

Revised Race and Ethnicity Categories Opportunity to Update Profile

At the time of your hire, you may recall that you were asked to voluntarily self-identify your race/ethnicity. The federal Equal Employment Opportunity Commission (EEOC) has recently revised race and ethnicity categories for state and local governments. Because of these changes by the EEOC, you are being given the opportunity to voluntarily re-select the race/ethnic category that best fits your self-identity or race/ethnic group.

The most significant changes include the addition of a “Two or More Races” category, and the “Asian” category being replaced with two separate categories: “Asian” and “Native Hawaiian or Other Pacific Islander.”

The revised EEOC race/ethnicity categories are:

- ___ **American Indian or Alaska Native (Non Hispanic or Latino):** a person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.
- ___ **Asian (Non Hispanic or Latino):** 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 (Non Hispanic or Latino):** a person having origins in any of the black racial groups of Africa.
- ___ **Hispanic or Latino:** a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.
- ___ **Native Hawaiian or Other Pacific Islander (Non Hispanic or Latino):** a person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- ___ **White (Non Hispanic or Latino):** a person having origins in any of the original peoples of Europe, North Africa or the Middle East.
- ___ **Two or More Races (Non Hispanic or Latino):** a person who identifies with two or more racial categories named above.

All race/ethnicity information will be collected and reported in the categories listed above. The categories and the definitions for each category were established by the federal government. The information obtained will be kept confidential and may only be used in accordance applicable reporting requirements.

To view the original EEOC category that you selected, or if you would like to update your selection, please log into YES between Monday, April 24, 2017, and close of business on May 5, 2017, and follow the instructions provided. If you do not have access to YES, you may obtain a paper form from your agency Human Resources Office/Representative.

If you have any questions regarding this matter, are unable to log into YES by, or any other information on your personal profile page needs to be updated, please contact your agency Human Resources Office/Representative.