

EDINBORO UNIVERSITY OF PENNSYLVANIA

## **RACE/ETHNICITY IDENTIFICATION-Policy No. G020**

Recommended for Approval By Dr. Michael A. Mogavero, Executive Associate to the President for University Planning, Institutional Research and Continuous Improvement

Approved By Dr. Frank G. Pogue, President on October 1, 1998



### **INTENT**

It is the intent of this policy to establish a procedure that is consistent with federal requirements for collecting, defining, and coding the race/ethnicity demographic data of Edinboro University students and employees.

### **POLICY**

Gathering data in the following fashion allows for greater specification and flexibility in data collection and its dissemination. This method will allow Edinboro University to comply with the State System of Higher Education, the Office of Management and Budget, and other reporting requirements.

### **PROCEDURE**

#### **I. Students and Employee Self -Identification Data**

Self-identification or self-reporting by students and employees is the preferred method of data collection.

Students will be given the opportunity to indicate one or more racial categories on the EUP Application for Admission.

Below is the recommended format for self-identification. See Appendix A for definition of race/ethnicity terms.

This information is required for Federal and State reports. This will not affect the admission process.

**Please check one.**

- U. U.S. Citizen
- V. Resident Alien (Permanent Visa)
- W. Non-Resident Alien

**Please check one.**

I am of Hispanic or Latino ethnicity. *(person of Cuban, Mexican, Central American, or other Spanish culture, regardless of race.)*

I am not of Hispanic or Latino ethnicity.

Please list origin: \_\_\_\_\_

**Please check all that apply.**

American Indian or Alaska Native *(person having origins in any of the original peoples of North America and South America and who maintain tribal affiliation. or community attachment.)*

Asian *(person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent.)*

Black or African American *(person having origins in any of the black racial groups of Africa.)*

Hispanic or Latino *(person of Cuban, Mexican, Central American, or other Spanish origin.)*

Native Hawaiian or Other Pacific Islander *(person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.)*

White *(person having origins in any of the original peoples of Europe, the Middle East, or North Africa.)*

Other *(race not specified above)* \_\_\_\_\_

**II. Students and Employee Observed Data**

An observer-based data collection method will be used for racial background when a self-identification response has not been supplied.

Below is the recommended format that an observer should complete. See Appendix A for definition of race/ethnicity terms.

**Please check all that apply.**

American Indian or Alaska Native *(person having origins in any of the original peoples of North America and South America and who maintain tribal affiliation. or community attachment.)*

Asian *(person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent.)*

Black or African American *(person having origins in any of the black racial groups of Africa)*

Hispanic or Latino *(person of Cuban, Mexican, Central American, or other Spanish origin.)*

Native Hawaiian or Other Pacific Islander (*person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.*)

White (*person having origins in any of the original peoples of Europe, the Middle East, or North Africa.*)

Other (*race not specified above*)\_\_\_\_\_

Edinboro University's Affirmative Action Officer will further research those individuals who do not answer Race/Ethnicity background.

## Appendix A

### **Definition of Race/Ethnicity Terms:**

In accordance with recommendations of the Office of Management and Budget, the following terms will be used:

#### **Ethnicity Category Defined:**

##### **Hispanic or Latino:**

A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

#### **Race Categories Defined:**

##### **American Indian or Alaska Native:**

A person having origins in any of the original peoples of North America and South America (including Central America) and who maintain tribal affiliation or community attachment.

*This category was expanded to include original peoples of South America (including Central America).*

##### **Asian:**

A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example: Cambodia, China, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam.

*This category was previously combined with Pacific Islander.*

##### **Black or African American:**

A person having origins in any of the original groups of Africa.

*This classification changed from "Black" to "Black or African American".*

**Native Hawaiian or Other Pacific Islander:**

A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

*This is a new category, Pacific Islander was previously combined with the Asian category; Native Hawaiian was added.*

**Other:**

*Edinboro University's Affirmative Action Officer will further research those individuals who do not supply Race/Ethnicity background.*

**White:**

A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Terms such as "White, non-Hispanic" will no longer be used.