0.74%	4.13%		*0.11*	
Georgia	15.40%	0.75%	4.05%	0.37%	*0.05*	*0.09*
Hawaii						
Idaho						
Illinois	7.79%		1.78%			
Indiana						
Iowa	2.04%					
Kansas	3.26%		0.00%	0.00%		*0.00*
Kentucky	3.01%		0.15%			
Louisiana	19.26%	0.81%	2.19%	0.63%	*0.04*	*0.29*
Maine						
Maryland	16.74%	1.73%	3.29%		*0.10*	
Massachusetts						
Michigan	7.59%	0.78%	3.13%		*0.10*	
Minnesota	1.94%		0.07%			
Mississippi	17.21%	2.36%	0.23%		*0.14*	
Missouri	5.92%		0.00%	0.00%		*0.00*
Montana						
Nebraska						
Nevada						
New Hampshire						
New Jersey	6.45%	0.42%	3.18%		*0.07*	
New Mexico						
New York	8.96%		1.67%	0.27%		*0.16*
North Carolina						
North Dakota	0.00%	0.00%	0.00%		*0.00*	
Ohio	5.81%	0.59%			*0.10*	
Oklahoma	4.15%	1.34%	1.43%		*0.32*	

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon						
Pennsylvania	4.63%					
Rhode Island						
South Carolina	9.87%	0.27%	0.12%		*0.03*	
South Dakota						
Tennessee	8.86%	0.19%			*0.02*	
Texas	6.05%	1.07%	2.54%	0.94%	*0.18*	*0.37*
Utah						
Vermont						
Virginia	7.92%	1.28%	4.23%		*0.16*	
Washington						
West Virginia						
Wisconsin	2.82%		0.42%			
Wyoming	0.00%		0.00%			

Table 16B. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Hispanics and Latinos, Educational Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama						
Alaska	0.60%					
Arizona						
Arkansas						
California	9.30%	1.36%	3.69%	1.12%	*0.15*	*0.30*
Colorado	3.80%		1.41%			
Connecticut	1.70%		0.58%			
Delaware	1.19%		0.45%			
District of Columbia	2.78%	0.05%			*0.02*	
Florida	11.80%	2.22%	6.38%	1.98%	*0.19*	*0.31*
Georgia	1.85%		0.28%			
Hawaii	2.43%					
Idaho						
Illinois	3.34%	0.13%	1.21%	0.09%	*0.04*	*0.08*
Indiana	1.51%					
Iowa	0.82%	0.03%			*0.03*	
Kansas	0.94%		0.17%			
Kentucky						
Louisiana						
Maine						
Maryland	3.13%		2.96%			
Massachusetts	2.24%	0.05%			*0.02*	
Michigan	1.95%	0.27%			*0.14*	
Minnesota	1.10%	0.05%	0.07%		*0.05*	
Mississippi						
Missouri	1.73%	0.02%	0.08%		*0.01*	
Montana	0.56%					
Nebraska						
Nevada	3.19%	0.50%			*0.16*	
New Hampshire						
New Jersey	5.66%		2.94%			
New Mexico	12.80%					
New York	6.77%	0.20%	2.45%	0.12%	*0.03*	*0.05*
North Carolina	1.86%	0.04%	0.29%	0.02%	*0.02*	*0.07*
North Dakota	0.11%		0.78%			
Ohio	0.95%	0.10%	0.34%	0.07%	*0.11*	*0.21*
Oklahoma	1.51%	0.57%			*0.38*	

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.87%		0.30%			
Pennsylvania	1.75%	0.16%	1.85%	0.15%	*0.09*	*0.08*
Rhode Island	1.12%		0.31%			
South Carolina	1.67%	0.15%			*0.09*	
South Dakota	0.00%		0.00%			
Tennessee	1.22%		0.10%			
Texas						
Utah	3.26%		0.70%			
Vermont	0.27%					
Virginia	2.50%	0.87%	0.60%		*0.35*	
Washington	2.00%	0.55%	1.65%		*0.27*	
West Virginia	0.54%					
Wisconsin						
Wyoming						

Table 16C. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Asians, Educational Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.77%		0.82%			
Alaska	1.81%		1.16%			
Arizona	2.31%					
Arkansas	0.04%		0.00%			
California	9.72%	1.59%	9.90%	1.38%	*0.16*	*0.14*
Colorado	2.07%	0.54%	2.31%	0.51%	*0.26*	*0.22*
Connecticut						
Delaware	2.07%		4.98%			
District of Columbia	2.54%		0.26%			
Florida	1.29%	0.44%			*0.34*	
Georgia	2.48%	0.55%	4.49%	0.52%	*0.22*	*0.12*
Hawaii	32.43%	3.84%	21.56%		*0.12*	
Idaho	0.99%					
Illinois	3.78%	0.35%	1.70%		*0.09*	
Indiana	1.36%		0.61%			
Iowa	1.34%		0.69%			
Kansas	0.69%		0.83%			
Kentucky						
Louisiana	1.39%					
Maine	0.38%		0.24%			
Maryland	6.56%	0.89%	4.96%		*0.14*	
Massachusetts	3.12%	0.13%	1.92%		*0.04*	
Michigan	2.32%	0.35%	1.10%		*0.15*	
Minnesota	1.77%		0.00%	0.00%		*0.00*
Mississippi						
Missouri	1.71%	0.12%	1.17%		*0.07*	
Montana	0.07%		0.00%			
Nebraska	1.10%		0.25%			
Nevada	3.53%		0.48%			
New Hampshire	0.58%	0.03%	0.20%		*0.05*	
New Jersey	5.45%	1.12%	4.99%		*0.20*	
New Mexico	1.17%	0.11%			*0.09*	
New York	5.37%	0.39%	4.63%		*0.07*	
North Carolina	1.23%	0.12%			*0.10*	
North Dakota						
Ohio	1.57%	0.17%	1.15%	0.10%	*0.11*	*0.09*
Oklahoma	1.26%		0.32%			

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	2.28%		0.40%			
Pennsylvania	2.10%	0.08%			*0.04*	
Rhode Island						
South Carolina	3.00%	0.23%	0.73%		*0.08*	
South Dakota						
Tennessee	1.32%		0.31%			
Texas	3.32%	0.60%	2.05%		*0.18*	
Utah	1.43%		1.05%			
Vermont	0.86%		0.32%			
Virginia	4.09%		4.07%			
Washington						
West Virginia	1.03%	0.07%	0.00%	0.00%	*0.07*	*0.00*
Wisconsin	1.71%	0.28%			*0.16*	
Wyoming	0.68%					

Table 16D. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, American Indians and Alaska Natives, Educational Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	4.07%		0.00%			
Alaska						
Arizona						
Arkansas						
California						
Colorado						
Connecticut	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Delaware	0.08%		0.00%			
District of Columbia						
Florida						
Georgia						
Hawaii						
Idaho						
Illinois						
Indiana	0.11%		0.00%	0.00%		*0.00*
Iowa						
Kansas						
Kentucky	0.33%					
Louisiana						
Maine	0.00%		0.00%			
Maryland						
Massachusetts						
Michigan						
Minnesota						
Mississippi						
Missouri						
Montana	5.07%		0.40%			
Nebraska	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Nevada	0.77%		0.00%	0.00%		*0.00*
New Hampshire						
New Jersey	0.22%					
New Mexico	4.32%	0.55%			*0.13*	
New York						
North Carolina						
North Dakota						
Ohio						
Oklahoma						

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.45%	0.08%	0.79%		*0.17*	
Pennsylvania						
Rhode Island	0.25%		0.00%	0.00%		*0.00*
South Carolina						
South Dakota	4.57%		0.00%			
Tennessee						
Texas	1.13%	0.13%	0.34%		*0.11*	
Utah						
Vermont						
Virginia	0.02%		0.05%			
Washington	1.84%		0.11%			
West Virginia						
Wisconsin	1.25%		0.00%	0.00%		*0.00*
Wyoming						

Table 16E. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Native Hawaiians and Pacific Islanders, Educational Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.00%		0.00%			
Alaska	0.09%		0.00%			
Arizona	0.01%		0.00%	0.00%		*0.00*
Arkansas	0.00%	0.00%	0.00%		*0.00*	
California						
Colorado						
Connecticut	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Delaware	0.00%		0.00%			
District of Columbia	0.00%	0.00%	0.00%		*0.00*	
Florida	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Georgia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Hawaii	14.95%		1.42%			
Idaho	0.00%		0.00%			
Illinois						
Indiana	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Iowa	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Kansas	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Kentucky	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Louisiana	0.02%		0.00%	0.00%		*0.00*
Maine	0.00%		0.00%			
Maryland	0.00%	0.00%	0.00%		*0.00*	
Massachusetts	0.01%		0.00%	0.00%		*0.00*
Michigan	0.01%		0.00%	0.00%		*0.00*
Minnesota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Mississippi	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Missouri	0.02%		0.00%	0.00%		*0.00*
Montana	0.00%	0.00%	0.00%		*0.00*	
Nebraska	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Nevada	0.10%		0.00%	0.00%		*0.00*
New Hampshire	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New Jersey	0.01%		0.00%	0.00%		*0.00*
New Mexico	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New York						
North Carolina	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
North Dakota	0.00%	0.00%	0.00%		*0.00*	
Ohio	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Oklahoma	0.00%	0.00%	0.00%		*0.00*	

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.23%	0.01%	0.00%	0.00%	*0.06*	*0.00*
Pennsylvania	0.01%		0.00%	0.00%		*0.00*
Rhode Island	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Carolina	0.02%		0.00%	0.00%		*0.00*
South Dakota	0.00%		0.00%			
Tennessee	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Texas						
Utah						
Vermont	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Virginia						
Washington	0.01%		0.00%			
West Virginia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wisconsin	0.02%		0.08%			
Wyoming	0.00%		0.00%			

Table 16F. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Women, Educational Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	43.01%		27.45%			
Alaska	39.83%		21.97%			
Arizona	45.70%	11.58%	26.97%	10.89%	*0.25*	*0.40*
Arkansas	45.56%	5.07%	27.79%		*0.11*	
California	45.51%	6.02%	21.84%	4.61%	*0.13*	*0.21*
Colorado	43.47%	6.24%	25.08%	4.78%	*0.14*	*0.19*
Connecticut	44.75%	1.50%	19.37%	0.67%	*0.03*	*0.03*
Delaware	46.26%					
District of Columbia	39.70%		12.63%			
Florida	47.32%	6.69%	28.44%	5.61%	*0.14*	*0.20*
Georgia	54.97%	5.22%	35.20%	4.06%	*0.09*	*0.12*
Hawaii	31.05%	3.26%	23.22%		*0.10*	
Idaho	45.91%					
Illinois	50.75%	4.09%	24.38%	3.03%	*0.08*	*0.12*
Indiana	47.37%	4.25%	27.05%	3.38%	*0.09*	*0.12*
Iowa	42.46%	3.46%	14.97%	2.89%	*0.08*	*0.19*
Kansas	45.01%	6.11%	22.61%		*0.14*	
Kentucky	41.95%	4.85%	19.33%	4.03%	*0.12*	*0.21*
Louisiana	44.87%	4.87%	25.32%		*0.11*	
Maine	38.78%					
Maryland	51.70%	4.82%	27.51%		*0.09*	
Massachusetts	47.03%	1.93%	18.56%	1.36%	*0.04*	*0.07*
Michigan	45.94%	6.22%	30.24%	4.56%	*0.14*	*0.15*
Minnesota	44.55%	5.21%	22.23%		*0.12*	
Mississippi	45.18%	5.27%	22.55%	4.19%	*0.12*	*0.19*
Missouri	45.71%	2.18%	20.17%	1.58%	*0.05*	*0.08*
Montana	42.85%	8.78%	29.08%		*0.20*	
Nebraska	44.35%	4.87%	34.41%		*0.11*	
Nevada	36.28%	11.98%	20.29%	9.67%	*0.33*	*0.48*
New Hampshire	46.45%	2.52%	24.45%	1.80%	*0.05*	*0.07*
New Jersey	45.12%	5.71%	26.58%		*0.13*	
New Mexico	49.81%	7.39%			*0.15*	
New York	48.36%	3.16%	23.11%		*0.07*	
North Carolina	51.24%	3.80%	28.17%	2.86%	*0.07*	*0.10*
North Dakota	34.25%					
Ohio	50.32%	4.69%	25.21%	3.70%	*0.09*	*0.15*
Oklahoma	44.89%	9.57%	18.23%		*0.21*	

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	44.50%	3.53%	19.86%	2.26%	*0.08*	*0.11*
Pennsylvania	45.70%	2.26%	18.30%	1.65%	*0.05*	*0.09*
Rhode Island	51.32%	1.17%	7.81%	0.56%	*0.02*	*0.07*
South Carolina	40.58%	5.55%	26.76%		*0.14*	
South Dakota	37.51%					
Tennessee	42.32%	2.43%	14.46%	1.58%	*0.06*	*0.11*
Texas	48.44%	8.82%	29.14%	7.12%	*0.18*	*0.24*
Utah	48.04%	8.96%	20.59%	6.40%	*0.19*	*0.31*
Vermont	35.88%		13.69%			
Virginia	46.55%	8.49%	23.47%		*0.18*	
Washington	50.08%	7.43%	23.11%		*0.15*	
West Virginia	49.24%	5.45%	17.13%		*0.11*	
Wisconsin	49.21%	4.48%	22.83%	3.40%	*0.09*	*0.15*
Wyoming	35.10%		17.97%			

