

HANDLING OF SPECIFIC RACIAL, ETHNIC, AND ANCESTRAL CATEGORIES IN CTCLINK FOR STUDENTS AND EMPLOYEES

A PROPOSAL PUT FORTH BY

THE STATE BOARD FOR COMMUNITY AND TECHNICAL COLLEGES' DATA GOVERNANCE COMMITTEE'S SUBCOMMITTEE ON DEMOGRAPHIC DATA

Executive Summary & Introduction

Changes related to the conversion of Community and Technical Colleges (the “CTCs”) from Legacy systems (i.e. PPMS, FMS, and SMS) to PeopleSoft (i.e. ctcLink) resulted in changes to how racial, ethnic, and ancestral data is handled within the CTCs’ information systems. These changes have resulted in the State Board for Community and Technical Colleges’ Data Governance Committee’s Subcommittee on Demographic Data (“DemoCom”) regularly receiving requests for the inclusion of additional detailed racial, ethnic, and ancestral options within ctcLink.

This proposal seeks to establish a sustainable framework for making decisions, now and in the future, regarding the inclusion of specific sub-racial, sub-ethnic, and ancestral categories for the purpose of identifying opportunity, achievement, access, or other similar gaps between and within groups. Adopting a framework helps to ensure that decisions are consistent, rooted in research, and representative of our communities.

At its most basic level, the proposed schema creates a framework wherein the sub-racial, sub-ethnic, and ancestral categories used by the State of Washington’s Office of Superintendent of Public Instruction (“OSPI”), as well as those identities constituting at least approximately 0.1% of Washington’s population per the American Communities Survey, are available as self-identification options within ctcLink.

Data Governance Committee Action Requested

Data Governance Committee’s Subcommittee on Demographic Data respectfully requests the Data Governance Committee take the following sequential actions, consistent with its charge and internal processes:

- 1) Approve the following three items that do not require a ctcLink enhancement request:
 - a. The *Schema for the Aggregation of Racial & Ethnic Categories*, attached as Appendix A.
 - b. The initial list of sub-racial, sub-ethnic, and ancestral categories attached as Appendix B for inclusion in ctcLink.
 - c. The protocol regarding how ethnicity, race, and ancestry codes attached as Appendix C will be deactivated, if at all, in ctcLink.
- 2) Request, through the proscribed ctcLink governance processes and after the items above have been implemented, an enhancement request to replicate the “tiered question” approach to self-identification found in the CS pillar in the HCM pillar.

Background Information

DemoCom is a successor to the Sexual Orientation and Gender Identity (“SOGI”) working group, which worked from October 2019 to October 2020. The purpose of the SOGI working group was to review response choices to questions asked of students as part of the course registration process. The SOGI working group produced a list of updated options for students to identify their sexual orientation and gender identity.

Since its earliest meetings in 2020, DemoCom has received numerous requests for the inclusion of additional options for selection in the race and ethnicity self-identification modules within ctcLink. In working through these initial requests, it became apparent to DemoCom that a substantial number of sub-racial, sub-ethnic, and ancestral categories that were relevant to the communities which the CTCs serve were not available in ctcLink. Furthermore, as additional requests were received, DemoCom recognized that a sustainable decision-making framework was necessary, and that the committee members did not necessarily have an expertise in this area.

In the Legacy system, there were approximately 768 race and ethnicity codes available in the Census_Race_CD table. These codes generally tracked the race and ethnicity codes used by the US Census Bureau. Due to technical limitations within the Legacy system, many individuals who identified as two or more races were forced to choose the singular combination of codes applicable to them (e.g. “Black-Laotian”, “White and Black”, “American Indian Black”, “American Indian White”, etc.).

The same technical limitations that existed in Legacy do not exist in ctcLink. Individuals can select one, two, or more, individual sub-racial, sub-ethnic, or ancestral codes that best represent them. In the Campus Solutions pillar, these options are presented in a two-tiered format. The first question or option consists of the Federal OMB race and ethnicity categories (i.e. “Hispanic/Latino”, “White”, “Black/African American”, “Asian”, “American Indian/Alaska Native”, and “Native Hawaiian/Other Pacific Islander”). The second question or option is a list of sub-racial, sub-ethnic, or ancestral options that are included as part of the larger OMB classification selected. On the HCM pillar, these options are presented in a singular list.

Guiding Principles

DemoCom recognizes that any schema for grouping, classifying or otherwise creating ancestral, racial, and ethnic categories is an act that relies on definitions shaped by historical, social, and political processes and the dynamics related thereto. Furthermore, ethnicity, nationality, and region are often conflated. To provide a sustainable framework for making decisions, now and in the future, we propose grounding this work in the criteria listed below. Adopting a framework now helps to ensure current and future decisions are consistent, rooted in research, and representative of our communities.

This proposed schema is based, in part, on the criteria adopted by OSPI’s Race and Ethnicity Student Data Task Force. This decision was made for many reasons:

1. The deliberative labor undertaken by members of that task force.
2. OSPI’s Race and Ethnicity Student Data Task force was comprised of a more diverse group of stakeholders from across the State than DemoCom.

