

Proposed Changes for EEO-1 Data on Race and Ethnicity*Revised Race/Ethnic Category Definitions*

Table 1 below compares the current EEO-1 race/ethnic categories in the first column, as they have appeared on the EEO-1 since 1977, with the proposed EEO-1 race/ethnic categories in the second column. Definitions of the proposed EEO-1 ethnicity and race categories are in accordance with the 1997 revised standards and are as follows:

Ethnicity

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

Race

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

Black or African American—A person having origins in any of the Black racial groups of Africa.

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

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, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

American Indian or Alaska Native—A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.

Two or More Races—All person who identify with more than one of the above five races

TABLE 1

Current EEO-1	Proposed EEO-1 (Answer for both male and female)
Hispanic	Hispanic or Latino. (This category includes all employees who answer—YES—to the question—are you Hispanic or Latino? Report in the appropriate categories below all employees who answer—No—to the question—are you Hispanic or Latino?
White	White not Hispanic or Latino.
(Not of Hispanic origin)	
Black	Black or African American not Hispanic or Latino.
(Not of Hispanic origin)	
Asian or Pacific Islander	Native Hawaiian or Other Pacific Islander not Hispanic or Latino. Asian not Hispanic or Latino.
American Indian or Alaskan Native	American Indian or Alaska Native not Hispanic or Latino. Two or more Races not Hispanic or Latino.

Race and Ethnicity Reporting Instructions on the Proposed Revised EEO-1 Race and Ethnic Identification

Self identification is the preferred method of identifying the race and ethnic information necessary for the EEO-1 report. Employers are strongly encouraged to rely on employee self-identification to obtain this information. If self-identification is not feasible, post-employment records or observer identification may be used to obtain this information. The following language is suggested for use by employers when collecting race and ethnicity information from employees.

Suggested Employee Questionnaire on Race and Ethnicity

Below are two questions, the first is about your ethnicity and the second about your race. You are to answer both questions. In answering the second question, you may select one or more races. The summarized information is reported to the Federal government for civil rights enforcement and monitoring purposes. For these purposes, if you mark "Yes, Hispanic or Latino", your race will not be reported. The summarized information on race will be

reported in the following categories only:

1. White
2. Black or African American
3. Asian
4. Native Hawaiian or Other Pacific Islander
5. American Indian or Alaska Native
6. Two or More Races

If you select more than one race, you will be reported to the Two or More Races category. For example, if you select Black and American Indian or Alaska Native, you will be reported in the Two or More Races category.

Question 1—Ethnicity

Are our Hispanic or Latino?

☐ No, not Hispanic or Latino

☐ Yes, Hispanic or Latino: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

Question 2—Race

What is your race? Select one or more of the following five race categories.

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

☐ Black or African American—A person having origins in any of the Black racial groups of Africa.

☐ 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, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

☐ Native Hawaiian or Other Pacific Islander—A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

☐ American Indian or Alaska Native—A person having origins in any of the original peoples of North and South American (including Central America), and who maintains tribal affiliation or community attachment.

Proposed Changes for EEO-1 Job Category Data*Proposed EEO-1 Job Categories*

The Commission is also proposing to modify the current EEO-1 job categories by: using the detailed 2000 (SOC) job definitions; cross-classifying them against the 2000 Census Occupational classification codes; aggregating them according to a skill-based schema; and