Table 17A. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, African Americans, Health Care and Social Assistance, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	18.56%	1.59%	6.17%	1.36%	*0.09*	*0.22*
Alaska	4.90%	0.39%	1.47%	0.28%	*0.08*	*0.19*
Arizona	3.77%	0.54%	1.55%	0.42%	*0.14*	*0.27*
Arkansas	9.36%	0.71%	3.12%	0.54%	*0.08*	*0.17*
California	8.90%	1.20%	3.23%	0.88%	*0.14*	*0.27*
Colorado	3.01%	0.23%	1.11%	0.17%	*0.07*	*0.15*
Connecticut	10.07%	0.38%	1.48%	0.23%	*0.04*	*0.15*
Delaware	17.27%	0.99%	4.61%	0.56%	*0.06*	*0.12*
District of Columbia	39.90%	3.58%	20.00%		*0.09*	
Florida	17.21%	1.12%	3.41%	0.66%	*0.07*	*0.19*
Georgia	26.11%	2.21%	8.79%	1.66%	*0.08*	*0.19*
Hawaii	1.61%	0.08%	0.11%	0.05%	*0.05*	*0.47*
Idaho	0.51%	0.04%			*0.07*	
Illinois	24.15%	1.12%	3.73%	0.70%	*0.05*	*0.19*
Indiana	10.12%	0.76%	2.97%	0.59%	*0.08*	*0.20*
Iowa	2.26%	0.13%	0.40%	0.08%	*0.06*	*0.21*
Kansas	5.09%	0.48%	1.60%	0.32%	*0.09*	*0.20*
Kentucky	7.10%	0.45%	1.23%	0.34%	*0.06*	*0.27*
Louisiana	26.51%	1.77%	7.79%	1.39%	*0.07*	*0.18*
Maine						
Maryland	29.19%	2.45%	7.60%	1.56%	*0.08*	*0.20*
Massachusetts	4.19%	0.24%	1.14%	0.16%	*0.06*	*0.14*
Michigan	17.71%	1.11%	3.41%	0.70%	*0.06*	*0.20*
Minnesota	5.77%	0.28%	0.88%	0.17%	*0.05*	*0.20*
Mississippi	26.40%	2.42%	10.93%	2.08%	*0.09*	*0.19*
Missouri	10.13%	1.05%	4.62%	0.90%	*0.10*	*0.20*
Montana						
Nebraska	4.74%	0.20%	1.39%	0.10%	*0.04*	*0.07*
Nevada	3.67%	0.60%	2.13%	0.56%	*0.16*	*0.27*
New Hampshire						
New Jersey	13.02%	1.27%	3.74%	1.07%	*0.10*	*0.28*
New Mexico	2.40%	0.13%	0.74%	0.09%	*0.06*	*0.12*
New York	16.36%	1.21%	3.44%	0.80%	*0.07*	*0.23*
North Carolina	17.39%	1.85%	8.03%	1.58%	*0.11*	*0.20*
North Dakota	0.29%		0.16%			
Ohio	12.51%	0.72%	2.66%	0.45%	*0.06*	*0.17*
Oklahoma	6.94%	0.84%	2.68%	0.68%	*0.12*	*0.25*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	1.66%	0.09%	0.50%	0.06%	*0.06*	*0.11*
Pennsylvania	7.79%	0.56%	2.28%	0.43%	*0.07*	*0.19*
Rhode Island	3.86%	0.57%			*0.15*	
South Carolina	16.66%	1.42%	6.22%	1.27%	*0.09*	*0.20*
South Dakota						
Tennessee	13.44%	1.66%	5.28%	1.34%	*0.12*	*0.25*
Texas	10.51%	1.35%	4.59%	1.10%	*0.13*	*0.24*
Utah	0.42%	0.10%			*0.25*	
Vermont						
Virginia	15.25%	1.19%	5.64%	0.95%	*0.08*	*0.17*
Washington	2.06%	0.64%	1.75%	0.61%	*0.31*	*0.35*
West Virginia	4.47%	0.14%	1.24%	0.07%	*0.03*	*0.06*
Wisconsin	6.57%	0.39%	2.96%	0.29%	*0.06*	*0.10*
Wyoming						

Table 17B. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Hispanics and Latinos, Health Care and Social Assistance, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.73%	0.30%	0.87%	0.28%	*0.41*	*0.32*
Alaska	5.83%	0.56%			*0.10*	
Arizona	12.92%	0.94%	3.55%	0.63%	*0.07*	*0.18*
Arkansas	1.45%	0.75%	2.37%	0.70%	*0.52*	*0.30*
California	18.70%	1.72%	4.66%	1.25%	*0.09*	*0.27*
Colorado	7.49%	0.78%	1.98%	0.56%	*0.10*	*0.28*
Connecticut	6.92%	0.49%	1.72%	0.42%	*0.07*	*0.24*
Delaware	2.57%	0.53%	1.38%	0.50%	*0.21*	*0.36*
District of Columbia	4.23%	0.50%	2.53%	0.46%	*0.12*	*0.18*
Florida	18.24%	4.54%	14.97%	4.05%	*0.25*	*0.27*
Georgia	2.57%	0.50%	1.47%	0.37%	*0.19*	*0.25*
Hawaii						
Idaho	2.85%	0.21%	0.86%	0.17%	*0.08*	*0.19*
Illinois						
Indiana	1.32%	0.21%	0.95%	0.16%	*0.16*	*0.17*
Iowa	0.98%	0.13%			*0.14*	
Kansas	2.03%	0.59%	2.24%	0.57%	*0.29*	*0.25*
Kentucky	0.71%	0.26%	0.62%	0.22%	*0.36*	*0.36*
Louisiana	2.60%	0.97%	2.21%	0.92%	*0.37*	*0.42*
Maine	1.03%	0.18%			*0.17*	
Maryland	3.50%	1.95%	2.28%	1.88%	*0.56*	0.83
Massachusetts	6.04%	0.31%	1.04%	0.17%	*0.05*	*0.17*
Michigan	2.61%	0.52%	1.29%	0.46%	*0.20*	*0.36*
Minnesota	1.72%	0.15%	0.51%	0.13%	*0.09*	*0.25*
Mississippi	1.73%	0.36%			*0.21*	
Missouri	1.06%	0.17%	0.65%	0.15%	*0.16*	*0.23*
Montana						
Nebraska						
Nevada	5.46%	0.73%	1.90%	0.61%	*0.13*	*0.32*
New Hampshire						
New Jersey	9.27%	0.83%	3.21%	0.67%	*0.09*	*0.21*
New Mexico	32.19%	3.37%	7.73%	2.92%	*0.10*	*0.38*
New York	16.63%	1.34%	3.02%	1.04%	*0.08*	*0.34*
North Carolina	1.74%	0.26%	0.75%	0.22%	*0.15*	*0.30*
North Dakota						
Ohio	1.60%	0.32%	1.22%	0.29%	*0.20*	*0.24*
Oklahoma	1.61%	0.38%	1.26%	0.34%	*0.24*	*0.27*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	3.54%	0.43%	1.29%	0.34%	*0.12*	*0.27*
Pennsylvania	2.32%	0.20%	0.78%	0.16%	*0.09*	*0.20*
Rhode Island	10.23%	0.62%			*0.06*	
South Carolina	0.73%	0.16%			*0.23*	
South Dakota	0.34%	0.04%			*0.13*	
Tennessee	0.77%	0.19%			*0.25*	
Texas	20.09%	3.74%	10.14%	3.45%	*0.19*	*0.34*
Utah	3.30%	0.48%			*0.14*	
Vermont	0.43%	0.08%	0.31%		*0.19*	
Virginia	3.50%	0.40%	1.56%	0.35%	*0.11*	*0.22*
Washington	3.91%	0.44%	1.47%	0.31%	*0.11*	*0.21*
West Virginia	0.85%	0.37%			*0.44*	
Wisconsin	1.38%	0.20%	0.98%	0.17%	*0.14*	*0.17*
Wyoming	3.76%	0.10%			*0.03*	

Table 17C. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Asians, Health Care and Social Assistance, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	2.15%	1.05%	2.90%	0.97%	*0.49*	*0.33*
Alaska	2.76%	0.92%	2.30%	0.82%	*0.33*	*0.36*
Arizona	3.71%	1.72%	5.63%	1.61%	*0.46*	*0.29*
Arkansas	1.72%	0.77%	2.62%	0.73%	*0.45*	*0.28*
California	15.00%	7.34%	20.01%	6.85%	*0.49*	*0.34*
Colorado	2.16%	0.79%	2.84%	0.74%	*0.37*	*0.26*
Connecticut	2.90%	0.97%	3.89%	0.92%	*0.34*	*0.24*
Delaware	4.25%	1.73%	7.55%	1.65%	*0.41*	*0.22*
District of Columbia	3.33%		4.31%			
Florida	4.12%	2.47%	6.53%	2.46%	*0.60*	*0.38*
Georgia	2.50%	1.23%	3.99%	1.20%	*0.49*	*0.30*
Hawaii	47.42%	20.34%	50.60%	17.96%	*0.43*	*0.35*
Idaho	0.96%	0.35%			*0.37*	
Illinois	7.03%	3.31%	10.30%	3.09%	*0.47*	*0.30*
Indiana	3.32%	2.33%	5.82%	2.28%	*0.70*	*0.39*
Iowa	1.10%	0.77%	2.01%	0.76%	*0.70*	*0.38*
Kansas	2.20%	1.57%	3.69%	1.55%	0.72	*0.42*
Kentucky	3.00%	2.02%	4.97%	1.99%	*0.67*	*0.40*
Louisiana	2.60%	1.71%	3.62%	1.59%	*0.66*	*0.44*
Maine	0.72%	0.16%			*0.22*	
Maryland	6.70%	3.54%	10.71%	3.35%	*0.53*	*0.31*
Massachusetts	3.82%	0.87%	3.87%	0.74%	*0.23*	*0.19*
Michigan	4.05%	2.94%	7.19%	2.75%	*0.73*	*0.38*
Minnesota	2.12%	0.38%	1.94%		*0.18*	
Mississippi	1.37%	0.89%	2.27%	0.82%	*0.65*	*0.36*
Missouri	2.25%	0.93%	3.50%	0.86%	*0.42*	*0.25*
Montana	0.37%					
Nebraska	1.17%	0.85%	1.97%	0.85%	0.73	*0.43*
Nevada	10.00%	4.29%	11.81%	3.96%	*0.43*	*0.34*
New Hampshire	1.26%	0.55%			*0.44*	
New Jersey	8.99%	3.18%	9.61%	2.92%	*0.35*	*0.30*
New Mexico	1.55%	1.36%	3.23%	1.34%	0.88	*0.42*
New York	8.49%	2.93%	8.11%	2.38%	*0.34*	*0.29*
North Carolina	2.16%	0.94%			*0.43*	
North Dakota	0.53%	0.31%	0.89%		0.57	
Ohio	3.81%	2.05%	7.06%	1.94%	*0.54*	*0.28*
Oklahoma	2.21%	1.08%	3.21%	1.05%	*0.49*	*0.33*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	3.47%	1.11%	3.59%	0.98%	*0.32*	*0.27*
Pennsylvania	4.03%	1.55%	5.34%	1.48%	*0.38*	*0.28*
Rhode Island	2.13%	0.70%	2.43%	0.64%	*0.33*	*0.26*
South Carolina	1.85%	0.89%	2.31%	0.84%	*0.48*	*0.36*
South Dakota	0.62%	0.28%	0.67%		0.45	
Tennessee	2.19%	0.69%			*0.31*	
Texas	5.53%	2.58%	8.08%	2.51%	*0.47*	*0.31*
Utah	1.21%	0.37%	1.37%	0.33%	*0.31*	*0.24*
Vermont	0.55%					
Virginia	5.75%	1.87%	6.76%	1.76%	*0.33*	*0.26*
Washington	5.56%	1.83%	5.59%	1.65%	*0.33*	*0.30*
West Virginia	4.55%	3.56%	11.14%	3.56%	0.78	*0.32*
Wisconsin	2.19%	0.89%	2.70%	0.84%	*0.40*	*0.31*
Wyoming						