3. The task force had the resources, including time and expertise, to engage in a more thorough exercise than possible for the current DemoCom membership.
4. Aligning sub-racial, sub-ethnic, and ancestral categories between secondary and post-secondary educational institutions allows for more robust data analysis.

In ctcLink, sub-racial, sub-ethnic, and ancestral categories will be added for the purpose of identifying opportunity, achievement, access or other similar gaps between and within groups. DemoCom recognizes that representation matters, and the ability for students and employees to self-identify their racial, ethnic, or ancestral background is important. This must be balanced against the competing interest of collecting usable data for statistical analysis and reporting purposes. As such, sub-racial, sub-ethnic, and ancestral categories should be representative of the population(s) and communities served by the CTCs and SBCTC. Generally, this proposal defines “representative” as either being at least approximately 0.1% of the population of the State of Washington or substantially meaningful to equity work in the communities we serve. In the proposed schema, sub-racial, sub-ethnic, and ancestral categories adopted by other Washington State agencies, including, but not limited to, OSPI are presumed representative, as well as the First Nations recognized by the State of Washington and its surrounding states (i.e. Idaho and Oregon).

Terminology

DemoCom recognizes that words matter, and with respect to race, ethnicity, nationality, and ancestry, terms are often used interchangeably or with limited distinction. In order to ensure transparency in this document and decision making, the following descriptions/definitions were used.

In ctcLink the field/variable “Race” represents the five aggregate categories used for, and required by, federal reporting: White, Black or African American, American Indian or Alaska Native, Asian, and Native Hawaiian or Other Pacific Islander. This information is stored in the PeopleSoft table ETHNIC_GRP_TBL, ETHNIC_GROUP field.

FIELDNAME	FIELDVALUE	XLATLONGNAME
ETHNIC_GROUP	1	White
ETHNIC_GROUP	2	Black/African American
ETHNIC_GROUP	3	Hispanic/Latino
ETHNIC_GROUP	4	Asian
ETHNIC_GROUP	5	American Indian/Alaska Native
ETHNIC_GROUP	6	Not Specified
ETHNIC_GROUP	7	Native Hawaiian/Oth Pac Island

In ctcLink the field/variable “Ethnic Background” represents the detailed racial, national origin or sociocultural group. This information is stored in the PeopleSoft table ETHNIC_GRP_TBL, ETHNIC_GRP_CD field.

In ctcLink, the field/variable “Hispanic Ethnicity” represents ETHNIC_GRP_CD in combination with ETHNIC_GROUP “3” to describe Hispanic ethnicity.

As used in this proposal, the term “Race” corresponds to the field/variable ETHNIC_GROUP and does include Hispanic/Latino.

As used in this proposal, the terms “sub-racial” “sub-ethnic” and “ancestral” corresponds to the field/variable ETHNIC_GRP_CD.

As used in this proposal, the term “representative” in reference to state population means either being at least approximately 0.1% of the population of the State of Washington or substantially meaningful to equity work in the communities we serve.

Methodologies

Prior to applying the proposed schema in Appendix A, multiple lists of sub-racial, sub-ethnic, and ancestral categories were compiled from available sources, primarily those outlined in the schema. Additional information and data were retrieved from the American Communities Survey tables and custom Public Use Microdata Sample Reports described in the *Resources* section below.

The list created by OSPI’s Race and Ethnicity Student Data Task Force was the predominant influence on this recommendation. It is important to note, that while this proposal relied heavily on OSPI’s work, two significant deviations occurred.

1. OSPI used terminology in most categories that was adjective based (i.e. Argentine) except under sub-racial categories for Black/African American where the terminology was not adjective based (i.e. Argentina). DemoCom held robust discussions about this difference and decided that using this language could imply anti-Blackness and/or lack of indigeneity for Black individuals. As such, it was determined that consistency of terminology better supported the values and mission of the Community and Technical College system.
2. OSPI used an intermediary sub-racial, sub-ethnic, and ancestral structure to aggregate data. For example, the use of terminology such as “Central African” as a way to categorize the demonyms from that geographic region. Essentially, this created a three-tiered approach collection of racial, ethnic, and ancestral information. Given multiple factors, including, but not limited to, the current limitations of ctcLink and questions regarding whether or not the intermediary options met the needs of the Community and Technical Colleges, DemoCom has not recommended, at this time, deploying the intermediary options used for aggregation adopted by OSPI.

When determining which “Detailed Level” descriptor was proposed for use for each sub-racial, sub-ethnic, or ancestral option in ctcLink when more than one descriptor was used by various data sources, the following priority list was used:

1. Descriptor used by OSPI

2. Official tribal name
3. American Communities Survey race code descriptor
4. American Communities Survey ancestry code descriptor

When determining whether an OMB race or ethnicity category was disaggregated by race, ethnicity, region, or country of origin, DemoCom deferred to the methodology adopted by the OSPI Task Force. The OSPI Task Force noted that they “base[d] methodology on Federal and State examples and research.”¹ The example provided by OSPI was: “The Asian category is broken down by ethnicity as this captures both country of origin and nationality, whereas the Black category is broken down by region and then by country of origin.”²

DemoCom excluded from its proposed list in Appendix B ancestries contained in the American Community Survey that did not clearly correspond to an OMB race or ethnicity (i.e. the categories required for use by the federal government) and which described a multi-racial or multi-ethnic country of origin (e.g. American, Canada, etc.).

