Implications of Federally Mandated Changes in Race and Ethnicity Reporting

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IPEDS Race/Ethnicity Categories

- In brief, there are four required changes, to conform to U.S. Census reporting standards (since 2000):
  - “Native Hawaiian/Pacific Islander” is now a separate category, instead of part of “Asian”
  - Respondents must be permitted to check off more than one “race”.
  - When collecting ethnic information, schools MUST use the “two question format”
  - When reporting ethnic information, the Hispanic/Latino “ethnicity” category “trumps” all other combinations
The Two Question Format

- The first question must be about what the Federal government calls “ethnicity”: are you Hispanic/Latino? (Answer yes or no)

- The second question must be about “race”: Asian, Black/African American, etc.

- Schools can collect more detailed sub-categories if they wish (Chinese, Cuban, etc.)

Comparison of Current and New Categories

<table>
<thead>
<tr>
<th>Current Reporting Categories</th>
<th>New Reporting Categories</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Non-resident alien</td>
<td>1. Nonresident aliens</td>
</tr>
<tr>
<td>2. Race and ethnicity unknown</td>
<td>2. Race and ethnicity unknown</td>
</tr>
<tr>
<td>3. Black, non-Hispanic</td>
<td>3. Hispanics of any race</td>
</tr>
<tr>
<td>4. American Indian/Alaska Native</td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Racial categories (non-Hispanics only):</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. American Indian or Alaska Native</td>
<td></td>
</tr>
<tr>
<td>2. Asian</td>
<td></td>
</tr>
<tr>
<td>3. Black or African American</td>
<td></td>
</tr>
<tr>
<td>4. Native Hawaiian or Other Pacific Islander</td>
<td></td>
</tr>
<tr>
<td>5. White</td>
<td></td>
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<tr>
<td>6. Two or more races</td>
<td></td>
</tr>
</tbody>
</table>
Current Carleton Race/Ethnic Coding/Trumping

- AF, AFNA, AFAS, AFASW, AFASI, AFWH
- HI, HIAS, HIASW, HINA, HINAA, HANAW, HIWH
- NA, NAAS, NAWH
- AS, ASWH
- WH
- NR
- UNK = WH

Carleton’s “trumping” rules must be changed; we lack a “Pacific Islander” category.
“Unknown/no responses” are now coded as “White”
We may want more detailed coding for non-federal reporting
Race/ethnicity fields are now overwritten when changed
Reporting for nonresident aliens who become permanent residents

Implications

- Most likely, every form and report at Carleton that uses racial or ethnic data will have to be re-written
- Reporting Deadline: Fall 2010, but some forms (Admissions) will have to be re-designed THIS YEAR
- Internal/External Reporting: Carleton will have to report to IPEDS using the new categories, but for other public use, or for internal use, Carleton may prefer to use different ethnic categories
- Re-surveying: IPEDS recommends that we RE-SURVEY current students and staff to collect the new categories, but this not required
- Bridging: In cases where re-surveying is impossible, but ethnic data from former students or staff are needed, then “BRIDGING” will be necessary
- Archiving: Institutions must retain old category data for at least three years in case of EEO or Office of Civil Rights investigations, and indefinitely in case of legal action. Also 6+ years for grad rate reports
Implications, continued

- **Comparability will be lost** across time and across institutions:
  - We’ll need to “bridge” some historic data (can’t easily resurvey those who have left Carleton)
  - Some schools are switching to new standards on a different schedule
  - Collection/Reporting formats may vary (Common Application, College Board, HR, COFHE, Common Data Set, etc.)

- **Complicated reporting**: For internal purposes, we may report a range, i.e. “we have a minimum of #X’s (selected X only) and a maximum of #X’s (selected X + another category). Some categories will appear to drop in size (usually African-American, Native American)

- **Communications plan**: Explaining the mandated changes to students, faculty, and staff may be difficult and controversial.

- **Catch-22**: Although people can now identify in multiple categories, the detail about their identification will be lost in federal reporting (ex. “just Hispanic” or “two or more” races). IPEDS is required to “perturb” categories with low N’s, therefore, reporting from IPEDS databases will not match what the institutions have reported.

- **Who decides?**: Institutions may bridge or trump, but allowing individuals to self-identify is strongly recommended.

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### Race/ethnicity Implementation

<table>
<thead>
<tr>
<th>Year</th>
<th>Reporting Requirement</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008-09 and 2009-10</td>
<td>Optional reporting</td>
</tr>
<tr>
<td>2010-11</td>
<td>Mandatory for Fall Enrollment, HR 3rd optional year for Grad, and other IPEDS surveys</td>
</tr>
<tr>
<td>2011-12</td>
<td>Mandatory for all IPEDS surveys</td>
</tr>
</tbody>
</table>

(The mandatory fine for each late or non-compliant IPEDS survey is $27,500.)
What Are Other Groups Doing?

- Common Application, COFHE, and the College Board have been discussing appropriate language for COLLECTING detailed R/E data for **internal** reporting needs; no final or common decision yet.

- Detailed internal data collected would need to be rolled up for IPEDS reporting.

- Some states also require R/E reporting in more detail or for different categories than IPEDS collects.

Federal Definitions (IPEDS glossary, 1997)

- **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.

- **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.

- **Black or African American.** A person having origins in any of the black racial groups of Africa. Terms such as “Haitian” or “Negro” can be used in addition to “Black or African American.”

- **Hispanic or Latino.** A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race. The term, “Spanish origin,” can be used in addition to “Hispanic or Latino.”
  - (Brazilians? = South American; persons from Spain or Portugal?)

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

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