Table 17D. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, American Indians and Alaska Natives, Health Care and Social Assistance, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.75%	0.10%			*0.13*	
Alaska						
Arizona	3.44%	0.23%	0.66%	0.18%	*0.07*	*0.28*
Arkansas	1.61%	0.32%	1.03%	0.32%	*0.20*	*0.31*
California	2.11%	0.14%	0.48%	0.09%	*0.07*	*0.19*
Colorado	1.06%	0.09%			*0.09*	
Connecticut						
Delaware	0.10%		0.06%			
District of Columbia	0.12%		0.00%	0.00%		*0.00*
Florida	0.82%	0.05%			*0.07*	
Georgia	0.64%	0.10%	0.28%		*0.16*	
Hawaii	0.54%	0.03%			*0.05*	
Idaho						
Illinois						
Indiana						
Iowa						
Kansas	0.96%	0.05%			*0.05*	
Kentucky						
Louisiana						
Maine						
Maryland						
Massachusetts						
Michigan	0.90%	0.07%	0.50%	0.06%	*0.08*	*0.12*
Minnesota						
Mississippi	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Missouri	0.53%	0.05%			*0.10*	
Montana	3.15%	0.18%	1.54%	0.11%	*0.06*	*0.07*
Nebraska						
Nevada	0.58%	0.26%	0.58%	0.26%	*0.45*	*0.45*
New Hampshire	0.51%		0.08%			
New Jersey	0.53%	0.02%			*0.03*	
New Mexico	4.21%	0.18%	0.34%	0.08%	*0.04*	*0.23*
New York	1.24%	0.07%	0.20%	0.04%	*0.05*	*0.21*
North Carolina	1.47%	0.10%	0.40%	0.07%	*0.07*	*0.18*
North Dakota	4.85%	0.10%	0.00%	0.00%	*0.02*	*0.00*
Ohio	0.31%	0.03%			*0.11*	
Oklahoma	6.90%	1.58%	4.29%	1.42%	*0.23*	*0.33*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	1.22%	0.09%			*0.08*	
Pennsylvania	0.25%	0.01%			*0.05*	
Rhode Island	0.78%	0.02%	0.00%	0.00%	*0.03*	*0.00*
South Carolina	0.24%	0.05%	0.52%	0.05%	*0.19*	*0.09*
South Dakota						
Tennessee	1.10%	0.29%			*0.26*	
Texas	1.39%	0.14%	0.46%	0.13%	*0.10*	*0.28*
Utah						
Vermont	0.12%		0.06%			
Virginia	0.92%	0.07%			*0.07*	
Washington	1.78%	0.17%	0.31%	0.11%	*0.10*	*0.34*
West Virginia						
Wisconsin						
Wyoming						

Table 17E. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Native Hawaiians and Pacific Islanders, Health Care and Social Assistance, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.00%		0.01%			
Alaska						
Arizona	0.09%		0.30%			
Arkansas	0.01%		0.00%	0.00%		*0.00*
California						
Colorado	0.04%					
Connecticut						
Delaware	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
District of Columbia	0.02%		0.06%			
Florida						
Georgia	0.01%		0.00%	0.00%		*0.00*
Hawaii	7.28%	0.45%			*0.06*	
Idaho	0.07%		0.00%	0.00%		*0.00*
Illinois	0.28%					
Indiana						
Iowa	0.01%	0.00%	0.00%	0.00%	*0.01*	*0.00*
Kansas	0.00%		0.00%	0.00%		*0.00*
Kentucky	0.01%	0.00%	0.00%	0.00%	*0.02*	*0.00*
Louisiana	0.01%	0.00%	0.00%	0.00%	*0.04*	*0.00*
Maine	0.02%		0.00%	0.00%		*0.00*
Maryland	0.02%		0.01%			
Massachusetts	0.01%		0.00%	0.00%		*0.00*
Michigan						
Minnesota	0.00%		0.01%			
Mississippi	0.01%		0.00%	0.00%		*0.00*
Missouri	0.00%		0.00%	0.00%		*0.00*
Montana	0.01%		0.00%	0.00%		*0.00*
Nebraska						
Nevada	0.04%		0.03%			
New Hampshire						
New Jersey						
New Mexico	0.03%	0.00%	0.00%	0.00%	*0.01*	*0.00*
New York	0.58%	0.02%			*0.03*	
North Carolina	0.02%	0.00%			*0.08*	
North Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Ohio						
Oklahoma						

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon						
Pennsylvania						
Rhode Island	0.01%		0.00%	0.00%		*0.00*
South Carolina	0.01%		0.00%	0.00%		*0.00*
South Dakota	0.02%		0.06%			
Tennessee	0.01%		0.00%	0.00%		*0.00*
Texas						
Utah						
Vermont	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Virginia						
Washington						
West Virginia						
Wisconsin						
Wyoming	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*

Table 17F. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Women, Health Care and Social Assistance, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	*Disparity Ratio-All Firms*	*Disparity Ratio Employers*
Alabama	45.11%	5.34%	18.93%	4.68%	*0.12*	*0.25*
Alaska	49.87%	5.79%	21.76%	4.36%	*0.12*	*0.20*
Arizona	48.89%	6.18%	18.81%	4.89%	*0.13*	*0.26*
Arkansas	43.24%	5.53%	18.72%	4.95%	*0.13*	*0.26*
California	52.56%	8.36%	23.76%	6.58%	*0.16*	*0.28*
Colorado	50.48%	6.44%	21.28%	4.85%	*0.13*	*0.23*
Connecticut	51.98%	5.22%	19.34%	4.09%	*0.10*	*0.21*
Delaware	44.85%	3.76%	19.05%	2.75%	*0.08*	*0.14*
District of Columbia	46.69%		18.85%			
Florida	48.79%	6.30%	20.94%	5.01%	*0.13*	*0.24*
Georgia	52.76%	5.87%	22.70%	4.67%	*0.11*	*0.21*
Hawaii	40.24%	5.84%	16.06%	4.13%	*0.15*	*0.26*
Idaho	44.19%	6.16%	18.86%	4.67%	*0.14*	*0.25*
Illinois	54.90%	5.38%	18.86%	4.18%	*0.10*	*0.22*
Indiana	51.59%	4.98%	21.25%	3.99%	*0.10*	*0.19*
Iowa	58.25%	4.20%	17.29%	2.69%	*0.07*	*0.16*
Kansas	54.27%	5.41%	17.43%	3.91%	*0.10*	*0.22*
Kentucky	47.52%	4.85%	20.48%	4.22%	*0.10*	*0.21*
Louisiana	48.80%	6.03%	17.99%	5.01%	*0.12*	*0.28*
Maine	46.33%	3.44%	22.75%	2.34%	*0.07*	*0.10*
Maryland	56.92%	6.43%	19.59%	4.42%	*0.11*	*0.23*
Massachusetts	50.51%	5.10%	21.55%	3.86%	*0.10*	*0.18*
Michigan	55.58%	5.51%	21.48%	4.08%	*0.10*	*0.19*
Minnesota	60.47%	4.26%	19.49%	2.60%	*0.07*	*0.13*
Mississippi	43.63%	6.27%	19.92%	5.48%	*0.14*	*0.28*
Missouri	51.57%	5.64%	21.31%	4.81%	*0.11*	*0.23*
Montana	42.59%	3.86%	21.84%	2.40%	*0.09*	*0.11*
Nebraska	58.63%	5.09%	23.93%	3.85%	*0.09*	*0.16*
Nevada	42.44%	5.42%	16.84%	3.88%	*0.13*	*0.23*
New Hampshire	48.60%	4.78%	24.88%	3.82%	*0.10*	*0.15*
New Jersey	44.77%	7.56%	19.46%	6.58%	*0.17*	*0.34*
New Mexico	51.63%	6.42%	18.01%	5.27%	*0.12*	*0.29*
New York	55.64%	7.24%	17.93%	5.32%	*0.13*	*0.30*
North Carolina	48.30%	5.95%	22.36%	5.10%	*0.12*	*0.23*
North Dakota	48.07%	2.96%	15.96%	1.70%	*0.06*	*0.11*
Ohio	50.57%	4.99%	16.07%	3.96%	*0.10*	*0.25*
Oklahoma	44.02%	6.81%	20.16%	5.85%	*0.15*	*0.29*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	*Disparity Ratio-All Firms*	*Disparity Ratio Employers*
Oregon	54.32%	5.12%	21.77%	3.29%	*0.09*	*0.15*
Pennsylvania	43.40%	3.91%	17.12%	3.09%	*0.09*	*0.18*
Rhode Island	49.43%	6.10%	19.34%	4.86%	*0.12*	*0.25*
South Carolina	41.89%	4.21%	20.60%	3.63%	*0.10*	*0.18*
South Dakota	47.45%	2.86%	17.60%	1.80%	*0.06*	*0.10*
Tennessee	46.20%	4.86%	17.30%	3.78%	*0.11*	*0.22*
Texas	49.92%	6.22%	21.82%	5.03%	*0.12*	*0.23*
Utah	43.65%	4.70%	13.48%	3.80%	*0.11*	*0.28*
Vermont	54.54%	5.02%	22.65%	3.33%	*0.09*	*0.15*
Virginia	52.98%	5.31%	20.34%	4.24%	*0.10*	*0.21*
Washington	49.47%	6.59%	24.51%	5.19%	*0.13*	*0.21*
West Virginia	46.03%	3.46%	14.15%	2.71%	*0.08*	*0.19*
Wisconsin	53.78%	3.32%	20.28%	2.39%	*0.06*	*0.12*
Wyoming	45.06%		17.08%			

Table 18A. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, African Americans, Arts, Entertainment and Recreation, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	8.38%	0.86%			*0.10*	
Alaska						
Arizona						
Arkansas	3.51%	0.27%	0.64%		*0.08*	
California	5.74%	2.86%	3.86%	2.57%	*0.50*	*0.67*
Colorado	1.80%	0.31%	0.50%	0.25%	*0.17*	0.49
Connecticut	3.29%					
Delaware	7.10%		0.32%			
District of Columbia	23.72%	7.11%			*0.30*	
Florida	6.02%	1.44%	1.83%	1.16%	*0.24*	*0.63*
Georgia	16.42%	4.44%	3.23%		*0.27*	
Hawaii						
Idaho	0.05%		0.16%			
Illinois	7.88%	1.45%	1.86%	0.75%	*0.18*	*0.40*
Indiana	2.83%		0.05%			
Iowa						
Kansas	2.60%	0.40%	0.20%		*0.15*	
Kentucky	4.30%	0.76%	0.68%	0.31%	*0.18*	0.45
Louisiana	12.71%	0.68%			*0.05*	
Maine	0.31%	0.24%	0.00%		0.80	
Maryland	14.94%					
Massachusetts	3.50%	0.88%	0.78%	0.62%	*0.25*	0.80
Michigan						
Minnesota	2.08%					
Mississippi	7.58%	7.48%	2.97%		0.99	
Missouri	5.08%	0.66%			*0.13*	
Montana						
Nebraska	0.89%	0.47%	0.26%		0.53	
Nevada	3.93%	1.80%			*0.46*	
New Hampshire	0.69%	0.23%	0.00%	0.00%	*0.33*	*0.00*
New Jersey	7.22%	2.31%	2.23%	1.12%	*0.32*	0.50
New Mexico	2.10%	0.40%	0.00%	0.00%	*0.19*	*0.00*
New York	6.84%	1.63%	2.33%	0.93%	*0.24*	*0.40*
North Carolina	7.52%	0.85%	2.28%	0.38%	*0.11*	*0.16*
North Dakota	0.67%		0.00%	0.00%		*0.00*
Ohio	4.90%	0.34%			*0.07*	
Oklahoma	3.65%					

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon						
Pennsylvania	3.26%	0.36%	0.84%	0.18%	*0.11*	*0.21*
Rhode Island	4.68%	0.47%	0.00%	0.00%	*0.10*	*0.00*
South Carolina	6.97%	1.68%			*0.24*	
South Dakota						
Tennessee						
Texas	6.50%	0.82%	1.64%	0.48%	*0.13*	*0.29*
Utah	0.51%	0.24%	0.00%	0.00%	*0.48*	*0.00*
Vermont	0.60%	0.12%			*0.20*	
Virginia	7.39%	1.20%	3.91%	0.69%	*0.16*	*0.18*
Washington	2.24%		0.26%			
West Virginia	2.06%		0.00%	0.00%		*0.00*
Wisconsin						
Wyoming	0.23%		0.00%			

Table 18B. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Hispanics and Latinos, Arts, Entertainment and Recreation, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.74%		0.10%			
Alaska	1.21%		0.00%			
Arizona	5.90%	1.13%			*0.19*	
Arkansas	0.52%		0.00%	0.00%		*0.00*
California	8.60%	2.00%	2.67%	1.13%	*0.23*	*0.42*
Colorado	4.12%	0.78%	1.24%		*0.19*	
Connecticut	2.08%		0.33%			
Delaware	0.56%	0.06%	0.00%	0.00%	*0.10*	*0.00*
District of Columbia	3.72%		0.79%			
Florida	12.00%	3.44%			*0.29*	
Georgia						
Hawaii	3.98%					
Idaho						
Illinois	3.24%	0.84%	1.17%	0.60%	*0.26*	0.51
Indiana	1.23%	0.87%			0.71	
Iowa						
Kansas	2.29%	0.56%			*0.24*	
Kentucky	0.72%	0.15%			*0.20*	
Louisiana	3.10%	0.46%			*0.15*	
Maine						
Maryland	1.93%					
Massachusetts	2.11%	0.34%			*0.16*	
Michigan	1.46%	0.15%			*0.10*	
Minnesota	1.00%	0.07%	0.00%	0.00%	*0.07*	*0.00*
Mississippi	0.59%					
Missouri	1.37%	0.26%	0.21%	0.17%	*0.19*	*0.81*
Montana	0.26%		0.00%	0.00%		*0.00*
Nebraska	2.04%		0.39%	0.31%		0.80
Nevada	5.46%	1.87%	1.90%	0.62%	*0.34*	*0.33*
New Hampshire						
New Jersey	3.72%	0.69%	2.16%	0.47%	*0.19*	*0.22*
New Mexico	14.09%	2.70%	4.33%	1.38%	*0.19*	*0.32*
New York	5.38%	1.26%	1.90%	0.77%	*0.23*	*0.41*
North Carolina	1.16%	1.95%			1.68	
North Dakota						
Ohio	1.24%	0.18%	0.11%		*0.14*	
Oklahoma	1.34%		0.30%			

