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Black like us? The occupational integration of Black immigrants

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Historically the Black community in the USA has been dominated by African descendants of domestic enslavement. The common history of this group includes West African origins, enslavement, Jim Crow, Southern residence, Christianity, English-speakers, Civil Rights and Black power movements, and a large set of institutions (for example, the "Black Church"). The long common history of the community in addition to the material conditions under which it has existed has contributed to a somewhat common culture (with regional variation), political outlook and economic outcomes. For most of US history, immigration disfavored Black immigrants. In fact from Slavery to the height of the Civil Rights Movement foreign-born Blacks accounted for less than 1 per cent of the Black population (Kent, 2007). The Hart Celler Act of 1965 abolished the white racial embedded advantage in US immigration law; it eliminated the national origins formula and prioritized skill, family reunification, and refugee protection. The Immigration Act of 1990 provided the diversity visa lottery for populations that were underrepresented by the existing system, thereafter the number of foreign-born Blacks has increased significantly. By 2019 ten per cent of the Black population was foreign born, with close to 90 per cent of this population evenly divided from the Caribbean and African countries (Tamar, 2021). First and Second generations immigrants now make up 17.6 per cent of working age African-Americans (Mason, 2023).

While the initial rise of Black immigrants was driven by Caribbean immigrants from countries that shared a similar colonial history and systems of slavery as was found in the USA, more recent immigrants are increasingly coming from African countries who while having a colonial history did not similar systems of chattel slavery as was found in the USA. As the number of immigrants with a different set of historical circumstances increases Black identity as we know it may change. The degree and speed of change will depend on the extent to which the

new immigrants are integrated into the existing Black community and identity. This paper is the first step in a research program that aims to examine the impact of Black immigration on Black identity. In this paper we examine the extent to which Black immigrants in the 20th and 21st centuries integrate into the Black community measured by the degree of Black Immigrant and Native nonimmigrant Black occupational integration.

Black Immigrants as we have already alluded are not homogeneous. They come from different places with different racial interactions and histories though dominated by white supremacy. We hypothesize that beyond national origin and language, that the degree of integration will be driven by wealth and class, education, economic conditions of the home country and the possibility of return, ease of movement between the home country and the USA, in addition to the socioeconomic conditions in the USA. Using data from the Current Population Survey Annual Social and Economic Supplement (CPS ASEC) we estimate the degree to which these characteristics and socio-economic conditions predict occupation segregation between 3rd and higher generation African-Americans ("native-born Blacks") and 1st and 2nd generation African-Americans ("Black Immigrants") as well segregation between native-born Non-Hispanic white-only ("Core white") Americans.

The economic circumstances and population densities of native-born and immigrant Blacks vary by location and region (South, Northeast, Mid-West, West) and location (core based statistical area, or "cbsa"). This spatial variation creates dissimilar opportunities and incentives for assimilation.

The extent to which integration is possible will determine whether we continue to have a relatively stable Black identity in the country or whether we are likely to see the rise of multiple Black identities characterized by different political visions and economic outcomes.

Literature Review

Some African immigrants may abstain from assimilation with native-born Blacks in order to reduce exposure to racial discrimination (Adida and Robinson, 2023). In particular, immigrants who are likely to be misidentified as African American have an incentive to select an ethnic identity strategy, that is, emphasize their ethnic distinctiveness as strategic protection against racial discrimination.

Major African sub-groups include two disproportionately immigrant groups from Africa and the Caribbean, as well as native-born Africans. Afro-Caribbeans are mostly English-speaking, French/Creole-speaking, and Hispanic, though all have national origins in societies characterized chattel slavery and colonialism and are the Black immigrants with the greatest time in the U.S.. African immigrants have national origins in societies characterized and colonialism, but not chattel slavery. That said, enslaved Africans in the American hemisphere have origins West African that provide many contemporary immigrants, for example, Nigeria. African immigrants are mostly English- and French-speaking and have less time in the U.S. than Caribbean immigrants.

The heterogenous cultural and political economic legacies of the African Americans influence their expectations of "success' in the U.S. Christina Greer interviewed union member and found that African immigrants "expressed positive opinions pertaining to the possibility of success in America and the least favorable attitudes towards other black ethnic groups (quoted in Demby, 2020)." Afro-Caribbeans were the most negative, while African groups were the most optimistic and native-born African Americans were in the middle. Africans, Greer explains, have

> been here the shortest amount of time as a wholesale group, and there's still a lot of optimism there. Afro-Caribbeans were saying, "I'm now considered black in America. There's some limits to my success as an immigrant. And that's not right." At once, you have a shared identity with black people in the United States,

> Black immigrants aren't allowed to become American the way other immigrant groups are. If they are to assimilate or acculturate, they become b*lack American*.
>
> This was the first time that when I spoke to people, they were choosing to remain *immigrant.*
>
> There's a long legacy of people coming to this country trying to assimilate as quickly as possible so that they can become American. [But] to become American for a Caribbean or an African means to become *black American*, and that wasn't necessarily something they wanted for themselves [or] their kids, either."

Black immigrants are not randomly selected populations from African, Caribbean, and other countries. Three hypotheses on immigrant selectivity have crystalized within the perspective of stratification economics (Darity, 2022: 420). Consider first hyper- and hypo-selected immigrants (Lee and Zhou, 2015). Hyper-selected immigrants are better educated and better resourced relative to average member of country of origin and relative to the average member of host country. Hypo-selected immigrants are less educated and less resourced relative to average member of country of origin and relative to the average member of host country. Hyper-selected immigrant groups are more likely to do well in the host country than hypo-selected immigrant groups. This is so because "Hyper-selected immigrant groups are better poised to form strong ethnic communities and ethnic institutions, which generate supplemental resources conducive to mobility. Because the resources are offered in ethnic communities, they give poor and working class co-ethnics an advantage over their counterparts who are not members of hyper-selected groups (Lee and Zhou, 2015:30)."

Caribbean-English and African immigrants are hyper-selected relative to native-born Non-Hispanic Blacks and, sometimes, relative to native-born whites (Mason, 2023: 263-265; 2016:9-11). Native-born Non-Hispanic Blacks and whites have 12.8 and 13.6 years of education, respectively. African-English and African-French Black immigrants have 14.9 and 13.6 years of education, respectively, while African-other language and Caribbean-English Black immigrants

have 13.4 and 12.9 years of education, respectively. All other Black immigrants are positively selected but not hyper-selected, that is, they are better educated and better resourced relative to average member of country of origin but not relative to native-born Non-Hispanic African Americans.

Second, the lateral mobility hypothesis, "says that immigrant communities will retrieve the relative class position they held historically in their country of origin within two generations in the receiving country. The presumption is they typically move from lower-income to higher-income nations. Therefore, in retrieving their prior class position, they obtain higher levels of income, usually sufficient to send remittances to those who remain in the home country (Darity, 2022: 420)." With both positive selection and lateral mobility, black immigrants of middle or higher socioeconomic status in their country of origin should achieve the same relative status in the USA, and thus, some black immigrants are more likely to obtain higher socioeconomic status than native-born African-Americans, who are disproportionately poor and of lower socioeconomic status (Darity 1989; Foner, 1979; Hamilton, 2014, 2012; Pierre, 2004).

Mason (2016) provides an econometric procedure to control for lateral model mobiliy. Estimate separate regressions for high school-equivalent (12 or fewer years of education) and college-equivalent (13 or more years of education) workers. Immigrants with high status in their country of origin are more likely to be college-equivalent workers in the U.S., while immigrants with a low status in their country of origin are more likely to be unskilled workers. To the extent that immigrants re-establish their status position in the U.S. labor market, we observe immigrant assimilation with white male workers within 10–15 years. Further, second generation black immigrants within each market segment should have wage parity with native-born Non-Hispanic white workers.

Finally, imported stratification suggests that social and economic stratification structures in the country of origin might be imported and sustained by immigrant groups in the destination country (Dávila, Mora, and Stockly, 2011). Ethiopian and Eritrean immigrants are considered Black in the U.S.. Although American racial norms will not allow them to assimilate into whiteness and they nod not wish to do so, some dominant Ethiopian and Eritrean immigrants espouse an ethnic and racial self-identification that will separate them from native-born Blacks and from subaltern Ethiopian and Eritrean immigrants. The Amhara, Tigray, and Tigrinya are dominant political economic semitic groups in Ethiopia (Amhara and Tigray) and Eritrea (Tigrinya). Both the Tigray and Tigrinya speak Tigrinya, while the Amhara speak Amharic. These Ethiopian and Eritrean immigrants have a common cultural heritage and each is disproportionately located in metropolitan Washington, DC.

Tigray, Tigrinya, and Amhara self-identify as Habesha – an ethnic and racial identity that emphasizes their Semitic heritage and that is distinct from native-born African Americans and all other Blacks.

> Ethnic Amharas and Tigrinyans, who were Orthodox Christians that monopolized state power in the highlands of Ethiopia (and what is now Eritrea), gradually began to use the term Habesha to distinguish themselves from other peoples of Ethiopia, particularly pagans and Muslims. Inherent within their concept of Habesha-ness was a sense of exceptionalism. Indeed, Ethiopian nationalists continue to employ primordialist arguments emphasizing the antiquity and unity of Ethiopia's identity, which they trace back 3000 years to biblical and classical references.
> Within a regional context, the ruling elites of Ethiopia, particularly Menelik and Haile Selassie, shaped the nation's image in paradoxical ways that emphasized on the one hand Ethiopia 'as a symbol of Africa and freedom', yet on the other hand asserted that 'Ethiopians were neither Africans nor black', focusing instead on their links to ancient Israel and the legend of Solomon and Sheba…. Numerous scholarly accounts describe the racial prejudices and pretensions of Ethiopian elites who were said to consider themselves better than blacks, whom they scorned as barya, which means slave in Amharic (Habecker: 2012:1204).
> Maintaining transnational ties, construction of Habesha spaces, perpetuating an image of

success (“model minority”), and a strong preference for endogamy (only marrying Habesha) are mechanisms for reproducing Habesha identity and sharing resources among Habesha immigrants. A focus on hard work, academic excellence, and strong family values are attributes viewed as part of a Habesha identity, “in contrast to lower-class American blacks, whom they consider as lazy and lacking in discipline.”

Oromo are a subaltern group in Ethiopia. They reject being call Habesha and seek to amplify the links between Oromoness and Blackness (Guluma, 2023). Just as there is anti-Black racism in the U.S., the Oromo believed they are discriminated against in Ethiopia. Oromo immigrants self-identify an ethnic group within the Black American racial group. Despite being the largest ethnic group in Ethiopia, they have a long history of being excluded from the Ethiopian political economic elite and speak their own (non-semitic) language. Oromo immigrants a Habesha identity, viewing it as a Semitic ethnoracial identity that excludes Oromo, who are Cushites. For the Oromo, “Blackness as an American, African, and even global identity, is inextricably linked to a) the experience of subjugation and b) attempts to by Black people to liberate themselves from marginalization in all its forms (Guluma, 2023).” The Oromo ethnic identity and Black racial identity are complementary and mutually reinforcing.

Broadly, like the Oromo second generation Black immigrants assimilate into American society by combining their specific ethnic identity with a Black racial identity. Although Onoso Imoagene was specifically focused on second generation Nigeria immigrants, in both the US and the UK, she observes that “second generation have developed a multifaceted identity that balances being racially Black, a diasporic Nigerian ethnicity, and a pan-African identity Imoagene (2025:1621).”

This paper focuses on occupational assimilation in the U.S. labor market. Differences in

the nature and significance of selectivity as well as heterogeneity in identity strategies, viz., combining immigrant ethnicity with a group specific Black racial strategy, implies that Black immigrants will not have a singular degree of assimilation. Further, their racial identity as Black may mean that 1st generation Black immigrants will suffer some racial discrimination in access to better occupations. But, their attachment to an ethnic identity may help moderate this discrimination. Second generation Black immigrants will have an assimilation experience that differs from their parents.

Model

We estimate equation (1), a statistical model of the probability that individual that individual i = 1, …, n works in occupation j = 1, …, 22 survey-year major occupations and production workers are the comparative occupation; X = age, years of education, marital status (married, separated, divorced, widowed), limitation on the type or amount of work, citizen, region (northeast, northcentral (Midwest)), west), size of city; Z = year of arrival in U. S. (1948 – 1965, 1966 – 1973, 1974 – 1980, 1981 – 1990, 1991 – 2000, 2001 – 2007, 2008 – 2019, 2019 – 2024) and age of arrival in U. S. (0 – 5, 12 – 16, 17 – 24, 25 – 33, 34 – 43, 44 – 53, 54 – 63, 64 and above); Migration Advantage is index of selectivity; and, trend = (0 for 2002, 1 for 2003, …, 22 for 2024). Separate regressions are estimated for men and women.

(1) $\Pr(Y = y_{ij}) = \beta_0 + X_i\beta_1 + Z_i\beta_2 + \beta_3$*Migration Advantage + α_1*African American, 3rd gen$^+$
+ α_2*Black Hispanic, 3rd gen$^+$ + α_3*Africa-English + α_4*Africa-French + α_5*Africa-Arabic
+ α_6*Africa-Other language + α_7*Africa,2nd gen + α_8*Caribbean-English
+ α_9*Caribbean-English, 2nd gen + α_{10}*Caribbean-Spanish
+ α_{11}*Caribbean-Spanish, 2nd gen + α_{12}*Haiti + α_{13}*Haiti, 2nd gen
+ α_{14}*Other Immigrants + α_{15}* Other Immigrants, 2nd gen + trend + u_i,

The racial comparison group is native-born Americans: Core white ≡ comparative group is white-only, native-born, and Non-Hispanic; African American, 3rd gen+ ("Core Black") ≡ black-only, black-mixed, 3rd or higher generation, native-born, Non-Hispanic; and, Black Hispanic, 3rd gen+ ≡ black-only, black-mixed, 3rd or higher generation, native-born, Hispanic.

The ethnic groups of interest are the groups presented in Table 1: Africa-English ≡ black-only, black-mixed, 1st generation African immigrant from a country where English is the major language spoken or an official language, Non-Hispanic; Africa-French ≡ black-only, black-mixed, 1st generation African immigrant from a country where French is the major language spoken or an official language, Non-Hispanic; Africa-Arabic ≡ black-only, black-mixed, 1st generation African immigrant from a country where Arabic is the major language spoken or an official language, Non-Hispanic; Africa-Other ≡ black-only, black-mixed, 1st generation African immigrant from a country where neither English, French, or Arabic is the major language spoken or an official language, Non-Hispanic; Africa, 2nd ≡ black-only, black-mixed, 2nd generation African immigrant, Non-Hispanic; Caribbean-English ≡ black-only, black-mixed, 1st and 2nd generation Caribbean immigrant from a country where English is the major language, Non-Hispanic; Caribbean-Spanish ≡ black-only, black-mixed, 1st and 2nd generation Caribbean immigrant from a country where Spanish is the major language; Haiti ≡ black-only, black-mixed, 1st and 2nd generation Haitian immigrant, Non-Hispanic; and, Other Immigrant = black-only, black-mixed, 1st and 2nd generation immigrant from a country other than Africa or Caribbean, Non-Hispanic.

Table 1. Composition of language groups

Variable	Countries
Caribbean-English	Guayana (South America), Bermuda (North Atlanta), and Belize (Central America), Jamaica, Bahamas, Barbados, Dominica, Grenada, Trinidad and Tobago, Antigua and Barbuda, St. Kitts – Nevis, St. Lucia, St.

