

# Michigan Department of Education (MDE)



## Center for Educational Performance and Information (CEPI)



## New Federal Race and Ethnicity Guidelines

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Questions?

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## New Federal Regulations for Race and Ethnicity Data

The purpose of this document is to provide information concerning the new federal guidelines for the reporting of race and ethnicity data for students and educational personnel.

### Getting Started

The U.S. Department of Education (U.S. ED) is revising the way educational institutions and other recipients of grants and contracts are expected to maintain, collect and report data on race and ethnicity. States will be required to report summarized data to U.S. ED using these new standards. The new standards are part of federal education reports that school districts and states submit to receive funds such as those provided through the Elementary and Secondary Act (ESEA) and also are part of the required U.S. ED accountability reports collected through the *EDFacts* data collection system. Within U.S. ED, the Office of Civil Rights collects data at the school and district levels to assist with its enforcement of laws prohibiting discrimination on the basis of race and national origin, among other personal characteristics. Under the Individuals with Disability Education Act (IDEA), states are required to collect race and ethnicity data on students with disabilities. Data collected through the Office of Elementary and Secondary Education that account for progress in meeting the goals of the *No Child Left Behind Act of 2001* (NCLB) include information about students' race and ethnicity. These are examples of data collections tied to federal funding that must comply with the new federal guidance for collecting race and ethnicity data.



The revised race and ethnicity categories are also used by other federal agencies in civil rights, compliance monitoring and equal employment reporting for the public and private sectors, and for all levels of government. These race and ethnicity data standards have already been implemented by other federal agencies.

### Changes in Regulations for Collecting Data

Federal agencies have been working to implement the regulations adopted by the U.S. Office of Management and Budget (OMB) since 1977, and the U.S. Department of Education is among the last to finalize adoption, which will make education data consistent with the Census data and other national data sets. Specifically, the major issue the federal government is trying to clear up is the distinction between race and ethnicity. The change will allow individuals the opportunity to select multiple races to more fully describe their heritage. The revised guidelines include the following five race categories:

- American Indian
- Asian
- Black or African-American
- Native Hawaiian or Other Pacific Islander
- White

Please note that Hispanic/Latino is considered an ethnicity, not a race. Realizing this new focus is crucial to understanding the changes being made in terms of collecting and reporting data.

### Why the Change?

Prior to the new guidelines, respondents could only report a single race and/or ethnicity. The change allows individuals to more accurately identify themselves given the increasing diversity of the nation's population by providing them the option to select multiple race categories to describe their racial

backgrounds. The new standards require the selection of race and ethnicity to be separate. The standards include two options for ethnicity (Hispanic/Latino or not Hispanic/Latino) and five categories for race. Each student and staff member needs to answer the ethnicity question first and then select one or more races. A two-part question must be used to collect the data about each student's and staff member's race and ethnicity.

## How Data Are Collected at the District Level

A mandatory two-part question must be implemented for the 2010-2011 school year for all school districts. The first part must ask about the respondent's ethnicity and the second part must ask about the respondent's race. Parents or guardians will be the primary source for identifying a student's race and ethnicity. Educational staff members will self-identify their individual race and ethnicity.

When parents or staff members decline to select a race and ethnicity, observers must determine the race and/or ethnicity by observation. This can be handled through various means such as family customs, language(s) spoken in the home, country of origin or tribal affiliations within the family.

The state of Michigan highly recommends the collection of race and ethnicity data from all students and staff members during the fall of the 2010-2011 school year. This will allow students and educational staff members an opportunity to more accurately identify themselves.

The following provides a sample format for the two-part question:

Please answer BOTH parts A and B.

- Part A. **Is this student Hispanic/Latino?** (*Choose only one*)  
**No, not Hispanic/Latino**  
**Yes, Hispanic/Latino** (A person of Cuban, Mexican, Puerto Rican, South or Central America or other Spanish culture or origin, regardless of race.)

Part A of the question is about ethnicity, not race. Regardless of what you selected in Part A, **please answer Part B** by marking one or more boxes to indicate what you consider your student's (or your) race to be.

- Part B. **What is the student's race?** (*Choose one or more*)  
**American Indian or Alaska Native** (A person having origins in any of the original peoples of North and 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, 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.)  
**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.)

NOTE: Both parts A and B **MUST** be completed. We encourage you to select an answer for **both** parts. If either part (A or B) is not answered, the U.S. Department of Education **requires** the school district to supply an answer on your behalf.

## How Will Districts Report to CEPI

The Michigan Student Data System (MSDS) and the Registry of Educational Personnel (REP) will maintain their current structures for collecting race and ethnicity data. The data will continue to be reported within the current six-position field in each system. The categories reported to the state of Michigan are:

- American Indian or Alaska Native
- Asian
- Black or African-American
- Native Hawaiian or Other Pacific Islander
- White
- Hispanic/Latino

## How Will Data Be Reported to the Federal Government?

Hispanics/Latinos of any race will be reported as Hispanic/Latino only for all federal reports. Individual races will be reported as such. Multiple race selections in all other race categories will be reported with two or more races. The seven categories for reporting to the U.S. ED are:

- Hispanic/Latino of any race;
- American Indian or Alaska Native, not Hispanic/Latino
- Asian who are not Hispanic/Latino
- Black or African-American, not Hispanic/Latino
- Native Hawaiian or Other Pacific Islander, not Hispanic/Latino
- White, not Hispanic/Latino, or
- Two or more races, not Hispanic/Latino

## Assistance for the School Districts

The Michigan Department of Education (MDE) and the Center for Educational Performance and Information (CEPI) have prepared several documents to assist districts in implementing the new categories. These documents include a PowerPoint presentation, sample parent and staff member letters, a sample enrollment form, a brochure explaining the changes, and a frequently asked questions (FAQs) document. All of these documents are available on the CEPI Web site at [www.michigan.gov/cepi](http://www.michigan.gov/cepi).

## Federal Definitions of Race and Ethnicity Categories

**Hispanic or Latino:** A person of Cuban, Mexican Puerto Rican, South or Central America or other Spanish culture or origin, regardless of race. The term "Spanish origin" can be used in addition to "Hispanic/Latino or Latino."

**American Indian or Alaska Native:** A person having origins in any of the original peoples of North and 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, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam.

**Black of 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.

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