Relationship to Federal Reporting

DemoCom recognizes that federal mandates require the Community and Technical Colleges to report data related to students and employees disaggregated by specific race and ethnicity categories. In order to facilitate federal reporting, DemoCom proposes retaining the setup of race codes as mapped to one of the ethnicity or race categories proscribed by the federal government. Each sub-racial, sub-ethnic, and/or ancestral codes must aggregate under these race codes.

DemoCom recognizes that, at this time, there are both statewide and national conversations about changing the manner in which race and ethnicity data is collected to separate Middle Eastern and North African from White, and treat it as a separate race for reporting purposes. At this time, DemoCom made the decision to first recommend expanding the sub-racial, sub-ethnic, and ancestral codes under White to include Middle Eastern and North African, knowing that a future enhancement request may be needed either based on system requests or changes to state or federal reporting requirements.

Proposed Ethnicity, Race, & Ancestral Codes for ctcLink

A proposed list of initial sub-racial, sub-ethnic, and ancestral options for inclusion in ctcLink is contained in Appendix B. These categories are listed by federally mandated category and then alphabetically by detailed sub-ethnic, sub-racial, or ancestral codes.

This list was determined by applying the schema in Appendix A. The schema presumes that sub-racial, sub-ethnic, and ancestral categories estimated to represent less than 0.1% of Washington State’s population as reported in the Census Bureau’s American Community Survey are not representative for purposes of this schema. This corresponds to a threshold of approximately 7,500 people, as the State of Washington has a population of approximately 7,500,000. Given the approximate student enrollment across all CTCs, 0.1% of student enrollment corresponds to

¹ Office of Superintendent of Public Instruction Race & Ethnicity Student Data Task Force, *Race & Ethnicity Student Data: Guidance for Washington’s Public Education System*, p.8. (2017), <https://www.k12.wa.us/sites/default/files/public/workgroups/ret/pubdocs/resdtaskforce2017guidancewapubliceducationssystem.pdf>

² *Id.*

approximately 169 students. Given the approximate number of current employees across all CTCs, 0.1% of all employees corresponds to approximately 17 employees.

The table below demonstrates the impact of changing the population threshold for inclusion, based on the American Community Survey on the number of sub-ethnic, sub-racial, and ancestral categories available under each federally mandated ethnicity or race category.

	AI/AN	Asian	Black	Latinx	NH/PI	Two+	White	Indeterm.	Total
Baseline	56	27	100	27	21	0	36	0	267
ACS @ 1.00%	1	0	0	1	0	0	12	1	16
ACS @ 0.10%	5	2	1	8	1	1	20	3	41
ACS @ 0.01%	22	2	2	1	3	0	31	3	64
Total:	84	31	103	37	25	1	99	7	387

Implementation

This proposal seeks two sequential requests:

- 1) Approve the following three items that do not require an enhancement request:
 - a. The *Schema for the Aggregation of Racial & Ethnic Categories*, attached as Appendix A.
 - b. The initial list of sub-racial, sub-ethnic, and ancestral categories attached as Appendix B for inclusion in ctcLink.
 - c. The protocol regarding how ethnicity, race, and ancestry codes attached as Appendix C will be deactivated, if at all, in ctcLink.
- 2) Request, through the proscribed ctcLink governance processes and after the items above have been implemented, an enhancement request to replicate the “tiered question” approach to self-identification found in the CS pillar in the HCM pillar.

If both requests from this proposal are approved, they have differing implementation needs:

The first request will not require coding, or recoding, of the PeopleSoft environment. Implementation will require the updating of underlying data tables within both the CS and HCM pillars within ctcLink. As such, these tables may be updated by appropriate SBCTC staff soon after this proposal is formally approved and adopted.

The second request will require modifications to the underlying PeopleSoft code in HCM. Therefore, DGC will need to submit an enhancement request through the appropriate processes governing ctcLink.

References

The following is a non-exhaustive list of resources consulted in preparing this proposal:

- [Washington OSPI Race and Ethnicity Student Data Guidance](#)
- [2019 ACS Code List](#)
 - Ancestry Code List
 - Hispanic Origin Code List
 - Race Code List
- [NCSL List of Federally & State Recognized Tribes](#)
- [American Community Survey Data Sources – Prebuilt Tables](#)
 - B02017 (2019 – 5 Year Estimate) – Detailed Race Information – American Indian and Alaska Native (AIAN) Alone or in Any Combination by Selected Tribal Groupings – Filtered by Washington State
 - B02018 (2019 – 5 Year Estimate) – Detailed Race Information – Asian Alone or in Any Combination by Selected Groups – Filtered by Washington State
 - B02019 (2019 – 5 Year Estimate) – Detailed Race Information – Native Hawaiian and Other Pacific Islander Alone or in Any Combination by Selected Groups – Filtered by Washington State
 - B03001 (2019 – 5 Year Estimate) – Detailed Race Information – Hispanic or Latino Origin by Specific Origin – Filtered by Washington State
 - B04006 (2019 – 5 Year Estimate) – People Reporting Ancestry – Filtered by Washington State
- [Custom Public Use Microdata Sample Reports](#)
 - ANC1P (2019 – 1 Year Estimate) – Ancestry Values/Responses for Washington State
 - ANC2P (2019 – 1 Year Estimate) – Ancestry Values/Responses for Washington State