	Vincent and the Grenadines, Caribbean not specified, North America not specified, Americas not specified, West Indies not specified
Caribbean-Spanish	Cuba, Dominican Republic, Costa Rica, El Salvado, Guatemala, Honduras, Nicaragua, Panama, Central America, not specified
Haiti	Haiti
Africa-English	Ghana, Kenya, Liberia, Nigeria, Sierra Leone, South Africa, Sudan, Tanzania, Uganda, Zambia, Zimbabwe, Cameroon, Eritrea
Africa-French	Republic of Congo, Guinea, Coite D'Voire, Senegal, Togo, Democratic Republic of Congo (Zaire), Central African Republic
Africa-Arabic	Algeria, Egypt, Ethiopia, Libya, Morocco, Somalia, North Africa, Africa not elsewhere classified
Africa-Other	Cabo Verde, Ethiopia, Africa not elsewhere classified
Other Immigrant	immigrants with national origins other than Caribbean English, Caribbean Spanish, Haiti, or Africa

Source for languages of African countries: One World - Nations Online, "Countries by Languages." http://www.nationsonline.org/oneworld/countries_by_languages.htm#French. The World Population Review (https://worldpopulationreview.com/country-rankings/english-speaking-countries) lists English as the language de jure of Cameroon and Eritrea. The CIA World Factbook (https://www.cia.gov/the-world-factbook/countries/) lists English and French as official languages of Cameroon and English is an official language of Eritrea,

Index of Revealed Advantage of Migration to the United States

In studying immigration, the question of selection looms large. Immigrants from countries from which it is difficult to emigrate from are likely to have higher skills, social networks, and capital that may not be easily controlled. In an attempt to control for these we create an Index of Revealed Advantage in Migration. If we assume that migration was equally easy and desirable from every country then the proportion of immigrants from any country to the USA would be the same as the proportion of that country's population in global population. The difference between the proportion of a country's emigrants to a receiving country and its share in global population is an indicator of how selective emigration is from the sending country to the receiving country. We calculate this as follows: $\frac{Mi}{Musa} - \frac{Pi}{Pw}$, where M_i is migrant population from country i, P_i is population of country i, M_{usa} is the population of immigrants in the USA, and P_w is world population. An index of less than zero means immigration from the country is highly selective and the country sends fewer emigrants to the USA than its proportion of the population

of the world. An index larger than zero means a country sends more than its fair share of emigrants to the USA and therefore other things being the same emigration to the USA is relatively easier.

The lower bound of this index, that is, the measure of maximal disadvantage, is country specific occurring at $M_i = 0$; hence, the lower bound $= -\frac{Pi}{Pw}$. The upper bound is the revealed advantage of domestic persons $= \frac{M_{usa}(1-e)}{Musa} - \frac{P_{usa}}{P_w} = (1-e) - \frac{P_{usa}}{P_w}$, where e is the US emigration rate. So, lower $= -\frac{Pi}{Pw} <= \frac{M_{usa}(1-e)}{Musa} - \frac{P_{usa}}{P_w} <= (1-e) - \frac{P_{usa}}{P_w}$. The US emigration rate for native-born persons is very low and the US fraction the world population is 0.0425; hence, if e = 0 then $-\frac{Pi}{Pw} <= \frac{M_{usa}(1-e)}{Musa} - \frac{P_{usa}}{P_w} <= 0.9575$.

Failure to control for migration advantage would create omitted variable bias, that is, $E(u_i|\text{immigrant group}) \neq 0$ since Cov(immigrant group, migration advantage) $\neq 0$ and, in this case, the immigrant group coefficients are biased and inconsistent. Including our index of migration advantage eliminates this problem. Further, we hypothesize:

H_0: $\beta_3 = 0$ and

H_1: $\beta_3 \neq 0$.

On the one hand, an increase in immigrant migration advantage (less selective migration) will have a negative effect on individual upward occupational mobility ($\beta_3 < 0$). On the other hand, an increase in immigrant migration advantage will may have a positive effect on the group's labor strength in niche markets ($\beta_3 > 0$).

H_0: $\alpha_j' = \alpha_j$ and

H_1: $\alpha_j' \neq \alpha_j$, where j = {3, 4, 5, 6, 8, 10, 12, 14} are the coefficients on first generation immigrants, α_j' are the coefficients when ease of immigration is included in the model, and α_j are

the coefficients when ease of immigration is excluded from the model.

Data

The data are extracts of the Current Population Survey, Annual Social and Economic Survey, 2002 – 2024. All persons are 25 – 64 years-old. The sample includes only labor force participants; the following persons were excluded from the sample: ill or disabled last year, taking care home/family last year, enrolled in school last year, armed forces last year, retired, or other reasons did not work. The occupation is for the survey year.

Black immigrants have high years of education, usually more than native-born Blacks and often more than whites, especially among men. White men average 14.1 years of education while native-born African American men average 13.2 years of education (Table 2). First generation African, Caribbean, and Other immigrants average 13.7 – 15.3, 11.5 – 13.3, and 13.6 years of education, respectively. Second generation African, Caribbean, and Other immigrants average 15.3, 14 – 14.3, and 14.2 years of education, respectively.

[Insert Table 2]

The first two decades of the 21st century were the strongest years of African immigration, 50.5 (men) and 54 percent (women), respectively. The final two decades of the 20th century were the strongest years of Caribbean and Other immigration: Caribbean-English, 41.1 (men) and 40.6 (women) percent; Caribbean-Spanish, 37.4 (men) and 36.1 (women); Haiti, 36.6 (men) and 38.4 (women); and Other Immigrants, 34.4 (men) and 40.4 (women).

Most Black immigrants are 18 – 34 years-old on arrival in the U.S.: Africa, 57 percent; Caribbean-English 41 percent; Caribbean-Spanish, 47 percent; Haiti, 46 percent; and, Other Immigrants, 52 percent.

Sixty percent of Core African Americans live in the South and 18 percent live in the

Midwest. By contrast, 41 percent and 43 percent of 1st and 2nd generation African men, respectively, live in the South, while 24 percent and 22 percent live in the Northeast. Among Caribbean-English, 39 percent and 36 percent of 1st and 2nd generation immigrant men, respectively, live in the South, while 54 percent and 47 percent live in the Northeast. Among Caribbean-Spanish, 37 percent and 36 percent of 1st and 2nd generation immigrant men, respectively, live in the South, while 51 percent and 44 percent live in the Northeast. Among Haitian immigrants, 55 percent and 37 percent of 1st and 2nd generation men, respectively, live in the South, while 40 percent and 57 percent live in the Northeast. Finallly, among Other Immigrants, 36 percent and 43 percent of 1st and 2nd generation men, respectively, live in the South, while 34 percent and 21 percent live in the Northeast. There are similar patterns among female Black immigrants.

No more than 2 or 3 percent of Black immigrants live in cities with less than 100,000 people.

The three highest frequency occupations for Core white men are Management (21.14 percent), Sales and related (9.39 percent), and Construction and extraction (9.28 percent). (See Table 3). Although Management is often a top three occupation for African American men, Production and Transportation and material moving are usually the major occupations.

[Insert Table 3]

Table 4 has Duncan indices comparing Core white men and Core African American men, respectively, to all other groups. For all African Americans, regardless of nativity or ethnicity, the Duncan index indicates that 23 percent of African Americans would have to move to new occupations to end dissimilarity with native-born white male workers. Core Black men are slightly more occupationally dissimilar (0.244) to core white men than Native born, Hispanic

African American men (0.231). African-French and African-Arabic immigrants have the highest segregation; 40 percent and 43 percent, respectively, would have to relocate to have the same occupational distribution as core white men. Native-born Hispanic African Americans are the most similar to core Black men, with a Duncan indices of 0.106. Thirty-one percent of second generation African immigrant men would have to find new occupations in order to have the same occupational distribution as core Black men.

On the whole, the occupational distribution of Black immigrants is less dissimilar to Core Blacks than it is to the occupational distribution of Core whites. For example, the Duncan index for African-English and Core Black men is 0.218, while the Duncan index for African-English and Core white men is 0.294. Occupational dissimilarity between second generation Black immigrants and Core Blacks is often higher than occupational dissimilarity between first generation Black immigrants and Core Blacks: African, 1st generation – Core Black dissimilarity is 0.179, but African, 2nd generation – Core Black dissimilarity is 0.310; Caribbean-English, 1st generation – Core Black dissimilarity is 0.129, but Caribbean-English, 2nd generation – Core Black dissimilarity is 0.195; and, Haiti, 1st generation – Core Black dissimilarity is 0.132, but Haiti, 2nd generation – Core Black dissimilarity is 0.258.

Table 4. Duncan Indices of Dissimilarity, Men

	Comparison Group	
	All	African American
African American, all	0.233	n.a.
African American, 3+ gen	0.244	n.a.
Afr Amer, Hispanic	0.231	0.106
African, 1st gen	0.306	0.179
African, 2nd gen	0.296	0.310
African, English	0.294	0.218
African, French	0.403	0.225
African, Arabic	0.434	0.252
African, Oth language	0.306	0.195
Caribbean-English, 1st gen	0.172	0.129

Caribbean-English, 2nd gen	0.203	0.195
Caribbean-Spanish	0.345	0.201
Caribbean-Spanish, 2nd gen	0.226	0.184
Haiti, 1st gen	0.301	0.132
Haiti, 2nd gen	0.278	0.258
Other Immigrant, 1st gen	0.227	0.256
Other Immigrant, 2nd gen	0.190	0.185

Source: Author's calculations, CPS ASEC, 2003 – 2024. All persons are at least 25 years-old and there are 22 major occupations.

Generational transitions of occupations among Black immigrants are presented in Table 5. The occupations in the tables are ordered by the frequency of white male employment. Each entry is the difference in the frequency of occupational employment between immigrant group's 2nd and 1st generation. The top panel is the 7 occupations with the highest frequencies of white employment, while the bottom panel is the 7 occupations with the highest frequencies of white employment and the second panel has the 8 occupations with the middle range of frequencies. Second generation Caribbean workers tend to move out of occupations with high white employment. Second generation Black males leave transportation and materials movement occupations: African and Haitian occupational frequencies declined by 10.8 and 10.6 percentage points, respectively, while Caribbean-Spanish and Caribbean-English occupational frequencies declined by 5.7 and 4.6 percentage points, respectively.

Table 5. Male generational transition of occupations among Black immigrants

Occupation	Africa	Carib-English	Carib-Spanish	Haiti	Other Immigrants
Management	2.5	2.5	8.5	4.7	3.3
Sales and Related	1.4	-0.4	2.3	3.6	1.5
Construction and Extraction	2.5	-6.1	-11.3	-0.8	-3.45
Business and Financial Operations	0.2	-1.5	-0.4	-1.5	0.69
Transportation and Material Moving	-10.8	-4.6	-5.7	-10.6	0.02
Production	-7.1	-0.9	-4.7	-4.2	1.22
Installation, Maintenance, and Repair	-1.7	-2.9	2.8	-1.2	-1.54
Office and Administrative Support	-0.2	3.2	3.1	5.5	2.73
Computer and Mathematical	10.5	2.5	1.9	3.7	-5.03

Architecture and Engineering	3.4	0.2	0.4	-0.7	-2.04
Educational Instruction and Library	-0.7	1.1	1.7	2.6	0.67
Protective Service	0.3	0.6	3.3	0.4	1.69
Healthcare Practitioners and Technical	2.0	1.4	3.9	1.5	-2.61
Building and Grounds Cleaning and Maintenance	-2.1	-1.7	-4.9	-4.2	2.03
Arts, Design, Entertainment, Sports, and Media	2.5	2.1	2.1	3.6	-2.37
Food Preparation and Serving Related	-0.2	1.2	-5.4	-2.5	2.53
Legal	1.2	1.8	0.7	0.6	0.27
Life, Physical, and Social Science	-0.2	0.8	0.3	0.8	0.50
Community and Social Service	0.4	0.9	1.2	0.4	1.44
Personal Care and Service	-1.1	0.7	0.4	-0.5	-0.69
Farming, Fishing, and Forestry	-0.1	-0.3	-0.8	-0.6	-0.07
Healthcare Support	-2.8	-0.4	0.7	-0.5	-0.79

Source: Author's calculations, CPS ASEC, 2003 – 2024. All persons are at least 25 years-old. Occupations are ranked by the distribution of white men, from highest to lowest percentage of group within the occupation.

Second generation Africans tend to move out of occupations with low white employment. On the whole, second generation Black males either move out of or have only moderate increases in occupations with low Core white male employment.

Second generation Black males move into computer and mathematical occupations: African and Haitian occupational frequencies increased by 10.5 and 3.7 percentage points, respectively, while Caribbean-Spanish and Caribbean-English occupational frequencies declined by 1.9 and 2.5 percentage points, respectively. Other Immigrant frequency of employment rose by 0.1 percentage points.

Results

Ordered logit regression results are presented in Table 6. Occupations are ranked by the mean white male wage of each occupation. Regressions in columns 1 and 3 control for revealed advantage in immigration, while columns 2 and 4 do not control for ease of immigration. All men are the sample for columns 1 and 3, where white men are the comparative group. African American men are the sample for columns 2 and 4, where native-born Non-Hispanic men, that is,

Core Blacks, are the comparative group.

[Insert Table 6]

Ease of immigration has a statistically significant and positive impact on occupational mobility. However, there are inter- and intra-racial differences in the impact of migration advantage. A 1 point increase in ease of immigration raises the relative risk of Black male immigrant movement to a higher wage white male occupation by 56 percent relative to white men, though it is not significant in the African American regression.

Coefficients of native-born and second generation African American men do not change with inclusion of immigration advantage. Second generation African immigrant men have statistically identical odds of occupational mobility as white men and these odds are not affected by controlling for ease of immigration. Second generation African immigrant men have higher 90 percent higher relative risk of occupational mobility than Core Black men. Controlling for ease of immigration, Caribbean-English immigrants have statistically identical odds of occupational mobility as white men and 15 percent greater relative risk than Core Black men; both relative risks are lower when the model does not control for ease of immigration. First generation Other Immigrants have a 44 percent advantage of occupational mobility. Core Black men and all other Black male immigrants have lower relative risk than white men of moving into a higher wage occupation.

Native-born Hispanic Black men have higher odds (12 percent) of upward occupational mobility than Native-born Non-Hispanic Black men.

Multinomial logit regression results are presented in Tables 7a-u. Production workers are the comparative occupation. Among white men, production workers have the 6th highest employment frequency, 9th lowest wage, and 6th lowest education (12.34 years). The coefficients

on the migration advantage index for each occupation are grouped in Table 8a. Row 1 includes the coefficients for Legal occupations, which have the highest mean wage for white men. Row 2 includes the coefficients for Healthcare Practitioners and Technical occupations, which have the second highest mean wage for white men. … The final row includes the coefficients for Protective Services occupations, which have the lowest mean wage for white men. The top panel of each table includes 7 high white male wage occupations, while the bottom panel includes the 7 low white male low wage occupations, and middle wage occupations are included in the 2nd panel.

Relative migration advantage has less influence on intra-racial differences in occupational mobility than it does on inter-racial differences in occupational mobility, especially among the highest paid occupations.

When we limit our sample to African American men, the revealed advantage in migration index is statistically significant for just 9 occupations. The relative risk ratio: declines for two high wage occupations (54 percent for healthcare practitioners and technical and 60 percent for architecture and engineering); declines construction and extraction (36 percent) and rises for personal care and service (90 percent) and community and social service (118 percent); and, declines for two low wage occupations (75 percent for farming, fishing, and forestry and 50 percent for food preparation and serving related) and increases for two low wage occupations (59 percent for office and administrative support and 123 percent for protective service).

Relative migration advantage is statistically significant in 18 of the 21 equations examining inter-racial differences in occupational mobility.

Legal, Health Practitioners, and Technical, and Computer and Mathematical are the three highest white male wage occupations. Core Black men have lower relative risks than white

workers in Legal (56 percent and 40 percent, respectively), Health Practitioners, and Technical (34 percent and 57 percent), and Computer and Mathematical (39 percent). Black immigrants often have greater occupational mobility than white men. For example, African-English men have higher relative risks than white workers in Legal (203 percent and 163 percent, respectively) and Health Practitioners, and Technical (163 percent and 641 percent), though African-English men have lower relative risks in Computer and Mathematical (39 percent).

Educational Instruction and Library, Arts, Design, Entertainment, Sports, and Media, Construction and Extraction are three middle white male wage occupations. Core Black men have lower relative risks than white workers in Educational Instruction and Library (2 percent and 43 percent, respectively), Arts, Design, Entertainment, Sports, and Media (37 percent and 76 percent), and Construction and Extraction (50 percent and 66 percent). Black immigrants have mixed occupational differentials relative to whites and Core Blacks. For example, Haitian men and women higher relative risks than white workers in Educational Instruction and Library (232 percent and 95 percent, respectively). In comparison to white men, Haitian men do not have statistically differ relative risks in Construction and Extraction.

Office and Administrative Support, Food Preparation and Serving Related, and Protective Services are the three lowest white male wage occupations. Core Black men have higher relative risks than white workers in Office and Administrative Support (13 percent), Food Preparation and Serving Related (32 percent), and Protective Services (36 percent). Black immigrants often have greater occupational mobility than white men. For example, Caribbean-English men have higher relative risks than white workers in Office and Administrative Support (92 percent and 345 percent, respectively) and Protective Services (465 percent and 1000 percent), though

Caribbean-English men have higher relative risks in Food Preparation and Serving Related (44 percent).

Discussion

The relative migration advantage captures international differences in selectivity. But, we also need a measure of individual-specific differences in selectivity. Our analysis does not control for migration among native-born African Americans. Butcher (1994) finds that "on a variety of employment and wage measures, black Jamaican and other Caribbean immigrant men in 1979 were remarkably similar to native-born black "movers" (men who had moved out of their state of birth by the Census date)."

