

## **Ethnic Origin Definitions**

### **ETHNIC ORIGIN RECORDS**

The federal government requires WSU to maintain a record of the ethnic background of all WSU employees. (Executive Order 11246 (as amended by EO 11375) and Title VII of the 1964 Civil Rights Act.)

### **Pre-Employment**

Candidates voluntarily supply pre-employment ethnic data for statistical purposes by the following means:

- Faculty, and administrative/professional candidates complete the Applicant Self-Identification card, which the recruiting departments distributes to the candidate. See *BPPM* 60.11 and 60.17.
- Human Resource Services asks classified staff candidates to complete an Equal Opportunity Survey form.

This information is not available to interviewers or to departments prior to selection.

### **Post-Employment**

Even though candidates indicate ethnic information during the application process, the appointing unit must obtain ethnic information from the successful candidate for personnel actions (see *BPPM* 60.25).

### **GUIDELINES**

Use the following guidelines to determine the appropriate ethnic designation.

### **General**

The concept of race does not denote clear-cut, scientific definitions or anthropological origins. This classification includes people in one of the following groups with which:

- The people appear to belong.
- The people identify.
- The community classifies the individual as belonging.

### **Asian**

A person with 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 Phillipine Islands, Thailand, and Vietnam. (Code 10)

### **Native Hawaiian or Pacific Islander**

A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands. (Native Hawaiian does not include individuals who are native to the state of Hawaii by virtue of being born there.) (Code 10)

### **Black or African American**

A person with origins in any of the Black racial groups of Africa. (Code 20)

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**American Indian or  
Alaska Native**

A person with origins in any of the original peoples of North America and South America (including Central America), and who maintains tribal affiliation or community recognition as American Indian or Alaska Native. (Code 30)

**Hispanic, Latino, or  
Spanish Origin**

A person with origins of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race. (Code 40)

**White**

A person having origins in any of the original peoples of Europe, the Middle East, or North Africa. (Code 50)