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	1.66%		0.08%			
Pennsylvania	1.10%					
Rhode Island	2.52%					
South Carolina	0.66%	0.06%	0.00%	0.00%	*0.09*	*0.00*
South Dakota	0.25%		0.17%			
Tennessee	1.11%	0.27%	0.29%	0.17%	*0.24*	0.60
Texas	10.82%	2.10%	3.54%	1.12%	*0.19*	*0.32*
Utah	2.32%		0.00%	0.00%		*0.00*
Vermont						
Virginia	2.54%					
Washington	1.53%					
West Virginia						
Wisconsin	0.95%	0.09%			*0.10*	
Wyoming	1.82%		0.26%			

Table 18C. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Asians, Arts, Entertainment and Recreation, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.97%	0.30%			*0.00*	
Alaska	1.31%	1.01%	0.42%		0.77	
Arizona	1.95%	0.73%			*0.37*	
Arkansas	0.87%	1.71%	3.58%	1.95%	1.96	0.54
California	5.43%	2.07%	3.78%	1.78%	*0.38*	*0.47*
Colorado	1.29%	0.61%	0.70%	0.53%	*0.47*	0.76
Connecticut	1.11%					
Delaware						
District of Columbia	1.15%					
Florida	1.33%	0.89%	0.79%	0.85%	*0.67*	1.09
Georgia	1.59%	1.00%	1.98%	0.92%	0.63	*0.46*
Hawaii	28.19%	18.18%	19.95%	17.19%	*0.64*	0.86
Idaho						
Illinois	2.45%					
Indiana						
Iowa	0.60%	0.47%	0.30%		0.77	
Kansas	0.90%	0.49%			0.54	
Kentucky	0.49%	1.26%	0.93%	1.25%	*2.59*	1.34
Louisiana	0.80%	0.14%			*0.17*	
Maine	0.37%		0.00%			
Maryland	1.80%	1.63%	1.80%		0.91	
Massachusetts	2.06%	0.79%			*0.38*	
Michigan						
Minnesota	1.65%	0.25%			*0.15*	
Mississippi	0.42%		0.00%	0.00%		*0.00*
Missouri	0.62%	0.26%	0.57%		*0.42*	
Montana						
Nebraska	0.55%		0.65%			
Nevada	4.58%	1.02%	0.21%		*0.22*	
New Hampshire	1.32%		0.00%	0.00%		*0.00*
New Jersey						
New Mexico	1.63%	0.21%			*0.13*	
New York	5.04%	0.98%	1.47%	0.53%	*0.19*	*0.36*
North Carolina	1.13%	0.18%			*0.15*	
North Dakota						
Ohio	1.01%	0.24%			*0.24*	
Oklahoma						

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	2.60%	1.38%	0.68%		*0.53*	
Pennsylvania	1.43%	0.20%			*0.14*	
Rhode Island	0.96%					
South Carolina	0.66%	0.88%	0.23%		1.34	
South Dakota	0.35%					
Tennessee						
Texas	2.74%	1.06%	1.62%	0.67%	*0.39*	*0.42*
Utah	0.70%		0.14%			
Vermont						
Virginia	2.63%	0.62%			*0.24*	
Washington	2.61%	1.81%			*0.70*	
West Virginia						
Wisconsin	1.46%	0.22%			*0.15*	
Wyoming	0.05%		0.00%			

Table 18D. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, American Indians and Alaska Natives, Arts, Entertainment and Recreation, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama						
Alaska	6.13%		0.42%			
Arizona	1.99%	0.29%	0.00%	0.00%	*0.15*	*0.00*
Arkansas						
California						
Colorado	0.90%	0.13%			*0.14*	
Connecticut	1.38%	0.11%	0.00%		*0.08*	
Delaware	0.26%	0.19%	0.32%		0.72	
District of Columbia						
Florida	0.38%	0.09%			*0.22*	
Georgia						
Hawaii	2.16%	0.47%			*0.22*	
Idaho						
Illinois	0.74%	0.07%			*0.10*	
Indiana	1.18%	0.04%			*0.03*	
Iowa						
Kansas	0.90%					
Kentucky	0.57%	0.06%	0.00%	0.00%	*0.11*	*0.00*
Louisiana						
Maine	0.95%	0.03%	0.00%		*0.04*	
Maryland						
Massachusetts	0.41%		0.04%			
Michigan						
Minnesota	0.81%	0.11%	0.00%	0.00%	*0.14*	*0.00*
Mississippi						
Missouri	0.87%	0.13%	0.31%		*0.15*	
Montana						
Nebraska	0.10%		0.00%	0.00%		*0.00*
Nevada	0.90%	0.03%	0.00%	0.00%	*0.03*	*0.00*
New Hampshire						
New Jersey						
New Mexico	4.47%	0.68%			*0.15*	
New York	0.53%					
North Carolina	1.13%	0.10%			*0.09*	
North Dakota	2.51%		0.29%			
Ohio	0.51%	0.05%	0.00%	0.00%	*0.10*	*0.00*
Oklahoma	6.42%	1.07%	2.44%	0.62%	*0.17*	*0.25*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.94%		0.08%			
Pennsylvania	0.56%	0.03%			*0.06*	
Rhode Island						
South Carolina						
South Dakota	2.46%	0.21%	0.00%	0.00%	*0.09*	*0.00*
Tennessee	0.45%					
Texas	0.70%					
Utah						
Vermont						
Virginia						
Washington						
West Virginia						
Wisconsin	1.77%	0.10%	0.00%	0.00%	*0.06*	*0.00*
Wyoming	1.37%		0.00%			

Table 18E. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Native Hawaiians and Pacific Islanders, Arts, Entertainment and Recreation, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Alaska						
Arizona						
Arkansas	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
California						
Colorado	0.06%		0.05%			
Connecticut	0.01%		0.00%			
Delaware	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
District of Columbia	0.00%	0.00%	0.00%		*0.00*	
Florida						
Georgia	0.03%		0.00%	0.00%		*0.00*
Hawaii	12.71%	3.52%	6.42%	2.64%	*0.28*	*0.41*
Idaho	0.02%		0.00%	0.00%		*0.00*
Illinois						
Indiana	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Iowa	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Kansas	0.01%		0.00%	0.00%		*0.00*
Kentucky	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Louisiana	0.01%		0.00%	0.00%		*0.00*
Maine	0.02%		0.00%			
Maryland	0.01%		0.00%			
Massachusetts						
Michigan	0.00%		0.00%	0.00%		*0.00*
Minnesota						
Mississippi	0.02%		0.00%	0.00%		*0.00*
Missouri						
Montana	0.04%		0.00%	0.00%		*0.00*
Nebraska	0.06%		0.00%	0.00%		*0.00*
Nevada						
New Hampshire	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New Jersey						
New Mexico						
New York						
North Carolina						
North Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Ohio	0.01%		0.03%			
Oklahoma	0.02%		0.10%			

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon						
Pennsylvania	0.01%		0.00%	0.00%		*0.00*
Rhode Island						
South Carolina	0.01%		0.00%	0.00%		*0.00*
South Dakota	0.04%		0.00%	0.00%		*0.00*
Tennessee	0.04%	0.00%	0.00%	0.00%	*0.11*	*0.00*
Texas	0.03%					
Utah	0.41%	0.18%			*0.45*	
Vermont	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Virginia						
Washington	0.41%	0.02%	0.00%	0.00%	*0.04*	*0.00*
West Virginia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wisconsin	0.01%		0.04%			
Wyoming	0.00%	0.00%	0.00%		*0.00*	

Table 18F. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Women, Arts, Entertainment and Recreation, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	27.01%	5.35%	9.01%	2.34%	*0.00*	*0.26*
Alaska						
Arizona	32.10%	4.89%	21.10%	3.15%	*0.15*	*0.15*
Arkansas	24.17%	9.95%	16.99%	6.58%	*0.41*	*0.39*
California	30.35%	10.50%	19.08%	8.54%	*0.35*	*0.45*
Colorado	31.66%	6.85%	18.63%	4.85%	*0.22*	*0.26*
Connecticut	32.87%	5.97%	13.75%		*0.18*	
Delaware	16.15%	2.60%	12.30%		*0.16*	
District of Columbia	43.74%	7.07%	21.65%		*0.16*	
Florida	28.29%	4.69%	15.99%	2.88%	*0.17*	*0.18*
Georgia	33.70%	8.63%	17.99%	4.88%	*0.26*	*0.27*
Hawaii	35.10%	11.27%	14.91%	7.33%	*0.32*	*0.49*
Idaho	21.79%	8.18%	9.54%	7.40%	*0.38*	0.78
Illinois	30.47%	8.69%	19.13%	7.09%	*0.29*	*0.37*
Indiana	24.48%	2.48%	9.08%	1.32%	*0.10*	*0.15*
Iowa	18.83%	4.95%	9.90%	3.53%	*0.26*	*0.36*
Kansas	20.66%	7.60%	18.83%	6.46%	*0.37*	*0.34*
Kentucky	25.36%	6.77%			*0.27*	
Louisiana	26.39%	3.39%	12.22%	2.38%	*0.13*	*0.19*
Maine	28.25%	13.08%	24.09%		*0.46*	
Maryland	32.20%	7.45%	16.04%		*0.23*	
Massachusetts	36.17%	8.52%	16.48%	5.12%	*0.24*	*0.31*
Michigan	30.82%	6.46%	15.78%	4.57%	*0.21*	*0.29*
Minnesota	28.74%	6.18%	15.07%	4.47%	*0.22*	*0.30*
Mississippi	18.64%	6.24%			*0.33*	
Missouri	23.45%	8.26%	13.60%	7.52%	*0.35*	*0.55*
Montana	24.10%	14.39%	20.66%	13.98%	*0.60*	0.68
Nebraska	21.68%	5.52%	8.94%	3.23%	*0.25*	*0.36*
Nevada	33.48%	10.67%	24.58%	8.10%	*0.32*	*0.33*
New Hampshire	29.39%	7.63%	10.86%	6.01%	*0.26*	0.55
New Jersey	31.11%	12.03%	16.99%	9.15%	*0.39*	*0.54*
New Mexico	32.63%	6.58%	19.20%	3.41%	*0.20*	*0.18*
New York	34.53%	10.84%	16.72%	7.09%	*0.31*	*0.42*
North Carolina	28.56%	7.49%	13.77%	4.92%	*0.26*	*0.36*
North Dakota	13.20%	25.10%			1.90	
Ohio	28.10%	5.67%	10.57%	3.43%	*0.20*	*0.32*
Oklahoma	24.66%	6.84%	22.44%	5.66%	*0.28*	*0.25*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	29.43%	8.62%			*0.29*	
Pennsylvania	28.95%	6.99%	12.62%	5.08%	*0.24*	*0.40*
Rhode Island	25.37%	12.72%	27.36%	12.48%	*0.50*	*0.46*
South Carolina	30.45%	9.35%	16.68%	8.12%	*0.31*	*0.49*
South Dakota	17.61%	6.18%	15.21%	5.61%	*0.35*	*0.37*
Tennessee	25.87%	9.21%	13.37%	7.32%	*0.36*	*0.55*
Texas	27.77%	6.25%	16.04%	4.35%	*0.23*	*0.27*
Utah	26.74%	5.59%			*0.21*	
Vermont	31.51%	7.78%			*0.25*	
Virginia	31.89%	7.61%	13.69%	5.37%	*0.24*	*0.39*
Washington	32.85%	7.26%	16.51%	5.39%	*0.22*	*0.33*
West Virginia	25.54%	4.89%	25.81%	4.20%	*0.19*	*0.16*
Wisconsin	25.46%	5.96%	15.30%	4.78%	*0.23*	*0.31*
Wyoming	21.79%		11.28%			