Table 2. Male descriptive statistics, by racial and ethnic group

		African American, 3rd gen+				Africa			
	White	Core	Hispanic	1st gen	2nd gen	English	French	Arabic	Other Language
N	616,383	76,359	1,748	6,205	440	3,200	413	467	2,125
Age	44.0	41.9	38.0	42.0	33.7	42.5	41.3	39.8	41.7
Years of education	14.1	13.2	13.1	14.5	15.3	15.0	13.8	13.3	13.9
Married	0.658	0.446	0.394	0.635	0.332	0.629	0.672	0.671	0.630
Separated	0.015	0.038	0.039	0.035	0.015	0.040	0.024	0.020	0.033
Divorced	0.108	0.111	0.070	0.074	0.033	0.084	0.059	0.031	0.072
Widowed	0.008	0.011	0.008	0.007	0.000	0.008	0.001	0.014	0.006
Health	0.032	0.039	0.030	0.025	0.018	0.024	0.029	0.035	0.023
Citizen	1.000	1.000	1.000	0.517	1.000	0.542	0.376	0.588	0.493
South	0.342	0.600	0.323	0.405	0.427	0.422	0.419	0.239	0.409
Northeast	0.189	0.118	0.390	0.239	0.224	0.255	0.272	0.176	0.216
Northcentral	0.272	0.180	0.102	0.199	0.180	0.179	0.251	0.421	0.172
West	0.198	0.102	0.185	0.158	0.169	0.144	0.058	0.164	0.203
Trend	10.3	10.9	13.7	13.3	15.5	13.5	16.2	13.0	12.4
Year arrived, 1948-1965	0.000	0.000	0.000	0.001	0.000	0.001	0.000	0.002	0.001
Year arrived, 1966-1973	0.000	0.000	0.000	0.014	0.000	0.019	0.000	0.007	0.012
Year arrived, 1974-1980	0.000	0.000	0.000	0.022	0.000	0.025	0.007	0.017	0.020
Year arrived, 1981-1990	0.000	0.000	0.000	0.101	0.000	0.106	0.039	0.089	0.110
Year arrived, 1991-2000	0.000	0.000	0.000	0.179	0.000	0.194	0.101	0.234	0.159
Year arrived, 2001-2007	0.000	0.000	0.000	0.254	0.000	0.247	0.258	0.262	0.264
Year arrived, 2008-2019	0.000	0.000	0.000	0.251	0.000	0.240	0.463	0.223	0.226
Year arrived, 2020-2024	0.000	0.000	0.000	0.081	0.000	0.074	0.096	0.084	0.089
Age at migration, 0 - 5	0.000	0.000	0.000	0.020	0.000	0.026	0.001	0.021	0.014
Age at migration, 6 – 12	0.000	0.000	0.000	0.037	0.000	0.041	0.026	0.025	0.035
Age at migration, 13 – 17	0.000	0.000	0.000	0.054	0.000	0.053	0.036	0.061	0.060
Age at migration, 18 – 25	0.000	0.000	0.000	0.259	0.000	0.267	0.240	0.305	0.240

Table 2 (Continued). Male descriptive statistics, by racial and ethnic group

		African American, 3rd gen+		Africa					
	White	Core	Hispanic	1st gen	2nd gen	English	French	Arabic	Other Language
Age at migration, 26 – 34	0.000	0.000	0.000	0.307	0.000	0.291	0.337	0.334	0.320
Age at migration, 35 – 44	0.000	0.000	0.000	0.177	0.000	0.184	0.243	0.099	0.156
Age at migration, 45 – 54	0.000	0.000	0.000	0.045	0.000	0.048	0.061	0.014	0.036
Age at migration, 55 – 64	0.000	0.000	0.000	0.009	0.000	0.005	0.023	0.008	0.011
Non-metropolitan	0.226	0.129	0.048	0.038	0.017	0.031	0.042	0.039	0.046
100,000 - 249,999	0.073	0.055	0.031	0.034	0.013	0.027	0.095	0.058	0.031
250,000 - 499,999	0.095	0.088	0.056	0.036	0.032	0.045	0.020	0.044	0.029
500,000 - 999,999	0.111	0.099	0.092	0.063	0.056	0.070	0.063	0.047	0.051
1,000,000 - 2,499,999	0.182	0.204	0.185	0.176	0.178	0.145	0.181	0.218	0.224
2,500,000 - 4,999,999	0.142	0.172	0.155	0.268	0.277	0.272	0.155	0.334	0.291
5,000,000+	0.170	0.254	0.432	0.385	0.428	0.410	0.443	0.334	0.327

Table 2 (continued). Male descriptive statistics, by racial and ethnic group

	Caribbean-English		Caribbean-Spanish		Haiti		Other Immigrant	
	1st gen	2nd gen	1st gen	2nd gen	1st gen	2nd gen	1st gen	2nd gen
N	3608	1027	1679	453	1863	286	325	873
Age	44.6	35.2	41.8	35.4	43.0	33.3	41.5	37.6
Years of education	13.3	14.3	11.5	14.0	13.0	14.3	14.2	14.2
Married	0.592	0.288	0.542	0.321	0.610	0.289	0.611	0.407
Separated	0.037	0.026	0.058	0.025	0.031	0.015	0.019	0.028
Divorced	0.090	0.071	0.088	0.057	0.055	0.039	0.065	0.086
Widowed	0.009	0.004	0.011	0.001	0.011	0.004	0.000	0.003
Health	0.020	0.016	0.030	0.019	0.016	0.014	0.044	0.043
Citizen	0.610	1.000	0.355	1.000	0.564	1.000	0.476	1.000
South	0.386	0.358	0.369	0.361	0.550	0.367	0.379	0.432
Northeast	0.538	0.465	0.510	0.444	0.404	0.569	0.309	0.213
Northcentral	0.035	0.075	0.043	0.041	0.029	0.027	0.169	0.117
West	0.042	0.102	0.078	0.154	0.017	0.037	0.142	0.238
Trend	11.1	13.3	12.9	14.0	11.3	14.7	17.9	13.5
Year arrived, 1948-1965	0.009	0.000	0.012	0.000	0.005	0.000	0.006	0.000
Year arrived, 1966-1973	0.078	0.000	0.043	0.000	0.045	0.000	0.020	0.000
Year arrived, 1974-1980	0.094	0.000	0.046	0.000	0.056	0.000	0.061	0.000
Year arrived, 1981-1990	0.247	0.000	0.155	0.000	0.189	0.000	0.106	0.000
Year arrived, 1991-2000	0.164	0.000	0.192	0.000	0.177	0.000	0.154	0.000
Year arrived, 2001-2007	0.115	0.000	0.184	0.000	0.158	0.000	0.243	0.000
Year arrived, 2008-2019	0.095	0.000	0.158	0.000	0.138	0.000	0.297	0.000
Year arrived, 2020-2024	0.078	0.000	0.100	0.000	0.102	0.000	0.112	0.000
Age at migration, 0 - 5	0.051	0.000	0.057	0.000	0.061	0.000	0.043	0.000
Age at migration, 6 – 12	0.135	0.000	0.080	0.000	0.077	0.000	0.097	0.000
Age at migration, 13 – 17	0.120	0.000	0.126	0.000	0.108	0.000	0.098	0.000
Age at migration, 18 – 25	0.222	0.000	0.254	0.000	0.217	0.000	0.327	0.000

Age at migration, 26 – 34	0.187	0.000	0.219	0.000	0.237	0.000	0.246	0.000
Age at migration, 35 – 44	0.108	0.000	0.082	0.000	0.126	0.000	0.132	0.000
Age at migration, 45 – 54	0.037	0.000	0.049	0.000	0.039	0.000	0.042	0.000
Age at migration, 55 – 64	0.013	0.000	0.010	0.000	0.004	0.000	0.011	0.000
Non-metropolitan	0.021	0.019	0.023	0.021	0.019	0.012	0.025	0.083
100,000 - 249,999	0.022	0.023	0.009	0.023	0.011	0.011	0.048	0.027
250,000 - 499,999	0.030	0.025	0.030	0.022	0.060	0.027	0.048	0.068
500,000 - 999,999	0.052	0.050	0.052	0.052	0.068	0.054	0.074	0.094
1,000,000 - 2,499,999	0.109	0.116	0.105	0.132	0.143	0.119	0.152	0.176
2,500,000 - 4,999,999	0.105	0.119	0.160	0.160	0.086	0.128	0.227	0.194
5,000,000+	0.661	0.649	0.621	0.588	0.613	0.649	0.427	0.359

Table 3. Male distribution of occupations by race and ethnicity

		Native-born				African			
Occupation	White	Core	Hispanic	1st gen	2nd gen	English	French	Arabic	Other Language
Management	21.14	11.27	9.1	9.07	11.52	10.1	5.25	7.45	8.64
Business and Financial Operations	8.06	7.32	5.09	5.98	6.22	6.48	5.73	3.4	5.85
Computer and Mathematical	3.57	2.53	3.35	4.01	14.52	4.62	3.34	1.91	3.68
Architecture and Engineering	3.49	1.47	1.86	3.07	6.45	3.43	2.63	1.49	2.97
Life, Physical, and Social Science	1.08	0.47	0.54	1.39	1.15	1.57	0.48	0.64	1.46
Community and Social Service	1.08	1.92	1.68	2.34	2.76	3.33	1.43	0.64	1.42
Legal	1.32	0.57	0.72	0.44	1.61	0.57	0.95		0.24
Educational Instruction and Library	3.14	2.51	2.16	3.41	2.76	4.5	0.95	1.91	2.6
Arts, Design, Entertainment, Sports, and Media	1.84	1.52	2.51	0.95	3.46	0.94	0.95	1.28	0.9
Healthcare Practitioners and Technical	2.57	1.56	1.68	6.5	8.53	9.15	3.82	1.91	4.06
Healthcare Support	0.31	0.91	1.14	3.94	1.15	5.47	3.1	0.85	2.5
Protective Service	2.86	4.78	6.05	3.35	3.69	4.15	1.43	1.7	2.88
Food Preparation and Serving Related	1.63	4.13	4.79	2.91	2.76	2.08	5.01	3.83	3.54
Building and Grounds Cleaning and Maintenance	2.49	5.67	6.05	3.44	1.38	3.05	5.25	3.62	3.64
Personal Care and Service	0.79	1.7	1.8	2.67	1.61	2.77	1.19	2.13	2.93
Sales and Related	9.39	6.07	8.62	6.43	7.83	5.69	4.53	5.32	8.17
Office and Administrative Support	4.49	8.06	9.16	6.45	6.22	6.2	9.07	7.45	6.09
Farming, Fishing, and Forestry	0.73	0.54	0.48	0.11		0.16	0.24		0.05
Construction and Extraction	9.28	6.95	8.14	1.86	4.38	1.54	2.39	2.34	2.12
Installation, Maintenance, and Repair	6.36	4.74	5.33	3.12	1.38	3.55	3.1	2.55	2.6
Production	7.07	9.33	8.26	9.65	2.53	6.79	18.62	14.89	11
Transportation and Material Moving	7.31	15.98	11.5	18.9	8.06	13.84	20.53	34.68	22.66
Total	100	100	100	100	100	100	100	100	100

Table 3 (Continued). Male distribution of occupations by race and ethnicity

	Caribbean-English		Caribbean-Spanish		Haiti		Other Immigrant	
Occupation	1st gen	2nd gen	1st gen	2nd gen	1st gen	2nd gen	1st gen	2nd gen
Management	13.11	15.6	7.14	15.63	8.7	13.43	11.9	15.2
Business and Financial Operations	7.71	6.2	4.76	4.37	7.89	6.36	4.76	5.45
Computer and Mathematical	3.06	5.6	1.82	3.68	1.6	5.3	10.71	5.68
Architecture and Engineering	2.31	2.5	1.25	1.61	2.12	1.41	5.06	3.02
Life, Physical, and Social Science	0.63	1.4	0.19	0.46	0.29	1.06	0.89	1.39
Community and Social Service	1.4	2.3	1.07	2.3	2.12	2.47	0.3	1.74
Legal	0.43	2.2	0.25	0.92	0.11	0.71	0.89	1.16
Educational Instruction and Library	2.51	3.6	1.25	2.99	2.69	5.3	3.27	3.94
Arts, Design, Entertainment, Sports, and Media	1.4	3.5	0.88	2.99	0.97	4.59	4.46	2.09
Healthcare Practitioners and Technical	2.91	4.3	1.13	5.06	3.49	4.95	6.55	3.94
Healthcare Support	1.26	0.9	1.38	2.07	1.95	1.41	1.49	0.7
Protective Service	4.54	5.1	1.57	4.83	5.21	5.65	1.79	3.48
Food Preparation and Serving Related	2.94	4.1	7.89	2.53	8.12	5.65	3.27	5.8
Building and Grounds Cleaning and Maintenance	4.63	2.9	10.4	5.52	6.01	1.77	2.38	4.41
Personal Care and Service	1.2	1.9	2.13	2.53	1.89	1.41	2.08	1.39
Sales and Related	5.94	5.5	4.57	6.9	6.64	10.25	6.85	8.35
Office and Administrative Support	6.54	9.7	5.2	8.28	5.84	11.31	4.46	7.19
Farming, Fishing, and Forestry	0.29		0.81		0.63		0.3	0.23
Construction and Extraction	11.25	5.2	16.6	5.29	4	3.18	7.74	4.29
Installation, Maintenance, and Repair	7.83	4.9	5.51	8.28	4.35	3.18	5.95	4.41
Production	6.2	5.3	8.65	3.91	6.35	2.12	4.46	5.68
Transportation and Material Moving	11.91	7.3	15.54	9.89	19.05	8.48	10.42	10.44
Total	100	100	100	100	100	100	100	100

Table 6. Ordered logit. Impact of immigrant selectivity and Black identity on occupational rank

	All		African American		All		African American	
Immigration Adv.	1.563	***	1.012					
	[0.1089]		[0.0765]					
Core Black	0.517	***			0.517	***		
	[0.0038]				[0.0038]			
Natv Blk Hspn	0.633	***	1.121	**	0.645	***	1.121	***
	[0.0277]		[0.0499]		[0.0281]		[0.0493]	
Africa-English	0.86	**	0.925		0.635	***	0.912	*
	[0.0572]		[0.0610]		[0.0285]		[0.0446]	
Africa-French	0.718	***	0.81	*	0.48	***	0.723	***
	[0.0838]		[0.0937]		[0.0445]		[0.0681]	
Africa-Arabic	0.593	***	0.674	***	0.469	***	0.704	***
	[0.0606]		[0.0684]		[0.0406]		[0.0619]	
Africa-Oth Lang	0.637	***	0.692	***	0.542	***	0.778	***
	[0.0507]		[0.0544]		[0.0267]		[0.0409]	
Africa2	1.082		1.899	***	1.083		1.91	***
	[0.0913]		[0.1585]		[0.0914]		[0.1594]	
Carib-Engl	1.088		1.148	**	0.799	***	1.119	**
	[0.0693]		[0.0725]		[0.0321]		[0.0507]	
Carib-Engl2	0.818	***	1.438	***	0.821	***	1.439	***
	[0.0455]		[0.0800]		[0.0457]		[0.0799]	
Carib-Span	0.881	*	0.954		0.662	***	0.932	
	[0.0632]		[0.0678]		[0.0361]		[0.0538]	
Carib-Span2	0.77	***	1.372	***	0.772	***	1.372	***
	[0.0671]		[0.1184]		[0.0673]		[0.1183]	
Haiti	0.682	***	0.738	***	0.502	***	0.722	***
	[0.0488]		[0.0521]		[0.0261]		[0.0398]	
Haiti2	0.776	**	1.361	***	0.776	**	1.361	***
	[0.0803]		[0.1394]		[0.0803]		[0.1393]	
Othr-Immg	1.443	***	1.622	***	1.135	*	1.593	***
	[0.1194]		[0.1343]		[0.0795]		[0.1163]	
Othr-Immg2	0.753	***	1.314	***	0.759	***	1.32	***
	[0.0392]		[0.0686]		[0.0394]		[0.0686]	
N	698567		91501		700396		93330	

Exponentiated coefficients; Standard errors in brackets. * p<0.10, ** p<0.05, *** p<0.01.

