Guidelines for Determining Race or Ethnicity for Affirmative Action Reports

**White:** (Not of Hispanic origin) – all people having origins in any of the original peoples of Europe (including Spain), North Africa (including Egypt), or the Middle East (including Turkey), who are not classified into one of the specific racial/ethnic minority categories that follow.

**Black:** (Not of Hispanic origin) – all people having origins in any of the Black racial groups of Africa. This category included people from the West Indies and islands of the Caribbean.

**Hispanic or Latino:** all people having Puerto Rican or Mexican origins, or all people of Cuban, Central, or South American, or other Spanish culture in the Western Hemisphere, regardless of race. (People having origins in Spain are generally not included in this category.)

**Other:** all people in the groups of:

- **Asian/Pacific Islander**

  - **Native American Indian/Alaskan Native:** all people having origins in any of the original peoples of North America and who maintain cultural identification through tribal affiliation or community recognition, including the various nations, such as Lakota. Also, all people having origins in any of the original peoples of Alaska and the Aleutian Islands such as the Inuit.

- **Asian American:** all people having origins in any of the original peoples of China, Japan, Korea, Eastern Asia, Southeast Asia, the Indian subcontinent (including Pakistan) or the Pacific Islands (Philippines, Samoa, etc).