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THE GUIDE TO PERSONNEL DATA STANDARDS

ETHNICITY AND RACE IDENTIFICATION

- Definition:** An employee's ethnicity and race identification.
- Responsible Organization:** Office of Personnel Management, Division for Strategic Human Resources Policy
- Applicability:** Mandatory (Central Personnel Data File).
- Cross-Reference:** [RACE OR NATIONAL ORIGIN.](#)
- Format:** 1N5N

Note:

The data standard is applicable to accessions occurring on or after January 1, 2006, and is required for accessions occurring on or after July 1, 2006. For accessions occurring prior to July 1, 2006, the Race or National Origin data standard may continue to be used.

The data standard consists of one ethnicity category (Hispanic or Latino) and five race categories. All applicable categories may be selected, and at least one category must be selected. The code consists of six positions, one for each of the six categories:

- (1) Hispanic or Latino. The first position pertains to Hispanic or Latino (a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race), where a numeric code of 1 indicates Hispanic or Latino and a numeric code of 0 indicates not Hispanic or Latino.
- (2) American Indian or Alaska Native. The second position pertains to American Indian or Alaska Native (a person having origins in any of the original peoples of North and South America, including Central America, and who maintains tribal affiliation or community attachment), where a numeric code of 1 indicates American Indian or Alaska Native and a numeric code of 0 indicates not American Indian or Alaska Native.

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ETHNICITY AND RACE IDENTIFICATION**Note** (continued):

- (3) Asian. The third position pertains to Asian (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), where a numeric code of 1 indicates Asian and a numeric code of 0 indicates not Asian.
- (4) Black or African American. The fourth position pertains to Black or African American (a person having origins in any of the black racial groups of Africa), where a numeric code of 1 indicates Black or African American and a numeric code of 0 indicates not Black or African American.
- (5) Native Hawaiian or Other Pacific Islander. The fifth position pertains to Native Hawaiian or Other Pacific Islander (a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands), where a numeric code of 1 indicates Native Hawaiian or Other Pacific Islander and a numeric code of 0 indicates not Native Hawaiian or Other Pacific Islander.
- (6) White. The sixth position pertains to White (a person having origins in any of the original peoples of Europe, the Middle East, or North Africa), where a numeric code of 1 indicates White and a numeric code of 0 indicates not White.