Table 19A. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, African Americans, Accommodation and Food Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	9.81%	2.17%			*0.22*	
Alaska	0.98%	0.29%	0.54%		*0.29*	
Arizona	1.45%	0.28%			*0.19*	
Arkansas						
California	2.25%	0.98%	1.22%	0.94%	*0.43*	0.77
Colorado	1.48%	0.59%	0.93%	0.57%	*0.40*	0.62
Connecticut	2.45%	0.29%	0.52%	0.24%	*0.12*	*0.46*
Delaware	3.79%	0.65%			*0.17*	
District of Columbia	14.96%		4.48%			
Florida	5.69%	0.99%			*0.17*	
Georgia	11.08%	2.37%			*0.21*	
Hawaii	0.21%					
Idaho	0.13%		0.04%			
Illinois	4.43%	1.31%	2.20%	1.28%	*0.29*	*0.58*
Indiana	2.08%	0.55%	0.85%	0.52%	*0.27*	*0.60*
Iowa	0.55%	0.18%			*0.33*	
Kansas	1.46%	1.39%	1.12%	1.23%	0.95	1.10
Kentucky	3.06%	1.71%	1.28%	1.71%	*0.56*	1.33
Louisiana	11.82%	2.43%	3.28%	2.23%	*0.21*	*0.68*
Maine	0.08%		0.06%			
Maryland	10.64%	3.14%			*0.30*	
Massachusetts	1.15%	0.52%	0.47%		*0.45*	
Michigan	3.80%	1.41%	1.60%	1.36%	*0.37*	0.85
Minnesota	0.70%	0.48%	0.52%	0.46%	0.69	0.89
Mississippi	13.24%	0.89%			*0.07*	
Missouri	3.23%	1.32%	1.48%	1.18%	*0.41*	0.79
Montana						
Nebraska	1.26%	0.22%	0.76%		*0.17*	
Nevada	1.11%	0.21%	0.44%	0.19%	*0.19*	*0.44*
New Hampshire						
New Jersey	2.85%	0.88%	1.24%	0.85%	*0.31*	0.68
New Mexico	0.40%	0.09%			*0.22*	
New York	4.06%	1.19%			*0.29*	
North Carolina	4.69%	1.82%	2.40%	1.82%	*0.39*	0.76
North Dakota	0.18%		0.06%			
Ohio	3.79%	1.44%	1.83%	1.41%	*0.38*	*0.77*
Oklahoma	1.83%	0.31%	0.77%	0.28%	*0.17*	*0.36*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.56%	0.22%			*0.39*	
Pennsylvania	2.39%	1.27%	2.20%	1.27%	*0.53*	*0.58*
Rhode Island	1.13%	0.46%			*0.41*	
South Carolina	9.37%	1.12%	2.82%	1.02%	*0.12*	*0.36*
South Dakota						
Tennessee	5.89%	1.78%	2.73%	1.75%	*0.30*	*0.64*
Texas	4.64%	1.45%			*0.31*	
Utah	0.35%	0.11%			*0.30*	
Vermont	0.15%		0.00%	0.00%		*0.00*
Virginia	4.91%	1.49%	2.34%	1.41%	*0.30*	*0.60*
Washington	0.66%	0.18%	0.15%	0.17%	*0.27*	1.07
West Virginia	0.68%	0.12%			*0.18*	
Wisconsin	1.70%	1.71%	1.00%	1.72%	1.01	*1.72*
Wyoming	0.10%		0.06%			

Table 19B. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Hispanics and Latinos, Accommodation and Food Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	2.29%					
Alaska	3.06%	3.14%			1.02	
Arizona	11.25%	3.31%			*0.29*	
Arkansas	2.28%	1.23%	1.87%	1.23%	*0.54*	0.66
California	13.72%	4.60%	8.70%	4.24%	*0.34*	*0.49*
Colorado	8.47%	4.89%	7.92%	4.80%	*0.58*	*0.61*
Connecticut	3.55%	1.58%	2.99%	1.55%	*0.44*	*0.52*
Delaware	1.90%	1.69%			0.89	
District of Columbia	6.23%	1.01%	4.11%	1.00%	*0.16*	*0.24*
Florida	11.68%	3.36%			*0.29*	
Georgia	4.77%	2.37%	6.18%	2.42%	*0.50*	*0.39*
Hawaii	1.53%	0.17%			*0.11*	
Idaho	4.38%	2.78%			0.63	
Illinois	6.41%	2.57%	4.99%	2.47%	*0.40*	*0.49*
Indiana	2.46%	0.89%	2.33%	0.85%	*0.36*	*0.37*
Iowa	2.29%	1.52%	2.37%	1.44%	*0.66*	*0.61*
Kansas	3.93%	2.38%	4.27%	2.43%	0.61	0.57
Kentucky						
Louisiana	3.24%	2.33%			0.72	
Maine						
Maryland	4.18%	0.83%	2.08%	0.80%	*0.20*	*0.39*
Massachusetts	3.24%	0.87%	2.24%	0.68%	*0.27*	*0.30*
Michigan	1.34%	0.49%	1.23%	0.49%	*0.36*	*0.40*
Minnesota	1.34%	0.89%	1.34%	0.88%	0.67	0.65
Mississippi	2.01%	0.61%	2.26%	0.58%	*0.30*	*0.25*
Missouri	1.43%	0.71%	1.38%	0.69%	*0.49*	*0.50*
Montana	0.72%	0.73%	0.97%		1.02	
Nebraska	2.90%	1.00%	2.76%	0.89%	*0.35*	*0.32*
Nevada	8.35%	0.65%	7.03%		*0.08*	
New Hampshire	0.34%	0.14%			*0.42*	
New Jersey	8.25%	1.83%	6.26%	1.74%	*0.22*	*0.28*
New Mexico	21.76%	13.22%	19.81%	13.13%	*0.61*	*0.66*
New York	8.02%	1.62%	3.75%	1.54%	*0.20*	*0.41*
North Carolina	2.63%	1.14%			*0.43*	
North Dakota	0.74%		0.57%			
Ohio	1.44%	0.67%			*0.46*	
Oklahoma	4.40%	2.22%	3.98%	2.23%	*0.51*	*0.56*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	2.62%	1.12%	2.43%	1.08%	*0.43*	*0.45*
Pennsylvania	1.37%	0.22%	1.04%	0.19%	*0.16*	*0.18*
Rhode Island	3.93%	1.04%	1.41%	0.98%	*0.27*	0.69
South Carolina	2.20%	1.58%	2.94%	1.62%	0.72	*0.55*
South Dakota	0.55%		0.71%			
Tennessee	2.40%	1.49%			*0.62*	
Texas	22.32%	6.40%	17.55%	6.24%	*0.29*	*0.36*
Utah	4.93%	1.73%	4.87%	1.72%	*0.35*	*0.35*
Vermont						
Virginia	4.32%	1.85%	3.10%	1.86%	*0.43*	*0.60*
Washington	4.74%	3.18%	4.97%	3.15%	*0.67*	*0.63*
West Virginia	2.00%	1.43%	2.92%	1.46%	0.71	0.50
Wisconsin	1.64%	1.04%	1.52%	1.03%	*0.63*	*0.68*
Wyoming	2.68%		2.79%			

Table 19C. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Asians, Accommodation and Food Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	10.97%	6.14%	13.57%	6.10%	*0.56*	*0.45*
Alaska	11.47%	9.58%	17.56%	9.52%	0.84	*0.54*
Arizona	11.96%	4.64%	14.05%	4.49%	*0.39*	*0.32*
Arkansas	9.33%	7.04%	12.42%	7.11%	*0.75*	*0.57*
California	33.22%	16.80%	38.95%	16.43%	*0.51*	*0.42*
Colorado	10.55%	4.25%	12.30%	4.19%	*0.40*	*0.34*
Connecticut	10.48%	3.98%	10.10%	3.80%	*0.38*	*0.38*
Delaware	10.69%	2.36%	8.83%		*0.22*	
District of Columbia	26.03%	6.28%	32.43%		*0.24*	
Florida	12.41%	5.94%	16.46%	5.96%	*0.48*	*0.36*
Georgia	19.94%	8.97%	26.14%	8.77%	*0.45*	*0.34*
Hawaii	54.88%	16.73%	54.11%	16.31%	*0.30*	*0.30*
Idaho	4.73%	2.73%			*0.58*	
Illinois	13.03%	5.63%	14.46%	5.55%	*0.43*	*0.38*
Indiana	9.33%	2.97%	10.54%	2.90%	*0.32*	*0.28*
Iowa	5.43%	3.02%	6.12%	2.98%	*0.56*	*0.49*
Kansas	11.72%	5.82%	13.82%	5.86%	*0.50*	*0.42*
Kentucky	7.97%	3.92%	10.23%	3.90%	*0.49*	*0.38*
Louisiana	8.73%	4.20%	12.30%	4.10%	*0.48*	*0.33*
Maine	5.11%	3.98%	6.93%	4.07%	0.78	0.59
Maryland	19.43%	7.19%	21.49%	6.94%	*0.37*	*0.32*
Massachusetts	12.15%	6.44%	14.41%	6.46%	*0.53*	*0.45*
Michigan	7.26%	3.05%	8.29%	3.01%	*0.42*	*0.36*
Minnesota	6.96%	5.23%	8.08%	5.23%	*0.75*	*0.65*
Mississippi	10.74%	3.58%	15.02%	3.53%	*0.33*	*0.23*
Missouri	8.97%	3.97%	10.75%	3.96%	*0.44*	*0.37*
Montana	3.52%	1.58%			*0.45*	
Nebraska	5.22%	2.82%	5.77%	2.72%	*0.54*	*0.47*
Nevada	16.52%	1.06%	17.24%	1.02%	*0.06*	*0.06*
New Hampshire	8.27%	5.05%	10.59%	5.00%	*0.61*	*0.47*
New Jersey	15.77%	5.36%	15.70%	5.16%	*0.34*	*0.33*
New Mexico	9.79%	4.55%	11.32%	4.48%	*0.46*	*0.40*
New York	19.34%	6.98%	15.96%	6.56%	*0.36*	*0.41*
North Carolina	13.26%	6.15%	15.28%	5.97%	*0.46*	*0.39*
North Dakota	4.66%					
Ohio	8.17%	4.60%	9.22%	4.51%	*0.56*	*0.49*
Oklahoma	11.66%	5.84%	13.90%	5.74%	*0.50*	*0.41*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	14.49%	9.13%	16.32%	9.08%	*0.63*	*0.56*
Pennsylvania	11.21%	4.70%	10.22%	4.42%	*0.42*	*0.43*
Rhode Island	6.12%	2.99%	6.02%	2.86%	*0.49*	*0.48*
South Carolina	10.81%	5.50%	12.76%	5.40%	*0.51*	*0.42*
South Dakota	1.39%					
Tennessee	13.55%	6.94%	17.89%	6.69%	*0.51*	*0.37*
Texas	16.08%	7.85%	19.87%	7.68%	*0.49*	*0.39*
Utah	10.60%	5.01%	12.46%	5.07%	*0.47*	*0.41*
Vermont	4.70%					
Virginia	21.28%	10.03%	24.34%	9.95%	*0.47*	*0.41*
Washington	19.17%	6.85%	18.98%	6.49%	*0.36*	*0.34*
West Virginia	4.81%	2.72%	5.06%	2.59%	*0.57*	*0.51*
Wisconsin	5.08%	2.87%	5.98%	2.84%	*0.57*	*0.48*
Wyoming	6.69%	3.67%			*0.55*	

Table 19D. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, American Indians and Alaska Natives, Accommodation and Food Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama						
Alaska	4.45%	3.21%	4.16%	3.15%	0.72	0.76
Arizona	0.42%	0.12%	0.20%	0.12%	*0.29*	0.59
Arkansas						
California						
Colorado	0.70%	0.22%			*0.32*	
Connecticut						
Delaware	0.05%		0.07%			
District of Columbia	0.21%		0.15%			
Florida	0.15%	0.01%			*0.09*	
Georgia						
Hawaii	0.13%		0.04%			
Idaho						
Illinois						
Indiana						
Iowa	0.09%	0.23%	0.13%	0.24%	2.50	1.85
Kansas						
Kentucky						
Louisiana						
Maine						
Maryland	0.24%					
Massachusetts						
Michigan	0.52%	0.16%	0.56%		*0.31*	
Minnesota						
Mississippi	0.09%					
Missouri	0.24%					
Montana						
Nebraska	0.29%	0.06%	0.18%	0.05%	*0.20*	*0.28*
Nevada	0.50%		0.35%			
New Hampshire	0.03%		0.00%	0.00%		*0.00*
New Jersey						
New Mexico	1.52%	0.05%			*0.04*	
New York						
North Carolina	0.71%	0.18%	0.65%	0.17%	*0.25*	*0.27*
North Dakota						
Ohio						
Oklahoma	4.09%	1.24%	4.15%	1.21%	*0.30*	*0.29*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.45%	0.13%			*0.28*	
Pennsylvania	0.18%	0.07%	0.26%	0.07%	*0.39*	*0.27*
Rhode Island						
South Carolina	0.30%	0.18%	0.40%	0.15%	*0.59*	*0.37*
South Dakota						
Tennessee	0.56%	0.04%			*0.08*	
Texas	1.48%	0.57%			*0.38*	
Utah						
Vermont	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Virginia	0.44%	0.32%			0.74	
Washington	0.54%					
West Virginia						
Wisconsin	0.34%	0.07%			*0.21*	
Wyoming						

Table 19E. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Native Hawaiians and Pacific Islanders, Accommodation and Food Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Alaska	0.06%		0.06%			
Arizona	0.12%	0.01%	0.09%		*0.07*	
Arkansas	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
California	0.05%	0.02%			*0.44*	
Colorado						
Connecticut						
Delaware	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
District of Columbia	0.05%		0.00%	0.00%		*0.00*
Florida	0.03%					
Georgia						
Hawaii	3.95%	0.61%			*0.15*	
Idaho	0.19%	0.23%			1.21	
Illinois						
Indiana						
Iowa	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Kansas						
Kentucky	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Louisiana						
Maine						
Maryland	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Massachusetts	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Michigan	0.01%		0.00%	0.00%		*0.00*
Minnesota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Mississippi	0.02%		0.00%	0.00%		*0.00*
Missouri	0.01%		0.01%			
Montana	0.10%		0.03%			
Nebraska	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Nevada						
New Hampshire						
New Jersey						
New Mexico	0.02%		0.00%	0.00%		*0.00*
New York						
North Carolina						
North Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Ohio	0.00%		0.00%	0.00%		*0.00*
Oklahoma	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon						
Pennsylvania						
Rhode Island	0.06%		0.00%	0.00%		*0.00*
South Carolina	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Tennessee						
Texas						
Utah						
Vermont	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Virginia						
Washington	0.07%	0.01%			*0.09*	
West Virginia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wisconsin	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Wyoming	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*

