

INFORMATION ON RACIAL/ETHNIC CLASSIFICATIONS

A standard set of racial/ethnic categories was developed by the Office of Management and Budget (OMB) and adopted by the Office of Federal Contract Compliance (OFCCP) in order to maintain consistency among the federal agencies.

The following racial/ethnic designations do not denote scientific definitions of anthropological origins. An employee may be included in the group to which he or she *appears to belong, identifies with, or is regarded in the community as belonging*. However, no person should be counted in more than one racial/ethnic group. Discretion should be used in applying these definitions in a manner consistent with the intent of the Executive Order 11246.

Please note that the U.S. Department of Education has proposed a revision to the way race data is collected and reported. The proposal is now open to public comment, and has not been adopted yet. As soon as it is adopted, new guidance and instructions will be forthcoming, and the Office for Institutional Diversity will be notifying all departments of any changes.

AMERICAN INDIAN OR ALASKAN NATIVE (Not of Hispanic Origin)

A person having origins in any of the original peoples of North America who maintains cultural identification through tribal affiliation or community recognition.

ASIAN OR PACIFIC ISLANDER (Not of Hispanic Origin)

A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, American Samoa, and Vietnam. The Indian subcontinent takes in the countries of India, Pakistan, Bangladesh, Sri Lanka, Nepal, Sikkim and Bhutan.

BLACK (Not of Hispanic Origin)

A person having origins in any of the Black racial groups of Africa (except those of Hispanic origin).

HISPANIC

A person of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture origin, regardless of race. Only those persons from Central and South American countries who are of Spanish origin, descent, or culture should be included in this classification. Persons from Brazil, Guyana, Surinam, or Trinidad, for example, would be classified according to their race and should not necessarily be included in the Hispanic category.

In addition, Portuguese should be excluded from the Hispanic category, and should be classified according to their race.

WHITE (Not of Hispanic Origin)

A person having origins in any of the original peoples of Europe, North Africa, or the Middle East (except those of Hispanic origin).