Appendix A

Schema for the Aggregation of Racial, Ethnic, and Ancestral Categories

DemoCom recognizes that any schema for grouping, classifying or otherwise creating ancestral, racial, and ethnic categories is an act that relies on definitions shaped by historical, social, and political processes and the dynamics related thereto. Furthermore, ethnicity, nationality, and region are often conflated. In order to provide a sustainable framework for making decisions, now and in the future, we propose grounding our work on the criteria listed below. Adopting a framework also helps to ensure that decisions are consistent, rooted in research, and representative of our communities. These specifications are based, in part, on the criteria adopted by [OSPI's Race and Ethnicity Student Data Task Force](#).³

- 1) Adopt all racial and ethnic codes used by the U.S. Department of Education, which currently adhere to the 1997 Office of Management and Budget Standards.
 - a) This will preserve the ability to add more categories, but does not remove any categories.
 - b) This will ensure CTCs and SBCTC can meet their federal reporting requirements.
- 2) Sub-racial, sub-ethnic, and ancestral codes will be added for the purpose of identifying opportunity, achievement, access, or other similar gaps between and within groups.
- 3) Sub-racial, sub-ethnic, and ancestral codes will be representative of the population(s) and communities served by the Washington CTCs and SBCTC. This includes populations that are substantially meaningful to equity work in the communities served by the Community and Technical Colleges.
 - a) Sub-racial, sub-ethnic, and ancestral codes adopted by other Washington State agencies, including, but not limited to, OSPI are presumed representative.
 - b) With respect to First Nations, the following groups of First Nations tribal population(s) and communities are served by the Washington CTCs and SBCTC.
 - 1) Washington State Federally Recognized Tribes
 - 2) Washington State Non-Federally Recognized Tribes
 - 3) Oregon Federally Recognized Tribes
 - 4) Idaho Federally Recognized Tribes

³ The Office of Superintendent of Public Instruction's Race and Ethnicity Student Data Task Force was a working group convened by OSPI pursuant to state law to review the United States Department of Education 2007 race and ethnicity reporting guidelines and develop race and ethnicity guidance for the state. Members of the task force included representatives from the Educational Opportunity Gap Oversight and Accountability Committee (EOGOAC), the Ethnic Commissions, the Governor's Office of Indian Affairs, and parents/guardians.

- c) Sub-racial, sub-ethnic, and ancestral codes that represent less than approximately 0.1% of Washington State's population as reported in the Census Bureau's American Community Survey are presumed to be not representative for purposes of this schema.
- 4) When aggregating sub-racial, sub-ethnic, and ancestral codes into intermediary sub-racial, sub-ethnic, and ancestral codes, methodologies deemed most appropriate will be selected for each racial group. Methodology will be based on federal and state examples and research.
- 5) Sub-racial, sub-ethnic, and ancestral codes should be verifiable by at least one recognized schema for categorizing or coding race, ethnicity, or ancestry or be of
- 6) If a sub-racial, sub-ethnic, or ancestral codes does not clearly correspond to an OMB race classification, the OMB race category with the highest percentage of respondents self-identified with as reported in the Census Bureau's American Community Survey Public Use Microdata Samples will be used to aggregate the sub-racial, sub-ethnic, and ancestral codes.

Appendix B

Proposed Initial List of Ethnicity, Race, & Ancestry Options for Inclusion in ctcLink

The following is an initial list of proposed sub-ethnic, sub-racial, and ancestral options for inclusion in ctcLink. These categories are listed by federally mandated category, and then by detailed sub-racial, sub-ethnic, and ancestral codes. Federally mandated OMB categories will be included, as well as the detailed categories.

Given the current limitations of how the HCM pillar presents sub-racial, sub-ethnic, and ancestral codes (i.e. as a singular list), those options which appear under multiple OMB categories (e.g. Argentine), will be differentiated by appending a parenthetical containing the OMB category to the option. For example, Argentine will be presented as both “Argentine (Hispanic)” and “Argentine (Black)” in HCM. If the second part of this proposal is implemented (i.e. the two-tiered selection structure), these parentheticals could be removed.