Table 7. Multinomial logit: impact of migration advantage on occupational inclusion

	All		Afr Amer	
Legal (6)	2.116	***	1.592	
	[0.2458]		[1.0093]	
Healthcare Practitioners and Technical (9)	0.604	***	0.563	*
	[0.0374]		[0.1750]	
Architecture and Engineering (3)	0.682	***	0.405	***
	[0.0395]		[0.1332]	
Computer and Mathematical (2)	0.372	***	0.729	
	[0.0195]		[0.2160]	
Management (0)	1.257	***	1.394	
	[0.0498]		[0.2942]	
Life, Physical, and Social Science (4)	0.861	*	1.837	
	[0.0735]		[0.9163]	
Business and Financial Operations (1)	1.696	***	1.324	
	[0.0768]		[0.2979]	
Healthcare Support (10)	0.541	***	0.997	
	[0.0668]		[0.4477]	
Personal Care and Service (14)	0.507	***	1.901	*
	[0.0410]		[0.7365]	
Educational Instruction and Library (7)	1.516	***	0.984	
	[0.1015]		[0.3063]	
Arts, Design, Entertainment, Sports, and Media (8)	1.359	***	1.135	
	[0.1023]		[0.4495]	
Construction and Extraction (18)	1.743	***	0.636	**
	[0.0709]		[0.1350]	
Community and Social Service (5)	1.803	***	2.184	**
	[0.1820]		[0.8373]	
Installation, Maintenance, and Repair (19)	1.331	***	0.809	
	[0.0652]		[0.2110]	
Farming, Fishing, and Forestry (17)	1.134		0.255	**
	[0.1042]		[0.1408]	
Sales and Related (15)	0.83	***	0.804	
	[0.0368]		[0.1859]	
Transportation and Material Moving (21)	1.039		1.253	
	[0.0440]		[0.2513]	
Building and Grounds Cleaning 7 Maint (13)	1.196	***	1.239	
	[0.0605]		[0.3086]	
Office and Administrative Support (16)	1.037		1.593	**
	[0.0519]		[0.3733]	
Food Preparation and Serving Related (12)	0.422	***	0.499	***
	[0.0218]		[0.1248]	
Protective Service (11)	1.967	***	2.228	***
	[0.1455]		[0.6704]	

Table 7b. Multinomial logit: impact of Black identity on occupational inclusion, Legal

	Men				Women			
	All		Afr Amer		All		Afr Amer	
Core Black	0.442	***			0.395	***		
	[0.0243]				[0.0162]			
Natv Blk Hspn	0.904		1.492		0.705		1.177	
	[0.2864]		[0.4822]		[0.1658]		[0.2885]	
Africa-English	3.034	***	1.541		2.63	***	0.817	
	[0.6141]		[0.8900]		[0.7003]		[0.4093]	
Africa-French	0.84		1.035		3.337	**	1.514	
	[0.4010]		[0.7671]		[1.5810]		[0.9896]	
Africa-Oth Lang	0.4	*	1.07E-07		1.423		0.698	
	[0.2058]		[0.0001]		[0.4316]		[0.3693]	
Africa2	1.174		2.43	*	1.216		1.891	
	[0.5852]		[1.2226]		[0.6188]		[0.9718]	
Carib-Engl	2.913	***	2.092		6.076	***	4.061	***
	[0.6800]		[1.2050]		[1.0455]		[1.7159]	
Carib-Engl2	1.237		2.069	***	1.016		1.533	
	[0.3311]		[0.5673]		[0.3374]		[0.5177]	
Carib-Span	1.479	**	1.565		1.113		0.58	
	[0.2356]		[1.1302]		[0.1328]		[0.2894]	
Carib-Span2	1.033		1.558		1.201		1.759	
	[0.5936]		[0.8958]		[0.5218]		[0.7741]	
Haiti	1.201		0.699		1.969	*	0.916	
	[0.7194]		[0.6191]		[0.7126]		[0.4753]	
Haiti2	1.08		1.569		2.345		3.287	**
	[0.8998]		[1.3072]		[1.3150]		[1.8682]	
Othr-Immg	1.712	***	1.871		1.243	**	0.963	
	[0.2064]		[1.5062]		[0.1205]		[0.5986]	
Othr-Immg2	0.563	*	1.048		0.684		1.23	
	[0.1960]		[0.3730]		[0.2043]		[0.3766]	

	Men				Women			
	All		Afr Amer		All		Afr Amer	
Core Black	0.444	***			0.398	***		
	[0.0244]				[0.0163]			
Natv Blk Hspn	0.939		1.534		0.807		1.173	
	[0.2975]		[0.4919]		[0.1897]		[0.2859]	
Africa-English	2.479	***	1.362		2.124	***	0.813	
	[0.4907]		[0.5492]		[0.5614]		[0.3308]	
Africa-French	0.588		0.755		2.144	*	1.193	
	[0.2776]		[0.4730]		[0.9883]		[0.6839]	
Africa-Oth Lang	0.531	*	0.383	*	1.232		0.553	
	[0.1754]		[0.2114]		[0.3088]		[0.2238]	
Africa2	1.183		2.452	*	1.232		1.879	
	[0.5897]		[1.2334]		[0.6270]		[0.9654]	
Carib-Engl	2.243	***	1.685		4.823	***	4.008	***
	[0.5126]		[0.6870]		[0.7978]		[1.2179]	
Carib-Engl2	1.248		2.084	***	1.061		1.515	
	[0.3340]		[0.5711]		[0.3526]		[0.5113]	
Carib-Span	1.165		1.299		0.914		0.582	
	[0.1785]		[0.7866]		[0.1039]		[0.2416]	
Carib-Span2	1.037		1.57		1.231		1.737	
	[0.5961]		[0.9024]		[0.5348]		[0.7643]	
Haiti	0.918		0.556		1.554		0.916	
	[0.5487]		[0.4361]		[0.5597]		[0.3928]	
Haiti2	1.083		1.574		2.36		3.252	**
	[0.9018]		[1.3111]		[1.3230]		[1.8491]	
Othr-Immg	1.312	**	2.048		1.075		0.931	
	[0.1422]		[1.3158]		[0.0954]		[0.5238]	
Othr-Immg2	0.591		1.082		0.741		1.203	
	[0.2057]		[0.3830]		[0.2213]		[0.3679]	

Table 7c. Multinomial logit: impact of Black identity on occupational inclusion, Healthcare Practitioners and Technical

	Men				Women			
	All		**Afr Amer**		**All**		**Afr Amer**	
Core Black	0.661	***			0.531	***		
	[0.0233]				[0.0127]			
Natv Blk Hspn	0.923		1.057		0.857		1.093	
	[0.1979]		[0.2313]		[0.1227]		[0.1643]	
Africa-English	2.627	***	3.333	***	7.408	***	5.35	***
	[0.2680]		[0.8906]		[0.9298]		[1.3124]	
Africa-French	0.877		1.506		3.932	***	3.337	***
	[0.1725]		[0.5038]		[0.9785]		[1.1390]	
Africa-Oth Lang	1.285	**	0.946		1.508	***	0.912	
	[0.1629]		[0.2855]		[0.1987]		[0.2350]	
Africa2	4.693	***	6.884	***	1.955		2.897	**
	[1.6653]		[2.4579]		[0.8434]		[1.2541]	
Carib-Engl	1.611	***	1.645	*	6.535	***	5.56	***
	[0.1959]		[0.4442]		[0.6913]		[1.3514]	
Carib-Engl2	1.613	**	1.921	***	1.271		1.73	*
	[0.3430]		[0.4138]		[0.3540]		[0.4857]	
Carib-Span	0.958		0.738		0.675	***	0.529	**
	[0.0699]		[0.2579]		[0.0379]		[0.1328]	
Carib-Span2	3.157	***	3.568	***	0.87		1.143	
	[1.0625]		[1.1946]		[0.3239]		[0.4277]	
Haiti	2.34	***	2.276	***	5.98	***	3.262	***
	[0.3987]		[0.6638]		[0.8142]		[0.7914]	
Haiti2	4.628	***	5.104	***	1.388		1.858	
	[2.3123]		[2.5483]		[0.7369]		[0.9924]	
Othr-Immg	1.088	*	2.314	**	1.116	***	0.958	
	[0.0546]		[0.7788]		[0.0473]		[0.3023]	
Othr-Immg2	1.419	*	1.958	***	0.882		1.289	
	[0.2843]		[0.3995]		[0.1861]		[0.2767]	

	Men				Women			
	All		**Afr Amer**		**All**		**Afr Amer**	
Core Black	0.658	***			0.534	***		
	[0.0231]				[0.0127]			
Natv Blk Hspn	0.874		1.013		0.934		1.087	
	[0.1873]		[0.2203]		[0.1338]		[0.1610]	
Africa-English	2.943	***	4.281	***	7.116	***	5.517	***
	[0.2974]		[0.8184]		[0.8878]		[1.0282]	
Africa-French	0.844		1.599	*	3.179	***	2.847	***
	[0.1537]		[0.4246]		[0.7104]		[0.7912]	
Africa-Oth Lang	1.309	***	1.418	*	1.942	***	1.329	*
	[0.1324]		[0.2829]		[0.1993]		[0.2287]	
Africa2	4.669	***	6.815	***	1.975		2.88	**
	[1.6570]		[2.4328]		[0.8520]		[1.2470]	
Carib-Engl	1.787	***	2.172	***	6.202	***	5.788	***
	[0.2128]		[0.4281]		[0.6378]		[1.0573]	
Carib-Engl2	1.585	**	1.886	***	1.31		1.711	*
	[0.3369]		[0.4057]		[0.3649]		[0.4803]	
Carib-Span	1.061		0.952		0.654	***	0.552	***
	[0.0761]		[0.2858]		[0.0358]		[0.1102]	
Carib-Span2	3.129	***	3.532	***	0.881		1.133	
	[1.0531]		[1.1821]		[0.3281]		[0.4239]	
Haiti	2.654	***	2.945	***	5.765	***	3.377	***
	[0.4504]		[0.6645]		[0.7811]		[0.6204]	
Haiti2	4.588	***	5.05	***	1.391		1.841	
	[2.2923]		[2.5212]		[0.7385]		[0.9845]	
Othr-Immg	1.174	***	2.884	***	1.119	***	0.99	
	[0.0562]		[0.8272]		[0.0453]		[0.2790]	
Othr-Immg2	1.346		1.898	***	0.919		1.273	
	[0.2699]		[0.3863]		[0.1941]		[0.2729]	

Table 7d. Multinomial logit: impact of Black identity on occupational inclusion, Computer and Mathematical

	Men				Women			
	All		**Afr Amer**		**All**		**Afr Amer**	
Core Black	0.61	***			0.606	***		
	[0.0176]				[0.0223]			
Natv Blk Hspn	0.852		1.14		0.666	*	0.819	
	[0.1394]		[0.1958]		[0.1608]		[0.2053]	
Africa-English	0.611	***	1.331		1.304		1.544	
	[0.0670]		[0.3432]		[0.2434]		[0.5983]	
Africa-French	0.311	***	0.608		1.002		0.923	
	[0.0597]		[0.2145]		[0.3780]		[0.5392]	
Africa-Oth Lang	0.338	***	0.762		0.34	***	0.493	
	[0.0461]		[0.2174]		[0.0952]		[0.2246]	
Africa2	4.014	***	5.459	***	1.299		1.579	
	[1.3455]		[1.8627]		[0.6686]		[0.8191]	
Carib-Engl	0.842		1.336		1.971	***	2.845	***
	[0.0930]		[0.3379]		[0.3114]		[1.0457]	
Carib-Engl2	1.071		1.291		1.305		1.467	
	[0.2087]		[0.2589]		[0.4292]		[0.4894]	
Carib-Span	0.297	***	0.845		0.21	***	0.362	**
	[0.0213]		[0.2569]		[0.0262]		[0.1618]	
Carib-Span2	1.07		1.278		0.92		1.033	
	[0.3802]		[0.4594]		[0.4383]		[0.4966]	
Haiti	0.423	***	0.815		0.514	*	0.467	
	[0.0891]		[0.2529]		[0.1830]		[0.2300]	
Haiti2	2.335	*	2.734	**	0.758		0.873	
	[1.1341]		[1.3391]		[0.5141]		[0.5964]	
Othr-Immg	1.036		1.814	*	1.154	**	1.188	
	[0.0405]		[0.5685]		[0.0677]		[0.5473]	
Othr-Immg2	1.156		1.524	**	0.884		1.1	
	[0.2043]		[0.2798]		[0.2556]		[0.3255]	

	Women							
	All		**Afr Amer**		**All**		**Afr Amer**	
Core Black	0.603	***			0.603	***		
	[0.0174]				[0.0221]			
Natv Blk Hspn	0.768		1.105		0.633	*	0.826	
	[0.1256]		[0.1879]		[0.1529]		[0.2056]	
Africa-English	0.723	***	1.393	*	1.367	*	1.534	
	[0.0788]		[0.2688]		[0.2543]		[0.4608]	
Africa-French	0.318	***	0.579	*	0.811		0.705	
	[0.0561]		[0.1661]		[0.2938]		[0.3672]	
Africa-Oth Lang	0.417	***	0.849		0.446	***	0.504	**
	[0.0438]		[0.1651]		[0.0946]		[0.1656]	
Africa2	3.971	***	5.476	***	1.294		1.577	
	[1.3318]		[1.8681]		[0.6657]		[0.8183]	
Carib-Engl	1.013		1.461	**	1.995	***	2.788	***
	[0.1093]		[0.2732]		[0.3113]		[0.7627]	
Carib-Engl2	1.04		1.277		1.281		1.458	
	[0.2025]		[0.2557]		[0.4214]		[0.4863]	
Carib-Span	0.345	***	0.881		0.22	***	0.361	***
	[0.0244]		[0.2265]		[0.0274]		[0.1382]	
Carib-Span2	1.052		1.272		0.903		1.025	
	[0.3739]		[0.4570]		[0.4302]		[0.4928]	
Haiti	0.514	***	0.851		0.546	*	0.463	*
	[0.1080]		[0.2203]		[0.1944]		[0.1978]	
Haiti2	2.306	*	2.714	**	0.75		0.87	
	[1.1200]		[1.3292]		[0.5083]		[0.5947]	
Othr-Immg	1.171	***	1.903	**	1.225	***	1.186	
	[0.0436]		[0.5125]		[0.0681]		[0.4801]	
Othr-Immg2	1.071		1.49	**	0.84		1.087	
	[0.1892]		[0.2725]		[0.2430]		[0.3212]	

Table 7e. Multinomial logit: impact of Black identity on occupational inclusion, Management

	Men				Women			
	All		Afr Amer		All		Afr Amer	
Core Black	0.483	***			0.471	***		
	[0.0089]				[0.0102]			
Natv Blk Hspn	0.573	***	0.95		0.769	*	1.065	
	[0.0698]		[0.1230]		[0.1035]		[0.1534]	
Africa-English	1.139		1.502	**	3.103	***	2.067	***
	[0.1035]		[0.2785]		[0.4152]		[0.5079]	
Africa-French	0.567	***	0.913		2.126	***	1.504	
	[0.0899]		[0.2416]		[0.5833]		[0.5948]	
Africa-Oth Lang	0.666	***	0.76		1.122		0.963	
	[0.0673]		[0.1580]		[0.1523]		[0.2487]	
Africa2	1.323		2.04	**	1.308		1.814	
	[0.4487]		[0.7032]		[0.5670]		[0.7938]	
Carib-Engl	1.567	***	2.212	***	4.651	***	5.062	***
	[0.1228]		[0.3842]		[0.4827]		[1.1827]	
Carib-Engl2	0.934		1.313	*	1.231		1.56	
	[0.1500]		[0.2171]		[0.3354]		[0.4307]	
Carib-Span	1.002		1.404	*	1.046		0.768	
	[0.0385]		[0.2810]		[0.0464]		[0.1802]	
Carib-Span2	1.416		2.025	**	0.937		1.224	
	[0.3926]		[0.5686]		[0.3349]		[0.4424]	
Haiti	1.075		1.617	**	1.376	**	1.067	
	[0.1363]		[0.3224]		[0.2175]		[0.2660]	
Haiti2	2.19	*	2.957	**	0.833		1.006	
	[0.9699]		[1.3205]		[0.4460]		[0.5453]	
Othr-Immg	1.707	***	2.522	***	2.31	***	3.251	***
	[0.0536]		[0.6152]		[0.0914]		[0.9656]	
Othr-Immg2	0.939		1.507	***	0.904		1.359	
	[0.1335]		[0.2234]		[0.1815]		[0.2802]	