Table 19F. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Women, Accommodation and Food Services, 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	30.29%	8.97%	23.28%	8.53%	*0.30*	*0.37*
Alaska	23.63%	11.41%	23.11%	11.05%	*0.48*	*0.48*
Arizona	22.40%	7.85%	21.57%	7.60%	*0.35*	*0.35*
Arkansas	24.28%	10.26%	20.67%	10.19%	*0.42*	*0.49*
California	23.91%	9.74%	20.53%	9.18%	*0.41*	*0.45*
Colorado	24.77%	7.71%	20.60%	7.47%	*0.31*	*0.36*
Connecticut	19.84%	5.42%	14.71%		*0.27*	
Delaware	22.06%	9.09%	20.42%	8.83%	*0.41*	*0.43*
District of Columbia	21.92%		15.85%			
Florida	25.01%	7.83%	20.41%	7.52%	*0.31*	*0.37*
Georgia	29.74%	8.34%	20.60%	7.69%	*0.28*	*0.37*
Hawaii	32.77%	9.97%	28.66%	9.65%	*0.30*	*0.34*
Idaho	23.68%	8.52%	20.42%	7.98%	*0.36*	*0.39*
Illinois	21.75%	7.76%	18.29%	7.51%	*0.36*	*0.41*
Indiana	21.26%	6.20%	19.10%	6.09%	*0.29*	*0.32*
Iowa	25.42%	8.98%	21.80%	8.82%	*0.35*	*0.40*
Kansas	23.28%	9.13%	22.13%	9.08%	*0.39*	*0.41*
Kentucky	27.51%	9.33%	22.10%	8.94%	*0.34*	*0.40*
Louisiana	27.12%	8.02%	21.31%	7.66%	*0.30*	*0.36*
Maine	24.36%	13.24%	21.35%	13.04%	*0.54*	*0.61*
Maryland	20.12%	6.19%	15.32%	5.80%	*0.31*	*0.38*
Massachusetts	21.51%	9.18%	18.59%	9.04%	*0.43*	*0.49*
Michigan	23.62%	8.02%	19.11%	7.77%	*0.34*	*0.41*
Minnesota	21.06%	8.13%	18.36%	8.06%	*0.39*	*0.44*
Mississippi	26.68%	6.04%			*0.23*	
Missouri	25.25%	7.71%	21.92%	7.67%	*0.31*	*0.35*
Montana	26.49%	11.06%	22.02%	10.95%	*0.42*	*0.50*
Nebraska	22.58%	9.07%	20.55%	8.91%	*0.40*	*0.43*
Nevada	23.39%	2.80%	18.41%	2.71%	*0.12*	*0.15*
New Hampshire	22.52%	9.10%	17.50%	8.80%	*0.40*	*0.50*
New Jersey	19.18%	5.63%	13.78%	5.32%	*0.29*	*0.39*
New Mexico	24.91%	9.46%	20.65%	9.29%	*0.38*	*0.45*
New York	24.88%	9.83%	17.15%	9.31%	*0.40*	*0.54*
North Carolina	23.63%	7.45%	19.38%	7.30%	*0.32*	*0.38*
North Dakota	24.02%					
Ohio	24.72%	7.75%	18.59%	7.29%	*0.31*	*0.39*
Oklahoma	27.07%	11.01%	21.02%	10.54%	*0.41*	*0.50*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	22.89%	10.87%	19.62%	10.52%	*0.47*	*0.54*
Pennsylvania	22.24%	9.97%	20.73%	9.83%	*0.45*	*0.47*
Rhode Island	21.33%	9.55%	15.33%	9.01%	*0.45*	*0.59*
South Carolina	23.76%	9.17%	19.56%	8.78%	*0.39*	*0.45*
South Dakota	18.78%	6.52%	18.42%	6.50%	*0.35*	*0.35*
Tennessee	28.52%	7.02%	17.31%	6.52%	*0.25*	*0.38*
Texas	31.12%	9.79%	24.62%	9.35%	*0.31*	*0.38*
Utah	19.72%	6.97%	17.39%	6.94%	*0.35*	*0.40*
Vermont	26.18%	12.65%	22.92%	12.46%	*0.48*	*0.54*
Virginia	23.18%	6.18%	17.80%	5.93%	*0.27*	*0.33*
Washington	22.52%	8.35%	19.90%	8.20%	*0.37*	*0.41*
West Virginia	30.89%	8.26%	27.82%	8.07%	*0.27*	*0.29*
Wisconsin	23.12%	11.18%	20.67%	10.73%	*0.48*	*0.52*
Wyoming	22.08%	8.99%	23.31%	8.99%	*0.41*	*0.39*

Table 20A. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, African Americans, Other Services (Except Public Administration), 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	16.43%	4.45%	4.49%	2.51%	*0.27*	*0.56*
Alaska	2.29%	0.59%	0.35%		*0.26*	
Arizona	1.46%	0.41%	0.75%		*0.28*	
Arkansas	7.43%	2.40%	1.71%	0.60%	*0.32*	*0.35*
California	4.99%	1.11%	1.26%	0.47%	*0.22*	*0.37*
Colorado	1.52%	0.58%	0.67%	0.43%	*0.38*	0.65
Connecticut	5.12%	1.33%	2.02%	0.74%	*0.26*	*0.37*
Delaware	11.09%	2.86%	1.23%	1.15%	*0.26*	0.93
District of Columbia	51.44%		15.99%			
Florida	9.70%	2.81%	2.40%	1.15%	*0.29*	*0.48*
Georgia	19.84%	5.72%	5.33%	2.78%	*0.29*	*0.52*
Hawaii	0.95%	0.51%	0.38%	0.40%	*0.54*	*1.04*
Idaho	0.11%					
Illinois	11.15%	2.79%	1.83%	1.45%	*0.25*	0.79
Indiana	5.28%	1.30%			*0.25*	
Iowa	0.63%	0.34%	0.52%	0.34%	*0.54*	0.66
Kansas	2.93%	0.80%	0.91%	0.38%	*0.27*	*0.41*
Kentucky	3.35%	0.99%	0.91%	0.34%	*0.29*	*0.37*
Louisiana	18.98%	4.51%	4.34%	1.70%	*0.24*	*0.39*
Maine						
Maryland	22.00%	4.97%	4.61%	2.70%	*0.23*	*0.59*
Massachusetts	2.44%	0.93%	1.55%	0.75%	*0.38*	*0.49*
Michigan	10.20%	2.17%	1.70%	1.22%	*0.21*	*0.72*
Minnesota	1.24%	0.38%			*0.31*	
Mississippi	19.64%	7.05%	6.28%	3.98%	*0.36*	*0.63*
Missouri	5.52%	1.87%	1.74%	0.95%	*0.34*	0.55
Montana						
Nebraska	1.96%	0.58%	0.32%	0.36%	*0.30*	1.12
Nevada	4.18%	1.41%	1.49%	0.78%	*0.34*	*0.52*
New Hampshire						
New Jersey	7.06%	1.79%	3.11%	1.42%	*0.25*	*0.46*
New Mexico	1.40%	0.42%			*0.30*	
New York	11.74%	2.87%	2.31%	1.25%	*0.24*	*0.54*
North Carolina	12.25%	3.48%	4.33%	1.74%	*0.28*	*0.40*
North Dakota						
Ohio	6.34%	1.63%	2.38%	0.86%	*0.26*	*0.36*
Oklahoma	3.71%	1.34%	1.46%	1.06%	*0.36*	0.73

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	0.82%	0.30%	0.11%		*0.36*	
Pennsylvania	3.68%	1.02%	1.40%	0.66%	*0.28*	*0.47*
Rhode Island	2.35%	0.48%			*0.20*	
South Carolina	16.61%	5.54%	6.05%	2.66%	*0.33*	*0.44*
South Dakota	0.06%		0.14%			
Tennessee	10.12%	2.62%	3.06%	1.03%	*0.26*	*0.34*
Texas	7.70%	2.15%	2.70%	1.24%	*0.28*	*0.46*
Utah	0.69%	0.15%	0.10%	0.06%	*0.22*	0.62
Vermont	0.26%		0.00%	0.00%		*0.00*
Virginia	12.17%	3.38%	4.73%	2.33%	*0.28*	*0.49*
Washington	2.29%	1.25%	1.60%	1.08%	0.54	0.68
West Virginia	1.51%	0.43%			*0.28*	
Wisconsin	2.87%	0.82%	1.02%	0.44%	*0.29*	*0.43*
Wyoming						

Table 20B. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Hispanics and Latinos, Other Services (Except Public Administration), 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.71%	0.23%	0.13%	0.09%	*0.33*	0.70
Alaska	1.93%	0.79%	2.35%		*0.41*	
Arizona	13.83%	6.18%	8.53%	3.61%	*0.45*	*0.42*
Arkansas	0.70%		0.83%			
California	20.98%	9.81%	12.12%	6.71%	*0.47*	*0.55*
Colorado	6.80%	3.03%	4.84%	1.89%	*0.45*	*0.39*
Connecticut	3.44%	1.18%	2.44%		*0.34*	
Delaware	1.59%	0.84%			*0.53*	
District of Columbia	7.10%		9.53%			
Florida	23.61%	10.96%	12.17%	7.72%	*0.46*	*0.63*
Georgia	1.35%					
Hawaii	5.70%	2.62%			*0.46*	
Idaho	2.93%		0.77%			
Illinois	4.66%	2.34%	3.89%	1.82%	*0.50*	*0.47*
Indiana						
Iowa	0.49%	0.35%			0.72	
Kansas	2.52%		1.64%	0.66%		*0.40*
Kentucky	0.59%	0.45%	1.10%		0.76	
Louisiana	2.82%	1.18%	1.55%	0.80%	*0.42*	*0.51*
Maine	1.01%	0.45%			0.44	
Maryland	3.57%	1.58%	2.05%	1.30%	*0.44*	*0.63*
Massachusetts	4.12%	1.36%	1.93%		*0.33*	
Michigan	1.32%	0.55%	0.80%		*0.42*	
Minnesota	0.95%	0.36%	1.02%	0.25%	*0.38*	*0.24*
Mississippi	0.32%		0.19%			
Missouri	1.05%	0.49%	0.44%		*0.47*	
Montana	1.67%	0.58%	2.18%	0.25%	*0.34*	*0.12*
Nebraska	1.53%	0.43%	0.41%	0.22%	*0.28*	0.52
Nevada	8.50%	2.90%	4.34%	1.94%	*0.34*	*0.45*
New Hampshire	0.68%	0.45%	0.18%	0.22%	*0.66*	1.21
New Jersey	9.96%	3.72%	5.78%	3.21%	*0.37*	*0.55*
New Mexico	34.73%	20.06%	25.03%	16.52%	*0.58*	*0.66*
New York	17.35%	4.59%	5.96%	2.91%	*0.26*	*0.49*
North Carolina	1.19%	0.67%	0.76%	0.40%	*0.57*	*0.52*
North Dakota						
Ohio	0.94%	0.63%	0.54%	0.52%	*0.67*	0.96
Oklahoma	2.24%	1.73%	2.08%		0.77	

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	2.39%		1.80%			
Pennsylvania	1.23%		0.65%			
Rhode Island	5.59%	1.32%	1.57%	0.61%	*0.24*	*0.39*
South Carolina	1.23%	0.45%	0.93%	0.30%	*0.37*	*0.33*
South Dakota	0.37%					
Tennessee	1.15%	0.47%	0.60%	0.33%	*0.41*	0.55
Texas	22.35%	9.34%	13.93%	6.71%	*0.42*	*0.48*
Utah	3.38%	1.55%	3.26%	0.72%	*0.46*	*0.22*
Vermont	0.68%		0.00%	0.00%		*0.00*
Virginia	3.40%	1.17%	1.86%	0.83%	*0.35*	*0.45*
Washington	3.06%	1.16%	1.19%	0.88%	*0.38*	0.74
West Virginia						
Wisconsin	0.82%	0.48%	0.75%	0.36%	*0.59*	*0.49*
Wyoming	3.54%					