American Indian / Alaska Native⁴

- Alaska Native
- American Indian
 - o Blackfeet Tribe of the Blackfeet Indian Reservation of Montana
 - o Cherokee
 - o Croatan
 - o Puget Sound Salish
- Idaho Federally Recognized Tribes
 - o Coeur D’alene Tribe
 - o Kootenai Tribe of Idaho
 - o Nez Perce Tribe
 - o Shoshone-Bannock Tribes of the Fort Hall Reservation of Idaho
 - o Shoshone-Paiute Tribes of the Duck Valley Reservation
- Oregon Federally Recognized Tribes
 - o Burns Paiute Tribe
 - o Confederated Tribes of the Coos, Lower Umpqua and Siuslaw Indians of Oregon
 - o Confederated Tribes of the Grand Ronde Community of Oregon
 - o Confederated Tribes of the Siletz Reservation
 - o Confederated Tribes of the Umatilla Indian Reservation
 - o Confederated Tribes of the Warm Springs Reservation of Oregon
 - o Coquille Indian Tribe
 - o Cow Creek Band of Umpqua Tribe of Indians
 - o Fort McDermitt Paiute and Shoshone Tribes of the Fort McDermitt Indian Reservation
 - o Klamath Tribes
- Washington State Federally Recognized Tribes
 - o Confederated Tribes and Bands of The Yakama Nation
 - o Confederated Tribes of the Chehalis Reservation

⁴ Although this proposal does not endorse or recommend intermediary aggregation of sub-racial, sub-ethnic, and ancestral categories, given the structure for including First Nations tribal affiliations, this list includes intermediary aggregation of the options recommended for inclusion in ctcLink.

- Confederated Tribes of the Colville Reservation
- Cowlitz Indian Tribe
- Hoh Indian Tribe
- Jamestown S'klallam Tribe
- Kalispel Indian Community of the Kalispel Reservation
- Lower Elwha Tribal Community
- Lummi Tribe of the Lummi Reservation
- Makah Indian Tribe of the Makah Indian Reservation
- Muckleshoot Indian Tribe
- Nisqually Indian Tribe
- Nooksack Indian Tribe of Washington
- Port Gamble S'klallam Tribe
- Puyallup Tribe of the Puyallup Reservation
- Quileute Tribe of the Quileute Reservation
- Quinault Indian Nation
- Samish Indian Nation
- Sauk-Suiattle Indian Tribe of Washington
- Shoalwater Bay Indian Tribe of the Shoalwater Bay Indian Reservation
- Skokomish Indian Tribe
- Snoqualmie Indian Tribe
- Spokane Tribe of the Spokane Reservation
- Squaxin Island Tribe of the Squaxin Island Reservation
- Stillaguamish Tribe of Indians of Washington
- Suquamish Indian Tribe of the Port Madison Reservation
- Swinomish Indian Tribal Community
- Tulalip Tribes of Washington
- Upper Skagit Indian Tribe of Washington
- Washington State Non-federally Recognized Tribes
 - Chinook Tribe
 - Duwamish Tribe
 - Kikiallus Indian Nation
 - Marietta Band of Nooksack Tribe
 - Snohomish Tribe
 - Snoqualmoo Tribe
 - Steilacoom Tribe
- An Identity Not Listed Here

Asian

- Afghan
- Asian Indian
- Bangladeshi
- Bhutanese
- Burmese/Myanmar
- Cambodian/Khmer
- Cham

- Chinese
- Filipino
- Hmong
- Indian
- Indonesian
- Japanese
- Korean
- Lao
- Malaysian
- Mien
- Mongolian
- Nepali
- Okinawan
- Pakistani
- Punjabi
- Singaporean
- Sri Lankan
- Taiwanese
- Thai
- Tibetan
- Vietnamese
- An Identity Not Listed Here

Black / African American

- African
- African American
- African Canadian
- Angolan
- Anguillan
- Antiguan
- Antillean
- Argentine
- Bahamian
- Barbadian
- Belizean
- Beninese
- Bissau-Guinean
- Black
- Bolivian
- Botswanan
- Brazilian
- British Virgin Islander
- Burkinabe
- Burundian
- Cabo Verdean
- Cameroonian
- Caribbean

- Cayman Islander
- Central African
- Central African Republican
- Chadean
- Chilean
- Colombian
- Comorian
- Congolese (Democratic Republic of the Congo)
- Congolese (Republic of the Congo)
- Costa Rican
- Cuba Dominican
- Djiboutian
- Dominican
- East African
- Ecuadorian
- Equatorial Guinean
- Eritrean
- Ethiopian
- Falkland Islander
- French Guianan
- Gabonese
- Gambian
- Ghanaian
- Grenadian
- Guadeloupean
- Guatemalan
- Guyanese
- Haitian
- Honduran
- Ivorian
- Jamaican
- Kenyan
- Latin American
- Liberian
- Madagascan or Malagasy
- Mahoran
- Malawian
- Malian
- Martinican or Martiniquais
- Mauritanian
- Mauritian
- Mexican
- Montserratian
- Mosotho
- Mozambican
- Namibian
- Nicaraguan
- Nigerian

- Nigerien
- Panamanian
- Paraguayan
- Peruvian
- Principean
- Puerto Rican
- Reunionese
- Rwandan
- Saint Barthélemois
- Saint Helenian
- Salvadoran
- Santomean
- Senegalese
- Seychellois
- Sierra Leonean
- Somalian
- South African
- South Georgian
- South Sandwich Islander
- South Sudanese
- Sudanese
- Surinamese
- Swazilander
- Tanzanian
- Togolese
- Ugandan
- Uruguayan
- Venezuelan
- West African
- Zambian
- Zimbabwean
- An Identity Not Listed Here