	Men				Women			
	All		Afr Amer		All		Afr Amer	
Core Black	0.483	***			0.475	***		
	[0.0089]				[0.0103]			
Natv Blk Hspn	0.591	***	0.965		0.901		1.163	
	[0.0719]		[0.1229]		[0.1215]		[0.1643]	
Africa-English	1.113		1.124		2.588	***	1.233	
	[0.1006]		[0.1599]		[0.3448]		[0.2392]	
Africa-French	0.473	***	0.603	**	1.572	*	0.837	
	[0.0695]		[0.1335]		[0.3927]		[0.2810]	
Africa-Oth Lang	0.644	***	0.667	***	0.965		0.547	***
	[0.0499]		[0.0911]		[0.1050]		[0.0973]	
Africa2	1.333		2.066	**	1.336		1.838	
	[0.4520]		[0.7121]		[0.5790]		[0.8041]	
Carib-Engl	1.5	***	1.638	***	3.726	***	3.006	***
	[0.1146]		[0.2083]		[0.3759]		[0.5323]	
Carib-Engl2	0.942		1.322	*	1.301		1.601	*
	[0.1513]		[0.2184]		[0.3547]		[0.4418]	
Carib-Span	0.971		1.047		0.878	***	0.462	***
	[0.0359]		[0.1735]		[0.0373]		[0.0859]	
Carib-Span2	1.424		2.042	**	0.968		1.247	
	[0.3949]		[0.5733]		[0.3460]		[0.4506]	
Haiti	1.03		1.196		1.099		0.619	**
	[0.1301]		[0.1913]		[0.1735]		[0.1231]	
Haiti2	2.199	*	2.978	**	0.844		1.015	
	[0.9738]		[1.3298]		[0.4520]		[0.5504]	
Othr-Immg	1.684	***	2.034	***	2.103	***	2.167	***
	[0.0508]		[0.4406]		[0.0798]		[0.5728]	
Othr-Immg2	0.96		1.525	***	0.992		1.428	*
	[0.1364]		[0.2251]		[0.1993]		[0.2938]	

Table 7f. Multinomial logit: impact of Black identity on occupational inclusion, Life, Physical, and Social Science

	Men				Women			
	All		**Afr Amer**		**All**		**Afr Amer**	
Core Black	0.471	***			0.398	***		
	[0.0275]				[0.0210]			
Natv Blk Hspn	0.708		1.073		0.337	***	0.615	
	[0.2470]		[0.3934]		[0.1342]		[0.2510]	
Africa-English	0.916		1.942		2.919	***	2.582	**
	[0.1454]		[0.8499]		[0.5584]		[1.1531]	
Africa-French	0.34	***	0.578		1.648		1.999	
	[0.1167]		[0.3815]		[0.7351]		[1.2574]	
Africa-Oth Lang	0.711	*	1.76		0.746		0.608	
	[0.1381]		[0.8167]		[0.2330]		[0.3430]	
Africa2	1.461		3.052	**	1.17		2.429	
	[0.7991]		[1.6900]		[0.6433]		[1.3470]	
Carib-Engl	1.259		1.56		2.097	***	2.601	**
	[0.2312]		[0.6981]		[0.4305]		[1.1757]	
Carib-Engl2	1.258		2.182	**	0.911		1.762	
	[0.3848]		[0.6885]		[0.3440]		[0.6768]	
Carib-Span	0.5	***	0.492		0.413	***	0.0782	**
	[0.0641]		[0.3456]		[0.0606]		[0.0841]	
Carib-Span2	0.698		1.195		0.716		1.313	
	[0.5261]		[0.9044]		[0.4043]		[0.7476]	
Haiti	0.628		0.775		1.284		1.222	
	[0.2480]		[0.4695]		[0.4866]		[0.6549]	
Haiti2	2.421		4.214	**	0.579		1.113	
	[1.7311]		[3.0385]		[0.4478]		[0.8667]	
Othr-Immg	1.244	***	0.837		1.158	**	1.342	
	[0.0798]		[0.6013]		[0.0854]		[0.7789]	
Othr-Immg2	1.041		1.788	*	0.688		1.391	
	[0.3191]		[0.5755]		[0.2394]		[0.4958]	

	Men				Women			
	All		**Afr Amer**		**All**		**Afr Amer**	
Core Black	0.47	***			0.399	***		
	[0.0275]				[0.0210]			
Natv Blk Hspn	0.701		1.167		0.364	**	0.639	
	[0.2445]		[0.4184]		[0.1452]		[0.2593]	
Africa-English	0.959		1.523		2.78	***	2.858	***
	[0.1514]		[0.4635]		[0.5294]		[1.0126]	
Africa-French	0.309	***	0.424		1.265		1.758	
	[0.1003]		[0.2281]		[0.5476]		[0.9789]	
Africa-Oth Lang	0.59	***	1.138		0.873		0.685	
	[0.0962]		[0.3474]		[0.2013]		[0.2846]	
Africa2	1.458		3.034	**	1.188		2.445	
	[0.7976]		[1.6792]		[0.6531]		[1.3559]	
Carib-Engl	1.288		1.249		1.998	***	2.819	***
	[0.2323]		[0.4002]		[0.4018]		[1.0139]	
Carib-Engl2	1.25		2.187	**	0.943		1.782	
	[0.3822]		[0.6890]		[0.3562]		[0.6842]	
Carib-Span	0.523	***	0.386		0.395	***	0.0872	**
	[0.0661]		[0.2453]		[0.0576]		[0.0910]	
Carib-Span2	0.695		1.186		0.728		1.326	
	[0.5238]		[0.8978]		[0.4112]		[0.7548]	
Haiti	0.655		0.601		1.238		1.324	
	[0.2587]		[0.3112]		[0.4684]		[0.6098]	
Haiti2	2.405		4.14	**	0.584		1.117	
	[1.7193]		[2.9836]		[0.4514]		[0.8706]	
Othr-Immg	1.282	***	0.86		1.154	**	1.729	
	[0.0792]		[0.5062]		[0.0815]		[0.8835]	
Othr-Immg2	1.03		1.877	**	0.714		1.418	
	[0.3157]		[0.5959]		[0.2482]		[0.5036]	

Table 7g. Multinomial logit: impact of Black identity on occupational inclusion, Business and Financial Operations

	Men						Women					
	All		**Afr Amer**		**All**		**Afr Amer**		**All**		**Afr Amer**		**All**		**Afr Amer**	
Core Black	0.691	***			0.596	***			0.695	***			0.6	***		
	[0.0142]				[0.0143]				[0.0143]				[0.0144]			
Natv Blk Hspn	0.658	***	0.872		0.829		1.074		0.711	**	0.9		0.932		1.115	
	[0.0930]		[0.1312]		[0.1213]		[0.1669]		[0.1004]		[0.1327]		[0.1365]		[0.1704]	
Africa-English	1.665	***	1.723	***	2.465	***	2.514	***	1.546	***	1.443	**	2.126	***	1.434	*
	[0.1671]		[0.3335]		[0.3528]		[0.6907]		[0.1541]		[0.2185]		[0.3027]		[0.3010]	
Africa-French	0.804		1.521		0.699		1.091		0.679	**	1.165		0.483	**	0.49	*
	[0.1521]		[0.4252]		[0.2607]		[0.5026]		[0.1197]		[0.2762]		[0.1728]		[0.2006]	
Africa-Oth Lang	0.686	***	0.91		0.892		0.829		0.637	***	0.735	**	0.827		0.496	***
	[0.0865]		[0.2000]		[0.1384]		[0.2490]		[0.0597]		[0.1083]		[0.1027]		[0.1018]	
Africa2	2.226	**	3.378	***	1.061		1.32		2.268	**	3.429	***	1.081		1.325	
	[0.8071]		[1.2430]		[0.4817]		[0.6038]		[0.8219]		[1.2613]		[0.4903]		[0.6061]	
Carib-Engl	1.539	***	1.466	**	3.422	***	4.967	***	1.462	***	1.295	*	2.905	***	2.885	***
	[0.1334]		[0.2667]		[0.3848]		[1.3021]		[0.1222]		[0.1756]		[0.3175]		[0.5536]	
Carib-Engl2	0.901		1.137		1.274		1.478		0.925		1.155		1.332		1.487	
	[0.1674]		[0.2169]		[0.3592]		[0.4222]		[0.1719]		[0.2200]		[0.3756]		[0.4244]	
Carib-Span	1.105	**	1.113		0.816	***	0.859		1.038		0.987		0.722	***	0.51	***
	[0.0471]		[0.2397]		[0.0429]		[0.2322]		[0.0420]		[0.1768]		[0.0364]		[0.1077]	
Carib-Span2	0.947		1.195		1.05		1.242		0.966		1.208		1.075		1.244	
	[0.3206]		[0.4090]		[0.3913]		[0.4676]		[0.3270]		[0.4132]		[0.4007]		[0.4683]	
Haiti	1.694	***	1.702	***	1.43	**	1.467		1.525	***	1.387	**	1.219		0.835	
	[0.2185]		[0.3441]		[0.2470]		[0.4137]		[0.1958]		[0.2253]		[0.2098]		[0.1832]	
Haiti2	2.365	*	2.994	**	0.972		1.134		2.395	*	3.025	**	0.983		1.13	
	[1.1281]		[1.4408]		[0.5343]		[0.6301]		[1.1422]		[1.4557]		[0.5402]		[0.6282]	
Othr-Immg	1.776	***	2.168	**	1.143	***	2.716	***	1.754	***	2.002	**	1.066		1.682	*
	[0.0708]		[0.6769]		[0.0504]		[0.8816]		[0.0671]		[0.5641]		[0.0448]		[0.4743]	
Othr-Immg2	0.756		1.034		0.978		1.284		0.799		1.06		1.045		1.316	
	[0.1334]		[0.1884]		[0.2074]		[0.2790]		[0.1408]		[0.1922]		[0.2217]		[0.2855]	

Table 7h. Multinomial logit: impact of Black identity on occupational inclusion, Healthcare Support

	Men						Women					
	All		**Afr Amer**		**All**		**Afr Amer**		**All**		**Afr Amer**		**All**		**Afr Amer**	
Core Black	1.974	***			1.186	***			1.959	***			1.191	***		
	[0.0958]				[0.0288]				[0.0947]				[0.0288]			
Natv Blk Hspn	2.076	***	1.043		1.313	*	0.848		1.934	***	1.009		1.438	**	0.861	
	[0.5138]		[0.2663]		[0.1859]		[0.1267]		[0.4777]		[0.2559]		[0.2036]		[0.1266]	
Africa-English	8.948	***	11.41	***	13.45	***	9.828	***	10.63	***	9.359	***	12.7	***	7.678	***
	[1.1582]		[4.4752]		[1.6583]		[2.4744]		[1.3356]		[2.2136]		[1.5506]		[1.3799]	
Africa-French	3.222	***	4.84	***	5.87	***	4.135	***	3.49	***	3.714	***	5.185	***	3.065	***
	[0.7662]		[2.1911]		[1.4277]		[1.4035]		[0.7546]		[1.1627]		[1.1111]		[0.8085]	
Africa-Oth Lang	1.471	*	2.195	*	2.495	***	1.84	**	2.61	***	2.373	***	2.907	***	1.751	***
	[0.3297]		[0.9484]		[0.3077]		[0.4679]		[0.3993]		[0.5925]		[0.2837]		[0.2823]	
Africa2	4.444	***	2.611	*	2.368	*	1.619		4.421	***	2.602	*	2.386	*	1.61	
	[2.4075]		[1.4224]		[1.0618]		[0.7289]		[2.3950]		[1.4173]		[1.0699]		[0.7248]	
Carib-Engl	2.734	***	2.262	**	12.22	***	10.67	***	3.245	***	1.878	**	11.5	***	8.44	***
	[0.4603]		[0.9120]		[1.2576]		[2.6650]		[0.5314]		[0.4891]		[1.1436]		[1.4936]	
Carib-Engl2	2.138	**	1.045		1.728	*	1.089		2.095	**	1.042		1.776	*	1.079	
	[0.7115]		[0.3527]		[0.5066]		[0.3219]		[0.6971]		[0.3513]		[0.5209]		[0.3187]	
Carib-Span	1.017		2.157	*	1.58	***	1.559	*	1.171		1.75	*	1.494	***	1.237	
	[0.1221]		[0.9253]		[0.0772]		[0.3733]		[0.1366]		[0.5392]		[0.0689]		[0.2102]	
Carib-Span2	5.577	***	2.635	**	2.205	**	1.344		5.507	***	2.632	**	2.229	**	1.336	
	[2.3138]		[1.1037]		[0.8076]		[0.4957]		[2.2845]		[1.1018]		[0.8167]		[0.4929]	
Haiti	4.906	***	4.138	***	12.9	***	7.035	***	5.919	***	3.436	***	12.18	***	5.456	***
	[1.0031]		[1.7232]		[1.6163]		[1.7246]		[1.1941]		[0.9584]		[1.5122]		[0.9414]	
Haiti2	6.181	***	3.011	*	1.7		1.065		6.129	***	3.042	*	1.699		1.052	
	[4.0049]		[1.9615]		[0.9486]		[0.5978]		[3.9711]		[1.9809]		[0.9476]		[0.5905]	
Othr-Immg	1.077		1.809		1.185	***	1.129		1.205	**	1.418		1.217	***	1.172	
	[0.1018]		[0.9230]		[0.0549]		[0.3630]		[0.1088]		[0.6211]		[0.0533]		[0.3168]	
Othr-Immg2	1.8	*	1.036		1.161		0.886		1.728	*	1.008		1.218		0.89	
	[0.5850]		[0.3415]		[0.2604]		[0.2019]		[0.5613]		[0.3318]		[0.2734]		[0.2026]	

Table 7i. Multinomial logit: impact of Black identity on occupational inclusion, Personal Care and Service

	Men				Women			
	All		**Afr Amer**		**All**		**Afr Amer**	
Core Black	1.312	***			0.708	***		
	[0.0466]				[0.0178]			
Natv Blk Hspn	1.339		0.869		1.056		1.145	
	[0.2723]		[0.1842]		[0.1527]		[0.1749]	
Africa-English	1.829	***	3.817	***	2.745	***	2.74	***
	[0.2483]		[1.3030]		[0.3714]		[0.7026]	
Africa-French	0.78		1.578		2.941	***	2.72	***
	[0.2110]		[0.7188]		[0.7292]		[0.9457]	
Africa-Oth Lang	1.132		2.692	***	1.258	*	1.172	
	[0.1791]		[0.9504]		[0.1577]		[0.2989]	
Africa2	2.823	**	1.803		1.01		1.172	
	[1.3704]		[0.8817]		[0.4939]		[0.5756]	
Carib-Engl	0.89		1.687		3.512	***	4.148	***
	[0.1412]		[0.5913]		[0.3805]		[1.0366]	
Carib-Engl2	1.927	***	1.188		1.021		1.119	
	[0.4748]		[0.2985]		[0.3162]		[0.3492]	
Carib-Span	0.912		2.8	***	1.034		1.004	
	[0.0676]		[0.9922]		[0.0461]		[0.2417]	
Carib-Span2	2.921	***	1.714		1.234		1.308	
	[1.1347]		[0.6717]		[0.4761]		[0.5085]	
Haiti	1.45	*	3.144	***	1.074		0.921	
	[0.2908]		[1.1443]		[0.1815]		[0.2459]	
Haiti2	2.713		1.612		0.774		0.878	
	[1.7551]		[1.0474]		[0.4755]		[0.5423]	
Othr-Immg	0.946		1.506		1.117	***	1.195	
	[0.0589]		[0.6912]		[0.0456]		[0.3725]	
Othr-Immg2	1.122		0.724		1.104		1.271	
	[0.3105]		[0.2038]		[0.2435]		[0.2859]	

	Men				Women			
	All		**Afr Amer**		**All**		**Afr Amer**	
Core Black	1.302	***			0.707	***		
	[0.0461]				[0.0177]			
Natv Blk Hspn	1.197		0.886		1.11		1.15	
	[0.2431]		[0.1853]		[0.1603]		[0.1730]	
Africa-English	2.126	***	2.515	***	2.698	***	3.034	***
	[0.2857]		[0.5796]		[0.3631]		[0.5982]	
Africa-French	0.794		0.977		2.515	***	2.655	***
	[0.2008]		[0.3519]		[0.5561]		[0.7491]	
Africa-Oth Lang	1.301	**	1.663	**	1.429	***	1.547	**
	[0.1623]		[0.3704]		[0.1434]		[0.2665]	
Africa2	2.809	**	1.814		1.013		1.171	
	[1.3636]		[0.8869]		[0.4954]		[0.5749]	
Carib-Engl	1.088		1.177		3.423	***	4.623	***
	[0.1660]		[0.2869]		[0.3604]		[0.8695]	
Carib-Engl2	1.87	**	1.189		1.035		1.112	
	[0.4606]		[0.2985]		[0.3205]		[0.3470]	
Carib-Span	1.037		1.848	**	1.02		1.127	
	[0.0745]		[0.4856]		[0.0436]		[0.2064]	
Carib-Span2	2.864	***	1.715		1.239		1.304	
	[1.1125]		[0.6720]		[0.4782]		[0.5066]	
Haiti	1.71	***	2.009	***	1.059		1.012	
	[0.3410]		[0.5305]		[0.1784]		[0.2147]	
Haiti2	2.689		1.614		0.771		0.874	
	[1.7397]		[1.0486]		[0.4738]		[0.5396]	
Othr-Immg	1.025		1.261		1.122	***	1.431	
	[0.0610]		[0.4832]		[0.0440]		[0.3945]	
Othr-Immg2	1.06		0.727		1.131		1.27	
	[0.2933]		[0.2044]		[0.2496]		[0.2853]	

