

University of Wisconsin-Madison
Plan 2008 Diversity Forum
September 23, 2008

About the “New” Question

Sources of Race/Ethnicity Information

Current Faculty/ Staff Question

Please select ONE box:

<input type="checkbox"/> Black, Not of Hispanic Origin	<input type="checkbox"/> Asian or Pacific Islander
<input type="checkbox"/> American Indian or Alaskan Native	<input type="checkbox"/> White/Non-Hispanic
<input type="checkbox"/> Hispanic	

“New” Question With Mandated Categories

(implemented for all **faculty/staff** by Fall 2009; sub-categories are under development)

Race/ethnicity: Please answer both A and B.

A. Ethnicity: Are you of Hispanic or Latino origin? (if yes, choose one or more from the list below) Yes No

B. Race: Choose one or more from the list below.

<input type="checkbox"/> Black or African American	<input type="checkbox"/> Asian
<input type="checkbox"/> Native Hawaiian or other Pacific Islander	<input type="checkbox"/> White
<input type="checkbox"/> American Indian/Alaska Native (specify tribal affiliation)	

Former Student Question (before Fall 2007)

Please select ONE box:

<input type="checkbox"/> African American/Black	<input type="checkbox"/> White/Non-Hispanic
<input type="checkbox"/> American Indian or Alaskan Native (specify tribal affiliation)	<input type="checkbox"/> Southeast Asian (Hmong, Cambodian, Laotian, Vietnamese)
<hr/>	
<input type="checkbox"/> Hispanic/Latino	<input type="checkbox"/> Other Asian/Pacific Islander

“New” Question With Optional Subcategories (implemented for all **new students** by Fall 2009)

Race/ethnicity: Please answer both A and B.

A. Ethnicity: Are you of Hispanic or Latino origin? (if yes, choose one or more from the list below) Yes No

<input type="checkbox"/> Cuban	<input type="checkbox"/> Puerto Rican
<input type="checkbox"/> Mexican, Mexican American or Chicano(a)	<input type="checkbox"/> Other Hispanic or Latino

B. Race: Choose one or more from the list below.

<input type="checkbox"/> Black or African American	<input type="checkbox"/> Cambodian
<input type="checkbox"/> Native Hawaiian or other Pacific Islander	<input type="checkbox"/> Hmong
<input type="checkbox"/> American Indian/Alaska Native (specify tribal affiliation)	<input type="checkbox"/> Laotian
	<input type="checkbox"/> Vietnamese
	<input type="checkbox"/> Other Asian
	<input type="checkbox"/> White

Key Points

- The U.S. Department of Education (DoE) mandates collection and reporting categories for race/ethnic information for both enrolled students and employees.
- Starting in 2009, the DoE mandates collection of race/ethnicity using a 2-part question using DoE-specified wording and categories.
- Institutions are allowed to create subcategories of the DoE-specified race/ethnic categories.
- Race/ethnicity information is collected at the time of application for admission for students and at the time of initial hiring for employees.
- Although Southeast Asians are targeted by Plan 2008 and this information is collected from UW students all Asian Americans are grouped together for employment information and by the Wisconsin Department of Public Instruction.
- As a result, analyses of employee diversity and Wisconsin’s educational pipeline cannot separate the Southeast Asians from the overall group of Asians.

- The expanded race/ethnicity categories comply with U.S. Department of Education requirements and allow students and faculty/staff to report multiple race/ethnicities, if desired.
- In addition to giving students, faculty and staff better opportunities to report their racial and ethnic identities, the expanded categories will help answer questions about educational access and employment for specific racial groups of interest to the Board of Regents, state legislators and agencies, business leaders, and the general public.
- The new application question will be asked by all UW-Madison admitting offices (undergraduate, graduate, professional etc.) and by all UW System institutions (13 four year institutions and 13 two-year campuses). Plans to resurvey currently enrolled students and currently employed faculty/staff are being developed.