Hispanic / Latinx

- Argentine
- Belizean
- Bolivian
- Brazilian
- Central American
- Chicano/Chicana (Mexican American)
- Chilean
- Colombian
- Costa Rican
- Cuban
- Dominican
- Ecuadorian
- Guatemalan
- Guyanese

- Honduran
- Jamaican
- Mestizo
- Mexican
- Mexican American
- Mexican American Indian
- Mexican Indian
- Mexican State
- Mexicano
- Nicaraguan
- Panamanian
- Paraguayan
- Peruvian
- Puerto Rican
- Salvadoran
- South American
- Spaniard
- Spanish
- Surinamese
- Uruguayan
- Venezuelan
- An Identity Not Listed Here

Native Hawaiian / Other Pacific Islander

- Carolinian
- Chamorro
- Chuukese
- Fijian
- Hawaiian
- I-kiribati/Gilbertese
- Kosraean
- Maori
- Marshallese
- Native Hawaiian
- Ni-vanuatu
- Palauan
- Papuan
- Pohnpeian
- Samoan
- Solomon Islander
- Tahitian
- Tokelauan
- Tongan
- Tuvaluan
- Yapese

- An Identity Not Listed Here

White

- Algerian
- Amazigh or Berber
- Arab or Arabic
- Armenian
- Assyrian
- Austrian
- Bahraini
- Bedouin
- Belgian
- Bosnian
- British
- British Isles
- Chaldean
- Copt
- Czech
- Czechoslovakian
- Danish
- Druze
- Dutch
- Eastern European
- Egyptian
- Emirati
- English
- Finnish
- French
- German
- Greek
- Herzegovinian
- Hungarian
- Iranian
- Iraqi
- Irish
- Irish Scotch
- Israeli
- Italian
- Jordanian
- Kurdish
- Kuwaiti
- Lebanese
- Libyan
- Lithuanian
- Middle Eastern

- Moroccan
- North African
- Norwegian
- Omani
- Palestinian
- Polish
- Portuguese
- Qatari
- Romanian
- Russian
- Saudi Arabian
- Scandinavian
- Scotch Irish
- Scottish
- Swedish
- Swiss
- Syrian
- Tunisian
- Turkish
- Ukrainian
- Welsh
- Western European
- Yemeni
- Yugoslavian
- An Identity Not Listed Here

Appendix C

Current Ethnicity, Race, & Ancestry Options in ctcLink to be Sunset

The following list of ethnicity, race, and ancestry options are currently available in ctcLink in either the Campus Solutions or Human Capital Management pillar, but will not meet the proposed inclusion criteria.

It is understood that some of these ethnicity, race, and ancestry categories may correspond to categories or options listed for inclusion, or have been used by individuals whose identity was closely associated with the option, but not otherwise available (e.g. Shoshone-Bannock Tribes of the Fort Hall Reservation of Idaho may correspond to Bannock in CS). Recognizing that an individual may have already self-identified as one or more of these options, those options which have already been selected by individuals will be retained, even if they do not meet the inclusion criteria outlined in Appendix A.

Recognizing that the additional options identified in Appendix B may more closely align with an individual's identity, after these options identified have been added to ctcLink, individuals who have self-identified as one or more of the options contained in this Appendix will be offered the opportunity to self-identify as one of these additional options continue to self-identify with the currently selected option.

Ethnicity, race, and ancestry options contained in the list below, and which have not been selected by any currently active students or employees may be "deactivated" in a future audit. This will not delete prior data but will not permit selection of these options moving forward.

BANNOCK	HOPI	PAIUTE	TEJANO
BLACKFOOT	KIOWA	PIMA	TLINGIT
CHEHALIS	LA RAZA	PUEBLO	TOHONO O'O
CHEYENNE	LUMBEE	SALISHKOOT	UMATILLA
COLVILLE	MORENA	SEMINOLE	WARMSRING
COMANCHE	NOT SPECIF	SHOSHONE	YAKAMA
DELAWARE	NUEVO MEXI	SILETZ	YAQUI
GALAPAGOS	OTHER - AS	SPANISH-AM	
GRANDRONDE	OTHER - HI	SPANISH-ME	
GUAJIRO/GU	OTHER PACI	SUDAMERICA	

Appendix D

Approximate Percent of Washington Population by Ethnicity, Race, or Ancestry

The following table lists ethnicity, race, and ancestry categories contained in the reviewed data sets, sorted in descending order by approximate percentage of Washington State's population. This list excludes categories that comprised less than 0.001% of the population (i.e. approximately 75 Washingtonians) or for which data was not provided in any of the reviewed data sets.

