

**Denver Public Schools
Race and Ethnicity Information**

Each year, DPS is required to report race and ethnicity data for its employees to the Colorado Department of Education (CDE). CDE reports this information regarding the race and ethnicity of employees in each school and department to the federal government. All data is reported in the aggregate. Individuals are not identified in the data that is reported to CDE or the federal government.

You may recall providing this information to the district in the past. However, because the federal government has recently changed the reporting categories for race and ethnicity, all employees and new hires are being asked to update/report their information.

Under the new reporting categories, individuals are to identify themselves by ethnic group (either Hispanic/Latino origin or not Hispanic/Latino origin) **and** by one or more racial groups (American Indian/Alaska Native, Asian, Black/African-American, Native Hawaiian/Other Pacific Islander, White). Starting with the 2010-11 school year, all districts in Colorado will report staff data to the CDE using these new categories.

If we do not hear back from you, the district may be required to make its best determination to identify the categories for you.

Your Full Name: _____

Today's Date: _____

1. Do you consider yourself to be of Hispanic/Latino origin?

___ Yes, Hispanic/Latino (A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.)

___ No, not Hispanic/Latino

REGARDLESS OF YOUR ANSWER TO QUESTION 1, YOU STILL MUST ANSWER QUESTION 2!

2. Which of the following groups describes your race (MARK ALL THAT APPLY)

___ American Indian or Alaskan Native

___ Asian

___ Black or African American

___ Native Hawaiian or Other Pacific Islander

___ White

FOR HR USE ONLY: Observer Coded? Yes No

If you have any questions regarding this requirement, please visit the U.S. Department of Education website, contact HR.Connect at 720-423-3900 / HR_Connect@dpsk12.org, or the person working with you in the onboarding process. Thank you for your cooperation.

Frequently Asked Questions Race/Ethnicity Data Collection and Reporting Requirements

1. What is the difference between race and ethnicity?

Race or racial group usually refers to the categorization of people into populations or groups on the basis of various sets of inherited physical characteristics. The federal government has five race categories as options: American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or other Pacific Islander, and White.

Ethnicity is independent of race. Ethnicity usually refers to a group of people socially distinguishable from other groups of people and with its own subculture – like nationality, religion, and language – and a shared feeling of community. An ethnic group or person can belong to one or more racial groups. For the purposes of data collection, the federal government uses two ethnicities: “Hispanic or Latino” and “Non-Hispanic or Latino.” Either ethnicity can belong to one or more racial groups.

As an example, a person that self-identifies with the ethnicity category of Hispanic or Latino can belong to one or more racial groups. In other words, someone can select both the ethnicity of “Hispanic or Latino” and select “White” and/or “Asian” as a race.

Please note, the definitions above are the federal government’s definitions of race and ethnicity.

2. How are ethnicity and racial groups defined by the government?

- *Hispanic or Latino (ethnicity, of any race):* A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin (such as Spain), regardless of race. The term “Spanish Origin” can be used in addition to “Hispanic or Latino”
- *American Indian or Alaska Native (race):* A person having origins in any of the original peoples of North and South America (including Central America), and who maintains a tribal affiliation or community attachment.
- *Asian (race):* 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 (race):* A person having origins in any of the Black racial groups of Africa. It includes people who indicate their race as “Black or African American,” or self-identify as African American, Afro American, Kenyan, Nigerian, or Haitian.
- *Native Hawaiian or Other Pacific Islander (race):* A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific islands.
- *White (race):* A person having origins in any of the original peoples of Europe, the Middle East or North Africa. It includes people who indicate their race as “White” or self-identify as Irish, German, Italian, Lebanese, Near Easterner, Arab or Polish (A large percentage of North, South and Central Americans are direct descendants of Europeans and some will indicate their race as “White”).

3. What happens if I do not answer all questions?

The federal government requires school districts to report ethnicity and race data regardless of whether or not the person chooses to answer the questions. If the staff member or student/parent does not provide the school district with answers, the school district is then forced to select an ethnicity and race for that person using previous data or visual clues. For new students/staff for whom the race/ethnicity is unknown and there is no previous data available, observer identification will need to be done.

<http://www2.ed.gov/policy/rschstat/guid/raceethnicity/questions.html>