Table 7j. Multinomial logit: impact of Black identity on occupational inclusion, Educational Instruction and Library

	Men				Women			
	All		**Afr Amer**		**All**		**Afr Amer**	
Core Black	0.975				0.565	***		
	[0.0296]				[0.0135]			
Natv Blk Hspn	1.093		0.946		0.842		1.082	
	[0.2164]		[0.1909]		[0.1227]		[0.1660]	
Africa-English	1.841	***	1.466		2.897	***	1.084	
	[0.2158]		[0.3904]		[0.4143]		[0.2898]	
Africa-French	0.578	**	0.373	**	1.765	*	0.558	
	[0.1430]		[0.1555]		[0.5314]		[0.2422]	
Africa-Oth Lang	0.811		0.54	*	1.326	*	0.371	***
	[0.1326]		[0.1756]		[0.2041]		[0.1143]	
Africa2	1.232		1.188		0.629		0.892	
	[0.5277]		[0.5118]		[0.2888]		[0.4113]	
Carib-Engl	2.276	***	1.493		5.351	***	3.526	***
	[0.2957]		[0.3980]		[0.6088]		[0.8959]	
Carib-Engl2	1.23		1.012		1.082		1.42	
	[0.2707]		[0.2253]		[0.3031]		[0.4010]	
Carib-Span	0.913		0.831		1.332	***	0.684	
	[0.0798]		[0.2869]		[0.0730]		[0.1773]	
Carib-Span2	1.624		1.295		0.911		1.193	
	[0.6236]		[0.4959]		[0.3379]		[0.4447]	
Haiti	3.317	***	2.011	**	1.948	***	0.801	
	[0.6156]		[0.5913]		[0.3650]		[0.2263]	
Haiti2	4.571	***	3.4	**	1.053		1.373	
	[2.2545]		[1.6793]		[0.5652]		[0.7420]	
Othr-Immg	1.194	***	0.708		1.272	***	1.42	
	[0.0650]		[0.3093]		[0.0578]		[0.4469]	
Othr-Immg2	1.199		1.138		0.818		1.216	
	[0.2447]		[0.2360]		[0.1741]		[0.2633]	

	Men				Women			
	All		**Afr Amer**		**All**		**Afr Amer**	
Core Black	0.979				0.57	***		
	[0.0297]				[0.0136]			
Natv Blk Hspn	1.144		0.958		1.005		1.128	
	[0.2265]		[0.1917]		[0.1466]		[0.1701]	
Africa-English	1.709	***	1.441	*	2.308	***	1.029	
	[0.1984]		[0.2844]		[0.3283]		[0.2175]	
Africa-French	0.443	***	0.316	***	1.223		0.488	*
	[0.1049]		[0.1138]		[0.3377]		[0.1809]	
Africa-Oth Lang	0.831		0.673	*	1.104		0.452	***
	[0.1001]		[0.1408]		[0.1371]		[0.0943]	
Africa2	1.243		1.201		0.642		0.895	
	[0.5326]		[0.5173]		[0.2948]		[0.4129]	
Carib-Engl	2.135	***	1.512	**	4.205	***	3.453	***
	[0.2679]		[0.2999]		[0.4636]		[0.6658]	
Carib-Engl2	1.247		1.022		1.148		1.433	
	[0.2744]		[0.2273]		[0.3217]		[0.4046]	
Carib-Span	0.848	*	0.926		1.059		0.67	*
	[0.0726]		[0.2698]		[0.0559]		[0.1383]	
Carib-Span2	1.637		1.309		0.944		1.199	
	[0.6283]		[0.5008]		[0.3502]		[0.4471]	
Haiti	3.009	***	2.007	***	1.479	**	0.756	
	[0.5556]		[0.4687]		[0.2762]		[0.1740]	
Haiti2	4.604	***	3.455	**	1.068		1.375	
	[2.2710]		[1.7059]		[0.5730]		[0.7436]	
Othr-Immg	1.131	**	0.973		1.067		1.626	*
	[0.0582]		[0.3498]		[0.0460]		[0.4462]	
Othr-Immg2	1.239		1.143		0.914		1.242	
	[0.2527]		[0.2363]		[0.1947]		[0.2684]	

Table 7k. Multinomial logit: impact of Black identity on occupational inclusion, Arts, Design, Entertainment, Sports, and Media

	Men				Women			
	All		Afr Amer		All		Afr Amer	
Core Black	0.627	***			0.242	***		
	[0.0222]				[0.0105]			
Natv Blk Hspn	1.053		1.295		0.546	***	1.419	
	[0.1894]		[0.2448]		[0.1182]		[0.3256]	
Africa-English	0.878		1.059		2.017	***	0.802	
	[0.1487]		[0.4072]		[0.4358]		[0.3615]	
Africa-French	0.248	***	0.226	*	1.43		0.618	
	[0.1060]		[0.1793]		[0.6670]		[0.5087]	
Africa-Oth Lang	0.637	**	1.039		0.966		1.02	
	[0.1284]		[0.4189]		[0.2504]		[0.4510]	
Africa2	1.959	*	2.548	**	0.984		2.544	*
	[0.7895]		[1.0397]		[0.4985]		[1.3032]	
Carib-Engl	1.322	*	1.902	*	1.695	***	1.667	
	[0.1979]		[0.6666]		[0.3361]		[0.6592]	
Carib-Engl2	1.16		1.419		0.777		2.044	**
	[0.2515]		[0.3165]		[0.2588]		[0.6953]	
Carib-Span	0.945		1.078		0.785	***	0.387	**
	[0.0762]		[0.4499]		[0.0739]		[0.1816]	
Carib-Span2	1.515		1.727		1.035		2.643	**
	[0.5653]		[0.6510]		[0.4365]		[1.1323]	
Haiti	1.061		1.508		0.726		0.611	
	[0.2684]		[0.6192]		[0.2893]		[0.3117]	
Haiti2	3.385	**	4.02	***	0.662		1.711	
	[1.6889]		[2.0229]		[0.4200]		[1.0976]	
Othr-Immg	0.963		1.883		1.317	***	1.344	
	[0.0611]		[0.8405]		[0.0898]		[0.6491]	
Othr-Immg2	0.806		0.939		0.818		2.048	***
	[0.1865]		[0.2237]		[0.2129]		[0.5537]	

	Men				Women			
	All		Afr Amer		All		Afr Amer	
Core Black	0.629	***			0.244	***		
	[0.0222]				[0.0106]			
Natv Blk Hspn	1.09		1.31		0.634	**	1.462	*
	[0.1960]		[0.2453]		[0.1374]		[0.3314]	
Africa-English	0.858		0.972		1.679	**	0.675	
	[0.1443]		[0.2813]		[0.3610]		[0.2569]	
Africa-French	0.258	***	0.327	**	0.964		0.411	
	[0.0956]		[0.1842]		[0.4376]		[0.3209]	
Africa-Oth Lang	0.574	***	0.753		0.919		0.876	
	[0.0932]		[0.2144]		[0.1841]		[0.2707]	
Africa2	1.973	*	2.565	**	1.002		2.546	*
	[0.7951]		[1.0467]		[0.5073]		[1.3043]	
Carib-Engl	1.341	**	1.784	**	1.429	*	1.492	
	[0.1912]		[0.4378]		[0.2718]		[0.4566]	
Carib-Engl2	1.171		1.438		0.817		2.037	**
	[0.2539]		[0.3205]		[0.2722]		[0.6922]	
Carib-Span	0.911		0.996		0.651	***	0.328	***
	[0.0711]		[0.3410]		[0.0594]		[0.1340]	
Carib-Span2	1.523		1.747		1.064		2.631	**
	[0.5683]		[0.6587]		[0.4488]		[1.1267]	
Haiti	1.007		1.372		0.583		0.513	
	[0.2537]		[0.4424]		[0.2318]		[0.2293]	
Haiti2	3.399	**	4.104	***	0.668		1.704	
	[1.6958]		[2.0646]		[0.4237]		[1.0937]	
Othr-Immg	0.944		2.377	**	1.206	***	1.401	
	[0.0573]		[0.8451]		[0.0777]		[0.5825]	
Othr-Immg2	0.823		0.945		0.896		2.073	***
	[0.1904]		[0.2245]		[0.2334]		[0.5581]	

Table 7l. Multinomial logit: impact of Black identity on occupational inclusion, Construction and Extraction

	Men				Women			
	All		Afr Amer		All		Afr Amer	
Core Black	0.498	***			0.339	***		
	[0.0101]				[0.0255]			
Natv Blk Hspn	0.629	***	1.179		0.845		1.83	
	[0.0764]		[0.1529]		[0.2997]		[0.6831]	
Africa-English	0.282	***	0.238	***	1.758		2.917	
	[0.0415]		[0.0526]		[0.8293]		[3.1026]	
Africa-French	0.327	***	0.173	***	2.116		7.606	*
	[0.0667]		[0.0604]		[1.5764]		[8.9330]	
Africa-Oth Lang	0.173	***	0.143	***	0.863		0.617	
	[0.0288]		[0.0355]		[0.4468]		[0.8281]	
Africa2	1.119		2.264	**	1.725		3.643	
	[0.4247]		[0.8656]		[1.4112]		[3.0039]	
Carib-Engl	1.572	***	1.235		4.658	***	7.575	**
	[0.1256]		[0.1972]		[1.3925]		[7.2059]	
Carib-Engl2	0.577	***	1.037		1.164		2.294	
	[0.1113]		[0.2030]		[0.7381]		[1.4741]	
Carib-Span	1.519	***	1.133		3.276	***	5.916	**
	[0.0478]		[0.1902]		[0.3908]		[5.3576]	
Carib-Span2	0.781		1.371		1.912		3.579	*
	[0.2502]		[0.4415]		[1.2777]		[2.4252]	
Haiti	0.613	***	0.443	***	0.845		1.901	
	[0.0898]		[0.0903]		[0.6107]		[2.1323]	
Haiti2	0.975		1.734		5.66e-08		1.52e-08	
	[0.5037]		[0.8982]		[0.0003]		[0.0002]	
Othr-Immg	1.384	***	1.862	***	1.853	***	13.93	***
	[0.0386]		[0.3571]		[0.2167]		[12.8965]	
Othr-Immg2	0.552	***	1.05		0.189		0.413	
	[0.0930]		[0.1811]		[0.1919]		[0.4229]	

	Women				Men			
	All		Afr Amer		All		Afr Amer	
Core Black	0.502	***			0.344	***		
	[0.0101]				[0.0259]			
Natv Blk Hspn	0.679	***	1.129		1.052		1.904	*
	[0.0825]		[0.1435]		[0.3728]		[0.7035]	
Africa-English	0.254	***	0.297	***	1.161		1.506	
	[0.0373]		[0.0590]		[0.5429]		[1.1482]	
Africa-French	0.269	***	0.239	***	1.118		3.09	
	[0.0503]		[0.0691]		[0.8226]		[2.7968]	
Africa-Oth Lang	0.183	***	0.198	***	0.657		0.866	
	[0.0216]		[0.0350]		[0.2579]		[0.5987]	
Africa2	1.129		2.248	**	1.764		3.586	
	[0.4284]		[0.8599]		[1.4432]		[2.9569]	
Carib-Engl	1.436	***	1.591	***	3.059	***	4.292	**
	[0.1112]		[0.2006]		[0.8664]		[2.5179]	
Carib-Engl2	0.59	***	1.02		1.262		2.264	
	[0.1139]		[0.1994]		[0.8006]		[1.4546]	
Carib-Span	1.367	***	1.366	**	2.194	***	3.038	**
	[0.0404]		[0.1949]		[0.2276]		[1.7217]	
Carib-Span2	0.795		1.352		1.994		3.504	*
	[0.2547]		[0.4353]		[1.3327]		[2.3740]	
Haiti	0.54	***	0.547	***	0.542		0.957	
	[0.0788]		[0.0978]		[0.3898]		[0.8084]	
Haiti2	0.984		1.719		2.43E-07		2.10E-08	
	[0.5082]		[0.8906]		[0.0006]		[0.0002]	
Othr-Immg	1.313	***	2.163	***	1.5	***	8.736	***
	[0.0355]		[0.3893]		[0.1646]		[5.6963]	
Othr-Immg2	0.574	***	1.024		0.215		0.428	
	[0.0967]		[0.1762]		[0.2183]		[0.4379]	

Table 7m. Multinomial logit: impact of Black identity on occupational inclusion, Community and Social Service

	Men						Women					
	All		**Afr Amer**		**All**		**Afr Amer**		**All**		**Afr Amer**		**All**		**Afr Amer**	
Core Black	2.04	***			1.224	***			2.048	***			1.238	***		
	[0.0706]				[0.0354]				[0.0708]				[0.0358]			
Natv Blk Hspn	2.487	***	0.967		2.479	***	1.403	**	2.622	***	0.982		2.936	***	1.48	**
	[0.5314]		[0.2125]		[0.3821]		[0.2286]		[0.5596]		[0.2137]		[0.4528]		[0.2375]	
Africa-English	5.352	***	4.467	***	7.991	***	2.793	***	4.297	***	2.086	***	6.181	***	1.975	***
	[0.7346]		[1.5856]		[1.3559]		[0.9089]		[0.5722]		[0.4668]		[1.0356]		[0.4809]	
Africa-French	1.664	*	2.01		4.414	***	1.023		1.153		0.808		3.054	***	0.688	
	[0.5010]		[0.9279]		[1.6849]		[0.5994]		[0.3297]		[0.2942]		[1.0838]		[0.3434]	
Africa-Oth Lang	1.063		0.854		2.643	***	0.991		1.334	*	0.681		2.018	***	0.662	
	[0.2782]		[0.3943]		[0.5582]		[0.3730]		[0.2242]		[0.1742]		[0.3556]		[0.1714]	
Africa2	4.795	***	2.157	*	1.89		1.15		4.839	***	2.183	*	1.932		1.156	
	[2.0423]		[0.9252]		[0.8923]		[0.5460]		[2.0612]		[0.9360]		[0.9119]		[0.5486]	
Carib-Engl	4.52	***	2.642	***	11.24	***	4.778	***	3.619	***	1.286		8.27	***	3.348	***
	[0.7221]		[0.9506]		[1.5266]		[1.4809]		[0.5586]		[0.3016]		[1.0794]		[0.7400]	
Carib-Engl2	2.611	***	0.944		1.779	*	0.934		2.651	***	0.952		1.886	**	0.945	
	[0.6665]		[0.2443]		[0.5378]		[0.2851]		[0.6765]		[0.2460]		[0.5703]		[0.2886]	
Carib-Span	3.034	***	2.135	*	2.211	***	0.732		2.55	***	1.131		1.687	***	0.535	**
	[0.3027]		[0.8813]		[0.1917]		[0.2484]		[0.2375]		[0.3559]		[0.1381]		[0.1443]	
Carib-Span2	4.266	***	1.47		2.417	**	1.258		4.3	***	1.482		2.501	**	1.268	
	[1.7411]		[0.6018]		[0.9340]		[0.4901]		[1.7548]		[0.6061]		[0.9667]		[0.4940]	
Haiti	8.504	***	5.099	***	7.051	***	1.674		6.749	***	2.432	***	5.163	***	1.168	
	[1.7395]		[1.9331]		[1.4959]		[0.5746]		[1.3567]		[0.6288]		[1.0837]		[0.3099]	
Haiti2	7.31	***	2.41		3.502	**	1.782		7.346	***	2.432		3.551	**	1.786	
	[4.1316]		[1.3673]		[1.9020]		[0.9766]		[4.1513]		[1.3797]		[1.9280]		[0.9794]	
Othr-Immg	1.229	**	0.314		1.363	***	1.074		1.086		0.147	*	1.074		0.919	
	[0.1148]		[0.3332]		[0.1046]		[0.4812]		[0.0908]		[0.1513]		[0.0756]		[0.3522]	
Othr-Immg2	1.538		0.678		1.491	*	0.983		1.62	*	0.688		1.662	**	1.019	
	[0.4225]		[0.1892]		[0.3528]		[0.2373]		[0.4447]		[0.1912]		[0.3934]		[0.2455]	