Detailed Ethnicity, Race, or Ancestry Option in American Communities Survey	Percent of Washington Population (Approximate)
GERMAN	16.161%
IRISH	10.243%
MEXICAN	10.079%
ENGLISH	9.900%
WHITE	4.950%
NORWEGIAN	4.924%
EUROPEAN	4.036%
AMERICAN	3.977%
ITALIAN	3.459%
FRENCH	2.905%
SWEDISH	2.905%
SCOTTISH	2.770%
AFRICAN AMERICAN	2.458%
CHINESE	2.398%
FILIPINO	2.295%
NATIVE AMERICAN	1.853%
DUTCH	1.844%
POLISH	1.818%
ASIAN INDIAN	1.666%
SPANISH	1.292%
BRITISH	1.247%
VIETNAMESE	1.233%
KOREAN	1.224%
SCOTCH IRISH	1.191%
JAPANESE	1.154%
RUSSIAN	1.129%
AMERICAN INDIAN	1.108%
WELSH	0.994%
IRISH SCOTCH	0.960%
SCANDINAVIAN	0.950%
DANISH	0.884%

Detailed Ethnicity, Race, or Ancestry Option in American Communities Survey	Percent of Washington Population (Approximate)
MIXTURE	0.824%
UKRAINIAN	0.807%
MEXICAN AMERICAN	0.803%
CENTRAL AMERICAN	0.775%
FINNISH	0.722%
FRENCH CANADIAN	0.708%
HISPANIC OR LATINO	0.619%
NORTHERN EUROPEAN	0.613%
WESTERN EUROPEAN	0.522%
UNITED STATES	0.496%
PUERTO RICAN	0.488%
SWISS	0.461%
AFRICAN	0.455%
CZECH	0.424%
SOUTH AMERICAN	0.414%
CHEROKEE	0.387%
CANADIAN	0.386%
EASTERN EUROPEAN	0.379%
CAMBODIAN/KHMER	0.375%
NATIVE HAWAIIAN	0.375%
PORTUGUESE	0.369%
ETHIOPIA	0.355%
GREEK	0.348%
BLACK	0.333%
SAMOAN	0.321%
ASIAN	0.313%
HUNGARIAN	0.307%
SALVADORAN	0.277%
SPANIARD	0.277%
AUSTRIAN	0.274%

Detailed Ethnicity, Race, or Ancestry Option in American Communities Survey	Percent of Washington Population (Approximate)
PUGET SOUND SALISH	0.273%
GUATEMALAN	0.266%
HAWAIIAN	0.262%
CHAMORRO	0.259%
ROMANIAN	0.258%
MEXICAN STATE	0.248%
TAIWANESE	0.242%
ALASKA NATIVE	0.219%
SOMALIA	0.215%
MEXICANO	0.213%
IRANIAN	0.203%
CROATAN	0.198%
THAI	0.193%
PAKISTANI	0.182%
LAO	0.175%
LITHUANIAN	0.174%
BLACKFEET TRIBE OF THE BLACKFEET INDIAN RESERVATION OF MONTANA	0.157%
KENYA	0.146%
INDIAN	0.140%
CUBAN	0.140%
CONFEDERATED TRIBES OF THE COLVILLE RESERVATION	0.138%
PACIFIC ISLANDER	0.129%
YUGOSLAVIAN	0.126%
COLUMBIAN	0.126%
CONFEDERATED TRIBES AND BANDS OF THE YAKAMA NATION	0.125%
MEXICAN INDIAN	0.123%
ARMENIAN	0.119%

Detailed Ethnicity, Race, or Ancestry Option in American Communities Survey	Percent of Washington Population (Approximate)
MEXICAN AMERICAN INDIAN	0.119%
CZECHOSLOVAKIAN	0.115%
LATINO/LAT	0.114%
BELGIAN	0.113%
LEBANESE	0.107%
PERUVIAN	0.106%
AFGHAN	0.106%
BRITISH ISLES	0.105%
HONDURAN	0.102%
ANGLO	0.101%
ICELANDER	0.099%
SLOVAK	0.099%
CHIPPEWA	0.098%
JAMAICAN	0.095%
MICRONESIAN	0.095%
CENTRAL COUNCIL OF THE TLINGIT & HAIDA INDIAN TRIBES	0.093%
ERITREA	0.090%
SIOUX	0.088%
TURKISH	0.087%
GUAMANIAN	0.085%
BRAZILIAN	0.084%
EGYPTIAN	0.083%
INDONESIAN	0.083%
GAMBIA	0.083%
CHOCTAW	0.083%
AUSTRALIAN	0.071%
MIDEAST	0.066%
BOSNIAN AND HERZEGOVINIAN	0.065%
PENNSYLVANIA GERMAN	0.065%
BULGARIAN	0.065%
SLAVIC	0.062%
SERBIAN	0.061%

Detailed Ethnicity, Race, or Ancestry Option in American Communities Survey	Percent of Washington Population (Approximate)
CENTRAL AMERICAN INDIAN	0.061%
IRAQI	0.059%
AFRO-AMERICAN	0.058%
MARSHALLESE	0.058%
SLOVENE	0.058%
PANAMANIAN	0.058%
NICARAGUAN	0.056%
WEST INDIAN	0.056%
PUNJABI	0.054%
LATVIAN	0.054%
BOHEMIAN	0.053%
CHILEAN	0.051%
FIJIAN	0.051%
NEPALI	0.051%
ALEUT	0.049%
GERMANIC	0.049%
SICILIAN	0.049%
HMONG	0.048%
ARGENTINE	0.048%
NAVAJO	0.048%
ARABIC	0.048%
MOROCCAN	0.047%
BURMESE/MYANMAR	0.046%
ECUADORIAN	0.045%
DOMINICAN	0.045%
NIGERIA	0.045%
CONGO	0.041%
HAITI	0.040%
BASQUE	0.039%
VENEZUELAN	0.038%
COSTA RICAN	0.037%
EAST INDIAN	0.036%
FRENCH CANADIAN/FRENCH AMERICAN INDIAN	0.036%
PALAUAN	0.035%
CELTIC	0.033%