Table 20C. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Asians, Other Services (Except Public Administration), 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	1.88%	0.90%	1.54%	0.54%	*0.48*	*0.35*
Alaska	6.54%	3.47%			*0.53*	
Arizona	4.71%	2.43%	5.09%	2.21%	*0.52*	*0.43*
Arkansas	1.49%	0.88%	1.03%	0.43%	*0.59*	*0.42*
California	16.62%	11.40%	23.02%	10.48%	*0.69*	*0.46*
Colorado	5.37%	2.68%	5.60%	1.82%	*0.50*	*0.32*
Connecticut	4.12%	2.45%	5.70%	2.19%	*0.59*	*0.39*
Delaware	4.94%	2.48%	4.10%	1.45%	*0.50*	*0.35*
District of Columbia	8.83%		24.88%			
Florida	4.47%	2.67%	4.00%	2.25%	*0.60*	*0.56*
Georgia	9.63%	6.14%	8.89%	4.73%	*0.64*	*0.53*
Hawaii	49.06%	37.48%	57.70%	36.36%	*0.76*	*0.63*
Idaho	1.01%	0.93%	2.22%	0.92%	0.92	0.42
Illinois	6.42%	4.09%	7.94%	3.18%	*0.64*	*0.40*
Indiana	1.68%	1.12%	1.72%	0.83%	*0.67*	*0.48*
Iowa	0.89%	0.71%	0.95%	0.62%	0.81	0.64
Kansas	2.14%	1.29%	2.56%	1.09%	*0.60*	*0.43*
Kentucky	1.99%	1.39%	2.32%	1.12%	*0.70*	*0.49*
Louisiana	4.01%	1.54%	3.22%	1.01%	*0.38*	*0.31*
Maine	1.05%	1.34%	1.50%	1.43%	1.28	0.95
Maryland	10.54%	5.64%	11.78%	4.42%	*0.53*	*0.38*
Massachusetts	6.16%	2.45%	4.14%	1.67%	*0.40*	*0.40*
Michigan	2.95%	2.29%	3.48%	2.29%	0.78	*0.66*
Minnesota	2.43%	1.26%	3.31%	1.12%	*0.52*	*0.34*
Mississippi						
Missouri	2.84%	1.57%	4.10%	1.18%	*0.55*	*0.29*
Montana						
Nebraska	1.82%	0.55%			*0.30*	
Nevada	6.71%	3.65%	4.34%	1.50%	*0.54*	*0.35*
New Hampshire	1.93%	1.63%			0.85	
New Jersey	10.90%	5.84%	10.85%	4.96%	*0.54*	*0.46*
New Mexico	3.19%	2.34%	3.85%	1.73%	0.73	*0.45*
New York	11.81%	8.06%	13.65%	7.19%	*0.68*	*0.53*
North Carolina	4.04%	2.91%	3.86%	2.37%	0.72	0.61
North Dakota	0.50%					
Ohio	2.05%	1.17%	3.00%	1.07%	*0.57*	*0.36*
Oklahoma	2.35%	1.27%	2.34%	0.67%	*0.54*	*0.29*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	5.17%	2.82%	5.35%	2.02%	*0.54*	*0.38*
Pennsylvania	4.41%	2.10%	4.36%	1.57%	*0.48*	*0.36*
Rhode Island	2.35%	0.87%	1.52%	0.54%	*0.37*	*0.36*
South Carolina	2.07%	1.67%	3.13%	1.29%	0.81	*0.41*
South Dakota						
Tennessee	2.26%	1.20%	2.44%	0.84%	*0.53*	*0.34*
Texas	8.74%	4.09%	6.79%	2.46%	*0.47*	*0.36*
Utah	2.46%	1.30%	2.22%	0.89%	*0.53*	*0.40*
Vermont	0.77%	0.55%			0.71	
Virginia	10.70%	5.69%	8.73%	4.12%	*0.53*	*0.47*
Washington	9.39%	4.97%	10.65%	3.82%	*0.53*	*0.36*
West Virginia	1.09%	0.63%	0.68%	0.22%	*0.58*	*0.32*
Wisconsin	1.45%	0.58%	0.87%	0.32%	*0.40*	*0.37*
Wyoming						

Table 20D. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, American Indians and Alaska Natives, Other Services (Except Public Administration), 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.58%	0.77%	0.93%	0.82%	1.33	0.88
Alaska						
Arizona	1.88%	0.72%	0.62%	0.46%	*0.38*	0.75
Arkansas	1.37%	0.82%			*0.60*	
California	1.46%	0.41%	0.58%	0.24%	*0.28*	*0.41*
Colorado	1.02%	0.26%	0.25%	0.10%	*0.26*	*0.40*
Connecticut	0.74%	0.22%			*0.29*	
Delaware						
District of Columbia	0.13%		0.16%			
Florida	0.68%	0.25%			*0.36*	
Georgia	0.62%	0.42%	0.94%	0.40%	0.68	*0.43*
Hawaii						
Idaho	0.39%	0.20%	0.10%		*0.52*	
Illinois	0.42%	0.42%			0.99	
Indiana	0.58%	0.30%			*0.52*	
Iowa						
Kansas	0.87%	1.09%	2.18%	1.16%	1.24	0.53
Kentucky	0.25%	0.10%			*0.40*	
Louisiana	0.55%		0.33%			
Maine						
Maryland	0.41%					
Massachusetts	0.39%	0.10%	0.17%	0.06%	*0.25*	*0.36*
Michigan	1.08%	0.31%	0.41%	0.21%	*0.28*	*0.52*
Minnesota						
Mississippi	0.23%	0.16%			0.68	
Missouri	0.58%	0.17%	0.21%	0.11%	*0.29*	*0.54*
Montana	2.28%	0.68%			*0.30*	
Nebraska						
Nevada	1.44%	0.65%			*0.45*	
New Hampshire						
New Jersey						
New Mexico	5.21%	0.87%	0.58%	0.35%	*0.17*	0.60
New York	1.09%	0.29%	0.27%	0.12%	*0.27*	*0.45*
North Carolina	1.09%	0.62%	0.82%	0.30%	*0.57*	*0.37*
North Dakota						
Ohio						
Oklahoma	6.77%	2.87%	2.78%	2.00%	*0.42*	*0.72*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	1.68%	0.70%			*0.41*	
Pennsylvania						
Rhode Island						
South Carolina	0.57%	0.19%			*0.34*	
South Dakota	2.28%	0.38%	0.14%		*0.16*	
Tennessee	0.92%	0.33%	0.35%	0.27%	*0.36*	0.78
Texas	1.12%	0.30%	0.20%	0.10%	*0.27*	*0.47*
Utah						
Vermont	0.04%		0.00%	0.00%		*0.00*
Virginia	0.72%	0.31%			*0.44*	
Washington	1.56%	0.52%	1.01%	0.40%	*0.34*	*0.40*
West Virginia	0.34%	0.14%			*0.42*	
Wisconsin	0.71%	0.19%	0.20%	0.08%	*0.27*	*0.40*
Wyoming						

Table 20E. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Native Hawaiians and Pacific Islanders, Other Services (Except Public Administration), 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	0.01%		0.00%	0.00%		*0.00*
Alaska	0.04%		0.00%	0.00%		*0.00*
Arizona						
Arkansas						
California						
Colorado						
Connecticut						
Delaware	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
District of Columbia	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Florida	0.10%	0.02%			*0.16*	
Georgia	0.07%	0.03%			0.44	
Hawaii	8.17%	3.39%	4.14%	3.06%	*0.41*	0.74
Idaho						
Illinois						
Indiana	0.01%	0.01%	0.01%		0.83	
Iowa						
Kansas						
Kentucky						
Louisiana						
Maine	0.01%		0.00%	0.00%		*0.00*
Maryland						
Massachusetts						
Michigan						
Minnesota						
Mississippi						
Missouri	0.00%		0.00%	0.00%		*0.00*
Montana						
Nebraska						
Nevada						
New Hampshire	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New Jersey	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
New Mexico	0.01%		0.04%			
New York	0.34%		0.00%			
North Carolina						
North Dakota	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Ohio	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Oklahoma						

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon						
Pennsylvania	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Rhode Island	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
South Carolina	0.01%	0.00%	0.00%	0.00%	*0.02*	*0.00*
South Dakota						
Tennessee	0.01%	0.00%	0.00%	0.00%	*0.45*	*0.00*
Texas						
Utah	0.28%	0.03%	0.00%	0.00%	*0.12*	*0.00*
Vermont	0.00%	0.00%	0.00%	0.00%	*0.00*	*0.00*
Virginia						
Washington	0.19%	0.13%			0.67	
West Virginia	0.01%		0.00%	0.00%		*0.00*
Wisconsin	0.00%		0.01%			
Wyoming	0.03%		0.00%	0.00%		*0.00*

Table 20F. Percentage of Firms and Sales and Corresponding Disparity Ratios, All Firms and Employer Firms, Women, Other Services (Except Public Administration), 2002

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Alabama	37.93%	13.88%	18.88%	9.90%	*0.37*	*0.52*
Alaska	34.84%	19.74%			0.57	
Arizona	35.28%	14.95%	19.12%	10.63%	*0.42*	*0.56*
Arkansas	33.05%	13.72%	16.36%	9.93%	*0.41*	*0.61*
California	38.96%	15.81%	21.15%	10.14%	*0.41*	*0.48*
Colorado	41.77%	14.50%	27.66%	9.85%	*0.35*	*0.36*
Connecticut	38.69%	15.25%	24.68%	11.37%	*0.39*	*0.46*
Delaware	31.60%	13.44%	22.81%	9.57%	*0.43*	*0.42*
District of Columbia	40.81%		26.98%	10.06%		*0.37*
Florida	36.68%	16.79%	23.02%	12.09%	*0.46*	*0.53*
Georgia	40.93%	17.52%	22.28%	12.26%	*0.43*	*0.55*
Hawaii	41.42%	16.51%	27.13%	11.39%	*0.40*	*0.42*
Idaho	33.68%	10.73%	14.46%	6.16%	*0.32*	*0.43*
Illinois	39.34%	13.81%	21.01%	9.11%	*0.35*	*0.43*
Indiana	37.40%	12.62%	17.51%	8.87%	*0.34*	*0.51*
Iowa	34.43%	13.00%	21.62%	9.86%	*0.38*	*0.46*
Kansas	33.62%	12.98%	22.73%	10.16%	*0.39*	*0.45*
Kentucky	35.63%	12.16%	17.80%	7.57%	*0.34*	*0.43*
Louisiana	36.68%	13.06%	17.29%	8.56%	*0.36*	*0.50*
Maine	34.62%	13.60%	17.44%	7.09%	*0.39*	*0.41*
Maryland	37.44%	12.81%	20.20%	9.80%	*0.34*	*0.49*
Massachusetts	39.15%	15.45%	24.77%	12.10%	*0.39*	*0.49*
Michigan	42.02%	12.37%	22.96%	8.86%	*0.29*	*0.39*
Minnesota	36.64%	12.03%	20.85%	8.33%	*0.33*	*0.40*
Mississippi	39.09%	16.07%	16.38%	8.88%	*0.41*	*0.54*
Missouri	36.59%	15.89%	20.63%	13.07%	*0.43*	*0.63*
Montana	35.31%	11.26%	13.08%	5.73%	*0.32*	*0.44*
Nebraska	34.63%	14.04%	23.99%	11.95%	*0.41*	*0.50*
Nevada	39.11%	14.29%	15.40%	7.68%	*0.37*	*0.50*
New Hampshire	38.60%	16.86%	26.01%	13.77%	*0.44*	*0.53*
New Jersey	35.19%	13.72%	26.13%	11.14%	*0.39*	*0.43*
New Mexico	38.23%	13.73%	15.45%	9.50%	*0.36*	*0.61*
New York	38.92%	13.42%	21.37%	9.16%	*0.34*	*0.43*
North Carolina	38.31%	15.26%	18.32%	9.87%	*0.40*	*0.54*
North Dakota	30.08%		12.75%	6.76%		*0.53*
Ohio	38.61%	13.70%	24.54%	10.78%	*0.35*	*0.44*
Oklahoma	36.08%	14.63%	16.85%	9.79%	*0.41*	*0.58*

State	Percentage of All Firms	Percentage of All Sales	Percentage of All Employers	Percentage of All Employer Sales	Disparity Ratio-All Firms	Disparity Ratio Employers
Oregon	42.29%	13.27%	18.80%	6.98%	*0.31*	*0.37*
Pennsylvania	36.07%	12.49%	25.82%	9.76%	*0.35*	*0.38*
Rhode Island	38.17%	17.11%	25.39%	13.60%	*0.45*	*0.54*
South Carolina	37.62%	15.77%	19.95%	10.31%	*0.42*	*0.52*
South Dakota	30.64%	11.18%	18.34%	6.92%	*0.36*	*0.38*
Tennessee	38.39%	14.91%	21.30%	10.52%	*0.39*	*0.49*
Texas	35.36%	13.15%	20.26%	8.94%	*0.37*	*0.44*
Utah	40.58%	13.52%	20.13%	9.10%	*0.33*	*0.45*
Vermont	35.34%	15.38%	23.45%	13.47%	*0.44*	0.57
Virginia	41.70%	17.05%	23.57%	13.75%	*0.41*	*0.58*
Washington	42.00%	12.70%	19.86%	8.22%	*0.30*	*0.41*
West Virginia	36.48%	15.72%	21.81%	11.61%	*0.43*	*0.53*
Wisconsin	35.42%	13.80%	24.25%	11.05%	*0.39*	*0.46*
Wyoming	35.78%	13.90%	17.54%	10.92%	*0.39*	*0.62*

Table 21A. Actual and Potential Business Formation Rates, All Industries, Recent NERA Economic Consulting Disparity Studies