Table 7n. Multinomial logit: impact of Black identity on occupational inclusion, Installation, Maintenance, and Repair

	Men				Women			
	All		**Afr Amer**		**All**		**Afr Amer**	
Core Black	0.528	***			0.583	***		
	[0.0120]				[0.0411]			
Natv Blk Hspn	0.718	**	1.26		1.025		1.305	
	[0.0983]		[0.1820]		[0.3839]		[0.5073]	
Africa-English	1.236	*	1.443		2.506	*	5.836	*
	[0.1496]		[0.3393]		[1.1927]		[5.9031]	
Africa-French	0.627	**	0.757		8.99e-08		6.48e-08	
	[0.1414]		[0.2588]		[0.0004]		[0.0005]	
Africa-Oth Lang	0.586	***	0.696		1.279		3.004	
	[0.0875]		[0.1830]		[0.6673]		[3.2118]	
Africa2	0.541		0.863		2.089		2.665	
	[0.2749]		[0.4406]		[1.7103]		[2.1961]	
Carib-Engl	2.784	***	2.695	***	5.119	***	12.23	***
	[0.2354]		[0.5705]		[1.4357]		[11.2437]	
Carib-Engl2	0.886		1.341		2.105		2.311	
	[0.1736]		[0.2678]		[1.0927]		[1.2196]	
Carib-Span	1.451	***	1.762	**	1.218		1.681	
	[0.0609]		[0.4083]		[0.2116]		[1.7338]	
Carib-Span2	2.023	**	2.996	***	0.702		0.772	
	[0.5966]		[0.8920]		[0.7407]		[0.8180]	
Haiti	1.445	**	1.608	*	0.514		0.927	
	[0.2143]		[0.3900]		[0.5204]		[1.2366]	
Haiti2	1.418		2.049		3.80e-08		9.68e-09	
	[0.7478]		[1.0850]		[0.0002]		[0.0001]	
Othr-Immg	1.272	***	2.336	***	0.986		7.285	*
	[0.0476]		[0.6185]		[0.1666]		[7.7237]	
Othr-Immg2	0.721	*	1.251		1.219		1.651	
	[0.1291]		[0.2295]		[0.5910]		[0.8163]	

	Women							
	All		**Afr Amer**		**All**		**Afr Amer**	
Core Black	0.529	***			0.584	***		
	[0.0120]				[0.0411]			
Natv Blk Hspn	0.745	**	1.227		1.141		1.363	
	[0.1019]		[0.1749]		[0.4269]		[0.5269]	
Africa-English	1.178		1.503	**	2.175		2.502	
	[0.1417]		[0.2718]		[1.0279]		[1.6476]	
Africa-French	0.564	***	0.785		2.357		2.962	
	[0.1155]		[0.2191]		[1.7454]		[2.6506]	
Africa-Oth Lang	0.579	***	0.733	*	0.758		0.798	
	[0.0655]		[0.1324]		[0.3904]		[0.5863]	
Africa2	0.543		0.86		2.11		2.664	
	[0.2758]		[0.4390]		[1.7269]		[2.1956]	
Carib-Engl	2.665	***	2.853	***	4.58	***	5.911	***
	[0.2179]		[0.4298]		[1.2249]		[3.0065]	
Carib-Engl2	0.893		1.327		2.18		2.324	
	[0.1750]		[0.2646]		[1.1312]		[1.2258]	
Carib-Span	1.376	***	1.784	***	1.09		0.782	
	[0.0544]		[0.3290]		[0.1784]		[0.5680]	
Carib-Span2	2.036	**	2.971	***	0.714		0.777	
	[0.6003]		[0.8843]		[0.7531]		[0.8240]	
Haiti	1.353	**	1.65	***	0.445		0.411	
	[0.1996]		[0.3156]		[0.4500]		[0.4482]	
Haiti2	1.42		2.038		1.61E-07		1.36E-08	
	[0.7492]		[1.0791]		[0.0005]		[0.0001]	
Othr-Immg	1.225	***	2.49	***	0.955		3.186	
	[0.0443]		[0.5813]		[0.1515]		[2.4885]	
Othr-Immg2	0.737	*	1.226		1.291		1.679	
	[0.1320]		[0.2246]		[0.6262]		[0.8292]	

Table 7o. Multinomial logit: impact of Black identity on occupational inclusion, Farming, Fishing, and Forestry

	Men				Women			
	All		**Afr Amer**		**All**		**Afr Amer**	
Core Black	0.813	***			0.738	***		
	[0.0452]				[0.0672]			
Natv Blk Hspn	0.852		1.348		0.248		0.527	
	[0.3120]		[0.5291]		[0.2502]		[0.5365]	
Africa-English	0.376	***	0.157	***	0.591		0.289	
	[0.1249]		[0.0853]		[0.3073]		[0.2205]	
Africa-French	0.106	**	0.0825	**	1.146		0.277	
	[0.1068]		[0.0874]		[0.8655]		[0.3246]	
Africa-Oth Lang	0.0309	***	0.0209	***	0.105	**	0.0589	**
	[0.0310]		[0.0220]		[0.1054]		[0.0655]	
Africa2	3.86E-07		1.39E-07		1.48E-06		2.28E-07	
	[0.0009]		[0.0007]		[0.0026]		[0.0013]	
Carib-Engl	0.549	*	0.301	***	0.265		0.156	*
	[0.1795]		[0.1277]		[0.2675]		[0.1707]	
Carib-Engl2	3.06E-07		1.86E-07		2.117		3.411	
	[0.0004]		[0.0003]		[2.1932]		[3.5603]	
Carib-Span	0.535	***	0.268	***	0.862		0.215	**
	[0.0415]		[0.1059]		[0.0913]		[0.1410]	
Carib-Span2	3.00E-07		2.28E-07		1.41E-06		1.90E-07	
	[0.0006]		[0.0007]		[0.0022]		[0.0010]	
Haiti	1.26		0.391	**	1.612		0.239	*
	[0.3687]		[0.1641]		[0.6982]		[0.1749]	
Haiti2	7.78E-07		4.54E-07		1.07E-07		1.38E-07	
	[0.0020]		[0.0018]		[0.0031]		[0.0013]	
Othr-Immg	1.332	***	1.301		1.14	*	1.247	
	[0.0668]		[0.4289]		[0.0901]		[0.7829]	
Othr-Immg2	0.773		1.212		0.451		1.063	
	[0.3593]		[0.5797]		[0.4600]		[1.0940]	

	Men				Women			
	All		**Afr Amer**		**All**		**Afr Amer**	
Core Black	0.812	***			0.744	***		
	[0.0452]				[0.0677]			
Natv Blk Hspn	0.881		1.1		0.288		0.442	
	[0.3223]		[0.4272]		[0.2899]		[0.4501]	
Africa-English	0.39	***	0.248	***	0.541		0.732	
	[0.1290]		[0.1292]		[0.2810]		[0.5478]	
Africa-French	0.0794	**	0.0989	**	0.739		0.338	
	[0.0800]		[0.1035]		[0.5491]		[0.4055]	
Africa-Oth Lang	0.0182	***	0.0174	***	0.0554	***	0.0686	**
	[0.0183]		[0.0180]		[0.0557]		[0.0761]	
Africa2	6.83E-07		9.13E-07		5.39E-06		3.20E-07	
	[0.0012]		[0.0019]		[0.0050]		[0.0015]	
Carib-Engl	0.526	**	0.478	*	0.229		0.382	
	[0.1713]		[0.1863]		[0.2307]		[0.4142]	
Carib-Engl2	5.31E-06		1.15E-06		2.214		3.071	
	[0.0005]		[0.0008]		[2.2941]		[3.2041]	
Carib-Span	0.539	***	0.43	**	0.821	**	0.617	
	[0.0400]		[0.1564]		[0.0824]		[0.3731]	
Carib-Span2	5.22E-06		1.43E-06		4.96E-06		2.62E-07	
	[0.0008]		[0.0017]		[0.0041]		[0.0012]	
Haiti	1.278		0.627		1.477		0.556	
	[0.3730]		[0.2427]		[0.6377]		[0.4025]	
Haiti2	1.37E-06		2.89E-05		4.30E-06		1.85E-07	
	[0.0027]		[0.0046]		[0.0062]		[0.0015]	
Othr-Immg	1.326	***	1.507		1.131		1.578	
	[0.0656]		[0.4904]		[0.0884]		[1.0001]	
Othr-Immg2	0.783		1.075		0.496		0.933	
	[0.3636]		[0.5160]		[0.5052]		[0.9606]	

Table 7p. Multinomial logit: impact of Black identity on occupational inclusion, Sales and Related

	Men				Women			
	All		**Afr Amer**		**All**		**Afr Amer**	
Core Black	0.479	***			0.452	***		
	[0.0101]				[0.0104]			
Natv Blk Hspn	0.825		1.23		0.891		1.298	*
	[0.1000]		[0.1583]		[0.1196]		[0.1853]	
Africa-English	0.974		1.156		1.441	**	1.131	
	[0.1000]		[0.2358]		[0.2096]		[0.2942]	
Africa-French	0.836		0.758		1.532		0.677	
	[0.1340]		[0.2130]		[0.4096]		[0.2769]	
Africa-Oth Lang	1.068		1.168		1.355	**	1.19	
	[0.1074]		[0.2439]		[0.1626]		[0.2924]	
Africa2	1.475		2.139	**	0.913		1.356	
	[0.5142]		[0.7545]		[0.4103]		[0.6124]	
Carib-Engl	1.186	*	1.247		2.655	***	3.103	***
	[0.1048]		[0.2398]		[0.2889]		[0.7551]	
Carib-Engl2	0.588	***	0.814		1.097		1.621	*
	[0.1096]		[0.1547]		[0.3076]		[0.4587]	
Carib-Span	0.967		0.939		0.917	**	0.638	*
	[0.0408]		[0.2059]		[0.0398]		[0.1524]	
Carib-Span2	0.955		1.266		1.105		1.568	
	[0.2919]		[0.3902]		[0.3992]		[0.5707]	
Haiti	1.183		1.565	**	1.29	*	1.135	
	[0.1591]		[0.3338]		[0.1975]		[0.2852]	
Haiti2	2.319	*	3.029	**	0.537		0.765	
	[1.0451]		[1.3728]		[0.3059]		[0.4387]	
Othr-Immg	1.11	***	1.405		1.069	*	1.09	
	[0.0391]		[0.3552]		[0.0419]		[0.3296]	
Othr-Immg2	0.85		1.231		0.852		1.305	
	[0.1312]		[0.1961]		[0.1762]		[0.2755]	

	Men				Women			
	All		**Afr Amer**		**All**		**Afr Amer**	
Core Black	0.479	***			0.455	***		
	[0.0101]				[0.0104]			
Natv Blk Hspn	0.812	*	1.193		0.978		1.326	**
	[0.0984]		[0.1512]		[0.1313]		[0.1860]	
Africa-English	1.011		1.126		1.312	*	1.034	
	[0.1030]		[0.1782]		[0.1899]		[0.2152]	
Africa-French	0.68	**	0.566	**	1.152		0.543	*
	[0.1027]		[0.1367]		[0.2806]		[0.1899]	
Africa-Oth Lang	0.983		1.021		1.111		0.944	
	[0.0784]		[0.1471]		[0.1123]		[0.1615]	
Africa2	1.475		2.147	**	0.923		1.357	
	[0.5141]		[0.7571]		[0.4147]		[0.6129]	
Carib-Engl	1.236	**	1.254		2.423	***	2.936	***
	[0.1064]		[0.1802]		[0.2560]		[0.5432]	
Carib-Engl2	0.584	***	0.81		1.133		1.624	*
	[0.1089]		[0.1537]		[0.3176]		[0.4594]	
Carib-Span	0.997		0.931		0.844	***	0.598	***
	[0.0404]		[0.1698]		[0.0351]		[0.1118]	
Carib-Span2	0.95		1.26		1.123		1.57	
	[0.2905]		[0.3882]		[0.4056]		[0.5714]	
Haiti	1.231		1.532	**	1.172		1.044	
	[0.1647]		[0.2613]		[0.1787]		[0.2061]	
Haiti2	2.312	*	3.031	**	0.539		0.765	
	[1.0422]		[1.3736]		[0.3071]		[0.4386]	
Othr-Immg	1.134	***	1.354		1.034		1.063	
	[0.0382]		[0.3078]		[0.0388]		[0.2877]	
Othr-Immg2	0.839		1.206		0.894		1.315	
	[0.1295]		[0.1915]		[0.1850]		[0.2772]	

Table 7q. Multinomial logit: impact of Black identity on occupational inclusion, Transportation and Material Moving

	Men						Women					
	All		**Afr Amer**		**All**		**Afr Amer**		**All**		**Afr Amer**		**All**		**Afr Amer**	
Core Black	1.469	***			1.017				1.471	***			1.029			
	[0.0255]				[0.0295]				[0.0255]				[0.0298]			
Natv Blk Hspn	1.157		0.722	***	0.992		0.747		1.168		0.727	***	1.163		0.761	
	[0.1300]		[0.0859]		[0.1711]		[0.1368]		[0.1311]		[0.0848]		[0.2004]		[0.1366]	
Africa-English	2.338	***	2.538	***	1.819	***	0.878		2.319	***	2.018	***	1.504	**	0.694	
	[0.2077]		[0.4392]		[0.3293]		[0.2785]		[0.2042]		[0.2666]		[0.2705]		[0.1722]	
Africa-French	1.955	***	1.688	**	1.906	**	0.715		1.679	***	1.235		1.502		0.56	*
	[0.2634]		[0.3762]		[0.6017]		[0.3106]		[0.2037]		[0.2195]		[0.4214]		[0.1966]	
Africa-Oth Lang	2.861	***	3.243	***	1.423	**	0.703		2.228	***	1.958	***	1.12		0.542	***
	[0.2357]		[0.5576]		[0.2166]		[0.2130]		[0.1459]		[0.2277]		[0.1428]		[0.1129]	
Africa2	2.575	***	1.494		1.237		0.915		2.576	***	1.496		1.261		0.917	
	[0.8918]		[0.5215]		[0.6891]		[0.5117]		[0.8920]		[0.5221]		[0.7028]		[0.5126]	
Carib-Engl	1.942	***	1.527	**	1.877	***	1.188		1.941	***	1.273	**	1.573	***	0.968	
	[0.1525]		[0.2521]		[0.2850]		[0.3667]		[0.1482]		[0.1558]		[0.2310]		[0.2267]	
Carib-Engl2	1.037		0.553	***	1.825	*	1.258		1.039		0.556	***	1.933	**	1.258	
	[0.1847]		[0.0999]		[0.6028]		[0.4188]		[0.1850]		[0.1004]		[0.6384]		[0.4188]	
Carib-Span	1.518	***	1.575	***	1.393	***	0.738		1.496	***	1.263	*	1.179	***	0.601	**
	[0.0520]		[0.2751]		[0.0745]		[0.2095]		[0.0484]		[0.1775]		[0.0588]		[0.1280]	
Carib-Span2	1.889	**	0.972		0.721		0.484		1.892	**	0.978		0.743		0.483	
	[0.5422]		[0.2807]		[0.3804]		[0.2564]		[0.5430]		[0.2825]		[0.3921]		[0.2562]	
Haiti	3.226	***	2.606	***	1.845	***	0.851		3.2	***	2.098	***	1.53	**	0.678	
	[0.3541]		[0.4684]		[0.3387]		[0.2615]		[0.3489]		[0.2965]		[0.2789]		[0.1610]	
Haiti2	2.999	**	1.478		1.527		1.016		3.001	**	1.492		1.547		1.012	
	[1.3700]		[0.6775]		[0.9876]		[0.6599]		[1.3710]		[0.6835]		[1.0002]		[0.6574]	
Othr-Immg	1.136	***	1.158		0.993		0.733		1.13	***	0.992		0.917	*	0.626	
	[0.0349]		[0.2453]		[0.0505]		[0.2578]		[0.0334]		[0.1903]		[0.0447]		[0.1941]	
Othr-Immg2	1.309	*	0.829		2.053	***	1.607	**	1.314	*	0.825		2.245	***	1.602	**
	[0.1919]		[0.1244]		[0.4700]		[0.3766]		[0.1926]		[0.1234]		[0.5141]		[0.3745]	