Detailed Ethnicity, Race, or Ancestry Option in American Communities Survey	Percent of Washington Population (Approximate)
APACHE	0.033%
SOUTH AFRICA	0.031%
ARAB	0.030%
SUDAN	0.029%
ISRAELI	0.029%
UGANDA	0.028%
BELORUSSIAN	0.027%
SYRIAN	0.027%
JORDANIAN	0.027%
IROQUOIS	0.026%
TONGAN	0.026%
INUPIAT (INUPIAQ)	0.024%
MOLDAVIAN	0.023%
ESTONIAN	0.023%
GEORGIA CIS	0.023%
PALESTINIAN	0.023%
ALBANIAN	0.023%
ALASKAN ATHABASCAN	0.023%
CHICKASAW NATION	0.022%
MUSCOGEE (CREEK) NATION	0.022%
TURKESTANI	0.022%
POLYNESIAN	0.021%
CENTRAL EUROPEAN	0.021%
CHICANO/CHICANA (MEXICAN AMERICAN)	0.020%
GHANA	0.020%
ESKIMO	0.019%
PRUSSIAN	0.019%
NORTH AMERICAN	0.019%
LUXEMBOURGER	0.019%
GUYANESE	0.019%
BOLIVIAN	0.018%
SOUTH AMERICAN INDIAN	0.018%
OKINAWAN	0.018%

Detailed Ethnicity, Race, or Ancestry Option in American Communities Survey	Percent of Washington Population (Approximate)
GERMAN FROM RUSSIA	0.017%
CAJUN	0.017%
MONGOLIAN	0.017%
SOUTHERN EUROPEAN	0.017%
NEW ZEALANDER	0.016%
SRI LANKAN	0.016%
ROM	0.016%
YUP'IK (YUP'IK ESKIMO)	0.016%
MALAYSIAN	0.016%
BANGLADESHI	0.016%
TRINIDADIAN TOBAGONIAN	0.015%
TSIMSHIAN	0.015%
CREE	0.014%
WEST AFRICA	0.014%
POTAWATOMI	0.014%
LIBERIA	0.012%
YEMENI	0.012%
CANTONESE	0.011%
BHUTANESE	0.011%
OSAGE TRIBE, OKLAHOMA	0.011%
CROW	0.011%
LATIN AMERICA	0.011%
HONG KONG	0.010%
BELIZE	0.010%
PUEBLO	0.009%
CHEYENNE	0.009%
SIERRA LEONE	0.009%
YAQUI	0.008%
ASSYRIAN	0.008%
PAIUTE	0.008%
SEMINOLE	0.008%
BARBADIAN	0.008%
CARPATHO RUSYN	0.008%

Detailed Ethnicity, Race, or Ancestry Option in American Communities Survey	Percent of Washington Population (Approximate)
MACEDONIAN	0.008%
URUGUAYAN	0.007%
TIBETAN	0.007%
TOGO	0.007%
CAMEROON	0.007%
DELAWARE	0.007%
MALTESE	0.007%
SHOSHONE	0.006%
ARAPAHO	0.006%
CREOLE	0.006%
COMANCHE	0.006%
SPANISH AMERICAN	0.006%
LATIN	0.006%
UTE	0.006%
DUTCH WEST INDIES	0.006%
GRENADA	0.005%
TEXAS	0.005%
SPANISH AMERICAN INDIAN	0.005%
AFRO	0.005%
SAUDI ARABIAN	0.005%
FLEMISH	0.005%
APPALACHIAN	0.005%
BRITISH WEST INDIES	0.004%
SENEGAL	0.004%
HOPI	0.004%
BAHAMIAN	0.004%
GUINEAN	0.004%
LUMBEE	0.004%
ALSATIAN	0.004%
ALGERIAN	0.004%
PIMA	0.004%
NEW MEXICO	0.003%
OTTAWA	0.003%
NEGRO	0.003%
MENOMINEE INDIAN TRIBE OF WISCONSIN	0.003%

Detailed Ethnicity, Race, or Ancestry Option in American Communities Survey	Percent of Washington Population (Approximate)
CHALDEAN	0.003%
CAPE MUDGE BAND	0.003%
QUECHAN TRIBE OF THE FORT YUMA INDIAN RESERVATION	0.002%
BENGALI	0.002%
ANTIGUA AND BARBUDA	0.002%
ZIMBABWE	0.002%
PARAGUAYAN	0.002%
KIOWA	0.002%
UZBEG or UZBEK	0.002%
ACADIAN	0.001%
TOHONO O'ODHAM NATION OF ARIZONA	0.001%
SLAVONIAN	0.001%
MELANESIAN	0.001%
CYPRIOT	0.001%
UNITED HOUMA NATION	0.001%
U S VIRGIN ISLANDER	0.001%