Race/Sex, Location	Business Formation Rate (%)	Expected Business Formation Rate (%)	Disparity Ratio
	(1)	(2)	(3)
Augusta-Richmond County, GA-SC			
African-American	3.5	8.0	43.8
Hispanic or Latino	9.1	14.2	64.1
Asian	18.8	20.3	92.6
Native American	6.4	9.8	65.3
Nonminority female	7.7	7.4	104.1
All minority and female	6.5	7.5	86.7
Austin, TX MSA			
African-American	4.7	9.4	50.0
Hispanic or Latino	6.4	10.0	64.0
Asian	6.7	8.3	80.7
Native American	6.9	10.2	67.6
Nonminority female	10.6	13.6	77.9
All minority and female	8.4	11.7	71.8
Chicago, IL MSA			
African-American	4.9	9.4	52.1
Hispanic or Latino	4.0	7.5	53.3
Asian	9.0	10.5	85.7
Native American	5.7	9.1	62.6
Nonminority female	7.0	9.9	70.7
All minority and female	6.1	9.7	62.9
Denver, CO MSA			
African-American	6.1	10.6	57.5
Hispanic or Latino	4.4	7.9	55.7
Asian	10.9	12.4	87.9
Native American	4.7	8.1	58.0
Nonminority female	10.5	13.4	78.4
All minority and female	8.6	11.1	77.5
Maryland-DC-N. VA			
African-American	5.2	8.1	64.2
Hispanic or Latino	7.2	8.8	81.8
Asian	11.2	10.2	109.8
Native American	5.1	8.5	60.0
Nonminority female	8.8	9.9	88.9
All minority and female	7.9	9.9	79.8

Race/Sex, Location	Business Formation Rate (%)	Expected Business Formation Rate (%)	Disparity Ratio
Memphis, TN-MS-AR MSA			
African-American	5.3	6.3	84.1
Hispanic or Latino	10.7	8.5	125.9
Asian	6.5	8.1	80.2
Native American	6.5	9.8	66.3
Nonminority female	6.4	9.4	68.1
All minority and female	6.0	11.2	53.6
St. Louis, MO MSA			
African-American	3.9	6.9	56.5
Hispanic or Latino	5.1	4.3	118.6
Asian	11.1	7.3	152.1
Native American	16.7	7.6	219.7
Nonminority female	6.4	7.8	82.1
All minority and female	6.1	8.0	76.3
Illinois			
African-American	4.7	8.2	57.3
Hispanic or Latino	4.0	7.5	53.3
Asian	8.9	10.4	85.6
Native American	7.3	10.6	68.9
Nonminority female	6.9	9.6	71.9
All minority and female	6.3	9.5	66.3
Massachusetts			
African-American	4.0	8.5	47.1
Hispanic or Latino	4.4	7.9	55.7
Asian	5.6	8.9	62.9
Native American	9.1	12.5	72.8
Nonminority female	7.2	10.1	71.3
All minority and female	6.6	12.1	54.5
Missouri			
African-American	4.4	9.6	45.8
Hispanic or Latino	5.7	9.1	62.6
Asian	10.9	9.9	110.1
Native American	10.3	8.6	119.8
Nonminority female	7.4	9.9	74.7
All minority and female	7.1	10.2	69.6
Minnesota			
African-American	3.2	10.1	31.7
Hispanic or Latino	4.1	10.1	40.6
Asian	4.9	9.1	53.8
Native American	5.1	8.5	60.0
Nonminority female	7.7	11.6	66.4
All minority and female	7.2	11.1	64.9

Race/Sex, Location	Business Formation Rate (%)	Expected Business Formation Rate (%)	Disparity Ratio
Utah			
African-American	4.8	9.3	51.6
Hispanic or Latino	4.1	9.2	44.6
Asian	8.0	10.2	78.4
Native American	4.6	10.0	46.0
Nonminority female	8.7	8.6	101.2
All minority and female	7.9	8.9	88.8
Washington State			
African-American	5.7	10.4	54.8
Hispanic or Latino	5.9	11.4	51.8
Asian	9.3	9.8	94.9
Native American	8.0	11.3	70.8
Nonminority female	10.4	10.6	98.1
All minority and female	9.4	10.7	87.9

Notes: The figure in column (1) is the average self-employment rate weighted using PUMS population-based person weights. The figure in column (2) is derived by inflating the figure in column (1) according to the corresponding coefficient from the business formation regression analysis, which holds constant industry, geography, education, age, and labor market status. Column (3) is column (1) divided by column (2). "n/a" indicates no adverse disparity observed. If there is parity in the relevant marketplace, then the disparity ratio will equal 1.000 because the expected business formation rate (that is, the business formation rate that would be observed in a non-discriminatory marketplace) will be equivalent to the actual business formation rate. In cases where adverse disparities are present in the relevant marketplace, then the disparity ratio will be less than 1.000 because expected business formation rates will exceed current business formation rates.

Source: 2000: Five Percent PUMS.

Table 21B. Actual and Potential Business Formation Rates, Construction and Construction-Related Industries, Recent NERA Economic Consulting Disparity Studies

Race/Sex, Location, Transportation Mode	Business Formation Rate (%)	Expected Business Formation Rate (%)	Disparity Ratio
	(1)	(2)	(3)
Augusta-Richmond County, GA-SC			
African-American	6.9	16.6	41.6
Hispanic or Latino	36.7	50.7	72.4
Asian	0.0	5.7	0.0
Native American	0.0	8.0	0.0
Nonminority female	19.0	27.5	69.1
All minority and female	14.5	24.8	58.5
Austin, TX MSA			
African-American	17.7	27.4	64.6
Hispanic or Latino	10.8	18.4	58.7
Asian	18.6	24.2	76.9
Native American	39.3	46.9	83.8
Nonminority female	11.7	24.2	48.3
All minority and female	11.5	20.1	57.2
Chicago, IL MSA			
African-American	20.2	16.0	126.3
Hispanic or Latino	10.5	18.1	58.0
Asian	9.9	15.6	63.5
Native American	8.0	16.0	50.0
Nonminority female	11.0	19.5	56.4
All minority and female	12.1	17.8	68.0
Denver, CO MSA			
African-American	30.3	23.4	129.5
Hispanic or Latino	7.3	19.8	36.9
Asian	12.4	18.1	68.5
Native American	3.3	11.3	29.2
Nonminority female	12.5	21.0	59.5
All minority and female	10.3	18.9	54.5
Memphis, TN-MS-AR MSA			
African-American	14.6	24.3	60.1
Hispanic or Latino	12.6	20.2	62.4
Asian	0.0	5.6	0.0
Native American	28.8	36.4	79.1
Nonminority female	21.9	30.5	71.8
All minority and female	15.8	24.4	64.8

Race/Sex, Location, Transportation Mode	Business Formation Rate (%)	Expected Business Formation Rate (%)	Disparity Ratio
St. Louis, MO MSA			
African-American	11.6	21.3	54.5
Hispanic or Latino	6.7	14.4	46.5
Asian	6.3	12.0	52.5
Native American	40.6	48.6	83.5
Nonminority female	16.1	13.8	116.7
All minority and female	14.6	15.1	96.7
Illinois			
African-American	19.3	17.1	112.9
Hispanic or Latino	10.7	14.8	72.3
Asian	9.5	15.1	62.9
Native American	10.9	18.9	57.7
Nonminority female	12.5	18.4	67.9
All minority and female	12.7	18.0	70.6
Maryland-DC-N. VA			
African-American	11.3	21.1	53.6
Hispanic or Latino	7.1	14.7	48.3
Asian	16.8	22.8	73.7
Native American	7.2	15.2	47.4
Nonminority female	9.5	18.0	52.8
All minority and female	10.0	18.6	53.8
Massachusetts			
African-American	14.0	23.7	59.1
Hispanic or Latino	14.9	22.5	66.2
Asian	21.0	26.7	78.7
Native American	23.8	31.8	74.8
Nonminority female	12.9	25.7	50.2
All minority and female	15.0	23.6	63.6
Missouri			
African-American	12.8	22.8	56.1
Hispanic or Latino	10.2	17.7	57.6
Asian	8.0	18.9	42.3
Native American	19.7	11.9	165.5
Nonminority female	17.1	19.5	87.7
All minority and female	16.2	19.9	81.4
Minnesota			
African-American	4.6	14.3	32.2
Hispanic or Latino	11.5	19.1	60.2
Asian	16.1	21.8	73.9
Native American	6.5	14.5	44.8
Nonminority female	16.8	25.3	66.4
All minority and female	15.1	23.2	65.1

Race/Sex, Location, Transportation Mode	Business Formation Rate (%)	Expected Business Formation Rate (%)	Disparity Ratio
Utah			
African-American	15.9	25.7	61.9
Hispanic or Latino	6.4	20.4	31.4
Asian	8.9	14.6	61.0
Native American	5.7	13.6	41.9
Nonminority female	14.3	22.8	62.7
All minority and female	10.2	20.5	49.8
Washington			
African-American	5.5	25.5	21.6
Hispanic or Latino	10.5	18.1	58.0
Asian	13.4	19.0	70.5
Native American	13.3	20.9	63.6
Nonminority female	14.5	18.7	77.5
All minority and female	14.4	20.7	69.6

Notes and Source: See Table 21A.

Table 22A. Actual and Potential Business Owner Earnings, All Industries, Recent NERA Economic Consulting Disparity Studies

Race/Sex, Location	Business Earnings Deficit (%)
	(1)
Augusta-Richmond County, GA-SC	
African-American	-27.9
Hispanic or Latino	-18.6
Asian	-3.5
Native American	-38.0
Nonminority female	-58.4
Austin, TX MSA	
African-American	-30.0
Hispanic or Latino	-19.0
Asian	-4.1
Native American	-38.4
Nonminority female	-44.0
Chicago, IL MSA	
African-American	-28.4
Hispanic or Latino	-19.0
Asian	n/a
Native American	-38.1
Nonminority female	-43.7
Illinois	
African-American	-12.5
Hispanic or Latino	-12.9
Asian	-16.1
Native American	-17.7
Nonminority female	-21.1
Denver, CO MSA	
African-American	-28.0
Hispanic or Latino	-18.7
Asian	-3.6
Native American	-38.0
Nonminority female	-30.0
Memphis, TN-AR-MS MSA	
African-American	-30.1
Hispanic or Latino	-19.0
Asian	-4.1
Native American	-38.4
Nonminority female	-44.0

Race/Sex, Location	Business Earnings Deficit (%)
Maryland-DC-N. VA	
African-American	-27.9
Hispanic or Latino	-18.8
Asian	-3.8
Native American	-38.0
Nonminority female	-43.7
Massachusetts	
African-American	-28.0
Hispanic or Latino	-18.7
Asian	-3.5
Native American	-38.0
Nonminority female	-43.7
Missouri	
African-American	-36.0
Hispanic or Latino	-21.3
Asian	-4.4
Native American	-48.5
Nonminority female	-48.9
Minnesota	
African-American	-28.0
Hispanic or Latino	-18.7
Asian	-3.5
Native American	-38.0
Nonminority female	-43.7
Utah	
African-American	-28.0
Hispanic or Latino	-18.7
Asian	-3.5
Native American	-38.0
Nonminority female	-58.4
Washington State	
African-American	-30.0
Hispanic or Latino	-19.0
Asian	-4.1
Native American	-38.4
Nonminority female	-44.0

Notes The figure in column (1) is the percentage by which minority or female business owner earnings are lower than comparable non-minority male earnings, based on results of the business owner earnings regression analysis, which holds constant industry, geography, education, age, and labor market status.

Source: Five Percent Decennial Census PUMS.

Table 22B. Actual and Potential Business Owner Earnings, Construction and Construction-Related Industries

Race/Sex, Location	Business Earnings Deficit (%)
	(1)
Augusta-Richmond County, GA-SC	
African-American	-28.8
Hispanic or Latino	-14.3
Asian	-5.5
Native American	-36.8
Nonminority female	-51.2
Austin, TX MSA	
African-American	-33.8
Hispanic or Latino	n/a
Asian	-6.9
Native American	-35.3
Nonminority female	-50.5
Chicago, IL MSA	
African-American	-29.2
Hispanic or Latino	-14.7
Asian	-5.7
Native American	-36.8
Nonminority female	-51.2
Denver, CO MSA	
African-American	-29.0
Hispanic or Latino	n/a
Asian	-5.7
Native American	-36.8
Nonminority female	-51.3
Memphis, TN-AR-MS MSA	
African-American	-34.0
Hispanic or Latino	-14.8
Asian	-6.9
Native American	-35.4
Nonminority female	-50.6
St. Louis, MO MSA	
African-American	-41.2
Hispanic or Latino	n/a
Asian	n/a
Native American	n/a
Nonminority female	-30.8

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Race/Sex, Location	Business Earnings Deficit (%)
Illinois	
African-American	-9.6
Hispanic or Latino	-4.3
Asian	-11.9
Native American	7.0
Nonminority female	-27.1
Maryland-DC-N. VA	
African-American	-28.8
Hispanic or Latino	-14.6
Asian	-6.0
Native American	-36.7
Nonminority female	-51.3
Massachusetts	
African-American	-29.0
Hispanic or Latino	-14.4
Asian	-5.5
Native American	-36.7
Nonminority female	-78.5
Missouri	
African-American	-41.6
Hispanic or Latino	-16.0
Asian	0.0
Native American	-43.6
Nonminority female	-69.8
Minnesota	
African-American	-29.0
Hispanic or Latino	-14.5
Asian	-5.6
Native American	-36.7
Nonminority female	-51.3
Utah	
African-American	-29.0
Hispanic or Latino	-14.5
Asian	-5.6
Native American	-36.7
Nonminority female	-51.3
Washington State	
African-American	-33.8
Hispanic or Latino	-14.7
Asian	-6.9
Native American	-35.4
Nonminority female	-50.5

Notes and Source: See Table 22A.

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