Table 7r. Multinomial logit: impact of Black identity on occupational inclusion, Building and Grounds Cleaning and Maintenance

	Men						Women					
	All		**Afr Amer**		**All**		**Afr Amer**		**All**		**Afr Amer**	
Core Black	1.4	***			0.927	***			1.405	***		
	[0.0316]				[0.0257]				[0.0317]			
Natv Blk Hspn	1.444	***	1.118		0.91		0.923		1.504	***	1.158	
	[0.1910]		[0.1580]		[0.1573]		[0.1687]		[0.1984]		[0.1596]	
Africa-English	0.769	**	1.156		1.089		0.66	*	0.76	**	1.062	
	[0.1006]		[0.2537]		[0.1685]		[0.1665]		[0.0990]		[0.1881]	
Africa-French	0.511	***	0.768		1.492		0.612		0.504	***	0.745	
	[0.1136]		[0.2361]		[0.3958]		[0.2208]		[0.0995]		[0.1876]	
Africa-Oth Lang	0.707	***	0.819		1.078		0.643	*	0.624	***	0.65	***
	[0.0896]		[0.1864]		[0.1305]		[0.1513]		[0.0627]		[0.1053]	
Africa2	1.261		0.94		0.98		0.983		1.269		0.945	
	[0.6412]		[0.4800]		[0.5938]		[0.5974]		[0.6452]		[0.4824]	
Carib-Engl	1.274	**	1.208		1.783	***	1.236		1.27	**	1.143	
	[0.1225]		[0.2384]		[0.2113]		[0.2964]		[0.1185]		[0.1713]	
Carib-Engl2	1.151		0.763		1.776	*	1.655		1.165		0.773	
	[0.2620]		[0.1758]		[0.5959]		[0.5595]		[0.2651]		[0.1780]	
Carib-Span	1.344	***	1.676	***	1.519	***	0.809		1.319	***	1.584	***
	[0.0507]		[0.3347]		[0.0583]		[0.1741]		[0.0469]		[0.2544]	
Carib-Span2	2.854	***	1.881	**	0.672		0.618		2.88	***	1.906	**
	[0.9070]		[0.6021]		[0.3750]		[0.3461]		[0.9153]		[0.6099]	
Haiti	1.589	***	1.638	**	2.146	***	1.023		1.556	***	1.509	**
	[0.2159]		[0.3535]		[0.2919]		[0.2365]		[0.2102]		[0.2614]	
Haiti2	2.099		1.34		1.213		1.095		2.112		1.358	
	[1.2131]		[0.7763]		[0.8586]		[0.7789]		[1.2205]		[0.7868]	
Othr-Immg	1.056		1.219		1.096	**	1.231		1.04		1.24	
	[0.0360]		[0.2924]		[0.0414]		[0.3347]		[0.0344]		[0.2732]	
Othr-Immg2	1.412	*	1.106		0.931		1.059		1.44	**	1.111	
	[0.2562]		[0.2047]		[0.2559]		[0.2954]		[0.2610]		[0.2051]	

	Women					
	All			**Afr Amer**		
Core Black	0.933	**				
	[0.0258]					
Natv Blk Hspn	0.987			0.871		
	[0.1702]			[0.1565]		
Africa-English	1.04			0.953		
	[0.1602]			[0.1992]		
Africa-French	1.257			0.817		
	[0.2988]			[0.2484]		
Africa-Oth Lang	0.943			0.804		
	[0.0952]			[0.1376]		
Africa2	0.99			0.969		
	[0.5998]			[0.5889]		
Carib-Engl	1.708	***		1.842	***	
	[0.1965]			[0.3553]		
Carib-Engl2	1.823	*		1.61		
	[0.6118]			[0.5437]		
Carib-Span	1.466	***		1.184		
	[0.0532]			[0.2014]		
Carib-Span2	0.682			0.606		
	[0.3807]			[0.3396]		
Haiti	2.055	***		1.497	**	
	[0.2781]			[0.2769]		
Haiti2	1.22			1.082		
	[0.8635]			[0.7697]		
Othr-Immg	1.081	**		1.725	**	
	[0.0396]			[0.4285]		
Othr-Immg2	0.969			1.021		
	[0.2662]			[0.2845]		

Table 7s. Multinomial logit: impact of Black identity on occupational inclusion, Office and Administrative Support

	Men				Women			
	All		Afr Amer		All		Afr Amer	
Core Black	1.13	***			0.564	***		
	[0.0229]				[0.0116]			
Natv Blk Hspn	1.339	**	1.035		0.912		1.033	
	[0.1597]		[0.1308]		[0.1149]		[0.1389]	
Africa-English	1.637	***	2.092	***	2.132	***	1.315	
	[0.1726]		[0.4371]		[0.2842]		[0.3098]	
Africa-French	1.105		1.391		1.703	**	0.872	
	[0.1913]		[0.3830]		[0.4390]		[0.3094]	
Africa-Oth Lang	0.985		1.238		1.082		0.742	
	[0.1171]		[0.2753]		[0.1303]		[0.1720]	
Africa2	1.933	*	1.504		1.197		1.299	
	[0.6957]		[0.5466]		[0.5113]		[0.5590]	
Carib-Engl	1.915	***	1.96	***	4.445	***	3.781	***
	[0.1726]		[0.3880]		[0.4502]		[0.8509]	
Carib-Engl2	1.466	**	1.057		1.276		1.3	
	[0.2498]		[0.1836]		[0.3439]		[0.3541]	
Carib-Span	1.28	***	1.437	*	1.038		0.68	*
	[0.0586]		[0.3164]		[0.0417]		[0.1461]	
Carib-Span2	1.827	**	1.268		1.257		1.288	
	[0.5406]		[0.3779]		[0.4368]		[0.4516]	
Haiti	1.81	***	1.906	***	1.676	***	1.024	
	[0.2497]		[0.4236]		[0.2342]		[0.2355]	
Haiti2	4.482	***	3.092	**	1.023		1.017	
	[1.9874]		[1.3775]		[0.5352]		[0.5372]	
Othr-Immg	1.103	**	1.235		1.117	***	1.012	
	[0.0444]		[0.3428]		[0.0413]		[0.2830]	
Othr-Immg2	1.279		0.994		0.945		1.127	
	[0.1988]		[0.1591]		[0.1844]		[0.2253]	

	Men				Women			
	All		Afr Amer		All		Afr Amer	
Core Black	1.13	***			0.568	***		
	[0.0229]				[0.0117]			
Natv Blk Hspn	1.353	**	1.056		1.028		1.085	
	[0.1611]		[0.1313]		[0.1297]		[0.1432]	
Africa-English	1.641	***	1.503	***	1.875	***	1.047	
	[0.1714]		[0.2339]		[0.2488]		[0.1958]	
Africa-French	0.993		0.94		1.292		0.636	
	[0.1570]		[0.2080]		[0.2994]		[0.1885]	
Africa-Oth Lang	1.057		0.962		1.024		0.589	***
	[0.0956]		[0.1410]		[0.1005]		[0.0947]	
Africa2	1.939	*	1.513		1.213		1.301	
	[0.6980]		[0.5501]		[0.5184]		[0.5600]	
Carib-Engl	1.925	***	1.445	***	3.864	***	3.053	***
	[0.1685]		[0.2048]		[0.3802]		[0.5262]	
Carib-Engl2	1.47	**	1.067		1.33		1.311	
	[0.2504]		[0.1852]		[0.3586]		[0.3570]	
Carib-Span	1.281	***	1.052		0.918	**	0.559	***
	[0.0557]		[0.1860]		[0.0352]		[0.0926]	
Carib-Span2	1.831	**	1.279		1.285		1.296	
	[0.5415]		[0.3812]		[0.4463]		[0.4543]	
Haiti	1.805	***	1.363	*	1.459	***	0.811	
	[0.2473]		[0.2359]		[0.2034]		[0.1466]	
Haiti2	4.491	***	3.116	**	1.03		1.015	
	[1.9912]		[1.3883]		[0.5386]		[0.5362]	
Othr-Immg	1.103	**	1.02		1.058		1.001	
	[0.0423]		[0.2506]		[0.0374]		[0.2475]	
Othr-Immg2	1.286		1.007		1.01		1.157	
	[0.1999]		[0.1606]		[0.1973]		[0.2309]	

Table 7t. Multinomial logit: impact of Black identity on occupational inclusion, Food Preparation and Serving Related

	Men				Women			
	All		**Afr Amer**		**All**		**Afr Amer**	
Core Black	1.32	***			0.576	***		
	[0.0333]				[0.0149]			
Natv Blk Hspn	1.26		0.992		0.73	**	1.044	
	[0.1795]		[0.1479]		[0.1133]		[0.1717]	
Africa-English	0.345	***	0.597	**	0.812		0.565	**
	[0.0511]		[0.1372]		[0.1427]		[0.1626]	
Africa-French	0.699	**	0.525	**	0.84		0.454	*
	[0.1205]		[0.1649]		[0.2684]		[0.1961]	
Africa-Oth Lang	0.445	***	0.5	***	0.858		0.68	
	[0.0574]		[0.1168]		[0.1153]		[0.1772]	
Africa2	1.913		1.523		0.874		1.43	
	[0.8023]		[0.6423]		[0.4377]		[0.7185]	
Carib-Engl	0.56	***	0.763		1.624	***	1.517	
	[0.0633]		[0.1558]		[0.2060]		[0.3921]	
Carib-Engl2	1.301		0.988		0.819		1.216	
	[0.2687]		[0.2070]		[0.2681]		[0.4006]	
Carib-Span	0.763	***	1.191		1.019		0.705	
	[0.0306]		[0.2421]		[0.0438]		[0.1684]	
Carib-Span2	1.066		0.773		0.662		0.966	
	[0.4139]		[0.3015]		[0.2875]		[0.4217]	
Haiti	1.538	***	2.047	***	1.686	***	1.121	
	[0.1966]		[0.4266]		[0.2539]		[0.2835]	
Haiti2	3.998	***	2.972	**	1.197		1.731	
	[1.9207]		[1.4330]		[0.7004]		[1.0161]	
Othr-Immg	0.974		1.74	**	1.224	***	1.123	
	[0.0344]		[0.4012]		[0.0484]		[0.3325]	
Othr-Immg2	1.861	***	1.418	**	0.819		1.264	
	[0.3132]		[0.2444]		[0.1920]		[0.3020]	

	Women							
	All		**Afr Amer**		**All**		**Afr Amer**	
Core Black	1.288	***			0.581	***		
	[0.0324]				[0.0150]			
Natv Blk Hspn	1.091		0.934		0.813		1.059	
	[0.1551]		[0.1375]		[0.1262]		[0.1711]	
Africa-English	0.419	***	0.777		0.718	*	0.648	*
	[0.0619]		[0.1519]		[0.1258]		[0.1565]	
Africa-French	0.748	*	0.728		0.75		0.506	*
	[0.1179]		[0.1877]		[0.2096]		[0.1839]	
Africa-Oth Lang	0.518	***	0.68	**	0.698	***	0.682	**
	[0.0524]		[0.1137]		[0.0787]		[0.1278]	
Africa2	1.869		1.511		0.886		1.423	
	[0.7838]		[0.6371]		[0.4440]		[0.7152]	
Carib-Engl	0.68	***	0.988		1.37	**	1.716	***
	[0.0752]		[0.1630]		[0.1703]		[0.3504]	
Carib-Engl2	1.234		0.965		0.85		1.205	
	[0.2548]		[0.2020]		[0.2782]		[0.3969]	
Carib-Span	0.908	**	1.486	**	0.916	**	0.822	
	[0.0349]		[0.2530]		[0.0374]		[0.1541]	
Carib-Span2	1.024		0.758		0.676		0.965	
	[0.3976]		[0.2956]		[0.2936]		[0.4209]	
Haiti	1.889	***	2.663	***	1.489	***	1.279	
	[0.2403]		[0.4509]		[0.2231]		[0.2557]	
Haiti2	3.888	***	2.926	**	1.205		1.713	
	[1.8677]		[1.4105]		[0.7047]		[1.0060]	
Othr-Immg	1.035		1.938	***	1.17	***	1.39	
	[0.0355]		[0.4172]		[0.0445]		[0.3709]	
Othr-Immg2	1.728	***	1.371	*	0.866		1.267	
	[0.2906]		[0.2356]		[0.2032]		[0.3020]	

Table 7u. Multinomial logit: impact of Black identity on occupational inclusion, Protective Service

	Men				Women			
	All		**Afr Amer**		**All**		**Afr Amer**	
Core Black	1.256	***			1.492	***		
	[0.0298]				[0.0526]			
Natv Blk Hspn	1.679	***	1.159		1.3		0.633	**
	[0.2238]		[0.1630]		[0.2775]		[0.1402]	
Africa-English	5.098	***	3.763	***	6.431	***	3.202	**
	[0.6335]		[1.0447]		[1.6810]		[1.5979]	
Africa-French	2.122	***	1.356		4.373	***	1.678	
	[0.4996]		[0.5236]		[2.4152]		[1.4402]	
Africa-Oth Lang	1.903	***	1.322		2.433	***	1.769	
	[0.3171]		[0.4158]		[0.7671]		[0.9224]	
Africa2	2.251	**	1.622		2		1.006	
	[0.8771]		[0.6379]		[1.1190]		[0.5648]	
Carib-Engl	5.652	***	3.522	***	11.81	***	7.244	***
	[0.6085]		[0.9341]		[2.0384]		[3.1895]	
Carib-Engl2	1.445	*	0.909		1.863	*	0.821	
	[0.2839]		[0.1817]		[0.6646]		[0.2952]	
Carib-Span	1.785	***	1.251		1.672	***	1.126	
	[0.1377]		[0.4032]		[0.2151]		[0.5420]	
Carib-Span2	1.957	**	1.21		1.932		0.83	
	[0.6425]		[0.4002]		[0.8925]		[0.3857]	
Haiti	7.55	***	4.808	***	8.531	***	3.656	***
	[1.1342]		[1.3624]		[2.0972]		[1.6950]	
Haiti2	4.254	***	2.627	**	2.719		1.155	
	[2.0147]		[1.2509]		[1.6760]		[0.7170]	
Othr-Immg	1.069		1.117		0.897		0.414	
	[0.0776]		[0.4626]		[0.1191]		[0.4527]	
Othr-Immg2	1.102		0.794		1.673	*	0.985	
	[0.2100]		[0.1546]		[0.4677]		[0.2797]	
N	955882		91501		864715		110540	

	Women				Men			
	All		**Afr Amer**		**All**		**Afr Amer**	
Core Black	1.261	***			1.509	***		
	[0.0299]				[0.0532]			
Natv Blk Hspn	1.764	***	1.187		1.526	**	0.67	*
	[0.2350]		[0.1644]		[0.3258]		[0.1468]	
Africa-English	4.049	***	2.1	***	4.671	***	1.447	
	[0.4899]		[0.3880]		[1.1991]		[0.5270]	
Africa-French	1.567	**	0.641		2.531	*	0.614	
	[0.3378]		[0.2028]		[1.3682]		[0.4803]	
Africa-Oth Lang	1.664	***	0.873		1.478		0.624	
	[0.2101]		[0.1681]		[0.4234]		[0.2298]	
Africa2	2.271	**	1.637		2.044		1.011	
	[0.8847]		[0.6435]		[1.1438]		[0.5677]	
Carib-Engl	4.54	***	2.007	***	8.094	***	3.25	***
	[0.4616]		[0.3380]		[1.3184]		[0.9082]	
Carib-Engl2	1.466	*	0.914		1.979	*	0.832	
	[0.2879]		[0.1827]		[0.7065]		[0.2993]	
Carib-Span	1.407	***	0.699		1.227	*	0.588	
	[0.1004]		[0.1795]		[0.1439]		[0.2064]	
Carib-Span2	1.978	**	1.216		2.002		0.839	
	[0.6495]		[0.4021]		[0.9246]		[0.3899]	
Haiti	5.775	***	2.603	***	6.032	***	1.678	
	[0.8487]		[0.5040]		[1.4458]		[0.5292]	
Haiti2	4.284	***	2.637	**	2.761	*	1.158	
	[2.0289]		[1.2557]		[1.7020]		[0.7196]	
Othr-Immg	0.882	*	0.721		0.717	***	0.405	
	[0.0587]		[0.2609]		[0.0866]		[0.3134]	
Othr-Immg2	1.144		0.806		1.846	**	1.013	
	[0.2179]		[0.1565]		[0.5164]		[0.2874]	
N	966371		93330		873892		111920	

Exponentiated coefficients; Standard errors in brackets. * p<0.10, ** p<0.05, *** p<0.01

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