

## Ethnicity & Race Categories Overview

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| <b>Ethnicity</b> | <b>Hispanic or Latino</b>                        | <p>A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race. Example of sub-groups from CUCE-NYC EEO reporting :</p> <ul style="list-style-type: none"> <li>• Central American</li> <li>• Cubano</li> <li>• Mexican/Chicano</li> <li>• Puerto Rican</li> <li>• South American Latino</li> <li>• Spanish</li> <li>• Other Hispanic/Latino</li> </ul>  |
|                  | <b>Non-Hispanic/ Non-Latino</b>                  | A person who does not identify with one of the above cultures/origins.  |
| <b>Race</b>      | <b>American Indian or Alaska Native</b>          | <p>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. Example of sub-groups from CUCE-NYC EEO reporting:</p> <ul style="list-style-type: none"> <li>• Alaska Native/Aleut</li> <li>• Cherokee</li> <li>• Chippewa</li> <li>• Choctaw</li> <li>• Mohawk</li> <li>• Navajo</li> <li>• Seneca</li> <li>• Sioux</li> <li>• Other Iroquois Nation</li> <li>• Other American Indian</li> </ul>  |
|                  | <b>Asian:</b>                                    | <p>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. Example of sub-groups from CUCE-NYC EEO reporting :</p> <ul style="list-style-type: none"> <li>• Chinese</li> <li>• Filipino</li> <li>• Indian</li> <li>• Japanese</li> <li>• Korean</li> <li>• Vietnamese</li> <li>• Pakistani</li> <li>• Other Southeast Asian</li> <li>• Other East Asia</li> <li>• Other Indian Subcontinent</li> <li>• Other Asian</li> </ul>                                |
|                  | <b>Black or African American:</b>                | <p>A person having origins in any of the black racial groups of Africa. Example of sub-groups from CUCE-NYC EEO reporting</p> <ul style="list-style-type: none"> <li>• U.S./ African American</li> <li>• African</li> <li>• Caribbean</li> <li>• South American</li> <li>• Other Black</li> </ul>   |
|                  | <b>Native Hawaiian or Other Pacific Islander</b> | <p>A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands. Example of sub-groups from CUCE-NYC EEO reporting :</p> <ul style="list-style-type: none"> <li>• Guamanian</li> <li>• Hawaiian Native</li> <li>• Samoan</li> <li>• Other Pacific Islander</li> </ul>  |
|                  | <b>White</b>                                     | <p>A person having origins in any of the original peoples of Europe, the Middle East, or North Africa. Example of sub-groups from CUCE-NYC EEO reporting:</p> <ul style="list-style-type: none"> <li>• European</li> <li>• Middle Eastern</li> <li>• Other White</li> </ul>   |
|                  | <b>Other</b>                                     | <p>This is not an official category. It meshes with the categories provided in our federal &amp; state reports. On the forms that participants complete—this gives folks an option to capture something they feel was not offered or if race is unknown. For CUCE-NYC staff completing the data by visual estimation/head count—this helps capture people who we are not sure about and also can capture those who seem to be more than one race. On the reporting end, this is used to balance the numbers for all those who chose not to answer and to capture those who checked more than once race (if they completed the participant data form.)</p> |
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